

Office of the Independent Police Auditor

Eddie Aubrey, Independent Police Auditor

MISSION

To provide independent oversight of police misconduct investigations to ensure fairness, thoroughness, and objectivity

CITY SERVICE AREA

Public Safety

CORE SERVICES

INDEPENDENT POLICE OVERSIGHT

Independent civilian oversight of the San José Police Department (SJPD) by taking in complaints from members of the public about San José police officers, auditing internal and external misconduct investigations, preparing annual public reports, making recommendations to improve SJPD policies, participating in the Department's review of officer-involved shooting incidents, and conducting community outreach and engagement.

Strategic Support: Administrative Support, Independent Police Auditor Emergency Response and Recovery

Office of the Independent Police Auditor

Service Delivery Framework

PROGRAM	DESCRIPTION
<i>Independent Police Oversight Core Service</i>	
Oversight of Police Misconduct Complaints and Public Outreach	Independent civilian oversight of the San José Police Department (SJPD) by taking in complaints from members of the public about San José police officers, auditing internal and external misconduct investigations, preparing annual public reports, making recommendations to improve SJPD policies, participating in the Department's review of officer-involved shooting incidents, and conducting community outreach and engagement.
<i>Strategic Support Core Service</i>	
IPA Management and Administration	Provides administrative oversight for the department, including financial management, human resources, and analytical support.
Independent Police Auditor Emergency Response and Recovery	Provides for the coordination and delivery of emergency services and recovery activities.

Office of the Independent Police Auditor

Department Budget Summary

Expected 2024-2025 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.
- Review and analyze SJPD's use of force reports.
- Leverage a mix of traditional and technological community engagement tools (e.g., social media, informational flyers/updates) to connect and reach residents of San José with an emphasis on racial equity.

2024-2025 Key Budget Actions

- Decreases non-personal/equipment funding by \$9,000 as a cost reduction to help bring the General Fund into structural alignment.

Operating Funds Managed

N/A

Office of the Independent Police Auditor

Department Budget Summary

	2022-2023 Actuals ***	2023-2024 Adopted ****	2024-2025 Forecast	2024-2025 Proposed
Dollars by Core Service				
Independent Police Oversight	1,203,337	1,492,428	1,506,654	1,497,654
Strategic Support - Other - Public Safety	67,405	1,819	0	0
Strategic Support - Public Safety	0	136,176	147,809	147,809
Total	\$1,270,742	\$1,630,423	\$1,654,463	\$1,645,463
Dollars by Category				
<i>Personal Services and Non-Personal/Equipment</i>				
Salaries/Benefits	1,181,725	1,594,532	1,619,391	1,619,391
Overtime	0	1,000	1,000	1,000
Subtotal Personal Services	\$1,181,725	\$1,595,532	\$1,620,391	\$1,620,391
Non-Personal/Equipment	21,612	33,072	34,072	25,072
Total Personal Services & Non-Personal/Equipment	\$1,203,337	\$1,628,604	\$1,654,463	\$1,645,463
<i>Other Costs *</i>				
City-Wide Expenses	67,405	1,819	0	0
Housing Loans and Grants	0	0	0	0
Other	0	0	0	0
Other - Capital	0	0	0	0
Overhead Costs	0	0	0	0
Total Other Costs	\$67,405	\$1,819	\$0	\$0
Total	\$1,270,742	\$1,630,423	\$1,654,463	\$1,645,463

* Fund Balance, Transfers, and Reserves for funds that may be managed by this department have been excluded from this display. This information can be found in Source and Use of Funds Statements elsewhere in this document.

** The position counts displayed in the 2022-2023 Actuals column reflect those included in the 2022-2023 Adopted Budget.

*** 2022-2023 Actuals may not subtotal due to rounding.

**** The amounts in the 2023-2024 Adopted Budget column may vary from the published Adopted Budget due to the realignment of Other Costs (primarily City-Wide Expenses and General Fund Capital) between Departments.

Office of the Independent Police Auditor

Department Budget Summary

	2022-2023 Actuals ***	2023-2024 Adopted ****	2024-2025 Forecast	2024-2025 Proposed
Dollars by Fund				
General Fund (001)	1,270,742	1,630,423	1,654,463	1,645,463
Total	\$1,270,742	\$1,630,423	\$1,654,463	\$1,645,463
Positions by Core Service **				
Independent Police Oversight	6.50	6.50	6.50	6.50
Strategic Support - Public Safety	0.50	0.50	0.50	0.50
Total	7.00	7.00	7.00	7.00

* Fund Balance, Transfers, and Reserves for funds that may be managed by this department have been excluded from this display. This information can be found in Source and Use of Funds Statements elsewhere in this document.

