



# IntegrAssure

Independent Police Auditor for the City of Petaluma

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## ANNUAL REPORT OF THE INDEPENDENT POLICE AUDITOR

January 1, 2024 – December 31, 2024



# Background of the Independent Police Auditor

**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-COMPANIA-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

- In April 2023 the City Council selected Jeff Schlanger, IntegrAssure as the Independent Police Auditor (IPA).
- The IPA is directed in its work by the City Manager and by the contractual Scope of Work.
- The philosophy of the IPA is to bring about continuous improvement of the Police Department through a process of Collaborative Oversight.



# Goals of IPA Oversight



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



# Functional Role of IPA



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



- Review PPD operations through an evaluation of specific incidents and the associated investigations to ensure that they are prompt, impartial, fair, and represent the application of best practices



- Provide support and information to assist the Public Safety Advisory Committee in accomplishing their mission



- Report Annually to the City Council and the Community on IPA activities



# Review of Policies and Training



- The IPA reviews policies and training in the context of issues identified through our operational review process of specific incidents for conformity to best police practices
- The IPA also reviews policies that have not been directly implicated through our operational review process to ensure they are inline with best practices
- The IPA, PPD Command Staff, and CAO regularly meet to discuss the results of the IPA's reviews including any recommendations for improvement. Together, we collaboratively decide on appropriate actions modifications policy, training

# Policies and Training Reviews



**In this second year first of operation, we have reviewed the following policies:**

- **Vehicle Pursuits Policy**
- **WRAP**
- **De-escalation and Use of Force**
- **Body Worn Camera Policy**
- **Training Plan for 2025**



# Operational Reviews and Assessments



- Continue to conduct 360-degree reviews of 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

- Continue to provide feedback to PPD command staff relative to each incident which includes a collaborative discussion on any corrective action “Agreed Upon Course of Action”) needed (usually coaching and mentoring) or appropriate commendation

- These recommendations are tracked for compliance





# Operational Reviews and Assessments



COMPLAINTS and EMCOTS

REVIEWED AND ASSESSED
47
OUT OF POLICY
0
RECOMMENDATIONS
7



USES OF FORCE

REVIEWED AND ASSESSED
41
OUT OF POLICY
0
RECOMMENDATIONS
25



DISPLAYS OF  
FORCE

REVIEWED AND ASSESSED
20
OUT OF POLICY
0
RECOMMENDATIONS
14



PURSUIT

REVIEWED AND ASSESSED
12
OUT OF POLICY
0
RECOMMENDATIONS
9



CRITICAL INCIDENTS

REVIEWED AND ASSESSED
0



**IntegrAssure**

Independent Police Auditor for the City of Petaluma



# Op Reviews - Complaints



REVIEWED AND ASSESSED
47
DISAGREED WITH FINDINGS
0
RECOMMENDATIONS
8

- We reviewed 1 investigation conducted by exclusively by Professional Standards Bureau (PSB), along with 46 complaints/misconduct investigations “EMCOTS” that were conducted by the command and reviewed by PSB
- IPA agreed with the investigative findings in each investigation
- IPA issued 7 recommendations on how PPD can improve its investigative process into both citizen and internally generated complaints



# Operational Reviews and Assessments



USES OF FORCE

REVIEWED AND ASSESSED

41

DISAGREED WITH FINDINGS

0

RECOMMENDATIONS

25



DISPLAY OF FORCE

REVIEWED AND ASSESSED

20

DISAGREED WITH FINDINGS

0

RECOMMENDATIONS

14

- 41 Uses and 20 Displays of Force were reviewed
- No disagreements with respect for any recommended remediations
- Recommendations were made 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

