

# City of Palo Alto

## Policy & Services Committee

Independent Police Auditor (IPA) Review of Employee Harassment, Discrimination, and Retaliation Investigations

# Council Direction to Expand IPA Role

## November 2020 Council direction:

- Expand scope of IPA review to include:
  - Supervisory Inquiry Investigations (formerly called IIRs)
  - Uses of force resulting in injury requiring medical attention (firearm, canine, baton, physical strength, etc.)
- Publish 2 reports per year on a set schedule
- IPA appearances at Council 2 times each year
- Ability to ask IPA for performance reviews in specific topic areas

**Timeline:** Contract amendment in process. Anticipated for Council approval before summer break. New scope implemented in next IPA report – after summer break.

# Council Referral to Policy & Services Committee

Consider IPA review of City investigations of employee harassment, discrimination, and retaliation. Staff has identified additional issue of reporting format.

## Options to Consider:

1. Direct staff to research reporting options and return to the Committee
2. Recommend Council add scope to the IPA contract using existing reporting practices
3. Recommend Council defer additional new scope pending implementation of new scope in process