

# Department of Police Accountability



Budget Proposal  
FY 2021-22 & FY 2022-23

Presented By Sarah Hawkins, DPA Chief of Staff

# 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.

# Projected Salary Savings

For the current fiscal year (FY 2020-21), the DPA is projecting salary savings of approximately \$265K.

Salary & Benefits Budget	6-Month Actuals	12-Month Projection	Projected Balance
\$8,825,807	\$4,258,247	\$8,561,048	\$264,759

## Source of Savings

- Step savings
- Vacant positions (due to departures and apart from attrition vacancies)

# Mayor's Budget Instructions

- In response to instructions from the Mayor's Office, the DPA proposes reductions to its salary and benefits, programmatic, and non-personnel budgets.
- The salary and benefits reduction will be achieved through attrition, keeping vacant positions unfilled.

## 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
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- Reduce General Fund support by 7.5%, and identify an additional 2.5% reduction for contingency.

# Department Proposed Budget

## Total Budget

	Base Budget FY2021-22	Proposed Budget FY2021-22	Proposed Budget FY2021-22 w/ Contingency
Total	\$9,733,157	\$ 9,212,050	\$ 9,038,348
Change		- \$521,107	- \$173,702

## Positions (FTE)

	Base FTE FY2021-22	Proposed FTE	Proposed FTE w/ Contingency
Total	45	43	42
Change		-2	-1

# Department Proposed Budget by Category

**FY 2021-22**

Category	Change from Base	Change from Base w/ Contingency
Salary & Benefits	- \$418,565	- \$583,521
Programmatic Project	- \$60,000	- \$60,000
Non-personnel Services	- \$42,542	- \$51,288
<b>Total</b>	<b>- \$521,107</b>	<b>- \$694,809</b>

# Reduction Impact to Services

**INCREASING CASELOADS** - The DPA is witnessing increasing numbers of annual complaints. Currently, investigator caseloads are almost double the Controller's recommended level.\*

\* Controller's Office 2007 OCC Audit

**SHERIFF CASES** - The DPA will continue to investigate complaints against the Sheriff's Office until the creation and funding of the Office of Inspector General (OIG). Under a proposed revised Letter of Agreement, the DPA will not only accept investigative referrals from the Sheriff's Office but will also increase jurisdiction by receiving complaints directly from the public and outside agencies. The DPA will support this expanded scope of work with existing staffing and resources, which will further stress increased caseloads.

**UPCOMING AUDITS** - The DPA endeavors to conduct a biased policing audit under its charter-mandated authority to conduct periodic audits of the San Francisco Police Department. The DPA will leverage existing department and City resources to perform this project to support the Mayor's budget reduction requests.



# SB 1421

The DPA will continue to face the significant administrative needs required by SB1421, a landmark police accountability transparency law. To satisfy disclosure requests already received and new requests, the DPA projects completion after 9 years using existing staff assigned to this function. Additionally, the adoption of proposed SB16, which broadens the categories of disclosable cases, would further increase the administrative work required to disclose qualifying files.

Temporary positions were added to the budget. However, these positions are sunsetting in June 2021. These positions are critical to support this ongoing and expanding workload.

Projected Timeline and Cost to Address Backlog Cases Only							
	Backlog	Attorney Hours	Assistant Hours	Years to Complete <sup>3</sup>	Attorney Multi-Year Salary Cost	Assistant Multi-Year Salary Cost	Total Multi-Year Salary Cost
2 Attorneys; 2 Assistants	49,000	17,000	32,000	9	\$ 2,288,462	\$ 2,107,692	\$ 4,396,154
2 Attorneys; 1 Assistant	49,000	33,000	16000	12	\$ 4,442,308	\$ 1,053,846	\$ 5,496,154
2 Attorneys; 0 Assistant	49,000	49,000	0	17	\$ 6,596,154	\$ -	\$ 6,596,154
1 Attorney; 2 Assistants	49,000	17,000	32,000	12	\$ 2,288,462	\$ 2,107,692	\$ 4,396,154
1 Attorney; 1 Assistant	49,000	24,500	24,500	17	\$ 3,298,077	\$ 1,613,702	\$ 4,911,779
1 Attorney; 0 Assistant <sup>4</sup>	49,000	49,000	0	35	\$ 6,596,154	\$ -	\$ 6,596,154

# SB 16

**New Legislation (SB 16)—The creator of SB 1421, State Senator Nancy Skinner, is working to significantly expand the scope of disclosable records and to create late production penalties.**

Under Sen. Skinner's new legislation, records will be disclosable when an officer uses force to gain compliance when there are findings of prejudice or discrimination based on a protected class, and in cases of unlawful arrest or unlawful search.

