

**Office of the
Independent Police Auditor**
Judge LaDoris Cordell (Ret.), 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

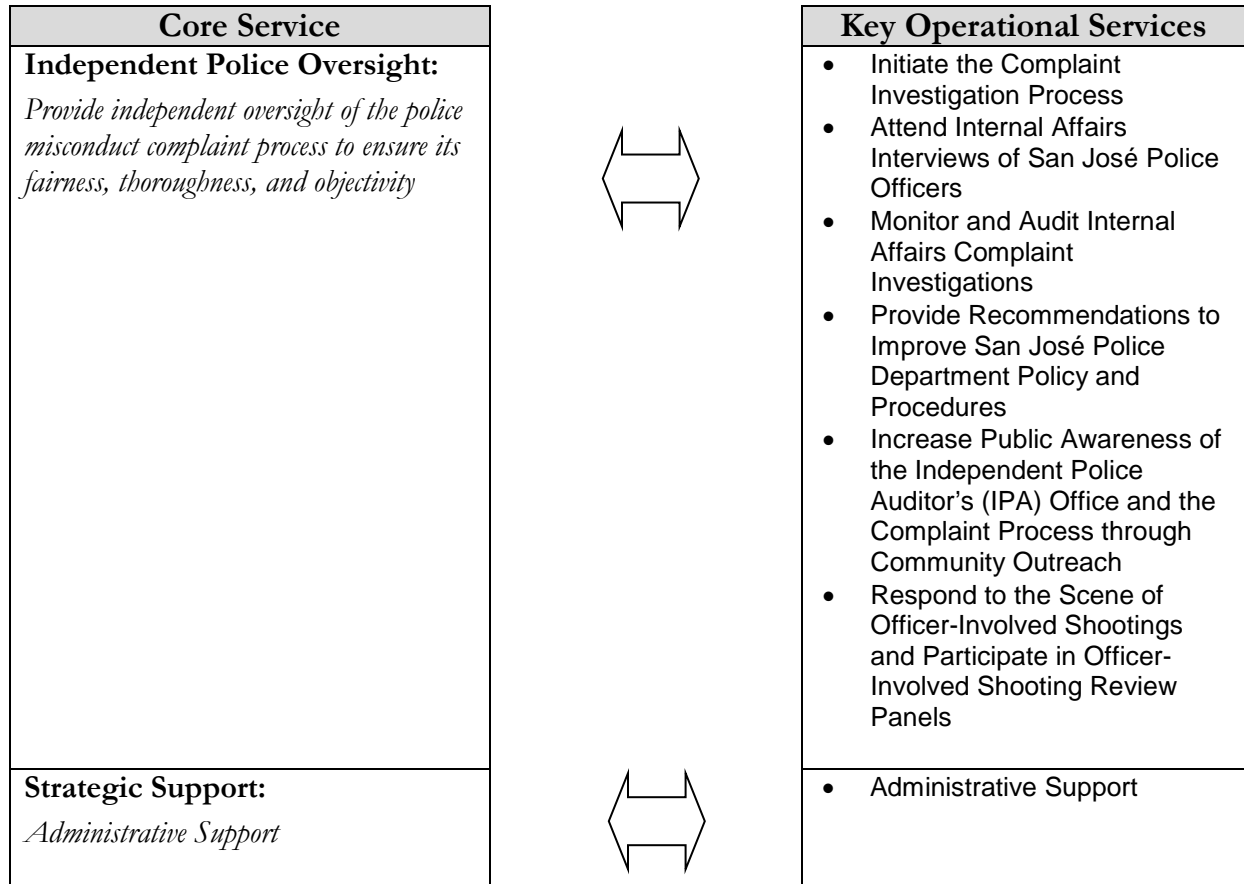
Core Services

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



Office of the Independent Police Auditor

Department Budget Summary

Expected 2014-2015 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 resolve complaints, when appropriate, through the IPA/SJPD mediation program.
- Complete the fourth year of IPA-TLC (Teen Leadership Council) program, and continue to assess participant satisfaction and effectiveness in increasing outreach to youth.
- Complete the fourth year of providing IPA staff hours at the Mexican Consulate and continue to assess effectiveness of this outreach.
- Identify refinements to new database tracking system providing statistical and trend analysis. The database has been operational since July 2013.
- Release a Vietnamese translation of the fourth edition of the Student's Guide to Police Practices to distribute at youth outreach presentations and to high school students and their parents throughout San José.
- Continue to identify new and cost-effective ways to inform San José residents about the IPA office and the services it provides. Work with City and community resources to identify "hot spots" in the City (locations of frequent interaction between SJPD and residents), focus outreach at those locations, and assess outreach effectiveness.

