

The image features a street scene at dusk, viewed from a car's perspective. The top of the image is covered by a solid red bar with a fine, repeating geometric pattern. Overlaid on the street scene is white text. The main title is 'Department of Police Accountability' in a large, bold, sans-serif font. Below it, 'Presented by:' is also in a large, bold, sans-serif font. At the bottom of the text block, 'Chief of Investigations Erick Baltazar' is written in a smaller, regular sans-serif font. The background shows a city street with buildings, trees, and traffic lights, with a warm, golden light from the setting sun.

Department of Police Accountability

Presented by:

Chief of Investigations Erick Baltazar

Introduction

29 Years of Investigative Experience

- 4 Years – SFDA Investigator (Civil Division)
- 7 Years – SF DPA Investigator
- 8 Years – SF DPA Senior Investigator
- 10 Years – SF DPA Chief of Investigations
- Investigated and Supervised more than 7000 Investigations
- Responded to and/or Supervised All Officer-Involved Shooting Incidents in the past 10 years



History

1982

Creation by Charter Amendment

Independent from SFPD

Reports directly to Police Commission

2003

Police Commission increased from 5 to 7

DPA Director empowered to file charges directly with the police commission

2016

Voters clarified and twice expanded DPA jurisdiction

Renamed DPA (formerly OCC)

Mandatory OIS Investigations

Mandatory biennial audits:
Use of Force and Misconduct Investigations

Discretionary audit powers

DPA's Mission

- Fairly and impartially investigate complaints against San Francisco police officers,
- Make policy recommendations regarding police practices, and
- Conduct periodic audits or reviews of the San Francisco Police Department.

Investigative Process

Interview
Complainant

Gather
Evidence

Interview
Witnesses

Interview
Officers

Investigation
"Findings"



Complaint Components



Allegations

- Neglect of Duty (ND)
- Conduct Unbecoming an Officer (CUO)
- Unwarranted Action (UA)
- Unnecessary Force (UF)

Questioning

MEMBER RESPONSE FORM

- Officer is served with written questions
- Officer responds in writing
- Officer may seek a representative's advice
- MRFs are occasionally followed by an in-person interview

IN-PERSON INTERVIEW

- "Notice to Appear"
- Named officers may bring representation
- Witness officers may not bring representation

Investigative Findings

Improper Conduct

By a preponderance of the evidence, the DPA found that misconduct or neglect occurred.

Other

Proper Conduct
Unfounded
Insufficient Evidence
Training Failure
Supervision Failure
Policy Failure

