

Department of Police Accountability



FY 2024-25 & FY 2025-26

Budget & Finance Committee Hearing

Presented By Paul Henderson, Executive Director



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.

Services

- Investigations of Police Misconduct
- Policy Recommendations
- Policy Analysis and Audits
- Mediation Program
- Community Outreach and Education
- Public Records



Objectives

Independent
Investigations

Accountability

Policy
Recommendations

Transparency

Audit: Monitoring
Compliance

Community
Engagement



Mayor's Budget Instructions

Reduce General Fund support by 10%, and identify an additional 5% reduction for contingency.

DPA met the full amounts of these reductions in its February Department Proposed Budget.

- DPA proposed reductions to its salary and benefits (attrition)
- One unfilled position



Mayor's Proposed Budget

Total Budget

	Base Budget FY2024-25	Proposed Budget FY2024 - 25	Proposed Budget FY2025-26
Total	9,970,353	\$10,040,297	\$ 9,718,016
Change		\$69,739	- \$322,076

Positions (FTE)

	Base FTE FY2024-25	Proposed FTE FY2024 - 25	Proposed FTE FY2025-26
Total	40.84	39.82	38.76
Change		- 1.02	- 1.06

Major Changes

- Increase of \$150,000 in Programmatic Projects to support a Data sharing project with SFPD
- Changed a substituted position 8177 to an 8181



Budget Allocations

	Proposed Budget FY2024-25	Percentage of Total Budget
Staff	\$7,976,029	79%
Services of Other Depts	\$1,046,717	10%
Programmatic Project	\$650,000	6.5%
Non-personnel	\$333,742	3.32%
Materials & Supplies	\$33,424	.33%
Revenue	\$654,795	7%



Performance Measures

01 Complaint Resolution Timeliness

The speed at which complaints are investigated and resolved. This includes metrics such as the average time taken to complete investigations and the percentage of cases closed within a specific timeframe.

02 Case Outcomes

Outcomes of investigations, including the number of complaints that result in disciplinary actions, policy changes, or other forms of resolution

03 Internal Performance Review

Regular internal reviews and audits of the DPA's processes and procedures to ensure they meet standards of efficiency, thoroughness, and impartiality.

04 Community Feedback

Surveys and other forms of feedback from the community regarding their satisfaction with the DPA's services

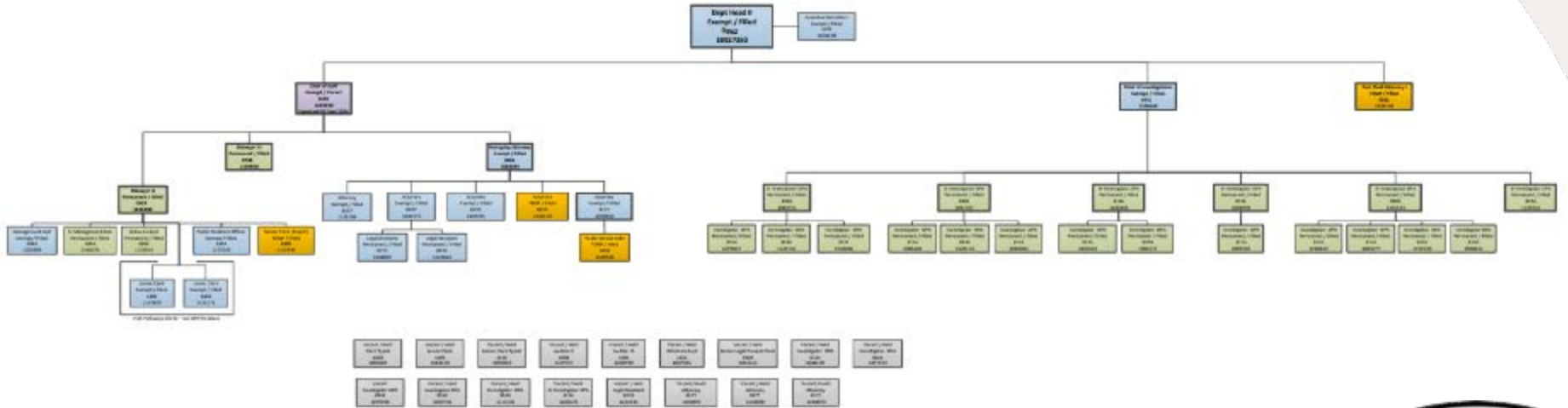
05 Policy Implementation

The extent to which the SFPD adopts and implements the policy recommendations made by the DPA.

