



OFFICE OF THE **CITY ADMINISTRATOR**

# **ANNUAL REPORT ON COMMUNITY OVERSIGHT**

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Fire and Police Commission

February 22, 2024

# Ordinance Requirements

- The police monitor role within the City Administrator's Office will coordinate with the Commission to submit an annual report and work-plan to the City Council
- The report may include information and input on items such as: the Commission's activities during the year, evaluation of the workload and capacity of the Commission to address priority issues, and a summary of the number, type, and disposition of complaints filed

# Role of Police Monitor

- The Police Monitor is a civilian position designed to provide independent oversight to ensure efficient, just and lawful police operations
- Serves as an independent public servant, monitoring use of force incidents, internal investigations, and complaints within the Police Department
- Also serves as a key advisor and staff liaison to the Fire and Police Commission

# New Civilian Oversight System

- Special Recruitment of Newly-Reconstituted Board of Fire and Police Commissioners
  - Additional Special Recruitment in Fall 2023 Due to Unscheduled Vacancy
- Retention of Independent Police Monitor (IPM) consultant, The Aden Group, LLC



# Orientation and Training Program

- ✓ Requirements of Section 816 of the Charter and Chapter 2.09 of the Municipal Code
- ✓ California's Political Reform Act and California's Brown Act



# Orientation and Training Program

- ✓ Review of the Complaint Process
- ✓ SB 2 Requirements
- ✓ Use of Force Policy & Investigative Process
- ✓ California Public Safety Officers Procedural Bill of Rights Act and California Firefighters Procedural Bill of Rights Act

# Orientation and Training Program

- ✓ City Advisory Group Civility Training
- ✓ Overview of the Criminal Justice System
- ✓ Critical Incident Response Policy
- ✓ Crisis Intervention Training and Co-Response Team Program

# Orientation and Training Program

- ❑ Four-hour minimum day shift and a four-hour minimum night shift ride along with the Police Department and four-hour minimum day shift with the Fire Department at least twice per four-year Commissioner term
- ❑ History of race and policing, the importance of equity, and the cultures that make up the Santa Barbara community



# Key Accomplishments



- Completion of Audit of the Santa Barbara Police Department
- Quarterly Reporting of Complaints
- Completion and Adoption of Commission Work Plan
- New Complaint Form and Commendation Form

# Status of Audit Recommendations

- A total of 31 recommendations from the OIR Group
- 25 recommendations have been implemented to date
- 4 recommendations remain in process



# Audit Recommendations



- Review of Employee Evaluation Process
- Analysis of Behavioral Health Related Calls for Service
  - Expansion of Co-Response Team Program
- Personnel Safety and Well-Being

# Complaints and Investigations: Role of Police Monitor



Weekly meetings with Commander of Community Accountability to review complaints received, status of investigations, and dispositions



Specific monitoring and follow up for complaints received through City Administrator's Office



Monthly review of Use of Force incident data and investigations

## Complaints and Investigations: Role of Police Monitor

- Periodic auditing of complaints and investigations has yielded the following observations:
  - Increased rigor of documentation for reporting and higher utilization of professional standards software
  - More formal and consistent communication with complainants and officers involved including enhancement of post-investigation communications
  - Shortened internal timeline for completion of investigations
  - More thorough documentation of de-escalation efforts

# Priorities for Calendar Year 2024

- Strengthening community engagement in the work of the Fire and Police Commission
  - Leveraging existing and new community engagement programs within the Police Department and Fire Department
  - Collaborating with community-based organizations
  - Creating more user-friendly pathways to access information and resources within the purview of the Commission

# Priorities for Calendar Year 2024

- Learning from other jurisdictions implementing a review-based model of community oversight

Meeting format and facilitation

Staffing capacity

Data and reporting

Public communication

Community engagement

# Reporting Requirements

- Annual Report on Community Oversight will be combined with the Annual Report on Complaints and Investigations to be presented to City Council on March 14
- Commission Work Plan will also be presented to Council for adoption

