

**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

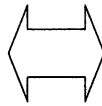
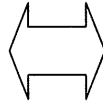
Provide independent oversight of the police misconduct complaint process to ensure its fairness, thoroughness, and objectivity

Strategic Support: Administrative Support

Office of the Independent Police Auditor

Service Delivery Framework

Core Service
Independent Police Oversight: <i>Provide independent oversight of the police misconduct complaint process to ensure its fairness, thoroughness, and objectivity.</i>
Strategic Support: <i>Administrative Support.</i>



Key Operational Services
<ul style="list-style-type: none">• Initiate the Complaint Investigation Process• Attend Internal Affairs Interviews of San José Police Officers• Monitor and Audit Internal Affairs Complaint Investigations• Provide Recommendations to Improve San José Police Department Policy and Procedures• Increase Public Awareness of the Independent Police Auditor's (IPA) Office and the Complaint Process through Community Outreach• Respond to the Scene of Officer-Involved Shootings and Participate in Officer-Involved Shooting Review Panels
<ul style="list-style-type: none">• Administrative Support

Office of the Independent Police Auditor

Department Budget Summary

Expected 2011-2012 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 newly created IPA/SJPD mediation program.
- Complete an audit of the status of recommendations made by the IPA office from 1993 to 2008 that were adopted by the SJPD.
- Present "IPA Roadshow" at every City Council District.
- Complete initial year of IPA-TLC (Teen Leadership Council) program, and assess participant satisfaction and effectiveness in increasing outreach to youth.
- Complete initial year of providing IPA staff at the Mexican Consulate and assess effectiveness of this outreach.

Impacts of 2011-2012 Budget Actions

- Continuation of a newly-initiated program, which requires IPA staff to contact complainants every 60 days in all open cases to advise them of the status of their cases.
- Maintain ability to have personal contact with members of the public, in person and by telephone.
- Maintain ability to provide bilingual (Spanish-speaking) services to the community.

Operating Funds Managed

N/A

Office of the Independent Police Auditor

Department Budget Summary

	2009-2010 Actual 1	2010-2011 Adopted 2	2011-2012 Forecast 3	2011-2012 Adopted 4	% Change (2 to 4)
Dollars by Core Service					
Independent Police Oversight	\$ 694,265	\$ 694,915	\$ 781,859	\$ 872,191	25.5%
Strategic Support	0	135,869	90,973	91,138	(32.9%)
Total	\$ 694,265	\$ 830,784	\$ 872,832	\$ 963,329	16.0%
Dollars by Category					
Personal Services					
Salaries/Benefits	\$ 670,179	\$ 809,719	\$ 853,167	\$ 943,664	16.5%
Overtime	633	0	0	0	N/A
Subtotal	\$ 670,812	\$ 809,719	\$ 853,167	\$ 943,664	16.5%
Non-Personal/Equipment					
	\$ 23,453	\$ 21,065	\$ 19,665	\$ 19,665	(6.6%)
Total	\$ 694,265	\$ 830,784	\$ 872,832	\$ 963,329	16.0%
Dollars by Fund					
General Fund	\$ 694,265	\$ 830,784	\$ 872,832	\$ 963,329	16.0%
Total	\$ 694,265	\$ 830,784	\$ 872,832	\$ 963,329	16.0%
Authorized Positions by Core Service					
Independent Police Oversight	4.50	4.50	4.50	5.50	22.2%
Strategic Support	0.50	0.50	0.50	0.50	0.0%
Total	5.00	5.00	5.00	6.00	20.0%

Office of the Independent Police Auditor

Budget Reconciliation

(2010-2011 Adopted to 2011-2012 Adopted)

	Positions	All Funds (\$)	General Fund (\$)
Prior Year Budget (2010-2011):	5.00	830,784	830,784
Base Adjustments			
One-Time Prior Year Expenditures Deleted			
• Rebudget: 2009 Independent Police Auditor Year End Report		(1,400)	(1,400)
• Independent Police Auditor Administrative Support Staffing		(35,590)	(35,590)
One-time Prior Year Expenditures Subtotal:	0.00	(36,990)	(36,990)
Technical Adjustments to Costs of Ongoing Activities			
• Salary/benefit changes and the following position reallocations: - 2.0 Analyst II, Independent Police Auditor to 2.0 Senior Analyst, Independent Police Auditor		44,762	44,762
• Employee One-Time Total Compensation Reduction Restoration		30,076	30,076
• Independent Police Auditor Vehicle Allowance		4,200	4,200
Technical Adjustments Subtotal:	0.00	79,038	79,038
2011-2012 Forecast Base Budget:	5.00	872,832	872,832
Budget Proposals Approved			
1. Independent Police Auditor's Office Employee Total Compensation Reduction		(29,361)	(29,361)
2. Independent Police Auditor's Office Administrative Support Staffing	1.00	71,388	71,388
3. Independent Police Auditor's Office Annual Retirement Contribution		40,160	40,160
4. Independent Police Auditor's Office Unemployment Contribution		8,310	8,310
Total Budget Proposals Approved	1.00	90,497	90,497
2011-2012 Adopted Budget Total	6.00	963,329	963,329

