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Agenda Item: ID#15-731 (2:00 P.M.)

Date: 9/10/15

CITY CLERK, FRESNO, CA

FRESNO CITY COUNCIL



Supplemental Information Packet

Agenda Related Item(s) – ID#15-731 (2:00 P.M.)

Contents of Supplement: Workshop Handout

Item(s)

WORKSHOP on the Office of Independent Review

Supplemental Information:

Any agenda related public documents received and distributed to a majority of the City Council after the Agenda Packet is printed are included in Supplemental Packets. Supplemental Packets are produced as needed. The Supplemental Packet is available for public inspection in the City Clerk's Office, 2600 Fresno Street, during normal business hours (main location pursuant to the Brown Act, G.C. 54957.5(2)). In addition, Supplemental Packets are available for public review at the City Council meeting in the City Council Chambers, 2600 Fresno Street. Supplemental Packets are also available on-line on the City Clerk's website.

Americans with Disabilities Act (ADA):

The meeting room is accessible to the physically disabled, and the services of a translator can be made available. Requests for additional accommodations for the disabled, sign language interpreters, assistive listening devices, or translators should be made one week prior to the meeting. Please call City Clerk's Office at 621-7650. Please keep the doorways, aisles and wheelchair seating areas open and accessible. If you need assistance with seating because of a disability, please see Security.



OFFICE OF INDEPENDENT REVIEW

City Council Workshop
September 10, 2015

Office of Independent Review (OIR) Duties

- The Office of Independent Review (OIR) assists in strengthening the relationship between the community and the police department by promoting greater transparency and collaboration.

OIR Process

Complaint is submitted to the Fresno Police Department (FPD) – Duty Office

All complaints are initially reviewed by a supervisor, if the complaint cannot be resolved or the supervisor believes misconduct may have occurred, the complaint will be investigated by Internal Affairs (IA)

The OIR reviews and audits IA investigations of complaints to determine if it was conducted within established policy/procedure

OIR audits cases and reports findings in Quarterly Reports

Independent Reviewer Duties

- Performs audits of the FPD's Internal Affairs investigations
 - Officer Involved Shootings
 - Use of Force Investigations
 - In- Custody Deaths
 - Collisions During Pursuits Resulting in Serious Injury or Death
 - Complaints Involving Alleged Bias

Year by Year Comparison

Year	Total Cases	Use of Force	OIS
2013	140	41	11
2014	118	29	8
2015 (up to August 31st)	95	26	6
2015 Year Estimate	119	32	8

OIR Report & Recommendations

- Recommendations are always communicated to the FPD during the audit.
- Trends are also communicated to the FPD as they are identified weeks prior to the OIR Quarterly Report being published.



OIR Report & Recommendations

- The objective of the OIR, in preparing this report is that the constituents of the City of Fresno see transparency by all parties involved in the review of complaints.



Director of Internal Audits Duties

- Oversees independent, department wide, inspection process.
- Examines a single unit, top to bottom, to check for compliance to determine if there are better practices.
- Position was recommended in OIR first quarter 2015 report and filled May 2015.

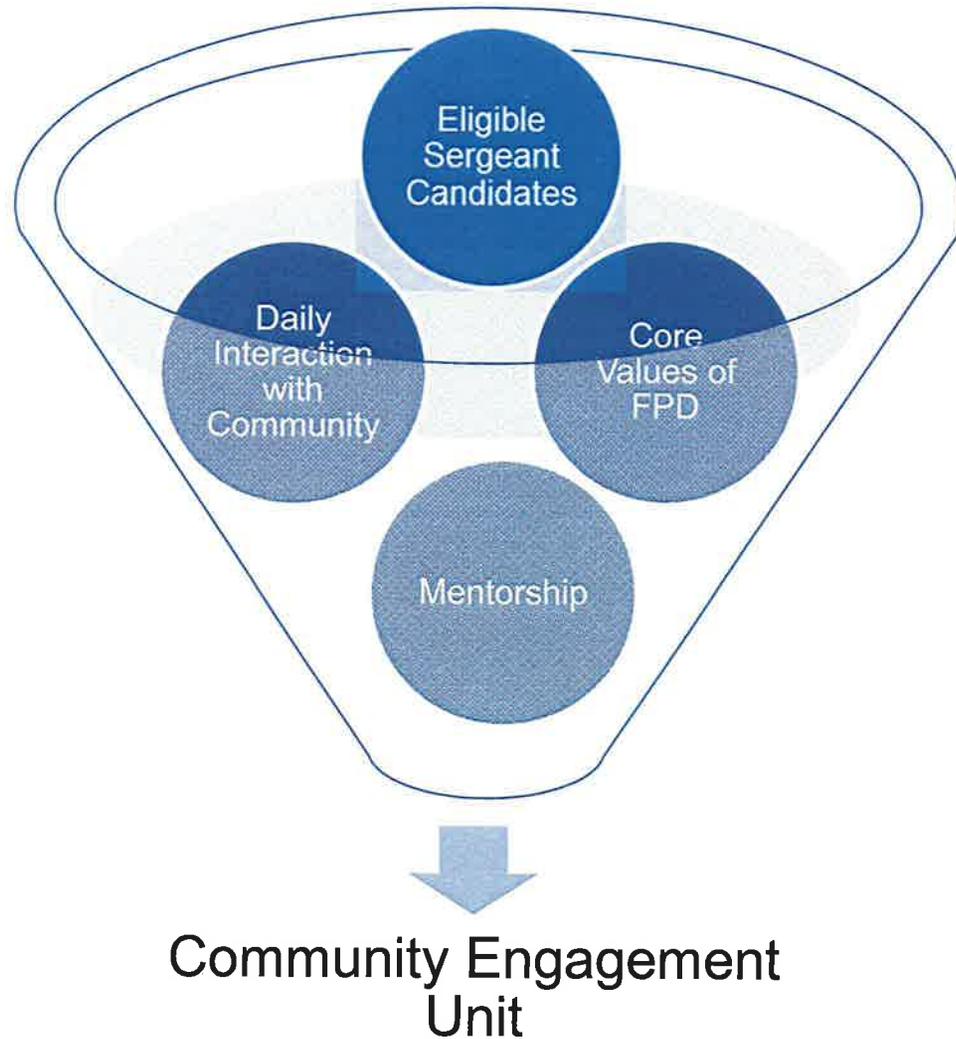
Hiring and Promotional Practices Recommendations

OIR recommends the following items per FPD position:

	Police Captain	Police Lieutenant	Police Sergeant	Deputy Police Chief
Financial Disclosure form	Yes	Yes		Yes
Conflict of Interest Resolution	Yes	Yes	Yes	Yes
City Manager Approval				Yes
Provide Study Materials for Exams	N/A	Yes	Yes	N/A
Candidate Meeting on Testing Process	N/A	Yes	Yes	N/A
Institute in-depth review of all employees to ensure standards required upon initial hire, are still in place	All Positions			

Community Engagement Unit

OIR recommends the creation of a Community Engagement Unit made up of the top eligible Sergeant candidates.



OIR Community Outreach

- OIR staff meets with community organizations for presentations or informational meetings on a regular basis:

