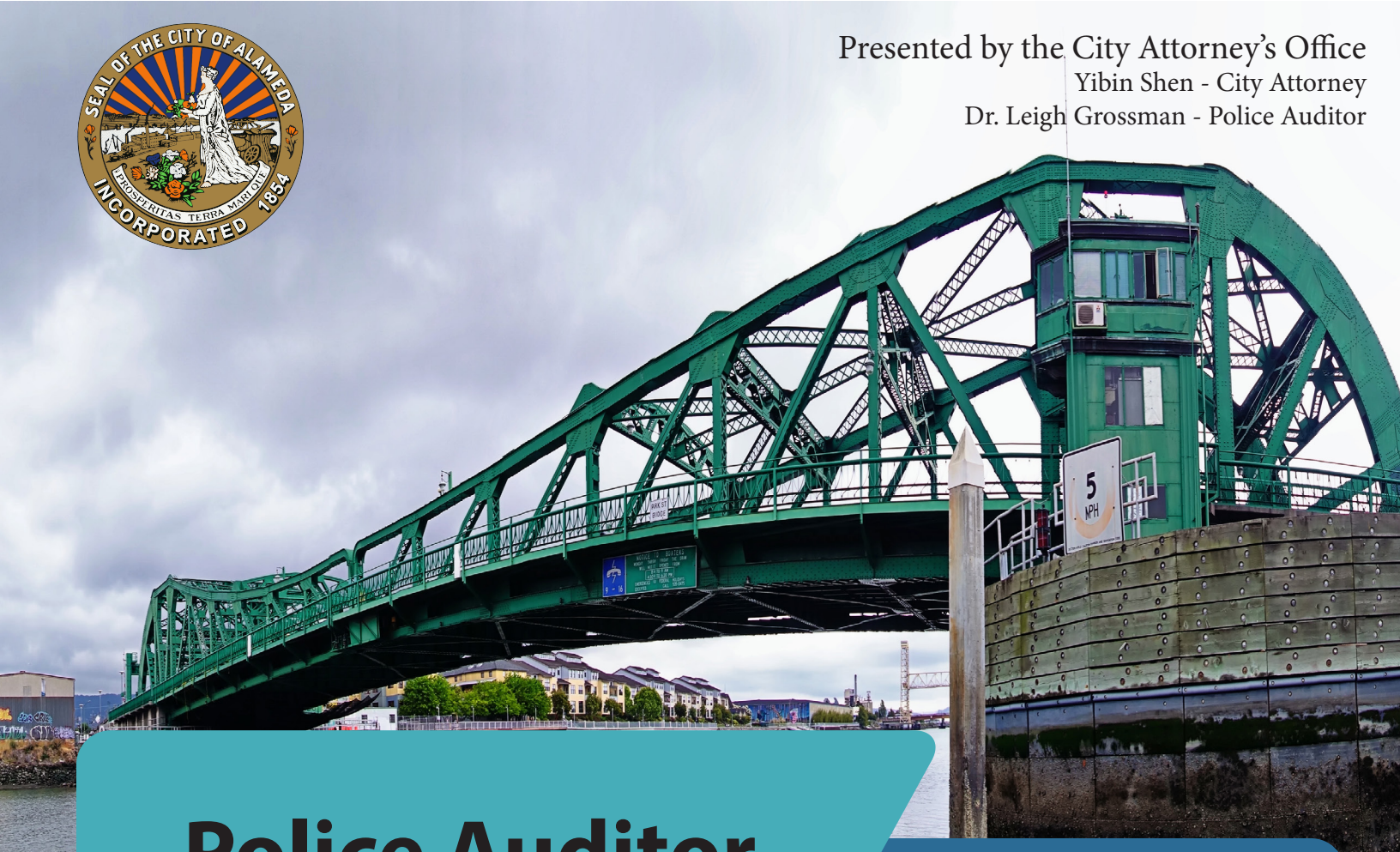




Presented by the City Attorney's Office
Yibin Shen - City Attorney
Dr. Leigh Grossman - Police Auditor



Police Auditor

Annual
Report

2024



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Mission Statement

The Police Auditor's goal is to independently and collaboratively work to promote community confidence in policing and accountability. The Auditor seeks to achieve this goal by working with all interested parties to ensure the Alameda Police Department is held to the highest standards and is in compliance with law and departmental policies. The Auditor's work includes, but is not limited to, reviewing internal affairs cases and use of force incidents and confirming the Department conducts quality investigations, holding its employees accountable if a violation of law or policy occurs. This work aims to increase transparency and the public's confidence in the police department by publicly releasing monthly and annual reports, by making recommendations to the Department on best practices, and by working with the public to ensure the police department is treating all members of the community with the respect and consideration they deserve while also, meeting its public safety obligations.

