



# IntegrAssure

OFFICE OF THE INDEPENDENT POLICE AUDITOR FOR THE CITY OF SAN LEANDRO

CITY OF SAN LEANDRO  
POLICE DEPARTMENT

## ANNUAL REPORT OF THE INDEPENDENT POLICE AUDITOR

October 1, 2022 – September 30, 2023



# What is the Independent Police Auditor (IPA)?

11/8/23, 8:15 AM

ARTICLE 17. COMMUNITY POLICE REVIEW BOARD

(B) Notwithstanding the right to play a role in reviewing and monitoring Police Department policies pertaining to personnel matters, the board must refrain from: (i) directly or indirectly taking active participation in personnel matters; (ii) taking personnel actions; (iii) using or misusing records developed to take personnel actions; and/or (iv) directing that action be taken on Police Department employees.

(C) Notwithstanding any other rights or functions contained herein, including the receipt and referral of Penal Code Section 832.5 complaints, the board must refrain from drafting or submitting any subpoena or soliciting a second legal opinion on a matter after receiving an opinion from the City Attorney without first submitting such request to the City Manager who shall forward it to the City Council.

(4) Upon notice of vacancy for the position of Chief of Police, receive from the City Manager a report on the job requirements, application process, and evaluation criteria of candidates for the Chief of Police, and make recommendations to the City Manager regarding the job requirements, application process, and evaluation criteria.

## 1-3-1760 INDEPENDENT POLICE AUDITOR.

There is hereby established an Independent Police Auditor, who is appointed by and is a direct report to the City Manager, who shall perform the following functions:

(a) Serve as an independent monitor of the Police Department.

(b) Participate in all internal affairs and administrative review processes conducted by the Police Department. The Independent Police Auditor shall receive immediate notification of all critical incidents and may at its discretion provide advice to the Police Department's administrative investigations team during its internal affairs investigation, and shall receive all of the same documents and records as the Police Department's administrative investigators.

(c) Serve as the law enforcement subject matter expert to the board. The Independent Police Auditor shall assist the board with classifying Penal Code Section 832.5 complaints; analyze for the board local, State, and national police data and trends; make expert recommendations to the board and the Police Chief on Police Department policies; assist the board with the preparation of the board's annual report and training, and discipline policies; assist the board with the preparation of the board's outreach activities; and in collaboration with the City Manager support the board's public outreach activities.

(d) Recommend, with the Police Chief's and the specifically affected Police Department personnel's written consent, referrals for voluntary and confidential mediation of specific complaints to community based mediation services provided by trained or certified mediators.

## 1-3-1770 QUALIFICATIONS OF THE INDEPENDENT POLICE AUDITOR.

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- On March 22, 2022 the City Council passed legislation creating the position of Independent Police Auditor for the City of San Leandro.
- Jeff Schlanger and IntegrAssure were selected as the Independent Police Auditor and began work on September 1, 2022.
- The IPA is the independent monitor of the SLPD and is charged with participating in all internal affairs and administrative review processes.
- The philosophy of the IPA is to bring about continuous improvement of the Police Department through a process of Collaborative Oversight.



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# What are the Goals of IPA Oversight?

11/8/23, 11:10 AM

ARTICLE 17. COMMUNITY POLICE REVIEW BOARD

San Leandro, California Municipal Code

TITLE 1 GENERAL PROVISIONS AND ADMINISTRATION

CHAPTER 1-3 BOARDS AND COMMISSIONS

ARTICLE 17. COMMUNITY POLICE REVIEW BOARD

1-3-1700 SHORT TITLE AND PURPOSE.

1-3-1710 ESTABLISHMENT.

1-3-1720 MEMBERSHIP AND CONDITIONS OF HOLDING OFFICE.

1-3-1730 ORIENTATION AND TRAINING.

1-3-1740 ANNUAL REPORT.

1-3-1750 PURPOSE AND FUNCTIONS.

1-3-1760 INDEPENDENT POLICE AUDITOR.

1-3-1770 QUALIFICATIONS OF THE INDEPENDENT POLICE AUDITOR.

