

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

M  
I  
S  
S  
I  
O  
N

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

***City Service Area***

Public Safety

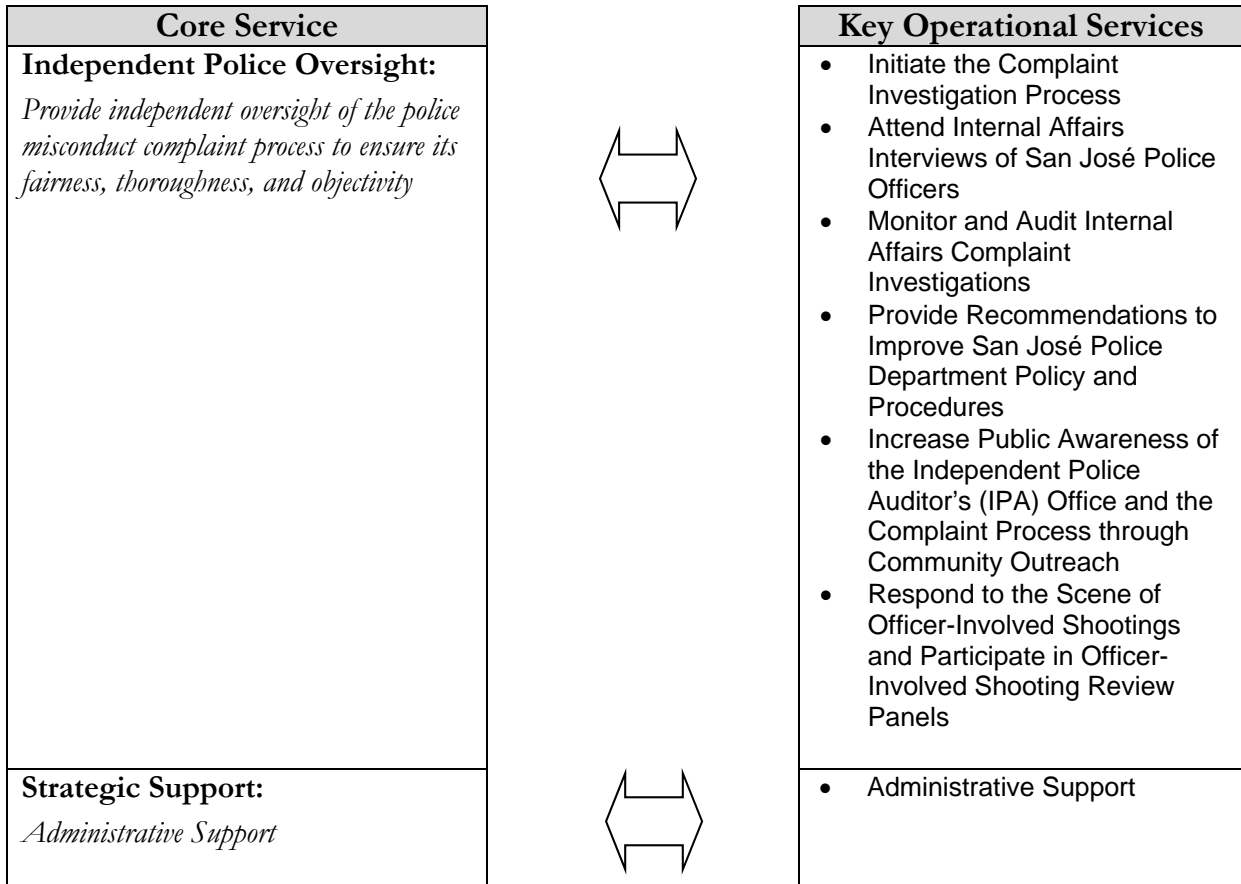
***Core Services***

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



# Office of the Independent Police Auditor

---

## Department Budget Summary

---

### Expected 2015-2016 Service Delivery

- Continue providing mandated police oversight services: conducting community outreach, performing intake of complaints from the public, auditing San José Police Department's (SJPD) Internal Affairs complaint investigations, and making recommendations to improve SJPD policies and procedures.
- Continue to identify opportunities for increased transparency in the police misconduct complaint process.
- Continue to resolve complaints, when appropriate, through the IPA/SJPD mediation program.
- Complete the fifth year of providing IPA staff hours at the Mexican Consulate and continue to assess effectiveness of this outreach.
- Continue to identify new and cost-effective ways to inform San José residents about the IPA office and the services it provides.

