

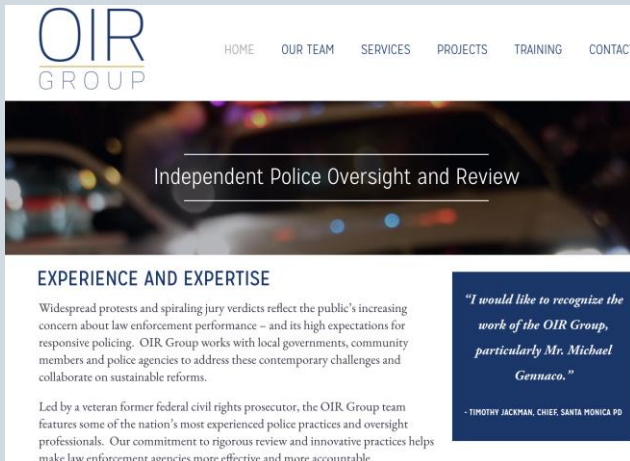


IPA for the City of Santa Rosa: Year Four

A PRESENTATION BY
OIR GROUP

JUNE 2026

OIR Group Overview



- Civilian oversight of law enforcement since 2001
- Monitoring, auditing, investigations
- Selected as Santa Rosa IPA in late 2021
- oirgroup.com



Santa Rosa IPA: The Model

- ❖ “Real Time,” active monitoring of misconduct investigations at all phases
- ❖ Direct ACCESS to SRPD database for independent tracking of incidents





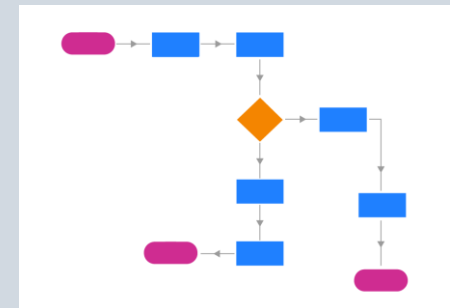
Santa Rosa IPA: The Model

- ❖ Critical Incident Review
- ❖ Policy and procedure: review and recommendations
- ❖ Annual public report



IPA Model: The Discipline Process

- ❖ Regular interactions with SRPD re cases
- ❖ Participation in officer interviews
- ❖ Consultation on outcomes



2025: Allegations of Misconduct

- ❖ 55 new cases opened
- ❖ Public and internally-generated
- ❖ Importance of BWC
- ❖ Case status chart



Discipline Process: IPA Involvement

Framing of Allegations

Thoroughness of
Investigations

Legitimacy of Outcomes

Opportunities for
holistic intervention



Discipline Process: Significant Cases

External Complaints:
common concerns

Internally identified
issues

SRPD response



Major Incident Review

- Comprehensive new model for internal assessment of critical events
- 10 different cases evaluated



Other Force Cases

- Training Unit as “clearing house”
- Move toward “holistic” review
- De-escalation as point of emphasis



“Pointed Firearm” Cases

- Documentation and review of all incidents
- Effectiveness of new protocol
- Accountability and training insights



IPA's Recommendations

- **DISCIPLINE PROCESS**
 - Training for supervisors conducting investigations
 - Addressing “due diligence” in patrol
- **MAJOR INCIDENT REVIEW**
 - An “inclusive” approach to selection
 - Refinement of protocols



Questions

