



**Transport Workers Union of America
Local 200**

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The Honorable Cindy Elias
President, Police Commission Office
San Francisco Police Headquarters
1245 3rd Street
San Francisco, CA 94158

Dear President Elias, Vice President Carter-Oberstone, and Police Commissioners,

The DPA 8126 Senior Investigators have learned that Director Paul Henderson proposed cutting on-call pay for responding to officer-involved shootings (OIS) that occur after regular working hours. DPA management announced the planned cut – a savings of \$101,000 – to the Police Commission on February 7. As the Senior Investigators had no formal opportunity for input into this major change in DPA protocol, we felt this letter was necessary.

We would like to bring your attention to the following:

San Francisco voters passed Proposition D in 2016 with a whopping 80 percent of the vote. The voter initiative requires the DPA to “conduct a timely and complete investigation of any incident occurring within the City and County of San Francisco in which a member of the uniformed ranks of the San Francisco Police Department discharges a firearm resulting in the physical injury or death of a person, even if the discharge is accidental.”

From 2010 to the passing of the ballot initiative, there were 52 officer-involved shootings. From the passing of the ballot initiative until the end of 2022, there were 25 officer-involved shootings, a 52 percent decrease in officer-involved shootings.

Of those 77 officer-involved shootings, 62 percent occurred outside normal working hours and would require an on-call response.

Counting only OIS incidents resulting in injury or death, there were 29 incidents from 2010 until the passage of Proposition D, and 16 incidents in the following six years, a decrease of 45 percent.

The work of the DPA, which includes 24/7 Senior Investigator on-call response to OIS incidents, is part of a coordinated effort between the Police Commission, the DPA, and the SFPD to reform policing in this city to meet 21st Century standards. It has worked, and has benefitted San Francisco with:

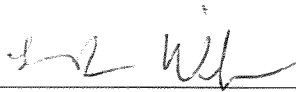
- Fewer deaths
- Reduced liability in the form of lawsuits
- More officers on the streets as they avoid the scrutiny of an investigation

In addition to the DPA's proposed cut, there have been other efforts to roll back OIS oversight. The District Attorney's Office has prevented the SFPD from providing the DPA basic documentation for OIS investigations. The only timely information available now is what we can gather during the initial response. Senior Investigators called to these incidents identify witnesses, locate surveillance footage, walk through the crime scene, monitor officer interviews as they happen with SFPD, and memorialize the evidence to kickstart our independent, fair, and impartial investigations. If we are removed from the response to after-hour OIS incidents, the DPA will be severely challenged to fulfill its mandate.

We understand that there are difficult decisions to make in the upcoming budget cycle, but further eroding our ability to accomplish our mission would be penny-wise and pound-foolish for the city. We ask for your help in assuring the continuation of robust DPA investigations of officer-involved shootings.

Respectfully, DPA Senior Investigators

Signed,

 2/28

Leroy Wilson, President, TWU Local 200

 2/28/24
8126 Shop Steward, Senior Investigator Brent Begin

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