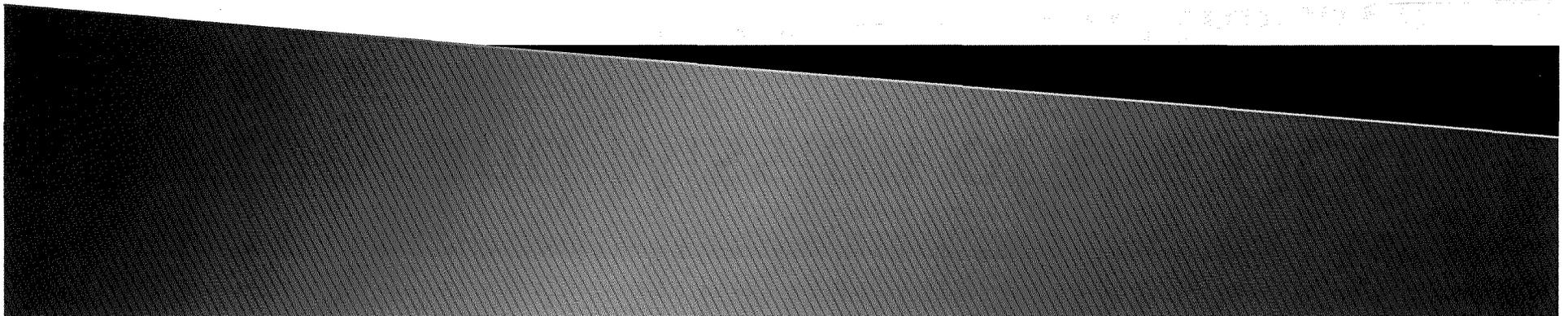


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J.W.

San Francisco Office of Citizen Complaints FY 2015-16 Budget

Joyce M. Hicks
Director



History and Mission of the OCC

- Created by Board of Supervisors' initiated and voter adopted Charter Amendment in 1982
- Became staffed and operational in 1983
- Under jurisdiction of the Police Commission – independent from SFPD
- Mission to investigate civilian complaints of police misconduct or neglect of duty promptly, fairly and impartially, make policy recommendations on police practices and conduct mediations and outreach