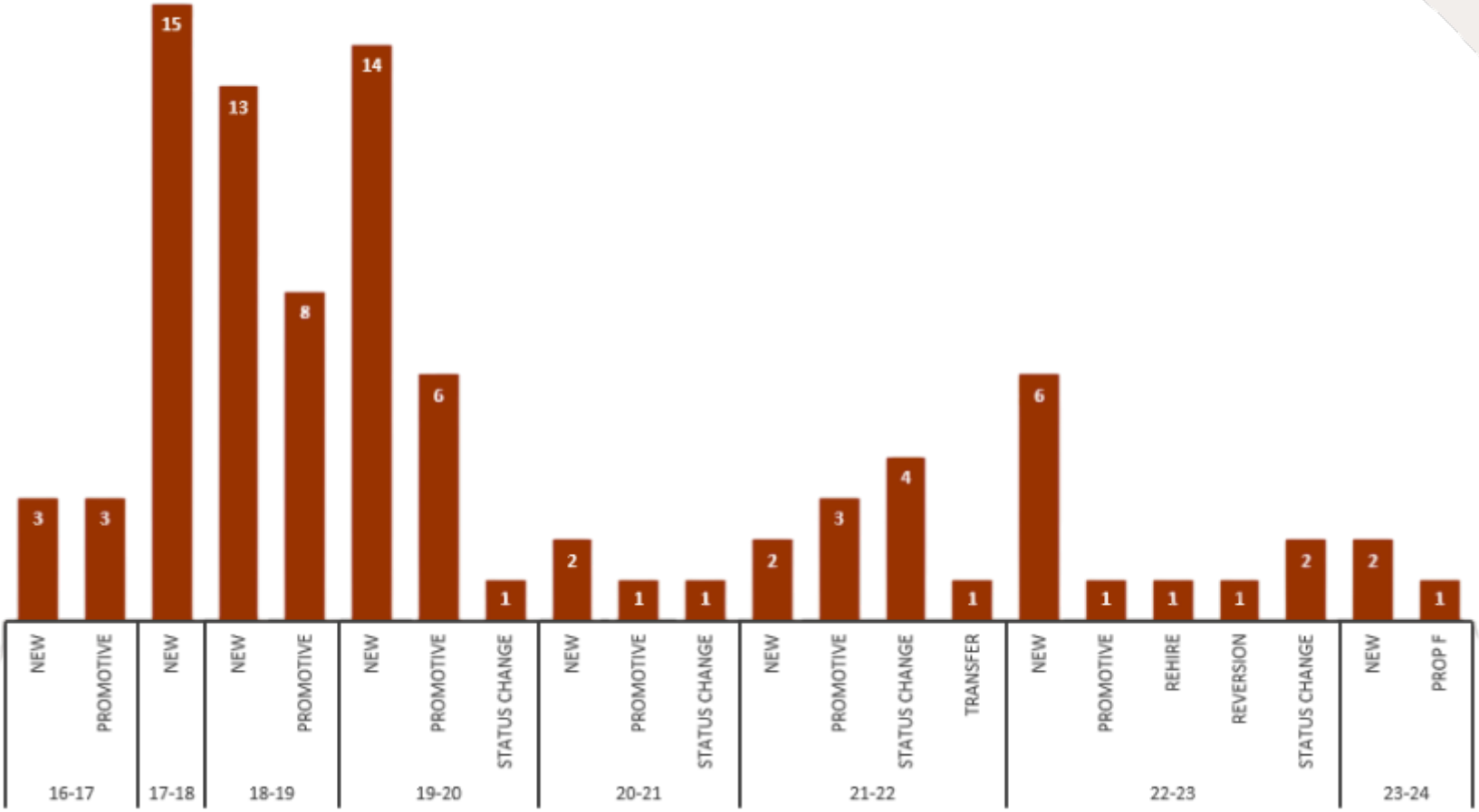
06 Public Reporting

This includes annual reports, statistical summaries, and detailed case studies that provide transparency about the DPA's activities and findings.

