

# IntegrAssure

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



# ANNUAL REPORT OF THE INDEPENDENT POLICE AUDITOR

October 1, 2023 – September 30, 2024

For presentation at November 20, 2024 CPRB Meeting

# 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, with specific expert recommendations pertaining to investigations, training, and discipline policies; assist the board with the preparation of the board's annual report and workplan; 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.



# 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.**

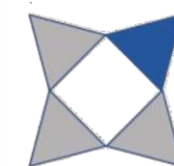
There is created and established an appointed body of the City Council to be known as the Community Police Review Board and hereinafter called "board" or "CPRB".

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

Page 1 of 5

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

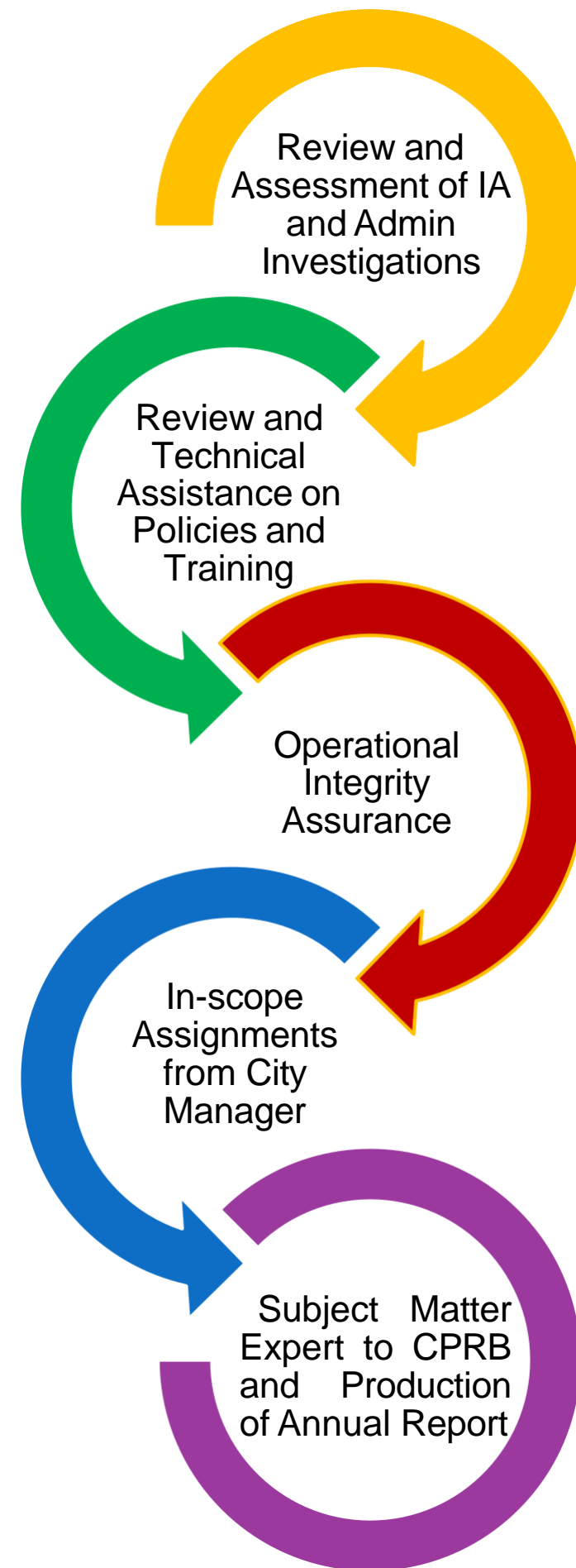
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**IntegrAssure**

