

Department of Police Accountability

BOS Budget Presentation

FY2026 – 2027 & FY2027 – 2028

\$10.2M

FY 2026-27 Total Budget

39.21

Authorized FTE Positions

-30%

Staffing Change Since FY
2020-21

899

Cases Opened (CY 2025)



Mission and Core Functions

Mission Statement

To promptly, fairly, and impartially investigate complaints against the San Francisco Police Department, make policy recommendations regarding such practice, investigate all officer-involved shootings, and conduct periodic audits of the San Francisco Police Department.

Investigations

- Independent misconduct investigations
- Officer-involved shooting investigations
- Bias-based policing reviews
- Use of force examinations

Audits & Analysis

- Performance audits of SFPD practices
- Policy effectiveness reviews
- Data analysis and trend identification
- Systemic issue identification

Legal & Policy

- Case presentation to Police Commission
- Policy recommendations
- Legal analysis and compliance
- Disciplinary process oversight

Transparency & Records

- Public records requests (SB 1421/SB 16)
- Transparency reporting
- Data publication and accessibility
- Community information sharing

Community Engagement

- Mediation services (Discretionary)
- Community outreach programs (Discretionary)
- Stakeholder engagement
- Public education initiatives

Sheriff's Oversight

- Misconduct investigations
- Jail oversight support
- Perform oversight functions pending Inspector General (IG) appointment
- Support IG and Sheriff's Department Oversight Board (SDOB)



Performance Measures

Calendar Year 2025 actuals — Annual Statistical Report

925

Cases Investigated (CY 2025)

94

Avg Processing Days

100%

Govt. Code §3304 Compliance

899

Cases Received (CY 2025)

Q1 2026 Case Volume

- 269 SFPD complaints received
- 13 SFSO complaints received
- 266 cases closed in 94-day average
- 489 allegations adjudicated

Q1 2026 Outcomes

- 15 sustained allegations across 8 cases
- 198 Proper Conduct findings (~40%)
- 100% statutory deadline compliance

Quality Standards

- Nationally recognized audit excellence (ALGA)
- BWC footage core evidentiary resource
- Independent civilian oversight standard
- Findings reached based on the evidence



DPA FY 2026 – 2027 Operating Expenses

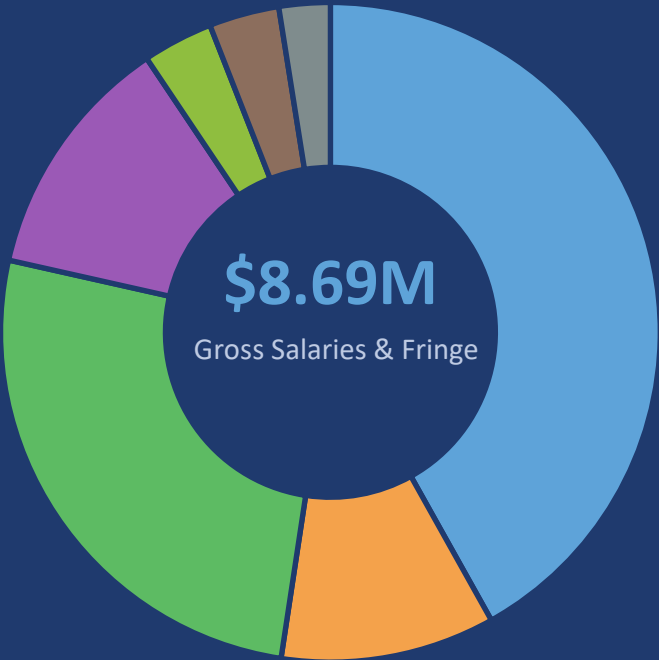
Department Base Request vs Mayor's Proposed Budget