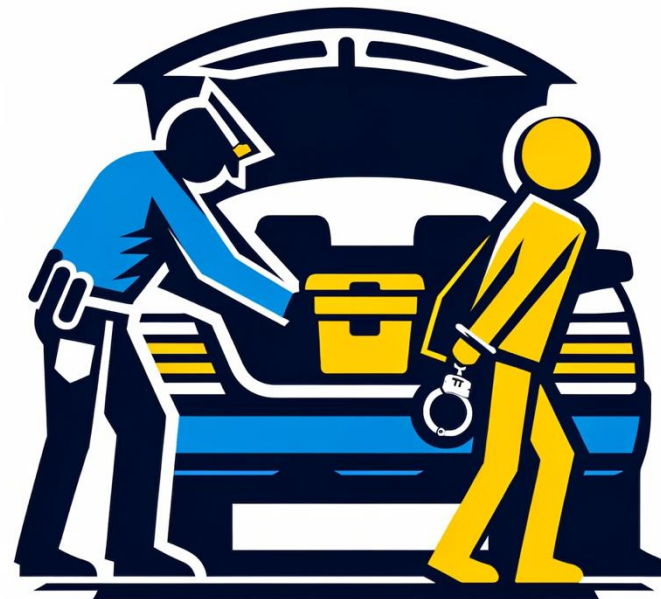


- 12 Pursuits and their investigations were reviewed
- No disagreements with respect for any recommended remediations
- Recommendations on how the incidents could have been handled better, or more specifically, whether in any given incident different approach by officers could have potentially yielded a better outcome

REVIEWED AND ASSESSED
12
DISAGREED WITH FINDINGS
0
RECOMMENDATIONS
9



# 2023/2024 RIPA Data Analysis



- **Conducted an assessment of Racial and Identity Profiling Act (RIPA) data for 2023 and 2024**
- **Prepared Charts and Tables pertaining to that data which is contained in Appendix E to our Annual Report**
- **Discussed findings with the department and the PSAC and are reporting them out publicly**



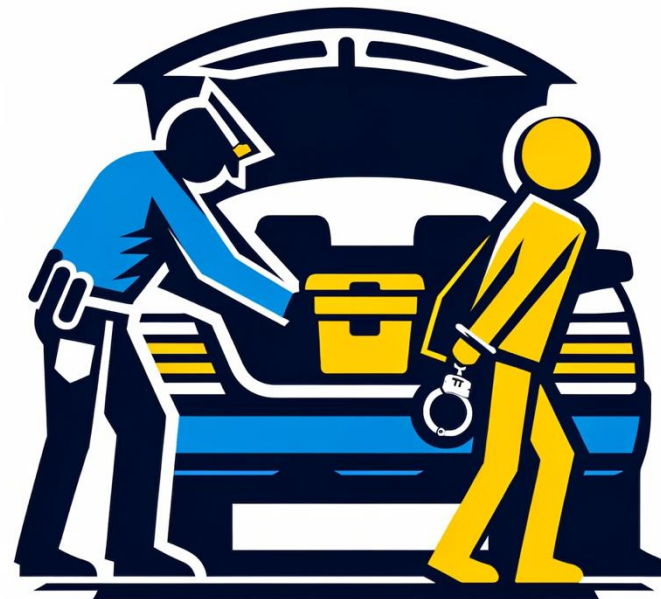
# 2024 D.A.T.A. Audit



- **Conduct a Detailed Analysis of Tour Activity (D.A.T.A.) to look at a discreet period of time (July 8-9) capturing operational activities that would not be otherwise reviewed and assessed by the IPA**
- **Most significant finding was a finding of a failure in some instances to complete RIPA data forms.**
- **Officers were professional in their contacts with the public and in the execution of their duties.**
- **Discussed with PPD command staff and the issue is being addressed**



# 2025 Work Plan: RIPA Data Analysis



- Conduct an assessment of Racial and Identity Profiling Act (RIPA) data for 2025 which is collected by PPD for every stop and post-stop action and disposition
- Report on any disparities that may exist among demographic groups for stops, post-stop actions and dispositions
- Discuss findings with the department and the PSAC and report them out publicly



# 2025 Work Plan



- Will conduct at least two Detailed Analysis of Tour Activity (D.A.T.A.) audits to look at a discreet period of time capturing operational activities that would not be otherwise reviewed and assessed by the IPA
- Continue to review internal investigations for completeness, timeliness, and consistency with best practices, as well as our 360-degree review and assessment process on selected operational activities (Uses of Force and Pursuits)
- Continue to discuss our findings and recommendations with PPD command staff



# Public Safety Advisory Committee



- Assisted in the PSAC implementation and training curriculum
- Advised PSAC of findings and recommendations made to PPD
- Attended PSAC meetings
- Collaborated on PSAC annual work plan



# Reporting to City Council and Community



- **Report IPA activities findings, on an annual basis to both the City Council and the Community**