

# Office of the Independent Police Auditor

**Eddie Aubrey, Independent Police Auditor**

## MISSION

*To provide independent oversight of police misconduct investigations to ensure fairness, thoroughness, and objectivity*

## CITY SERVICE AREA

*Public Safety*

## CORE SERVICES

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### INDEPENDENT POLICE OVERSIGHT

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Independent civilian oversight of the San José Police Department (SJPD) by taking in complaints from members of the public about San José police officers, auditing internal and external misconduct investigations, preparing annual public report, making recommendations to improve SJPD policies, participating in the Department's review of officer-involved shooting incidents, review of use of force incidents resulting in great bodily injury, and conducting community outreach and engagement.

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**Strategic Support:** Administrative Support, Independent Police Auditor Emergency Response and Recovery

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# Office of the Independent Police Auditor

## Service Delivery Framework

PROGRAM	DESCRIPTION
<b><i>Independent Police Oversight Core Service</i></b>	
<b>Oversight of Police Misconduct Complaints and Public Outreach</b>	Provides independent civilian oversight of the San José Police Department (SJPD) by taking in complaints from members of the public about San José police officers, auditing internal and external misconduct investigations, preparing an annual public report, making recommendations to improve SJPD policies, participating in the Department's review of officer-involved shooting incidents, review of use of force incidents resulting in great bodily injury, and conducting community outreach and engagement.
<b><i>Strategic Support Core Service</i></b>	
<b>IPA Management and Administration</b>	Provides administrative oversight for the department, including financial management, human resources, and analytical support.
<b>Independent Police Auditor Emergency Response and Recovery</b>	Provides for the coordination and delivery of emergency services and recovery activities.

# Office of the Independent Police Auditor

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## Department Budget Summary

### Expected 2025-2026 Service Delivery

- Provide mandated oversight services: conduct community outreach, perform intake of complaints from the public, audit the San José Police Department's (SJPD) Internal Affairs complaint investigations, and make recommendations to improve SJPD policies and procedures.
- Review and analyze SJPD's Use of Force reports and officer-involved shooting incidents.
- Leverage a mix of traditional and technological community engagement tools (e.g., social media, informational flyers/updates) to connect and reach residents of San José with an emphasis on racial equity.

### 2025-2026 Key Budget Actions

- N/A

### Operating Funds Managed

N/A

# Office of the Independent Police Auditor

## Department Budget Summary

	2023-2024 Actuals ***	2024-2025 Adopted ****	2025-2026 Forecast	2025-2026 Proposed
<b>Dollars by Core Service</b>				
Independent Police Oversight	1,329,636	1,497,654	1,528,398	1,528,398
Strategic Support - Other - Public Safety	0	0	0	0
Strategic Support - Public Safety	4,174	147,809	136,943	136,943
<b>Total</b>	<b>\$1,333,810</b>	<b>\$1,645,463</b>	<b>\$1,665,341</b>	<b>\$1,665,341</b>
<b>Dollars by Category</b>				
<i>Personal Services and Non-Personal/Equipment</i>				
Salaries/Benefits	1,250,889	1,619,391	1,638,483	1,638,483
Overtime	0	1,000	1,000	1,000
<b>Subtotal Personal Services</b>	<b>\$1,250,889</b>	<b>\$1,620,391</b>	<b>\$1,639,483</b>	<b>\$1,639,483</b>
Non-Personal/Equipment	79,232	25,072	25,858	25,858
<b>Total Personal Services &amp; Non-Personal/Equipment</b>	<b>\$1,330,121</b>	<b>\$1,645,463</b>	<b>\$1,665,341</b>	<b>\$1,665,341</b>
<i>Other Costs *</i>				
City-Wide Expenses	3,689	0	0	0
Housing Loans and Grants	0	0	0	0
Other	0	0	0	0
Other - Capital	0	0	0	0
Overhead Costs	0	0	0	0
<b>Total Other Costs</b>	<b>\$3,689</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>
<b>Total</b>	<b>\$1,333,810</b>	<b>\$1,645,463</b>	<b>\$1,665,341</b>	<b>\$1,665,341</b>

\* Fund Balance, Transfers, and Reserves for funds that may be managed by this department have been excluded from this display. This information can be found in Source and Use of Funds Statements elsewhere in this document.

\*\* The position counts displayed in the 2023-2024 Actuals column reflect those included in the 2023-2024 Adopted Budget.