The bill would make most of DPA's files disclosable and would expose DPA to daily \$1,000 fines. Without adequate staffing and resources, DPA conservatively expects to incur \$365,000 in fines annually. Vendor costs are estimated at \$172,500 annually (\$22,500 for video redaction and \$150,000 for transcription) and \$1,470,000 for archived files (\$120,000 for video redaction and \$1,350,000 for transcription). If SB 16 passes, DPA would require at least four additional legal assistants to address the increased workload.

# Audit Projects

**SFPD AUDIT** - Audit SFPD to explore if SFPD and IAD are investigating allegations of EXPLICIT bias and is engaging the community regarding biased policing

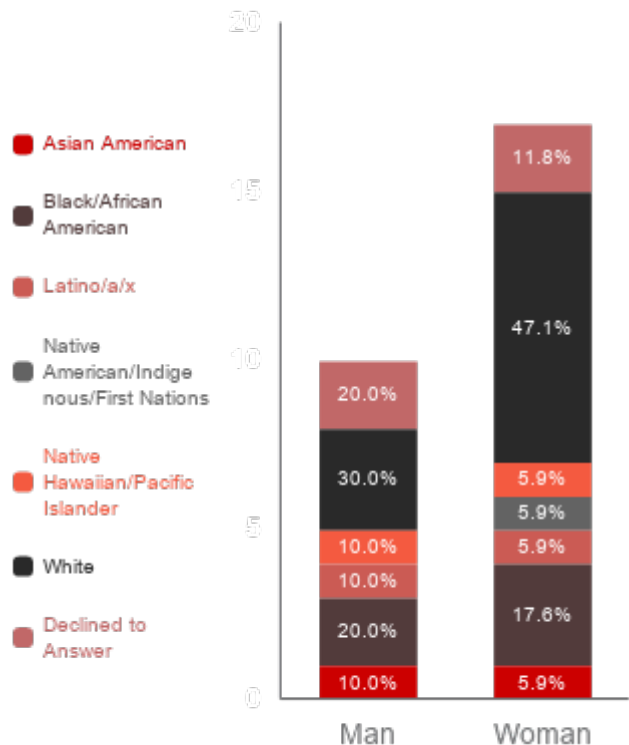
- **PROCESS:** review three years of SFPD investigations of bias/EEO allegations and their results to determine if they complied with SFPD standards; compare SFPD standards to US DOJ-COPS guidance and other best practices
- **OBJECTIVE:** explore and identify if SFPD and SFPD internal affairs are efficiently investigating all allegations of explicit bias, and if the police department is effectively engaging the community regarding bias policing and reports of misconduct

**PATTERN AND PRACTICE** - Investigate trends of IMPLICIT bias, through pattern and practice investigations that review an officer's record over a period of time

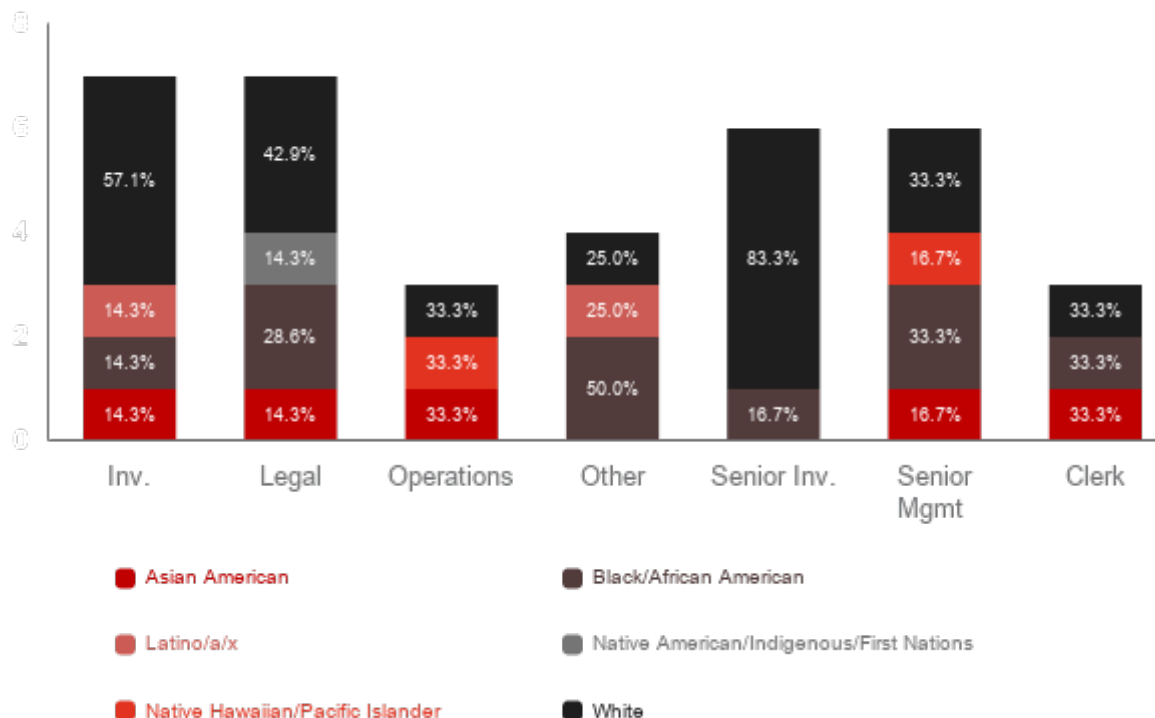
- **PROCESS:** continuous review of investigative trends of implicit bias
- **OBJECTIVE:** create a snapshot of an officer's work. The DPA can then send this report to the officer and command staff for review, along with recommendations about retraining or continuing education. The hope is that the DPA can offer a bias investigation that will help the SFPD identify and correct issues of bias within its ranks before it results in irrevocable harm to an individual.