### 2015-2016 Key Budget Actions

N/A

### Operating Funds Managed

N/A

# Office of the Independent Police Auditor

## Department Budget Summary

	2013-2014 Actual 1	2014-2015 Adopted 2	2015-2016 Forecast 3	2015-2016 Adopted 4	% Change (2 to 4)
<b>Dollars by Core Service</b>					
Independent Police Oversight	\$ 1,111,423	\$ 1,060,533	\$ 1,125,627	\$ 1,157,441	9.1%
Strategic Support	3,320	116,601	123,596	127,057	9.0%
<b>Total</b>	<b>\$ 1,114,743</b>	<b>\$ 1,177,134</b>	<b>\$ 1,249,223</b>	<b>\$ 1,284,498</b>	<b>9.1%</b>
<b>Dollars by Category</b>					
Personal Services					
Salaries/Benefits	\$ 1,079,672	\$ 1,148,369	\$ 1,221,108	\$ 1,251,383	9.0%
Overtime	99	1,000	1,000	1,000	0.0%
Subtotal	<b>\$ 1,079,771</b>	<b>\$ 1,149,369</b>	<b>\$ 1,222,108</b>	<b>\$ 1,252,383</b>	9.0%
Non-Personal/Equipment					
	\$ 34,972	\$ 27,765	\$ 27,115	\$ 32,115	15.7%
<b>Total</b>	<b>\$ 1,114,743</b>	<b>\$ 1,177,134</b>	<b>\$ 1,249,223</b>	<b>\$ 1,284,498</b>	<b>9.1%</b>
<b>Dollars by Fund</b>					
General Fund	\$ 1,114,743	\$ 1,177,134	\$ 1,249,223	\$ 1,284,498	9.1%
<b>Total</b>	<b>\$ 1,114,743</b>	<b>\$ 1,177,134</b>	<b>\$ 1,249,223</b>	<b>\$ 1,284,498</b>	<b>9.1%</b>
<b>Authorized Positions by Core Service</b>					
Independent Police Oversight	5.50	5.50	5.50	5.50	0.0%
Strategic Support	0.50	0.50	0.50	0.50	0.0%
<b>Total</b>	<b>6.00</b>	<b>6.00</b>	<b>6.00</b>	<b>6.00</b>	<b>0.0%</b>

# Office of the Independent Police Auditor

## Budget Reconciliation

(2014-2015 Adopted to 2015-2016 Adopted)

	Positions	All Funds (\$)	General Fund (\$)
<b>Prior Year Budget (2014-2015):</b>	<b>6.00</b>	<b>1,177,134</b>	<b>1,177,134</b>
<hr/> <b>Base Adjustments</b> <hr/>			
<b>One-Time Prior Year Expenditures Deleted</b>			
● Rebudget: Student Guide to Police Practices Printing		(1,200)	(1,200)
<b>One-time Prior Year Expenditures Subtotal:</b>	<b>0.00</b>	<b>(1,200)</b>	<b>(1,200)</b>
<b>Technical Adjustments to Costs of Ongoing Activities</b>			
● Salary/benefit changes		69,151	69,151
● Bilingual pay increase		3,588	3,588
● Outreach materials cost increase		550	550
<b>Technical Adjustments Subtotal:</b>	<b>0.00</b>	<b>73,289</b>	<b>73,289</b>
<b>2015-2016 Forecast Base Budget:</b>	<b>6.00</b>	<b>1,249,223</b>	<b>1,249,223</b>
<hr/> <b>Budget Proposals Approved</b> <hr/>			
1. Office of the Independent Police Auditor Salary Program		30,275	30,275
2. Rebudget: Student Guide to Police Practices Printing		5,000	5,000
<b>Total Budget Proposals Approved</b>	<b>0.00</b>	<b>35,275</b>	<b>35,275</b>
<b>2015-2016 Adopted Budget Total</b>	<b>6.00</b>	<b>1,284,498</b>	<b>1,284,498</b>