1-3-1700 SHORT TITLE AND PURPOSE.

This Article shall be known as the City of San Leandro "Community Police Review Board Ordinance." The purpose of the board is to increase public trust, increase accountability, ensure that police operations reflect community values, and, in cooperation with the Independent Police Auditor, ensure prompt, impartial, and fair investigations of complaints brought by members of the public against San Leandro Police Department employees, including, but not limited to, complaints under California Penal Code Section 832.5.

1-3-1710 ESTABLISHMENT.

There is created and established an appointed body of the City Council to be known as the Community Police Review Board and hereinafter called "board" or "CPRB".

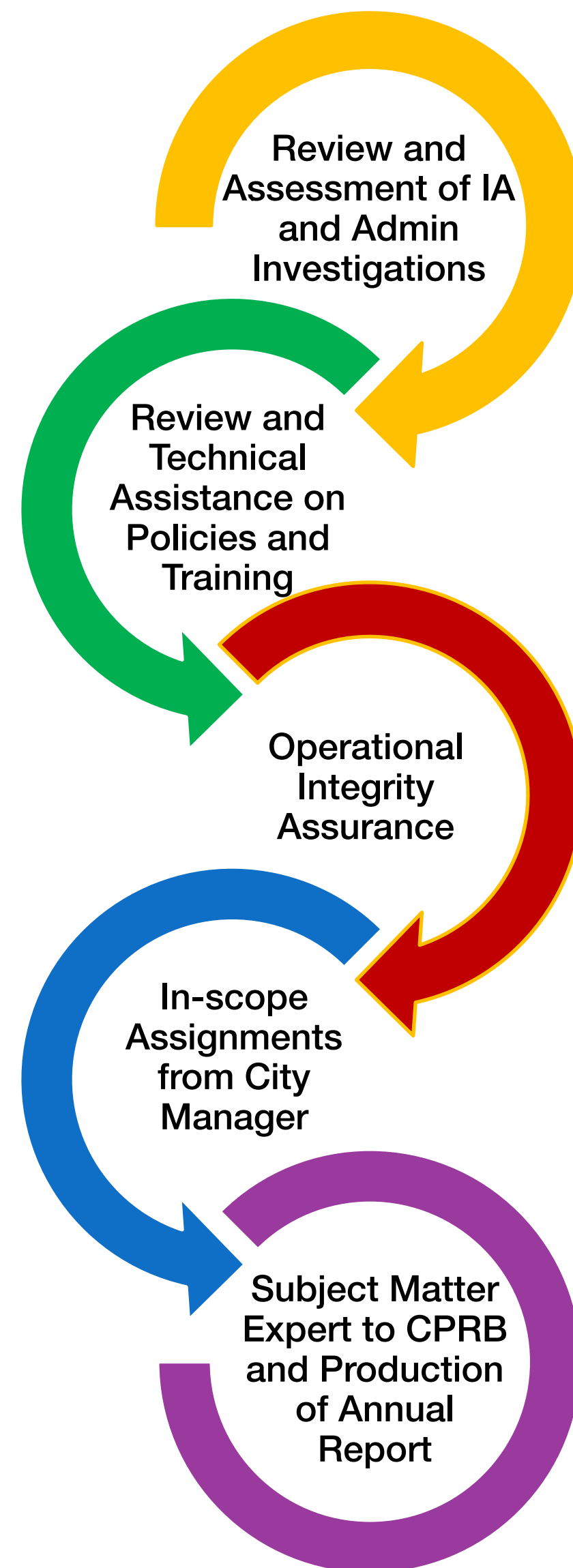
1-3-1720 MEMBERSHIP AND CONDITIONS OF HOLDING OFFICE.