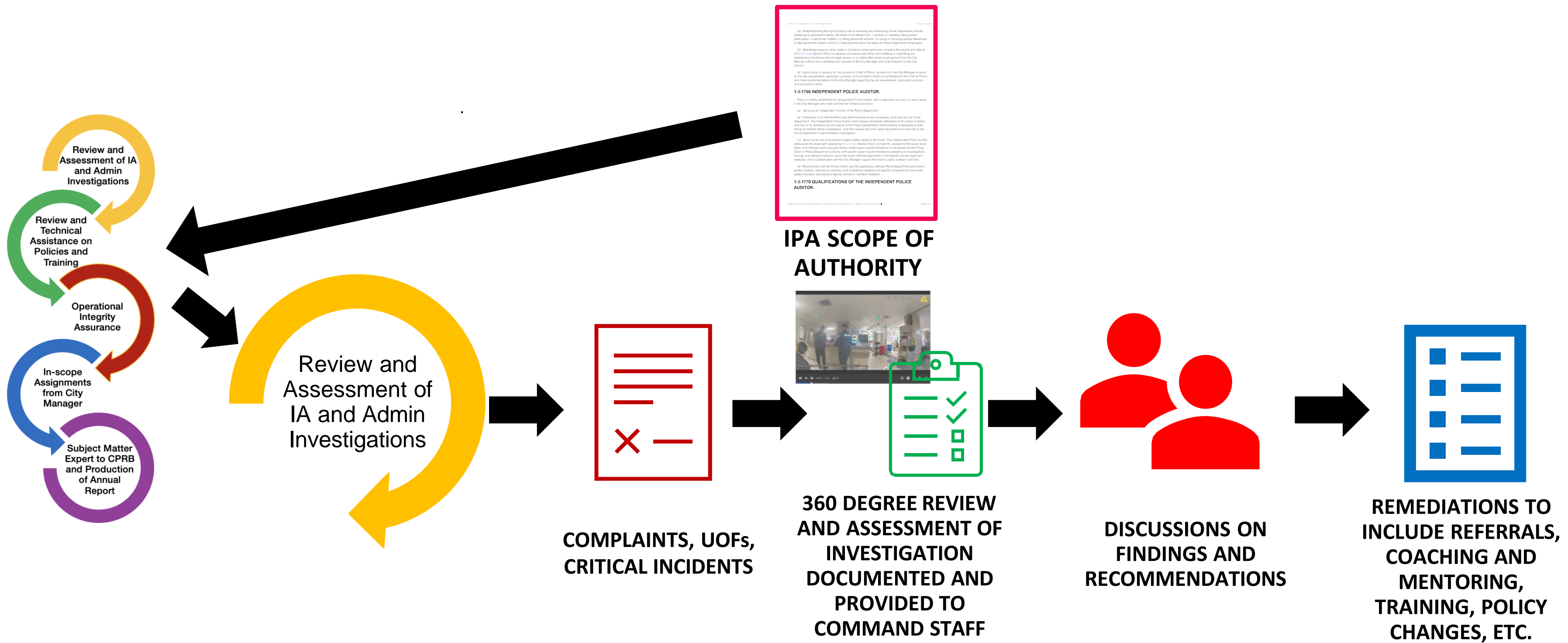
OFFICE OF THE INDEPENDENT POLICE AUDITOR FOR THE CITY OF SAN LEANDRO

# 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	<b>7</b>
DISAGREED WITH FINDINGS	<b>0</b>
RECOMMENDATIONS	9



USES OF FORCE

REVIEWED AND ASSESSED	<b>49</b>
DISAGREED WITH FINDINGS	<b>0</b>
RECOMMENDATIONS	42



PURSUIT

REVIEWED AND ASSESSED	<b>41</b>
DISAGREED WITH FINDINGS	<b>0</b>
RECOMMENDATIONS	42



CRITICAL INCIDENTS

REVIEWED AND ASSESSED	<b>0</b>
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# Op Reviews - Complaints



COMPLAINTS

REVIEWED AND ASSESSED
7
DISAGREED WITH FINDINGS
0
RECOMMENDATIONS
9

- Of the seven investigations: two investigations had some of the allegations sustained, one investigation had all allegations exonerated, and four investigations had allegations determined to be either unfounded or exonerated.
- IPA agreed with all of the findings but criticized the failure of the vendor to add additional charges in one case.
- IPA issued 9 recommendations on how SLPD, and more specifically its vendors, should improve the investigative process and modify relevant policies and procedures

# Op Reviews – Uses of Force



USES OF FORCE

REVIEWED AND ASSESSED
<b>49</b>
DISAGREED WITH FINDINGS
<b>0</b>
RECOMMENDATIONS
<b>42</b>

- **Use of Force incidents from October 1, 2023 – September 30, 2024**
- **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**



