

2025 Police Auditor Data Review

Leigh Grossman, Ph.D.
Police Auditor

Overview

- Increases in internal affairs investigations, use of force, and arrests.
 - No data to indicate an increase in misconduct. Rather, there has been a continuing effort to increase reporting. Sustained percentage has decreased.
- In 2025, there was an 89% increase in traffic stops and a 49% increase in other stop types.
- For any race, traffic stop outcomes are a fairly even split between citations and warnings.
- Staffing numbers have remained steady over the past three years.
 - Professional staff positions are typically fully or almost fully staffed.
 - Sworn staff numbers fluctuate slightly but a 25% vacancy rate remains.

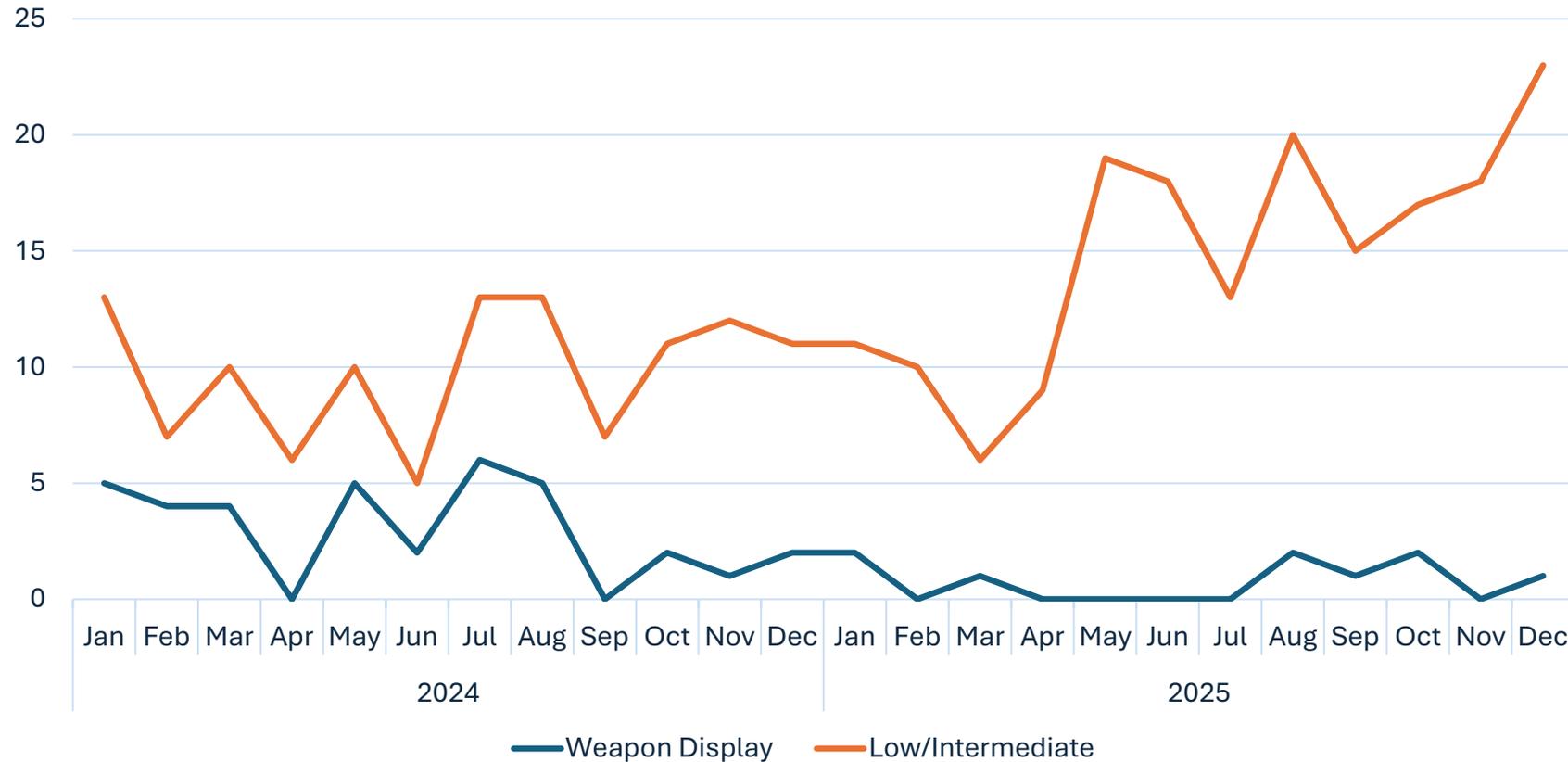
Internal Affairs

	2024	2025
Externally Generated Cases (includes claims filed)	8	24
Internally Generated Cases (including cases generated following statements from a member of the public)	27	35
Total	35	59

- Serious Alleged Violations
 - Use of Force – 18 cases
 - Bias-Based Policing – 15 cases
 - Truthfulness – 2 cases
- Examples of Sustained Violations (the allegation was substantiated)
 - Firearms safety
 - Conducting unsatisfactory investigations/work product
 - Conduct towards others
 - Wearing of safety restraints
 - Body-worn camera
- Most internally generated complaints were generated by a supervisor based on comments made by a member of the public during a police interaction.