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- Increase public trust
- Increase accountability
- Ensure that police operations reflect community values
- Administrative investigations are conducted promptly, impartially and fairly

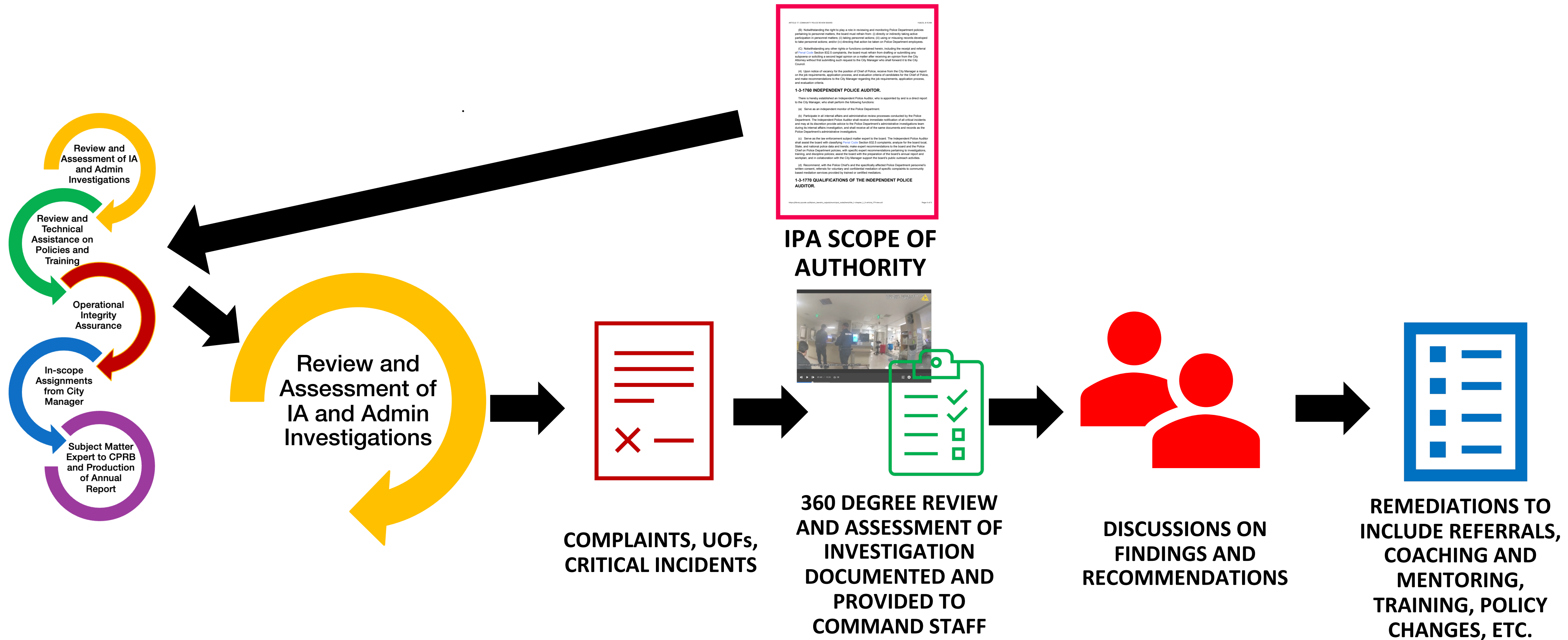


# How Does the IPA Fulfill its Role?



- The ordinance and contractual scope of work detail the duties of the IPA.
- We receive cases from SLPD for review on a continual basis.
- Can receive cases directly from public.
- We meet with stakeholders regularly throughout each month.

# The Process of Review and Assessment





# Operational Reviews and Assessments



COMPLAINTS

REVIEWED AND ASSESSED
6
DISAGREED WITH FINDINGS
2
RECOMMENDATIONS
23



USES OF FORCE

REVIEWED AND ASSESSED
34
DISAGREED WITH FINDINGS
0
RECOMMENDATIONS
25



CRITICAL INCIDENTS

REVIEWED AND ASSESSED
0



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# Op Reviews - Complaints



COMPLAINTS

REVIEWED AND ASSESSED
6
DISAGREED WITH FINDINGS
2
RECOMMENDATIONS
23

- Of the six investigations: two investigations had some of the allegations sustained, two investigations had all allegations exonerated, and two investigations had allegations determined to be either unfounded or exonerated.
- IPA agreed with 4 investigations and disagreed with 2 investigations.
- IPA issued 23 recommendations on how SLPD should improve its investigative process and modify relevant policies and procedures



