




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
 - OIR Group reviewed 62 personnel investigations conducted by the Santa Rosa Police Department
 - OIR Group audited 45 vehicle pursuits as a new area of focus
 - In July of 2025, OIR Group presented their 2024 annual report to the city council
 - OIR Group provided five specific recommendations
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OIR RECOMMENDATION #1

- SRPD should continue to prioritize enhancements to its standard force review process, especially through training and reinforcement of expectations for supervisors at all levels regarding thorough, holistic evaluations that are well-documented and include confirmation of relevant follow-up.

SRPD RESPONSE:

- SRPD will continue enhancing our use of force reviews. We are launching a new program called AXON Standards to help prompt a more holistic evaluation, and sergeants / lieutenants have been given the expectation and training to complete a thoroughly documented investigation.
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OIR RECOMMENDATION #2

- SRPD should take advantage of its impending re-design of computerized force tracking to create specific guidelines that further standardize detailed reporting and analysis after a force incident.

SRPD RESPONSE:

- SRPD is currently in the testing phase of AXON Standards, with an anticipated implementation by the end of 2025. We are working with OIR to get feedback on our design prior to implementation.
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OIR RECOMMENDATION #3

- SRPD should look for ways to maximize the influence of its Training Cadre in assessing and improving officer performance in high-risk areas of operation.

SRPD RESPONSE:

- SRPD created two full time training officers in August 2024. They joined the training sergeant and make up the training cadre. They are heavily involved in the newly created MIRB (Major Incident Review Board). They focus on training, tactics, and equipment recommendations across the entire department. They will continue to attend briefings, provide feedback on officer performance, and be our lead trainers.

OIR RECOMMENDATION #4

- SRPD should consider ways to strengthen officer training with regard to the PIT maneuver and the use of spike strips in the vehicle pursuit context.

SRPD RESPONSE:

- SRPD is exploring partnerships with regional agencies to share costs associated with a PIT (Pursuit Intervention Technique) program. During this exploration, SRPD will continue to send officers to Fresno to be trained on proper PIT maneuvers. Officers will continue to receive annual classroom PIT training and hands on spike strip training along with EVOC (Emergency Vehicle Operator Course) training. We will evaluate new technology including stop-sticks, automated spike deployment tools, and other similar emerging technologies.

OIR RECOMMENDATION #5

- SRPD should continue to prioritize the comprehensive review of vehicle pursuit incidents and should extend its willingness to address performance that deviates from policy and expectations with formal discipline when warranted.

SRPD RESPONSE:

- The training team is working on a new vehicle pursuit module in conjunction with the launch of AXON Standards (by the end of 2025). This module will include additional questions for the sergeants and lieutenants that are responsible for vehicle pursuit reviews. The questions will facilitate better discussions during the review process. When deficiencies are noted that rise to a potential policy violation, the department is committed to appropriate accountability.

Questions?



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