2014-2015 Key Budget Actions

N/A

Operating Funds Managed

N/A

Office of the Independent Police Auditor

Department Budget Summary

	2012-2013 Actual 1	2013-2014 Adopted 4	2014-2015 Forecast 3	2014-2015 Adopted 4	% Change (2 to 4)
Dollars by Core Service					
Independent Police Oversight	\$ 996,753	\$ 970,392	\$ 1,030,772	\$ 1,060,533	9.3%
Strategic Support	291	106,514	113,449	116,601	9.5%
Total	\$ 997,044	\$ 1,076,906	\$ 1,144,221	\$ 1,177,134	9.3%
Dollars by Category					
Personal Services					
Salaries/Benefits	\$ 980,097	\$ 1,039,341	\$ 1,116,656	\$ 1,148,369	10.5%
Overtime	83	1,000	1,000	1,000	0.0%
Subtotal	\$ 980,180	\$ 1,040,341	\$ 1,117,656	\$ 1,149,369	10.5%
Non-Personal/Equipment					
	\$ 16,864	\$ 36,565	\$ 26,565	\$ 27,765	(24.1%)
Total	\$ 997,044	\$ 1,076,906	\$ 1,144,221	\$ 1,177,134	9.3%
Dollars by Fund					
General Fund	\$ 997,044	\$ 1,076,906	\$ 1,144,221	\$ 1,177,134	9.3%
Total	\$ 997,044	\$ 1,076,906	\$ 1,144,221	\$ 1,177,134	9.3%
Authorized Positions by Core Service					
Independent Police Oversight	6.50	5.50	5.50	5.50	0.0%
Strategic Support	0.50	0.50	0.50	0.50	0.0%
Total	7.00	6.00	6.00	6.00	0.0%

Office of the Independent Police Auditor

Budget Reconciliation

(2013-2014 Adopted to 2014-2015 Adopted)

	Positions	All Funds (\$)	General Fund (\$)
Prior Year Budget (2013-2014):	6.00	1,076,906	1,076,906
<hr/> Base Adjustments <hr/>			
One-Time Prior Year Expenditures Deleted			
● Rebudget: Outreach Advertising		(6,200)	(6,200)
● Rebudget: Student Guide to Police Practices Printing		(5,000)	(5,000)
One-time Prior Year Expenditures Subtotal:	0.00	(11,200)	(11,200)
Technical Adjustments to Costs of Ongoing Activities			
● Salary/benefit changes		77,315	77,315
● Training increase		1,200	1,200
Technical Adjustments Subtotal:	0.00	78,515	78,515
2014-2015 Forecast Base Budget:	6.00	1,144,221	1,144,221
<hr/> Budget Proposals Approved <hr/>			
1. Office of the Independent Police Auditor Salary Program		31,713	31,713
2. Rebudget: Student Guide to Police Practices Printing		1,200	1,200
Total Budget Proposals Approved	0.00	32,913	32,913
2014-2015 Adopted Budget Total	6.00	1,177,134	1,177,134

Office of the Independent Police Auditor

Budget Changes By Department




Adopted Budget Changes	Positions	All Funds (\$)	General Fund (\$)
1. Office of the Independent Police Auditor Salary Program		31,713	31,713
<i>Public Safety CSA Independent Police Oversight Strategic Support</i>			
<p>This action increases the Office of the Independent Police Auditor personal services allocation to reflect a 3% salary increase that was negotiated and agreed to by the City and four bargaining units, including Municipal Employees' Federation (MEF), Confidential Employees' Organization (CEO), Association of Legal Professionals of San José (ALP), and the International Union of Operating Engineers, Local No. 3 (OE#3), effective June 22, 2014. In addition, a 3% salary increase is included for those employees in Unit 99 and for Council Appointees. These salary increases were approved by the City Council on June 3, 2014. Agreements were also reached with other bargaining units; however, due to the timing of those agreements and the publication of memorandums necessary for the final budget adoption, those adjustments will be included in the 2013-2014 Annual Report as appropriate. (Ongoing costs: \$31,713)</p>			
Performance Results: N/A (Final Budget Modification)			
2. Rebudget: Student Guide to Police Practices Printing		1,200	1,200
<i>Public Safety CSA Independent Police Oversight</i>			
<p>This action rebudgets unexpended 2013-2014 non-personal/equipment funding for the Office 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>			
Performance Results: N/A (Final Budget Modification)			
2014-2015 Adopted Budget Changes Total		0.00	32,913
		32,913	32,913

Office of the Independent Police Auditor

Performance Summary

Independent Police Oversight

Performance Measures

	2012-2013 Actual	2013-2014 Target	2013-2014 Estimated	2014-2015 Target
 # of IPA recommendations to change policy or procedure made to the Internal Affairs Commander/Police Chief/City Council	18	15	15	12
 % of residents rating confidence with the independent police review/oversight process as good or excellent *	51%	60%	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	99%	99%	99%	99%

Changes to Performance Measures from 2013-2014 Adopted Budget: No

* Data for this measure is collected through the biennial City-Wide Community Survey. The survey was last issued in 2012-2013. The next scheduled survey will be conducted in 2014-2015, with results included in the 2015-2016 Proposed Budget.

Activity and Workload Highlights

	2012-2013 Actual	2013-2014 Forecast	2013-2014 Estimated	2014-2015 Forecast
% of complainants filing their complaint at the IPA office rather than at Internal Affairs	51%	50%	50%	50%
# of classified complaints	275	240	240	250
# of total cases	345	320	320	330
# of outreach presentations/events*:				
- Total	153	175	179	165
- To youth	47	50	82	47
- To immigrant and minority communities	72	85	111	77
# of persons receiving community outreach services	9,322	9,750	10,023	9,845
# of agencies/community organizations that received outreach materials from the IPA:				
- Total	80	75	83	79
- To youth	25	30	36	28
- To immigrant and minority communities	34	30	46	33

Changes to Activity & Workload Highlights from 2013-2014 Adopted Budget: No

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

Office of the Independent Police Auditor

Departmental Position Detail

Position	2013-2014 Adopted	2014-2015 Adopted	Change
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	-
Total Positions	6.00	6.00	0.00
