

2024

*City of*  
**SACRAMENTO**  
Office of Public Safety Accountability

# ANNUAL REPORT



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\* In office at the time of publication

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# Mayor and City Council

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## Summary

The City of Sacramento's Office of Public Safety Accountability (OPSA) encompasses oversight practitioners responsible for the investigation, review, and audit of allegations of misconduct involving the Sacramento Police Department (SPD) and the Sacramento Fire Department (SFD) personnel. OPSA ensures that investigations have been completed fairly, thoroughly, and objectively.

The Office of Public Safety Accountability continues its efforts in the improvement of policing and better serving the interests of the public. The goals and objectives of the office involve creating meaningful opportunities for the community to influence decisions that impact them, incorporating innovative and progressive ideas to resolve issues, explaining challenges and limitations, and ensuring outcomes meet goals while remaining inclusive and accessible.

2024 was an exciting year for the Office of Public Safety Accountability. The outpouring of support received from the City of Sacramento community members as well as the Sacramento Mayor and City Council resulted in the approval of an increase in staffing for the office in the furtherance of achieving set goals and objectives. OPSA diligently worked to fill the newly awarded full-time positions with the most qualified oversight and accountability practitioners as well as ensure that the new team members received proper onboarding as well as thorough, extensive, and timely training. Throughout the recruitment and hiring process of the new full-time personnel, OPSA continued efforts in strengthening community trust and supporting and promoting constitutional policing. OPSA continued fulfilling its core mission of providing independent and impartial public safety oversight for the Sacramento Police Department and the Sacramento Fire Department by executing the roles and responsibilities of the office ensuring timely communication with complainants and community stakeholders, as well as strengthening the process in the thorough review of completed investigations.

The annual report provides a comprehensive review of the Office of Public Safety Accountability performance in tracking and monitoring internal investigations, reviewing completed investigations, as well as statistical data for all misconduct allegations involving the City of Sacramento public safety personnel. In 2024, there were a total of 679 allegations regarding police misconduct and 188 allegations regarding fire misconduct reported directly to the Office of Public Safety Accountability, through SPD Internal Affairs Division, or SFD Professional Standards Unit. Additionally, the report outlines misconduct allegation findings regarding the completed police and fire investigations, as well as any reported discipline. The report also provides summaries of the three critical incidents that occurred in 2024, one officer-involved shooting and two deaths in custody.

*Note: OPSA utilized the most accurate case data available at the time to prepare this report.*

# About the Office of Public Safety Accountability

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## Mission Statement

The Mission of the Office of Public Safety Accountability is to improve the relationship between the City's public safety departments and the community they protect and serve. We promote trust, excellence, transparency, and accountability through independent and impartial oversight of complaints related to public safety employee misconduct.

## Background

In 1998, a Blue Ribbon Citizens' Committee appointed by the City Manager examined concerns regarding the Sacramento Police Department (SPD). The Committee recommended significant changes in the processing and investigation of community complaints of police misconduct. As a result, in 1999, the Mayor and City Council established the Office of Police Accountability.

The Committee additionally recommended giving the City Manager the authority to extend the Office's scope and review responsibilities. In 2004, the City Manager, with the approval of the Mayor and City Council, expanded the scope of responsibility of the Office to include the Sacramento Fire Department (SFD). The name was changed to the Office of Public Safety Accountability (OPSA).

OPSA's charter is to provide civilian oversight to the City's Police Department and Fire Department complaint process and become a liaison between the city and its diverse communities. The goals of OPSA are to promote trust, transparency, and accountability in the City's most critical public service departments.

OPSA provides fair and impartial civilian oversight of the Police and Fire Departments' complaint process. OPSA is charged with receiving complaints from the community, auditing departmental investigation results, and independently conducting investigations into allegations of police or fire employee misconduct. Additionally, OPSA issues recommendations concerning community relations outreach, public safety departments' policy and procedures, the training needs of their personnel, and individual case resolution, as needed.

In November 2016, Council approved an ordinance which provided greater community input and participation by sun-setting the Sacramento Community Police Commission and replacing it with the Sacramento Community Police Review Commission, with staff support provided by OPSA. The ordinance also expanded the role and authority of OPSA by increasing the office's budget to hire additional staff. Further, the reporting chain was changed so that the OPSA Director reports to the Mayor and City Council, rather than the City Manager. The provisions of the ordinance went into effect in 2017 and resulted in OPSA's growth from an office of one to an office of four. On July 1, 2020, the Sacramento City Council passed a motion authorizing the creation of an Inspector General (IG) position in the Office of Public Safety Accountability, further expanding the office. The IG position entails full independence and authority to investigate officer-involved shootings and use-of-force incidents that result in serious bodily injury or death.

On September 12, 2023, the Sacramento City Council passed a motion authorizing additional staffing within the Office of the Public Safety Accountability. Six additional full-time employees were authorized to increase OPSA's productivity and efficiency. In 2024, OPSA conducted nationwide recruitments for the newly authorized positions. All positions were filled by September 1, 2024, and the training cycle for the new team members was initiated.

To safeguard the public trust, OPSA works closely with community members and its leaders, maintains a close working relationship with Police and Fire Command personnel, the Sacramento Police Officers Association and the Sacramento Area Fire Fighters Local 522. OPSA functions with complete and necessary independence, which is key to success in providing fair, objective, and impartial oversight service to the city and its communities, all while maintaining a professional relationship with the Sacramento Police and Fire Departments.

# OPSA COMMUNITY CORNER

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## Meet Josef Gray, OPSA's Community Engagement Coordinator



The Office of Public Safety Accountability welcomed Josef Gray to the OPSA team in March of 2024. As a proud Sacramentan, Mr. Gray has demonstrated a strong commitment to his community. His experiences navigating the challenges of the juvenile justice system have shaped a strong passion for promoting community impact and driving meaningful social change.

Mr. Gray brings a wealth of knowledge and experience in youth advocacy and community engagement to OPSA. From 2018 – 2024, he served as the Director of Sacramento for the Anti-Recidivism Coalition, a statewide nonprofit organization focusing on reentry and criminal justice reform. While serving the organization as a Program Manager for the Stars Behavioral Health Group, he served young adults who had been impacted by trafficking, homelessness, substance abuse, and mental health challenges.

Additionally, he served with the Capital Star Community Services – Transitional Age Youth Full-Service Partnership as a Program Manager as well as the River Oak Juvenile Justice Diversion and Treatment Program as a juvenile advocate. He has served as a commissioner for the Juvenile Justice and Delinquency Prevention Commission and the Juvenile Justice Coordinating Council.



# Community Conversations Tour

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The Office of Public Safety Accountability ushered in a renewed interest in the elevation of educational awareness, community outreach and engagement through intentional actions. Public safety effectiveness can only be achieved by building a solid foundation of trust and legitimacy. Strengthening community relationships encompasses cultivating connections, earning trust, building reciprocity, and advocating for needed improvement in public safety.

OPSA kicked off its "Community Conversation Tours" initiative in the City of Sacramento. Phase one of the tours solely focused on community organizations. The initiative created ongoing public engagement opportunities between organizational stakeholders and OPSA oversight practitioners. Learning through community conversations is essential in providing the best quality of life for Sacramento residents. Honest and transparent dialogue is essential in ensuring that public safety reform efforts encompass the meaningful and transparent inclusion of community perspectives.

Our community conversation tours were informative for OPSA personnel as well as Sacramento organizational stakeholders. OPSA shared the office's vision and mission for establishing oversight and accountability in the city's public safety agencies as well as discussed how the office can be utilized as a community resource.

## **April 26, 2024**

Del Paso Heights Neighborhood

- Sacramento News & Review
- Sacramento Youth Center
- Mutual Assistance Network

## **May 23, 2024**

Oak Park Neighborhood

- Oak Park Community Center
- Community Against Sexual Harm (CASH)
- Greater Sacramento Urban League (Youth & Family Center)
- Underground Books

## **July 18, 2024**

Meadowview Neighborhood

- Sacramento Job Corps Center
- Rose Family Creative Empowerment
- Sacramento Works One Stop
- Voice of the Youth + Sojourner Truth Museum



Make  
Connections



Transpare



Earn Trust



Build  
Community



# OPSA Community Engagement Coordinator

## Education and Outreach Activity

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### April 2024

- Anti-Recidivism Coalition Informational Meeting
- Bishop Chris Baker Community Discussion Meeting
- Mutual Assistance Network Meet & Greet
- Sacramento Observer Meet & Greet
- Roberts Family Development Center Community Connection Meeting
- Sacramento News & Review Discussion - OPSA (Role & Responsibilities)
- American Civil Liberties Union (ACLU) Northern California Collaborative Meeting
- FBI Young Adult Community - Working with Minority Youths Meeting
- Sacramento Youth Center Visit and Discussion - OPSA (Role & Responsibilities)
- Sacramento Police Department (Internal Affairs Unit) Office Tour and Collaborative Meeting

### May 2024

- District 5 Councilmember Caity Maple - Future Community Events Meeting
- Greater Sacramento Urban League (Oak Park) - OPSA (Role & Responsibilities) Discussion
- Oak Park Community Center - OPSA (Role & Responsibilities) Discussion
- District 1 Councilmember Lisa Kaplan - Future Community Events Meeting
- District 6 Councilmember Eric Guerra - Future Community Events Meeting
- Sacramento City Manager's Office Community Engagement Strategies Meeting
- Saint Paul Church of Sacramento - OPSA (Role & Responsibilities) Discussion
- Fruitridge Community Collaborative (River Oak) - OPSA (Role & Responsibilities) Discussion
- City of Refuge Sacramento - OPSA (Role & Responsibilities) Discussion
- Underground Books - OPSA (Role & Responsibilities) Discussion
- Project Optimism - Future Community Events Meeting
- District 8 Councilmember Mai Vang - Future Community Events Meeting
- Community Against Sexual Harm (CASH) - OPSA (Role & Responsibilities) Discussion
- Project Rebound - OPSA (Role & Responsibilities) Discussion
- Wear Your Heart, Inc. - Future Community Engagement Meeting
- A Different Path - OPSA (Role & Responsibilities) Discussion
- Valley High School - OPSA Presentation Discussion
- Sacramento City Unified School District (SCUSD) - OPSA Presentation Discussion



## June 2024

- Rose Family Creative Empowerment Center - OPSA (Role & Responsibilities)
- Sacramento Police Department (Investigations Unit) – Collaboration and Resources Discussion
- E. Tagg Music Productions - OPSA (Role & Responsibilities) Discussion
- E2 Church – Collaboration and Future Community Events Discussion
- African Marketplace – OPSA (Role & Responsibilities) Discussion
- Sacramento County Office of Education - OPSA (Role & Responsibilities) Discussion
- Sacramento Children’s Fund: Measure L - OPSA (Role & Responsibilities) Discussion
- Sacramento State Scholars Program - OPSA (Role & Responsibilities) Discussion

## July 2024

- Brother 2 Brother Discussion Meeting
- Youth Forward Discussion Meeting
- Sacramento Job Corps Discussion Meeting
- Highlands Success Center (Future Site Visit Discussion)
- Impact Justice Discussion Meeting
- Voice of the Youth Discussion Meeting
- Gifted Misfits (non-profit) OPSA Presentation at Sheldon Highschool
- Public Health Advocates Discussion Meeting
- Lao Family Community Development Center Discussion Meeting
- Sacramento Community Police Review Commission Discussion Meeting
- Sierra Health Foundation Discussion Meeting
- Anti-Recidivism Coalition Discussion Meeting
- Brother 2 Brother Lunch with Former SPD Police Chief Daniel Han
- African American Student Healing and Empowerment (ASHÉ) Center Discussion Meeting
- Sacramento City College Discussion Meeting
- Los Rios Community College/Folsom Prison Discussion Meeting
- CycleBreakers Ministries Discussion Meeting
- CA Hispanic Resource Council Discussion Meeting
- La Familia Counseling Center Discussion Meeting
- Public Defender’s Office Discussion Meeting
- Church of Praise (COP) Church Discussion Meeting
- Sacramento Kings – Social Impact Team Discussion - Potential Partnership
- Sacramento County – County Council Discussion Meeting
- Black Chamber of Commerce & Sac State Discussion Meeting

## August 2024

- Sacramento Police Review Commission Chair Discussion Meeting



- University of California - Davis Discussion Meeting
- California State Senate Discussion Meeting
- Discussion with Dilpreet Sidhu for OPSA Internship
- Sierra Health Foundation Discussion Meeting
- Discussion Meeting for Presentation with Youth Juvenile Halls
- Sacramento County Probation Discussion Meeting
- Discussion Partnership with OPSA and Know Your Rights Training
- Children's Law Center - OPSA (Role & Responsibilities) Discussion
- Reparations Now - OPSA (Role & Responsibilities) Discussion
- Sacramento Office of Education - OPSA (Role & Responsibilities) Discussion
- St. Paul Church (Oak Park) - OPSA (Role & Responsibilities) Discussion
- Sac Connect - OPSA (Role & Responsibilities) Discussion
- Sacramento Office of Education - OPSA (Role & Responsibilities) Discussion
- LegalShield- OPSA (Role & Responsibilities) Discussion
- Adv'O'Kidz Foundation Inc - OPSA (Role & Responsibilities) Discussion
- KB Branding - Discussed Branding and Social Media Strategies for OPSA
- Sacramento PD Retired Sargeant Discussion (OPSA History and Mission
- San Juan Unified School District - OPSA (Role & Responsibilities) Discussion
- Color The Block - OPSA (Role & Responsibilities) Discussion
- Fortune Schools - OPSA (Role & Responsibilities) Discussion