\*\*\* 2023-2024 Actuals may not subtotal due to rounding.

\*\*\*\* The amounts in the 2024-2025 Adopted Budget column may vary from the published Adopted Budget due to the realignment of Other Costs (primarily City-Wide Expenses and General Fund Capital) between Departments.

# Office of the Independent Police Auditor

## Department Budget Summary

	2023-2024 Actuals ***	2024-2025 Adopted ****	2025-2026 Forecast	2025-2026 Proposed
<b>Dollars by Fund</b>				
General Fund (001)	1,333,810	1,645,463	1,665,341	1,665,341
<b>Total</b>	<b>\$1,333,810</b>	<b>\$1,645,463</b>	<b>\$1,665,341</b>	<b>\$1,665,341</b>
<b>Positions by Core Service **</b>				
Independent Police Oversight	6.50	6.50	6.50	6.50
Strategic Support - Public Safety	0.50	0.50	0.50	0.50
<b>Total</b>	<b>7.00</b>	<b>7.00</b>	<b>7.00</b>	<b>7.00</b>

\* Fund Balance, Transfers, and Reserves for funds that may be managed by this department have been excluded from this display. This information can be found in Source and Use of Funds Statements elsewhere in this document.

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# Office of the Independent Police Auditor

## Department Budget Summary

	2023-2024 Actuals **	2024-2025 Adopted	2025-2026 Forecast	2025-2026 Proposed	2025-2026 Proposed Positions
<b>Dollars by Program*</b>					
<b>Independent Police Oversight</b>					
Oversight of Police Misconduct Complaints and Public Outreach	1,329,636	1,497,654	1,528,398	1,528,398	6.50
<b>Sub-Total</b>	<b>1,329,636</b>	<b>1,497,654</b>	<b>1,528,398</b>	<b>1,528,398</b>	<b>6.50</b>
<b>Strategic Support - Public Safety</b>					
Independent Police Auditor Management and Administration	4,174	147,809	136,943	136,943	0.50
<b>Sub-Total</b>	<b>4,174</b>	<b>147,809</b>	<b>136,943</b>	<b>136,943</b>	<b>0.50</b>
<b>Total</b>	<b>\$1,333,810</b>	<b>\$1,645,463</b>	<b>\$1,665,341</b>	<b>\$1,665,341</b>	<b>7.00</b>

\* Fund Balance, Transfers, and Reserves for funds that may be managed by this department have been excluded from this display. This information can be found in Source and Use of Funds Statements elsewhere in this document.

\*\* 2023-2024 Actuals may not subtotal due to rounding.

# Office of the Independent Police Auditor

## Budget Reconciliation




### Personal Services and Non-Personal/Equipment

(2024-2025 Adopted to 2025-2026 Proposed)

	Positions	All Funds (\$)	General Fund (\$)
<b>Prior Year Budget (2024-2025):</b>	7.00	1,645,463	1,645,463
<hr/> <b>Base Adjustments</b>			
<b>One-time Prior Year Expenditures Deleted</b>			
• NONE		-	-
<b>One-time Prior Year Expenditures Subtotal:</b>	<b>0.00</b>	<b>0</b>	<b>0</b>
<b>Technical Adjustments to Costs of Ongoing Activities</b>			
• Salary/benefit changes		19,092	19,092
• Contract Services: Security Services		411	411
• Dues & Subscriptions: LexusNexis, Mercury News, Smart Suites		375	375
<b>Technical Adjustments Subtotal:</b>	<b>0.00</b>	<b>19,878</b>	<b>19,878</b>
<b>2025-2026 Forecast Base Budget:</b>	<b>7.00</b>	<b>1,665,341</b>	<b>1,665,341</b>
<hr/> <b>Budget Proposals Recommended</b>			
• NONE		-	-
<b>Total Budget Proposals Recommended</b>	<b>0.00</b>	<b>0</b>	<b>0</b>
<b>2025-2026 Proposed Budget Total</b>	<b>7.00</b>	<b>1,665,341</b>	<b>1,665,341</b>




