

# **Office of the Commission on Police Practices**



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# Office of the Commission on Police Practices



## Description

On November 3, 2020, the voters of San Diego approved Measure B creating a new independent Commission on Police Practices (Commission). The purpose of the Commission is to provide an independent investigation of officer-involved shootings and in-custody deaths, and other significant incidents, and an unbiased evaluation of all complaints against the San Diego Police Department (SDPD) and its personnel, in a process that will be transparent and accountable to the community. The Commission also evaluates and reviews SDPD policies, practices, training, and protocols and represents the community in making recommendations for changes.

The Office of the Commission on Police Practices was established in April 2021 as an independent department that is responsible for managing and coordinating the day-to-day operations of the Commission so that the Commission follows its purpose and mission as well as state, local, and federal law. In Fiscal Year 2025, the department will continue to hire and train essential staff, to support the Commission with creating operating procedures, and to provide administrative support for the Commission's work.

For more information, please visit the Commission's website at [www.sandiego.gov/cpp](http://www.sandiego.gov/cpp).

### ***The vision is:***

The purpose of the Commission on Police Practices is to provide an independent investigation of officer-involved shootings and in-custody deaths, and other significant incidents, and an unbiased evaluation of all complaints against the San Diego Police Department and its personnel, in a process that will be transparent and accountable to the community. The Commission on Police Practices also evaluates and reviews SDPD policies, practices, training and protocols and represents the community in making recommendations for changes.

# Office of the Commission on Police Practices

## ***The mission is:***

The mission of the Commission is to hold law enforcement accountable to the community and to increase community trust in law enforcement, resulting in increased safety for both the community and law enforcement.

## **Goals and Objectives**

***Goal 1: To ensure the Commission provides an unbiased evaluation of all complaints against San Diego Police Department officers and its personnel in a process that is transparent and accountable to the community. To ensure that the Commission provides an independent investigation of officer involved shootings, in-custody deaths, and other significant incidents.***

- Assist the Commission in finalizing operating procedures on discipline review, complaint administration, and independent investigations.
- Support the Commission in reviewing all San Diego Police Department investigations including officer involved shootings, in-custody deaths, and death resulting from interactions with a police officer, Category I and Category II allegations on a timely basis.

***Goal 2: To advocate for policies that promote fair and humane policing and ensure the safety of both community members and police officers.***

- Based on data collected from case review, investigations, research, and community hearings, continue to identify and produce recommendations to the Police Chief, City Council, and the Mayor.
- Facilitate the convening of forums that identify policies of concern to the community for the Commission's consideration.

***Goal 3: To operate transparently, keep the community informed about the activities of the Commission, and provide opportunities to receive public input on the Commission's operations.***

- Continue to compile and release data as required by the ordinance to the City's Open Data Portal.
- Release case reports that meet the criteria for SB1421 and SB16.
- Maintain a robust communication plan that includes community email groups, social media, monthly newsletter, press releases, media opportunities, and updates on the Commission website.

***Goal 4: To widely publicize the procedures for filing a complaint and to encourage persons with complaints about the actions of the San Diego Police Department's sworn personnel to submit their concerns.***

- Collaborate with SDPD to streamline the intake process.
- Seek stakeholder feedback for process improvements.
- Continue to provide presentations on the complaint process at community events, meetings, schools, and churches.

***Goal 5: To ensure that the Commission reaches and maintains an expert level of understanding of policies and procedures through ongoing training and education.***

- Implement the training academy schedule for newly appointed Commissioners.
- Provide education to Commissioners to ensure compliance with Commission procedures, Bylaws, the City's Ethics Ordinance, and the Brown Act.
- Encourage Commissioner participation in additional training opportunities such as attendance at NACOLE conferences and webinars and other specialized trainings.

# Office of the Commission on Police Practices

## Budget Equity Impact Statement

### Equity Highlights

*Examples from the current fiscal year.*

- Since their appointment in August 2023, members of the Commission on Police Practices have reviewed, communicated findings with the complainant, and closed 23 cases and are continuing to review active cases.
- While the City ordinance establishing the Commission was being finalized, there were cases that were not reviewed within the statute of limitations. The Commission voted to use the assistance of an outside investigator to review and analyze trends in these cases. This analysis and any resulting recommendations will be communicated to the cases' complainants.
- To support timely and responsive work of the Commission including community outreach and engagement, staff was hired - Chief Investigator, Community Engagement Coordinator, and Administrative Aide II.