## October 2024

- Board of State and Community Corrections
- Equinix
- Exodus Project
- UC Davis Behavioral Health Counselor
- Improve Your Tomorrow
- Excelsior Farms Estate
- Workforce Development
- Cosumnes River College
- For Your Epiphany
- Sacramento State University BSU
- Project Rebound Sacramento State University
- Elk Grove Unified School District
- College Track
- Florin High School

## November 2024

- Financial Services Training Program
- 97.5 KDEE Radio

- California Urban Partnership
- EXP Realtor Group
- Clover Agency
- United and Guided
- Inspired to Be
- Sacramento State University

## December 2024

- I Am Impact
- Sacramento Area Youth Speaks
- Black Youth Leadership Project
- Roberts Family Development Center
- Black Artist Foundry
- Back 2 Work
- Grant High School

# OPSA Team Community Outreach and Engagement

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## February 2024

- African American Employee Leadership Council (AAELC) 6<sup>th</sup> Annual Black History Month Celebration

## March 2024

- Habitat for Humanity of Greater Sacramento - Women's Build Month
- National Association for the Advancement of Colored People (NAACP) 42<sup>nd</sup> Annual Prayer Breakfast

## April 2024

- 9<sup>th</sup> Annual R.E.A.L. Manhood 101 Youth Leadership Summit & College Day

## May 2024

- Walk with Mayor Pro Tem Karina Talamantes - District 3
- Rock the Block- Oak Park (Habitat for Humanity)
- Sacramento Community Police Review Commission Meeting
- Asian American and Pacific Islander (AAPI) Cultural Celebration and Luncheon

## June 2024

- District 1 Juneteenth Celebration with Councilmember Kaplan
- Land Park Juneteenth Parade
- St. Hopes Juneteenth Block Party - Oak Park
- African American Employees Leadership Council (AAELC) Juneteenth Luncheon
- Black Chamber of Commerce Juneteenth Dinner
- Love Sacramento: Love INC Event

## July 2024

- Voice of the Youth Impact Program
- Community Police Commission at Oak Park
- 916 Ink - Life After AmeriCorps Training Event

## August 2024

- Adv'O'Kidz Foundation Inc. Advocacy Workshop
- Reentry Resource Fair
- South Sacramento Family Success Fair
- District 8 South Sacramento Festival

## September 2024

- Annual Black Food Festival
- Autumn Lantern Festival

## October 2024

- Valley High School Presentation
- South Sacramento Multi-Cultural Festival
- Sacramento City College Presentation
- CASH Fall Festival
- District 1 Trunk-or-Treat
- Meadowview Farmer's Market

## November 2024

- OPSA “Meet & Greet” at New City Hall
- Cafecito con Karina
- Culture of Health Prize Conversation
- District 4 Community Meeting
- Broadway International Festival

## December 2024

- Courageous Leaders of Tomorrow Summit
- Meadowview in the Lights Holiday Event
- Black Chamber/Community Engagement Holiday Celebration



# OPSA Responsibilities

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Under the direction, control and supervision of the City Council, the Director has the following authority and responsibility as related to the Sacramento Police Department and Fire Department:

- A. Audit all citizen complaint investigations of the police department and fire department, as the director deems necessary.
- B. Monitor all citizen complaint investigations conducted by the police department and fire department.
- C. Request the police department and fire department perform further investigation in those citizen complaint cases that require additional investigation as determined by the director.
- D. Receive all documents, reports, or any other item necessary to monitor or audit a complaint investigation.
- E. Assist the city council, or any duly appointed committee of the council, in performing its investigative functions under section 34 of the charter.
- F. As needed, request the city council, or any duly appointed committee of the council, to issue subpoenas as provided in section 34 of the charter. The city council may, by resolution, establish the procedures for the request, issuance, and service of those subpoenas.
- G. Perform such other inquiries and investigations as prescribed by council resolution.
- H. Accept and document complaints directly from citizens as an alternative procedure for citizen complaints concerning public safety personnel, using a complaint form distinct from that used by the police department or fire department. All such complaints shall be promptly forwarded to the respective public safety department for investigation.
- I. Provide complainants with timely updates on the status of investigations, excluding disclosure of any information that is confidential or legally protected.
- J. Explain how the complaint process works to all complainants.
- K. Monitor or independently investigate any other matter as directed by the city council pursuant to section 34 of the charter.
- L. Serve in a public information capacity, including providing public information, excluding disclosure of any information that is confidential or legally protected, on pending investigations as directed by the city council; and making presentations in community forums.
- M. Respond to critical incidents involving police or fire personnel and provide a report to city council regarding the details and concerns of those incidents.

# OPSA Investigations

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Under the direction, control, and supervision of the City of Sacramento Mayor and City of Sacramento City Council, the Office of Public Safety Accountability tracks and monitors any internal investigation, reviews completed investigations, and advises the Sacramento Police Chief and the Sacramento Fire Chief of deficient investigations involving misconduct allegations against public safety personnel.

OPSA receives all police and fire complaints, regardless of where the complaints are filed. After OPSA conducts a preliminary review of each alleged complaint, a determination is made as to whether the case will or will not be reviewed. OPSA documents the determination by sending a review form to the Sacramento Police Department Internal Affairs Division and Sacramento Fire Department Professional Standards Division indicating whether the case will be reviewed or not reviewed. For all cases selected for oversight review, OPSA receives access to all investigative materials utilized to render a finding prior to discipline being imposed.

During 2024, OPSA fully reviewed 100% of the complaints filed against the Sacramento Fire Department and 48% of the complaints filed against the Sacramento Police Department. Of the completed investigations reviewed by OPSA, 32 investigations for police and 32 investigations for fire required further review.

## Review Finding Options

- Agree
- Discussed – Revised
- Discussed – Not Revised, Memo Sent
- Discussed – Further Investigation, Agree/Recommendation Accepted
- Discussed – Further Investigation, Disagree/Memo Sent

**Table 1: SPD Further Review Results**

<b>Month</b>	<b>Recommendation/Disagreement</b>	<b>Outcome</b>
<b>January</b>	Allegation Correction	Discussed - Further Investigation, Agree
<b>January</b>	Additional Information Needed	Discussed - Further Investigation, Agree
<b>January</b>	Disposition Incorrect/ Additional Allegation Needed	Discussed - Further Investigation, Disagree/Recommendation Under Consideration/Recommendation Accepted
<b>January</b>	Disposition Incorrect/ Allegation Correction	Discussed - Further Investigation, Disagree/Recommendation Under Consideration
<b>March</b>	Additional Information Needed	Discussed - Further Investigation, Agree
<b>May</b>	Additional Allegation Needed	Discussed - Further Investigation, Disagree/Recommendation Under Consideration/Recommendation Accepted
<b>May</b>	Additional Allegation Needed	Discussed - Further Investigation, Disagree/Recommendation Under Consideration/Recommendation Accepted
<b>May</b>	Additional Information Needed	Incomplete Review/Case Pending
<b>June</b>	Additional Allegation Needed	Discussed - Further Investigation, Disagree/Recommendation Under Consideration
<b>July</b>	Disposition Incorrect/ Allegation Correction	Discussed - Further Investigation, Disagree/Recommendation Under Consideration/Recommendation Accepted
<b>July</b>	Disposition Incorrect/ Allegation Correction	Discussed - Further Investigation, Disagree/Recommendation Under Consideration/Recommendation Accepted
<b>August</b>	Additional Information Needed/Disposition Incorrect/ Allegation Correction	Discussed - Further Investigation, Agree
<b>August</b>	Additional Information Needed/Disposition Incorrect/ Allegation Correction	Discussed - Further Investigation, Agree
<b>August</b>	Additional Allegation Needed	Discussed - Further Investigation, Agree
<b>September</b>	Disposition Incorrect/ Allegation Correction	Discussed - Further Investigation, Disagree/Recommendation Under Consideration

<b>September</b>	Additional Allegation Needed	Discussed - Further Investigation, Disagree/Recommendation Under Consideration/Recommendation Accepted
<b>October</b>	Disposition Incorrect/ Allegation Correction	Discussed - Further Investigation, Disagree/Recommendation Under Consideration/Recommendation Accepted
<b>November</b>	Additional Allegation Needed	Discussed-Further Investigation, Agree
<b>November</b>	Disposition Incorrect/ Allegation Correction/ Additional Information Needed	Discussed-Further Investigation, Agree/ Recommendation Under Consideration/Recommendation Accepted
<b>November</b>	Additional Allegation Needed	Discussed-Further Investigation, Agree
<b>November</b>	Additional Information Needed	Incomplete Review/Case Pending
<b>November</b>	Disposition Incorrect/ Allegation Correction	Discussed-Further Investigation, Agree
<b>November</b>	Disposition Incorrect/ Allegation Correction	Discussed-Further Investigation, Disagree/Recommendation Under Consideration
<b>November</b>	Disposition Incorrect/ Allegation Correction	Discussed-Further Investigation, Disagree/Recommendation Under Consideration
<b>December</b>	Additional Information Needed	Discussed-Further Investigation, Agree
<b>December</b>	Additional Information Needed	Discussed-Further Investigation, Agree
<b>December</b>	Additional Allegation Needed	Discussed - Further Investigation, Disagree/Recommendation Under Consideration/Recommendation Accepted
<b>December</b>	Additional Information Needed	Incomplete Review/Case Pending
<b>December</b>	Additional Information Needed	Incomplete Review/Case Pending
<b>December</b>	Additional Information Needed/ Additional Allegation Needed	Incomplete Review/Case Pending
<b>December</b>	Additional Information Needed/SPD Policy Issue	Incomplete Review/Case Pending
<b>December</b>	Additional Information Needed	Incomplete Review/Case Pending



## Table 2: SFD Further Review Results

Month	Recommendation/Disagreement	Outcome
January	Additional Information Needed	Discussed - Further Investigation, Agree
January	Disposition Incorrect	Discussed - Further Investigation, Disagree/Recommendation Under Consideration/Recommendation Accepted
February	Additional Information Needed	Discussed - Further Investigation/Agree
February	Additional Information Needed	Discussed - Further Investigation/Agree
February	Additional Information Needed/Disposition Incorrect	Discussed - Further Investigation, Disagree/Recommendation Under Consideration/Recommendation Accepted
February	Additional Information Needed	Discussed - Further Investigation, Agree
February	Disposition Incorrect	Discussed - Further Investigation, Disagree/Recommendation Under Consideration/Recommendation Accepted
February	Additional Information Needed/Additional Allegations Needed	Discussed - Further Investigation, Disagree/Recommendation Under Consideration/Recommendation Accepted
March	Additional Information Needed/Additional Allegations Needed	Discussed - Further Investigation, Disagree/Recommendation Under Consideration/Recommendation Accepted
April	Additional Information Needed	Discussed - Further Investigation, Disagree/Recommendation Under Consideration/Recommendation Accepted
April	Additional Information Needed/Disposition Incorrect	Discussed - Further Investigation, Disagree/Recommendation Under Consideration/Recommendation Accepted
April	Additional Information Needed	Incomplete Review/Case Pending
May	Additional Information Needed	Discussed - Further Investigation/Agree
May	Disposition Incorrect/Allegation Correction	Discussed - Further Investigation, Disagree/Recommendation Under Consideration/Recommendation Accepted
May	Missing Dispositions	Discussed - Further Investigation, Agree
May	Additional Information Needed	Incomplete Review/Case Pending

<b>June</b>	Disposition Incorrect	Discussed - Further Investigation, Disagree/Recommendation Under Consideration/Recommendation Accepted
<b>June</b>	Additional Information Needed	Discussed - Further Investigation/Agree
<b>June</b>	Additional Information Needed	Discussed - Further Investigation/Agree
<b>July</b>	Disposition Incorrect/Allegation Correction	Discussed - Further Investigation, Disagree/Recommendation Under Consideration/Recommendation Accepted
<b>July</b>	Additional Information Needed/Additional Allegation Needed	Discussed - Further Investigation, Disagree/Recommendation Under Consideration/Recommendation Accepted
<b>July</b>	Disposition Incorrect/Allegation Correction Additional Allegation Needed	Discussed - Further Investigation, Disagree/Recommendation Under Consideration/Recommendation Accepted
<b>August</b>	Additional Information Needed	Discussed - Further Investigation/Agree
<b>August</b>	Additional Information Needed/Additional Allegation Needed	Discussed - Further Investigation, Agree
<b>August</b>	Additional Information Needed	Discussed - Further Investigation, Agree
<b>September</b>	Additional Information Needed	Discussed - Further Investigation, Agree
<b>October</b>	Additional Information Needed/Additional Allegation Needed	Discussed - Further Investigation, Disagree/Recommendation Under Consideration/Recommendation Accepted
<b>November</b>	Additional Information Needed/Additional Allegation Needed	Discussed-Further Investigation, Agree/Recommendation Under Consideration/Recommendation Accepted
<b>November</b>	Additional Information Needed/Disposition Incorrect/Allegation Correction	Discussed - Further Investigation, Agree/Recommendation Under Consideration/Recommendation Accepted
<b>November</b>	Additional Information Needed	Discussed - Further Investigation/Agree
<b>December</b>	Additional Information Needed/Disposition Incorrect/Additional Allegation Needed	Discussed-Further Investigation, Disagree/Recommendation Under Consideration/Recommendation Accepted
<b>December</b>	Additional Information Needed/Additional Allegation Needed	Incomplete Review/Case Pending

## 2024 Police Case Review

OPSA documented 294 complaints of misconduct filed against the Sacramento Police Department with a total of 679 allegations. Of those complaints, 557 allegations were filed with SPD and 122 allegations were filed directly with OPSA. There were 264 complaint investigations completed during the year, closing a total of 627 allegations. Of those completed investigations, 157 complaints were originally filed in 2024, 104 were originally filed in 2023, and the remaining 3 complaints were from older 2022 cases. A total of 70 allegations were Sustained and referred to Police Command Staff for disciplinary action.

