

Department of Police Accountability



FY 2021-22 & FY 2022-23

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.

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)

Agency Divisions

The Department of Police Accountability provides service through the following divisions:

INVESTIGATIONS UNIT 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 UNIT conducts regular performance audits on police officer use of force and how the Police Department handles claims of officer misconduct.

LEGAL AND POLICY UNIT presents misconduct cases to the Police Chief and to 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 UNITS provide a forum for officers and complainants to have discussions regarding complaints. The Outreach program seeks to reach communities that have been economically, racially, culturally, or linguistically isolated from police services.

Mayor's Budget Instructions

Reduce General Fund support by 7.5%, and identify an additional 2.5% 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), programmatic, and non-personnel budgets.

Criteria

- Maintain core functions and minimize impacts or delays to services to the community
- Preserve current staffing levels and retain existing staff
- Prioritize programs and services that promote racial equity

Mayor's Proposed Budget

Total Budget

	Base Budget FY2021-22	Proposed Budget FY2021-22	Proposed Budget FY2022-23
Total	\$9,767,375	\$ 9,398,996	\$ 9,620,863
Change		-\$368,379	\$221,867

Positions (FTE)

	Base FTE FY2021-22	Proposed FTE FY2021-22	Proposed FTE Y2022-23
Total	45	45	45
Change		0	0

Major Changes

- Reduction of \$100,000 to Non-Personnel Services
- Reduction of \$60,000 to Programmatic Projects
- Substitution of 3 FTE to maintain SB1421 team

Eliminate Corruption and Waste

At DPA, we set high standards for ethics, transparency, and public interest.

- Promote transparency through public reporting and outreach

Six-month contract and account review

Accounting Audit - Reviewed and Revamped Expense Process

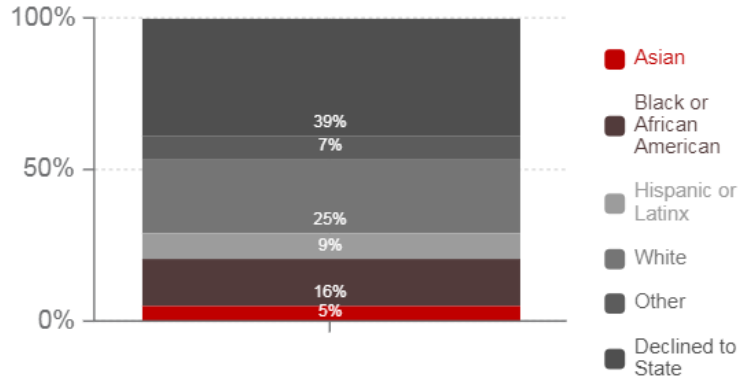
Positions

- Working with the MBO to ensure that essential SB1421 positions are made permanent
 - Passage of SB16 increases the categories of disclosure
- Working with DHR and MBO to fill all positions promptly
- Career Pathways to hire and train personnel to support office staff

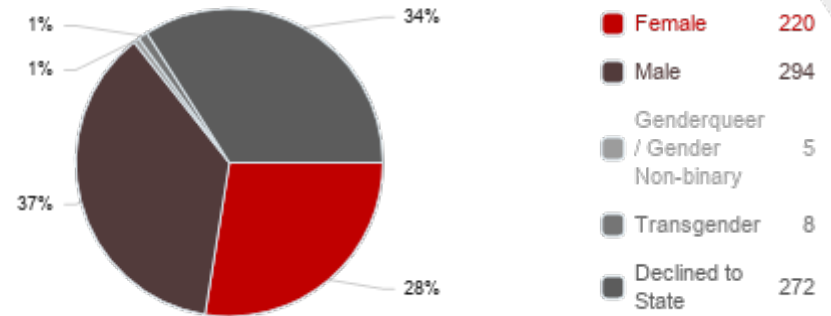


Service Portfolio - Demographics

Race/Ethnicity

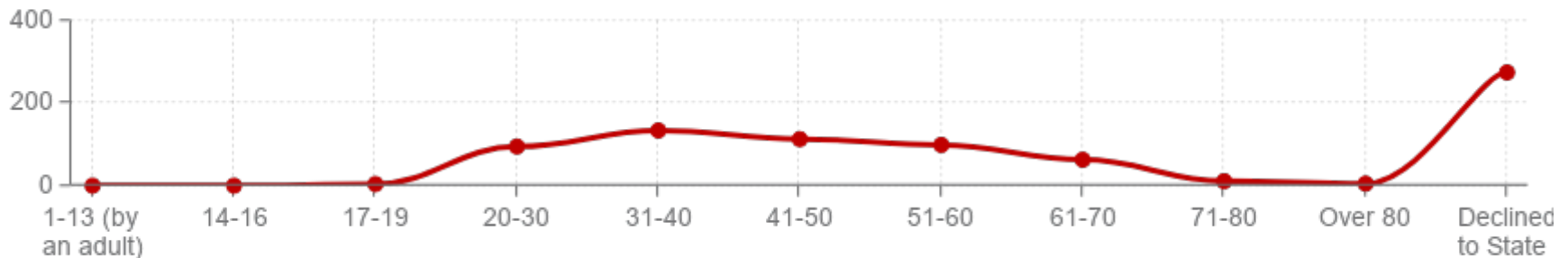


Complainant Orientation



Complaint Age

N - 799



Rebuild a Better City

DPA Outreach and Internship

- 90 outreach events focused on Black, Latino, Asian, and LGBTQ communities
- Legal Internship Program

Inequality Gaps

- In complaints, we identified a gap in LGBTQ (1% of total complaints), youth ages 1-19(.5% of total complaints), and adults over 71 (2% of total complaints). In 2021 DPA will focus outreach activities on increasing awareness of DPA and the complaint process.

Budget

- Focused the budget on ensuring DPA provides services to community members most impacted by police service. Limiting the impact on our staff and ensuring employees can perform DPA's core services.

Future

- Goals for the next year include conducting pattern and practice investigations and audits of biased policing practices focused on disparate impacts for disenfranchised communities.
- Continue to be good stewards of public funds - ensure all programs and technology we use enhance our services to the public.

Innovate by Focusing on Impact



Big System Changes

- Software for SB1421 and SB16 to reduce the time it takes to publish reports
- Leveraging existing city resources such as WebEx and SharePoint

Funding Impact

- Investing in online presence, collaboration tools, and staff training and mentorship

Digital Services

- Collaborated with the Office of Civic Innovation to develop Salesforce Case Management System
- Currently working with Digital Services to develop new website – goal is to improve public access by making website more user-friendly and data-driven

Thank You



Questions?