

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

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

City Service Area

Public Safety

Core Services

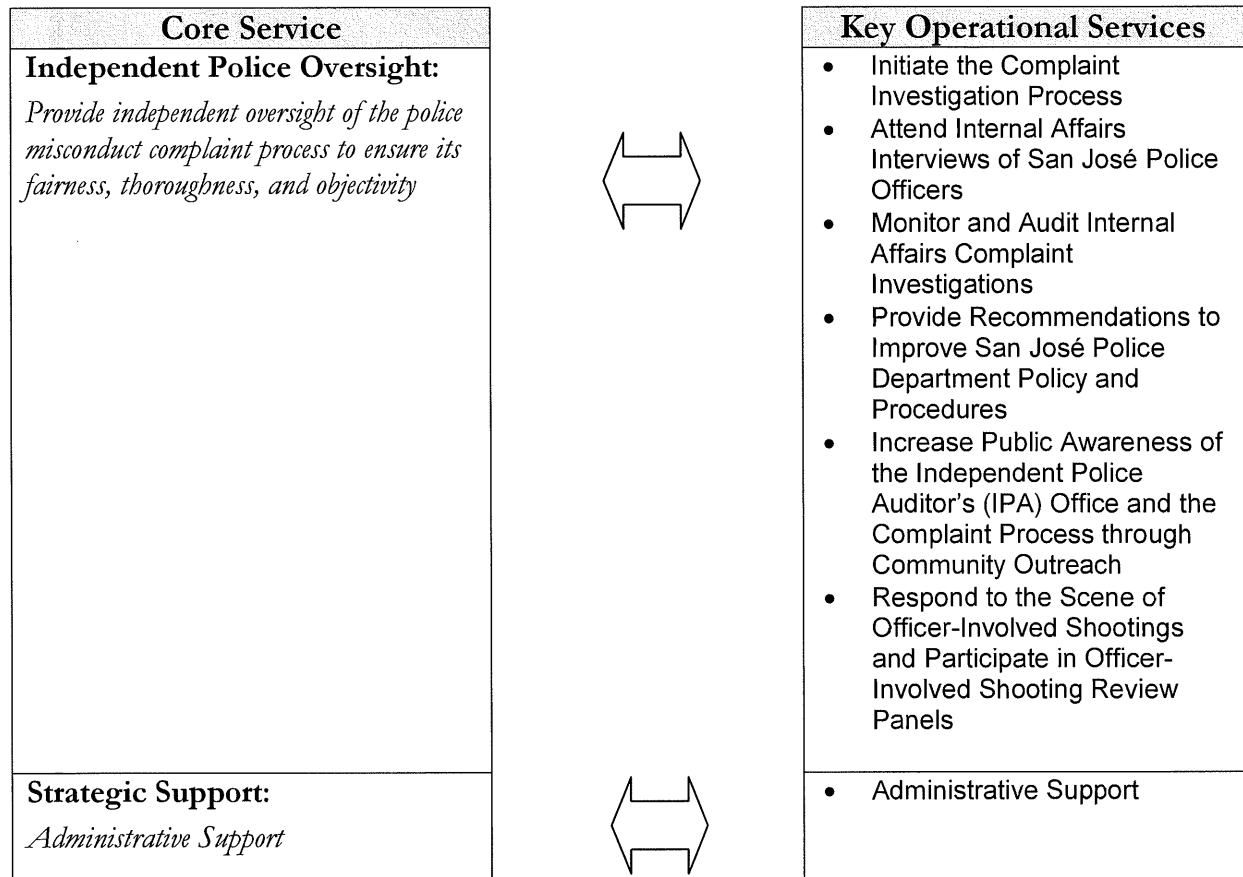
Independent Police Oversight

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 2012-2013 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 policy and procedures.
- Increase the number of complaints resolved through the IPA/SJPD mediation program.
- Present "IPA Roadshow" at every City Council District.
- Complete second year of IPA-TLC (Teen Leadership Council) program, and assess participant satisfaction and effectiveness in increasing outreach to youth.
- Complete second year of providing IPA staff at the Mexican Consulate and assess effectiveness of this outreach.
- Print a minimum of 5,000 Student Guides to Police Practices to distribute at youth outreach presentations and to high school students throughout San José.

2012-2013 Budget Actions

- Increased outreach by the IPA Office created the need for additional analytical staffing, on a one-time basis, to manage the increased workload while continuing to perform functions that are mandated under the charter.