## 2024 Fire Case Review

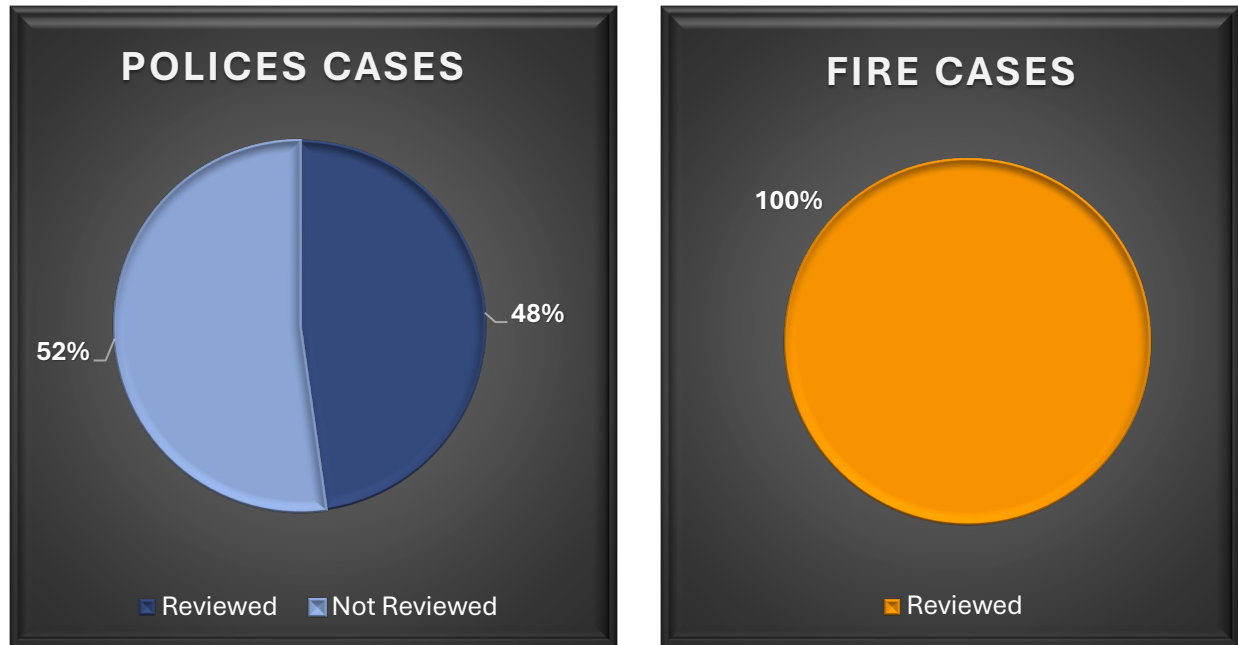
OPSA documented 54 complaints of misconduct filed against the Sacramento Fire Department with a total of 188 allegations. Of those complaints, 149 allegations were filed with SFD, and 39 allegations were filed directly with OPSA. There were 53 complaints investigated and completed by the Sacramento Fire Department's Professional Standards Unit giving dispositions to 158 allegations. Of those completed investigations, 40 complaints were originally filed in 2024, 12 complaints were originally filed in 2023, and the remaining case was filed in 2022. A total of 23 allegations were Sustained and referred to Fire Command Staff for disciplinary action.

Table 3: SPD Cases Reviewed by OPSA

	Annual Totals
Reviewed	107
Not Reviewed	117

*\*The percentage for completed investigations reviewed by the OPSA does not include any complaints that were classified as a '914S' by SPD. The computer aided dispatch (CAD) code '914S' is defined as a 'Supervisor Message' and pertains to a complaint or issue that does not meet the criteria that warrants an Internal Affairs investigation.*

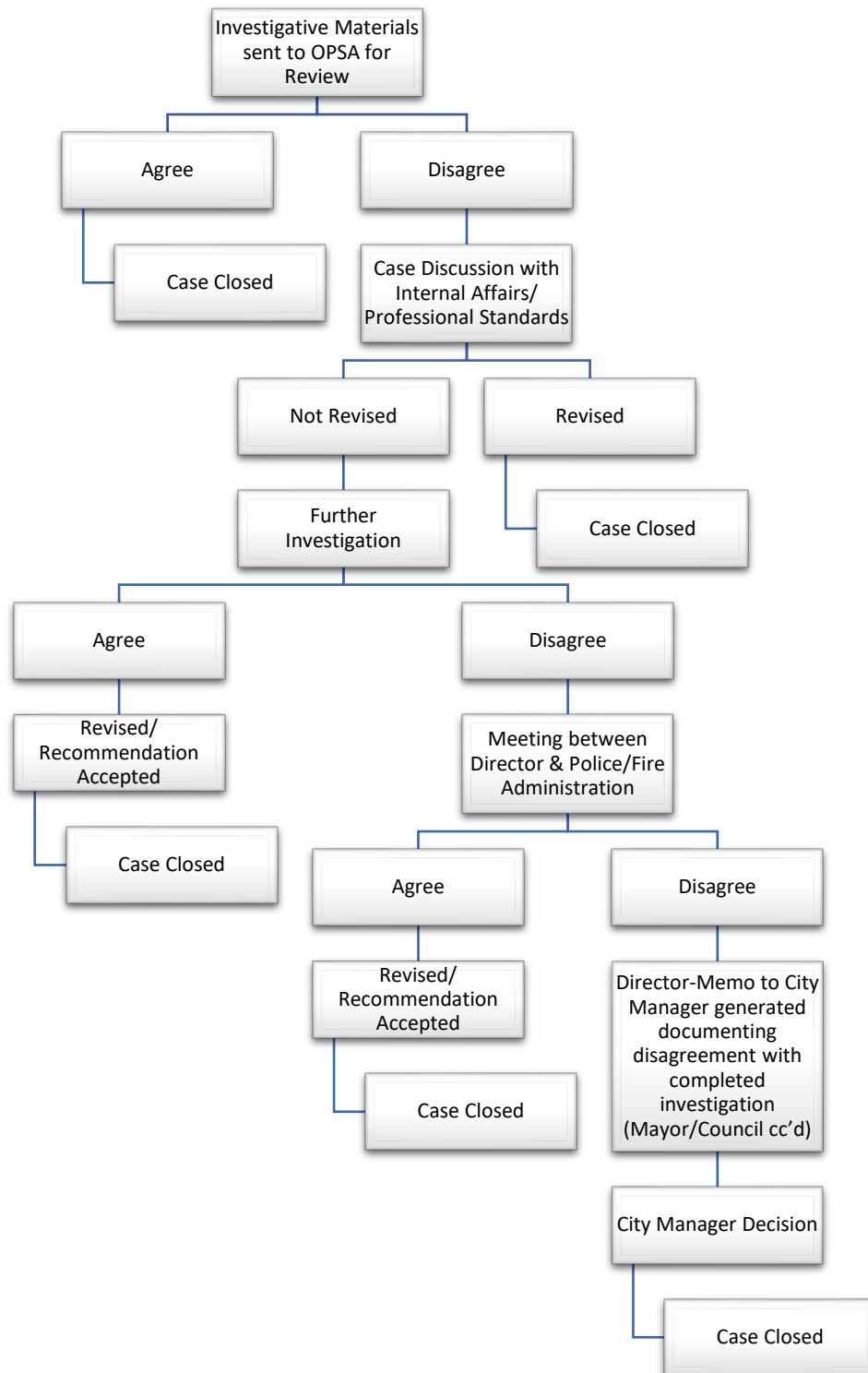
Chart 1: Cases Reviewed vs. Not Reviewed by OPSA



*Chart 1 reflects OPSA conducted a full formal review of 48% of all complaints filed against SPD. After an initial screening by the Director, the remaining 52% of cases did not receive additional OPSA review. OPSA fully reviewed 100% of all complaints filed against SFD. Note that one case can include multiple allegations against multiple individuals.*

# Review Process

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# Office of Public Safety Accountability – Inspector General

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Under the direction of the Director of the Office of Public Safety Accountability, the Inspector General (IG) conducts concurrent independent investigations of officer-involved shootings, deaths while in police custody, and police use-of-force incidents resulting in serious bodily injury. Upon completion of the investigations, the IG will report the respective findings, conclusions, and recommendations to the City of Sacramento City Council, the Sacramento Community Review Police Commission, and the public.

The IG's primary responsibility is serving in an on-call capacity responding to critical incidents involving the City of Sacramento public safety personnel. In this reporting period, the IG responded to one officer-involved shooting, two death in custody investigations, and initiated independent investigations.



Table 4: SPD Officer-Involved Shooting & Death in Custody Incidents

INCIDENT	CALL FOR SERVICE	DATE	LOCATION	STATUS
Death in Custody	Suspicious Subject	07/23/2024	3600 Block of Jasmine Street	Incomplete
Officer-involved Shooting	Suspicious Vehicle	09/14/2024	Beloit Drive and Bell Avenue	Incomplete
Death in Custody	Subject Trespassing	11/16/2024	3600 Block of Fulton Avenue	Incomplete

*\*\*The 2024 critical incident investigations outlined above are inactive and incomplete due to the OPSA Inspector General terminating employment with the City of Sacramento.*

# Critical Incidents

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## **Death in Custody Investigation – 3600 Block of Jasmine Street**

On July 23, 2024, just before 4:30 p.m., Sacramento Police Department patrol officers responded to a welfare check in the 3600 block of Jasmine Street. A family member reported that an individual was under the influence of narcotics and potentially going to harm himself. When officers arrived on scene, they located a male white adult (51 years old) matching the description given on the call, sitting nearby holding a knife. The individual threw the knife in the street, fled from officers, and entered a nearby parked vehicle. Officers continued to talk with the individual in an effort to de-escalate the situation. Ultimately, officers were able to remove him from the vehicle. The individual was detained in handcuffs and placed in the back seat of a patrol vehicle. As a precaution, officers requested the Sacramento Fire Department respond to evaluate the individual. The individual became unresponsive, and emergency medical aid was performed by Sacramento Fire personnel. The individual was transported to an area hospital, where unfortunately he was pronounced deceased.

Due to the male having a medical emergency while detained by our officers, the department initiated a death-in-custody investigation. Homicide Detectives responded to the scene and worked closely with Crime Scene Investigators to determine the circumstances of this incident.

The Sacramento County Coroner's Office released the identity of the deceased after next of kin were notified.

This incident was investigated by the Sacramento Police Department's Homicide unit, Internal Affairs Division, and Professional Standards Unit. The Office of Public Safety Accountability and the Sacramento County District Attorney's Office provided oversight by monitoring the investigation. This incident falls under the City Council policy on video release. As a result, all pertinent video and audio associated with this incident was released to the public within 30 days.

## **Officer-Involved Shooting - Beloit Drive & Bell Avenue**

On September 14, 2024, at approximately 4:31 p.m., Sacramento Police Department patrol officers observed a suspicious vehicle with suspended registration in the area of Beloit Drive and Bell Avenue. An individual believed to be associated with the vehicle abandoned the car prior to officers contacting him. Officers located the individual who was hiding on the roof of a nearby RV. Officers verbally contacted the individual who spontaneously jumped from the top of the RV in an attempt to flee. Officers attempted to detain the individual and during that time an officer-involved shooting occurred.

Officers rendered emergency medical aid to the individual who was transported to an area hospital for his injuries and is currently in stable condition. An officer sustained minor injuries during this incident.

The individual was held for an outstanding felony no-bail warrant for being a prohibited person in possession of a firearm.

This incident was investigated by the Sacramento Police Department's Homicide Unit, Internal Affairs Division, and Professional Standards Unit. An investigation into the incident was also conducted by the Force Investigation Team. The investigation focused on policy, tactics, and training as it relates to the use of force. The Office of Public Safety Accountability and the Sacramento County District Attorney's Office are provided oversight by monitoring the investigation.

This incident falls under the City Council's policy on Police Use of Force as well as SB 1421. As a result, all pertinent video and audio associated with this incident was released to the public within 30 days.

## **Death in Custody Investigation – 3600 Block of Fulton Avenue**

On November 16, 2024, Sacramento Police Department patrol officers responded to a call of a woman trespassing on private property in the 3600 block of Fulton Avenue. Private security reported that she had been on the property for several days. Sacramento Police officers issued her a written notice of trespass.

On November 17, 2024, just after 7:00 a.m., officers responded to the same location regarding the same woman. Private security reported that she was inside of a vehicle in the parking lot and was still refusing to leave. Officers contacted the woman and told her that she needed to leave the property. She indicated that she was having vehicle issues, so officers requested a tow to assist her. Officers left the scene once the tow was requested.

