



Independent Police Auditor

TRANSMITTAL OF THE 1ST ANNUAL
REPORT

MARCH 18, 2024

AGENDA

Background and
Context

Independent Police
Auditor Presentation

Questions and
Feedback



Background

2020 – Civil Unrest

2021 – Ad Hoc Community Advisory Committee on Race Relations and Community Policing

2022 – Top 10 Goal – Hybrid Police Oversight and Diversity, Equity, and Inclusion Initiatives

2023 – Placement of 1st Independent Police Auditor

2024 – Submittal of First Annual Report and Future Work Plan



ANNUAL REPORT OF THE INDEPENDENT POLICE AUDITOR

April 19, 2023 – December 31, 2023

What is the Independent Police Auditor (IPA)?

**CITY OF PETALUMA SELECTS
INTEGRASSURE, LLC, AS FIRST
INDEPENDENT POLICE AUDITOR**

Posted on April 19, 2023



**HAGA CLIC AQUÍ PARA ESPAÑOL
([HTTPS://CITYOFPETALUMA.ORG/LA-CIUDAD-DE-PETALUMA-SE-ANUNCIAR-LA-COMPAÑIA-INTEGRASSURE-LLC-HA-SIDO-DESIGNADA-COMO-SU-PRIMER-AUDITOR-POLICIAL-INDEPENDIENTE/](https://cityofpetaluma.org/la-ciudad-de-petaluma-se-anunciar-la-compania-integrassure-llc-ha-sido-designada-como-su-primer-auditor-policial-independiente/))**

FOR IMMEDIATE RELEASE

Petaluma, CA — 4/18/2023 — The City of Petaluma proudly announces the appointment of IntegrAssure, LLC as its first Independent Police Auditor (IPA), following a thorough evaluation of proposals and interviews. The rigorous selection

- On April 18, 2023 the City Council filled the position of Independent Police Auditor for the City of Petaluma.
- Jeff Schlanger and IntegrAssure were selected as the Independent Police Auditor and began work on April 19, 2023.
- The IPA is directed in its work by the City Manager and by the contractual Scope of Work agreed upon.
- 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?



- Instill a philosophy of continuous improvement in PPD through a model of collaborative oversight
- Best facilitate trust between all communities within Petaluma and their police department
- Ensure that police operations reflect community values
- Provide assurance to community and city leaders that their police department is operating pursuant to best practices

What Does the IPA Do?



- Review PPD policies and training to ensure that they comport with best practices



- Review critical aspects of PPD's operations to ensure that they are conducted promptly, impartially and fairly, representing application of best practices



- Assist in creation and operations of the Public Safety Advisory Group (PSAG)



- Report semi-annually to the City Council and Community on our work

The Review of Policies and Training



- We review policies and training in the context of issues identified through our operational review process for conformity to best police practices.
- We systematically review policies that have not been directly implicated in our operational review process
- We discuss recommendations for improvement with PPD command staff and collaboratively decide on appropriate modifications to policy and training

Policies and Training Reviews



In this first eight months of operation, we have reviewed the following policies:

- **Body Worn Camera Policy**
- **Handcuffing**
- **Pursuits**
- **Profanity**
- **Internal Investigations and Disciplinary Procedures**
- **Biased-based policing**

Audit of training in plan for 2024

Operational Reviews and Assessments



- We conduct a 360-degree review all complaints, uses and displays of force, pursuits and critical incidents on an on-going basis by examining body-worn camera video and all relevant police reports

- We provide feedback to PPD command staff relative to each incident and collaboratively decide on appropriate corrective actions (usually coaching and mentoring) or appropriate commendation

- These recommendations are tracked for compliance



Operational Reviews and Assessments



COMPLAINTS and EMCOTS

REVIEWED AND ASSESSED
26
OUT OF POLICY
0
RECOMMENDATIONS
2



USES OF FORCE

REVIEWED AND ASSESSED
67
OUT OF POLICY
0
RECOMMENDATIONS
61



PURSUIT

REVIEWED AND ASSESSED
16
OUT OF POLICY
0
RECOMMENDATIONS
12



CRITICAL INCIDENTS

REVIEWED AND ASSESSED
0

Op Reviews - Complaints



REVIEWED AND ASSESSED 26
DISAGREED WITH FINDINGS 0
RECOMMENDATIONS 3

- We reviewed 2 Internal Affairs complaints and 24 EMCOTS
- IPA agreed with the investigative findings in each investigation.
- IPA issued 2 recommendations on how PPD can improve its investigative process into both community and internally generated complaints

Operational Reviews and Assessments



USES OF FORCE

REVIEWED AND ASSESSED 68
DISAGREED WITH FINDINGS 0
RECOMMENDATIONS 61

- **68 Uses or Displays of Force were reviewed**
- **No disagreements with respect for any recommended remediations**
- **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**

Operational Reviews and Assessments



REVIEWED AND ASSESSED 16
DISAGREED WITH FINDINGS 0
RECOMMENDATIONS 12

- **16 Pursuits and their investigations were reviewed**
- **No disagreements with respect for any recommended remediations**
- **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**
- **Substantial policy revision self-initiated by PPD incorporating best practices as subsequently published by PERF.**

Creation of PSAG



- Assist in the establishment of the PSAG
- Develop and implement training curriculum
- Advise of findings and recommendations made to PPD
- Attendance at meetings
- Collaborate on annual work plan

Reporting to City Council and Community



- **Report of all of our findings, on a semi-annual basis to both the City Council and the Community**

2024 Work Plan



- Continue current protocols
- Conduct Analysis of Racial and Identity Profiling Act (RIPA) data for 2023
- Conduct a Detailed Analysis of Tour Activity (D.A.TA.) Audit of all operations (excluding operations otherwise reviewed) of PPD within defined timeframe.

