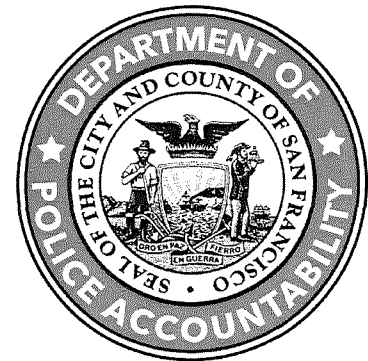


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Department of Police Accountability

Presentation to the Budget and Finance Committee

June 2019



DPA Mission and Vision

Mission






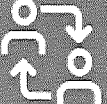






The Department of Police Accountability (DPA) is committed to providing the City of San Francisco with independent and impartial law enforcement oversight through investigations, policy recommendations, and performance audits to ensure that the Department reflects the values and concerns of the community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

Strategic Goals

INVESTIGATION	 Deliver Excellent Investigations	 Strengthen Relationships	 Improve enabling tools/ processes	 Leverage Data to Drive Decisions
OPERATIONS	 Build Capability	 Increase Internal Alignment	 Improve enabling tools/ processes	 Improve enabling tools/ processes
LEGAL	 Deliver Excellent Legal Analysis	 Strengthen Relationships	 Improve enabling tools/ processes	 Leverage Data to Drive Decisions

Strategic Goals (Continued)

POLICY



Deliver Excellent
Policy Recommendations



Strengthen
Relationships



Improve Enabling
Tools/ Processes



Leverage Data to
Drive Decisions

MEDIATION



Increase
Mediations



Strengthen
Relationships



Drive Consistent
Language & Messaging



Project a
Positive Image



Leverage Data to
Drive Decisions

OUTREACH



Enhance
Communications Capability



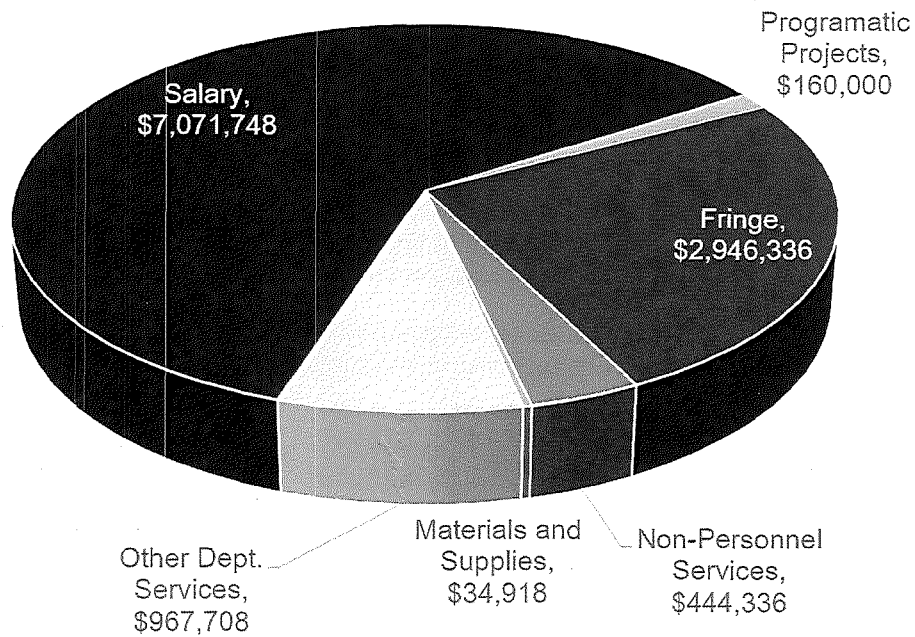
Increase
Internal Alignment



Engage DPA Staff
and Partners

FY 2019-20 Proposed Budget

Budget (Uses)



Positions

	FY 18-19	FY 19-20	FY 20-21
Total	45.9	53.6	55.3
Change		+7.7	+1.6

Main Drivers of Growth

- State Police Transparency Laws on Police Personnel Records
- Sheriff Misconduct Investigations
- Position Annualizations

Expenditures & Major Initiatives

MAJOR INITIATIVE

Senate Bill 1421 and Assembly Bill 748 Compliance

STRATEGIC GOAL ALIGNMENT

New state law granted public access to thousands of previously confidential current and historical records.

- **TRANSPARENCY:** Disclosures will benefit the community and law enforcement stakeholders by increasing transparency and enabling independent analysis and review of previously unavailable data.
- **CONSORTIUM APPROACH:** DPA will develop a **citywide public records request portal to reduce costs** by eliminating duplicate efforts across SFPD, SFSD and the City Attorney's office and to enhance public service by speeding access to previously redacted records. Vendor amounts in FY19/20 reflect one-time costs of citywide portal implementation.

COSTS

<p>Staffing 8177 Attorneys (2) 8173 Legal Assistants (2)</p>	<p>Records Storage & Software Licensing FY 19/20: \$770,000 FY 20/21: \$220,000</p>
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WORKLOAD AND RISKS

The new laws created monumental administrative burdens.

- Most of DPA's records are paper files, and not electronically stored. Therefore, DPA must manually review both paper and electronic files for approximately 3,000 cases, spanning 36 years, to determine which cases are disclosable. Thousands of documents and media files will then need to be individually redacted.
- DPA staff has collectively spent an average of 115 hours per week on tasks related to SB1421 record requests, pulling resources away from Police investigations.
- DPA's responsibilities will increase when AB748 becomes effective on July 1, 2019.
- DPA expects to address the review and redaction of historical case data over the next three years. DPA will need ongoing staff support to address future review and redaction efforts due to the large quantity of media associated with DPA cases.
- The risks of non-compliance with SB1421 and AB748 includes litigation and fines.

Expenditures & Major Initiatives

MAJOR
INITIATIVE

Sheriff's Department Misconduct Investigations

STRATEGIC GOAL ALIGNMENT

DPA took over San Francisco Sheriff's Department (SFSD) deputy misconduct investigations in early 2019.

- Expanded jurisdiction increases DPA's capacity to deliver its investigative model to other law enforcement agencies.
- Independent and impartial investigations enhance community trust.

COSTS

Staffing

8177 Attorneys (1)
8126 Senior Investigator (1)

WORKLOAD, EFFICIENCIES, AND RISKS

- Assuming responsibility for SFSD deputy misconduct investigations is a massive new role for the DPA and requires a significant number of new staff to implement successfully.
- There are over 800 active sworn deputies at SFSD, and DPA is currently investigating 49 SFSD cases, including several complex investigations involving complainants and deputies. SFSD cases currently comprise 14% of DPA's overall caseload and 63% of the caseload for four investigators in DPA's Special Investigation Unit.
- Department is requesting two new positions to help meet this workload.
- Risks of understaffing this unit include delayed investigations.

Performance Measures

Current Measures

- Number of cases opened, closed, mediated, and sustained.
- Number of sustained cases closed within 1-year
- Percentage of cases resulting in corrective or disciplinary action
- Number of policy related-findings and recommendations

Strategic Plan Measures

- All investigations resolved within a 9-month timeframe
- Increase in discipline recommendation agreement rate
- Completion of comprehensive outreach plan
- Increased adoption of policy recommendations
- Increased awareness of DPA Mission, Products, and Services
- Increase outreach program participation
- Increase in number of Mediations
- Increase in Mediation satisfaction