At approximately 11:30 a.m., an officer returned and found the woman still on the property. The woman had declined assistance from the tow company that was called earlier. For nearly an hour, the officer asked the woman to leave the property and offered transportation and shelter options, however she repeatedly declined to accept assistance or leave the property.

The officer placed the woman under arrest for trespassing. Following a brief struggle, she was handcuffed, placed in the back seat of a patrol vehicle, and became unresponsive. The officer asked for medical assistance for the woman and the Sacramento Metro Fire Department responded. The female was transported to an area hospital where she remained for medical treatment. On November 24, 2024, the female was pronounced deceased.

Due to the female having a medical emergency while being detained by our officers, the department initiated a death-in-custody investigation.

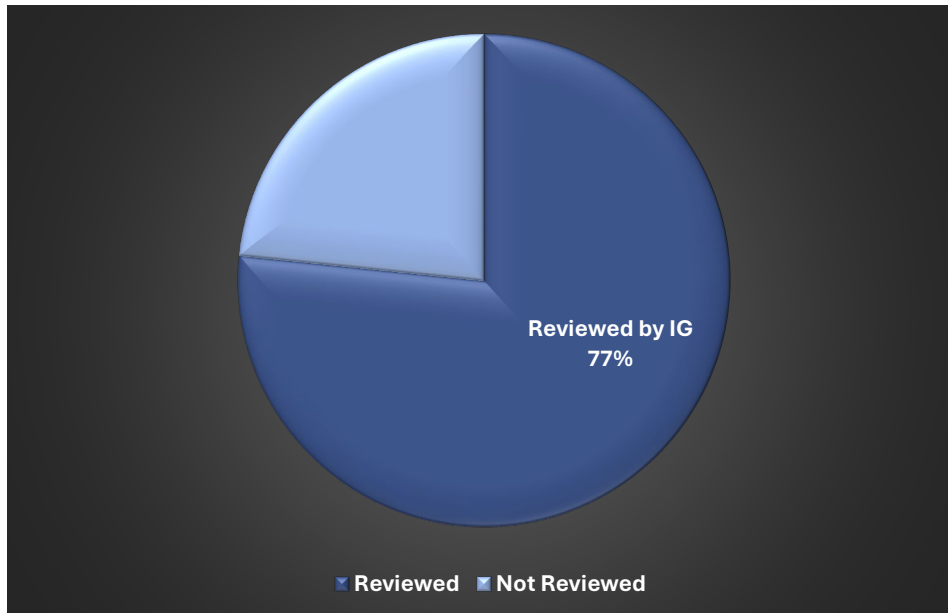
The Sacramento County Coroner's Office released the identity of the deceased after next of kin have been notified.

This incident is being investigated by the Sacramento Police Department's Homicide unit, Internal Affairs Division, and Professional Standards Unit. The Office of Public Safety Accountability and the Sacramento County District Attorney's Office are provided oversight by monitoring the investigation. This incident falls under the City Council policy on video release. As a result, all pertinent video and audio associated with this incident was released to the public within 30 days.

## Inspector General Police Case Review

In addition to critical incident response and conducting independent investigations, the IG is responsible for the inspection, review, and research of all aspects of complaint investigations regarding allegations of misconduct by public safety personnel. The chart below depicts the total number of cases in which the IG reviewed during this reporting period.

**Chart 2 - SPD Cases Reviewed by the Inspector General**



*Chart 2 shows the percentage of 2024 police misconduct cases personally reviewed by the Inspector General (IG). The IG reviewed 82 of the 107 SPD complaint cases. The remaining misconduct cases were reviewed by other OPSA personnel.*

# Sacramento Police Department

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## Complaint Process

When a member of the public makes a complaint against a public safety employee, there must be a policy violation as well as behavior that falls into at least one of the allegation definitions listed on page 33.

OPSA lists all complaint allegations made in this report. One misconduct complaint investigation can have several allegations listed and more than one officer accused. Once the complaint is received, the Internal Affairs Division (IAD) starts a preliminary investigation into the complaint. The complainant is interviewed to determine which policies the employee may have violated. Often the IAD investigator will review body worn camera footage to determine if the video can resolve the complaint in the preliminary stages. If there are no violations of policy seen, the IAD investigator will explain to the complainant why the officer's behavior does not violate policy and may offer to watch the body worn camera footage with the complainant.

The Internal Investigations Manual published effective August 1, 2019, requires that all complaints be investigated and documented on a Personnel Complaint Form (SPD 330). OPSA receives notification of all complaints received by SPD and continues to send complaints submitted to OPSA to IAD for investigation.

For completed complaint investigations, each allegation of misconduct receives a disposition and complaint dispositions are documented on a Personnel Complaint Disposition Form (SPD 332). Even frivolous complaints will be given a disposition of "Unfounded" and tracked by both IAD and OPSA. The disposition types and definitions can be found on page 36. When there is a violation of policy, disciplinary action is issued by the department's administration and those actions can be found in Chart 9 on page 38. OPSA has broad authority to review investigations upon completion, agree or disagree with the findings of the investigation, request further investigation to be performed, as well as make recommendations regarding future investigations, policies, and practices.

# Police Complaint Classifications and Allegations

*Complaints are allegations of misconduct against any Department employee involving a violation of any law, rule, regulation, policy, or other improper job performance.*

*The following is a list of complaint classifications and their definitions (SPD Internal Investigations Manual updated 1/17/23). More than one classification can be attached to a complaint.*

## **CONDUCT UNBECOMING AN EMPLOYEE –**

Behavior that is malicious, criminal, brings discredit upon the department, or fails to follow ordinary and reasonable rules of good conduct while on or off duty.

**DISCOURTESY** – Rude or abusive actions directed towards another person.

**DISCRIMINATION** – Actions or misconduct due to the race, ethnicity, nationality, gender, age, religion, gender identity or expression, sexual orientation, or mental or physical disability of any person.

**DISHONESTY** – Knowingly giving false or misleading information.

**FALSE ARREST** – Removal of personal liberty without proper authority or legal justification.

**FIREARM DISCHARGE** – Anytime a firearm is discharged in violation of Department policy.

**FORCE** – Any unreasonable amount of force, ranging from any physical contact to use of any weapon.

**HARASSMENT** – Any unsolicited or unwarranted employee action or conduct that reasonably appears meant to annoy, threaten, intimidate, or alarm any person.

**IMPROPER SEARCH AND SEIZURE** – A detention, arrest, search, or seizure of an individual's person or property that is unlawful or in violation of Department policy.

**IMPROPER TACTICS** – Procedures utilized by an employee that are different from approved practices or procedures.

**IN-CUSTODY DEATH** – Administrative review of an in-custody death incident.

**INSUBORDINATION** – Failure or refusal to follow a lawful written or verbal order issued by a superior.

**INTOXICATION** – On-duty personnel under the influence of any intoxicant.

**MISSING PROPERTY** – Property that has been in the custody of an employee and becomes unaccounted for or missing. This also includes the misappropriation or theft of funds or property.

**NEGLECT OF DUTY** – The failure to perform a required duty.

**OFFICER INVOLVED SHOOTING** – Administrative review of an officer involved shooting incident.

**PROFILING** – The consideration or reliance on actual or perceived race, color, ethnicity, national origin, age, religion, gender identity or expression, sexual orientation, or mental or physical disability when deciding to subject a person to law enforcement activities. However, an officer may consider or rely on characteristics listed in a specific suspect description.

**SERVICE** – The failure to adequately provide timely and required police action.

**TRAFFIC** – Improper or illegal driving by an employee.

**WAGE GARNISHMENT** – Failure to pay just debts



### Chart 3: SPD & OPSA Allegation Comparison 2017-2024

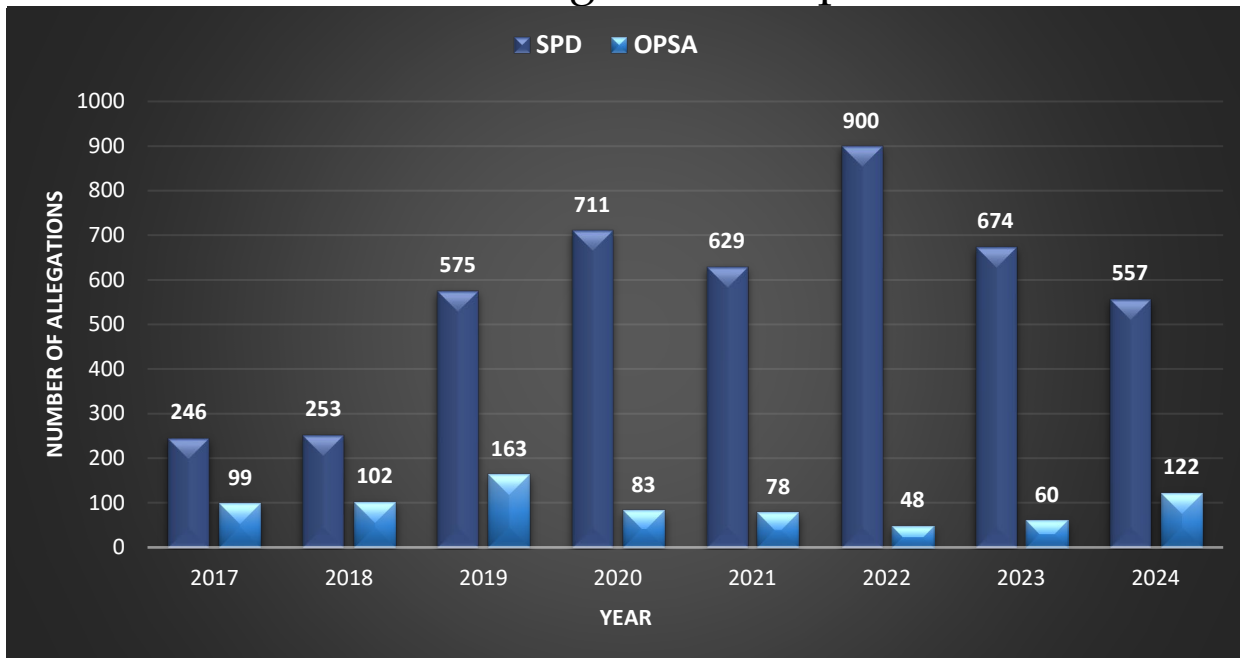


Chart 3 compares the total complaint allegations received by OPSA and SPD from 2017 through 2024. The significant increase from 2017 to 2019 correlates with complaint documentation changes that resulted from DOJ recommendations.

### Chart 4: SPD Complaint Comparison 2020-2024

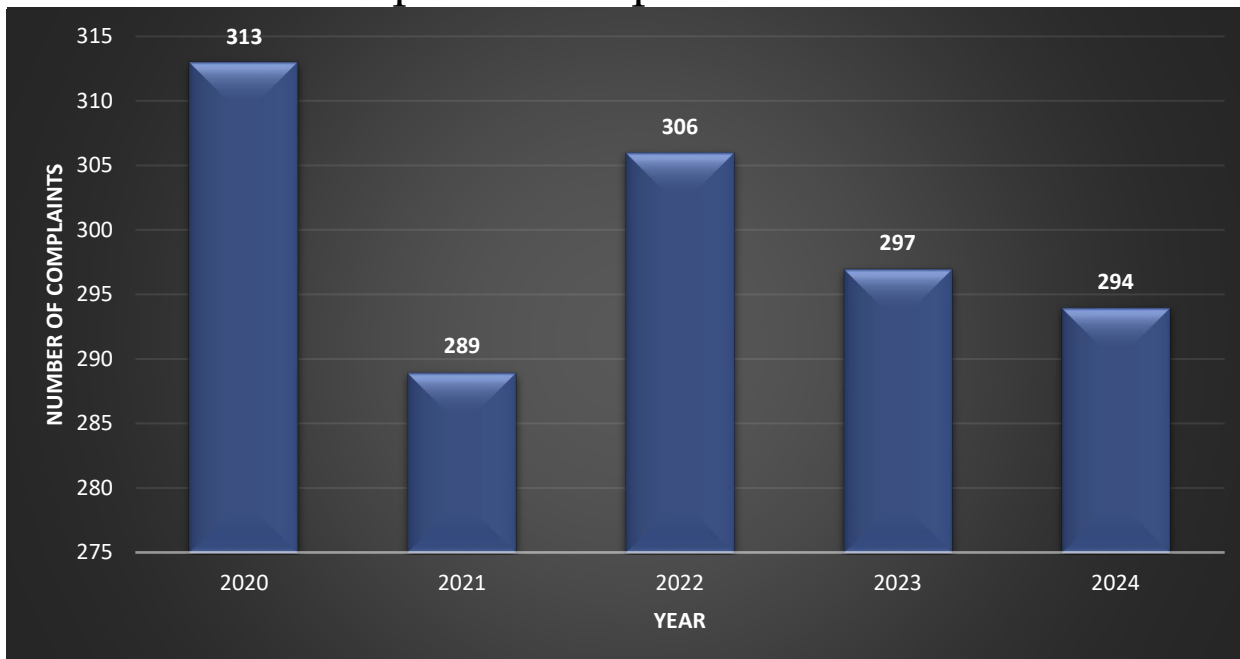


Chart 4 compares the total complaints concerning SPD from 2020 through 2024 – prior to 2020, complaint cases were tracked alternatively.