# Operational Reviews and Assessments



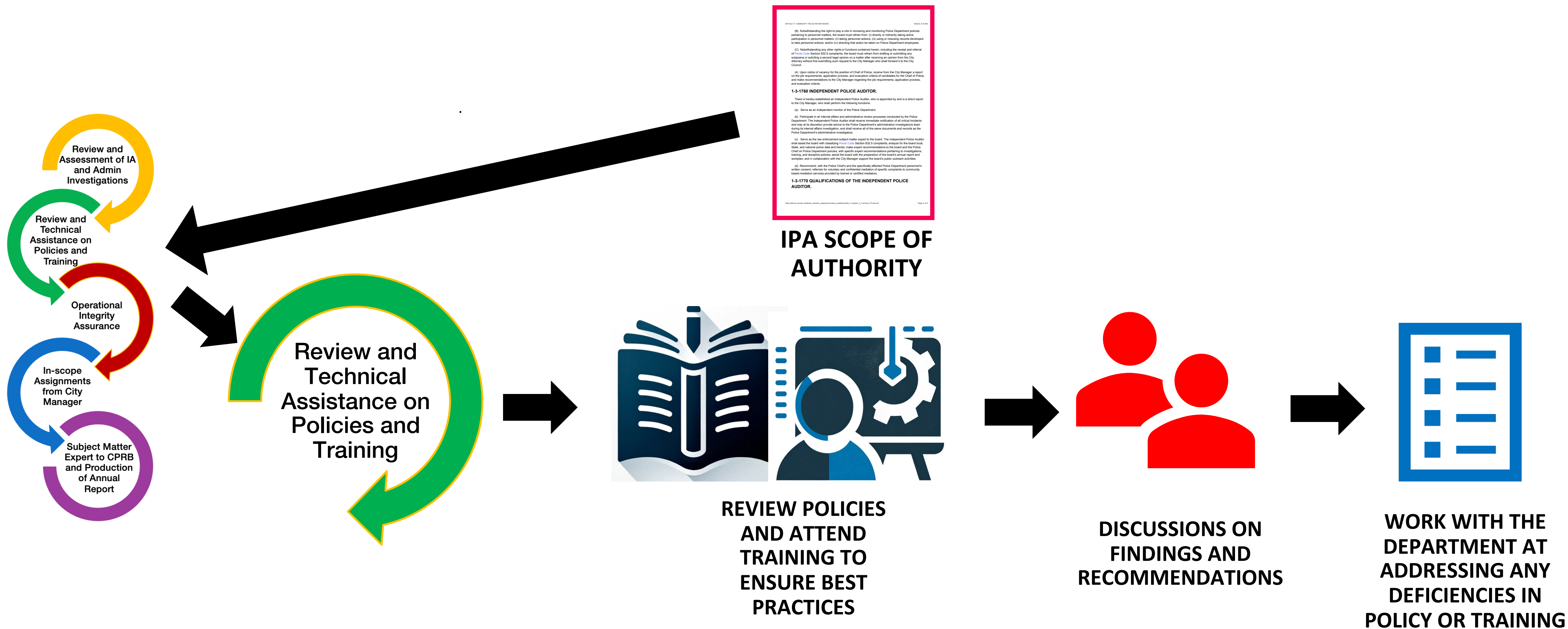
USES OF FORCE

REVIEWED AND ASSESSED
34
DISAGREED WITH FINDINGS
0
RECOMMENDATIONS
25

- Use of Force incidents from April 1 – June 30, 2023
- No incident found to be out of policy
- Recommendations on how the incidents could have been handled better, or more specifically, whether in any given incident different approach by officers could have potentially yielded a better outcome