Office of the Independent Police Auditor

Budget Changes By Department

Adopted Budget Changes	Positions	All Funds (\$)	General Fund (\$)
1. Independent Police Auditor's Office Employee Total Compensation Reduction		(29,361)	(29,361)

Public Safety CSA

Independent Police Oversight

Strategic Support

As directed at the November 18, 2010, 2011-2012 Organizational and Budget Planning Special Council Meeting, the City Council approved direction for labor negotiations to achieve a 10% ongoing total employee compensation reduction for all bargaining groups and to roll back any general wage increases received in 2010-2011. Direction was also included to pursue City Auditor's recommendations for healthcare cost containment including increased cost sharing, increased co-pays, reduced health and dental in-lieu costs, and elimination of dual coverage.

For 2011-2012, agreements to achieve these compensation reductions were approved by the City Council on March 22, 2011 for the San Jose Fire Fighters, IAFF, Local 230, on April 19, 2011 for AEA, AMSP and CAMP, on May 31, 2011 for ALP and ABMEI, and on June 14, 2011 for the POA. Approval for compensation changes for Unit 99 and Units 81/82 also occurred on April 19, 2011. On May 31, 2011, the City Council approved the implementation of terms contained in the City's Last, Best, and Final Offers for the remaining bargaining groups (CEO, IBEW, MEF, and OE3).

The compensation reduction actions, which vary by employee group, include: base pay reductions, reversing the additional employee contributions to retirement to offset the City's contributions, healthcare cost sharing changes (from 90% City/10% employee to 85% City/15% employee), healthcare plan design changes including increased co-pays, changes in healthcare in lieu and elimination of dual coverage. The specific actions are described in each bargaining unit's agreement, as applicable, with the City that can be found at: <http://www.sanjoseca.gov/employeerelations/labor.asp>.

These total compensation reductions generate Base Budget savings of \$74.5 million in all funds and \$58.5 million in the General Fund (including fee programs), offset by annual required retirement contributions of \$23.6 million in all funds and \$18.9 million in the General Fund, result in total net savings of \$50.9 million in all funds and \$39.6 million in the General Fund. With these compensation reductions, decreases to overhead (\$3.9 million) and other reimbursements were also approved in this budget. In the Independent Police Auditor's Office, the General Fund savings totals \$29,361 as reflected in this document. (Ongoing savings: \$29,361)

Performance Results: N/A

Office of the Independent Police Auditor

Budget Changes By Department

Adopted Budget Changes	Positions	All Funds (\$)	General Fund (\$)
2. Independent Police Auditor's Office Administrative Support Staffing	1.00	71,388	71,388

Public Safety CSA

Independent Police Oversight

This action restores an Office Specialist II position that was eliminated as part of the approved budget actions in 2008-2009. Although eliminated, the functions have been performed since that time through temporary pool resources funded by IPA Office vacancy savings. Due to the fact that this position is the only clerical support position and serves as the receptionist for the IPA Office, which allows the other IPA Office staff to continue to perform mandated IPA functions, the position is approved to be funded permanently. (Ongoing costs: \$71,217)

Performance Results:

Quality, Cycle Time, Customer Satisfaction This action allows the IPA Office to continue performing mandated IPA functions at the current level of service to the community. In addition, this action allows the office to continue a newly-initiated program to contact complainants in all open cases every sixty days to advise them of the status of their cases.