## Chart 5: SPD Allegation Breakdown 2024

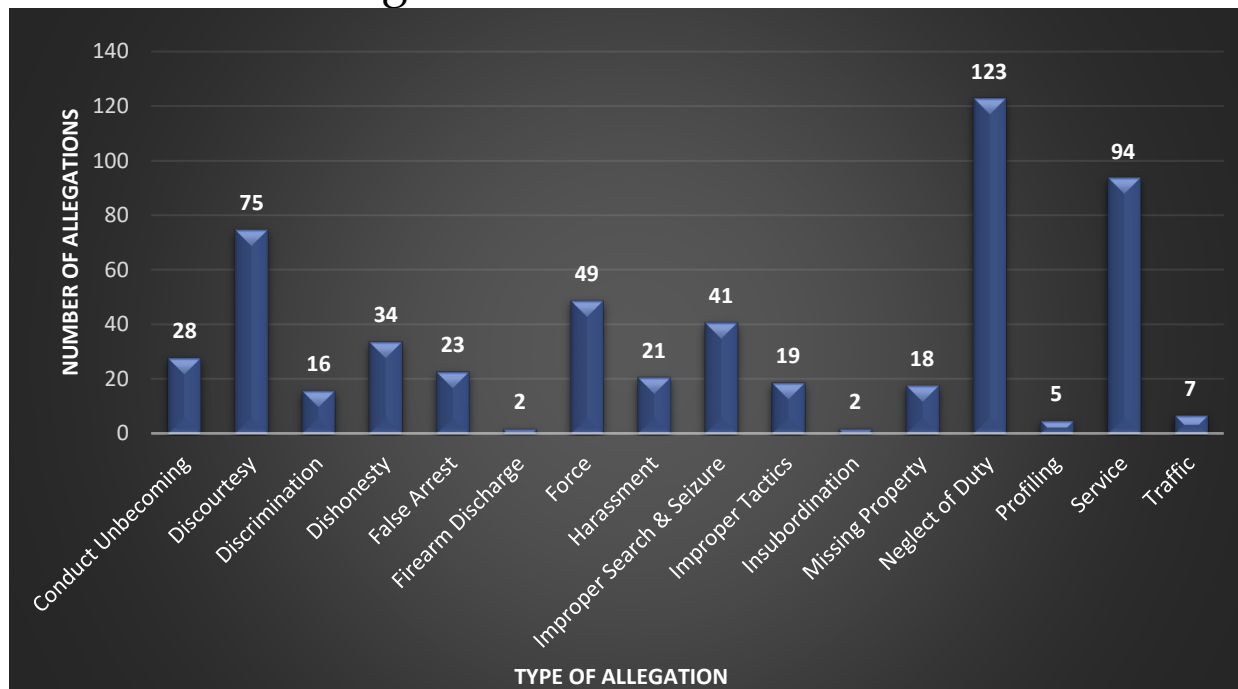


Chart 5 identifies the 557 misconduct allegations that were filed directly with SPD against police personnel during this reporting period.

## Chart 6: OPSA Allegation Breakdown 2024

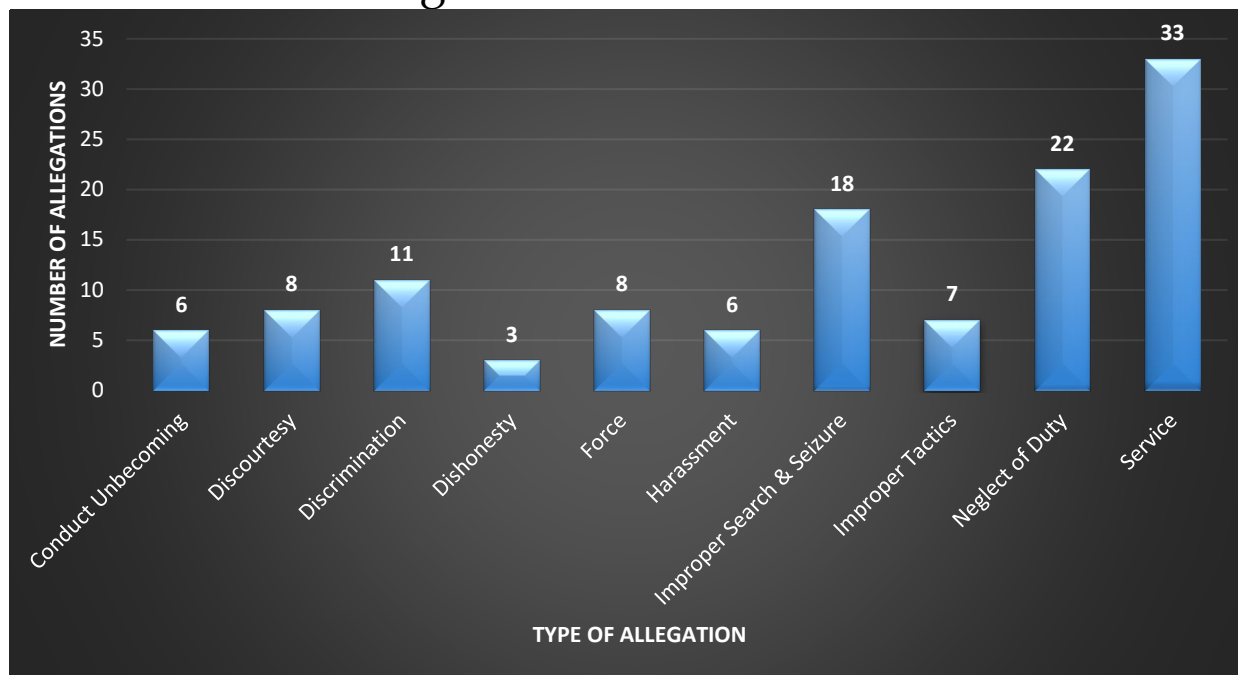


Chart 6 identifies the 122 misconduct allegations that were filed with OPSA against police personnel during this reporting period. These allegations were evaluated with OPSA receiving the preliminary complaint information and discussed or forwarded to SPD for investigation, as needed. Note: one investigation could include multiple allegations.

## Dispositions

Each allegation of misconduct shall receive one of the following dispositions:

**SUSTAINED:** Sufficient evidence supports the allegation against the employee(s).

**NOT SUSTAINED:** Sufficient evidence does not exist to clearly prove or disprove the allegation.

**NOT ACTIONABLE:** The alleged act occurred but did not warrant the imposition of discipline. Use of this disposition shall have the approval of a Deputy Chief.

**EXONERATED:** The investigation clearly established that the alleged act occurred and was justified.

**UNFOUNDED:** The investigation clearly established that the alleged act did not occur, or the identified employee was not involved. This also includes frivolous complaints, which are found to be totally and completely without merit, or those for the sole purpose of harassing an employee.

### Chart 7: SPD Allegation Dispositions

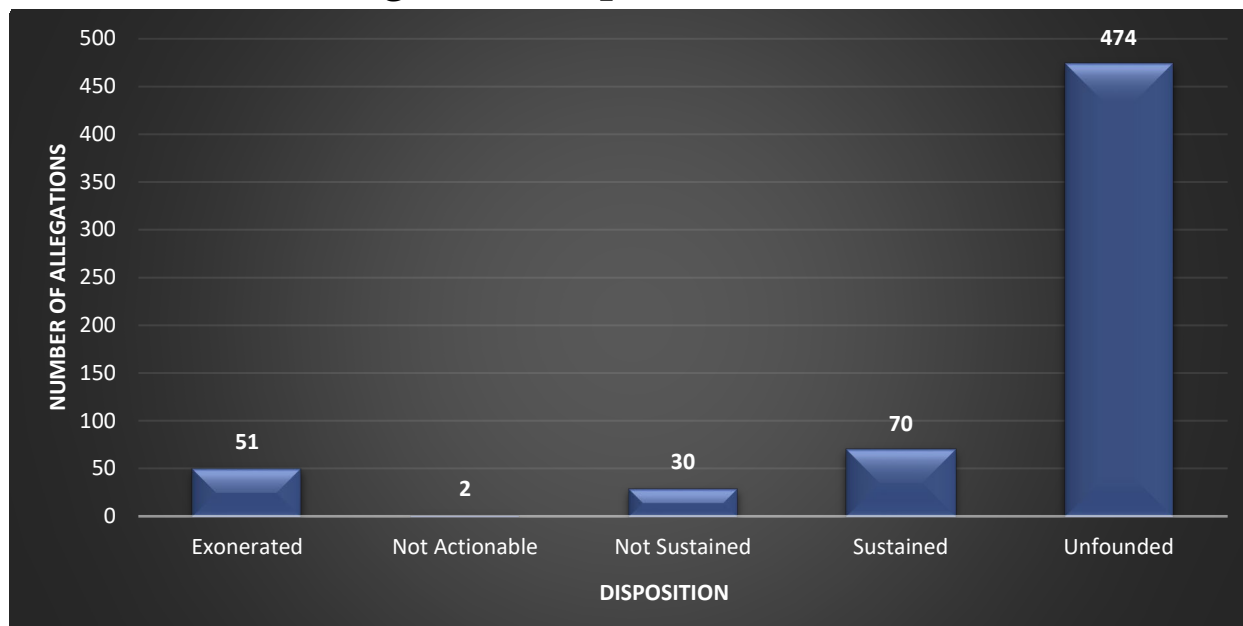


Chart 7 shows that of the 264 completed misconduct cases with a total of 627 allegations, 70 of the allegations were Sustained and referred to Police Command Staff for disciplinary action against employees.

# Chart 8: SPD Dispositions by Allegation

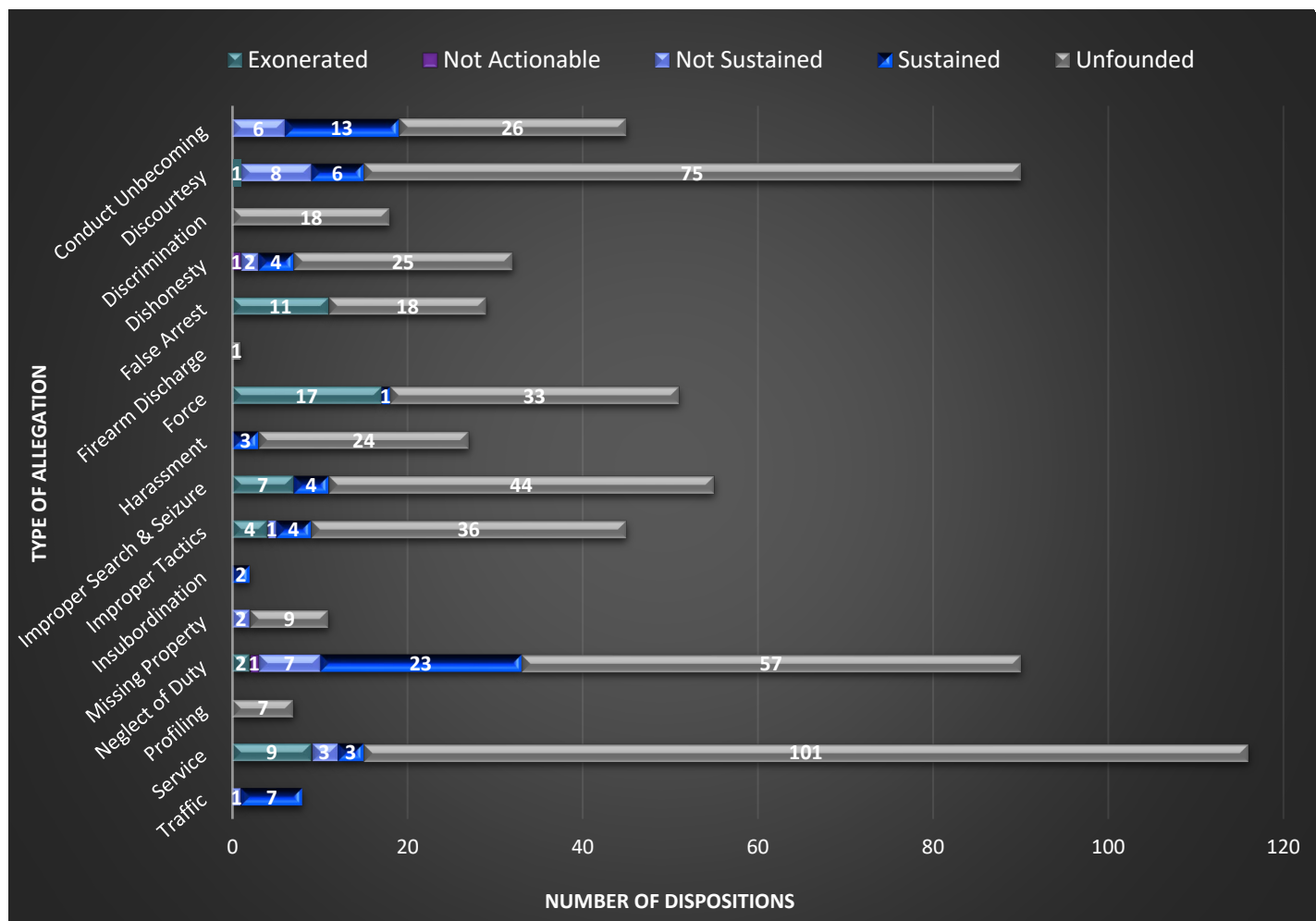


Chart 8 shows the dispositions of the 627 allegations closed out in 2024. Of those completed investigations, 104 complaints were originally filed in 2023, and the remaining 3 complaints were filed in 2022.