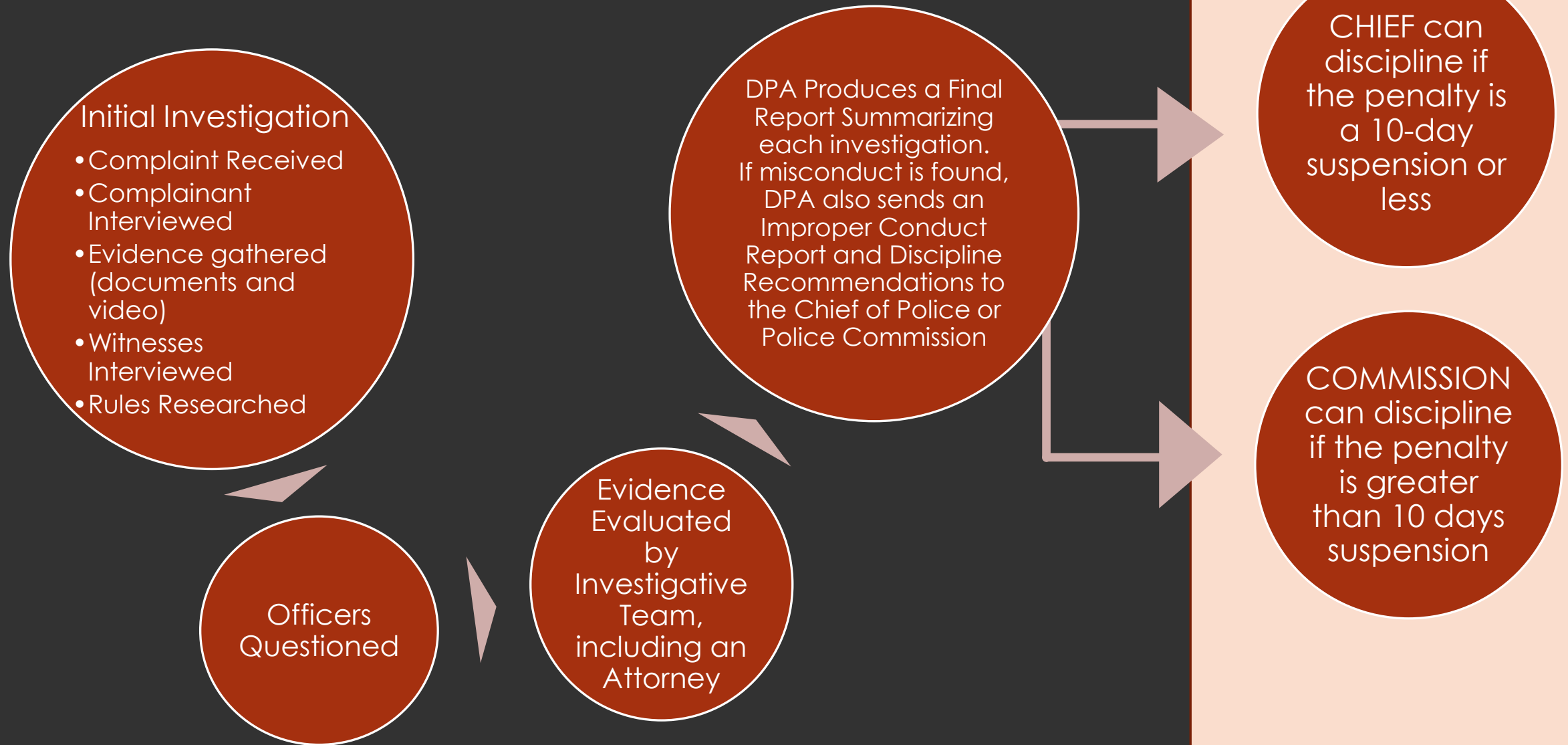
No Findings

Withdrawn
Informational
Referral
Mediated

DPA's Review Process and Team Structure

- Four (4) Teams, supervised by a Senior Investigator and team attorney
- Review Process – Recommended investigative findings are prepared by the assigned investigator
 - Reviewed by his/her senior investigator
 - Team attorney
 - Supervising attorney
 - Chief of investigations

