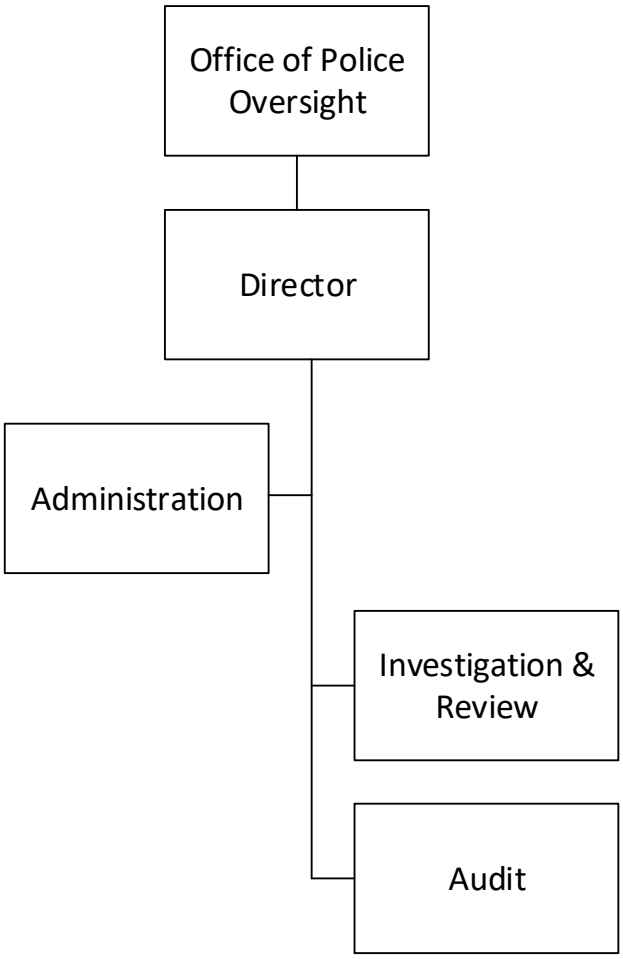
Police Oversight



Francine Kerridge, Director

Patrick Weithers, Police Oversight Officer

Vacant, Police Oversight Officer

Department Overview

Mission:
The Office of Police Oversight, established by amendment of City Charter Article XIA in 2022, is managed by a Police Oversight Director working with a Police Oversight Commission (Commission), to provide oversight of the Police Department (LBPD) based on community feedback and engagement. Erected by the City Manager's Office in FY 23, this Department has been established as a standalone department beginning in FY 24. The two key functions of the Department will be conducted by managers in the Investigations/Review Section, and the Audit Section. Staff in the administration will be responsible for public information, community engagement, and report writing.

To achieve its mission, the Director has the authority to audit all investigations completed by the Police Department's Professional Standards Division (PSD) for timeliness, thoroughness, and quality; review Internal Affair's (IA) intake of complaints to ensure appropriate allegations are included in IA's investigation; prepare annual reports with a focus on statistical trends and special reports and provide such reports to the Commission and City Council; and review Police Department operations, policy, procedures and training and make recommendations on such review to the Commission and City Council. The Director has the authority to be on the scene of critical incidents to observe the Police Department's handling of an investigation. The Director is authorized, upon request of the City Manager, to independently investigate complaints against the Chief of Police and command staff, as well as any major uses of force involving death or great bodily injury, officer-involved shootings, in-custody death and critical incidents, and has access to all relevant Police Department records, and the authority to question any witnesses, including Police Department personnel.

The Police Oversight Commission is composed of seven Commission members, appointed by the Mayor and confirmed by the City Council. The Commission solicits input from the community, provides feedback to the Office of Police Oversight and engages with the community to bring their concerns to the Director; receives briefings on high-profile incidents; reviews and approves recommendations made by the Director; and provides feedback on annual and special reports that are delivered to City Council.

Core Services:
- Conduct systemic reviews of LBPD operations, policy, procedures and training, working with the Commission in response to community concerns or other indicators that a matter should be systematically reviewed
- Audit Police Department investigations for timeliness, thoroughness, and quality
- Prepare annual reports and special reports to the Commission and City Council
- Independently investigate complaints against the Chief of Police and command staff upon request of the City Manager
- Independently investigate major uses of force or critical incidents, upon request of the City Manager
- Review all major use of force incidents, against a person, that resulted in death or in great bodily injury
- Review Police Department operations, policy, procedures, and training and make recommendations on such review

FY 25 Focus:

Administration: Fully erect the Office of Police Oversight operations including hiring for vacant staff positions; completing the meet and confer process for staff engagement in core duties of the Department;

setting up the Commission to begin receiving community input; identifying review/audit priorities; and developing an initial work program for the Department.

Community Engagement: The Commission will establish a framework for meetings to receive community input as outlined in its core mission. The Department will conduct their own community engagement to inform the community of the newly created department and the guidelines of the work they perform.

Audit: The primary work of the Audit Section is to conduct systemic reviews of LBPD operations, policy procedures and training. Auditing priorities will be developed in response to community concerns or other indicators that a matter should be systematically reviewed. For example, the Audit Manager may review a specialized unit's compliance with policy and procedure, focus on police response in a specific part of the City, consider LBPD's early intervention policy and its impacts, or analyze police traffic stops for a set period, among other areas that may be reviewed.