# Chart 9: SPD Discipline from Completed Investigations

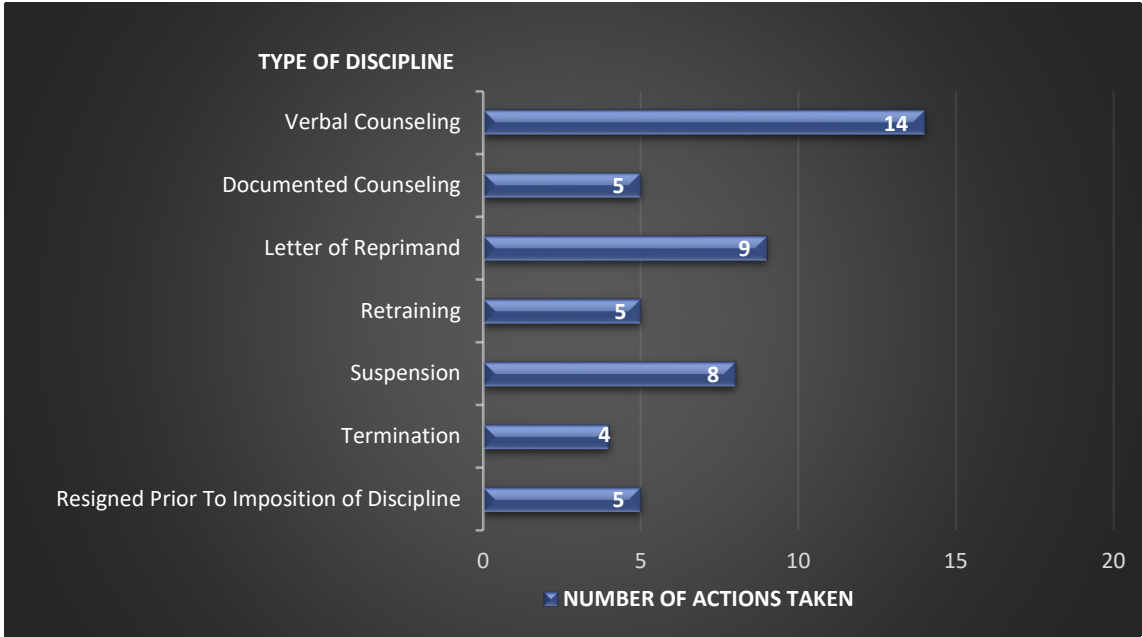


Chart 9 reflects the discipline imposed from misconduct investigations completed in 2024 according to data provided by Internal Affairs. Note: One case can result in multiple disciplinary actions against multiple employees.

# Sacramento Fire Department

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## Fire Complaint Allegations

**COMPLAINT** – Any complaint pertaining to SFD policies, rules, procedures, or employee conduct. Misconduct complaints include, but are not limited to, allegations of:

**CRIMINAL OFFENSE** - As statutorily defined.

**CITY EQUIPMENT** - Any misuse of City equipment.

**CONDUCT UNBECOMING** - Behavior that is malicious or criminal or a failure to follow ordinary and reasonable rules of good conduct and behavior. This includes any misconduct bringing discredit upon the SFD.

**DISCOURTESY** - Rude or abusive actions directed toward another person.

**DISCRIMINATION** - Allegations that the employee's actions or misconduct was due to race, sex, religion, physical disability, ethnicity, or sexual orientation of an individual.

**DISHONESTY** - Misappropriation of funds, property of the City or others, or giving false, or misleading information.

**HARASSMENT** - Any action or conduct including, but not limited to, the making of threats of violence, physical intimidation, verbal abuse, derogatory comments, sexual demands, or an act of retaliation because of the sex, race, ancestry, physical handicap, medical condition, marital status, age, sexual preference, or any other protected characteristic of a citizen or employee.

**IMPROPER TACTICS** - Improper or unapproved procedures and techniques used by an employee, such as giving inappropriate advice or taking in appropriate action.

**INSUBORDINATION** - Failure or refusal to follow a lawful written or verbal order of a superior.

**INTOXICATION** - The use of intoxicants by on-duty personnel.

**MISSING PROPERTY** - Property missing, which has, at one time, been in the custody or control of a member of the SFD.

**NEGLECT OF DUTY** - The failure to perform a required duty.

**SERVICE** - The failure to provide adequate, timely and required action.

**TRAFFIC** - Improper or illegal driving by an employee.

**THEFT** - Fraudulently appropriating without consent the personal property of another individual or organization.

**WAGE GARNISHMENT** - Failure to pay just debts.



Chart 10: SFD Complaint Comparison 2017-2024

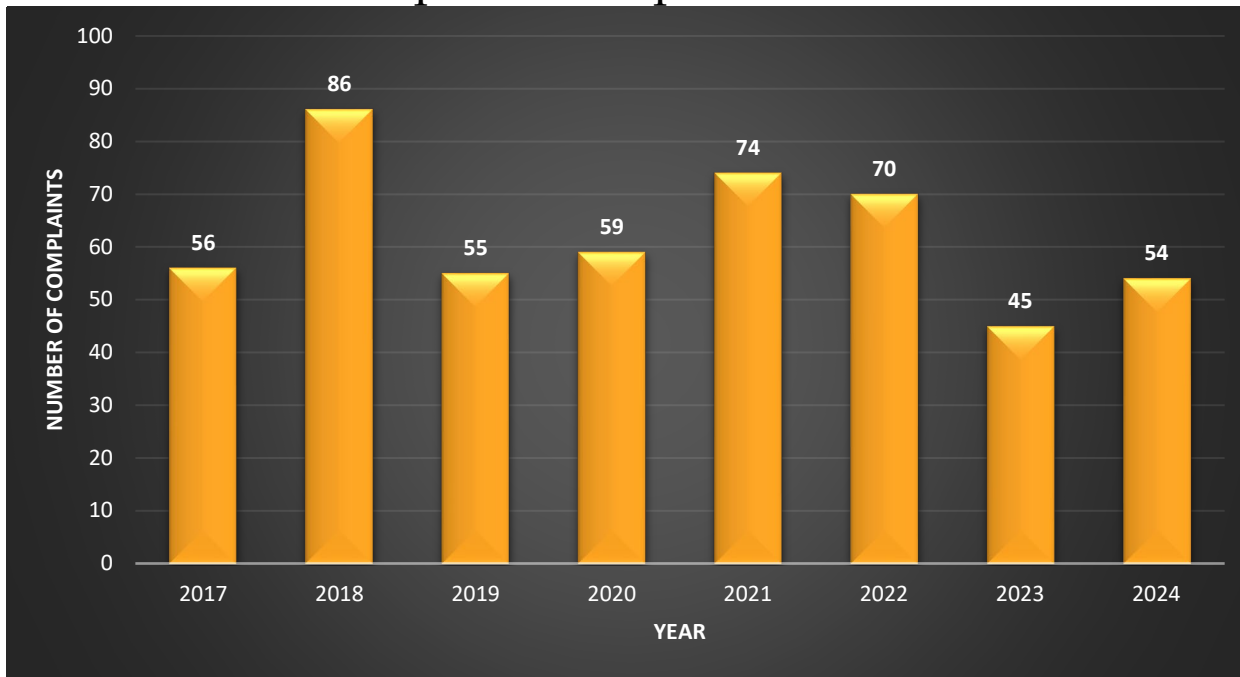


Chart 10 compares the total complaints concerning SFD from 2017 through 2024.

Chart 11: SFD Allegation Comparison 2016-2024

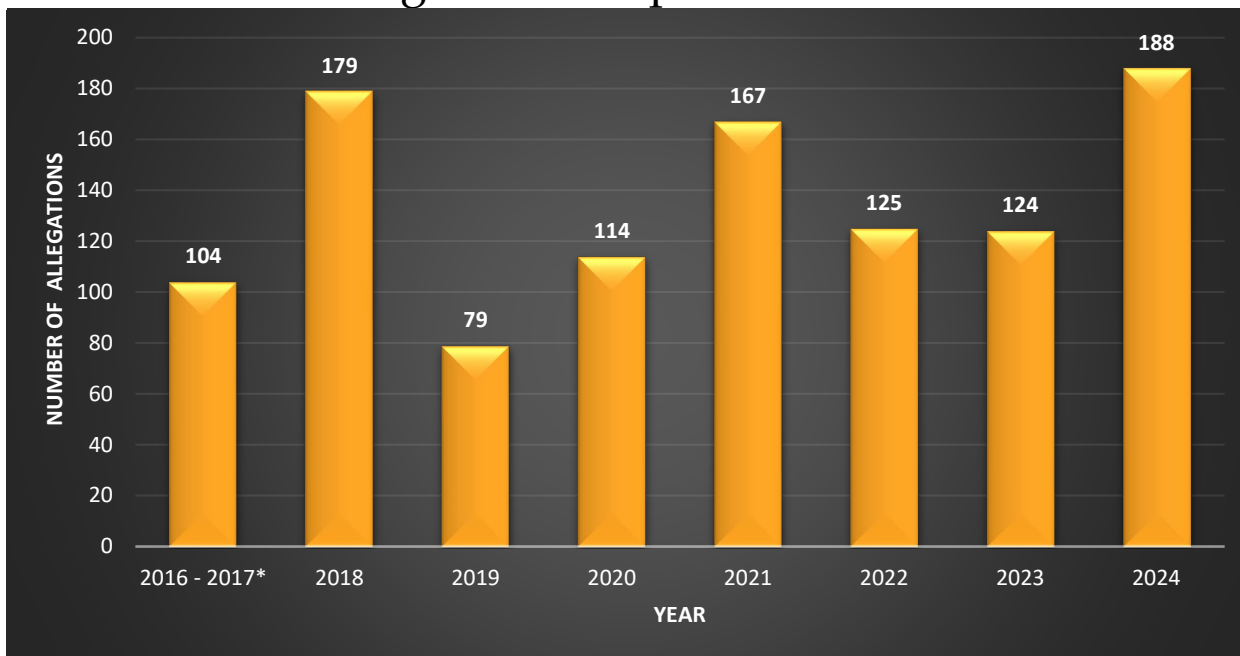


Chart 11 compares the total complaint allegations received by SFD from 2016 through 2024. \*This data includes 2016 and the first 6 months of 2017. Note: one investigation could include multiple allegations.

Chart 12: SFD Allegation Breakdown 2024

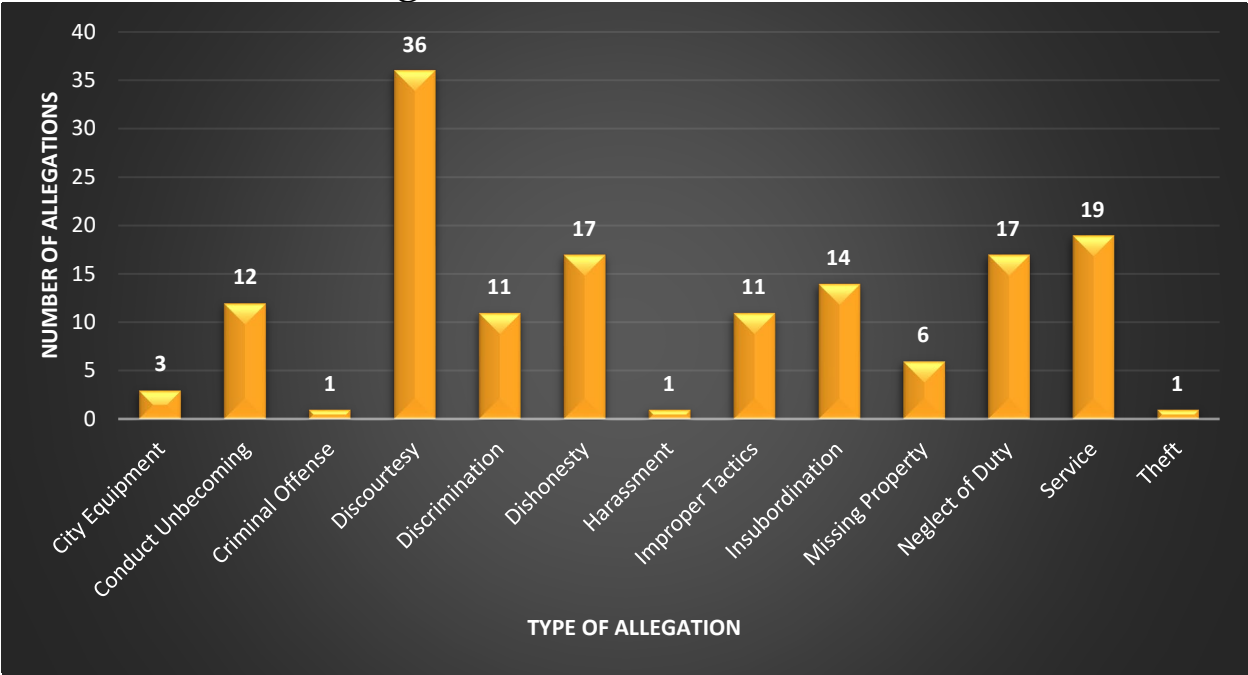


Chart 12 identifies the breakdown of the 149 misconduct allegations filed against SFD employees during the period of this report. Note: There may be multiple allegations per investigation.