Expense Category	FY 2026-27 Base	FY 2026-27 Mayor	Change
Salaries	\$5,594,791	\$6,373,971	+\$779,180
Mandatory Fringe Benefits	\$1,958,271	\$2,313,261	+\$354,990
Services of Other Depts	\$1,111,554	\$1,147,780	-\$9,888
Non-Personnel Services	\$401,223	\$406,773	+\$5,550
Programmatic Projects	\$645,000	\$100,000	-\$545,000
Materials & Supplies	\$33,422	\$30,640	-\$2,782
Expenditure Recovery	\$654,795	\$759,795	+\$105,000
TOTAL OPERATING EXPENSES	\$9,644,261	\$10,272,425	+\$628,164



Salary Budget Allocation by Work Area

FY 2026-27 Mayor's Proposed — by job class roll-up



Inv SFPD & Sheriff Cases:
\$3.64M (42%)

Legal/Policy:
\$2.27M (26%)

Public Records:
\$300K (3%)

Mediation:
\$218K (3%)

Exec:
\$913K (11%)

Op/Admin:
\$1.05M (12%)

Audit:
\$299K (3.0%)

Attrition (offset):
-\$550K

6 Management Positions

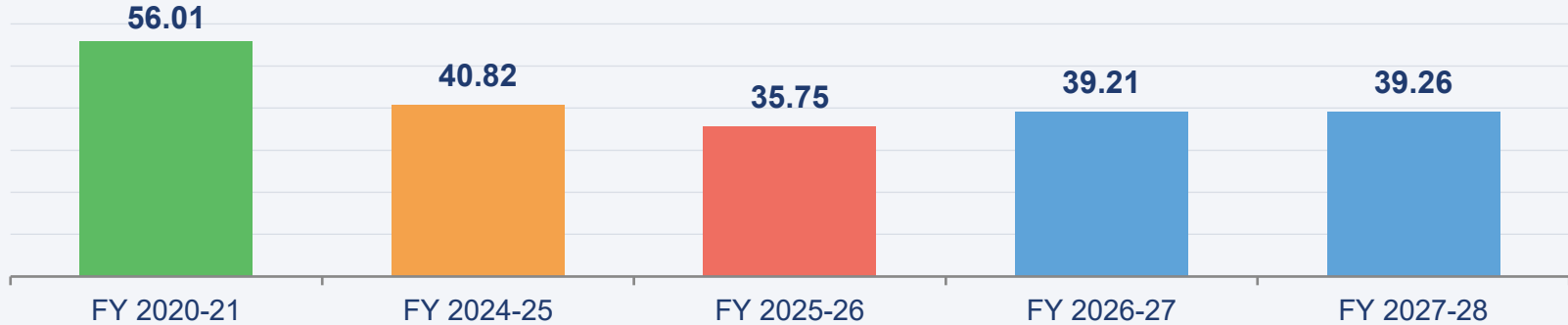
31 Non-Management Positions

5 Supervisory Positions



Workforce Evolution: FY 2020-21 to FY 2027-28

DPA Workforce Trend: Baseline → Attrition Reduction → Partial Recovery



↑ +3.46 positions restored from FY 2025-26 ↑

56.01

FY 2020-21 Baseline

40.82

FY 2024-25 (-27%)

35.75

FY 2025-26 (-36%)

39.21

FY 2026-27 (-28%)

