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 (OCPP) was established in April 2021 as a City 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 2027, OCPP will strive to maintain full staffing and expand its operations to support the Commission in fulfilling its mandated duties, in particular, conducting independent investigations, auditing SDPD, and making policy recommendations. OCPP will continue to engage in the meet and confer process regarding the Commission draft standard operating procedures with the appropriate recognized employee organizations affected by the procedures.

For more information, please visit the Commission's website at 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 SDPD policies, practices, training and protocols and represents the community in making recommendations for changes.

Office of the Commission on Police Practices

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 unbiased, transparent evaluations, and independent investigations.***

- Assist Commission in the meet and confer process regarding the draft standard 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 CPP'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 SB1421and SB16.

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.***

- Collaborate with SDPD to streamline the complaint intake process.
- Improve complaint management system and processes.
- Seek stakeholder feedback for improvements.
- Provide presentations on complaint process to community.

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 training academy schedule and continuous training.
- Encourage Commissioner participation in additional training opportunities such as attendance of NACOLE conferences and webinars and other specialized trainings.

Budget Equity Impact Statement

Equity Highlights

Examples from the current fiscal year.

- Increased the percentage of cases reviewed and returned to SDPD within at least 90 days prior to the case expiration date from 8% to approximately 70%.
- OCPP staff and Commissioners participated in the National Association of Civilian Oversight of Law Enforcement annual conference and gained knowledge of national best practices and issues within law enforcement oversight.
- Established regular community listening sessions to gather community complaints and concerns regarding SDPD officers and policy.

Budget Equity Lens Summary

Ongoing Operations

Is there an opportunity to adjust the department's ongoing operations to mitigate the impacts of identified disparities, gaps, and deficiencies?

N/A

Budget Adjustment(s)

Do the adjustments impact any department disparities, gaps, and deficiencies?

N/A

The budget adjustments to increase expenditures will provide valuable resources for OCPP to manage complaints and investigations.

Key Performance Indicators

Performance Indicator	Definition	Baseline	FY2026 Performance	Goal
Closed Session Meetings	Number of Closed Session Meetings to Review Cases and Investigations.	18	11	11
Public Meetings	Number of Public Regular and Special Meetings, and Community Hearings.	23	20	31
Timeliness of Case Reviews	Percentage of cases reviewed and returned to San Diego Police Department at least 90 days prior to expiration date.	8.00%	69.00%	70.00%

Department Summary

	FY2025 Actual	FY2026 Budget	FY2027 Adopted	FY2026-2027 Change
FTE Positions (Budgeted)	14.54	12.58	13.15	0.57
Personnel Expenditures	$1,263,509	$1,828,479	$1,992,661	$164,182
Non-Personnel Expenditures	289,730	390,649	588,304	197,655
Total Department Expenditures	**$1,553,239**	**$2,219,128**	**$2,580,965**	**$361,837**
Total Department Revenue	**$27,467**	**$28,775**	**$51,943**	**$23,168**

General Fund

Department Expenditures

	FY2025 Actual	FY2026 Budget	FY2027 Adopted	FY2026-2027 Change
Commission on Police Practices	$1,553,239	$2,219,128	$2,580,965	$361,837
Total	**$1,553,239**	**$2,219,128**	**$2,580,965**	**$361,837**

Department Personnel

	FY2025 Budget	FY2026 Budget	FY2027 Adopted	FY2026-2027 Change
Commission on Police Practices	14.54	12.58	13.15	0.57
Total	**14.54**	**12.58**	**13.15**	**0.57**

Budget Adjustments

	FTE	Expenditures	Revenue
Salary and Benefit Adjustments Adjustments to reflect savings resulting from vacant positions for any period of the fiscal year, retirement contributions, retiree health contributions, and labor negotiations.	-	$272,354	$ -
Complaint and Investigation Information Management System Addition of one-time non-personnel expenditures for system configuration, customization, and migration of historical data to new system.	-	200,000	-
Employ and Empower Program Support Addition of 1.15 Intern - Hourly and associated revenue to support the Employ and Empower Program.	1.15	51,935	51,943
Non-Discretionary Adjustment 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.	-	30	-

