

Office of the Independent Police Auditor's 2025 Annual Report

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Interim Independent Police Auditor



About The IPA

1993: The office was established

1996: The IPA became a charter office

2020: San Jose voters approved Measure G which gave the IPA authority to review Department Initiated Investigations, Great Bodily Injury cases and Officer Involved Shootings

2021: The IPA was granted the ability to ask direct questions during internal affairs interviews.

2025: Last year the office comprised of 1 Director
1 Assistant Director, 3 Analysts
1 Office Specialist

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What the IPA Does

The goal: a complaint system that is credible to the public and fair to officers.

Review

Audit Internal Affairs investigations for completeness, thoroughness, objectivity and fairness



Recommend

Identify lessons from cases and recommend improvements to policy, training and systems.



Educate

Educate the public, assist with complaints and listen to community concerns across San José





2025 at a Glance

The goal: a complaint system that is credible to the public and fair to officers.

330

Audits completed and closed

172

Internal Affairs subject officer
interviews

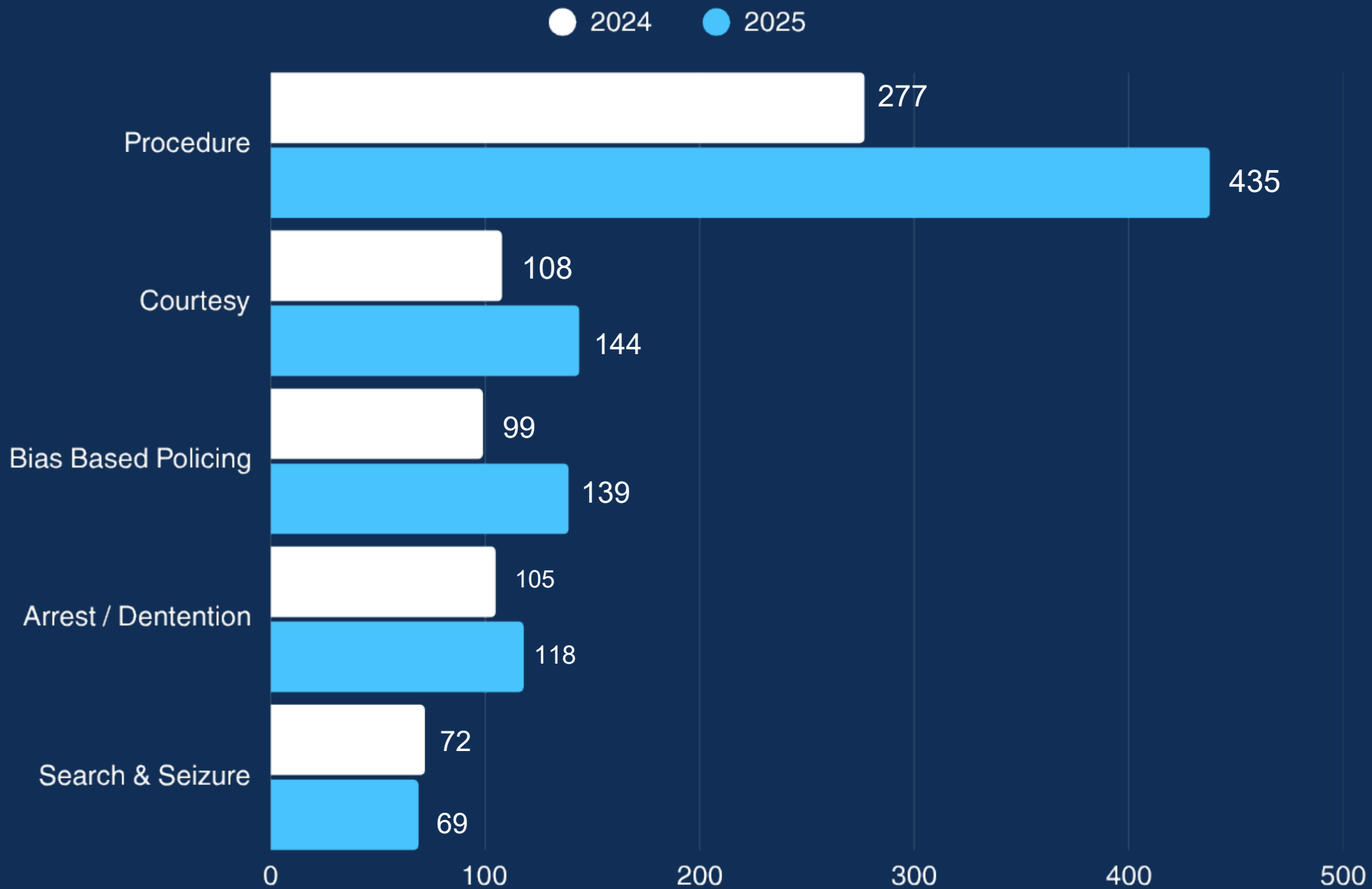
942

Allegations Closed

102

Sustained Allegations

What people complained about



> + 57% Procedure

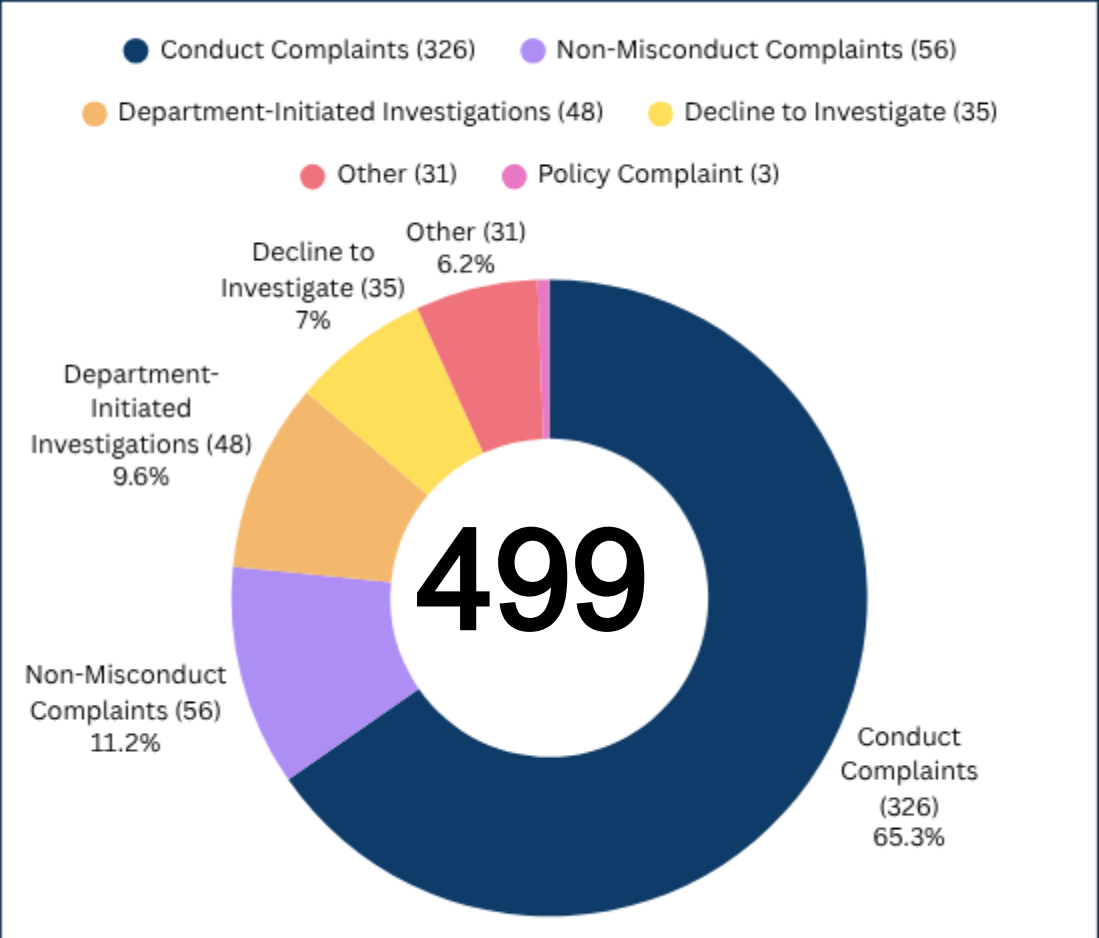
> + 33% Courtesy

> + 40% Bias Based Policing

> + 12% Arrest or Detention

