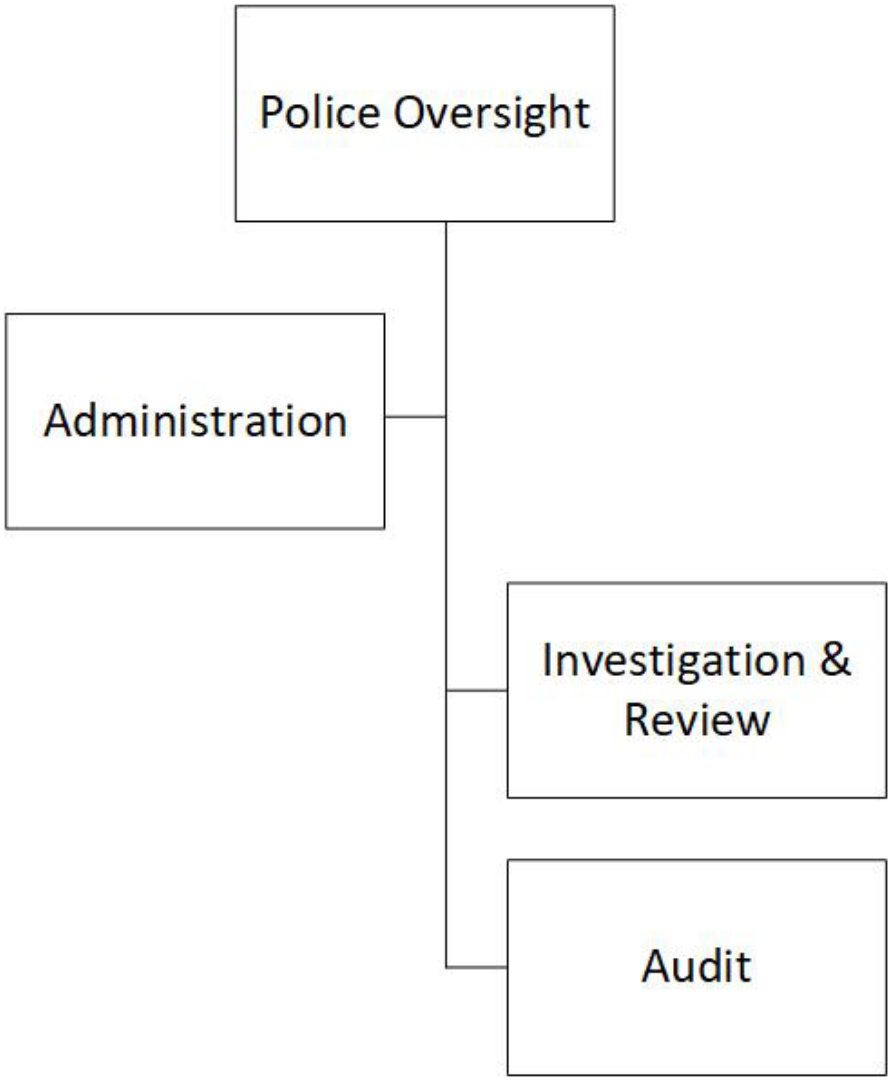
Police Oversight



Francine Kerridge, Executive Director

Patrick Weithers, Police Oversight Officer

Erich Schreiber, 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 investigations; review all major use of force incidents against a person that result in death or great bodily injury, 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 reviews 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

Department Overview

FY 26 Focus:

Administration: Fully erect the Office of Police Oversight operations including hiring for vacant staff positions; continuing the onboarding and work of 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 may 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 may 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, at the 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 24 Actual	FY 25 Target	FY 25 Estimate	FY 26 Projection
Number of Received LBPD Complaint Investigations	353	N/A*	N/A*	N/A*

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

A total of completed LBPD 353 complaint investigations were received from the Long Beach Police Department to be considered for OPO review.

FY 25 Accomplishments

- Created process documents for Office of Police Oversight's response and implementation to Charter document.
- Filled four of the five vacancies posted
- Established a process for the election of Police Oversight Commission (POC) commissioners
- Onboarded seven Police Oversight commissioners
- Attended numerous community outreach functions to inform the community of the Office of Police Oversight
- Designed a data retention software specific to OPO needs
- Created and Presented the OPO Annual Report, to include 6 recommendations for LBPD
- Established a process to review LBPD closed administrative investigations per the Charter
- Created and Present the OPO 2025 Complaint Review report, to include 12 recommendations for LBPD

Summary of Changes*

Fund Group and Item	Strategic Vision 2030 Theme	Fund Impact ($)	Positions (FTE)
General Fund Group			
Increase budgeted base salary for two Police Oversight Officers to better align with operational needs.	Public Safety / Behavioral Health and Wellness	29,733	-
Increase budgeted base salary for two Police Oversight Investigators to better align with operational needs.	Public Safety / Behavioral Health and Wellness	65,276	-
Eliminate a vacant Executive Assistant to align with organizational needs. Reduction will offset salary, training, and materials enhancements for operational needs.	Public Safety / Behavioral Health and Wellness	(136,446)	(1.00)
Increase budget for training and materials to align with operational needs.	Public Safety / Behavioral Health and Wellness	30,646	-

*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

	Actual FY 24	Adopted* FY 25	Adjusted** FY 25	Adopted* FY 26
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	509,029	992,546	992,546	992,470
Employee Benefits	306,068	557,576	557,576	573,864
Overtime	143	-	-	-
Materials, Supplies and Services	44,125	173,301	248,301	203,947
Interfund Support	51,180	75,089	75,089	92,649
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	910,545	1,798,512	1,873,512	1,862,930
Budgeted FTEs	8.00	8.00	8.00	7.00

* Amounts exclude all-years carryover.

**Adjusted Budget as of April 30, 2025.

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 24 Adopt FTE	FY 25 Adopt FTE	FY 26 Adopt FTE	FY 25 Adopted Budget	FY 26 Adopted Budget
Director of Police Oversight	1.00	1.00	1.00	223,287	230,927
Administrative Analyst II	-	1.00	1.00	88,213	94,157
Clerk Typist II	1.00	1.00	1.00	46,966	50,151
Customer Relations Officer	1.00	-	-	-	-
Executive Assistant	1.00	1.00	-	80,032	-
Police Oversight Investigator	2.00	2.00	2.00	187,747	235,925
Police Oversight Officer	2.00	2.00	2.00	276,587	292,518
Subtotal Salaries	8.00	8.00	7.00	907,029	908,538
Overtime	-	-	-	-	-
Fringe Benefits	-	-	-	559,935	570,306
Administrative Overhead	-	-	-	21,641	27,559
Attrition/Salary Savings	-	-	-	(28,484)	(30,068)
Expenditure Transfer	-	-	-	90,000	90,000
Total	**8.00**	**8.00**	**7.00**	**1,550,122**	**1,566,334**