



IPA for the City of Santa Rosa: Year Three

A PRESENTATION BY
OIR GROUP

JULY 2025



OIR Group: Overview

- Independent civilian oversight of law enforcement since 2001.
- Experience throughout CA and other states
- IPA for Santa Rosa since late 2021

Santa Rosa and Oversight: “Real Time Monitoring” of Discipline Process



How it works

Why it matters

Santa Rosa and Oversight: Keys to the Model

Full *Access*

Public Reporting

Recommendations for systemic improvement



Discipline Process: 2024

62 investigations
opened (public and
internal)

BWC continues to assist
review process

Accountability and
holistic improvement



SRPD Discipline Process: Findings

- ❖ Effectiveness of investigations
- ❖ Constructive interactions with complainants
- ❖ No sustained allegations of biased policing
- ❖ New protocol for allegations involving Chief
- ❖ No identified trends for conduct issues



Case Status Chart

Summary of allegations and outcomes for all cases

Transparency of process

[illegible]

SRPD Use of Force: Changes in 2024



New “Major Incident Review Board”
process

New “Training Cadre” – dedicated unit
for support of operations/high risk
activities

Vehicle Pursuits



- New audit topic for 2024
- Assessment of a sampling from SRPD's 45 pursuits
- One “out of policy” finding
- Importance of rigorous review/accountability/training

IPA

Recommendations



- Continued focus on effective review of force incidents
- Vehicle pursuits: training and accountability

Questions