2024 Work Plan: RIPA Data Analysis

- We will conduct an analysis of Racial and Identity Profiling Act (RIPA) data for 2023



- This data is collected by PPD for every stop and post-stop action and disposition



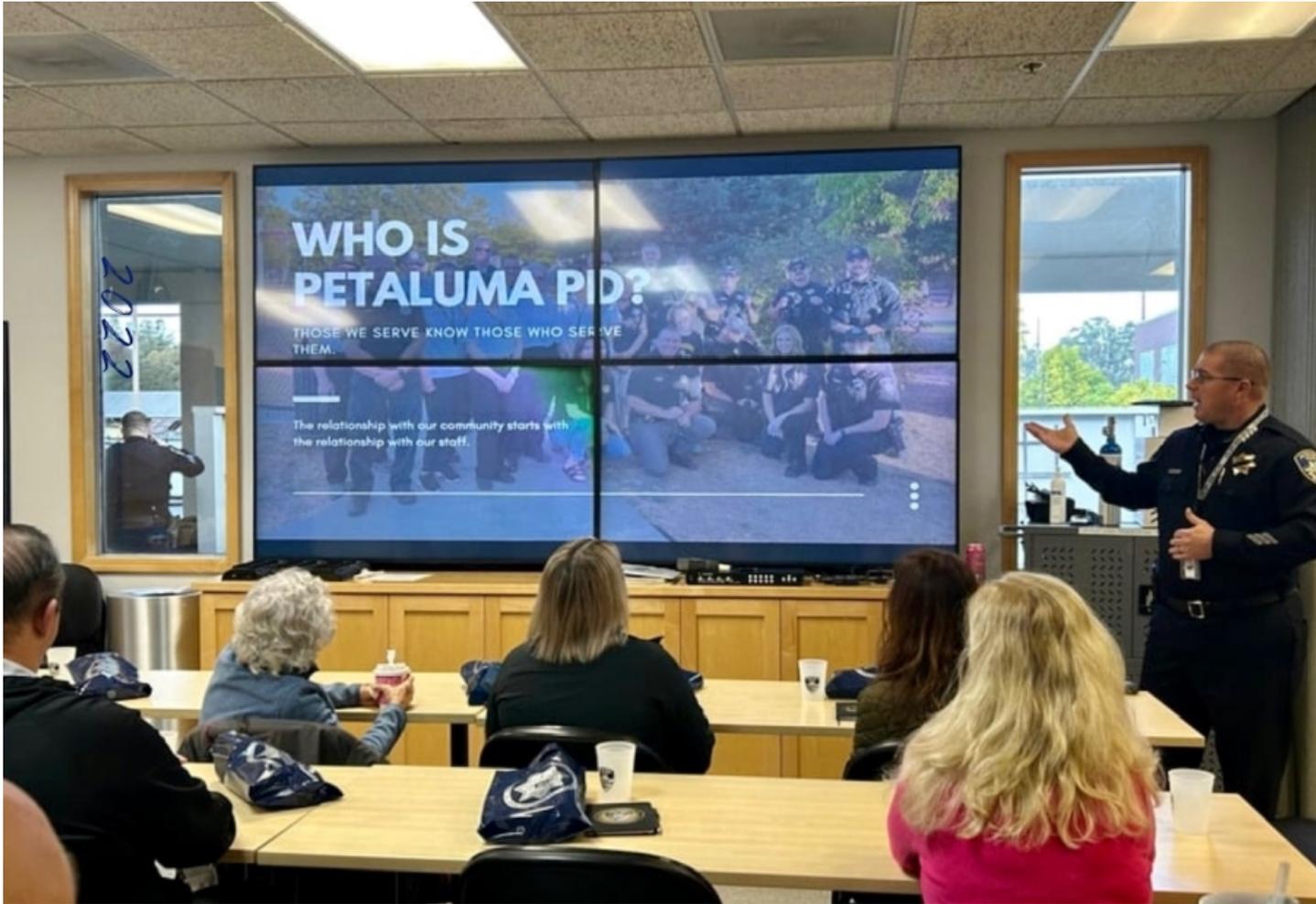
- We will report on any numerical disparities which might exist among demographic groups for stops, post-stop actions and dispositions

- We will discuss findings with the department and the City and report them out publicly

2024 Work Plan: D.A.T.A. Audit



- Our Detailed Analysis of Tour Activity (D.A.T.A.) audit is designed to look at a discreet period of time capturing operational activities that would not be otherwise reviewed and assessed
- We review for compliance with reporting requirements as well as conducting our 360-degree review and assessment process on selected operational activities
- We discuss our findings and recommendations with PPD command staff



Questions and Feedback
