

# Department of Police Accountability

Presentation to the Budget and Finance Committee

August 2020



# DPA Mission and Vision

## Mission

The Department of Police Accountability (DPA) is committed to providing the City of San Francisco with independent and impartial law enforcement oversight through investigations, policy recommendations, and performance audits to ensure that the Department reflects the values and concerns of the community it serves.

## Vision

DPA as a national standard for independent civilian oversight of law enforcement

- Accessible, transparent, and engaged with community members
- Strong reputation as a trusted and credible agency providing high quality investigations and timely independent investigations and audits
- Quality of reporting (evidence based, leveraging a balance of qualitative and quantitative data)

# Comparison of Mayor's Proposed Budget

## Total Budget

	FY 19-20	FY 20-21	FY 21-22
Total	\$11,557,966	\$10,525,143	\$9,344,261
Change		- \$1,032,823	- \$1,180,882

## Positions (FTE)

	FY 19-20	FY 20-21	FY 21-22
Total	50	49	42
Change		- 1	- 7

# Mayor's Proposed Budget by Category

## FY 2020-21

Category	Amount	Percentage
Salary & Benefits	\$8,921,854	85%
Programmatic Project	\$160,000	2%
Non-personnel Services	\$444,336	4%
Materials & Supplies	\$34,918	0%
Inter-departmental Services	\$964,035	9%
<b>Total</b>	<b>\$10,525,143</b>	<b>100%</b>

## FY 2021-22

Category	Amount	Percentage
Salary & Benefits	\$7,680,716	82%
Programmatic Project	\$160,000	2%
Non-personnel Services	\$444,336	5%
Materials & Supplies	\$34,918	0%
Inter-departmental Services	\$1,024,291	11%
<b>Total</b>	<b>\$9,344,261</b>	<b>100%</b>

# Reductions

- In response to instructions from the Mayor's Office, the DPA proposed reductions to its salary and benefits budget.
  - The DPA was able to meet the required reduction amounts through attrition, keeping vacant positions unfilled.

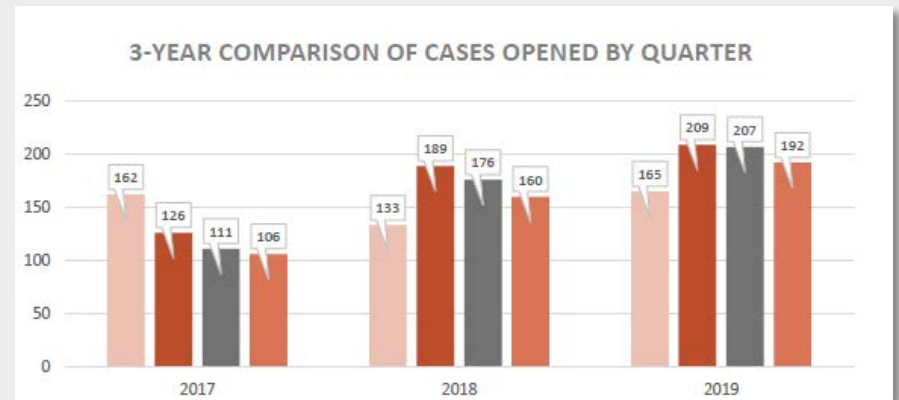
## Criteria

- Maintain core functions and minimize impacts or delays to services to the community
- Preserve current staffing levels and retain existing staff

## Impacts

- **The DPA is witnessing increasing numbers of annual complaints.** Currently, investigator caseloads are almost double the Controller's recommended level.\*

\* Controller's Office 2007 OCC Audit



# Reductions (Continued)

## Impacts

- **The DPA will continue to investigate complaints against the Sheriff's Office.** Under a proposed revised Letter of Agreement, the DPA will not only accept investigative referrals from the Sheriff's Office but will also increase jurisdiction by receiving complaints directly from the public and outside agencies. The DPA will support this expanded scope of work with existing staffing and resources, which will further stress increased caseloads.
- **The DPA will continue to face the significant administrative needs required by SB1421, a landmark police accountability transparency law.** To satisfy disclosure requests already received and new requests, the DPA projects completion after 9 years using existing staff assigned to this function. Additionally, the adoption of proposed SB776, which broadens the categories of disclosable cases, would further increase the administrative work required to disclose qualifying files. Temporary positions were added in last year's budget. These positions are critical to support this ongoing and expanding workload.
- **The DPA endeavors to conduct a biased policing audit** under its charter-mandated authority to conduct periodic audits of the San Francisco Police Department. The DPA will leverage existing department and City resources to perform this project to support the Mayor's budget reduction requests.

# Spotlight on Equity

## **Policy**

- Participates in working groups, advocates on behalf of vulnerable populations for police policy changes, educates vulnerable populations about their rights. Department of Justice Collaborative Reform recommendations, including modification of police search procedures that disproportionately impact persons of color and bias-free policing initiatives.

## **Investigations**

- Investigates all community member complaints of police misconduct and all officer-involved shootings. Addressing biased policing, police excessive force, law enforcement mental health and crisis response.

## **Audit Division**

- Conducts performance reviews on Police officer use-of-force and SFPD's handling of claims of officer misconduct. The Audit division is also conducting a racial equity study to analyze SFPD bias investigations and compare them with the city's overall Equal Employment Opportunity (EEO) complaints of internal bias and discrimination.

## **DPA Outreach Program**

- Staff engages in community outreach by educating vulnerable populations about their rights and how to file police misconduct complaints.

## **Mediation Division**

- Plays a vital role in reducing barriers and improving community-police relations. Mediation is critical because many resident complaints against police and other problems stemming from police-community interactions are often the result of misunderstandings or miscommunication.

## **The DPA Law and Justice Reform Internship Program**

- Intended to give college students interested in public service exposure to police policy and practice issues, including civil liberties, criminal law, criminal procedure, constitutional law, public safety employment, and administrative law. The DPA is strongly committed to diversity and supports the advancement of women and people of color.