

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



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# Office of the Commission on Police Practices



## Description

On November 3, 2020, the voters of San Diego approved Measure B creating a new independent Commission on Police Practices (Commission) and replacing the Community Review Board on Police Practices (CRB). The purpose of the Commission on Police Practices is to provide an independent investigation of officer-involved shootings and in-custody deaths, and other significant incidents, and 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 will also evaluate and review SDPD policies, practices, training and protocols and represent the community in making recommendations for changes.

The Office of the Commission on Police Practices was established in Fiscal Year 2022 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. The department is also assisting with the transition of the Commission from the CRB. In Fiscal Year 2023, the department will acquire and relocate to a new location, continue hiring essential staff, create new internal procedures for staff, Commissioners, and SDPD, and provide administrative support for the Commission.

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 and in-custody deaths, and other significant incidents, and 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 will

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also evaluate and review SDPD policies, practices, training and protocols and represent 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.

## Key Performance Indicators

Performance Indicator	FY2021 Target	FY2021 Actual	FY2022 Target	FY2022 Actual	FY2023 Target
Number of Open Session Meetings <sup>1</sup>	N/A	N/A	N/A	11	10
Number of Closed Session Meetings	N/A	N/A	N/A	25	20

1. The Commission on Police Practices meets in closed session every second and fourth Tuesday to review cases. These discussions involve confidential personnel issues and are closed to the public. The Commission convenes in open session on the fourth Tuesday of each month at 6:00 p.m. The public is welcome to attend these open session meetings and to share their views about the complaint process. However, the Commission does not discuss specific complaints in these open sessions.

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## Department Summary

	FY2021 Actual	FY2022 Budget	FY2023 Adopted	FY2022-2023 Change
FTE Positions (Budgeted)	0.00	7.00	11.50	4.50
Personnel Expenditures	\$ -	\$ 820,752	\$ 1,693,262	\$ 872,510
Non-Personnel Expenditures	-	506,382	857,090	350,708
<b>Total Department Expenditures</b>	<b>\$ -</b>	<b>\$ 1,327,134</b>	<b>\$ 2,550,352</b>	<b>\$ 1,223,218</b>
<b>Total Department Revenue</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>-</b>

## General Fund

### Department Expenditures

	FY2021 Actual	FY2022 Budget	FY2023 Adopted	FY2022-2023 Change
Commission on Police Practices	\$ -	\$ 1,327,134	\$ 2,550,352	\$ 1,223,218
<b>Total</b>	<b>\$ -</b>	<b>\$ 1,327,134</b>	<b>\$ 2,550,352</b>	<b>\$ 1,223,218</b>

### Department Personnel

	FY2021 Budget	FY2022 Budget	FY2023 Adopted	FY2022-2023 Change
Commission on Police Practices	0.00	7.00	11.50	4.50
<b>Total</b>	<b>0.00</b>	<b>7.00</b>	<b>11.50</b>	<b>4.50</b>

### Significant Budget Adjustments

	FTE	Expenditures	Revenue
<b>Salary and Benefit Adjustments</b> Adjustments to reflect savings resulting from vacant positions for any period of the fiscal year, retirement contributions, retiree health contributions, and labor negotiations.	5.00	\$ 977,547	-
<b>Investigation Support</b> Addition of investigative services to address high caseload volume and cases requiring specific expertise.	0.00	200,000	-
<b>Executive Hiring Services</b> Addition of one-time contractual services for executive hiring recruitment for four highly specialized supervisory positions.	0.00	100,000	-
<b>Legal Counsel</b> Reduction of 0.50 FTE General Counsel and addition of one-time, non-personnel expenditures to retain independent legal counsel.	(0.50)	96,864	-
<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	14,106	-

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## Significant Budget Adjustments

