



# IntegrAssure

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

CITY OF SAN LEANDRO

## RECOMMENDATIONS DETAIL 2023-24 ANNUAL REPORT OF THE INDEPENDENT POLICE AUDITOR

# Annual Report Recommendations

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- **Clarification of Recommendations Related to Incidents (Use of Force, Pursuits, and Complaints) vs Topics (policy, documentation, etc.)**
- **Presentation Slides Overview vs Actual Written Report**
- **Organization of Future Reports**
- **More Detailed Description of Recommendations**

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)

# Operational Reviews and Assessments



COMPLAINTS

REVIEWED AND ASSESSED <b>7</b>
DISAGREED WITH FINDINGS <b>0</b>
RECOMMENDATIONS <b>9</b>



USES OF FORCE

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



CRITICAL INCIDENTS

REVIEWED AND ASSESSED <b>0</b>
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# Operational Reviews and Assessments



USES OF FORCE

- Use of Force incidents from October 01, 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

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

# Use of Force Recommendations\*

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- Evaluate and potentially update Policy 411.9 to better align with the principles of Crisis Intervention Training (CIT).
- Review body-worn camera (BWC) policy, specifically regarding activation during enforcement incidents, to ensure alignment with best practices and the interests of the department and the community.
- Reassess pursuit policies, focusing on the speed and safety measures during pursuit of disabled vehicles, to minimize risk to officers and the public.
- Provide coaching to officers involved in incidents where tactical coordination could have been improved to ensure more effective outcomes.
- Conduct mentoring sessions to reinforce adherence to policy, especially in high-stress scenarios.
- Continue and enhance de-escalation training to help officers better handle potentially volatile situations and minimize the use of force.
- Encourage supervisors to engage in non-disciplinary remediation through coaching and mentoring to improve officer behavior and performance.
- Document all counseling sessions with officers, including the rationale and outcomes, to maintain a record for future reference.
- Ensure that supervisors conduct a comprehensive review of officers' performance histories before providing any form of counseling.
- Add a designated field in incident reports for identifying the reviewing supervisor to improve accountability.
- Clarify supervisory roles during high-risk incidents, such as pursuits, to ensure proper coordination and accountability.
- Reinforce the importance of waiting for additional officers to arrive before engaging, when it can be done safely, to enhance officer and public safety.
- Ensure secure handling and storage of patrol rifles and other firearms to prevent unauthorized access, especially when vehicles are left unattended. This recommendation arose out of a single incident of an unattended patrol vehicle and has been addressed.
- Discuss the appropriateness of high-speed pursuits, particularly involving disabled vehicles, to determine whether alternative tactics could be employed.
- Verify and rectify discrepancies in incident reports, such as officers' names or other details, to ensure accuracy and consistency.
- Conduct a review of body-worn camera (BWC) footage with involved officers to address tactical safety concerns, such as maintaining proper lines of fire.
- Review tactical decisions made during specific incidents, particularly where officers moved into potentially unsafe positions, and provide follow-up training to reinforce safer approaches.

*\*Beginning on page 13 of Annual report and includes recommendations resulting from reviews of pursuits.*

# Op Reviews - Complaints



COMPLAINTS

REVIEWED AND ASSESSED <b>7</b>
DISAGREED WITH FINDINGS <b>0</b>
RECOMMENDATIONS <b>9</b>

- 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 the findings for all 7 investigations.
- In one investigation the IPA found that not all of the allegations were addressed.
- IPA issued 9 recommendations on how SLPD should improve its investigative process and modify relevant policies and procedures.

# Complaint Recommendations

“In the seven investigations reviewed by the IPA, the IPA agreed with all of the outcomes. There were however findings made with respect to some of the work done by external investigators with recommendations made to SLPD to be passed along to the external investigators, designed to improve the investigative process. Specifically, with regard to one of the investigations reviewed, the IPA noted that several additional allegations should have but were not included or addressed by the external entity which conducted the investigation. The SLPD did not disagree with that assessment.”\*

1. SLPD should examine relevant policies and provide further guidance on the detention of occupants of vehicles the extent to which such occupants may be searched and physically restrained and when vehicles may be searched
2. SLPD should revise policy 1012.5 to 1012.5.3 (Administrative Investigations) to provide more definition on complaints that should be assigned to PSU and formally investigated.
3. SLPD should examine and revise its policies and guidance regarding officer discretion when an individual has in fact been arrested.
4. SLPD should revise its portable video recorder system policy to provide a greater level of guidance.
5. Policy or procedure should clearly indicate when external entities are used for internal complaints, they should follow SLPD personnel complaint policy.
6. SLPD should examine its use of force policy and reemphasize that the investigation should include a review of all tactics leading up to the use of force including de-escalation techniques
7. SLPD should discuss the professional standards policy with Sergeant XX.
8. SLPD should review and update its use of force policy 300 to clearly explain the dangers when using force anywhere on or around the neck and head.
9. SLPD should determine how to ensure that all potential misconduct arising out of an incident under investigation is handled appropriately SLPD should discuss issues in the investigation with [external entity] to assure that similar Investigative shortcomings do not occur in the future.

*\*From page 17 of Annual Report*

# RIPA Data Analysis



- Disparities exist
- Disparities do not necessarily indicate bias, *but bias cannot be ruled out as a contributing factor.*
- 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.