> - 4% Search & Seizure

Where complaints come from



> Citizen Conduct Complaints

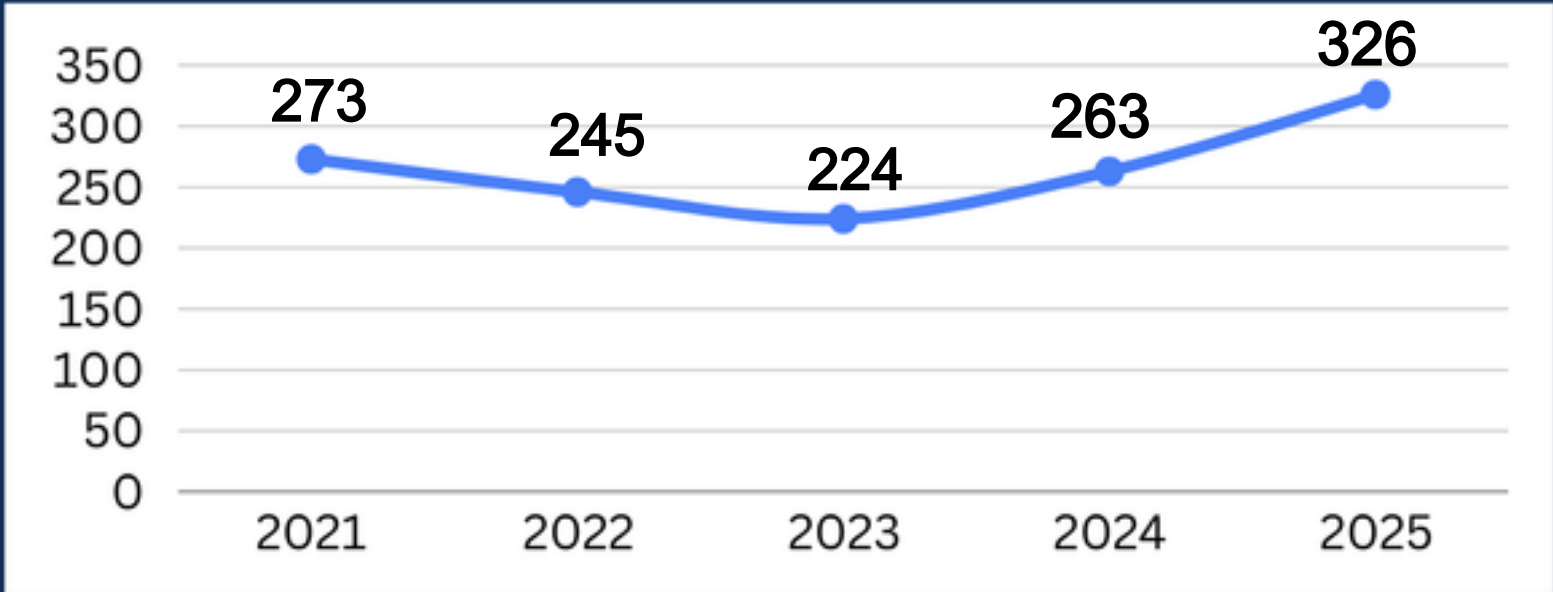
> Department Initiated Complaints

> Non Misconduct Concerns

> Decline to Investigate

> Other

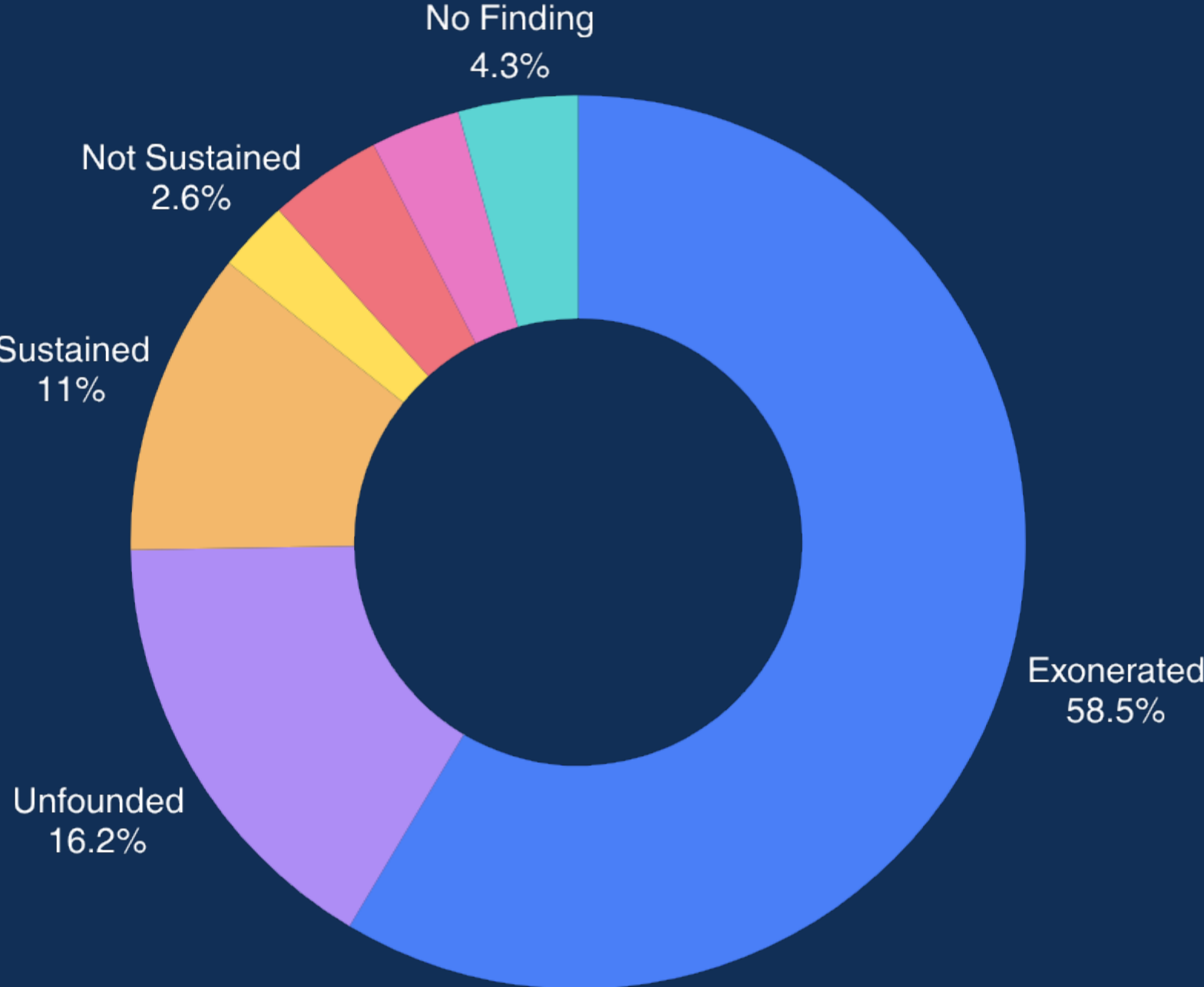
Complaints Received From Citizens In the Past Five Years



How closed allegations were resolved



● Exonerated ● Unfounded ● Sustained ● Not Sustained
● Supervisory Referral ● Other ● No Finding



> **58% Exonerated**
Act occurred; conduct was justified.