# Op Reviews – Pursuits

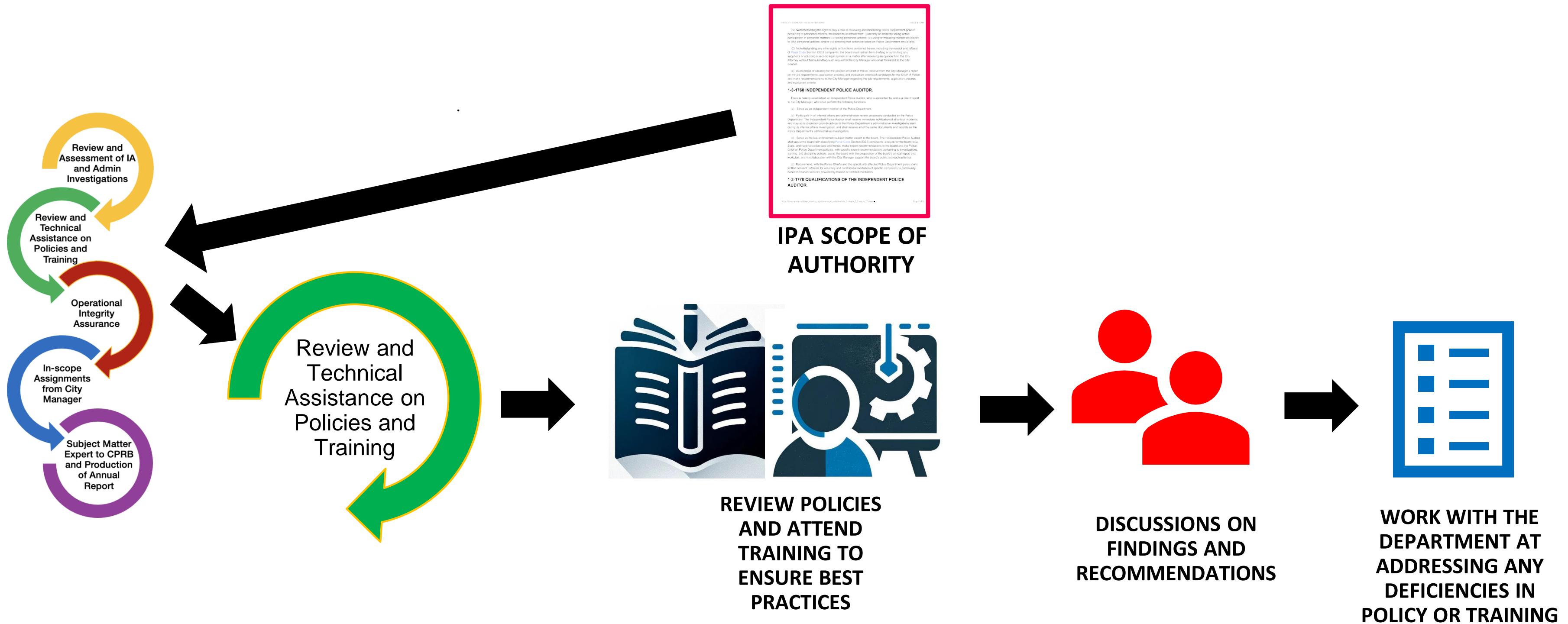


PURSUIITS

REVIEWED AND ASSESSED
<b>41</b>
DISAGREED WITH FINDINGS
<b>0</b>
RECOMMENDATIONS
<b>42</b>

- A total of 41 pursuits were assessed
- 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 (Recommendation number is combined for Uses of Force and Pursuits)

# The Review of Policies and Training



1-3-1760 INDEPENDENT POLICE AUDITOR

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

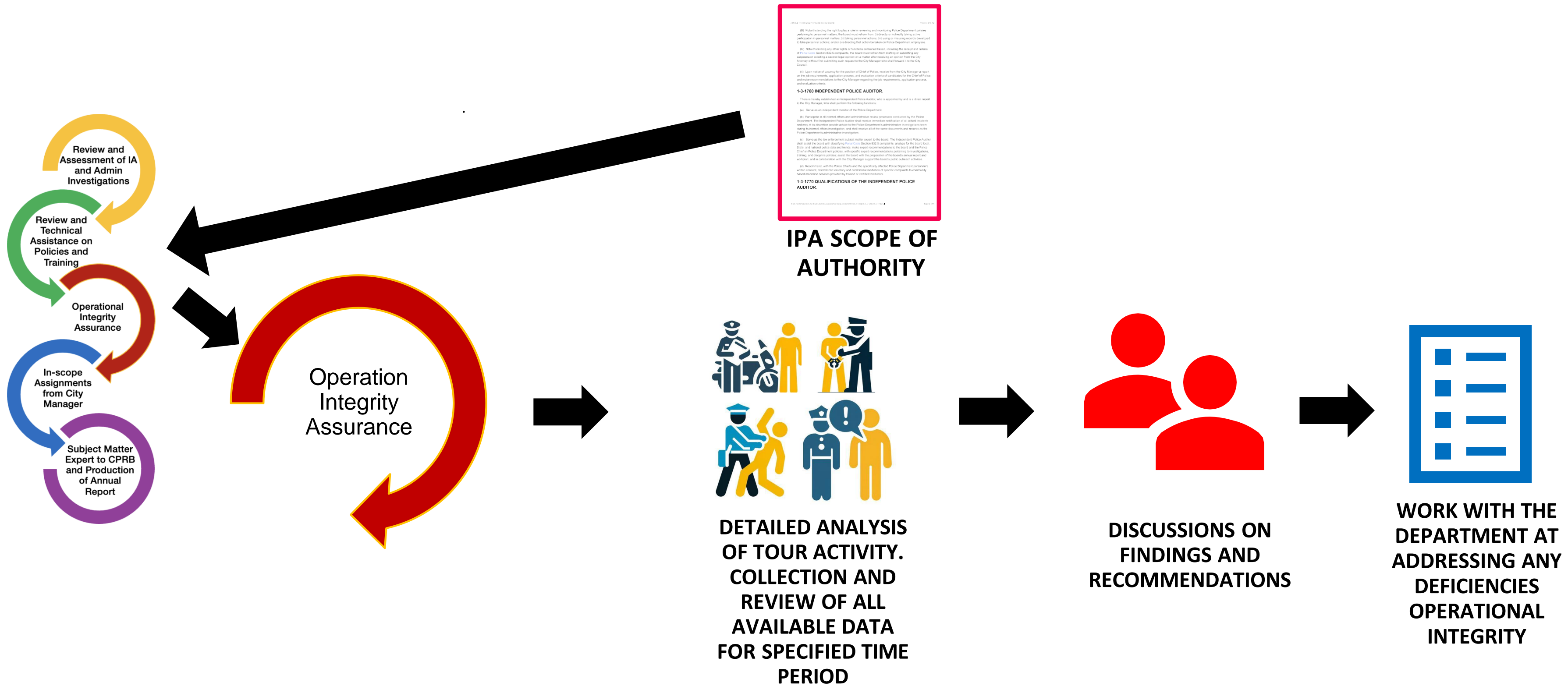
# Policies and Training Reviews

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- **Amended Policy: Automated License Plate Reader**
- **Revised Policy: Body Worn Cameras**
- **New Policy: Mobile Audio Video Recorders (In Car Cameras)**
- **In Process: Use of Force policy will be updated after additional consultation with CPRB and IPA**

# Operational Integrity Assurance



1-3-1760 INDEPENDENT POLICE AUDITOR

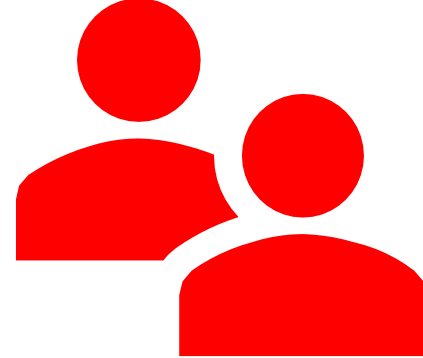
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## IPA SCOPE OF AUTHORITY