- For 2024, all 35 cases have been closed. 34% (12/35) have at least one sustained allegation.
- For 2025, 48 of 59 cases are closed. 19% (9/48) have at least one sustained allegation.

Use of Force - Incidents

Weapon Displays and Low/Intermediate Level Uses of Force



		Weapon Display	Low	Intermediate
2024	Jan	5	13	
	Feb	4	7	
	Mar	4	10	
	Apr		6	
	May	5	9	1
	Jun	2	5	
	Jul	6	12	1
	Aug	5	12	1
	Sep		7	
	Oct	2	9	2
	Nov	1	11	1
	Dec	2	10	1
2025	Jan	2	11	
	Feb		9	1
	Mar	1	6	
	Apr		8	1
	May		18	1
	Jun		17	1
	Jul		12	1
	Aug	2	19	1
	Sep	1	14	1
	Oct	2	17	
	Nov		18	
	Dec	1	22	1

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

Use of Force - Types

Descriptions

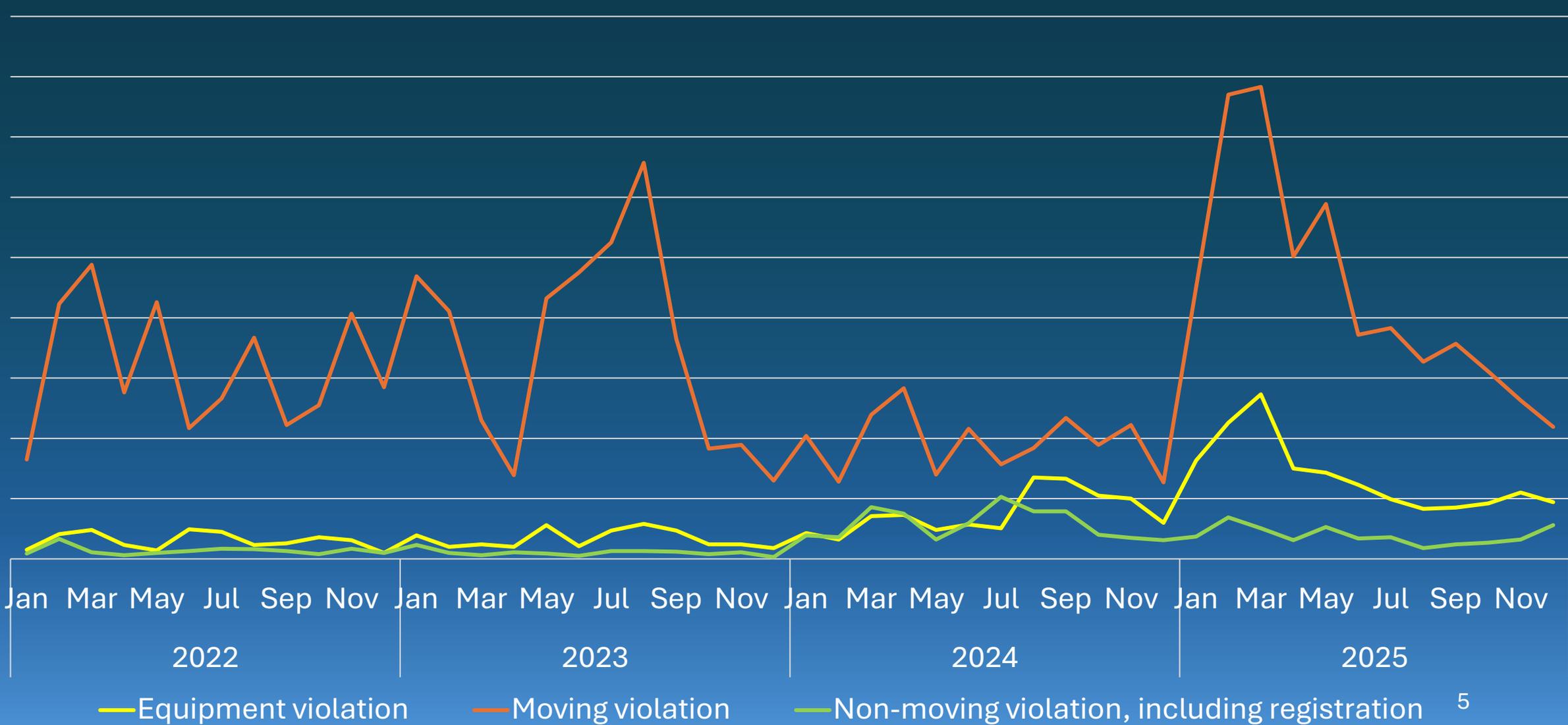
- **Weapon Display** – Occurs when an officer directs their firearm or Taser towards a subject. Weapon displays are warranted when an officer reasonable believes a threat exists based on the totality of circumstances presented at the time.
- **Control Hold** – Any Department approved method or hold, 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.
- **Takedown** – A method designed to physically take a subject to the ground with the intent of gaining control of the subject.
- **WRAP** – A WRAP is a device used to restrain individuals who present a safety risk to themselves or officers even after being handcuffed.

