



Department of Police Accountability

# DPA Proposed Budget FY24-25





## 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.



## Divisions

**INVESTIGATIONS DIVISION** investigates and makes findings on civilian complaints of police misconduct or neglect of duty and investigates all officer-involved shootings that result in injury.

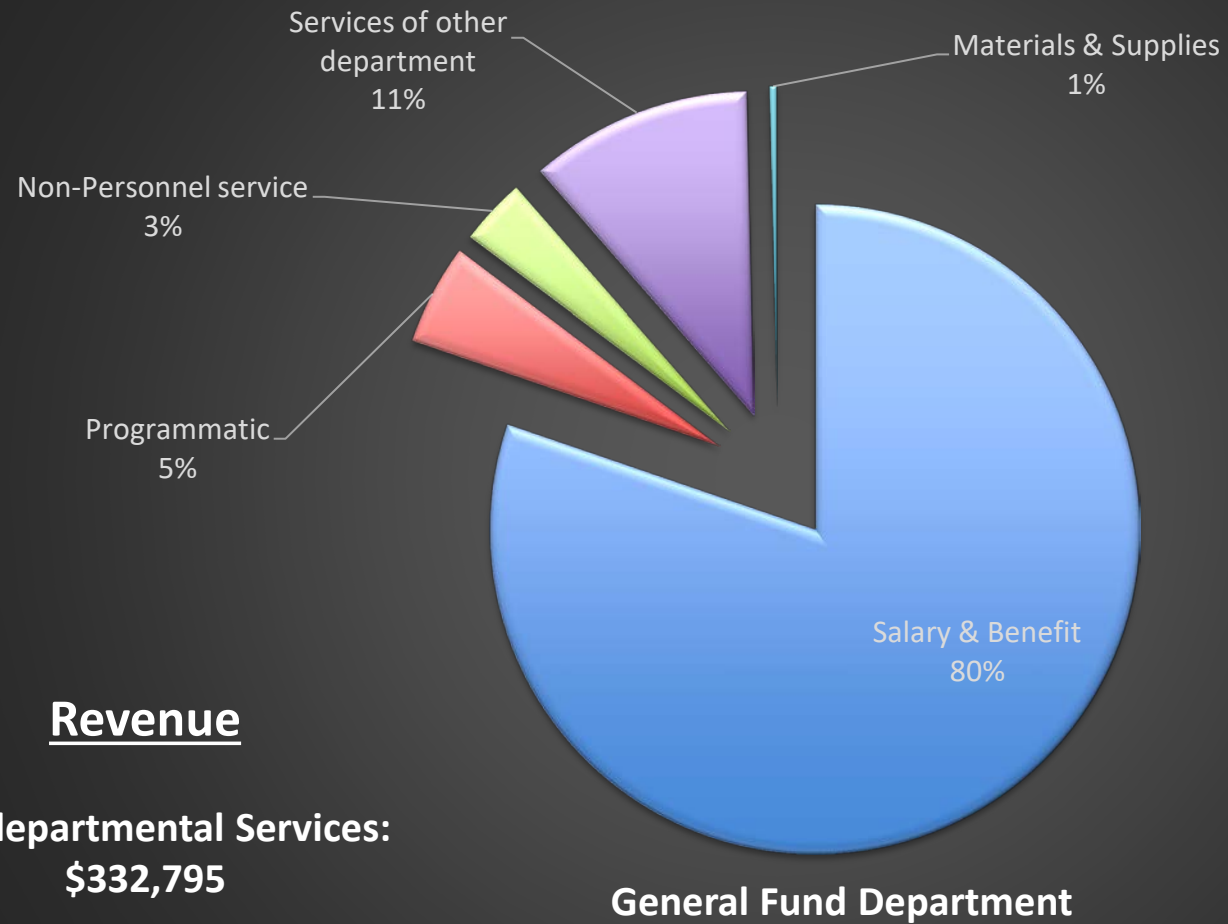
**AUDIT DIVISION** conducts regular performance audits on police officer use of force and how the Police Department handles claims of officer misconduct.

**LEGAL AND POLICY DIVISION** presents misconduct cases to the Police Chief and the Police Commission, as designated by the Police Commission's Disciplinary Penalty and Referral Guidelines. Attorneys also make recommendations on Police Department policies or practices to enhance police-community relations while ensuring effective police services.

**MEDIATION AND OUTREACH DIVISION** provides a forum for officers and complainants to discuss complaints. The Outreach program seeks to reach communities that have been economically, racially, culturally, or linguistically isolated from police services.