DETAILED ANALYSIS OF TOUR ACTIVITY. COLLECTION AND REVIEW OF ALL AVAILABLE DATA FOR SPECIFIED TIME PERIOD



DISCUSSIONS ON FINDINGS AND RECOMMENDATIONS



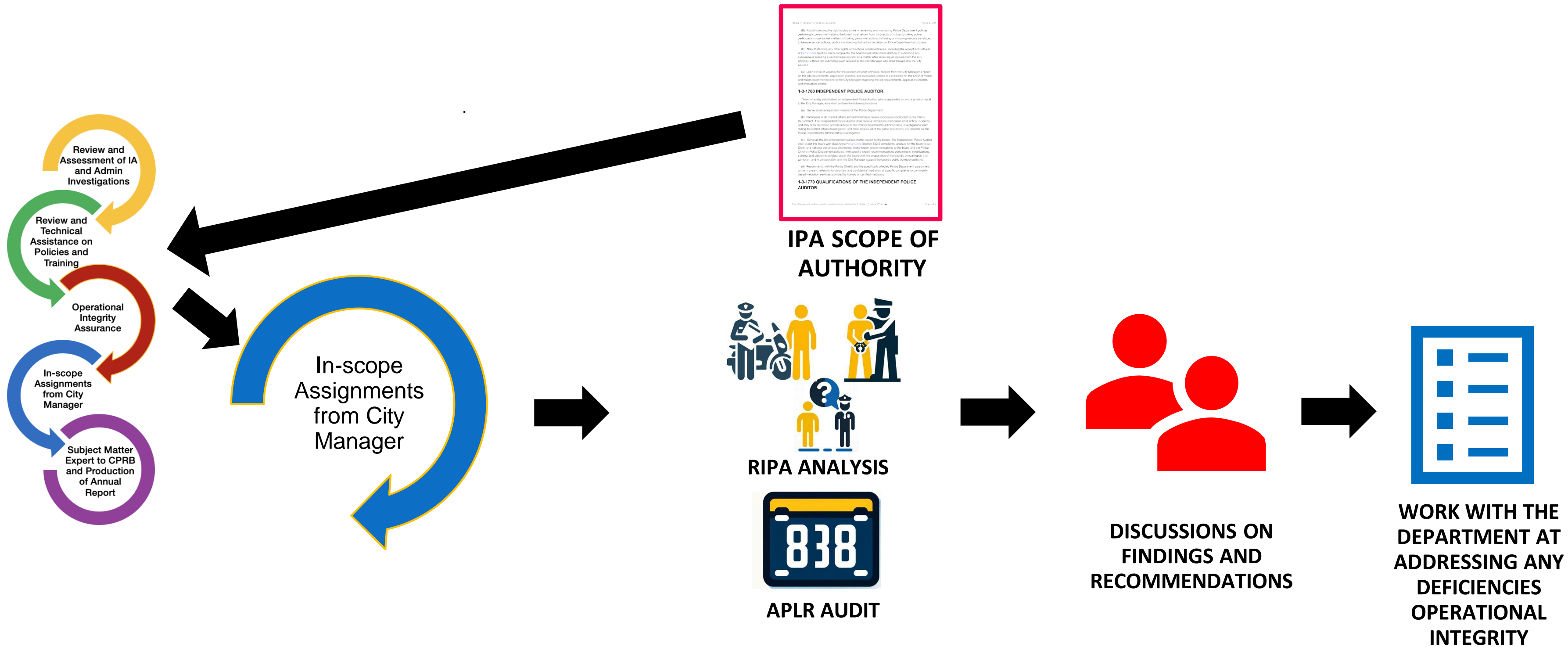
WORK WITH THE DEPARTMENT AT ADDRESSING ANY DEFICIENCIES OPERATIONAL INTEGRITY

# Operational Integrity Audit



- Delayed this year because of system issues
- Expect to be done before the end of the calendar year