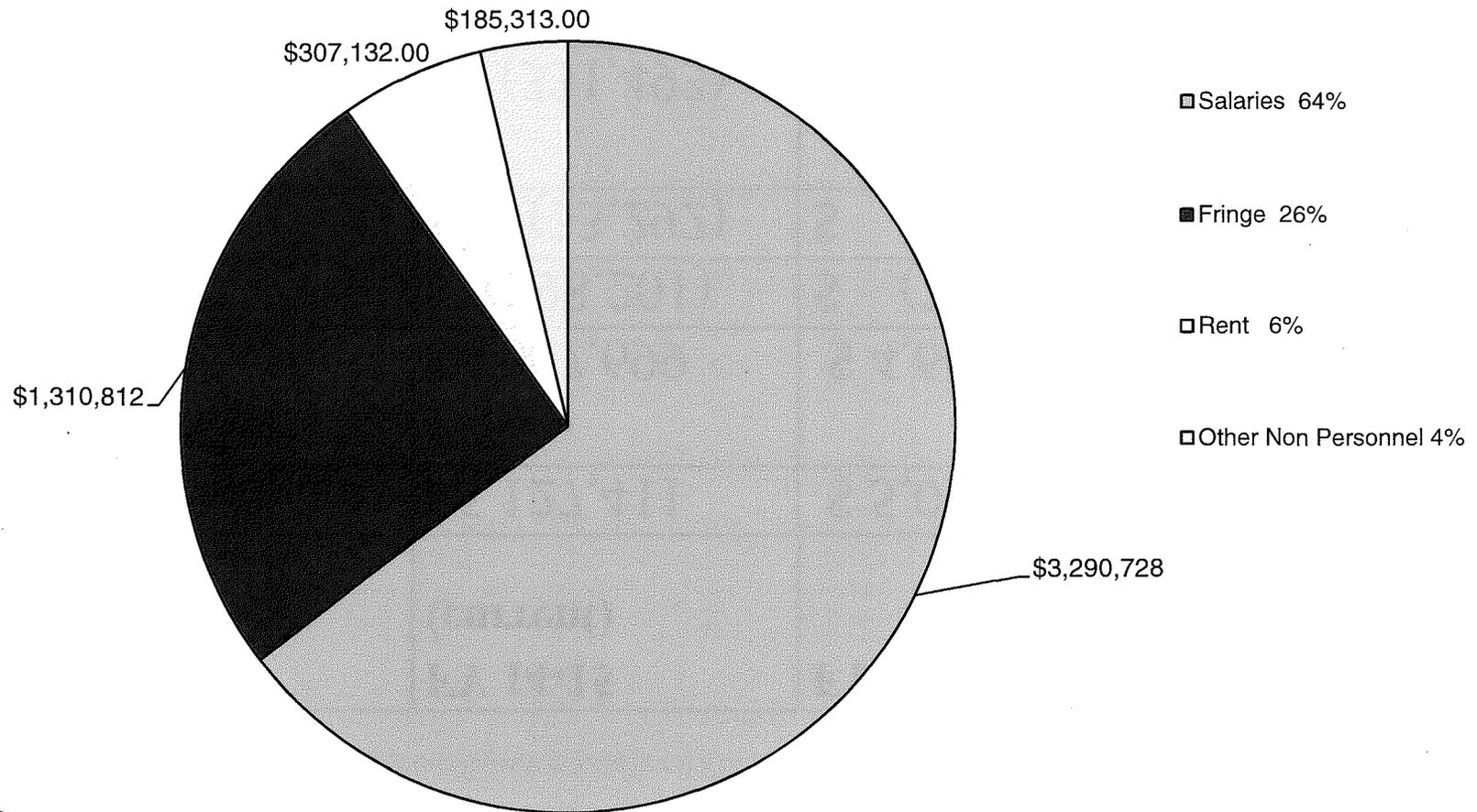
Organizational Developments

- 2014/2015 staffing constrained by step adjustments, attrition factor and long term staff absences
- Staff vacancies
 - 2 – (8124) Journey Level Investigators
 - 1 – (8126) Senior Investigator – Vacant since August 2013

Investigators' Caseloads

- ▶ Median caseload of 24 cases and only 13 journey level investigators with full caseloads at close of 2014
- ▶ Current median caseload is 27 cases with 14 investigators
- ▶ 2 journey level investigators acting senior investigators
- ▶ Best practices 16 cases per investigator
- ▶ Each senior investigator oversees approximately 240 cases annually

