

Office of the  
Independent Police Auditor  
Shivaun Nurre, Interim Independent Police Auditor

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**T**o provide independent oversight of the citizen complaint process to ensure its fairness, thoroughness, and objectivity

*City Service Area*  
**Public Safety**

*Core Services*

**Independent Police Oversight**

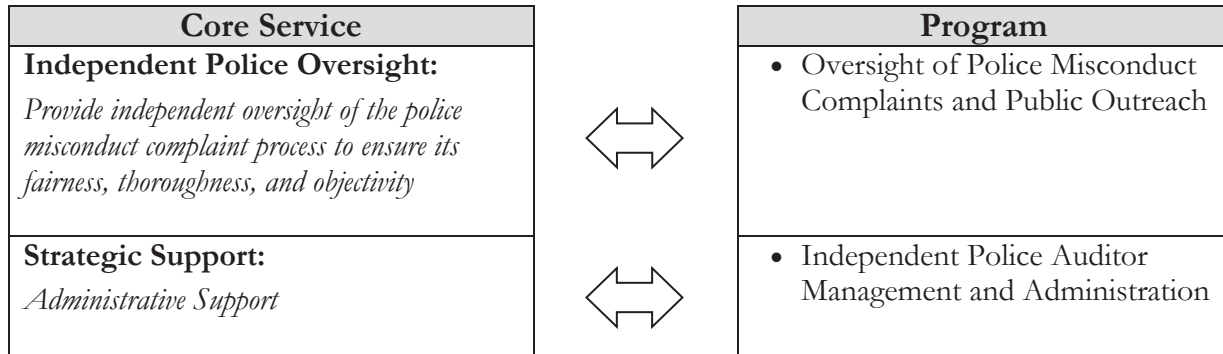
Provide independent oversight of the police misconduct complaint process to ensure its fairness, thoroughness, and objectivity

**Strategic Support:** Administrative Support

# Office of the Independent Police Auditor

## Service Delivery Framework

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# Office of the Independent Police Auditor

## Department Budget Summary

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### Expected 2017-2018 Service Delivery

- Provide mandated oversight services: conduct community outreach, perform intake of complaints from the public, audit the San José Police Department's (SJPD) Internal Affairs complaint investigations, and make recommendations to improve SJPD policies and procedures.
- Identify opportunities for increased transparency in use of force investigation and police misconduct complaint processes.
- Resolve complaints, when appropriate, through the Independent Police Auditor (IPA)/SJPD mediation program.
- Identify new ways to inform San José residents about the IPA office and the services it provides.
- Distribute newly revised edition of the *Student's Guide to Police Practices*.

### 2017-2018 Key Budget Actions

N/A

### Operating Funds Managed

N/A

# Office of the Independent Police Auditor

## Department Budget Summary

	2015-2016 <sup>1</sup> Actual 1	2016-2017 <sup>1</sup> Adopted 2	2017-2018 <sup>1</sup> Forecast 3	2017-2018 Adopted 4
<b>Dollars by Core Service</b>				
Independent Police Oversight	n/a	n/a	n/a	\$ 1,195,322
Strategic Support	n/a	n/a	n/a	151,090
Strategic Support - Other Costs*	n/a	n/a	n/a	157,530
<b>Total</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>\$ 1,503,942</b>
<b>Dollars by Category</b>				
<b>Personal Services and Non-Personal/Equipment</b>				
Personal Services				
Salaries/Benefits	\$ 1,026,567	\$ 1,226,431	\$ 1,272,149	\$ 1,273,797
Overtime	289	1,000	1,000	1,000
Subtotal Personal Services	<b>\$ 1,026,856</b>	<b>\$ 1,227,431</b>	<b>\$ 1,273,149</b>	<b>\$ 1,274,797</b>
Non-Personal/Equipment				
	36,755	32,975	39,615	71,615
<b>Total Personal Services &amp; Non-Personal/Equipment</b>	<b>\$ 1,063,611</b>	<b>\$ 1,260,406</b>	<b>\$ 1,312,764</b>	<b>\$ 1,346,412</b>
<b>Other Costs</b>				
Independent Police Auditor Gifts				
	n/a	n/a	n/a	\$ 2,152
Independent Police Auditor Other Departmental - City-Wide				
	n/a	n/a	n/a	155,378
<b>Total Other Costs</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>\$ 157,530</b>
<b>Total</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>\$ 1,503,942</b>
<b>Dollars by Fund</b>				
General Fund	n/a	n/a	n/a	\$ 1,501,790
Gift Trust Fund	n/a	n/a	n/a	2,152
<b>Total</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>\$ 1,503,942</b>
<b>Authorized Positions by Core Service</b>				
Independent Police Oversight	n/a	n/a	n/a	5.50
Strategic Support	n/a	n/a	n/a	0.50
<b>Total</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>6.00</b>