Complaints

In 2024, APD generated 35 complaint investigations. Twenty complaints were generated by a member of APD following statements made by a member of the public. Seven complaints were generated by a member of APD without comments by a member of the public, and eight complaints were generated by a member of the public following the formal complaint process.

In 2023, there were 21 complaint investigations. The increase in investigations in 2024 appears to be due to clarification in what supervisors should perceive to be an allegation of misconduct.

Of the 35 investigations, 12 resulted in at least one sustained allegation against an APD employee for a sustained rate of 34%. In 2023, the sustained rate was 53% (two cases remain open and are tolled).

Some examples of the 2024 sustained allegations are:

- Insubordination
- Officer Responsibilities
- Unsafe Firearm Handling
- Supervisor Authority and Responsibilities
- Report Preparation
- Performance of Duty
- Conduct Towards Others

Discipline for sustained allegations ranged from counseling and additional training to separation from City employment.

Externally generated complaints come from anyone who is not an employee of APD. Internally generated complaints can be due to suspected misconduct discovered during a review of body camera footage or a report, by viewing suspected misconduct in person, during an audit or inspection of APD policies and procedures, or if a member comes forward and admits to a violation. The Police Auditor is briefed on each complaint.

	2023	2024
Externally Generated Cases	8	8
Internally Generated Cases (Based on Comment by a Member of the Public)	N/A	20
Internally Generated Cases	13	7
Total Complaint Cases Received	21	35

The Police Auditor reviewed all cases that closed in 2024. Any discussions about findings occurred with the Police Chief and any disagreements about findings were resolved.

Use of Force

Police officers in Alameda are expected to resort to using force only when alternatives such as communication, crisis intervention, and de-escalation tactics do not work or are not practical. Officers are required to only use the minimum amount of force necessary to accomplish a legitimate law enforcement objective that is objectively reasonable and proportional to effectively and safely overcome resistance. Information about use of force can be found beginning on page 78 of the Alameda Police Department Policy Manual.

For the purposes of this report, force is broken into four categories:

- Incidents where officers displayed a weapon such as a firearm or taser but no other force was used,
- Low-level uses of force such as control holds or takedowns,
- Intermediate uses of force such as punches, knee strikes, or taser deployments, and
- Force resulting in serious bodily injury or death and all firearm discharges directed at a person.

In this report, force is counted by incident and the highest level of force used.

	2023	2024
Pointing of a Weapon	41	35
Low-Level Force (control holds/WRAP* etc.)	63	106
Intermediate Force (strikes by hands, feet, or weapon, TASER deployments, etc.)	3	7
Force Resulting in Serious Bodily Injury or Death	0	0

*A WRAP is a device used to restrain individuals who present a safety risk to themselves or officers even after being handcuffed.

Weapon displays decreased 15% in 2024 and low-level force increased 68%. The increase in low-level force is likely in part driven by the 23% increase in arrests that occurred in 2024.

For each force incident, the Police Auditor reviewed reports and coded key variables. Some notable findings from 2024 are presented below:

- 68% of low/intermediate use of force incidents were initiated due to a dispatched call for service.
- In 41% of low/intermediate force incidents, the initiating reason was a disturbance or disorder such as a fight, trespassing, violating a restraining order, etc.
- In over 60% of low/intermediate force incidents, the force occurred while the officer was detaining the subject. In 2023, it occurred while detaining in 45% of incidents.
- Control holds were the most common force type and occurred in 83% of low/intermediate incidents in 2024 compared to 68% of incidents in 2023.
 - A control hold is any Department approved method or hold, designed to control the movement of an individual by manually applying pressure to a particular part of their body. A control hold can be applied without implementing pain.
- In 58% of incidents involving a weapon display as the highest force level, the initiating reason was a stolen occupied vehicle or wanted persons/vehicles.
- In 2024, there were two individual subjects who were involved in eight use of force incidents with police officers. In 2023, there were no individuals that had more than two force incidents with the police.

Arrests

In 2024, the number of felony arrests increased 5% and misdemeanor arrests increased 36% compared to 2023.

	2023	2024
Felony	387	408
Misdemeanor/ Infraction	508	693
Total	895	1,101

Calls for Service

The APD received 58,790 calls for service in 2024 compared to 59,644 in 2023, a 1% decrease.

	2023	2024
Calls for Service (excluding Fire)	59,644	58,790

Pursuits

In 2024, there were 13 pursuits initiated by a member of APD compared to one pursuit in 2023.

On August 7, 2024, the APD pursuit policy was modified to explicitly allow officers to pursue suspects or vehicles wanted for felony crimes. This policy change is likely to result in an increase in vehicle pursuits. Officers are now authorized to initiate a pursuit when:

- A suspect was involved in a felony or
- A person suspected of committing a crime was believed to be armed with a firearm.
- Pursuits outside the above criteria must be approved by a Watch Commander.