Organization Chart



5-Year Historical Hiring



Thank You



Questions ?

Dept Head II
Exempt / Filled
0962
10927350

Executive Secretary I
Exempt / Filled
1450
1031138

Chief of Staff
Exempt / Vacant
8181
1133458
Expected Fill Sept 2024

Chief of Investigations
Exempt / Filled
0951
1100668

Asst Chief Attorney I
TEMP / Filled
8181
1153126

Manager III
Permanent / Filled
0931
1139800

Managing Attorney
Exempt / Filled
8182
1083285

Manager II
Permanent / Filled
0922
1145498

Attorney
Exempt / Filled
8177
1139798

Attorney
Exempt / Filled
8177
1082475

Attorney
Exempt / Filled
8177
1132491

Attorney
TEMP / Filled
8177
1140456

Attorney
Exempt / Filled
8177
1094800

Sr Investigator DPA
Permanent / Filled
8126
1083751

Sr Investigator DPA
Permanent / Filled
8126
1081707

Sr Investigator DPA
Permanent / Filled
8126
1120155

Sr Investigator DPA
Permanent / Filled
8126
1004993

Sr Investigator DPA
Permanent / Filled
8126
1135543

Sr Investigator DPA
Permanent / Filled
8126
1135541

Management Asst
Exempt / Filled
1842
1102963

Sr Management Asst
Permanent / Filled
1844
1144074

IS Bus Analyst
Permanent / Filled
1052
1132843

Public Relations Officer
Exempt / Filled
1314
1137615

Senior Clerk (Prop F)
TEMP / Filled
1406
1155996

Legal Assistant
Permanent / Filled
8173
1144867

Legal Assistant
Permanent / Filled
8173
1144866

Public Service Aide
TEMP / Filled
9920
1149915

Investigator DPA
Permanent / Filled
8124
1079067

Investigator DPA
Permanent / Filled
8124
1120156

Investigator DPA
Permanent / Filled
8124
1132846

Investigator DPA
Permanent / Filled
8124
1085681

Investigator DPA
Permanent / Filled
8124
1120154

Investigator DPA
Permanent / Filled
8124
1041006

Investigator DPA
Permanent / Filled
8124
1135542

Investigator DPA
Permanent / Filled
8124
1006673

Investigator DPA
Permanent / Filled
8124
1007225

Investigator DPA
Permanent / Filled
8124
1110452

Investigator DPA
Permanent / Filled
8124
1023177

Investigator DPA
Permanent / Filled
8124
1135539

Investigator DPA
Permanent / Filled
8124
1090862

Junior Clerk
Exempt / Filled
1402
1147605

Junior Clerk
Exempt / Filled
1402
1124176

HSA Pathways Clerks -- not DPA Positions

Vacant / Held
Clerk Typist
1424
1004089

Vacant / Held
Senior Clerk
1406
1143118

Vacant / Held
Senior Clerk Typist
1426
1095813

Vacant / Held
Auditor II
1684
1139797

Vacant / Held
Auditor III
1686
1139799

Vacant / Held
Admin Analyst
1822
1047325

Vacant / Held
Senior Legal Process Clerk
1808
1024152

Vacant / Held
Investigator DPA
8124
1044102

Vacant / Held
Investigator DPA
8124
1097933

Vacant
Investigator DPA
8124
1039786

Vacant / Held
Investigator DPA
8124
1063743

Vacant / Held
Investigator DPA
8124
1117150

Vacant / Held
Sr Investigator DPA
8126
1023176

Vacant / Held
Legal Assistant
8173
1151984

Vacant / Held
Attorney
8177
1104859

Vacant / Held
Attorney
8177
1144868

Vacant / Held
Attorney
8177
1144870