

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

INDEPENDENT POLICE OVERSIGHT

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.

Strategic Support: Administrative Support, Independent Police Auditor Emergency Response and Recovery

Office of the Independent Police Auditor

Service Delivery Framework

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

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Department Budget Summary

Expected 2023-2024 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 the City Manager to implement any City Council direction on recommendations provided by:
 - Independent consultants, advising on whether to move some, or all, of police misconduct investigations out of SJPD's Internal Affairs Unit to another entity; and
 - the Police Reforms Work Plan.
- Maintain and update the Independent Police Auditor's online portal that provides redacted documents that address officer misconduct and are available to the public under the Public Records Act (SB 1421 and SB 16).
- Leverage a mix of traditional and technological community engagement tools (e.g., social media, informational flyers/updates) to connect and reach residents of San José with an emphasis on racial equity.

2023-2024 Key Budget Actions

N/A

Operating Funds Managed

N/A

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Department Budget Summary

	2021-2022 Actuals ***	2022-2023 Adopted ****	2023-2024 Forecast	2023-2024 Proposed
Dollars by Core Service				
Independent Police Oversight	1,499,401	1,477,351	1,494,783	1,492,429
Strategic Support - Other - Public Safety	74,997	1,819	0	0
Strategic Support - Public Safety	371	122,623	136,175	136,175
Total	\$1,574,769	\$1,601,793	\$1,630,958	\$1,628,604
Dollars by Category				
<i>Personal Services and Non-Personal/Equipment</i>				
Salaries/Benefits	1,330,460	1,563,548	1,594,532	1,594,532
Overtime	265	1,000	1,000	1,000
Subtotal Personal Services	\$1,330,725	\$1,564,548	\$1,595,532	\$1,595,532
Non-Personal/Equipment	169,046	35,426	35,426	33,072
Total Personal Services & Non-Personal/Equipment	\$1,499,771	\$1,599,974	\$1,630,958	\$1,628,604
<i>Other Costs *</i>				
City-Wide Expenses	74,997	1,819	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
Total Other Costs	\$74,997	\$1,819	\$0	\$0
Total	\$1,574,769	\$1,601,793	\$1,630,958	\$1,628,604

* 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 position counts displayed in the 2021-2022 Actuals column reflect those included in the 2021-2022 Adopted Budget.

*** 2021-2022 Actuals may not subtotal due to rounding.

**** The amounts in the 2022-2023 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.

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Department Budget Summary

	2021-2022 Actuals ***	2022-2023 Adopted ****	2023-2024 Forecast	2023-2024 Proposed
Dollars by Fund				
General Fund (001)	1,574,769	1,601,793	1,630,958	1,628,604
Total	\$1,574,769	\$1,601,793	\$1,630,958	\$1,628,604
Positions by Core Service **				
Independent Police Oversight	6.50	6.50	6.50	6.50
Strategic Support - Public Safety	0.50	0.50	0.50	0.50
Total	7.00	7.00	7.00	7.00

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Department Budget Summary

	2021-2022 Actuals **	2022-2023 Adopted	2023-2024 Forecast	2023-2024 Proposed	2023-2024 Proposed Positions
Dollars by Program*					
Independent Police Oversight					
Oversight of Police Misconduct Complaints and Public Outreach	1,499,401	1,477,351	1,494,783	1,492,429	6.50
Sub-Total	1,499,401	1,477,351	1,494,783	1,492,429	6.50
Strategic Support - Other - Public Safety					
Independent Police Auditor Other Departmental - City-Wide	74,997	1,819	0	0	0.00
Sub-Total	74,997	1,819	0	0	0.00
Strategic Support - Public Safety					
Independent Police Auditor Management and Administration	371	122,623	136,175	136,175	0.50
Sub-Total	371	122,623	136,175	136,175	0.50
Total	\$1,574,769	\$1,601,793	\$1,630,958	\$1,628,604	7.00