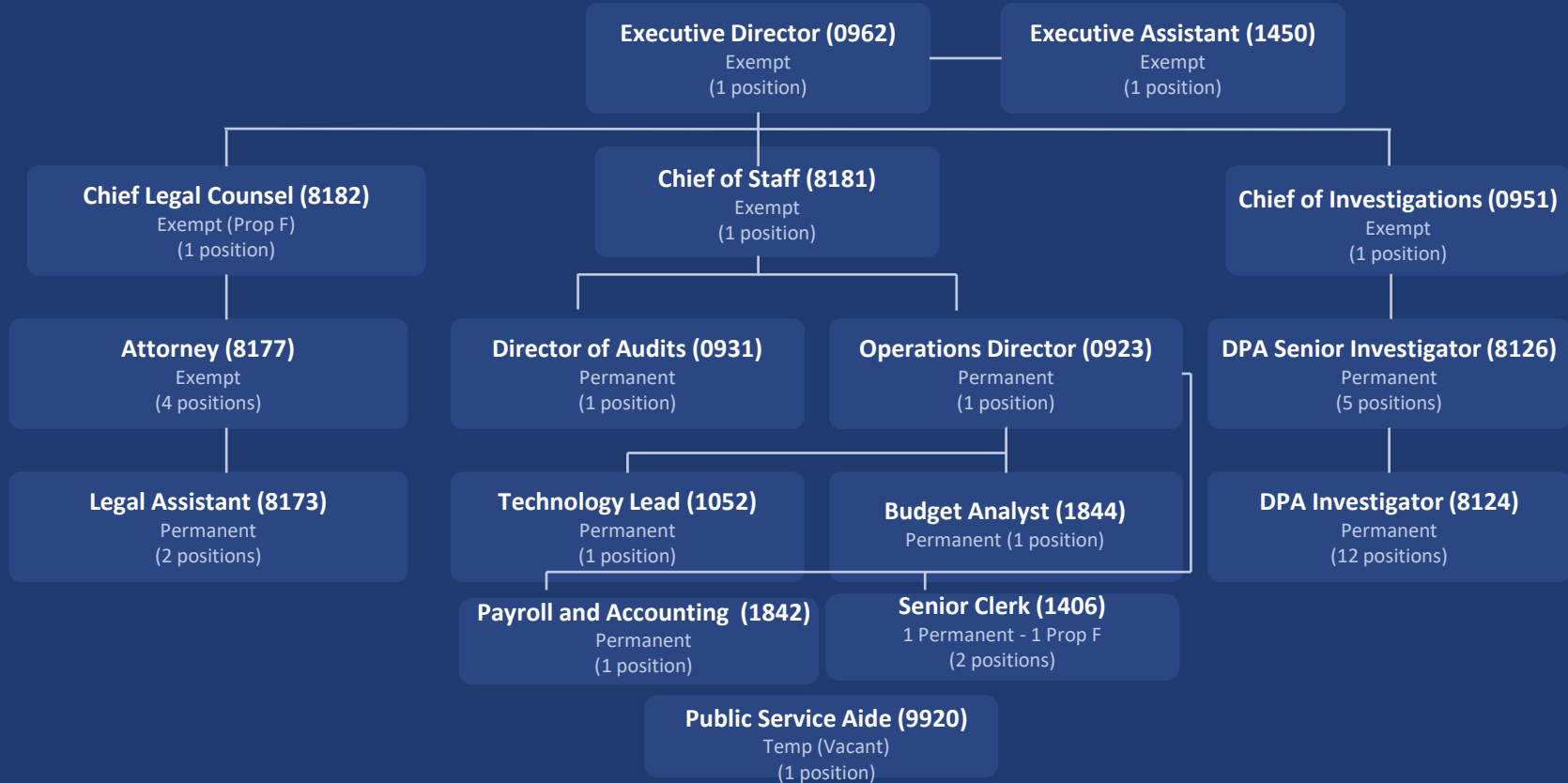
39.26

FY 2027-28 (-28%)

Despite partial recovery, DPA remains 15.80 positions below FY 2020-21 baseline.



DPA Organizational Chart





Response to Budget Instructions

Board of Supervisors — Program Classification & Rightsizing

DPA rightsized through **attrition management** — recalibrating projected vacancy savings to reflect hiring capacity while preserving all statutory functions.

Base attrition target of -\$1.54M was rightsized to -\$550K in the Mayor's proposed budget, restoring +3.46 FTE



Program Classification

- Every function reviewed against the framework
- All DPA programs classified as Core Operational
- Mandated by City Charter, state law, or Police Commission



Operating at Statutory Floor

- A 30% staffing **decrease** since FY 2020-21 baseline
- 16.8 positions below pre-pandemic level
- 100% statutory deadline compliance
- Lean structure leaves no operational slack but has created significantly more burdensome workloads for staff and multiple roles for management



Thank You

Questions and Discussion



Contact Information

Department of Police Accountability

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File a Complaint

Online Complaint Filing

Public Records Requests

www.sf.gov/dpa