# of incidents with each force type	Weapon Display	Low/Intermediate Use of Force
Pointed Firearm at	78% (7)	2% (3)
Pointed Taser at	22% (2)	1% (2)
Control Hold	0% (0)	76% (142)
Takedown	0% (0)	31% (58)
Pain Compliance Technique	0% (0)	18% (34)
Other Low Level Force	0% (0)	18% (34)
WRAP	0% (0)	8% (15)
Personal Body Weapon	0% (0)	4% (7)
Impact Weapon	0% (0)	1% (1)
Taser Use	0% (0)	1% (2)
Total # of Force Incidents	9	188

* Total will be more than 100% because each incident could involve more than one force type.

- **Pain Compliance Technique** - Involves either the manipulation of a person's joints or activating certain pressure points intended to create sufficient pain for the purpose of motivating a person to comply with verbal commands.

Traffic Stops



2025 Traffic Stop Outcomes by Race

	Asian	Black/African American	Hispanic/Latine(x)	White	Other	Two or More Races
Arrest	1% (11)	3% (53)	3% (53)	2% (33)	1% (7)	5% (3)
Citation	56% (674)	45% (706)	58% (1,205)	47% (824)	55% (413)	45% (29)
Warning	43% (525)	50% (783)	39% (813)	49% (862)	44% (334)	49% (32)
Community Caretaking	0% (0)	0% (0)	0% (0)	0% (0)	0% (0)	0% (0)
No Action	0% (2)	2% (31)	1% (16)	1% (23)	0% (2)	2% (1)
Total	100% (1,212)	100% (1,573)	100% (2,087)	100% (1,742)	100% (756)	100% (65)

Moving Violation Traffic Stops by Race

- Using citation and warning data from 2025 traffic stops, only 36% of those stopped (2,298/6,451) provided an Alameda address. Therefore, it would be misleading to use Census data as a benchmark to make comparisons by race since over half of those stopped are not residents.
- A better but still imperfect benchmark is using the demographics of at-fault drivers involved in traffic collisions reported to police.