# In-Scope Assignments from City Manager



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# RIPA Data Visualization

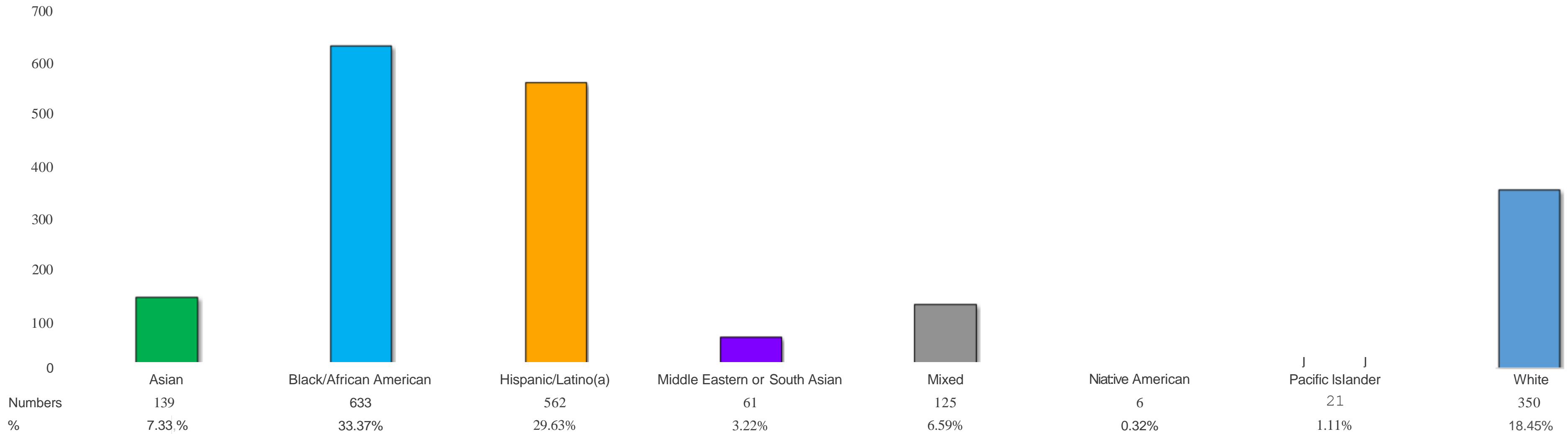


- **Significant decrease in number of reported stops year over year.**
- **Disparities continue to exist**
- **Disparities do not necessarily indicate bias**
- **Disparities refer to differences that are quantifiable and can be observed across various demographic groups in society.**
- **Bias refers 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.**