3. Independent Police Auditor's Office Annual Retirement Contribution		40,160	40,160
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Public Safety CSA

*Independent Police Oversight
Strategic Support*

This action increases the Independent Police Auditor's Office personal services allocation as a result of the adoption of changes by the Federated Retirement Board (Board) to the policy determining the City's share of the annual required contribution to the Federated City Employees' Retirement System (Plan). To ensure the fiscal health of the Plan, the Board adopted a policy setting the annual required contribution to be the greater of the dollar amount reported in the actuarial valuation (adjusted for interest based on the time of the contributions) or the dollar amount determined by applying the percent of payroll contribution reported in the actuarial valuation to the actual payroll for the fiscal year. Due to the contraction in City positions approved as part of the 2011-2012 Adopted Budget, with this adopted contribution methodology, the City is required to pay a minimum dollar amount regardless of the actual payroll experienced to ensure that the Plan is funded in accordance with the annual actuarial valuation. To cover these costs, total Plan contributions of \$108.4 million in all City funds and \$54.5 million in the General Fund, assuming a July 1 pre-payment, is required to be made in 2011-2012. (Ongoing costs: \$40,160)

Performance Results: N/A

Office of the Independent Police Auditor

Budget Changes By Department






Adopted Budget Changes	Positions	All Funds (\$)	General Fund (\$)
4. Independent Police Auditor's Office Unemployment Contribution		8,310	8,310
<i>Public Safety CSA</i>			
<i>Independent Police Oversight</i>			
<i>Strategic Support</i>			
<p>This action increases the Independent Police Auditor's Office personal services allocation to ensure sufficient funding to the Unemployment Insurance Fund for projected unemployment insurance claims. Based on potential claims from employee separation from service and the approved federal extension of unemployment benefits up to a total of 99 weeks, an increase to the unemployment contribution was approved. To cover these costs, the total transfer of \$11.2 million across all City funds and \$8.1 million in the General Fund to the Unemployment Insurance Fund was approved. (Ongoing costs: \$0)</p>			
Performance Results: N/A			
2011-2012 Adopted Budget Changes Total	1.00	90,497	90,497

Office of the Independent Police Auditor

Performance Summary

Independent Police Oversight

Performance Measures

	2009-2010 Actual	2010-2011 Target	2010-2011 Estimated	2011-2012 Target
 # of IPA recommendations to change policy or procedure made to the Internal Affairs Commander/ Police Chief/ City Council	N/A	N/A	8	8
 % of complainants rating the professionalism and responsiveness of the IPA as good or excellent	89%	83%	87%	87%
 % of residents rating confidence with the independent police review/oversight process as good or excellent *	59%	60%	60%	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%	84%	98%	98%
 % of complainants filing their complaint at the IPA office rather than at Internal Affairs	38%	33%	47%	47%

Changes to Performance Measures from 2010-2011 Adopted Budget: Yes¹

* Data from the 2009 Community Survey.

¹ Changes to Performance Measures from 2010-2011 Adopted Budget:

- ⊖ “% of IPA recommendations that become policy or change a procedure” was revised to “Number of IPA recommendations to change policy or procedure made to the Internal Affairs Commander/Police Chief/City Council” to be more reflective of IPA efforts in moving changes in policy/procedure forward; former wording was too dependent on subsequent actions by the Police Department.

Activity and Workload Highlights

	2009-2010 Actual	2010-2011 Forecast	2010-2011 Estimated	2011-2012 Forecast
# of classified complaints	201	200	210	210
# of total cases	277	300	300	300
# of outreach presentations/events:				
- Total	179	146	188	167
- To youth	43	45	70	57
- To immigrant and minority communities	76	65	98	81
# of persons receiving community outreach services	5,783	4,000	8,505	6,252
# of agencies/community organizations that received outreach materials from the IPA:				
- Total	48	40	62	51
- To youth	19	18	23	20
- To immigrant and minority communities	25	18	26	22

Changes to Activity & Workload Highlights from 2010-2011 Adopted Budget: Yes¹

¹ Changes to Activity and Workload Highlights from 2010-2011 Adopted Budget:

- ⊖ “Number of agencies/community organizations providing IPA outreach materials” was revised to “Number of agencies/community organizations that received outreach materials from the IPA” to reflect IPA efforts in providing outreach materials to the community; the former measure was dependent on other entities providing those materials.

Office of the Independent Police Auditor

Departmental Position Detail

Position	2010-2011 Adopted	2011-2012 Adopted	Change
Analyst II, Independent Police Auditor	3.00	1.00	(2.00)
Deputy Director	1.00	1.00	-
Independent Police Auditor	1.00	1.00	-
Office Specialist II	0.00	1.00	1.00
Senior Analyst, Independent Police Auditor	0.00	2.00	2.00
Total Positions	5.00	6.00	1.00