# The Review of Policies and Training



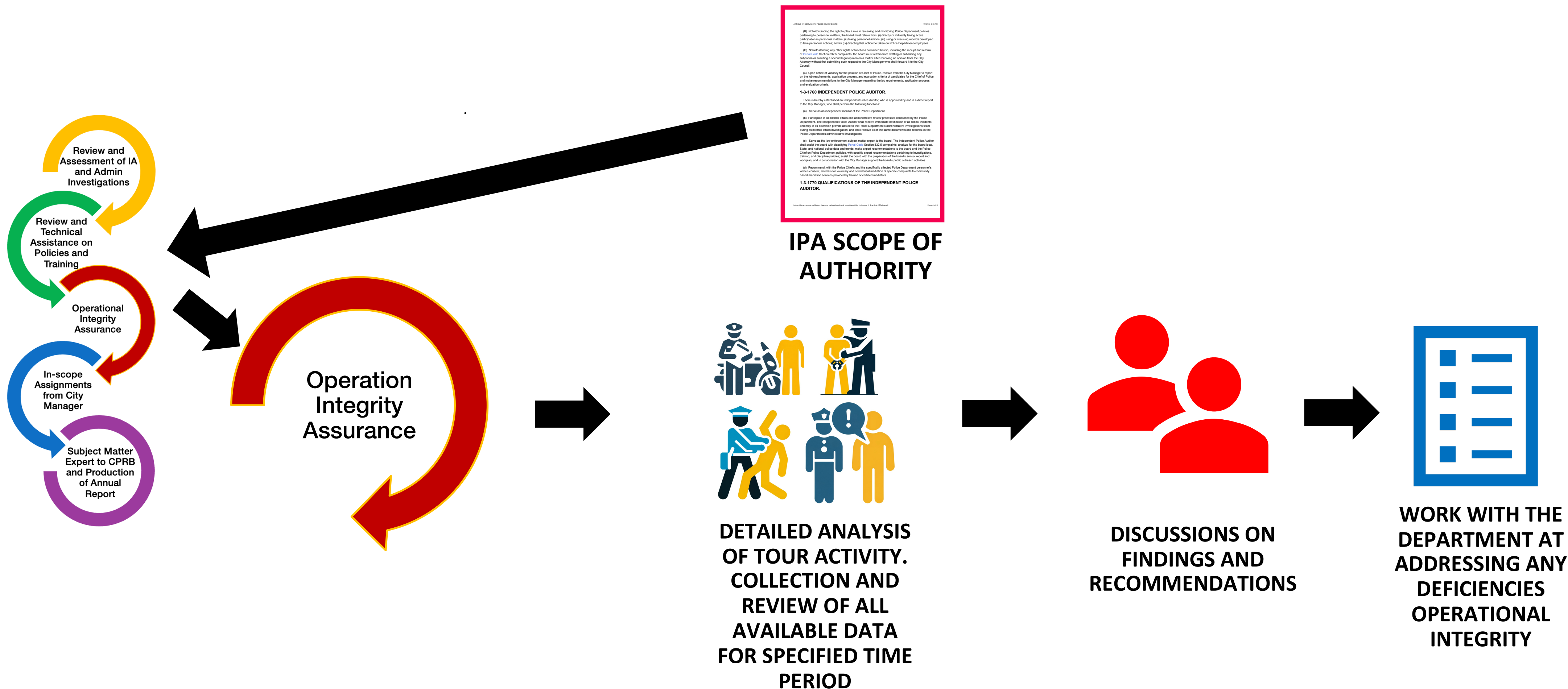
# Policies and Training Reviews



- Reviewed: Portable Video Recording System, Use of Force, Internal Investigations & Disciplinary Procedures
- IPA made recommendations to SLPD on all three policies
- Use of Force policy will be updated after SLPD receives recommendations from CPRB
- Portable Video Recording System and Internal Investigations and Disciplinary Procedures policies are pending City Attorney's review
- All recommendations tracked



# Operational Integrity Assurance



# Operational Integrity Audit



- November 14-18, 2022
- All-purpose operational audit to assess the Department's compliance with use of force, RIPA, arrest protocols, personnel complaints, pursuit, and BWC policies