# Office of the Independent Police Auditor

## Budget Changes By Department




Adopted Budget Changes	Positions	All Funds (\$)	General Fund (\$)
<b>1. Office of the Independent Police Auditor Salary Program</b>		<b>30,275</b>	<b>30,275</b>
<b>Public Safety CSA</b> <i>Independent Police Oversight</i> <i>Strategic Support</i>			
<p>This action increases the Office of the Independent Police Auditor personal services allocation (\$30,275 in the General Fund) to reflect salary increases that were negotiated and agreed to by the City and 10 bargaining units, including Association of Building, Mechanical, and Electrical Inspectors (ABMEI), Association of Engineers and Architects (AEA), Association of Legal Professionals of San José (ALP), Association of Maintenance Supervisory Personnel (AMSP), City Association of Management Personnel (CAMP), Confidential Employees' Organization (CEO), International Association of Fire Fighters (IAFF), International Brotherhood of Electrical Workers (IBEW), International Union of Operating Engineers, Local #3 (OE3), and Municipal Employees' Federation (MEF), effective June 21, 2015. In addition, a salary increase is included for employees in Unit 99 and for Council Appointees. These salary increases were approved by the City Council on June 23, 2015. Further details on the salary increases by each employee group, can be found at: <a href="https://www.sanjoseca.gov/index.aspx?NID=505">https://www.sanjoseca.gov/index.aspx?NID=505</a>. (Ongoing costs: \$25,440)</p>			
<b>Performance Results:</b> N/A (Final Budget Modification)			
<b>2. Rebudget: Student Guide to Police Practices Printing</b>		<b>5,000</b>	<b>5,000</b>
<b>Public Safety CSA</b> <i>Independent Police Oversight</i>			
<p>This action rebudgets unexpended 2014-2015 non-personal/equipment funding for the Office of the Independent Police Auditor to print the fifth edition of the Student Guide to Police Practices to distribute at youth outreach presentations and to high school students throughout San José. (Ongoing costs: \$0)</p>			
<b>Performance Results:</b> N/A (Final Budget Modification)			
<b>2015-2016 Adopted Budget Changes Total</b>	<b>0.00</b>	<b>35,275</b>	<b>35,275</b>

# Office of the Independent Police Auditor

## Performance Summary

### Independent Police Oversight

#### **Performance Measures**

	<b>2013-2014 Actual</b>	<b>2014-2015 Target</b>	<b>2014-2015 Estimated</b>	<b>2015-2016 Target</b>
 # of IPA recommendations to change policy or procedure made to the Internal Affairs Commander/Police Chief/City Council	15	12	18	12
 % of residents rating confidence with the independent police review/oversight process as good or excellent *	51%	51%	N/A*	51%
 % of community members responding to evaluations at outreach presentations or events who report an increased knowledge of IPA and the citizen complaint process	96%	99%	97%	97%

*Changes to Performance Measures from 2014-2015 Adopted Budget: No*

\* Data for this measure is typically collected through the biennial City-Wide Community Survey. In the most recent survey, this question was removed in an effort to streamline the survey to improve effectiveness and participation. Reevaluation of the entire set of survey questions will be conducted during 2015-2016, in time for the next community survey in fall 2016. As a result, survey questions and corresponding performance measures may be dropped, added or modified. These updates will be reported in the 2016-2017 Proposed Budget.

# Office of the Independent Police Auditor

## Performance Summary

### Independent Police Oversight

#### **Activity and Workload Highlights**

	<b>2013-2014 Actual</b>	<b>2014-2015 Forecast</b>	<b>2014-2015 Estimated</b>	<b>2015-2016 Forecast</b>
% of complainants filing their complaint at the IPA office rather than at Internal Affairs	50%	50%	48%	48%
# of classified complaints	286	250	270	260
# of total cases	339	330	320	310
# of outreach presentations/events*:				
- Total**	185	165	180	145
- To youth	80	47	63	40
- To immigrant and minority communities	122	77	92	70
# of persons receiving community outreach services	10,871	9,845	9,000	8,000
# of agencies/community organizations that received outreach materials from the IPA:				
- Total**	92	79	70	60
- To youth	33	28	31	21
- To immigrant and minority communities	42	33	40	30

*Changes to Activity & Workload Highlights from 2014-2015 Adopted Budget: No*

\* An outreach presentation/event may involve youth and immigrant and minority communities concurrently.

\*\* 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>2014-2015 Adopted</b>	<b>2015-2016 Adopted</b>	<b>Change</b>
Analyst II, Independent Police Auditor	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	2.00	2.00	-
<b>Total Positions</b>	<b>6.00</b>	<b>6.00</b>	<b>0.00</b>

---

**PAGE IS INTENTIONALLY LEFT BLANK**