Budget Adjustments

	FTE	Expenditures	Revenue
One-time Additions and Annualizations Adjustment to reflect one-time revenues and expenditures, and the annualization of revenues and expenditures, implemented in the prior Fiscal Year.	-	-	(28,775)
Support for Information Technology Adjustment to expenditure allocations according to an annual review of information technology funding requirements.	-	(2,375)	-
Non-Standard Hour Personnel Funding Funding allocated according to a zero-based annual review of hourly funding requirements.	(0.58)	(28,948)	-
Personnel Expenditures Savings Reduction of personnel expenditures by holding vacant 1.00 Program Coordinator.	-	(131,159)	-
Total	**0.57**	**$361,837**	**$23,168**

Expenditures by Category

	FY2025 Actual	FY2026 Budget	FY2027 Adopted	FY2026-2027 Change
PERSONNEL EXPENDITURES				
Personnel Cost	981,841	1,407,290	1,491,716	84,426
Fringe Benefits	281,668	421,189	500,945	79,756
PERSONNEL SUBTOTAL	**1,263,509**	**1,828,479**	**1,992,661**	**164,182**
NON-PERSONNEL EXPENDITURES				
Supplies	35,650	17,921	17,976	55
Contracts & Services	209,914	218,765	418,740	199,975
External Contracts & Services	*190,478*	*194,356*	*394,356*	*200,000*
Internal Contracts & Services	*19,436*	*24,409*	*24,384*	*(25)*
Information Technology	30,699	146,160	143,785	(2,375)
Energy and Utilities	11,740	5,303	5,303	-
Other Expenses	1,728	2,500	2,500	-
Capital Expenses	-	-	-	-
NON-PERSONNEL SUBTOTAL	**289,730**	**390,649**	**588,304**	**197,655**
Total	**$1,553,239**	**$2,219,128**	**$2,580,965**	**$361,837**

Revenues by Category

	FY2025 Actual	FY2026 Budget	FY2027 Adopted	FY2026-2027 Change
Charges for Current Services	$27,092	$28,775	$51,943	$23,168
Other Revenue	375	-	-	-
Total	**$27,467**	**$28,775**	**$51,943**	**$23,168**

Personnel Expenditures

Job Number	Job Title/Wages	FY2025 Budget	FY2026 Budget	FY2027 Adopted	Salary Range	Total
FTE, Salaries and Wages						
20000024	Administrative Aide 2	1.00	1.00	1.00	67,184 - 80,974	$76,570
20000924	Executive Assistant	1.00	1.00	1.00	67,392 - 81,557	81,557
20001220	Executive Director	1.00	1.00	1.00	79,643 - 292,822	226,886
20001153	General Counsel	1.00	1.00	1.00	36,920 - 336,211	182,759
91001000	Intern - Hourly	0.00	0.00	1.15	36,920 - 47,320	48,318
90001073	Management Intern - Hourly	0.00	(0.56)	0.00	36,920 - 47,320	-
90000028	Management Trainee - Hourly	0.79	0.00	0.00	58,219 - 70,262	-
20001234	Program Coordinator	3.00	3.00	3.00	36,920 - 220,314	364,574
20001222	Program Manager	4.00	4.00	4.00	79,643 - 292,822	703,417
20000015	Senior Management Analyst	1.00	1.00	1.00	93,621 - 113,214	113,214
90001146	Student Intern - Hourly	1.75	1.14	0.00	36,920 - 47,320	-
	Budgeted Personnel Expenditure Savings					(317,392)
	Vacation Pay In Lieu					11,813
FTE, Salaries and Wages Subtotal		**14.54**	**12.58**	**13.15**		**$1,491,716**

	FY2025 Actual	FY2026 Budget	FY2027 Adopted	FY2026-2027 Change
Fringe Benefits				
Flexible Benefits	82,983	112,076	130,516	18,440
Long-Term Disability	3,477	7,075	7,024	(51)
Medicare	14,755	20,237	23,360	3,123
Other Post-Employment Benefits	32,401	40,720	34,782	(5,938)
Retiree Medical Trust	2,116	3,139	3,624	485
Retirement 401 Plan	8,364	12,553	14,496	1,943
Retirement ADC	111,006	187,050	244,679	57,629
Retirement DROP	2,706	3,453	3,453	-
Risk Management Administration	10,804	16,660	17,457	797
Supplemental Pension Savings Plan	6,423	7,858	8,661	803
Unemployment Insurance	-	1,326	1,402	76
Workers' Compensation	6,632	9,042	11,491	2,449
Fringe Benefits Subtotal	**$281,668**	**$421,189**	**$500,945**	**$79,756**
Total Personnel Expenditures			**$1,992,661**	