	2023	2024
Pursuits	1	13

The longest pursuit in 2024 was six minutes and the shortest was 43 seconds. Most pursuits lasted between one to two minutes and were terminated by the officer or a supervisor.

There was one collision that occurred during a pursuit. It occurred when a suspect vehicle tried to get past a patrol vehicle and scraped the patrol vehicle.

Each pursuit is reviewed through the chain of command. Review boards occur as appropriate. Some areas of focus to mitigate risk identified during the review process were:

- Officer Driving
- Officer Communication During the Pursuit
- Vehicle Speed

Collisions Involving APD Employees

There were seven collisions in 2024 compared to 10 in 2023. Employees were found to be at fault in 71% of collisions in 2024 compared to 80% in 2023.

When City employees were at fault, most collisions occurred due to the employee hitting a fixed or parked object.

	2023	2024
Collisions	10	7

Numbers are preliminary and subject to change.

Stops

In 2024, the APD completed 5,152 stops, a 8% decrease compared to 2023. Stop forms are required by the State of California when an individual is detained or searched. Data is required to be submitted to the State on an annual basis. Every time a stop is made and a form is required, officers select one of the eight stop reasons below.

	2023	2024
Consensual encounter resulting in search	30	51
Investigation to determine if person is truant*	5	0
Knowledge of outstanding arrest warrant/wanted person	91	91
Known to be on parole/probation/PRCS/mandatory supervision	21	25
Probable cause to arrest or search ¹	-	173
Probable cause to take into custody section 5150 ¹	-	22
Reasonable suspicion that this person was engaged in criminal activity	739	865
Traffic Violation	4,727	3,925
Total	5,613	5,152

* APD is not in the practice of conducting truancy checks. The numbers listed either represent data entry errors where the officer inadvertently selected the incorrect reason for stop or a stop where no other category appropriately fit the circumstance. APD is working with CA DOJ to receive guidance on how to best categorize stops that do not fit within the above categories.

¹ New stop reason for 2024

Traffic stops made up 76% of stops in 2024. These violations are broken into three categories:

- Moving violations: Ex. speeding, running a red light
- Equipment violations: Ex. brake lights off or not working, license plate missing
- Non-moving violation, including registration: Ex. expired registration tags

59% of traffic stops involved moving violations in 2024.

	2023	2024
Equipment violation	398	908
Moving violation	4,205	2,323
Non-moving violation, including registration	124	694
Total	4,727	3,925

There is no perfect metric to determine whether a particular race is stopped disproportionately by police. Census data does not include individuals who come into Alameda for work or shopping. For traffic stops, one possible metric is collision data. The chart below provides a comparison between traffic stop data and collisions that were reported to police in 2024. It is important to note that the race category options are not the same in the two

	Reported Collisions by Driver	Traffic Stops
Asian	18%	14%
Black/African American	18%	23%
Hispanic/Latine(x)	21%	25%
White	41%	27%
Two or More Races	N/A	<1%
Other	2%	10%

reports and for stop data, race is based on what the officer perceived at the time of the stop. The collision data includes information for driver regardless of whether they were at fault. When reviewing these data, the Department does not look for a perfect correlation but instead looks for large disparities that may indicate a potential issue.

Numbers are preliminary and subject to change.

Community Surveys

The APD uses software to send individuals who make a call for service, are victims of a crime, or individuals who have involvement with an investigation a survey to gather feedback on their interaction with the police. In 2024, 4,206 respondents completed the call for service survey. In 2023, 4,049 respondents completed the survey. Respondents can select from the following responses:

Score	How Satisfied are you...	How Safe do you...
1	Very Dissatisfied	Not safe at all
2	Dissatisfied	Not safe
3	Neither Satisfied nor Dissatisfied	Neither safe or unsafe
4	Satisfied	Safe
5	Very Satisfied	Extremely Safe

Compared to the monthly averages in 2023, in 2024, respondents were slightly more satisfied with the service provided and with safety in Alameda.

Score	2023 Monthly Average	2024 Monthly Average
How satisfied are you with your experience with the dispatcher that you spoke with?	4.42	4.46
How satisfied are you with the professionalism of the Alameda Police officer that you spoke with?	4.70	4.72
Overall, how satisfied were you with the Alameda Police Department?	4.28	4.33
How safe do you feel living/being in the city of Alameda?	3.71	3.80

Numbers are preliminary and subject to change.

Litigation and Administrative Claims

In 2024, there were 12 administrative claims and 2 lawsuits filed. In 2023, there were 15 claims filed and one lawsuit.