Complaint Process Overview



Discipline

Written Reprimand

Suspension

Termination

Criminal Prosecution

NON-DISCIPLINE

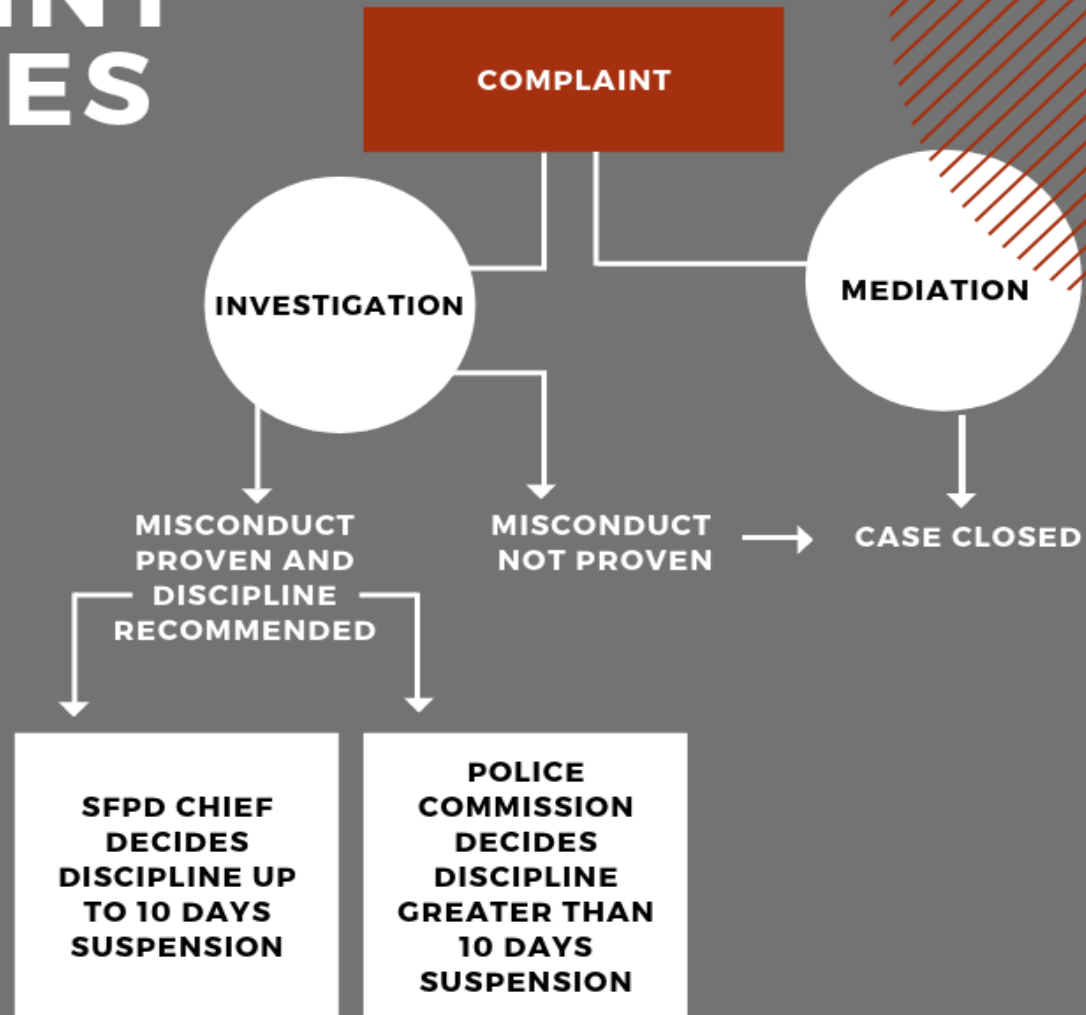
Admonishment

Counseling

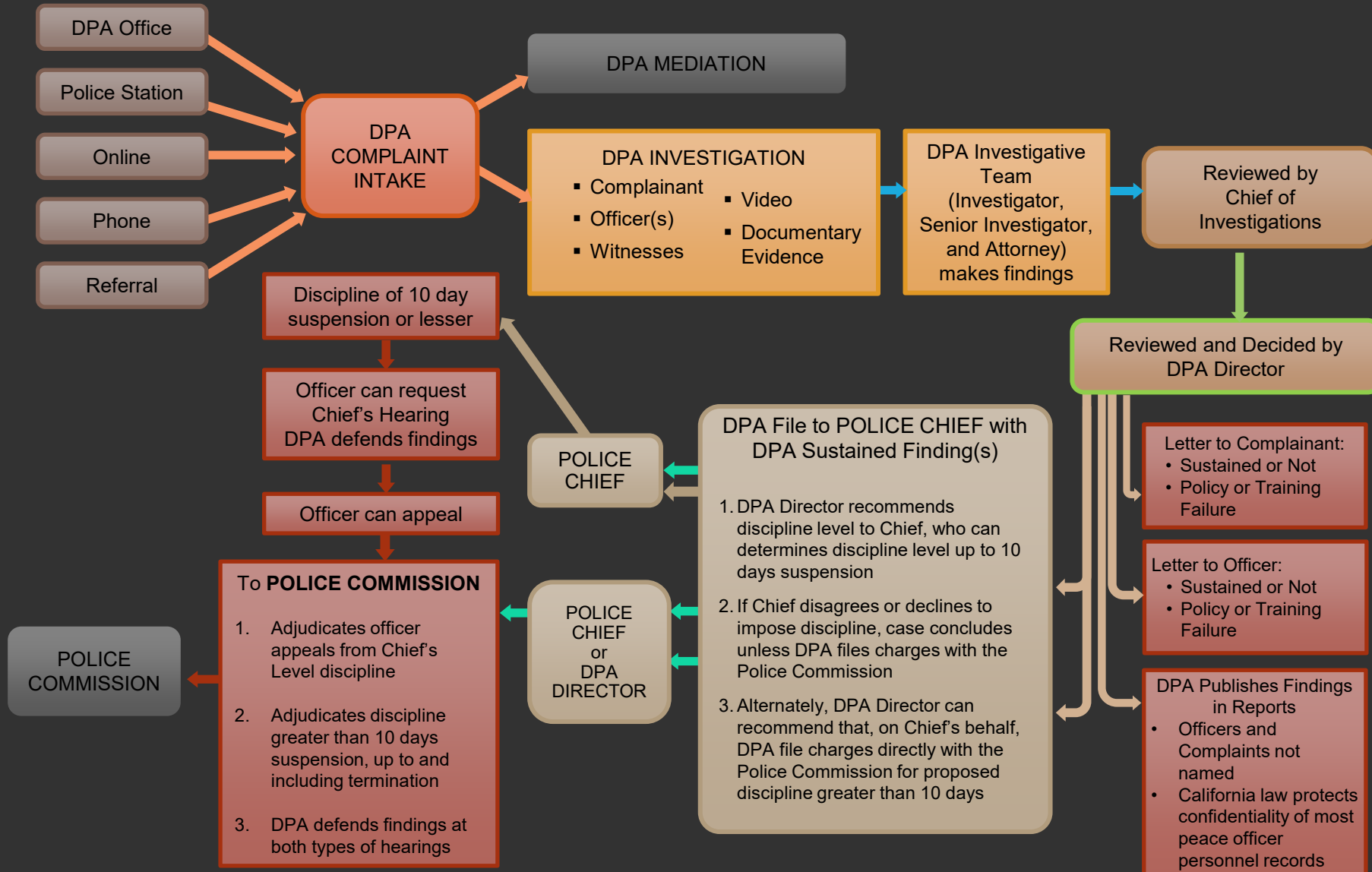
Training

COMPLAINT OUTCOMES

DEPARTMENT
OF POLICE
ACCOUNTABILITY



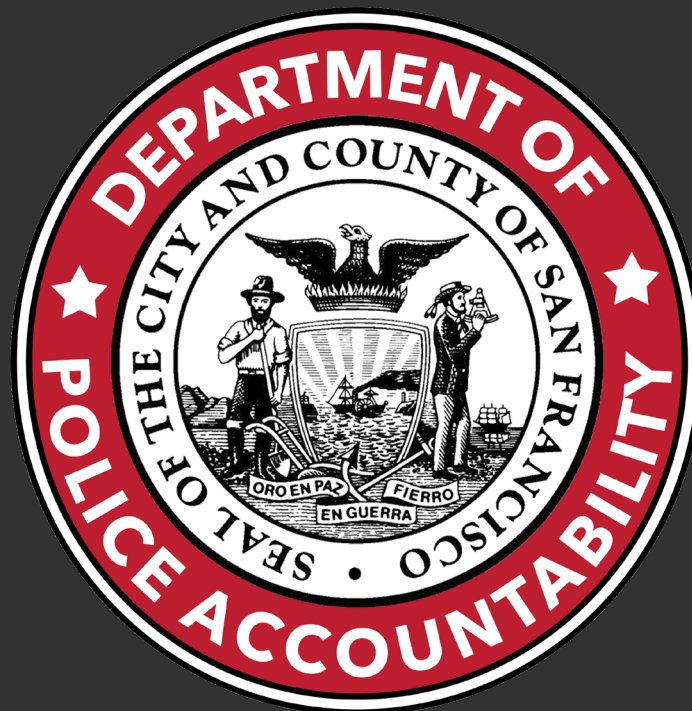
DPA COMPLAINT PROCESS OVERVIEW



DPA's Use of Force Audit Report Wins National Recognition

- In October 2020, DPA, in collaboration with the S.F. Controller's Office, released an audit report titled, "The Police Department Needs Guidance and More Proactive Governance for Better Use-of-Force Data Collection and Report."
- In May 2021, the Association of Local Government (ALGA) awarded the DPA the Distinguished Knighton Award for its Use-of-Force audit report.

Thank You



www.sfgov.org/DPA