

# Office of the Independent Police Auditor

**Shivaun Nurre, 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**

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### **INDEPENDENT POLICE OVERSIGHT**

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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.

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**Strategic Support:** Administrative Support, Pandemic Response

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# Office of the Independent Police Auditor

## Service Delivery Framework

PROGRAM	DESCRIPTION
<b><i>Independent Police Oversight Core Service</i></b>	
<b>Oversight of Police Misconduct Complaints and Public Outreach</b>	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.
<b><i>Strategic Support Core Service</i></b>	
<b>IPA Management and Administration</b>	Provides administrative oversight for the department, including financial management, human resources, and analytical support.
<b>Independent Police Auditor Pandemic Response</b>	Provides for the coordination and delivery of emergency services and recovery activities in response to the COVID-19 pandemic.

# Office of the Independent Police Auditor

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## Department Budget Summary

### Expected 2022-2023 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.
- Coordinate with SJPD to implement any City Council direction on recommendations provided by the:
  - Reimagining Public Safety Community Advisory Committee;
  - Charter Review Commission; and,
  - Outside consultants informing 21<sup>st</sup> Century Policing, Use of Force, and Internal Affairs Investigations.
- Complete key elements of the Police Reforms Work Plan.
- Leverage a mix of traditional and technological community engagement tools (i.e., social media, informational flyers/updates) to connect and reach residents of San José with an emphasis on racial equity.

### 2022-2023 Key Budget Actions

N/A

### Operating Funds Managed

N/A

# Office of the Independent Police Auditor

## Department Budget Summary

	2020-2021 Actuals ***	2021-2022 Adopted	2022-2023 Forecast	2022-2023 Proposed
<b>Dollars by Core Service</b>				
Independent Police Oversight	1,366,830	1,411,799	1,477,351	1,477,351
Strategic Support - Other - Public Safety	162	2,204	0	0
Strategic Support - Public Safety	868	118,704	122,623	122,623
<b>Total</b>	<b>\$1,367,860</b>	<b>\$1,532,707</b>	<b>\$1,599,974</b>	<b>\$1,599,974</b>
<b>Dollars by Category</b>				
<i>Personal Services and Non-Personal/Equipment</i>				
Salaries/Benefits	1,350,391	1,494,077	1,563,548	1,563,548
Overtime	0	1,000	1,000	1,000
<b>Subtotal Personal Services</b>	<b>\$1,350,391</b>	<b>\$1,495,077</b>	<b>\$1,564,548</b>	<b>\$1,564,548</b>
Non-Personal/Equipment	17,307	35,426	35,426	35,426
<b>Total Personal Services &amp; Non-Personal/Equipment</b>	<b>\$1,367,698</b>	<b>\$1,530,503</b>	<b>\$1,599,974</b>	<b>\$1,599,974</b>
<i>Other Costs*</i>				
City-Wide Expenses	162	2,204	0	0
General Fund Capital	0	0	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
<b>Total Other Costs</b>	<b>\$162</b>	<b>\$2,204</b>	<b>\$0</b>	<b>\$0</b>
<b>Total</b>	<b>\$1,367,860</b>	<b>\$1,532,707</b>	<b>\$1,599,974</b>	<b>\$1,599,974</b>

\* 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 amounts in the 2021-2022 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.

\*\* The positions displayed in the 2020-2021 Actuals column reflect those included in the 2020-2021 Adopted Budget.

\*\*\* 2020-2021 Actuals may not subtotal due to rounding.

# Office of the Independent Police Auditor

## Department Budget Summary

	2020-2021 Actuals ***	2021-2022 Adopted	2022-2023 Forecast	2022-2023 Proposed
<b>Dollars by Fund</b>				
General Fund (001)	1,367,860	1,532,707	1,599,974	1,599,974
<b>Total</b>	<b>\$1,367,860</b>	<b>\$1,532,707</b>	<b>\$1,599,974</b>	<b>\$1,599,974</b>
<b>Positions by Core Service**</b>				
Independent Police Oversight	5.50	6.50	6.50	6.50
Strategic Support - Public Safety	0.50	0.50	0.50	0.50
<b>Total</b>	<b>6.00</b>	<b>7.00</b>	<b>7.00</b>	<b>7.00</b>

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\*\*\* 2020-2021 Actuals may not subtotal due to rounding.

