

# Office of the Commission on Police Practices



## Description

On November 3, 2020, voters of San Diego approved Measure B creating a new independent Commission on Police Practices (Commission). The purpose of the Commission is to provide an independent investigation of officer-involved shootings, in-custody deaths, deaths resulting from interactions with a police officer, and other significant incidents as well as conduct an unbiased evaluation of all complaints against the San Diego Police Department (SDPD) and its personnel in a process that will be transparent and accountable to the community.

The Commission also evaluates and reviews SDPD policies, practices, training, and protocols and represents the community in making recommendations for changes.

The Office of the Commission on Police Practices (OCPD) was established in April 2021 as an independent department that is responsible for managing and coordinating the day-to-day operations of the Commission so that the Commission follows its purpose and mission as well as state, local, and federal law.

In Fiscal Year 2026, OCPD will strive to maintain full staffing and expand its operations to support the Commission in fulfilling its mandated duties, in particular, conducting independent investigations and making policy recommendations. OCPD and the Commission will also submit the Commission draft operating procedures to the City Council and engage in a meet and confer process with the appropriate recognized labor organizations affected by the procedures.

For more information, please visit the Commission's website at [www.sandiego.gov/cpp](http://www.sandiego.gov/cpp).

### ***The vision is:***

The purpose of the Commission on Police Practices is to provide an independent investigation of officer-involved shootings, in-custody deaths, deaths resulting from interaction with a police officer, and other significant incidents as well as conduct an unbiased evaluation of all complaints against the San Diego Police Department and its personnel in a process that will be transparent and accountable to the community. The Commission on Police Practices also evaluates and reviews



# Office of the Commission on Police Practices

SDPD policies, practices, training and protocols and represents the community in making recommendations for changes.

## ***The mission is:***

The mission of the Commission is to hold law enforcement accountable to the community and to increase community trust in law enforcement, resulting in increased safety for both the community and law enforcement.

## Goals and Objectives

***Goal 1: To ensure the Commission provides an unbiased evaluation of all complaints against San Diego Police Department officers and its personnel in a process that is transparent and accountable to the community. To ensure that the Commission provides an independent investigation of officer involved shootings, in-custody deaths, deaths resulting from interaction with a police officer, and other significant incidents.***

- Assist the Commission during the meet and confer process regarding the draft operating procedures.
- Support the Commission in reviewing all San Diego Police Department investigations including officer involved shootings, in-custody deaths, and death resulting from interactions with a police officer, Category I, and Category II allegations on a timely basis.

***Goal 2: To advocate for policies that promote fair and humane policing and ensure the safety of both community members and police officers.***

- Based on data collected from case reviews, investigations, policy research, and community hearings, continue to identify, and produce recommendations to the Police Chief, City Council, and the Mayor.
- Facilitate the convening of forums that identify policies of concern to the community for the Commission's consideration.

***Goal 3: To operate transparently, keep the community informed about the activities of the Commission, and provide opportunities to receive public input on the Commission's operations.***

- Continue to compile and release data as required by the Ordinance to the City's Open Data Portal.
- Release case reports that meet the criteria for SB1421 and SB16.
- Develop and maintain a robust communication plan that includes community email groups, social media, monthly newsletter, press releases, media opportunities, and updates on the Commission website.

***Goal 4: To widely publicize the procedures for filing a complaint and to provide needed information to persons with complaints about the actions of the San Diego Police Department's sworn personnel to submit their concerns.***

- Continue collaborating with SDPD to streamline the intake process.
- Improve OCPP complaint management system and processes.
- Seek stakeholder feedback for process improvements.
- Continue to provide presentations on the complaint process at community events, meetings, schools, and churches.

***Goal 5: To ensure that the Commission reaches and maintains an expert level of understanding of policies and procedures through ongoing training and education.***



## **Office of the Commission on Police Practices**

- Implement the training academy schedule for newly appointed Commissioners and offer continuous training to all Commissioners.
- Encourage Commissioner participation in additional training opportunities such as attendance at NACOLE conferences and webinars and other specialized trainings.
- Encourage Commissioner participation in additional training opportunities such as attendance at NACOLE conferences and webinars and other specialized trainings.



# Office of the Commission on Police Practices

## Budget Equity Impact Statement

### Equity Highlights

*Examples from the current fiscal year.*

- Since July 2024, members of the Commission on Police Practices have reviewed, communicated findings with the complainant, and closed 27 cases and are continuing to review active cases.
- While the City ordinance establishing the Commission was being finalized, the Commission inherited 153 expired cases that were not reviewed within the statute of limitations. The Commission voted to use the assistance of an outside investigator to review and analyze trends in these cases. On December 11, 2024, the contracted investigator presented the result of their work and a comprehensive report to the Commission. The Commission will examine the report and recommendations and consider further action.
- To support timely and responsive work of the Commission, the following staff were hired in Fiscal Year 2025: two (2) Investigators, Policy Manager, and Senior Management Analyst.