Chart 13: OPSA Allegation Breakdown 2024

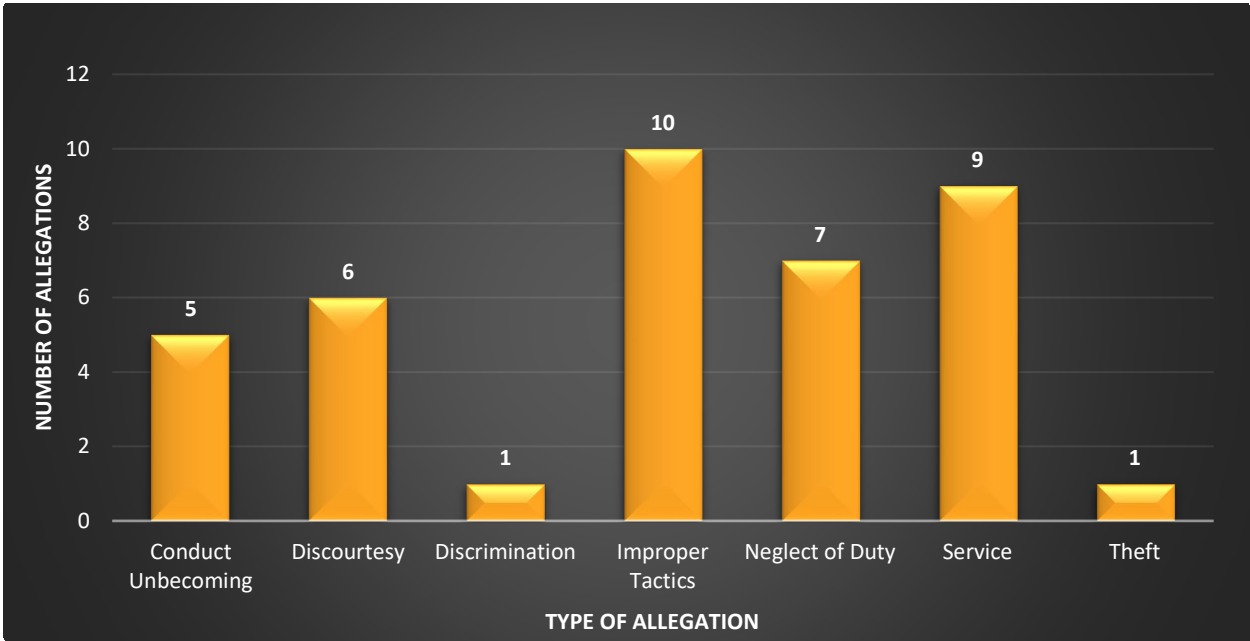


Chart 13 identifies the 39 misconduct allegations that were filed with OPSA against fire personnel during this reporting period. These allegations were evaluated with OPSA receiving the preliminary complaint information and discussed or forwarded to SFD for investigation, as needed. Note: one investigation could include multiple allegations

Chart 14: SFD Allegation Dispositions

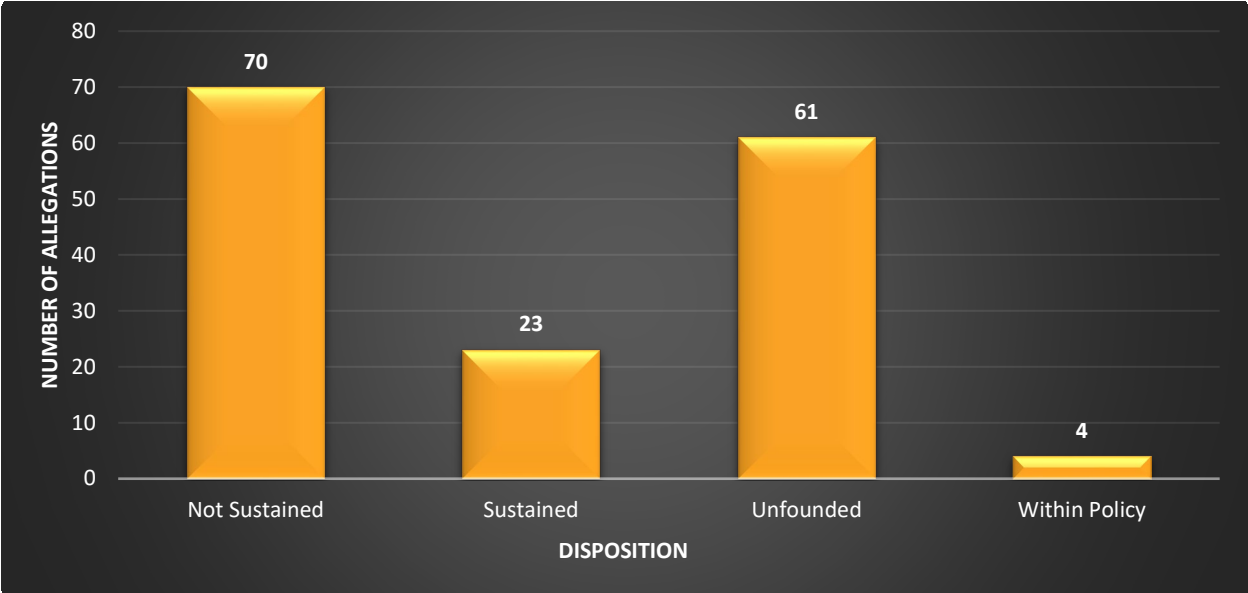


Chart 14 shows that of the 53 completed misconduct cases with a total of 158 allegations, 23 of the allegations were Sustained and referred to Fire Command Staff for disciplinary action against employees.

Chart 15: SFD Dispositions by Allegation

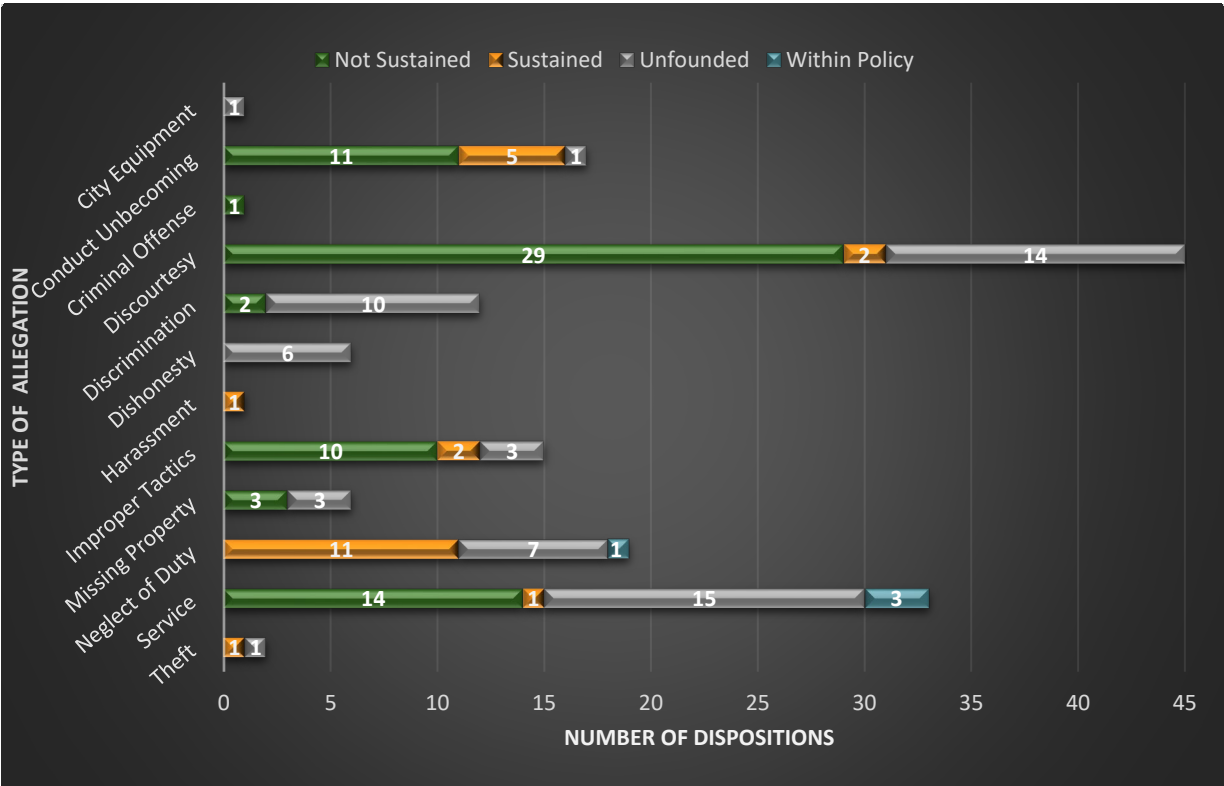


Chart 15 shows that allegations of Discourtesy and Service were the most common complaint type made against Fire personnel in 2024.

# Chart 16: SFD Discipline from Completed Investigations

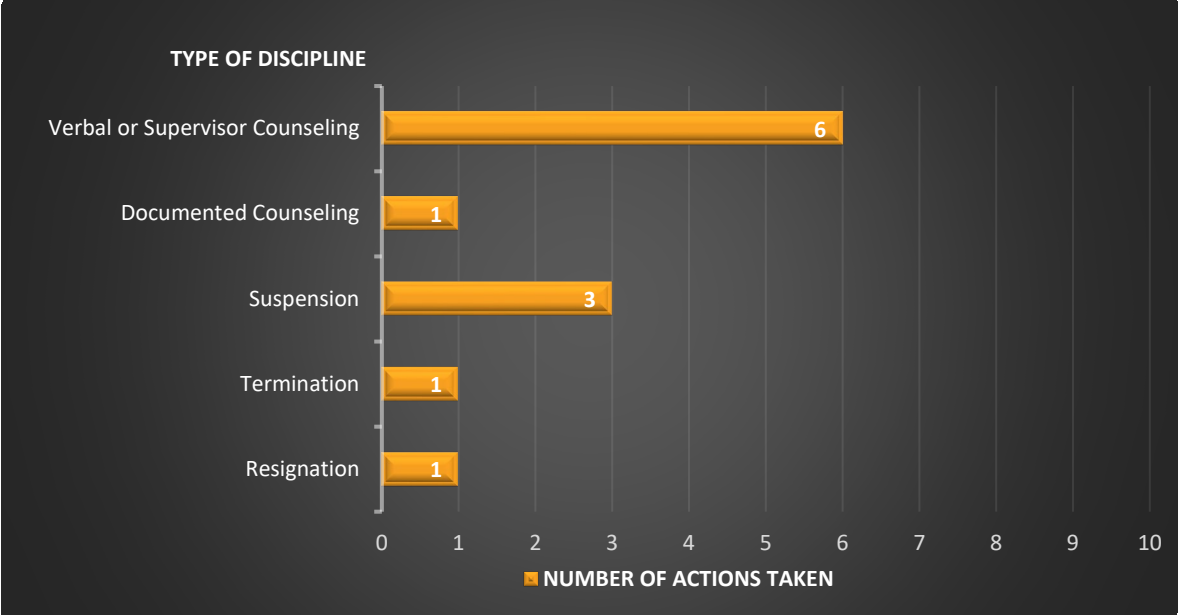


Chart 16 reflects the discipline imposed from misconduct investigations completed in 2024 according to data provided by the Professional Standards Unit. Note: One case can result in multiple disciplinary actions against multiple employees

# Annual Recommendations

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## Office of Public Safety Accountability

- OPSA must ensure newly hired personnel are properly trained in order to review 100% of misconduct allegations filed against Sacramento Police Department Personnel.
- The Office of Public Safety Accountability must ensure all newly hired oversight practitioners are properly trained and successfully complete the National Association for Civilian Oversight of Law Enforcement (NACOLE) Certified Practitioner of Oversight (CPO) Credential Program.
- OPSA must continue to increase awareness, education, and community engagement throughout the City of Sacramento.\*

## Sacramento Police Department

### General Recommendations

- Sacramento Police Department Internal Affairs Division personnel as well as supervising divisional personnel with ancillary duties involving the investigation of allegations of misconduct must receive proper training on investigative processes and procedures to ensure consistency and accuracy.
- Sacramento Police Department internal investigations conducted by the Internal Affairs Division as well as internal investigations conducted by supervising personnel within an employee's assigned division must be investigated impartially and thoroughly to ensure the most accurate findings.\*

### Policy Recommendations

- Sacramento Police Department must provide all draft versions of policies for review, specifically policies resulting from the audit conducted by OPSA, prior to the policies proceeding through the SPD approval process. OPSA must have sufficient time to review the proposed policies to ensure that the policies meet what was intended from the fully adopted recommendations in the 2023 audit.
- Sacramento Police Department should implement all recommendations outlined in the OPSA 2023 audit report, An Audit of the Sacramento Police Department (SPD): Misconduct Complaint Cases – Improper Search and Seizure.\*

## Sacramento Fire Department

### General Recommendations

- Sacramento Fire Department internal investigations conducted by the Professional Standards Unit as well as internal investigations conducted by supervising personnel within an employee's assigned division must be investigated impartially and thoroughly to ensure the most accurate findings. Specifically, Sacramento Fire Department battalion chiefs need to receive proper training on investigative processes and procedures.
- The Sacramento Fire Department Professional Standards Unit must properly document and track all complaint investigations and each allegation, including policy violations, for all personnel to ensure accurate reporting of public safety statistics.