# Office of the Independent Police Auditor

## Performance Summary

Four Key Budget Performance Measure Measurement Areas			
	★★★		
<p><b>Access and Quality</b> - How well does a service enable participation, visitation, and usage? How well does the service lead to its intended outcome, condition, state of compliance, or opportunity pathway?</p>	<p><b>Customer Satisfaction</b> - How well does a service meet customer needs? How well does a service resolve a customer's problem? How well does a service deliver its intended experience for a customer?</p>	<p><b>Reliability and Responsiveness</b> - How well does a service meet response time targets? How well does a service deliver resolution? How well does a service meet its efficiency goals?</p>	<p><b>Cost Effectiveness</b> - How well does a service resource deliver its intended outcome? How well does a service resource deliver its intended output?</p>

### Independent Police Oversight

#### Performance Measures

		2023-2024 Actual	2024-2025 Target	2024-2025 Estimated	2025-2026 Target
	<p><b>PM 1</b> % of Independent Police Auditor recommendations accepted by Police Chief to change policy</p>	100%	100%	100%	100%
	<p><b>PM 2</b> % of San José Police Department Internal Affairs Investigation interviews attended by Independent Police Auditor</p>	35% <sup>1</sup>	100%	90%	100%
	<p><b>PM 3</b> % of San José Police Department Use of Force Reports:</p> <ul style="list-style-type: none"> <li>- Reviewed and analyzed by Independent Police Auditor</li> <li>- Included in Independent Police Auditor Annual Report</li> </ul>	N/A <sup>2</sup>	100%	100%	100%

<sup>1</sup> During this period, this measures only the IPA attendance at Subject Officers' interviews not including Witness Officers' interviews.

<sup>2</sup> During this period, the IPA did not track for 2023-2024 as these are new performance measures.

# Office of the Independent Police Auditor

## Performance Summary

### Independent Police Oversight

#### Activity and Workload Highlights

		2023-2024 Actual	2024-2025 Forecast	2024-2025 Estimated	2025-2026 Forecast
	# of classified complaints:				
AWH 1	- Received	356	317	340	360
	- Audited	384	331	293	305
	# of outreach presentations/events and attendees:	69	52	40	52
AWH 2	- Total (#)	3,483	1,747	4,500	5,000
	- To youth (#)	250	6	1,400	1,400
	- To immigrant and minority communities (#)	2,348	10	1,300	1,500
	# of Independent Police Auditor policy recommendations:				
AWH 3	- Recommendations made to Police Chief	5	5	10	5
	- Accepted by Police Chief to change policy	5	5	10	5
	# of San José Police Department Internal Affairs Investigation interviews:				
AWH 4	- Investigation Interviews conducted	399	290	350	350
	- Attended by Independent Police Auditor	139 <sup>1</sup>	290	315	350
	# of San José Police Department Use of Force Reports:				
AWH 5	- Reviewed and analyzed by Independent Police Auditor	N/A <sup>2</sup>	10	3	10
	- Included in Independent Police Auditor Annual Report	N/A <sup>2</sup>	10	3	10

<sup>1</sup> During this period, this measures only the IPA attendance at Subject Officers' interviews not including Witness Officers' interviews.

<sup>2</sup> During this period, the IPA did not track for 2023-2024 as these are new activity and workload highlights.

### Data Sources: Independent Police Oversight

Number	Data Source
PM 1	IPA 2023 Year End Report
PM 2	Data regarding officers' interview invitations and IPA attendance at the interviews was obtained from the IPA Audit Tracker and IAPro application.
PM 3	Data on the Use of Force Reports was extracted from IAPro database.
AWH 1	Data regarding received complaints was retrieved from the IAPro database, and data on audited complaints was obtained from the IPA Audit Tracker application.
AWH 2	Data pertaining of outreach presentations/events were collected and retrieved from IPA's internal tracking spreadsheet.
AWH 3	IPA 2023 Year End Report
AWH 4	Data regarding officers' interview invitations and IPA attendance at the interviews was obtained from the IPA Audit Tracker and IAPro application.
AWH 5	Data on the Use of Force Reports include Officer Involved-Shootings (OIS) and Great Bodily Injuries (GBI) incidents only. The data was extracted from IAPro database.

## Office of the Independent Police Auditor

### Department Position Detail

Position	2024-2025 Adopted	2025-2026 Proposed	Change
Analyst I/II, Independent Police Auditor	2.00	2.00	-
Assistant Independent Police Auditor	1.00	1.00	-
Independent Police Auditor	1.00	1.00	-
Office Specialist I/II	1.00	1.00	-
Senior Analyst, Independent Police Auditor	2.00	2.00	-
<b>Total Positions</b>	<b>7.00</b>	<b>7.00</b>	<b>0.00</b>