### Budget Equity Lens Summary

#### Ongoing Operations

*Is there an opportunity to adjust the department's ongoing operations to address a disparity?*

#### Yes

To address disparities in ability of all residents to access the complaint process, the Commission will streamline and increase accessibility of the complaint process. A new by Complaint Operating Procedure will be developed. The Commission will also work on developing a shared complaint tracking system between the Commission and SDPD with the ultimate goal of making this visible to the complainant. The Commission is implementing a Training Academy for Commissioners that incorporates issues of race and equity and how these are integrated throughout our work. The Commission will conduct educational presentations about the Commission with particular focus on communities that have more police interactions.

#### Budget Adjustment(s)

*Do the Budget Adjustments address a disparity?*

#### No

The budget adjustments for Fiscal Year 2025 do not address a disparity.

# Office of the Commission on Police Practices

## Key Performance Indicators

Performance Indicator	Definition	Baseline	FY2024 Performance	Goal
Public Meetings	Number of Public Regular and Special Meetings, and Community Hearings	19	23	28
Closed Session Meetings	Number of Closed Session Meetings to Review Cases and Investigations	14	18	24
Cases Reviewed	Percentage of cases reviewed and returned to SDPD at least 90 days prior to expiration date	N/A	8%	100%

# Office of the Commission on Police Practices

## Department Summary

	FY2023 Actual	FY2024 Budget	FY2025 Adopted	FY2024-2025 Change
FTE Positions (Budgeted)	11.50	12.00	14.54	2.54
Personnel Expenditures	\$ 534,214	\$ 1,742,795	\$ 1,772,218	\$ 29,423
Non-Personnel Expenditures	257,606	499,022	373,614	(125,408)
<b>Total Department Expenditures</b>	<b>\$ 791,820</b>	<b>\$ 2,241,817</b>	<b>\$ 2,145,832</b>	<b>\$ (95,985)</b>
<b>Total Department Revenue</b>	<b>\$ 2,772</b>	<b>\$ -</b>	<b>\$ 116,741</b>	<b>\$ 116,741</b>

## General Fund

### Department Expenditures

	FY2023 Actual	FY2024 Budget	FY2025 Adopted	FY2024-2025 Change
Commission on Police Practices	\$ 791,820	\$ 2,241,817	\$ 2,145,832	\$ (95,985)
<b>Total</b>	<b>\$ 791,820</b>	<b>\$ 2,241,817</b>	<b>\$ 2,145,832</b>	<b>\$ (95,985)</b>

### Department Personnel

	FY2023 Budget	FY2024 Budget	FY2025 Adopted	FY2024-2025 Change
Commission on Police Practices	11.50	12.00	14.54	2.54
<b>Total</b>	<b>11.50</b>	<b>12.00</b>	<b>14.54</b>	<b>2.54</b>

### Significant Budget Adjustments

	FTE	Expenditures	Revenue
<b>Employ and Empower Program Support</b> Addition of 2.54 Management Intern - Hourly and associated revenue to support the Employ and Empower Program..	2.54	\$ 116,740	\$ 116,741
<b>Support for Information Technology</b> Adjustment to expenditure allocations according to an annual review of information technology funding requirements.	0.00	12,006	-
<b>Non-Discretionary Adjustment</b> Adjustment to expenditure allocations that are determined outside of the department's direct control. These allocations are generally based on prior year expenditure trends and examples of these include utilities, insurance, and rent.	0.00	(78)	-
<b>Reduction of Moving Expenditures</b> Reduction of non-personnel expenditures related to an office move that will be completed in Fiscal Year 2024.	0.00	(44,836)	-
<b>Salary and Benefit Adjustments</b> Adjustments to reflect savings resulting from vacant positions for any period of the fiscal year, retirement contributions, retiree health contributions, and labor negotiations.	0.00	(87,317)	-

# Office of the Commission on Police Practices

## Significant Budget Adjustments

	FTE	Expenditures	Revenue
<b>One-Time Additions and Annualizations</b>	0.00	(92,500)	-
Adjustment to reflect one-time revenues and expenditures, and the annualization of revenues and expenditures, implemented in Fiscal Year 2024.			
<b>Total</b>	<b>2.54 \$</b>	<b>(95,985) \$</b>	<b>116,741</b>