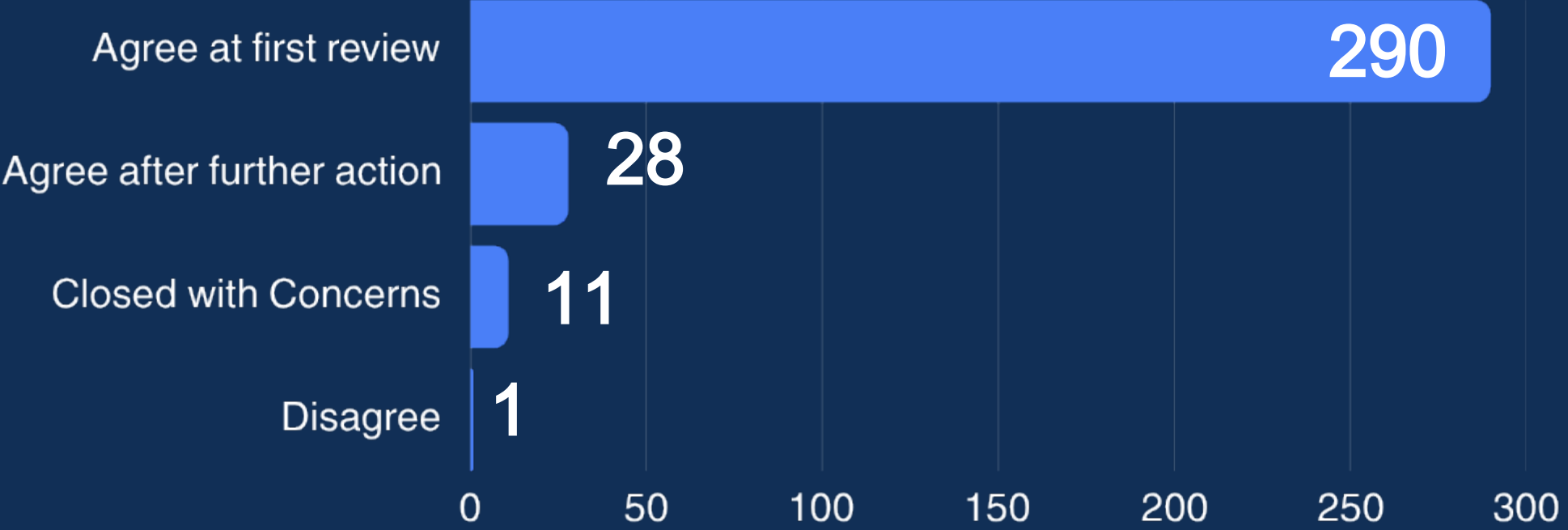
> **16% Unfounded**
Evidence showed the alleged act did not occur.

> **11% Sustained**
Act occurred and was not justified under policy.

> **3% Not Sustained**
Evidence did not prove the allegation by a preponderance .

> **4% Supervisory Referral**
Minor Transgressions

How the IPA closed cases



Audit Determination In Investigated Cases	2021		2022		2023		2024		2025	
	Audits	%	Audits	%	Audits	%	Audits	%	Audits	%
Agree After First Review	179	72%	113	59%	196	70%	256	91%	290	88%
Agreed After Futher Actio	26	10%	26	13%	15	5%	23	8%	28	8%
Closed With Concerns	23	9%	28	15%	46	16%	0	0	11	3%
Disagree	22	9%	26	13%	22	8%	3	1	1	0.3
Total Complaints Audited	250	100%	193	100%	279	100%	282	100%	330	100%