# Equity Within the DPA

## Gender x Race



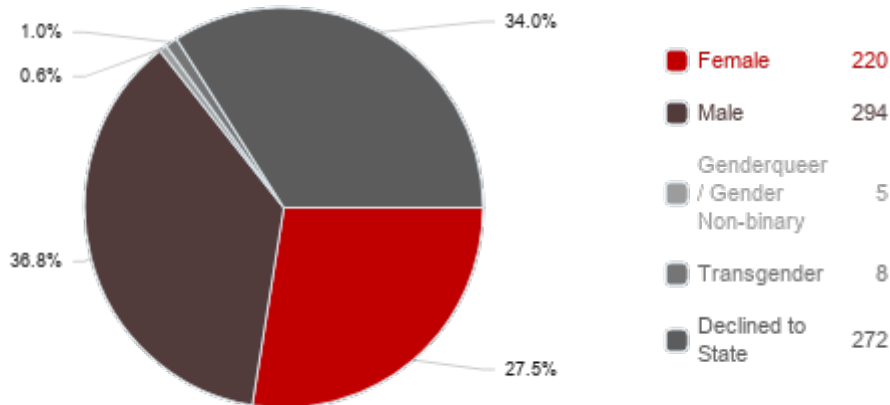
## Divisions x Race



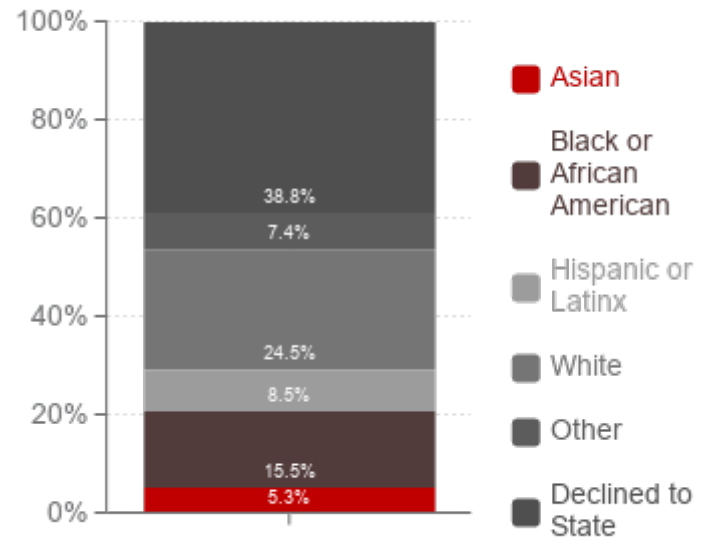
# Equity in the DPA's Cases

Complaints	Number	Percent
Complainants	764	98%
Anonymous	35	2%

### Complainant Orientation



### Race/Ethnicity



# DPA Budget and Racial Equity

Bottom Line: The DPA Budget proposal does not adversely affect the department's racial equity priorities.

Internal: The DPA will continue to use existing programs and resources (SharePoint, DHR Training, internal groups) to promote equity in our department.

External: The DPA will not amend the existing complaint and investigation process.



Link to the DPA's Racial Equity Action Plan: <https://my.visme.co/view/y4mwqnwz-racial-equity-project>

**Thank You**



**Questions?**