Investigation: The primary work of the Investigations Section is to review a sample of closed complaint cases for objectivity, thoroughness, and timeliness, identifying whether there are any trends in the investigations requiring attention, such as the frequent use of leading questions or regular failure to canvass witnesses for video recording of police incidents. They will also review complaint cases in progress by attending witness interviews, considering complaints on the front end to ensure all appropriate allegations are included and investigated. They will attend and participate in case review meetings when the Chief and Commanders review complaint investigations and determine allegation findings and discipline. The Investigations section will, by request of the City Manager, have the authority to investigate cases involving the Chief of Police or Command staff, where Internal Affairs has a conflict, or complaints flowing from a critical incident in which the Department's involvement will help ensure a thorough and unbiased investigation.

Department Performance Measures

Key Measure	FY 23 Actual	FY 24 Target	FY 24 Estimate	FY 25 Projection
Number of Reported CPCC Complaint Investigations Completed	154	N/A*	N/A*	N/A*

*No additional CPCC complaints were taken after December 31, 2022.

A total of 154 reported complaint investigations were completed in FY 23 by the Citizen Police Complaint Commission (CPCC) staff. With the passage of Measure E in November 2022, the CPCC stopped taking new complainants on January 1, 2023. The CPCC completed its backlog of final cases in October 2023 before the transition to the new Office of Police Oversight.

FY 24 Accomplishments

- Created process documents for Office of Police Oversight's response and implementation to Charter document.
- Completed 'Meet and Confer' with three unions in one week. With no further deliberations needed.
- Created job descriptions specific to Office of Police Oversight created positions
- Posted openings for five of six vacancies
- Filled four of the five vacancies posted
- Established a process for the election of Police Oversight Commission (POC) commissioners
- Assisted the Mayor's Office with the interviewed and election of seven commissioners
- Attended numerous community outreach functions to inform the community of the Office of Police Oversight

Summary of Changes*

GENERAL FUND GROUP	Impact	Positions
Increase budget for various materials and supplies (e.g., training, community outreach, and software) to align with operational needs.	146,149	-
Reclassify two Investigator-City Manager to Police Oversight Investigator and increase the base salaries for both positions, cost of $29,364 fully offset by the downgrade of a Customer Relations Officer to an Administrative Analyst II to better align with operational needs.	-	-
Increase the base salary for two Police Oversight Officer positions, partially offset by $5,118 from the downgrade of a Customer Relations Officer to an Administrative Analyst II to better align with operational needs.	25,182	-

* For ease of review, reallocations of resources within departments, offsets, adjustments, and minor changes have not been included. As figures reflect the net impact to a fund, an increase in expense is shown as a positive number (cost/hit to fund) and a decrease in expense is shown as a negative number (savings/benefit to fund). Accordingly, a decrease in revenue is shown as a positive number (cost/hit to fund), and an increase in revenue is shown as a negative number (savings/benefit to fund).

Financial Summary by Category

	FY 23	FY 24	FY 24	FY 25
Revenues:				
Property Taxes	-	-	-	-
Sales and Use Taxes	-	-	-	-
Other Taxes	-	-	-	-
Utility Users Tax	-	-	-	-
Franchise Fees	-	-	-	-
Licenses, Permits and Fees	-	-	-	-
Fines and Forfeitures	-	-	-	-
Use of Money & Property	-	-	-	-
Revenue from Other Agencies	-	-	-	-
Charges for Services	-	-	-	-
Other Revenues	-	-	-	-
Intrafund Services	-	-	-	-
Intrafund Transfers	-	-	-	-
Interfund Services	-	-	-	-
Interfund Transfers	-	-	-	-
Other Financing Sources	-	-	-	-
Total Revenues	-	-	-	-
Expenditures:				
Salaries and Wages	(25,245)	890,292	924,295	992,546
Employee Benefits	17,402	491,642	508,070	557,576
Overtime	-	-	-	-
Materials, Supplies and Services	7,842	64,710	64,710	173,301
Interfund Support	-	52,809	52,809	75,089
Intrafund Support	-	-	-	-
Capital Purchases	-	-	-	-
Insurance Premiums and Losses	-	-	-	-
Other Non-Operational Expenditures	-	-	-	-
Operating Transfers	-	-	-	-
Intrafund Transfers Out	-	-	-	-
Purchase of Gas & Water	-	-	-	-
Depreciation and Non Cash Expenditures	-	-	-	-
Total Expenditures	-	1,499,453	1,549,883	1,798,512
Budgeted FTEs	-	8.00	8.00	8.00

* Amounts exclude all-years carryover.

**Adjusted Budget as of March 31, 2024.

Note: The City is currently maintaining two different financial systems and until a new budget development software is established, the financial information displayed in the future may have further adjustments.

Personnel Summary

Classification	FY 23 Adopt FTE	FY 24 Adopt FTE	FY 25 Adopt FTE	FY 24 Adopted Budget	FY 25 Adopted Budget
Director of Police Oversight	-	1.00	1.00	209,676	223,287
Administrative Analyst II	-	-	1.00	-	88,213
Clerk Typist II	-	1.00	1.00	42,636	46,966
Customer Relations Officer	-	1.00	-	105,000	-
Executive Assistant	-	1.00	1.00	76,931	80,032
Police Oversight Investigator	-	2.00	2.00	149,922	187,747
Police Oversight Officer	-	2.00	2.00	250,000	276,587
Subtotal Salaries	-	8.00	8.00	834,166	907,029
Overtime	-	-	-	-	-
Fringe Benefits	-	-	-	496,209	559,935
Administrative Overhead	-	-	-	19,434	21,641
Attrition/Salary Savings	-	-	-	(23,816)	(28,484)
Expenditure Transfer	-	-	-	55,942	90,000
Total	**-**	**8.00**	**8.00**	**1,381,934**	**1,550,122**