

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.

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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 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.

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- 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.*

- 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.

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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 46 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 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.

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Key Performance Indicators

Performance Indicator	Definition	Baseline	FY2025 Performance	Goal
Public Meetings	Number of Public Regular and Special Meetings, and Community Hearings.	23	27	27
Closed Session Meetings ¹	Number of Closed Session Meetings to Review Cases and Investigations.	18	15	12
Timeliness of Case Reviews	Percentage of cases reviewed and returned to San Diego Police Department at least 90 days prior to expiration date.	8%	44%	90%

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

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Department Summary

	FY2024 Actual	FY2025 Budget	FY2026 Adopted	FY2025-2026 Change
FTE Positions (Budgeted)	12.00	14.54	12.58	(1.96)
Personnel Expenditures	\$ 797,959	\$ 1,772,218	\$ 1,828,479	\$ 56,261
Non-Personnel Expenditures	428,761	373,614	390,649	17,035
Total Department Expenditures	\$ 1,226,720	\$ 2,145,832	\$ 2,219,128	\$ 73,296
Total Department Revenue	\$ 86,476	\$ 116,741	\$ 28,775	\$ (87,966)

General Fund

Department Expenditures

	FY2024 Actual	FY2025 Budget	FY2026 Adopted	FY2025-2026 Change
Commission on Police Practices	\$ 1,226,720	\$ 2,145,832	\$ 2,219,128	\$ 73,296
Total	\$ 1,226,720	\$ 2,145,832	\$ 2,219,128	\$ 73,296

Department Personnel

	FY2024 Budget	FY2025 Budget	FY2026 Adopted	FY2025-2026 Change
Commission on Police Practices	12.00	14.54	12.58	(1.96)
Total	12.00	14.54	12.58	(1.96)

Significant Budget Adjustments

	FTE	Expenditures	Revenue
Salary and Benefit Adjustments	0.00	\$ 144,053	\$ -
Adjustments to reflect savings resulting from vacant positions for any period of the fiscal year, retirement contributions, retiree health contributions, and labor negotiations.			
Support for Information Technology	0.00	96,100	-
Adjustment to expenditure allocations according to an annual review of information technology funding requirements.			
Complaint Information Management System	0.00	50,000	-
Addition of non-personnel expenditures for Complaint Management System software and subscriptions.			
Employ and Empower Program Support	0.58	28,948	28,775
Addition of 0.58 Student Intern - Hourly and associated revenue to support the Employ and Empower Program.			
Legal Research and Public Records Database	0.00	20,000	-
Addition of subscription services to support legal research and public records databases.			
Non-Discretionary Adjustment	0.00	5,935	-
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.			

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Significant Budget Adjustments

	FTE	Expenditures	Revenue
Non-Standard Hour Personnel Funding Funding allocated according to a zero-based annual review of hourly funding requirements.	(2.54)	(116,740)	-
Reduction of Non-Personnel Expenditures Reduction of legal, information technology, and miscellaneous support services associated to anticipated savings.	0.00	(155,000)	-
One-Time Additions and Annualizations Adjustment to reflect one-time revenues and expenditures, and the annualization of revenues and expenditures, implemented in Fiscal Year 2025.	0.00	-	(116,741)
Total	(1.96)	\$ 73,296	\$ (87,966)

Expenditures by Category

	FY2024 Actual	FY2025 Budget	FY2026 Adopted	FY2025-2026 Change
PERSONNEL				
Personnel Cost	\$ 643,487	\$ 1,381,549	\$ 1,407,290	\$ 25,741
Fringe Benefits	154,472	390,669	421,189	30,520
PERSONNEL SUBTOTAL	797,959	1,772,218	1,828,479	56,261
NON-PERSONNEL				
Supplies	\$ 61,807	\$ 16,336	\$ 17,921	\$ 1,585
Contracts & Services	321,834	304,415	218,765	(85,650)
<i>External Contracts & Services</i>	304,433	284,356	194,356	(90,000)
<i>Internal Contracts & Services</i>	17,402	20,059	24,409	4,350
Information Technology	24,928	45,060	146,160	101,100
Energy and Utilities	4,586	5,303	5,303	-
Other	1,699	2,500	2,500	-
Capital Expenditures	13,906	-	-	-
NON-PERSONNEL SUBTOTAL	428,761	373,614	390,649	17,035
Total	\$ 1,226,720	\$ 2,145,832	\$ 2,219,128	\$ 73,296

Revenues by Category

	FY2024 Actual	FY2025 Budget	FY2026 Adopted	FY2025-2026 Change
Charges for Services	\$ 86,073	\$ 116,741	\$ 28,775	\$ (87,966)
Other Revenue	403	-	-	-
Total	\$ 86,476	\$ 116,741	\$ 28,775	\$ (87,966)

Personnel Expenditures

Job Number	Job Title / Wages	FY2024 Budget	FY2025 Budget	FY2026 Adopted	Salary Range	Total
FTE, Salaries, and Wages						
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
90001073	Management Intern - Hourly	0.00	0.00	(0.56)	38,548 - 49,686	(21,587)

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Personnel Expenditures

Job Number	Job Title / Wages	FY2024 Budget	FY2025 Budget	FY2026 Adopted	Salary Range	Total
90000028	Management Trainee - Hourly	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 - Hourly Budgeted Personnel Expenditure Savings Vacation Pay In Lieu	0.00	1.75	1.14	35,880 - 42,522	48,475 (368,944) 11,813
FTE, Salaries, and Wages Subtotal		12.00	14.54	12.58	\$	1,407,290

	FY2024 Actual	FY2025 Budget	FY2026 Adopted	FY2025-2026 Change
Fringe Benefits				
Flexible Benefits	\$ 46,196	\$ 114,891	\$ 112,076	\$ (2,815)
Insurance	578	-	-	-
Long-Term Disability	2,488	4,958	7,075	2,117
Medicare	9,399	19,861	20,237	376
Other Post-Employment Benefits	17,819	37,242	40,720	3,478
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	187,050	18,588
Retirement DROP	-	-	3,453	3,453
Risk Management Administration	5,304	12,474	16,660	4,186
Supplemental Pension Savings Plan	3,086	5,018	7,858	2,840
Unemployment Insurance	675	1,412	1,326	(86)
Workers' Compensation	5,973	10,577	9,042	(1,535)
Fringe Benefits Subtotal	\$ 154,472	\$ 390,669	\$ 421,189	\$ 30,520
Total Personnel Expenditures			\$ 1,828,479	