### Budget Equity Lens Summary

#### **Ongoing Operations**

*Is there an opportunity to adjust the department's ongoing operations to mitigate the impacts of existing or potential disparities?*

**Yes**

To address disparities in ability of all residents to access the complaint process, the Commission will continue to work towards streamlining and increasing accessibility of the complaint process. The Office of the Commission on Police Practices (OCP) will begin working on developing a new Complaint Management System (CMS) that will allow OCP to gather and manage complaint and case data more efficiently. This system would also be essential for independent investigations once the Commission finalizes its draft Operating Procedures during the meet and confer process. The Commission will also continue conducting educational presentations about the Commission with particular focus on communities that have more police interactions.

#### **Budget Adjustment(s)**

*Do the requests impact existing or potential disparities?*

**Yes**

Two of the Draft Budget adjustments will help fund software subscriptions to a Complaint Management System and legal search databases that will provide tools and information to OCP staff and Commission to make their processes more streamlined, efficient, and transparent.



# Office of the Commission on Police Practices

## Key Performance Indicators

Performance Indicator	Definition	Baseline	FY2025 Performance	Goal
Public Meetings	Number of Public Regular and Special Meetings, and Community Hearings.	23	25	27
Closed Session Meetings <sup>1</sup>	Number of Closed Session Meetings to Review Cases and Investigations.	18	12	12
Timeliness of Case Reviews	Percentage of cases reviewed and returned to SDPD at least 90 days prior to expiration date.	8%	60%	90%

1. The Commission voted to hold only 1 closed session meeting per month starting in 2025 calendar year.



# Office of the Commission on Police Practices

## Department Summary

	FY2024 Actual	FY2025 Budget	FY2026 Draft	FY2025-2026 Change
FTE Positions (Budgeted)	12.00	14.54	12.58	(1.96)
Personnel Expenditures	\$ 797,959	\$ 1,772,218	\$ 1,826,953	\$ 54,735
Non-Personnel Expenditures	428,761	373,614	391,070	17,456
<b>Total Department Expenditures</b>	<b>\$ 1,226,720</b>	<b>\$ 2,145,832</b>	<b>\$ 2,218,023</b>	<b>\$ 72,191</b>
<b>Total Department Revenue</b>	<b>\$ 86,476</b>	<b>\$ 116,741</b>	<b>\$ 26,646</b>	<b>\$ (90,095)</b>

## General Fund

### Department Expenditures

	FY2024 Actual	FY2025 Budget	FY2026 Draft	FY2025-2026 Change
Commission on Police Practices	\$ 1,226,720	\$ 2,145,832	\$ 2,218,023	\$ 72,191
<b>Total</b>	<b>\$ 1,226,720</b>	<b>\$ 2,145,832</b>	<b>\$ 2,218,023</b>	<b>\$ 72,191</b>

### Department Personnel

	FY2024 Budget	FY2025 Budget	FY2026 Draft	FY2025-2026 Change
Commission on Police Practices	12.00	14.54	12.58	(1.96)
<b>Total</b>	<b>12.00</b>	<b>14.54</b>	<b>12.58</b>	<b>(1.96)</b>

### Significant Budget Adjustments

	FTE	Expenditures	Revenue
<b>Salary and Benefit Adjustments</b>	0.00	\$ 144,829	\$ -
Adjustments to reflect savings resulting from vacant positions for any period of the fiscal year, retirement contributions, retiree health contributions, and labor negotiations.			
<b>Support for Information Technology</b>	0.00	93,965	-
Adjustment to expenditure allocations according to an annual review of information technology funding requirements.			
<b>Complaint Information Management System</b>	0.00	50,000	-
Addition of non-personnel expenditure for software and subscription for the Complaint Management System.			
<b>Employ and Empower Program Support</b>	0.58	26,646	26,646
Addition of 0.58 Student Intern - Hourly and associated revenue to support the Employ and Empower Program.			
<b>Legal Research and Public Records Database</b>	0.00	20,000	-
Addition of non-personnel expenditures to support subscriptions to services for legal research and public records databases.			



# Office of the Commission on Police Practices

## Significant Budget Adjustments

	FTE	Expenditures	Revenue
<b>Non-Discretionary Adjustment</b> Adjustment to expenditure allocations that are determined outside of the department's direct control. These allocations are generally based on prior year expenditure trends and examples of these include utilities, insurance, and rent.	0.00	8,491	-
<b>Non-Standard Hour Personnel Funding</b> Funding allocated according to a zero-based annual review of hourly funding requirements.	(2.54)	(116,740)	-
<b>Reduction of Non-Personnel Expenditures</b> Reduction of legal and miscellaneous support services, and information technology services associated to anticipated savings.	0.00	(155,000)	-
<b>One-Time Additions and Annualizations</b> Adjustment to reflect one-time revenues and expenditures, and the annualization of revenues and expenditures, implemented in Fiscal Year 2025.	0.00	-	(116,741)
<b>Total</b>	<b>(1.96)</b>	<b>\$ 72,191</b>	<b>\$ (90,095)</b>

