

# 2024 Workplan Review

Office of Inspector General for Public Safety

# Accountability Ordinance Requirements

3.29.240(F)

- OIG will create annual workplan in consultation with;
  - OPA
  - CPC
  - Chair of the Public Safety Committee
- Workplan shall identify all workplan recommendations from OPA and CPC along with accepted/declined status.
  - Provide the reason for any declined recommendations.
- Transmit copy to Council by January 1

# Risk Register

OIG compiles information throughout the year on potential risks or project areas from a variety of sources including:

- Stakeholder Recommendations
- Community Perspective
- Emerging Risks
- Industry Best Practices
- Ongoing SPD Collaboration
- Chief of Police

# Risk Matrix

Yearly, OIG assesses items on the risk register to identify potential high-impact projects. This evaluation considers:

Likelihood of Risk

Magnitude of Risk

Availability of Data

Recent or  
upcoming changes  
in law or policy

Community  
Interest

Other Related  
Work Performed

OIG Staffing

# Workplan Timeline

## October

- Questionnaire sent to CPC, OPA, PSC Chair and others to identify not only recommendations for formal response, but broader areas of risk and best practices.

## November

- Consolidation of potential project themes based on stakeholder responses, OIG risk assessment, mandated work, and ongoing projects.
- OIG Leadership prioritizes projects based on available resources.

## December

- Draft Workplan specifically identifying if planned projects are responsive to OPA and CPC recommendations.
- If work is not planned in response to a recommendation, workplan will explain ongoing assessment, deferral, or reasons for declining.

# Potential Project Inputs

## CPC Recommendations

911 Dispatch Center

SPD Employee Professionalism Policy

Implicit Bias Training and Measurements

Hate Crime Reports

## OPA Recommendations

Community Presentations

Chief of Police Ordinance Effectiveness

## OIG and Stakeholder Identified Areas of Risk

Officer Bias / Extreme Views

Officer Wellness

Officer Training

Asset Forfeiture/ Seizure

OPA Complainant Experience

Vehicular Tactics

4<sup>th</sup> Amendment Rights

Taser Effectiveness

Crisis Response

911 Dispatch

## Mandated/ Reoccurring Work

Annual Surveillance Reviews

Bi-Annual reviews of SMC 14.12

State Legislative Agenda

Inquests, Claims, Lawsuits

Discipline Audit Follow-up

Controlled Substances Ordinance

OPA Sworn/Civilian Staffing

OPA Case Certifications

## Ongoing Projects

Leave Administration Audits

Recommendation Follow-up

Mutual Aid Reports

Use of Force Assessment

Crisis Intervention Assessment

Equity Assessment

Effective Interviewing and Use of Deception

# Recommendations Response

## Review or Audit 911 Dispatch Center

- **Accepted** – This was part of the 2023 workplan, but OIG delayed a comprehensive assessment due to the CARE transition. In the interim, OIG will be assessing dispatch training, policies, and practices as part of the Crisis Intervention Assessment.

## Review of SPD Policy 5.001-POL 10: Employees will Strive to be Professional

- **Assess** – CPC articulated a particular interest in how officers are determined to be unprofessional, how discipline is implemented, and what types of behaviors are often disciplined/overlooked. OIG's follow-up audit of Disciplinary Determinations will not assess all of these areas, but will highlight any issues specific to sustained misconduct findings related to professionalism as they appear in that assessment.

## Audit of Adequacy of SPD Implicit Bias Training and Measurements of 5.140 - Bias-Free Policing

- **Assess** – As part of the 2023 Monitoring Transition Plan, OIG plans to analyze racial disparities across relevant outcomes in all future evaluations of use of force, stops and detentions, crisis intervention, and supervision. Additionally, OIG is assessing SPD's adherence to citywide values of diversity, equity, and inclusion within the workplace.

## Evaluate SPD Response to Hate Crime Reports

- **Assess** – SPD has publicized counts of bias and hate crimes from 2022 onward in its Bias/Hate Crimes Data Dashboard. OIG will continue to monitor this data and explore ways to investigate this subject.

# 2024 Workplan