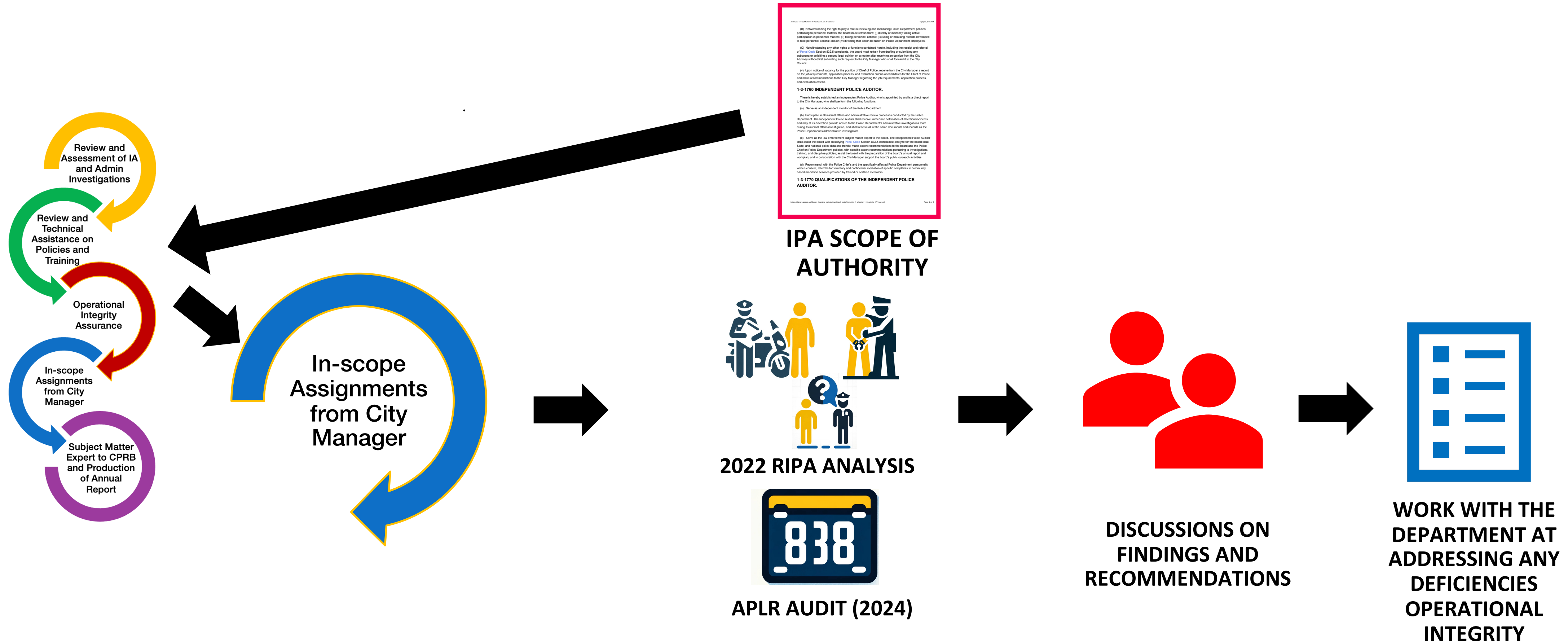


# Operational Integrity Audit



BASIC METRICS		OBSERVED ISSUES	
Number of Officers working:	113	RIPA compliance - Missing Form	15
Number of Supervisors working:	17	Use of Force - Undocumented Use of Force	1
Number of CAD incidents:	641	Handcuffing - Potential Issues for Discussion	4
Number of Body Worn Camera Activations:	646	Personnel Complaint- Undocumented Complaint	1
Number of RIPA forms completions:	31	Pat-downs - Potential Issues for Discussion	8
Number of Traffic Summons Issued:	33	BWC activation - Late activation or early termination	28
Number of non-traffic Summons Issued:	4		
Number of Arrests:	13		
Number of Pursuits:	3		
Number of Complaints:	0		
Number of Uses of Force:	1		