Operating Funds Managed

N/A

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Department Budget Summary

	2010-2011 Actual 1	2011-2012 Adopted 2	2012-2013 Forecast 3	2012-2013 Adopted 4	% Change (2 to 4)
Dollars by Core Service					
Independent Police Oversight	\$ 822,161	\$ 872,191	\$ 865,974	\$ 973,174	11.6%
Strategic Support	1,060	91,138	92,587	92,587	1.6%
Total	\$ 823,221	\$ 963,329	\$ 958,561	\$ 1,065,761	10.6%
Dollars by Category					
Personal Services					
Salaries/Benefits	\$ 804,782	\$ 943,664	\$ 932,896	\$ 1,035,431	9.7%
Overtime	673	0	1,000	1,000	N/A
Subtotal	\$ 805,455	\$ 943,664	\$ 933,896	\$ 1,036,431	9.8%
Non-Personal/Equipment					
	\$ 17,766	\$ 19,665	\$ 24,665	\$ 29,330	49.1%
Total	\$ 823,221	\$ 963,329	\$ 958,561	\$ 1,065,761	10.6%
Dollars by Fund					
General Fund	\$ 823,221	\$ 963,329	\$ 958,561	\$ 1,065,761	10.6%
Total	\$ 823,221	\$ 963,329	\$ 958,561	\$ 1,065,761	10.6%
Authorized Positions by Core Service					
Independent Police Oversight	4.50	5.50	5.50	6.50	18.2%
Strategic Support	0.50	0.50	0.50	0.50	0.0%
	5.00	6.00	6.00	7.00	16.7%

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Budget Reconciliation

(2011-2012 Adopted to 2012-2013 Adopted)

	Positions	All Funds (\$)	General Fund (\$)
Prior Year Budget (2011-2012):	6.00	963,329	963,329
<hr/> Base Adjustments			
One-Time Prior Year Expenditures Deleted			
• Independent Police Auditor's Office Unemployment Contribution		(8,310)	(8,310)
One-time Prior Year Expenditures Subtotal:	0.00	(8,310)	(8,310)
Technical Adjustments to Costs of Ongoing Activities			
• Salary/benefit changes		(2,458)	(2,458)
• Student Guides to Police Practices printing		5,000	5,000
• Administrative staffing overtime		1,000	1,000
Technical Adjustments Subtotal:	0.00	3,542	3,542
2012-2013 Forecast Base Budget:	6.00	958,561	958,561
<hr/> Budget Proposals Approved			
1. Independent Police Auditor's Office Analytical Staffing	1.00	107,200	107,200
Total Budget Proposals Approved	1.00	107,200	107,200
2012-2013 Adopted Budget Total	7.00	1,065,761	1,065,761

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Budget Changes By Department






Adopted Budget Changes	Positions	All Funds (\$)	General Fund (\$)
1. Independent Police Auditor's Office Analytical Staffing	1.00	102,700	102,700
<i>Public Safety CSA</i> <i>Independent Police Oversight</i>			
<p>This action adds an Analyst II – Independent Police Auditor (IPA) position and associated non-personal/equipment funding, on a one-time basis, to align with direction from the Mayor's June Budget Message, as approved by the City Council. Increased outreach by the IPA Office created the need for additional analytical staffing to manage this increased workload while continuing to perform functions that are mandated under the charter. (Ongoing costs: \$0)</p>			
Performance Results: Customer Satisfaction, Quality This action allows the IPA Office to continue performing mandated IPA functions at the current level of service to the community while managing the increased daily workload.			
2012-2013 Adopted Budget Changes Total	1.00	102,700	102,700

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Performance Summary

Independent Police Oversight

Performance Measures

	2010-2011 Actual	2011-2012 Target	2011-2012 Estimated	2012-2013 Target
 # of IPA recommendations to change policy or procedure made to the Internal Affairs Commander/ Police Chief/ City Council	8	8	38	15
 % of complainants rating the professionalism and responsiveness of the IPA as good or excellent	93%	87%	87%	90%
 % of residents rating confidence with the independent police review/oversight process as good or excellent *	N/A	60%	N/A	60%
 % of community members responding to evaluations at outreach presentations or events who report an increased knowledge of IPA and the citizen complaint process	98%	98%	99%	99%
 % of complainants filing their complaint at the IPA office rather than at Internal Affairs	44%	47%	50%	47%

Changes to Performance Measures from 2011-2012 Adopted Budget: No

* Data for these measures is collected through the biennial City-Wide Community Survey. The survey was temporarily suspended in 2011-2012 and will be reinstated in 2012-2013.

Activity and Workload Highlights

	2010-2011 Actual	2011-2012 Forecast	2011-2012 Estimated	2012-2013 Forecast
# of classified complaints	278	210	250	250
# of total cases	349	300	320	320
# of outreach presentations/events:				
- Total	206	167	188	180
- To youth	75	57	57	50
- To immigrant and minority communities	101	81	88	80
# of persons receiving community outreach services	12,825	6,252	9,326	10,000
# of agencies/community organizations that received outreach materials from the IPA:				
- Total	87	51	76	70
- To youth	26	20	37	25
- To immigrant and minority communities	34	22	37	30

Changes to Activity & Workload Highlights from 2011-2012 Adopted Budget: No

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Departmental Position Detail

Position	2011-2012 Adopted	2012-2013 Adopted	Change
Analyst II, Independent Police Auditor	1.00	2.00	1.00
Deputy 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	7.00	1.00