# Total Numbers | Stops

## Total Number of Stops

Total : 1,897

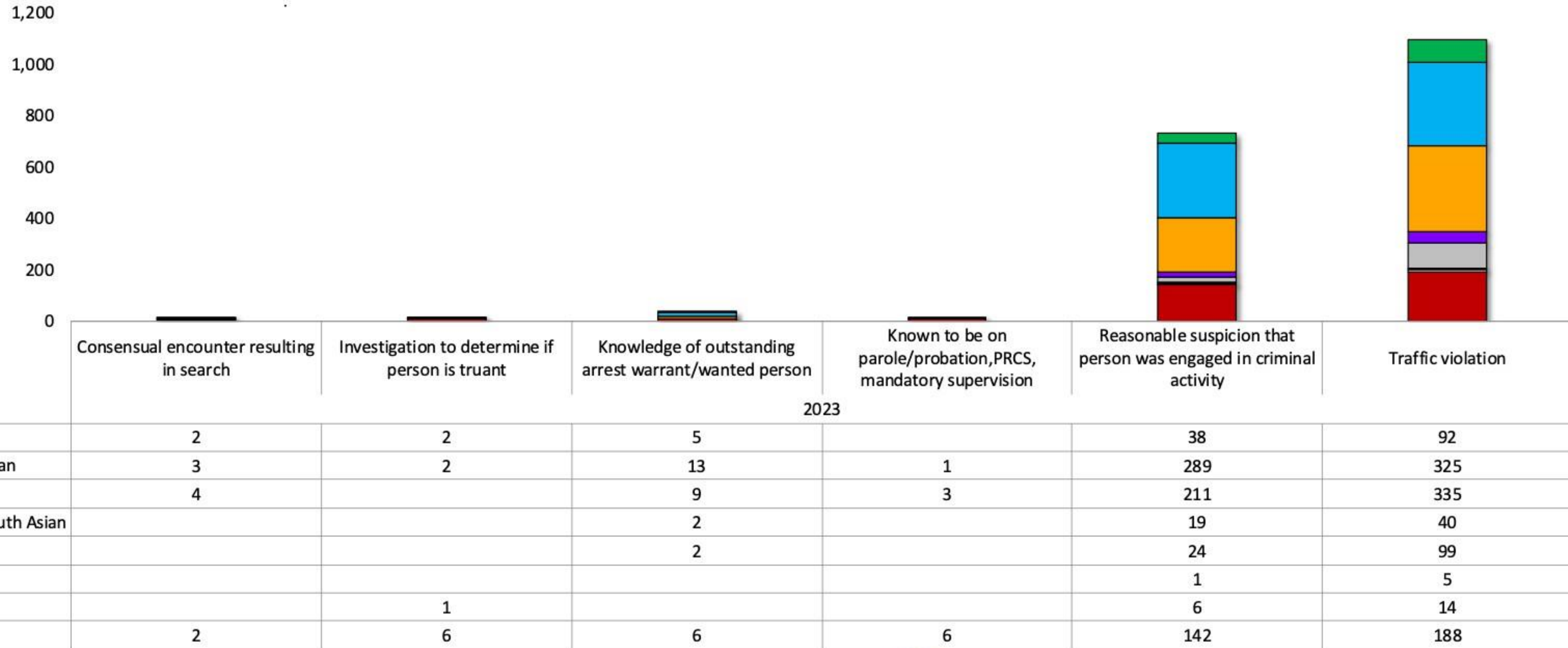




# Reason for Stop in Numbers

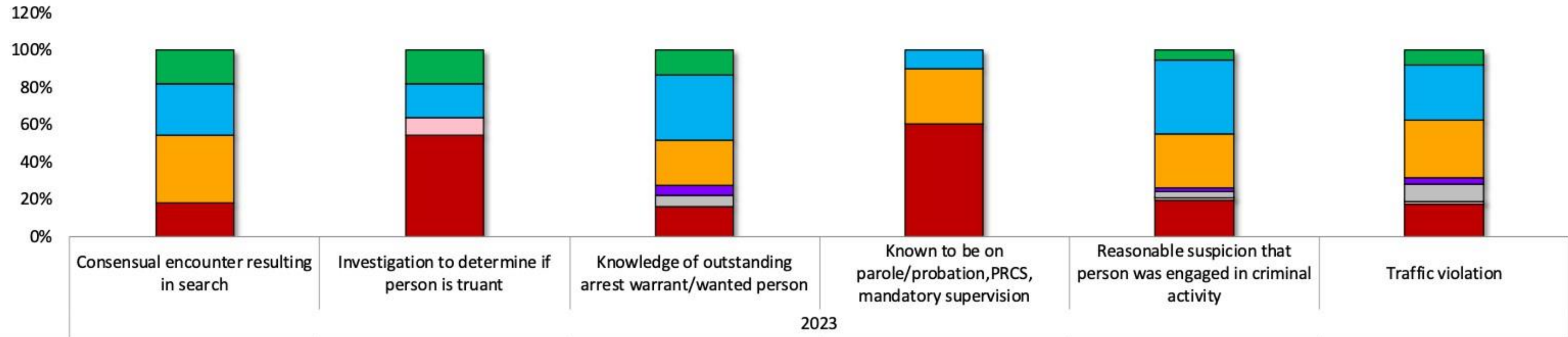
## Reason for Stop in Numbers

Total : 1,897



# Reason for Stop in Numbers %

## Reason for Stop in Numbers %

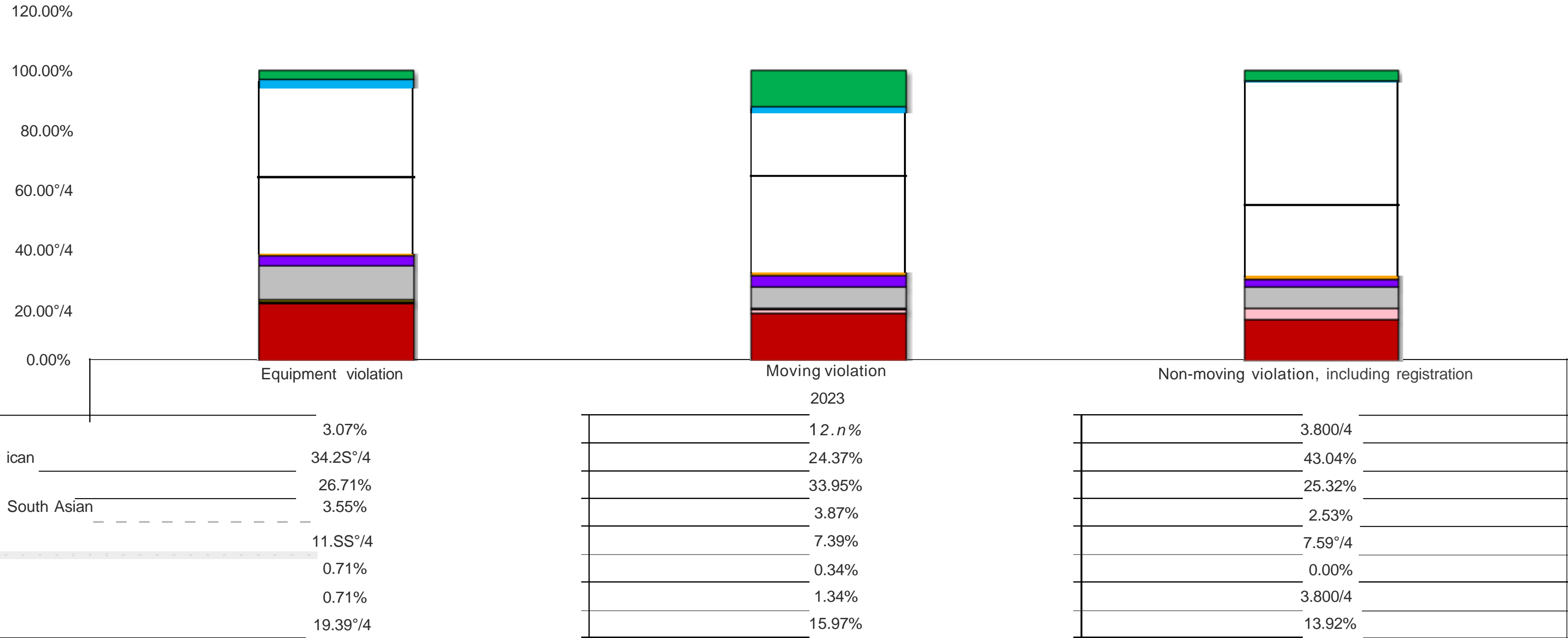


	Consensual encounter resulting in search	Investigation to determine if person is truant	Knowledge of outstanding arrest warrant/wanted person	Known to be on parole/probation, PRCS, mandatory supervision	Reasonable suspicion that person was engaged in criminal activity	Traffic violation
■ Asian	18.18%	18.18%	13.51%	0.00%	5.21%	8.38%
■ Black/African American	27.27%	18.18%	35.14%	10.00%	39.59%	29.60%
■ Hispanic/Latino(a)	36.36%	0.00%	24.32%	30.00%	28.90%	30.51%
■ Middle Eastern or South Asian	0.00%	0.00%	5.41%	0.00%	2.60%	3.64%
■ Mixed	0.00%	0.00%	5.41%	0.00%	3.29%	9.02%
■ Native American	0.00%	0.00%	0.00%	0.00%	0.14%	0.46%
■ Pacific Islander	0.00%	9.09%	0.00%	0.00%	0.82%	1.28%
■ White	18.18%	54.55%	16.22%	60.00%	19.45%	17.12%



