

# 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



# 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

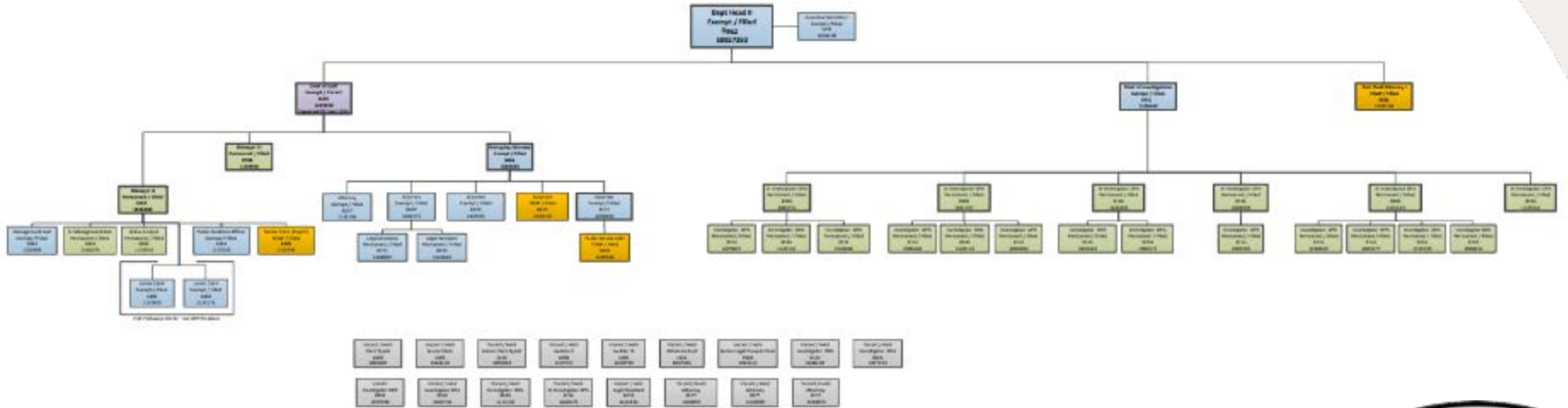
## 05 Policy Implementation

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

## 06 Public Reporting

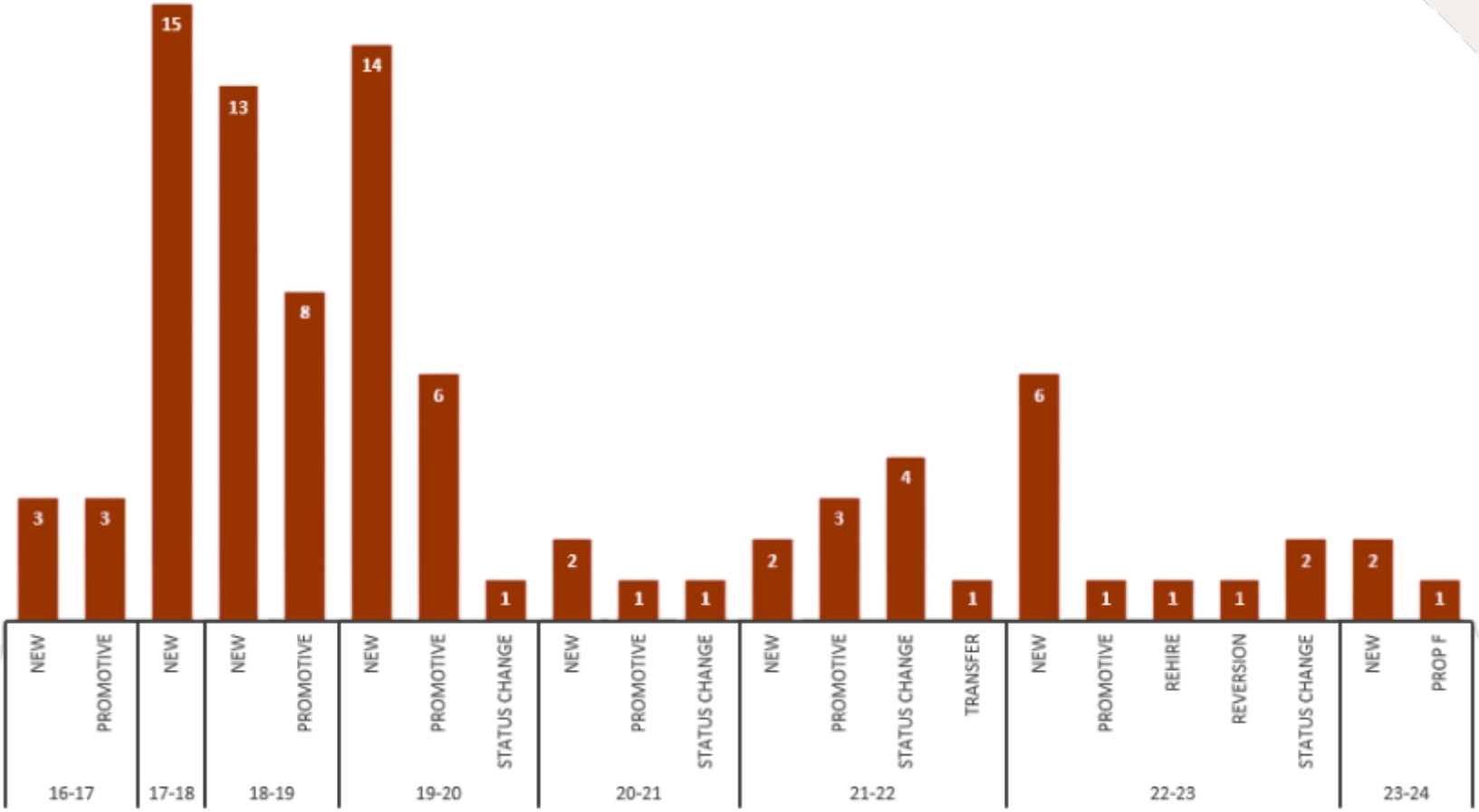
This includes annual reports, statistical summaries, and detailed case studies that provide transparency about the DPA's activities and findings.

# 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

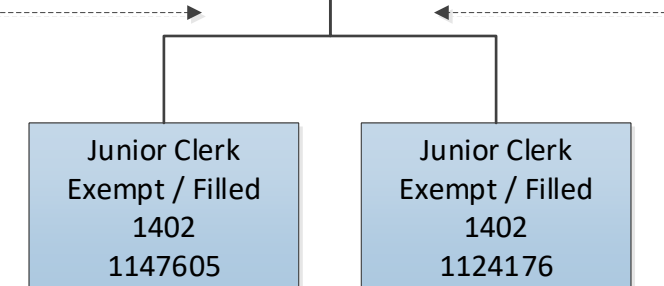
**Investigator DPA**  
Permanent / Filled  
8124  
1007225

**Investigator DPA**  
Permanent / Filled  
8124  
1110452

**Investigator DPA**  
Permanent / Filled  
8124  
1023177

**Investigator DPA**  
Permanent / Filled  
8124  
1135539

**Investigator DPA**  
Permanent / Filled  
8124  
1090862



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  
8108  
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