## Expenditures by Category

	FY2023 Actual	FY2024 Budget	FY2025 Adopted	FY2024-2025 Change
<b>PERSONNEL</b>				
Personnel Cost	\$ 347,742	\$ 1,293,329	\$ 1,381,549	88,220
Fringe Benefits	186,472	449,466	390,669	(58,797)
<b>PERSONNEL SUBTOTAL</b>	<b>534,214</b>	<b>1,742,795</b>	<b>1,772,218</b>	<b>29,423</b>
<b>NON-PERSONNEL</b>				
Supplies	\$ 4,664	\$ 12,695	\$ 16,336	3,641
Contracts & Services	236,045	453,273	304,415	(148,858)
<i>External Contracts &amp; Services</i>	221,435	434,953	284,356	(150,597)
<i>Internal Contracts &amp; Services</i>	14,610	18,320	20,059	1,739
Information Technology	11,042	25,554	45,060	19,506
Energy and Utilities	1,956	5,000	5,303	303
Other	3,900	2,500	2,500	-
<b>NON-PERSONNEL SUBTOTAL</b>	<b>257,606</b>	<b>499,022</b>	<b>373,614</b>	<b>(125,408)</b>
<b>Total</b>	<b>\$ 791,820</b>	<b>\$ 2,241,817</b>	<b>\$ 2,145,832</b>	<b>\$ (95,985)</b>

## Revenues by Category

	FY2023 Actual	FY2024 Budget	FY2025 Adopted	FY2024-2025 Change
Charges for Services	\$ 2,598	\$ -	\$ 116,741	\$ 116,741
Other Revenue	174	-	-	-
<b>Total</b>	<b>\$ 2,772</b>	<b>\$ -</b>	<b>\$ 116,741</b>	<b>\$ 116,741</b>

## Personnel Expenditures

Job Number	Job Title / Wages	FY2023 Budget	FY2024 Budget	FY2025 Adopted	Salary Range	Total
<b>FTE, Salaries, and Wages</b>						
20000024	Administrative Aide 2	1.00	1.00	1.00	\$ 63,360 - 76,360	\$ 58,914
20000924	Executive Assistant	1.00	1.00	1.00	63,557 - 76,906	76,906
20001220	Executive Director	1.00	1.00	1.00	72,886 - 268,057	227,640
20001153	General Counsel	0.50	1.00	1.00	90,417 - 281,482	185,949
90000028	Management Trainee - Hourly	0.00	0.00	0.79	54,905 - 66,266	43,375
20001234	Program Coordinator	3.00	3.00	3.00	36,814 - 214,004	362,023
20001222	Program Manager	4.00	4.00	4.00	72,886 - 268,057	682,369
20000015	Senior Management Analyst	1.00	1.00	1.00	88,289 - 106,773	88,289
90001146	Student Intern - Hourly Budgeted Personnel Expenditure Savings Vacation Pay In Lieu	0.00	0.00	1.75	36,814 - 39,283	64,425 (420,154)  11,813
<b>FTE, Salaries, and Wages Subtotal</b>		<b>11.50</b>	<b>12.00</b>	<b>14.54</b>		<b>\$ 1,381,549</b>



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	FY2023 Actual	FY2024 Budget	FY2025 Adopted	FY2024-2025 Change
<b>Fringe Benefits</b>				
Employee Offset Savings	\$ 39,646	\$ 710	\$ -	(710)
Flexible Benefits	38,286	91,050	114,891	23,841
Insurance	1,100	-	-	-
Long-Term Disability	1,718	4,875	4,958	83
Medicare	5,107	20,030	19,861	(169)
Other Post-Employment Benefits	18,090	56,889	37,242	(19,647)
Retiree Medical Trust	768	3,276	3,154	(122)
Retirement 401 Plan	2,999	13,103	12,620	(483)
Retirement ADC	69,230	235,462	168,462	(67,000)
Risk Management Administration	4,406	12,871	12,474	(397)
Supplemental Pension Savings Plan	1,771	2,129	5,018	2,889
Unemployment Insurance	436	1,575	1,412	(163)
Workers' Compensation	2,914	7,496	10,577	3,081
<b>Fringe Benefits Subtotal</b>	<b>\$ 186,472</b>	<b>\$ 449,466</b>	<b>\$ 390,669</b>	<b>\$ (58,797)</b>
<b>Total Personnel Expenditures</b>			<b>\$ 1,772,218</b>	



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