# Traffic Violation Type By Race%

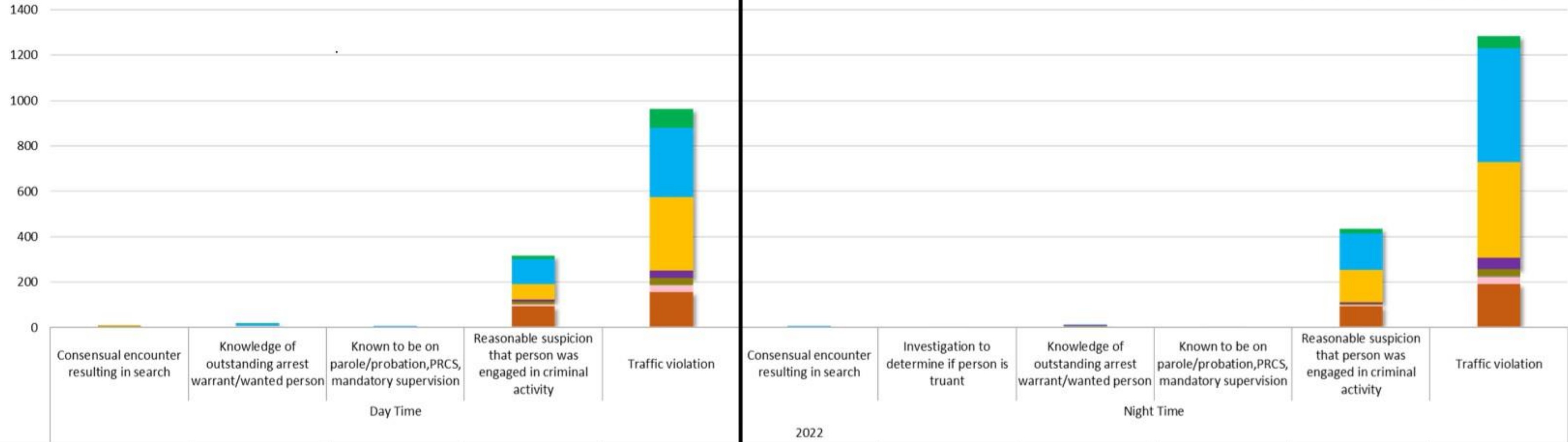
Traffic Violation Type By Race %



# Reason of Stops in 2022

## Reason of Stops

Total : 3,056



Race	Day Time					Night Time					
	Consensual encounter resulting in search	Knowledge of outstanding arrest warrant/wanted person	Known to be on parole/probation, PRCS, mandatory supervision	Reasonable suspicion that person was engaged in criminal activity	Traffic violation	Consensual encounter resulting in search	Investigation to determine if person is truant	Knowledge of outstanding arrest warrant/wanted person	Known to be on parole/probation, PRCS, mandatory supervision	Reasonable suspicion that person was engaged in criminal activity	Traffic violation
Asian		1		14	82					22	55
Black/African American		9	2	110	307	1		4	1	160	501
Hispanic/Latino(a)	5	2	3	68	323	2	2	1	1	142	423
Middle Eastern or South Asian				8	32			1		8	49
Mixed Race	1			13	29					5	30
Native American				1	4					1	5
Pacific Islander		1		9	28			1		5	32
White	5	5	1	92	157	1		7	1	93	190

■ White 
 ■ Pacific Islander 
 ■ Native American 
 ■ Mixed Race 
 ■ Middle Eastern or South Asian 
 ■ Hispanic/Latino(a) 
 ■ Black/African American 
 ■ Asian