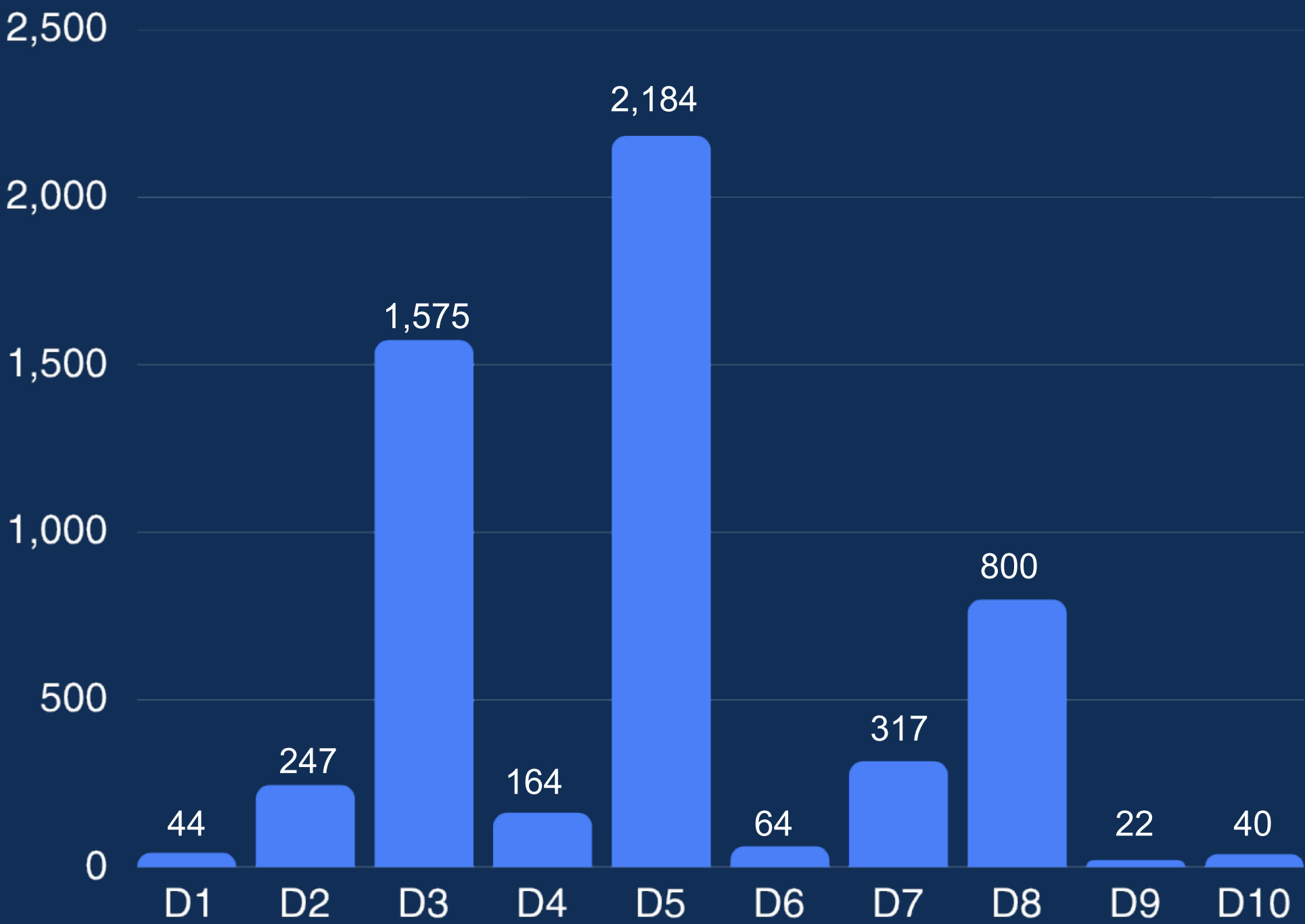
> 88% Agree at first review

> 8% Agree after further action

> 3% Closed with Concerns

> 1% Disagree

Community Engagement remains a core of oversight work



> **5,504**
Total community connections

> Know your rights education presentations

> Listening to community concerns

> Collaboration with community partners



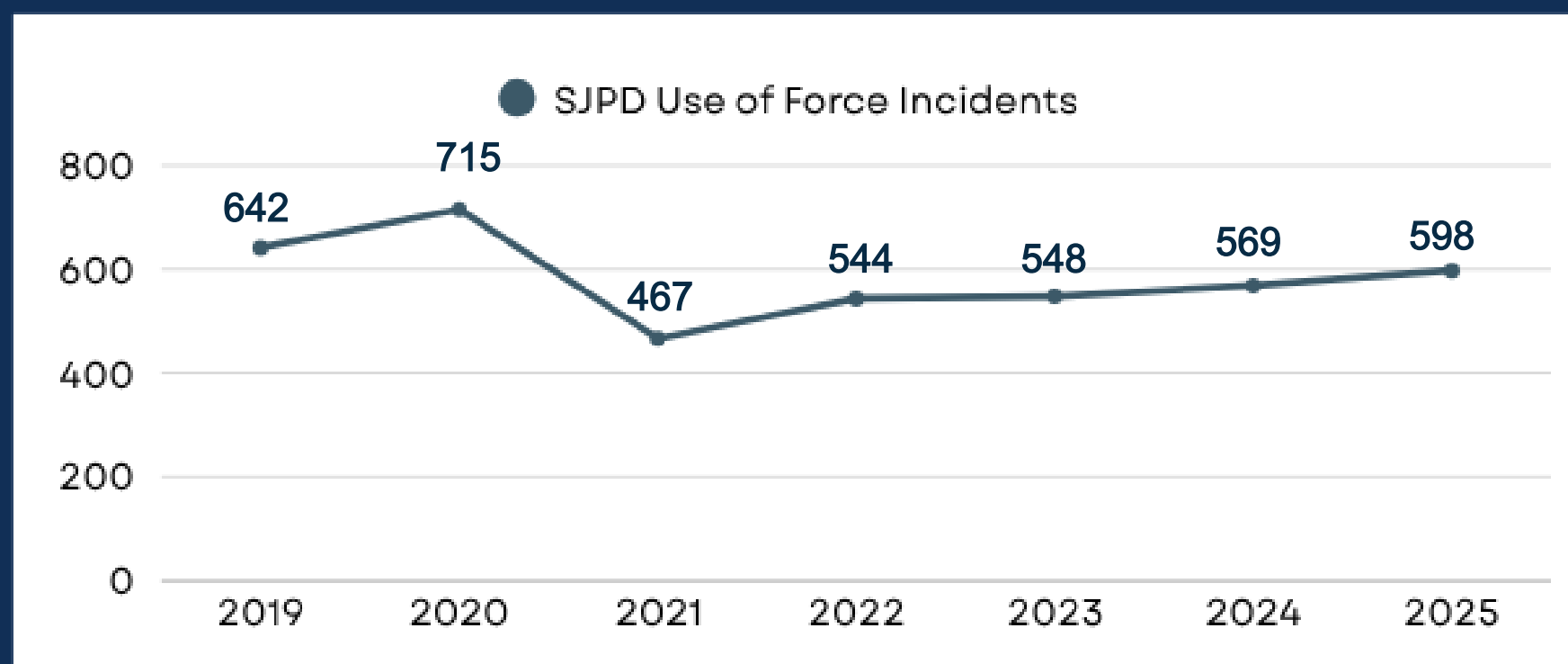
Use of Force

598
Use of Force Incidents
(29 more than 2024)

+5%
Change from 2024

20
Critical Incidents

3
Officer Involved Shootings



2025 IPA Recommendations:



Professional Conduct & Community Treatment

1

ALPR / Flock Access

Restrict access to approved Department systems not personal devices.

2

Cell Phone Pings

Train Officers on the limitations of cell phone ping radius

3

Vehicle Exit Orders

Give written guidance on discretion, articulable circumstances and documentation

4

Profanity as a De-Escalation

Instruct officers to prohibit profanity or disparaging language as a routine control tactic.

2025 IPA Recommendations:



Community Members' Property, Legal Updates & Critical Incidents

5	6	7	8
Lost or Damaged Property Require department members to notify citizens when an officer loses a civilian's property.	Damage to a Citizen's Property Require reasonable inspection after deployments that may damage property.	Timely Duty Manual Updates Promptly update policy and guidance when controlling law changes.	Officer Involved Shooting & Great Bodily Injury Reports Provide completed investigation reports for OIS & GBI within 30 days of completion with access to full evidence.

2025 IPA Recommendations:



Operational Accountability & Constitutional Alignment

9	10	11	12
Action Required E-mail Set a per-shift expectation for police officers to check their email when operationally practical to do so.	IPA Recommendation Updates to City Council Provide City Council biannual status updates on open IPA recommendations from 2020 forward.	Explain Significant Police Actions Require officers to make a reasonable effort to explain significant police actions when safe and practical to do so.	Change Vehicle Impound Policy Require officers to analyze a legitimate community-caretaking purpose before towing a vehicle.

What City Council and the public should take away

1 Oversight is active: IPA closed 330 audits, & attended 172 officer interviews

2 Data needs context: Complaint counts and force statistics identify trends, but case -level conclusions require evidence

3 Recommendations come from cases: The 12 IPA recommendations target gaps in police operation, legal compliance, and communication to community members

4 Trust depends on access: Independent review is strongest when the IPA receives timely evidence and the public receives clear explanations

Questions & Discussion?