<sup>1</sup> Some data for the 2015-2016 Actual, 2016-2017 Adopted, and 2017-2018 Forecast columns are not available. With the change to a program-based budgeting model in 2017-2018, historical budget data by the new programs and core services is not available for prior periods. Beginning with the 2018-2019 Proposed Budget, data by program and core service will be provided for all budget periods.

# Office of the Independent Police Auditor

## Department Budget Summary

	2015-2016 <sup>1</sup> Actual	2016-2017 <sup>1</sup> Adopted	2017-2018 <sup>1</sup> Forecast	2017-2018 Adopted	2017-2018 Adopted FTE
<b>Dollars by Program</b>					
<b>Independent Police Oversight</b>					
Oversight of Police Misconduct					
Complaints and Public Outreach	n/a	n/a	n/a	\$ 1,195,322	5.50
<b>Sub-Total</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>\$ 1,195,322</b>	<b>5.50</b>
<b>Independent Police Auditor Strategic Support</b>					
Management and Administration	n/a	n/a	n/a	\$ 151,090	0.50
<b>Sub-Total</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>\$ 151,090</b>	<b>0.50</b>
<b>Independent Police Auditor Strategic Support - Other *</b>					
Independent Police Auditor					
Gifts	n/a	n/a	n/a	\$ 2,152	
Independent Police Auditor					
Other Departmental -					
City-Wide	n/a	n/a	n/a	155,378	
<b>Sub-Total</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>\$ 157,530</b>	<b>0.00</b>
<b>Total</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>\$ 1,503,942</b>	<b>6.00</b>

<sup>1</sup> Data for the 2015-2016 Actual, 2016-2017 Adopted, and 2017-2018 Forecast columns are not available. With the change to a program-based budgeting model in 2017-2018, historical budget data by the new programs and core services is not available for prior periods. Beginning with the 2018-2019 Proposed Budget, data by program and core service will be provided for all budget periods.

# Office of the Independent Police Auditor

## Budget Reconciliation

### Personal Services and Non-Personal/Equipment (2016-2017 Adopted to 2017-2018 Adopted)

	Positions	All Funds (\$)	General Fund (\$)
<b>Prior Year Budget (2016-2017):</b>	<b>6.00</b>	<b>1,260,406</b>	<b>1,260,406</b>
<b>Base Adjustments</b>			
<b>Technical Adjustments to Costs of Ongoing Activities</b>			
• Salary/benefit changes and the following position reallocation:		45,718	45,718
- 1.0 Analyst II, Independent Police Auditor to 1.0 Senior Analyst, Independent Police Auditor			
• Law enforcement civilian oversight and software training		5,440	5,440
• Cell phone stipend and calltree communications		1,200	1,200
<b>Technical Adjustments Subtotal:</b>	<b>0.00</b>	<b>52,358</b>	<b>52,358</b>
<b>2017-2018 Forecast Base Budget:</b>	<b>6.00</b>	<b>1,312,764</b>	<b>1,312,764</b>
<b>Budget Proposals Approved</b>			
1. Alternative Pension Reform Measure F Implementation		1,648	1,648
2. Rebudget: Independent Police Auditor Recruitment		32,000	32,000
<b>Total Budget Proposals Approved</b>	<b>0.00</b>	<b>33,648</b>	<b>33,648</b>
<b>2017-2018 Adopted Budget Total</b>	<b>6.00</b>	<b>1,346,412</b>	<b>1,346,412</b>