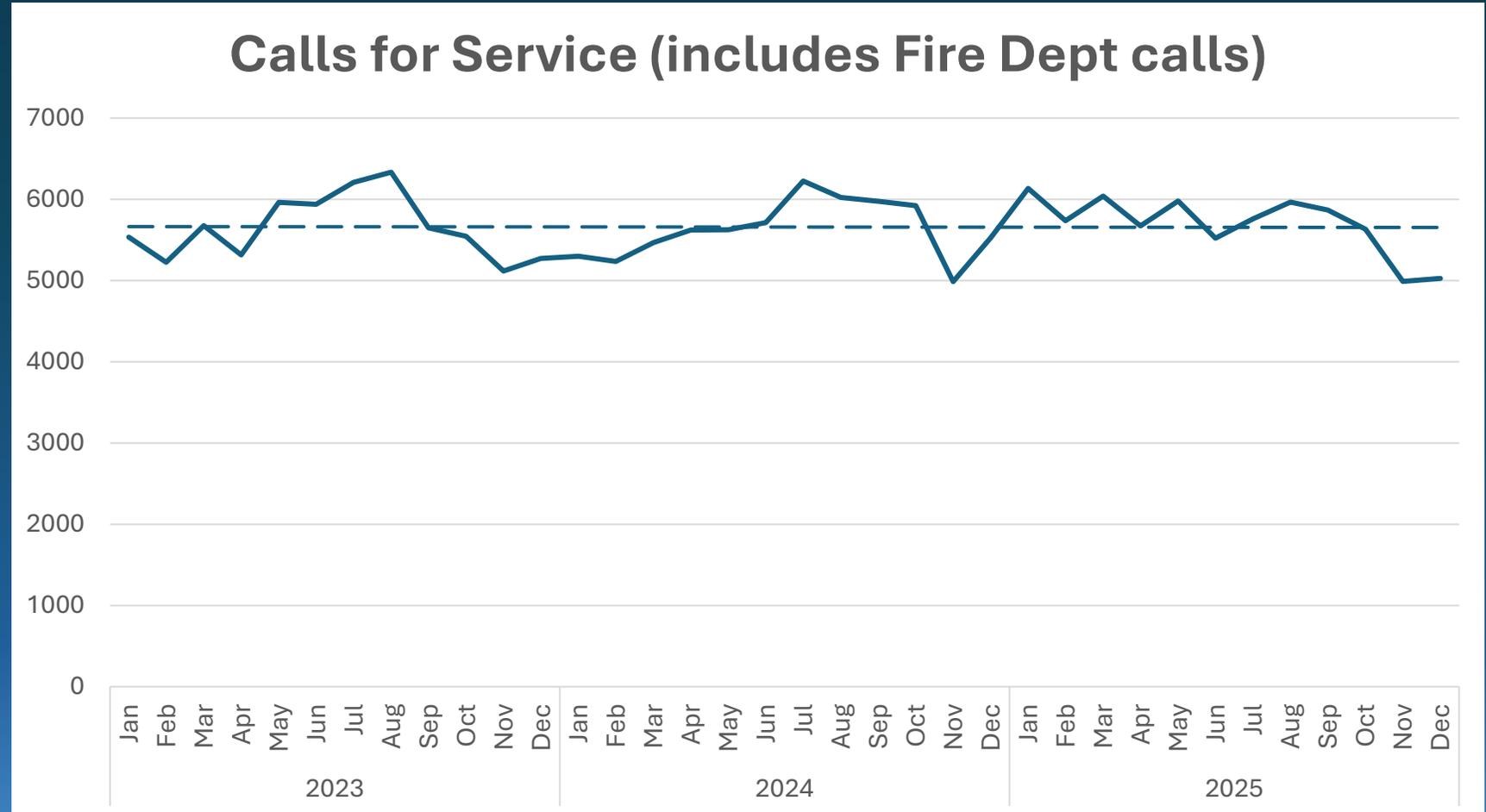
	2025 Moving Violation Traffic Stops	2025 Collisions Reported to Police (At-Fault Drivers Only)
Asian	19% (1,032)	29% (156)
Black/African American	17% (889)	15% (78)
Hispanic/Latine(x)	27% (1,419)	17% (89)
White	25% (1,331)	30% (160)
Other	11% (600)	10% (54)
Two or More Races	1% (55)	N/A

* There were an additional 222 drivers at-fault in collisions reported to police where the race is marked as “Null” or “Unknown”. The vast majority of these involve hit and runs.