** The position counts displayed in the 2022-2023 Actuals column reflect those included in the 2022-2023 Adopted Budget.

*** 2022-2023 Actuals may not subtotal due to rounding.

**** The amounts in the 2023-2024 Adopted Budget column may vary from the published Adopted Budget due to the realignment of Other Costs (primarily City-Wide Expenses and General Fund Capital) between Departments.

Office of the Independent Police Auditor

Department Budget Summary

	2022-2023 Actuals **	2023-2024 Adopted	2024-2025 Forecast	2024-2025 Proposed	2024-2025 Proposed Positions
Dollars by Program*					
Independent Police Oversight					
Oversight of Police Misconduct Complaints and Public Outreach	1,203,337	1,492,428	1,506,654	1,497,654	6.50
Sub-Total	1,203,337	1,492,428	1,506,654	1,497,654	6.50
Strategic Support - Other - Public Safety					
Independent Police Auditor Other Departmental - City-Wide	67,405	1,819	0	0	0.00
Sub-Total	67,405	1,819	0	0	0.00
Strategic Support - Public Safety					
Independent Police Auditor Management and Administration	0	136,176	147,809	147,809	0.50
Sub-Total	0	136,176	147,809	147,809	0.50
Total	\$1,270,742	\$1,630,423	\$1,654,463	\$1,645,463	7.00

* Fund Balance, Transfers, and Reserves for funds that may be managed by this department have been excluded from this display. This information can be found in Source and Use of Funds Statements elsewhere in this document.

** 2022-2023 Actuals may not subtotal due to rounding.

Office of the Independent Police Auditor

Budget Reconciliation

Personal Services and Non-Personal/Equipment

(2023-2024 Adopted to 2024-2025 Proposed)

	Positions	All Funds (\$)	General Fund (\$)
Prior Year Budget (2023-2024):	7.00	1,628,604	1,628,604
<hr/> Base Adjustments <hr/>			
One-time Prior Year Expenditures Deleted			
• NONE			
One-time Prior Year Expenditures Subtotal:	0.00	0	0
<hr/> Technical Adjustments to Costs of Ongoing Activities			
• Salary/benefit changes		24,859	24,859
• Leases: Toshiba Copier/Multi-Function Devices		1,000	1,000
Technical Adjustments Subtotal:	0.00	25,859	25,859
2024-2025 Forecast Base Budget:	7.00	1,654,463	1,654,463
<hr/> Budget Proposals Recommended <hr/>			
1. Non-Personal/Equipment Savings		(9,000)	(9,000)
Total Budget Proposals Recommended	0.00	(9,000)	(9,000)
<hr/> 2024-2025 Proposed Budget Total <hr/>			
	7.00	1,645,463	1,645,463

Office of the Independent Police Auditor

Budget Changes by Department

Personal Services and Non-Personal/Equipment

2024-2025 Proposed Budget Changes	Positions	All Funds (\$)	General Fund (\$)
1. Non-Personal/Equipment Savings		(\$9,000)	(\$9,000)
<i>Public Safety CSA</i>			
<i>Independent Police Oversight Core Service</i>			
<i>Oversight of Police Misconduct Complaints and Public Outreach Program</i>			
<p>As a cost reduction to help bring the General Fund into structural alignment, this action decreases non-personal/equipment funding in the Independent Police Auditor’s Office by \$9,000 on an ongoing basis. This action will require the Independent Police Auditor’s Office to defer the printing of the “Student Guides to Police Practice” booklet until sufficient funding is identified to undertake necessary revisions. The content of the booklet requires updates or revisions to reflect the latest information, developments, or changes in law enforcement practices. Deferring the printing of these documents will allow more time for content to be updated, accurate, relevant, and in alignment with evolving police practices, such that when future funding is identified, the booklets can be printed. (Ongoing savings: \$9,000)</p>			
2024-2025 Proposed Budget Changes Total	0.00	(\$9,000)	(\$9,000)

Office of the Independent Police Auditor

Performance Summary

Four Key Budget Performance Measure Measurement Areas



Access - How well does a service enable access, participation, visitation, and usage? How well does the service lead to its intended outcome or opportunity pathway?




Customer Satisfaction - How well does a service meet customer needs? How well does a service resolve a customer's problem? How well does a service deliver its intended experience for a customer?