# Office of the Independent Police Auditor

## Budget Changes By Department Personal Services and Non-Personal/Equipment

2017-2018 Adopted Budget Changes	Positions	All Funds (\$)	General Fund (\$)
<b>1. Alternative Pension Reform Measure F Implementation</b>		<b>1,648</b>	<b>1,648</b>
<i>Public Safety CSA</i>			
<i>Core Service: Department-Wide</i>			
<i>Program: Department-Wide</i>			
<p>This action increases the Personal Services appropriation to account for additional retirement costs associated with the implementation of the Alternative Pension Reform Framework Settlement Agreement and the corresponding ballot measure, also known as Measure F, which was approved by the voters in November 2016. In 2015, the City entered into Alternative Pension Reform Framework Agreements with the eleven (11) bargaining units that represent City employees. The changes impact Tier 2 employees in the Federated City Employees' Retirement System and the Police and Fire Department Retirement Plan. As part of these Agreements, the City and the bargaining units agreed to enhance the Tier 2 pension benefits so that Tier 2 would be comparable to the CalPERS benefits at surrounding agencies. These revised pension benefits will assist with the recruitment and retention of City employees by making the City more competitive with other public agencies. The revised pension benefit structures have resulted in increased pension contribution rate costs for the City and employees. In addition, the revised pension contribution rates contain the unfunded liability associated with enhancing the Tier 2 benefit retroactively as each current employee's Tier 2 pension will be changed to the new formula retroactive to their date of hire. This cost is split on a 50/50 basis between the City and the Tier 2 employees. The Boards for the Federated City Employees Retirement System and the Police and Fire Department Retirement Plan approved the revised pension contribution rates factoring in Measure F on May 18, 2017 and June 1, 2017. (Ongoing costs: \$1,648)</p>			
<b>2. Rebudget: Independent Police Auditor Recruitment</b>		<b>32,000</b>	<b>32,000</b>
<i>Public Safety CSA</i>			
<i>Independent Police Oversight Core Service</i>			
<i>Oversight of Police Misconduct Complaints and Public Outreach Program</i>			
<p>This action rebudgets unexpended 2016-2017 non-personal/equipment funding of \$32,000 to cover recruitment costs for the Independent Police Auditor position. The Independent Police Auditor vacancy is anticipated to be filled in fall 2017. (Ongoing costs: \$0)</p>			
<b>2017-2018 Adopted Budget Changes Total</b>	<b>0.00</b>	<b>33,648</b>	<b>33,648</b>



# Office of the Independent Police Auditor

## Performance Summary

### Independent Police Oversight



#### Performance Measures

	2015-2016 Actual	2016-2017 Target	2016-2017 Estimated	2017-2018 Target
# of IPA recommendations to change policy or procedure made to the Internal Affairs Commander/Police Chief/City Council	10	12	4	8
 % of residents rating confidence with the independent police review/oversight process as good or excellent <sup>1</sup>	N/A	N/A	N/A	N/A
 % of community members responding to evaluations at outreach presentations or events who report an increased knowledge of IPA and the citizen complaint process	99%	96%	96%	96%

<sup>1</sup> Data for this measure is not available since the question to collect the data was removed from the biennial City-Wide Community Survey. Survey questions were removed in an effort to streamline the survey to improve effectiveness and participation. A reevaluation of the entire set of survey questions will be conducted, and any corresponding performance measure changes will be reported in a future budget document.

### Activity and Workload Highlights

	2015-2016 Actual	2016-2017 Forecast	2016-2017 Estimated	2017-2018 Forecast
% of complainants filing their complaint at the IPA office rather than at Internal Affairs	47%	46%	51%	51%
# of classified complaints	273	260	210	182
# of total cases	303	310	229	200
# of outreach presentations/events <sup>1</sup> :				
- Total <sup>2</sup>	137	130	100	101
- To youth	51	35	41	36
- To immigrant and minority communities	120	70	50	68
# of persons receiving community outreach services	6,404	5,500	5,900	5,043
# of agencies/community organizations that received outreach materials from the IPA:				
- Total <sup>2</sup>	98	55	60	60
- To youth	47	21	34	28
- To immigrant and minority communities	40	30	44	32

<sup>1</sup> An outreach presentation/event may involve youth and immigrant and minority communities concurrently.

<sup>2</sup> The total represents City-Wide presentation/events and agencies/community organizations, which includes youth and immigrant and minority communities.



# Office of the Independent Police Auditor

## Departmental Position Detail

<b>Position</b>	<b>2016-2017 Adopted</b>	<b>2017-2018 Adopted</b>	<b>Change</b>
Analyst II, Independent Police Auditor	2.00	1.00	(1.00)
Assistant Director	1.00	1.00	-
Independent Police Auditor	1.00	1.00	-
Office Specialist II	1.00	1.00	-
Senior Analyst, Independent Police Auditor	1.00	2.00	1.00
<b>Total Positions</b>	<b>6.00</b>	<b>6.00</b>	<b>0.00</b>