Daytime

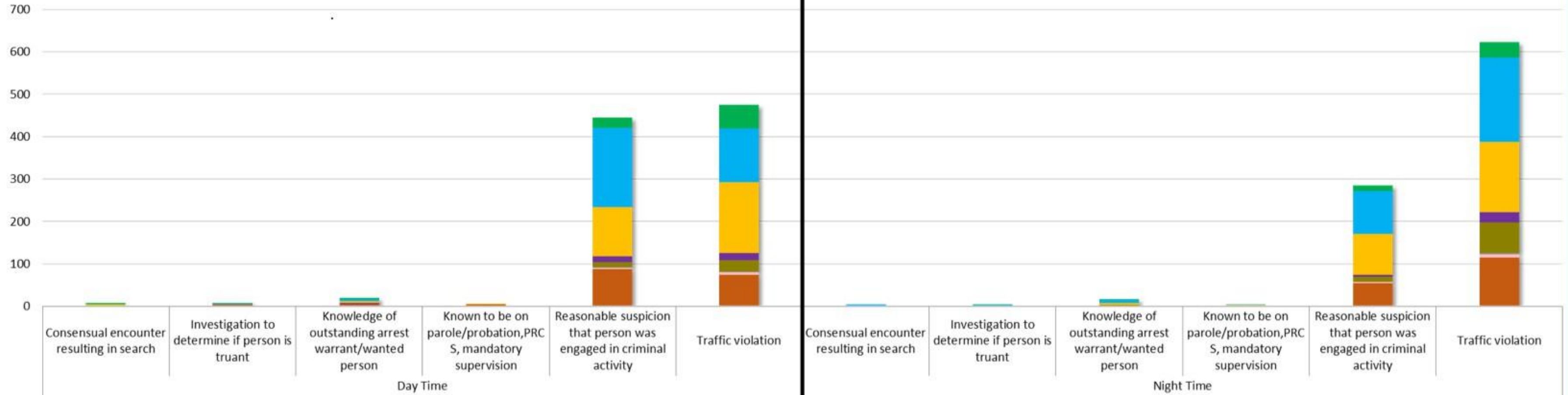
Nighttime



# Reason of Stops in 2023

## Reason of Stops

Total : 1,897



	Day Time						Night Time					
	Consensual encounter resulting in search	Investigation to determine if person is truant	Knowledge of outstanding arrest warrant/wanted person	Known to be on parole/probation, PRC S, mandatory supervision	Reasonable suspicion that person was engaged in criminal activity	Traffic violation	Consensual encounter resulting in search	Investigation to determine if person is truant	Knowledge of outstanding arrest warrant/wanted person	Known to be on parole/probation, PRC S, mandatory supervision	Reasonable suspicion that person was engaged in criminal activity	Traffic violation
Asian	2	1	3		25	56		1	2		13	36
Black/African American		1	5		187	126	3	1	8	1	102	199
Hispanic/Latino(a)	4		5	2	115	168			4	1	96	167
Middle Eastern or South Asian			2		14	16					5	24
Mixed Race			1		12	27			1		12	72
Native American					1	2						3
Pacific Islander		1			4	6					2	8
White	1	4	4	4	87	74	1	2	2	2	55	114

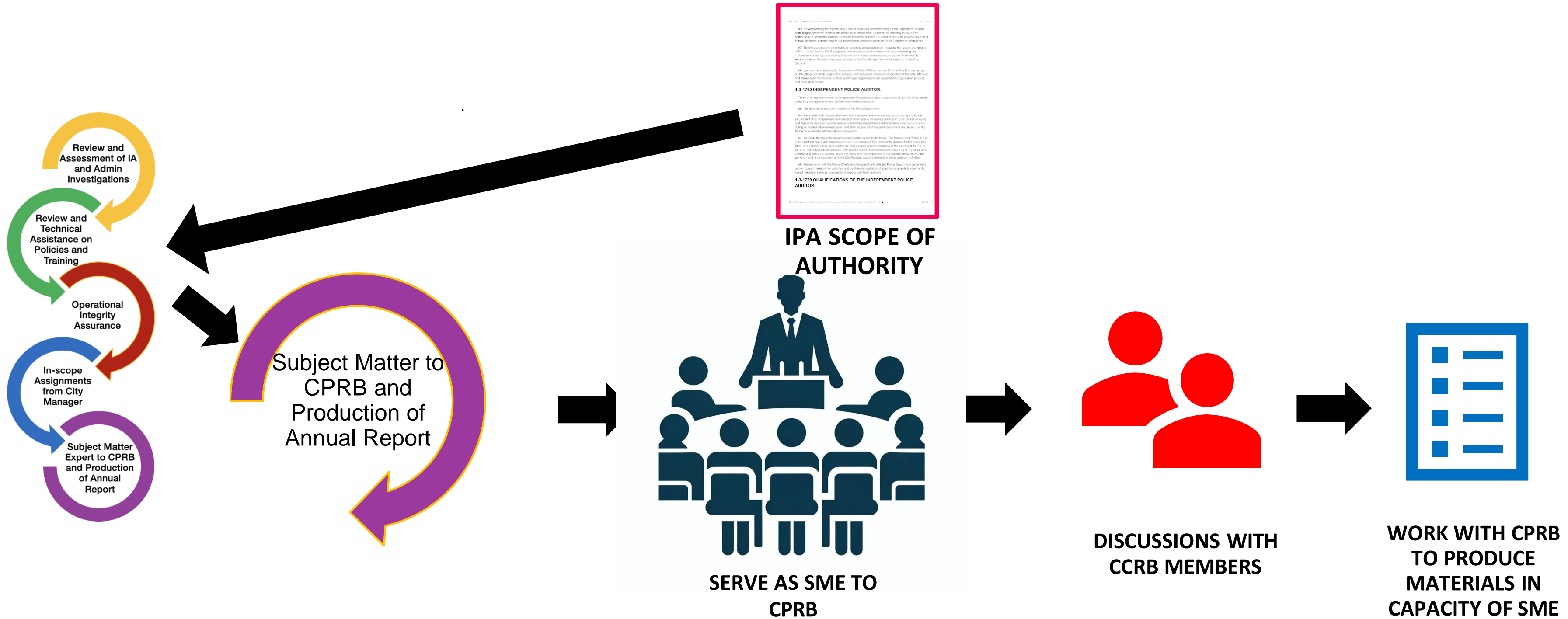
■ White 
 ■ Pacific Islander 
 ■ Native American 
 ■ Mixed Race 
 ■ Middle Eastern or South Asian 
 ■ Hispanic/Latino(a) 
 ■ Black/African American 
 ■ Asian

Daytime

Nighttime



# Subject Matter Expert to CPRB



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1-3-1760 QUALIFICATIONS OF THE INDEPENDENT POLICE AUDITOR

# SME to CPRB

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- **Development and implementation of 30 hours training curriculum - provided to newly appointed members**
- **Attendance at all monthly 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)