Reliability and Responsiveness - How well does a service meet response time targets? How well does a service deliver resolution? How well does a service meet its efficiency goals?

Cost Effectiveness - How well does a service resource deliver its intended outcome? How well does a service resource deliver its intended output?

Independent Police Oversight

Performance Measures

			2022-2023 Actual	2023-2024 Target	2023-2024 Estimated	2024-2025 Target
	PM 1	% of Independent Police Auditor recommendations accepted by Police Chief to change policy	100%	100%	100%	100%
	PM 2	% of San Jose Police Department Internal Affairs Investigation interviews attended by Independent Police Auditor ¹	N/A ¹	N/A ¹	N/A ¹	100%
	PM 3	% of San Jose Police Department Use of Force Reports:				
		- Reviewed and analyzed by Independent Police Auditor	N/A ¹	N/A ¹	N/A ¹	100%
		- Included in Independent Police Auditor Annual Report	N/A ¹	N/A ¹	N/A ¹	100%

¹ During this period, the IPA did not track 2022-2023 actuals, set 2023-2024 targets, or have 2023-2024 estimates for PM2 and PM3 as these are new performance measures.

Office of the Independent Police Auditor

Performance Summary

Independent Police Oversight

Activity and Workload Highlights

		2022-2023 Actual	2023-2024 Target	2023-2024 Estimated	2024-2025 Forecast
<i># of classified complaints:</i>					
<i>AWH 1</i>	- Received	397	350	310	317
	- Audited ³	198	N/A ¹	320	331
<i># of outreach presentations/events and attendees:</i>					
<i>AWH 2</i>	- Total (#)	1,098	1,000	1,312	1,747
	- To youth (#)	3	6	4	6
	- To immigrant and minority communities (#)	3	6	8	10
<i># of Independent Police Auditor policy recommendations:</i>					
<i>AWH 3</i>	- Recommendations made to Police Chief	5	6	6	5
	- Accepted by Police Chief to change policy	5	6	6	5
<i># of San José Police Department Internal Affairs Investigation interviews:</i>					
<i>AWH 4</i>	- Investigation Interviews conducted	N/A ²	N/A ¹	218	290
	- Attended by Independent Police Auditor	N/A ²	N/A ¹	65 ³	290
<i># of San José Police Department Use of Force Reports:</i>					
<i>AWH 5</i>	- Reviewed and analyzed by Independent Police Auditor	N/A ²	N/A ¹	N/A ⁴	10
	- Included in Independent Police Auditor Annual Report	N/A ²	N/A ¹	N/A ⁴	10

¹ During this period, the IPA did not have a designed target for the number of audit complaints as per the previous performance measures.

² During this period, the IPA did not track this data as per the previous performance measures.

³ The number of interviews includes cases open in 2022 when interview attended was low.

⁴ During this period, the IPA did not have an estimated figure for this data as per the previous performance measures.

Data Sources: Independent Police Oversight

Number	Data Source
<i>PM 1</i>	The IPA 2022 Year End Report and memorandum from SJPD Chief of Police to the Mayor and City Council – Council Agenda 9/19/2023.
<i>PM 2</i>	Data regarding officers' interview invitations and IPA attendance during the interviews was obtained from the IPA Audit Tracker application.
<i>PM 3</i>	Data on the Use of Force was extracted from the shared IA-IPA IAPro database.
<i>AWH 1</i>	Data regarding received complaints was retrieved from the shared IA-IPA IAPro database, and data on audited complaints was obtained from the IPA Audit Tracker application.
<i>AWH 2</i>	Data pertaining of outreach presentations/events were collected and retrieved from IPA's internal tracking spreadsheet.
<i>AWH 3</i>	The IPA 2022 Year End Report and memorandum from SJPD Chief of Police to the Mayor and City Council – Council Agenda 9/19/2023.
<i>AWH 4</i>	Data regarding officers' interview invitations and IPA attendance during the interviews was obtained from the IPA Audit Tracker application.
<i>AWH 5</i>	Data on the Use of Force was extracted from the shared IA-IPA IAPro database.

Office of the Independent Police Auditor

Department Position Detail

Position	2023-2024 Adopted	2024-2025 Proposed	Change
Analyst I/II, Independent Police Auditor	2.00	2.00	-
Assistant Independent Police Auditor	1.00	1.00	-
Independent Police Auditor	1.00	1.00	-
Office Specialist I/II	1.00	1.00	-
Senior Analyst, Independent Police Auditor	2.00	2.00	-
Total Positions	7.00	7.00	0.00