**FY 15-16 Proposed Budget
\$5,093,985**



FY 14-15 & 15-16 Budgets

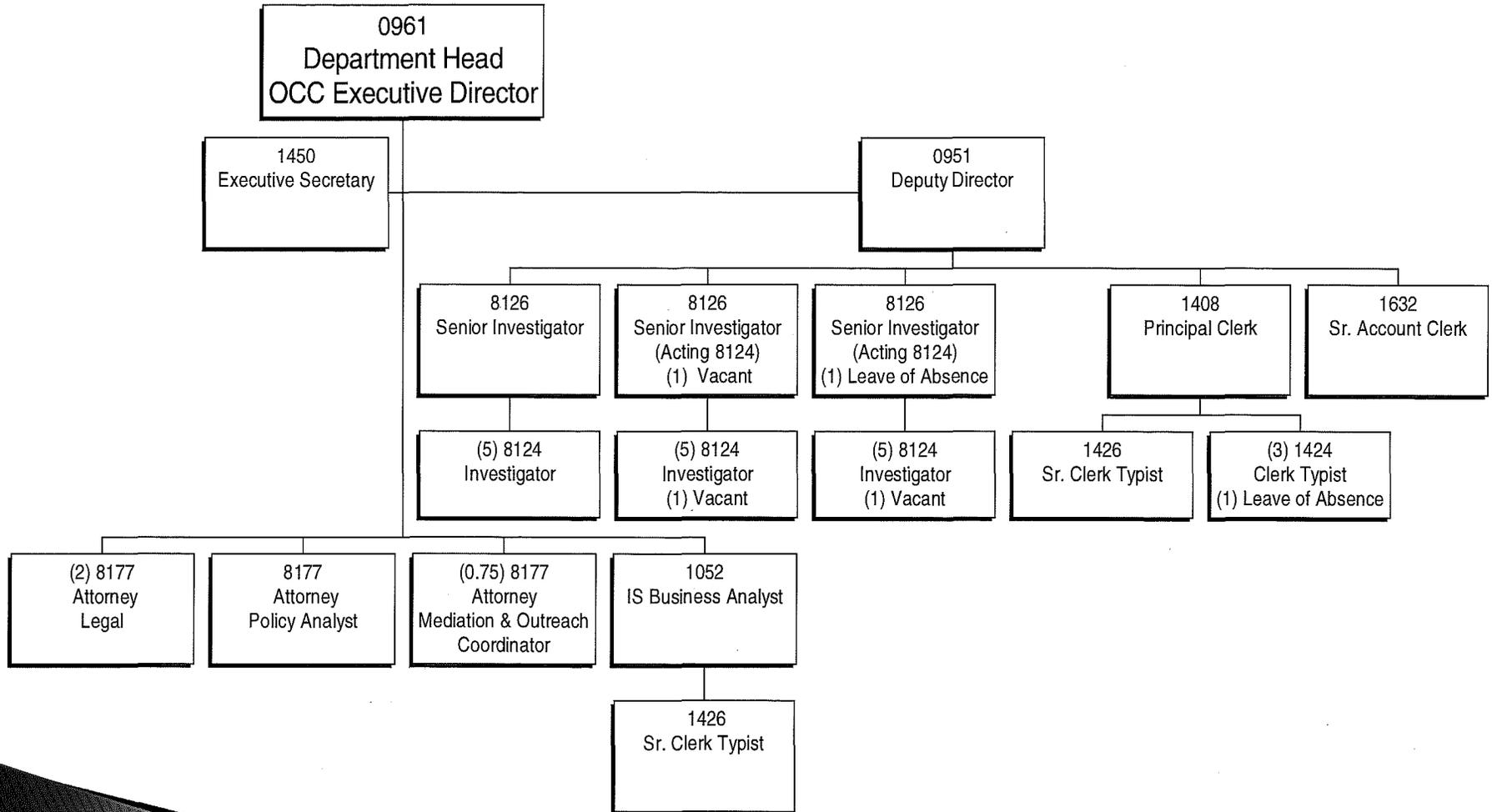
	FY 14-15 (current)	FY 15-16	FY 15-16 if enhancements granted
Total budget	\$5,127,411	\$ 5,093,985	\$5,601,237
Total Salary and Benefits	\$4,607,699	\$ 4,601,540	\$5,108,792
Step	\$ (298,201)	\$ (298,451)	\$ (200,843)
Attrition	\$ (33,292)	\$ (65,013)	\$ (65,013)
Step and Attrition (sum)	\$ (331,493)	\$ (363,464)	\$ (265,856)
Sum of Proposed Enhancements			\$ 507,252

Proposed Enhancements 2015-16

- 0.77 - \$103,428 (8124) Journey Level Investigator
- 0.50 - \$ 73,681 (8126) Senior Investigator
- 0.50 - \$ 60,114 (1051) Info Services Tech Assistant
- 0.25 - \$ 66,183 (8177) Attorney
- 0.77 - \$203,846 (8177) Attorney

➤ Total \$507,252

OCC Personnel – 34.75 FTE



Conclusion Questions