## Expenditures by Category

	FY2024 Actual	FY2025 Budget	FY2026 Draft	FY2025-2026 Change
<b>PERSONNEL</b>				
Personnel Cost	\$ 643,487	\$ 1,381,549	\$ 1,405,064	\$ 23,515
Fringe Benefits	154,472	390,669	421,889	31,220
<b>PERSONNEL SUBTOTAL</b>	<b>797,959</b>	<b>1,772,218</b>	<b>1,826,953</b>	<b>54,735</b>
<b>NON-PERSONNEL</b>				
Supplies	\$ 61,807	\$ 16,336	\$ 17,921	\$ 1,585
Contracts & Services	321,834	304,415	221,321	(83,094)
<i>External Contracts &amp; Services</i>	<i>304,433</i>	<i>284,356</i>	<i>194,356</i>	<i>(90,000)</i>
<i>Internal Contracts &amp; Services</i>	<i>17,402</i>	<i>20,059</i>	<i>26,965</i>	<i>6,906</i>
Information Technology	24,928	45,060	144,025	98,965
Energy and Utilities	4,586	5,303	5,303	-
Other	1,699	2,500	2,500	-
Capital Expenditures	13,906	-	-	-
<b>NON-PERSONNEL SUBTOTAL</b>	<b>428,761</b>	<b>373,614</b>	<b>391,070</b>	<b>17,456</b>
<b>Total</b>	<b>\$ 1,226,720</b>	<b>\$ 2,145,832</b>	<b>\$ 2,218,023</b>	<b>\$ 72,191</b>

## Revenues by Category

	FY2024 Actual	FY2025 Budget	FY2026 Draft	FY2025-2026 Change
Charges for Services	\$ 86,073	\$ 116,741	\$ 26,646	\$ (90,095)
Other Revenue	403	-	-	-
<b>Total</b>	<b>\$ 86,476</b>	<b>\$ 116,741</b>	<b>\$ 26,646</b>	<b>\$ (90,095)</b>



# Office of the Commission on Police Practices

## Personnel Expenditures

Job Number	Job Title / Wages	FY2024 Budget	FY2025 Budget	FY2026 Draft	Salary Range	Total
<b>FTE, Salaries, and Wages</b>						
20000024	Administrative Aide 2	1.00	1.00	1.00	\$ 67,180 - 80,983	\$ 72,317
20000924	Executive Assistant	1.00	1.00	1.00	67,398 - 81,551	81,551
20001220	Executive Director	1.00	1.00	1.00	78,886 - 290,057	226,889
20001153	General Counsel	1.00	1.00	1.00	35,880 - 333,038	181,032
90000028	Management Trainee	0.00	0.79	0.00	58,225 - 70,259	-
20001234	Program Coordinator	3.00	3.00	3.00	36,364 - 218,225	365,566
20001222	Program Manager	4.00	4.00	4.00	78,886 - 290,057	696,959
20000015	Senior Management Analyst	1.00	1.00	1.00	93,628 - 113,219	113,219
90001146	Student Intern	0.00	1.75	0.58	35,880 - 42,522	24,662
	Budgeted Personnel Expenditure Savings					(368,944)
	Vacation Pay In Lieu					11,813
<b>FTE, Salaries, and Wages Subtotal</b>		<b>12.00</b>	<b>14.54</b>	<b>12.58</b>	<b>\$</b>	<b>1,405,064</b>

	FY2024 Actual	FY2025 Budget	FY2026 Draft	FY2025-2026 Change
<b>Fringe Benefits</b>				
Flexible Benefits	\$ 46,196	\$ 114,891	\$ 112,076	\$ (2,815)
Insurance	578	-	-	-
Long-Term Disability	2,488	4,958	7,063	2,105
Medicare	9,399	19,861	20,205	344
Other Post-Employment Benefits	17,819	37,242	41,030	3,788
Retiree Medical Trust	1,089	3,154	3,139	(15)
Retirement 401 Plan	4,334	12,620	12,553	(67)
Retirement ADC	57,531	168,462	187,552	19,090
Retirement DROP	-	-	3,453	3,453
Risk Management Administration	5,304	12,474	16,580	4,106
Supplemental Pension Savings Plan	3,086	5,018	7,775	2,757
Unemployment Insurance	675	1,412	1,324	(88)
Workers' Compensation	5,973	10,577	9,139	(1,438)
<b>Fringe Benefits Subtotal</b>	<b>\$ 154,472</b>	<b>\$ 390,669</b>	<b>\$ 421,889</b>	<b>\$ 31,220</b>
<b>Total Personnel Expenditures</b>			<b>\$ 1,826,953</b>	