	FTE	Expenditures	Revenue
<b>Support for Information Technology</b> Adjustment to expenditure allocations according to a zero-based annual review of information technology funding requirements.	0.00	11,602	-
<b>Reclassification of Positions</b> Reclassification of 3.00 FTE positions to align with the department's needs.	0.00	(21,901)	-
<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 2022.	0.00	(155,000)	-
<b>Total</b>	<b>4.50</b>	<b>\$ 1,223,218</b>	<b>\$ -</b>

## Expenditures by Category

	FY2021 Actual	FY2022 Budget	FY2023 Adopted	FY2022-2023 Change
<b>PERSONNEL</b>				
Personnel Cost	\$ -	\$ 636,998	\$ 1,311,539	\$ 674,541
Fringe Benefits	-	183,754	381,723	197,969
<b>PERSONNEL SUBTOTAL</b>	-	820,752	1,693,262	872,510
<b>NON-PERSONNEL</b>				
Supplies	\$ -	\$ 9,825	\$ 9,825	-
Contracts & Services	-	474,057	813,163	339,106
Information Technology	-	15,000	26,602	11,602
Energy and Utilities	-	5,000	5,000	-
Other	-	2,500	2,500	-
<b>NON-PERSONNEL SUBTOTAL</b>	-	506,382	857,090	350,708
<b>Total</b>	<b>\$ -</b>	<b>\$ 1,327,134</b>	<b>\$ 2,550,352</b>	<b>\$ 1,223,218</b>

## Personnel Expenditures

Job Number	Job Title / Wages	FY2021 Budget	FY2022 Budget	FY2023 Adopted	Salary Range	Total
<b>FTE, Salaries, and Wages</b>						
2000024	Administrative Aide 2	0.00	1.00	1.00	\$ 52,142 - 62,833	\$ 52,142
20001111	Budget/Legislative Analyst 1	0.00	0.83	0.00	34,070 - 184,017	-
20000295	Community Development Coordinator	0.00	1.00	0.00	93,951 - 113,709	-
20000924	Executive Assistant	0.00	1.00	1.00	52,792 - 63,852	60,722
20001220	Executive Director	0.00	1.00	1.00	56,929 - 209,339	196,560
20001153	General Counsel	0.00	0.08	0.50	34,070 - 247,489	64,680
20001135	Performance Auditor	0.00	0.50	0.00	34,070 - 184,017	-
20001234	Program Coordinator	0.00	0.75	3.00	34,070 - 167,127	276,786
20001222	Program Manager	0.00	0.83	4.00	56,929 - 209,339	505,960
20000015	Senior Management Analyst	0.00	0.00	1.00	72,664 - 87,865	72,664
	Adjust Budget To Approved Levels					70,212
	Vacation Pay In Lieu					11,813
<b>FTE, Salaries, and Wages Subtotal</b>		<b>0.00</b>	<b>7.00</b>	<b>11.50</b>		<b>\$ 1,311,539</b>

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	FY2021 Actual	FY2022 Budget	FY2023 Adopted	FY2022-2023 Change
<b>Fringe Benefits</b>				
Flexible Benefits	\$ -	\$ 61,849	\$ 102,452	\$ 40,603
Long-Term Disability	-	2,370	4,301	1,931
Medicare	-	8,577	17,829	9,252
Other Post-Employment Benefits	-	42,920	65,424	22,504
Retiree Medical Trust	-	1,479	3,072	1,593
Retirement 401 Plan	-	-	9,722	9,722
Retirement ADC	-	-	134,072	134,072
Risk Management Administration	-	7,429	13,398	5,969
Supplemental Pension Savings Plan	-	54,416	23,670	(30,746)
Unemployment Insurance	-	864	1,560	696
Workers' Compensation	-	3,850	6,223	2,373
<b>Fringe Benefits Subtotal</b>	<b>\$ -</b>	<b>\$ 183,754</b>	<b>\$ 381,723</b>	<b>\$ 197,969</b>
<b>Total Personnel Expenditures</b>			<b>\$ 1,693,262</b>	