* 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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Budget Reconciliation

Personal Services and Non-Personal/Equipment

(2022-2023 Adopted to 2023-2024 Proposed)

	Positions	All Funds (\$)	General Fund (\$)
Prior Year Budget (2022-2023):	7.00	1,599,974	1,599,974
<hr/> Base Adjustments			
One-time Prior Year Expenditures Deleted			
• NONE			
One-time Prior Year Expenditures Subtotal:	0.00	0	0
<hr/> Technical Adjustments to Costs of Ongoing Activities			
• Salary/benefit changes		30,984	30,984
Technical Adjustments Subtotal:	0.00	30,984	30,984
2023-2024 Forecast Base Budget:	7.00	1,630,958	1,630,958
<hr/> Budget Proposals Recommended			
1. California Network and Telecommunications (CalNet) Program Cost Decrease		(2,354)	(2,354)
Total Budget Proposals Recommended	0.00	(2,354)	(2,354)
<hr/> 2023-2024 Proposed Budget Total			
	7.00	1,628,604	1,628,604

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Budget Changes by Department

Personal Services and Non-Personal/Equipment



2023-2024 Proposed Budget Changes	Positions	All Funds (\$)	General Fund (\$)
1. California Network and Telecommunications (CalNet) Program Savings		(\$2,354)	(\$2,354)
<i>Public Safety CSA Independent Police Oversight Core Service Oversight of Police Misconduct Complaints and Public Outreach Program</i>			
<p>This action decreases the Department's non-personal/equipment funding by \$2,354 on an ongoing basis to reflect cost savings for internet-based telephony and hardware related services. These funds are allocated to individual departmental budgets. The California Network and Telecommunications (CalNet) Program, managed by the California Department of Technology, awarded updated service contracts. The City uses a State contract for advantageous pricing and the service used by the City had a price reduction. Contractual savings from the new contract in the amount of \$210,882 will be generated for the General Fund, \$275,672 in all funds, across departments as a result of lower service costs. (Ongoing savings: \$2,354)</p>			
2023-2024 Proposed Budget Changes Total	0.00	(\$2,354)	(\$2,354)

Office of the Independent Police Auditor

Performance Summary

Independent Police Oversight

Performance Measures

	2021-2022 Actual	2022-2023 Forecast	2022-2023 Estimated	2023-2024 Forecast
 # of IPA recommendations to change policy or procedure made to the Internal Affairs Commander/Police Chief/City Council	10	8	6	6
 % 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 ¹	90%	70%	70%

¹ Evaluations were not distributed and collected as anticipated, as in-person outreach presentations and events were not held during 2021-2022 due to the continued impacts of COVID-19.

Activity and Workload Highlights

	2021-2022 Actual	2022-2023 Forecast	2022-2023 Estimated	2023-2024 Forecast
% of complainants filling their complaint at the IPA office rather than at Internal Affairs ¹	27%	42%	36%	31%
# of classified complaints ²	320	266	204	262
# of total cases	414	311	285	262
# of outreach presentations/events ³ :				
- Total ⁴	31	49	9	18
- To youth	6	17	3	6
- To immigrant and minority communities	25	22	3	6
# of persons receiving community outreach services	2,252	3,061	612	1,000
# of agencies/community organizations that received outreach materials from the IPA:				
- Total ⁵	4	2	0	45
- To youth	0	2	0	24
- To immigrant and minority communities	0	2	0	31

¹ This data excludes Department-Initiated Investigations (DIIs).

² This data reflects complaints classified as Conduct, Policy or DIIs.

³ 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 2021-2022. 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 training.

⁴ Total amount represents city-wide presentations/events, as well as those for specific agencies/community organizations.

⁵ 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 2022-2023 focused on distributing and capturing data on social media and other avenues.

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Department Position Detail

Position	2022-2023 Adopted	2023-2024 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	-
Total Positions	7.00	7.00	0.00