

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

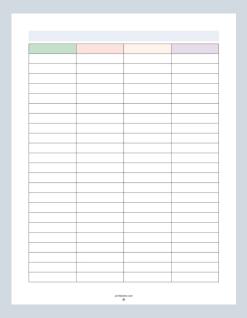
- Effectiveness of investigations
- Constructive interactions with complainants
- No sustained allegations of biased policing
- ❖ New protocol for allegations involving Chief
- No identified trends for conduct issues



Case Status Chart

Summary of allegations and outcomes for all cases

Transparency of process



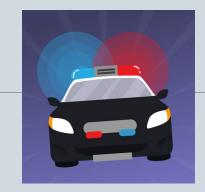
SRPD Use of Force: Changes in 2024



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