# Office of the Independent Police Auditor

## Department Budget Summary

	2020-2021 Actuals**	2021-2022 Adopted	2022-2023 Forecast	2022-2023 Adopted	2022-2023 Adopted Positions
<b>Dollars by Program*</b>					
<b>Independent Police Oversight</b>					
Oversight of Police Misconduct Complaints and Public Outreach	1,366,830	1,411,799	1,477,351	1,477,351	6.50
<b>Sub-Total</b>	<b>1,366,830</b>	<b>1,411,799</b>	<b>1,477,351</b>	<b>1,477,351</b>	<b>6.50</b>
<b>Strategic Support - Other - Public Safety</b>					
Independent Police Auditor Other Departmental - City-Wide	162	2,204	0	0	0.00
<b>Sub-Total</b>	<b>162</b>	<b>2,204</b>	<b>0</b>	<b>0</b>	<b>0.00</b>
<b>Strategic Support - Public Safety</b>					
Independent Police Auditor Management and Administration	868	118,704	122,623	122,623	0.50
<b>Sub-Total</b>	<b>868</b>	<b>118,704</b>	<b>122,623</b>	<b>122,623</b>	<b>0.50</b>
<b>Total</b>	<b>\$1,367,860</b>	<b>\$1,532,707</b>	<b>\$1,599,974</b>	<b>\$1,599,974</b>	<b>7.00</b>

\* 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.

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# Office of the Independent Police Auditor

## Budget Reconciliation

### Personal Services and Non-Personal/Equipment

(2021-2022 Adopted to 2022-2023 Proposed)



	Positions	All Funds (\$)	General Fund (\$)
Prior Year Budget (2021-2022):	7.00	1,530,503	1,530,503
<hr/> <b>Base Adjustments</b>			
<b>One-Time Prior Year Expenditures Deleted</b>			
• NONE			
One-time Prior Year Expenditures Subtotal:	0.00	0	0
<b>Technical Adjustments to Costs of Ongoing Activities</b>			
• Salary/benefit changes			
		69,471	69,471
Technical Adjustments Subtotal:	0.00	69,471	69,471
2022-2023 Forecast Base Budget:	7.00	1,599,974	1,599,974
<hr/> <b>Budget Proposals Recommended</b>			
• NONE			
Total Budget Proposals Recommended	0.00	0	0
<b>2022-2023 Proposed Budget Total</b>	<b>7.00</b>	<b>1,599,974</b>	<b>1,599,974</b>

# Office of the Independent Police Auditor

## Performance Summary

### Independent Police Oversight

#### Performance Measures

	2020-2021 Actual	2021-2022 Target	2021-2022 Estimated	2022-2023 Target
 # of IPA recommendations to change policy or procedure made to the Internal Affairs Commander/Police Chief/City Council	7	7	11	8
 % of community members responding to evaluations at outreach presentations or events who report an increased knowledge of IPA and the citizen complaint process	N/A <sup>1</sup>	95%	95%	90%

<sup>1</sup> Evaluations were not distributed and collected as anticipated, as in-person outreach presentations and events were not held during 2020-2021 due to the continued impacts of COVID-19.

#### Activity and Workload Highlights

	2020-2021 Actual	2021-2022 Forecast	2021-2022 Estimated	2022-2023 Forecast
% of complainants filing their complaint at the IPA office rather than at Internal Affairs <sup>1</sup>	56%	69%	69%	42%
# of classified complaints <sup>2</sup>	262	204	204	266
# of total cases	302	233	233	311
# of outreach presentations/events <sup>3</sup> :				
- Total <sup>4</sup>	30	35	35	49
- To youth	14	5	5	17
- To immigrant and minority communities	10	20	20	22
# of persons receiving community outreach services	3,126	1,500	1,500	3,061
# of agencies/community organizations that received outreach materials from the IPA:				
- Total <sup>5</sup>	0	1	1	2
- To youth	0	1	1	2
- To immigrant and minority communities	0	1	1	2

<sup>1</sup> This data excludes Department-Initiated Investigations (DIIs).

<sup>2</sup> This data reflects complaints classified as Conduct, Policy or DIIs.

<sup>3</sup> An outreach presentation/event may involve youth, immigrant, and minority communities concurrently. The continued impacts of COVID-19 and corresponding public health restrictions greatly limited the number of outreach presentations and events performed in 2020-2021. The IPA is adjusting its outreach model in response to these challenges to include new resources such as social media contacts, email updates, and smaller online group presentations and trainings.

<sup>4</sup> Total amount represents city-wide presentation/events, as well as those for specific agencies/community organizations.

<sup>5</sup> This measure has historically captured physical outreach materials distributed by the IPA at in-person meetings. Due to public health restrictions, most presentations/events have been conducted online. Outreach efforts in 2021-2022 focused on distributing and capturing data on social media and other avenues.



## Office of the Independent Police Auditor

### Department Position Detail

Position	2021-2022 Adopted	2022-2023 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	-
<b>Total Positions</b>	<b>7.00</b>	<b>7.00</b>	<b>0.00</b>