**SENATE BILL 1421 DIVISION** - ensures that records involving officer-involved shootings and great bodily injury are posted to DPA's website. Prepare for regulatory changes due to the implementation of Senate Bill 16 that will impact DPA's document production obligations.

# Mayor's Proposed Budget



# Mayor's Proposed Budget by Category

| Category                      | Change From Base |
|-------------------------------|------------------|
| Salary & Benefits             | - \$243,964      |
| Programmatic Project          | \$400,000        |
| Non-Personnel Services        | \$10,000         |
| Services of Other Departments | \$48,140         |
| Materials and Supplies        | No Change        |
| <b>Total</b>                  | <b>\$214,176</b> |





# Performance Measures



| FISCAL YEAR  | FY2021-22 | FY2022-23 | FY2023-24 | FY2024-25 |        |
|--|-----------|-----------|-----------|-----------|--------|
| GOAL   | ACTUALS   | PROJECTED | TARGET    | TARGET    | TARGET |
| Address civilian complaints of police misconduct professionally and efficiently                                    |           |           |           |           |        |
| Number of Cases Closed During the Reporting Period   | 742       | 712       | 720       | 720       | 720    |
| Percentage of Sustained Cases that Resulted in Corrective or Disciplinary Action by the Chief or Police Commission | 87%       | 78%       | 90%       | 90%       | 90%    |



# Budget Reductions FY24 & FY25

|                              |   |
|------------------------------|---|
| FY2024-2025 Budget Reduction | \$ 386,072 (FY24) and \$231,634 (FY25)  |
| Hold for unfilled positions  | 8108 Senior Legal Process Clerk<br>8173 Legal Assistant<br>8124 Investigator<br>1822 Administrative Analyst |



# Budgetary Impacts

|                                  | Decrease<br>work<br>output | Increased<br>Workloads | Burnout<br>and<br>Decreased<br>Morale | Impact<br>Public<br>Services |
|----------------------------------|----------------------------|------------------------|---------------------------------------|------------------------------|
| Clerical<br>Position<br>(8108)   | ✗                          | ✗                      | ✗                                     | ✗                            |
| Attorney<br>(8177)               | ✗                          | ✗                      | ✗                                     | ✗                            |
| Investigator<br>(8121)           | ✗                          | ✗                      | ✗                                     | ✗                            |
| Senior<br>Investigator<br>(8126) | ✗                          | ✗                      |                                       |                              |
| Auditor II<br>(1684)             | ✗                          | ✗                      |                                       |                              |
| Paralegal<br>(8173)              | ✗                          | ✗                      | ✗                                     | ✗                            |