# In-Scope Assignments from City Manager



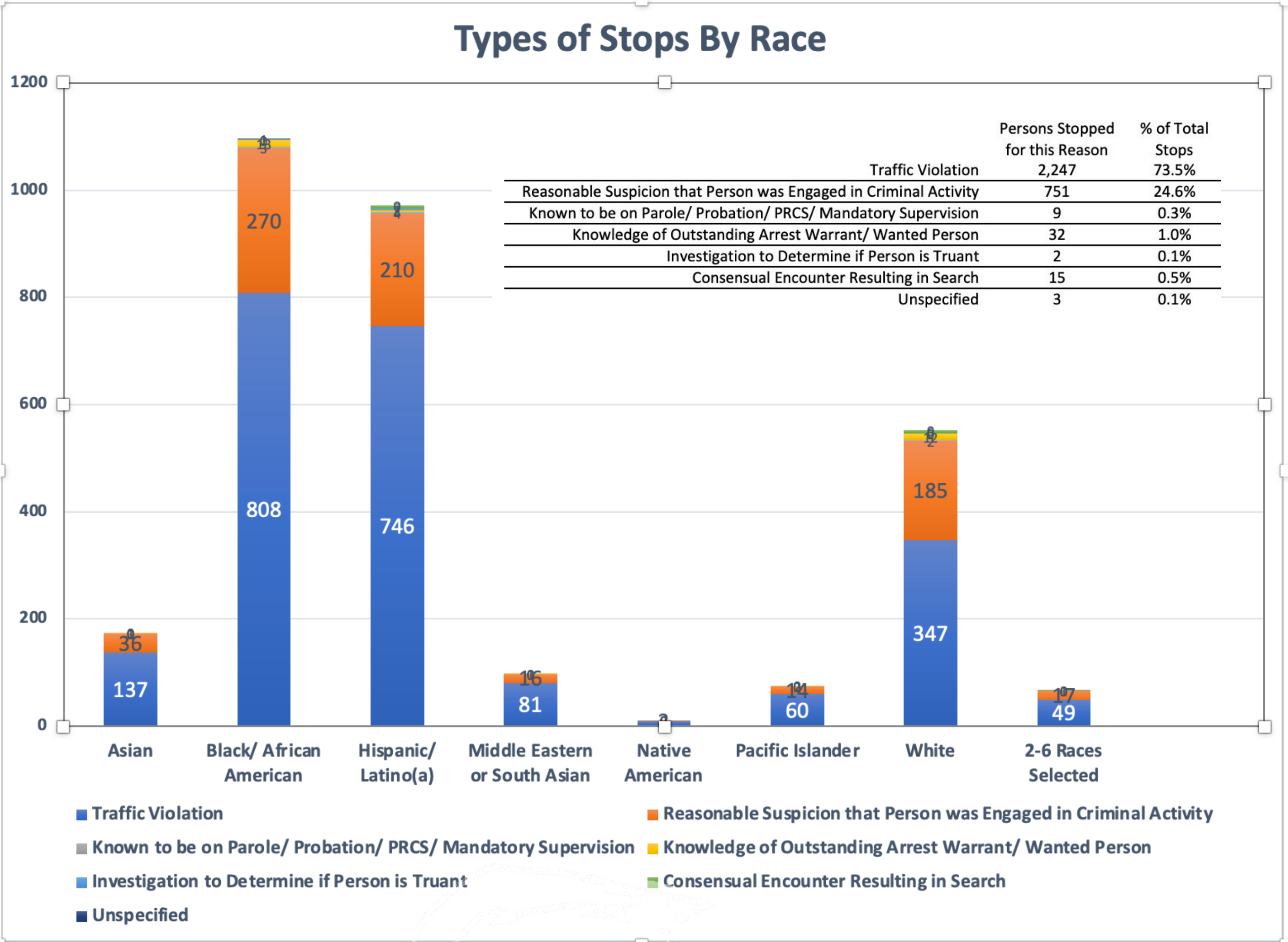


# RIPA Data Analysis



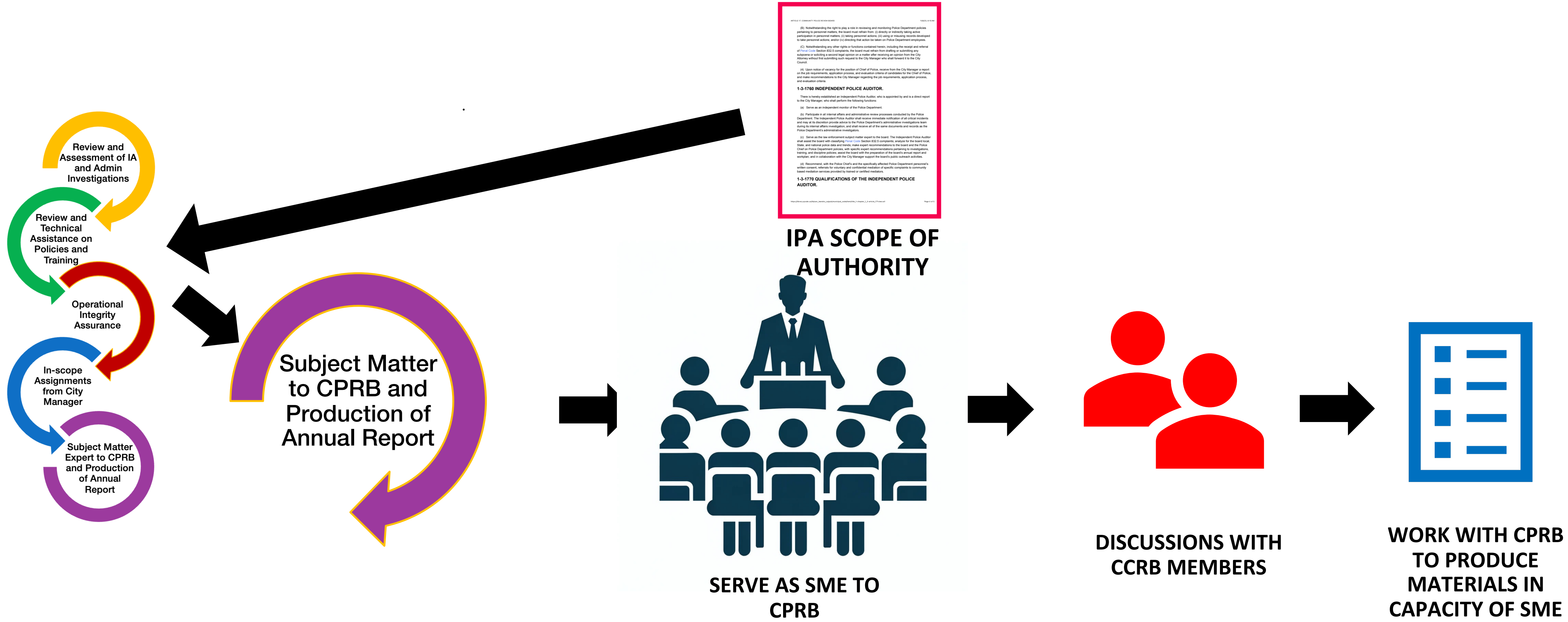
- **Disparities exist**
- **Disparities do not necessarily indicate bias**
- **Disparities refer to differences that are quantifiable and can be observed across various demographic groups in society.**
- **Bias refers to prejudice in favor of or against one thing, person, or group compared with another, usually in a way considered to be unfair.**
- **There is nothing in the data examined which points to any disparities being a result of bias.**

# RIPA Data Analysis





# Subject Matter Expert to CPRB



# SME to CPRB

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- **Development and implementation of 30 hours training curriculum**
- **Attendance at 12 CPRB meetings**
- **Contribution to CPRB Annual Report**
- **On-going dialogue with CPRB**



# Contact Information

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- The IPA website can be found at:  
**[www.sanleandro-ipa.com](http://www.sanleandro-ipa.com)**
- The IPA can be contacted at:  
**[info@integrassure.com](mailto:info@integrassure.com)**