- The Sacramento Fire Department Professional Standards Unit must ensure that the Office of Public Safety Accountability receives all complaint investigation information for tracking, monitoring, and reviewing all complaint investigations of the Sacramento Fire Department.
- The Sacramento Fire Department Professional Standards Unit must conduct internal investigations impartially and thoroughly to ensure the most accurate findings.\*

## Policy Recommendations

- The Sacramento Fire Department must standardize its investigative process ensuring that personnel involved in misconduct complaint cases complete F-68 memorandums to provide a detailed recollection of the alleged incident for thorough investigations to be conducted.
- Sacramento Fire Department Professional Standards Division should update its operations manual from 2007. \*

*\*Repeat recommendations that have not been completed by the departments.*



# Outside Jurisdiction

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There were 26 complaints or inquiries reported to OPSA that were not attributed to misconduct allegations against Sacramento Police Department or Fire Department personnel. OPSA staff attempts to connect constituents with the proper agency or information to help resolve their issues regardless of it falling outside of the office's scope of authority and responsibility.

# Frequently Asked Questions

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## **WHAT IS THE OFFICE OF PUBLIC SAFETY ACCOUNTABILITY?**

The Office of Public Safety Accountability (OPSA) is a Mayor and City Council established office whose main responsibilities are: (1) taking in complaints from members of the public against Sacramento Police (SPD) or Fire Department (SFD) employees,

(2) makes sure that SPD and SFD investigates those complaints thoroughly and fairly, and (3) recommends improvements to SPD and SFD policies and procedures.

## **WHY DOES OPSA MATTER?**

OPSA helps keep SPD and SFD accountable to the communities they serve by auditing the investigations into claims of police or fire employee(s) misconduct to ensure that those investigations are fair and thorough. The work of OPSA has resulted in improved department policies and increased transparency.

## **IS OPSA PART OF THE POLICE DEPARTMENT? WHY SHOULD I TRUST OPSA?**

No. OPSA is not part of the police department. The OPSA Director answers to the Mayor and City Council. The Chief of Police answers to the City Manager. The City Manager answers to the Mayor and City Council.

You should trust OPSA because the office is independent. OPSA is free to agree or disagree with the decisions of SPD.

## **WHAT CAN I DO IF I THINK A PUBLIC SAFETY EMPLOYEE DID SOMETHING WRONG?**

One of the things you can do is file a Misconduct Complaint with OPSA.

## **WHAT IS A MISCONDUCT COMPLAINT?**

A Misconduct Complaint is a statement from you explaining why you think a City of Sacramento public safety employee broke one (or more) of the rules that the employee is required to follow and requesting that the employee's conduct be investigated by the department. The SPD General Orders are the Police Department's policies governing every aspect of their day-to-day operations and actions. The SFD Manual of Operations contains all policies and procedures that fire personnel are required to follow.

## **WHAT IF I DON'T KNOW WHICH RULE THE EMPLOYEE MAY HAVE VIOLATED?**

There are many rules SPD and SFD personnel are required to follow, and you do not need to know them. If you have a question about whether a certain kind of behavior by a public safety employee is against the rules, you can contact OPSA to ask.

## **DO I HAVE TO KNOW THE EMPLOYEE'S NAME OR BADGE NUMBER?**

No, you do not. While it is useful information, if you do not have that information, you can still file your complaint.

## **CAN I FILE A COMPLAINT WITH OPSA AGAINST A PUBLIC SAFETY EMPLOYEE WHO IS NOT WITH THE SACRAMENTO POLICE OR FIRE DEPARTMENT?**

No. OPSA can only process your complaint if it is about an SPD or SFD employee. Complaints about public safety employees employed by other law enforcement agencies cannot be filed with OPSA. However, OPSA will do its best to guide you to the proper authority.

## **WHO CAN FILE A MISCONDUCT COMPLAINT WITH OPSA?**

Any member of the public can file a Misconduct Complaint about SPD or SFD personnel. You can file a Misconduct Complaint about something that happened to you or about something that happened to somebody else. You can live in Sacramento or outside the city. You can be a U.S. citizen, or you can be an immigrant – with or without papers. OPSA staff are fluent in English but can access a translation service to assist in taking your complaint if necessary.

You can also file a complaint if you are a defendant in a criminal case; but if the case is related to the complaint you want to tell us about, we recommend that you talk to your lawyer first.

## **WILL I HAVE MORE PROBLEMS WITH POLICE OR FIRE IF I FILE A MISCONDUCT COMPLAINT?**

No. SPD and SFD have strict rules that prohibit personnel from retaliating against complainants.

## **HOW DO I FILE A COMPLAINT OR COMMENDATION?**

You can file a complaint or commendation by email, regular mail, telephone, on our website, or in person.

Please provide as much information as possible regarding the incident, including:

1. Your contact information: Name, Address, Phone Number(s).
2. Incident information: Date, Time, Location.
3. Employee(s) involved: Name and Badge Number, if possible.
4. Unit involved: Fire Company, Fire Station, and/or Fire Vehicle, if possible.
5. Description of the incident: Please provide as much detail as possible.
6. Witness information: Name, Address, Phone Number(s) of any witnesses to the incident.

## **WHAT HAPPENS AFTER I FILE A MISCONDUCT COMPLAINT?**

When a complaint is received by OPSA, it is reviewed by the Director or staff and then forwarded to Internal Affairs Division (IAD) of SPD or to the Professional Standards Unit (PSU) of SFD for a preliminary investigation. IAD or PSU reviews and categorizes the complaint. Sometimes a complaint can be resolved after speaking to the complainant. In other instances, a formal investigation is conducted. IAD has one year to complete that investigation.

OPSA reviews completed formal investigations for the final disposition as recommended by the Police or Fire Chief.

IAD or PSU notifies the complainant(s) of the case disposition(s). Throughout this process OPSA is available to the complainant to provide information and answer questions excluding disclosure of any confidential or legally protected information.

## **WHAT IF I DON'T HAVE A MISCONDUCT COMPLAINT AGAINST AN INDIVIDUAL EMPLOYEE, BUT I DON'T LIKE A PATTERN I SEE WITH THE POLICE OR FIRE DEPARTMENT?**

You can file a policy complaint. Policy complaints are not requests for individual personnel to be investigated and disciplined. Instead, they are requests that SPD or SFD change its policies or procedures or adopt new ones. You can file a policy complaint with OPSA.

## **I HAVE BEEN CHARGED WITH A CRIME. WILL FILING A COMPLAINT AFFECT THE CRIMINAL CASE AGAINST ME?**

No. The complaint you file with us is separate from your criminal case. OPSA cannot advise or represent you on any legal matter

# Meet the Office of Public Safety Accountability



**Dr. LaTasha Watson**

**Director**

Dr. Watson joined the OPSA team in 2020. She is an accomplished police executive and leadership expert bringing more than 27 years of experience in the policing profession to the office. As a Deputy Chief of Police in Arlington Police Department, she became the youngest chief in tenure and age to obtain the rank in 2014. She also became the 1<sup>st</sup> female African American Chief of Police in the entire State of Nevada and in the City of Henderson, Nevada. She holds a Ph.D. in International Psychology with a concentration in systems and organizations, a Ph.D. in Management and Organizational Leadership, a Master's degree in Criminology, and a Bachelor's degree in Criminal Justice.



**Justine Bryant**

**Executive Assistant**

Ms. Bryant joined the OPSA team in 2024. She brings more than six years of administrative professional experience providing C-level executive support in the Civil Justice Association of California and the Yolo Superior Court. She holds a Bachelor of Arts Degree in Criminal Justice.



**Jody Johnson**

**Assistant Director**

Mr. Johnson joined the OPSA team in 2024. He brings a wealth of legal experience as well as policy experience to the office. From 2015 – 2023, he practiced law in the State of California as a Sacramento public defense attorney. He has served as a legislative consultant in the Los Angeles County CEO Office: Department of Youth Development (DYD). He served as the Director of Policy and Research for the Race and Gender Equity Project (RAGE). He is also an adjunct professor instructing college courses on community relations and introduction to administration of justice. He obtained his law degree in 2015 from Lincoln Law School. He also holds a Bachelor of Arts degree in Government and Philosophy with a concentration in Ethics and Law, and a Master of Arts degree in Public Administration.



**Alayna Magdaleno**

**Analyst**

Mrs. Magdaleno is the most tenured OPSA team member in the office. She joined the team in 2018 bringing management experience from the banking industry to the office. From 2018 – 2024, she held the position of OPSA Executive Assistant. In 2024, she received a promotion and transitioned to the role of OPSA Analyst. She holds an Associate of Arts degree in General Studies.





**Dwight White**

**Inspector General**

Mr. White joined the OPSA team in 2021. He brings a wealth of knowledge conducting significant criminal investigations as a Certified Illinois Lead Homicide Investigator for the City of Chicago – Civilian Office of Police Accountability (COPA). He also has financial crimes investigative experience. He obtained his law degree in 2014 from the University of Illinois Chicago – School of Law, formerly The John Marshall Law School. He also holds a Bachelor of Science degree in Information Assurance and Security Engineering. Mr. White transitioned out of his role with OPSA in December of 2024.



**Lydia Devereux**

**Deputy  
Inspector General**

Mrs. Devereux joined the OPSA team in 2024 bringing experience in the examination and the determination of the cause and manner of death. From 2017 – 2024, she held the positions of coroner technician and deputy coroner in the Sacramento County Coroner's Office. In addition, she has held the position of tissue recovery technician with Sierra Donor Services. She holds a Bachelor of Science degree in Forensic Biology and an Associate degree in General Sciences and Physical Science – Mathematics



## Randy Pagarigan      Senior Investigator

Mr. Pagarigan joined the team in 2024. He is an experienced investigator bringing more than 20 years of investigative experience to the office. From 1999 – 2024, he served as a claims adjuster, investigative specialist, and a field special investigator for the Hartford Insurance Company. He became a Fraud Claim Law Specialist (FCLS) in 2008 through the American Educational Institute. He holds a Bachelor of Science degree in Business with a concentration in Strategic Management.



## Brendan Smith      Senior Investigator

Mr. Smith joined the OPSA team in 2024. He brings extensive investigative experience as well as legal experience to the office. He served as an insurance defense attorney for Liberty Mutual. He served as an SIU auditor/investigator for Allied Universal Compliance and Investigations, Veracity Research Company, and APEX Investigations. He obtained his law degree in 2013 from the University of the Pacific, McGeorge School of Law. He also holds a Bachelor of Arts degree in Philosophy, and an Associate of Science degree in Mathematics.





**Michele Valeros**

**Investigator**

Mrs. Valeros joined the OPSA team in 2022. She has an extensive amount of experience in the law profession as a paralegal in the U.S. Attorney's Office and the U.S. Small Business Administration. In addition, she has experience conducting investigations with the San Joaquin County District Attorney's Office – Bureau of Investigations. She is also a professor instructing college courses for paralegal studies, criminal litigation and procedure, social justice, and ethics. She holds a Master's degree in Forensic Science with a concentration in investigation, a Bachelor of Arts degree in Pre-Law studies, an Associate degree in Behavioral Science and Liberal Studies, and a Paralegal Certificate



**Natalie Migdal**

**Investigator**

Ms. Migdal joined the OPSA team in 2024. She has a myriad of investigative experience from the California Department of Justice, California of Social Services, and the Arizona Medical Board. In addition, she has experience in the private sector conducting investigations related to Worker's Compensation claims. She holds a Bachelor of Arts degree in Criminal Justice as well as multiple investigator and inspector certifications.



## Josef Gray      Community Engagement Coordinator

Mr. Gray joined the OPSA team in 2024. He brings a myriad of youth advocacy and community engagement experience centering on decreasing recidivism rates for young adult to the office. From 2018 – 2024, he served as the Director of Sacramento for the Anti- Recidivism Coalition, a statewide nonprofit organization focusing on reentry and criminal justice reform. Additionally, he served with the Capital Star Community Services – Transitional Age Youth Full Service Partnership as a program manager as well as the River Oak Juvenile Justice Diversion and Treatment Program as a juvenile advocate. He has served as a commissioner for the Juvenile Justice and Delinquency Prevention Commission and the Juvenile Justice Coordinating Council.

# Public Access to the City's Complaint Process

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Members of the public can file a misconduct complaint against Sacramento Police or Fire Department employees through OPSA or directly to the Police or Fire Department. Complaints made to OPSA can be filed by email, postal mail, telephone, in person or online using the Public Safety Complaint Form on the website. OPSA maintains a comprehensive, independent database of complaints received from the community. OPSA also collects data points to identify potential systemic issues and provide early warning of complaint trends.

The Office of Public Safety Accountability is a Mayor and City Council established office designed to improve the relationship between the City's public safety departments and the community they protect and serve. We promote trust, excellence, transparency, and accountability through independent and impartial oversight of complaints related to public safety employee misconduct.

OPSA's main responsibilities are to:

- (1) receive complaints and commendations from members of the public regarding City of Sacramento Police (SPD) or Fire Department (SFD) employees;
- (2) review SPD and SFD complaint investigations for thoroughness and fairness, and
- (3) make recommendations for improvements to SPD and SFD policies and procedures.

The Director has broad oversight authority to evaluate the overall quality of SPD and SFD personnel performance and the authority to encourage systemic change.

OPSA is available to conduct presentations to a wide spectrum of community groups, schools, neighborhood meetings, civic organizations, State and National professional agencies and associations to make sure OPSA is known throughout the Sacramento community as a resource and provide information on how the Office can be utilized.

If you are interested in scheduling a brief presentation, please contact us.



Call: (916) 808-7525



Online: <https://www.cityofsacramento.org/OPSA>



Mail: 915 I Street, Historic City Hall 3rd Floor  
Sacramento, CA 95814