## Major Impacts

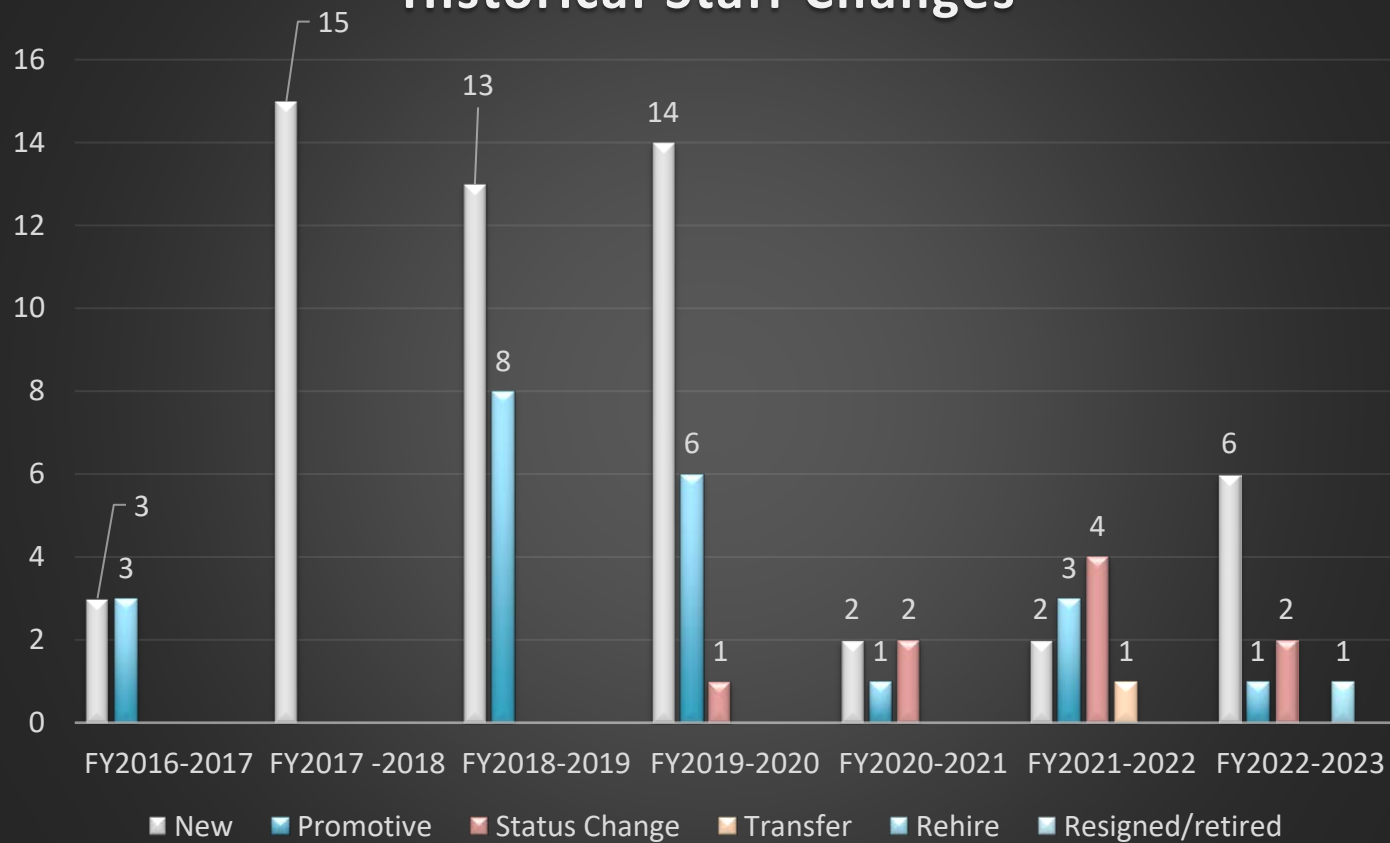
- Delays in filling critical positions
- Risk of insufficient funds to cover DPA's Case Management System
- Impacts on transcriptions services
- Impeded training and development opportunities for staff
- Cybersecurity requirements may be compromised
- Constraints in acquiring necessary materials and supplies for staff
- Limit community outreach initiatives
- Delays in translating DPA materials for the public
- Website update delays
- Potential delays in mandatory reporting





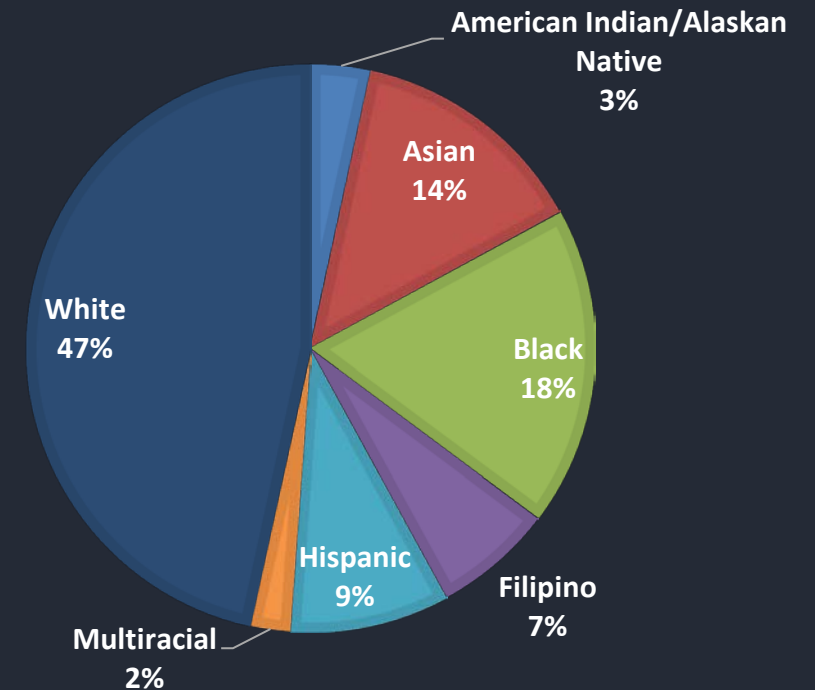
# Department Staffing Changes FY16- FY23