	2023	2024
Claims Filed	15	12
Litigation Filed	1	2

In 2024, the third party administrator for the claims paid out three claims for a total of \$10,019.50. Two claims were for motor vehicle accidents with APD employees and one was for a vehicle release following a theft.

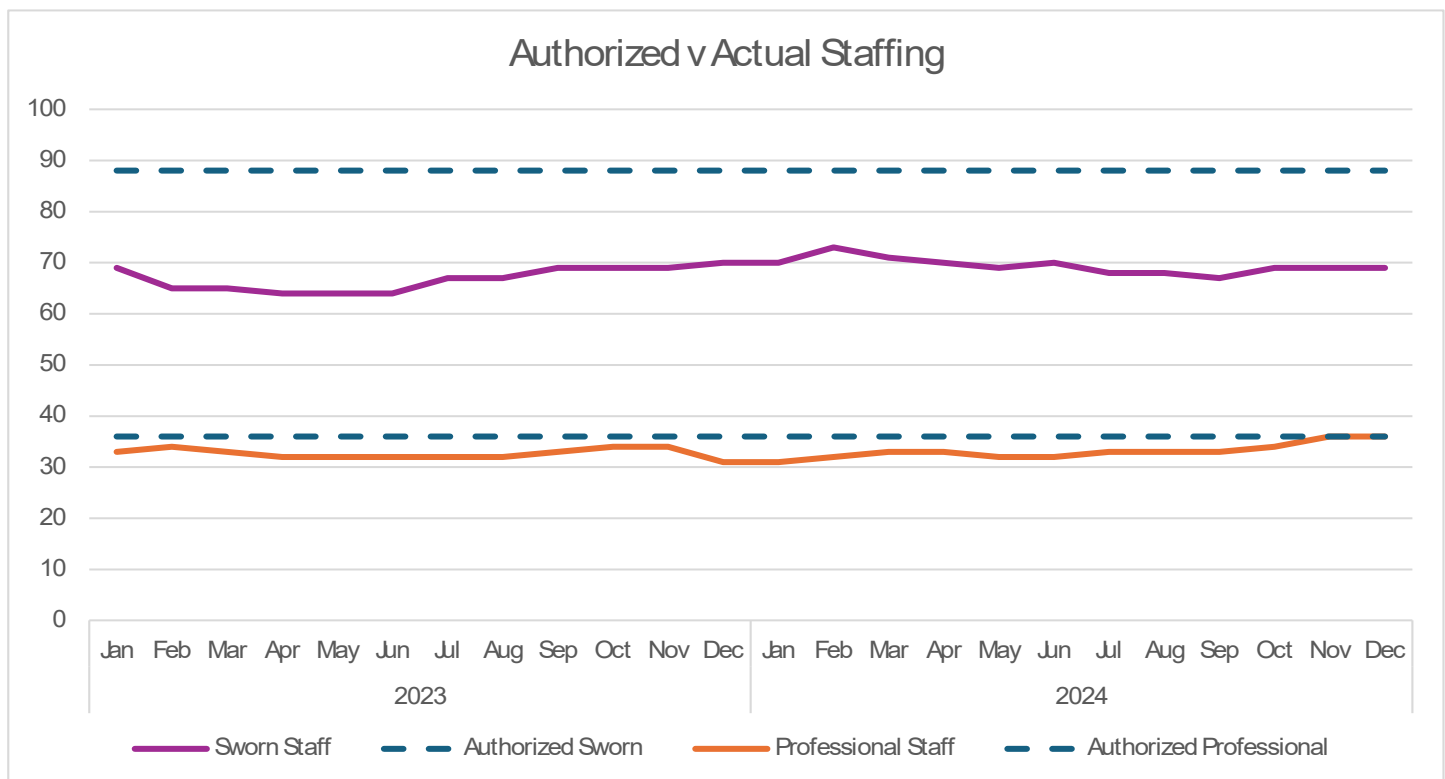
Training Hours

The APD provides internal and external training opportunities to its employees. In the 2024, sworn staff completed 7,330 training hours and professional staff completed 495 training hours. For officers, that is over 100 hours of training per year. Some examples of training topics for sworn members are: firearms qualification, supervisory leadership, sexual assault investigations, crisis intervention, DUI detection, and investigations training. The Commission on Peace Officer Standards and Training (POST) requires 24 hours of continued professional training and 18 hours of perishable skills training every two years.

Other Employee Information

The APD is authorized to have 88 sworn members and 36 professional staff members. As of the end of December 2024, the Department had 69 sworn employees and 36 professional staff.

Since 2023, staffing numbers have remained relatively stable despite multiple new hires. While sworn staffing numbers are 22% below the authorized level, patrol is fully staffed.



Numbers are preliminary and subject to change.