




# Police Response to Recommendations from the Independent Police Auditor

Public Safety Subcommittee Meeting

Chief John Cregan  
Santa Rosa Police Department

# INTRODUCTION

- OIR Group is the Independent Auditor for the Santa Rosa Police Department
  - In June of 2023, OIR Group presented their annual report to the city council
  - OIR Group reviewed 67 personnel investigations conducted by the Santa Rosa Police Department
  - OIR Group examined department policies and trainings
  - OIR Group provided eight specific recommendations
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# RECOMMENDATION #1

- SRPD should expand the range of complaint cases for which it conducts formal interviews of subject officers, in order to ensure the completeness of fact-gathering and the proper discretion for administering discipline where applicable.
  - We have expanded “formal” interviews to include additional investigations
  - All personnel investigations are documented in a structured manner
  - The term “formal” interview is being used to indicate a specific type of investigation
  - A lack of a “formal” interview does not necessarily mean the officer is not being interviewed

## RECOMMENDATION #2

- SRPD should review its approach to disciplinary consequences for low-level policy violations, and consider leaning more in the direction of a formal process.
  - We conduct complete investigations and will still interview officers even if it is not “formal”
  - “Formal” interviews significantly slow down the investigation and often do not result in greater discipline
  - In low-level policy violations, addressing the issue sooner can allow us to more quickly correct the behavior

## RECOMMENDATION #3

- SRPD should review its current force review process to ensure that supervisors are engaging in holistic assessment of each incident, and that identified issues are addressed even if they do not rise to the level of a policy violation.
  - We agree and have taken steps to address the recommendation
  - Additional Use of Force documentation guidelines were put out for all supervisors and officers
  - Specific sections have been added to document training or other issues and how they were addressed with the officer

## RECOMMENDATION #4

- SRPD should revise its current template to require officers who use force to document any efforts at de-escalation and, if none were feasible, explain the reasons why.
  - We agree and have taken steps to address the recommendation
  - Training guidelines have been authored with a specific section providing guidelines for use of force reports
  - We will continue to look for ways to continue to improve documentation of any reports especially when force is used

# RECOMMENDATION #5

- SRPD should revise its current template to require reviewing sergeants to expressly consider and evaluate any efforts at de-escalation that preceded the use of force.
  - We agree and have taken steps to address the recommendation
  - Training guidelines have been issued by the training team
  - Use of Force investigations are also reviewed by watch commanders who look at de-escalation efforts as well

## RECOMMENDATION #6


- SRPD should revisit its current protocol for interview of subjects upon whom force has been used, and reinforce the policy expectation that a supervisor will handle this responsibility.
    - We agree and have taken steps to address the recommendation
    - Training guidelines have been issued to reinforce these expectations and provide additional guidance
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# RECOMMENDATION #7

- SRPD should commit to making issues of racial equity and implicit bias a regular part of its recurring schedule.
  - We agree and plan to make this part of our recurring training schedule
  - In collaboration with our community, we created an implicit bias course that was presented to all our police officers. The course was certified through the Peace Officers Standards and Training (P.O.S.T.)

## RECOMMENDATION #8

- As SRPD considers future training in this area, it should consider supplementing its internal facilitators with contributors from outside the organization.
    - We agree and will continue to explore adding additional facilitators from outside of the organization for future courses
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# Questions?



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