## Historical Staff Changes

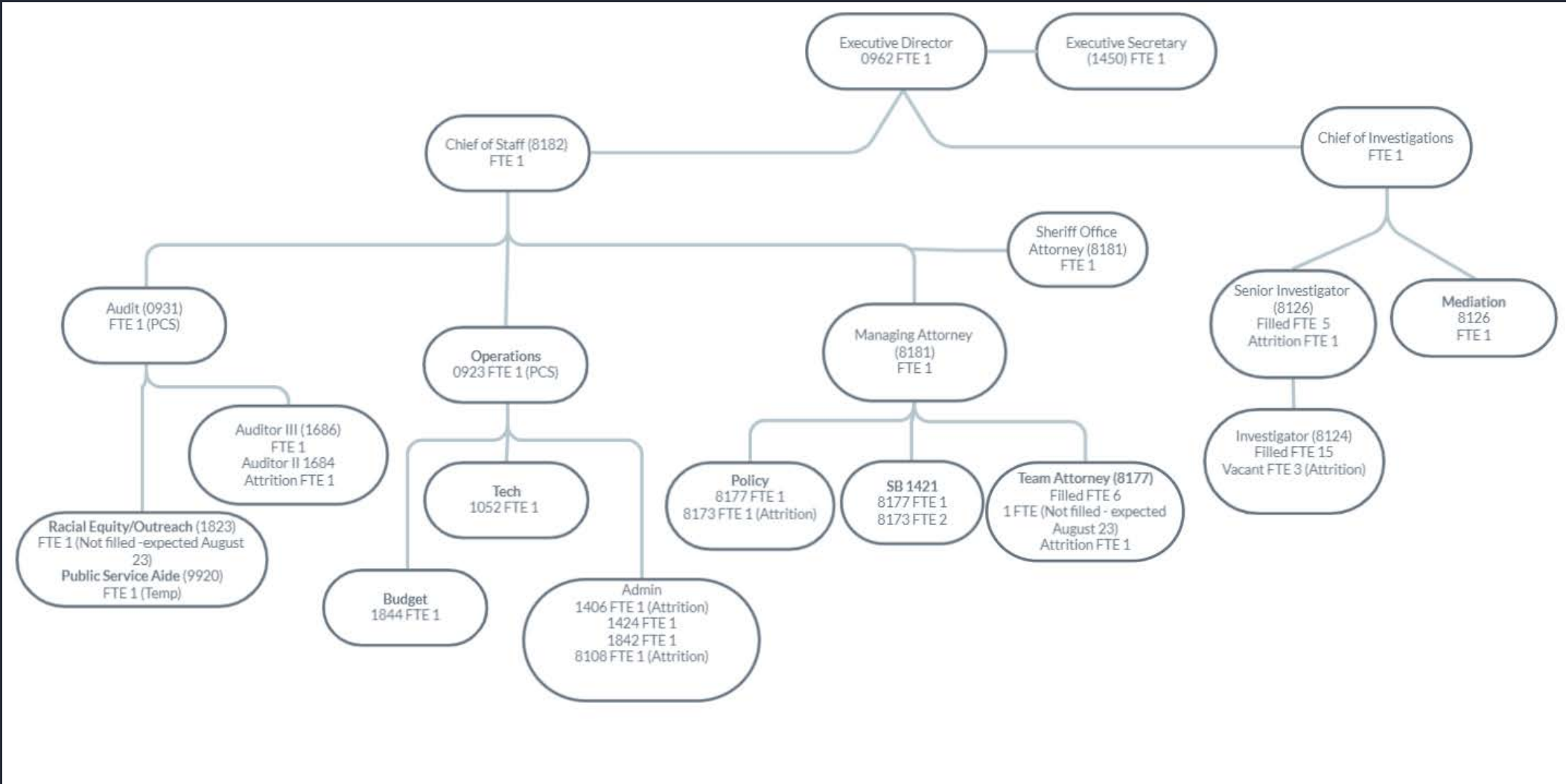


## Staff Diversity Demographics

65% of all newly hired staff were female



# Organization Chart





# DPA Budget allocation of funds for Language Access and Poverty alleviation

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- Language Access Services
- Training and Development
- DPA's Law and Justice Internship Program
- Support SF Pathway to Hire Programs
- Support the SF Ace program
- Outreach Materials
- Investigation



Department of Police Accountability

Thank you