Calls for Service

	2023	2024	2025
CFS	67,781	67,626	68,328

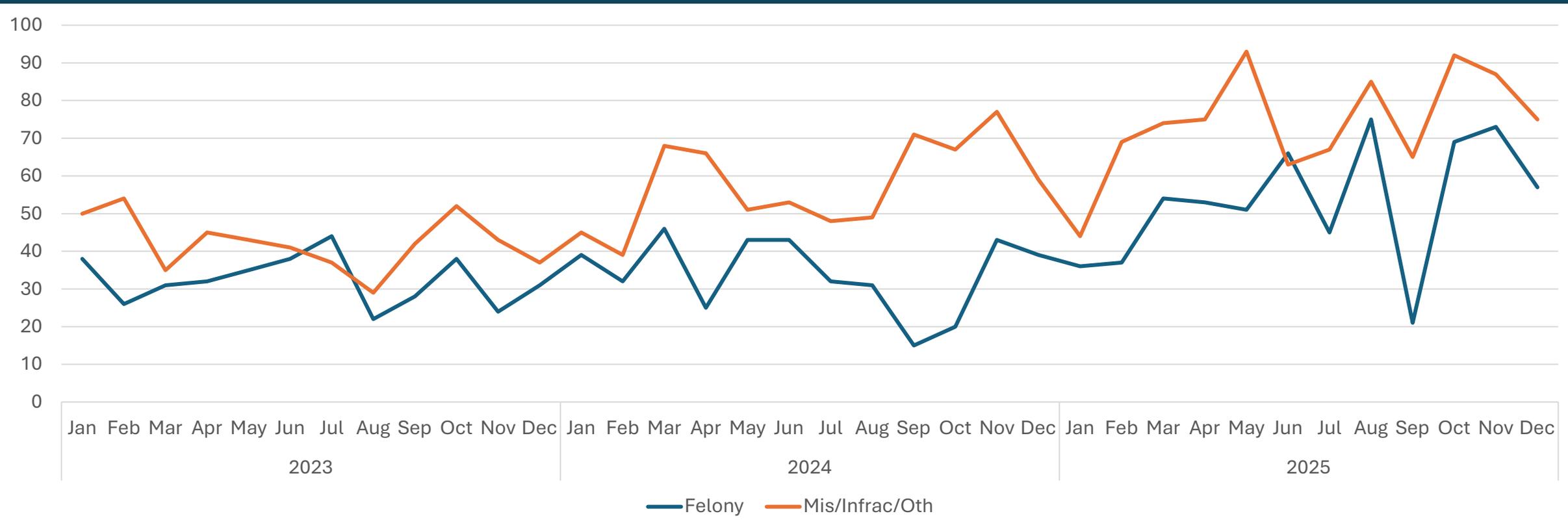
- There were approximately 700 more calls for service in 2025. The trendline over the past three years has been stable.



* Due to a change in reporting practices, calls for service numbers now include calls for the Fire Dept. Prior numbers have been updated to reflect the change.

Arrests

	Felony	Misdemeanor/ Infraction/Other
2023	387	508
2024	408	693
2025	637	889



Pursuits

	2023	2024	2025
Pursuits	1	13	12

- On August 7, 2024, the APD pursuit policy was modified to allow officers to pursue suspects or vehicles wanted for felony crimes.
- The longest pursuit in 2025 was four minutes, the shortest was less than one minute.
- There were no collisions as a result of a pursuit.
- Identified areas of concern during pursuits:
 - Officer communication during pursuit
 - Clearing intersections
 - Vehicle speed during the pursuit

Collisions

	2023	2024	2025
Collisions	10	7	8

- Employees were found to be at fault in 75% of collisions in 2025 compared to 71% of collisions in 2024.
 - Four collisions in 2025 involved an APD vehicle hitting a fixed object.
- One officer was involved in two collisions in 2025. They were found at fault in both collisions. They were provided remedial training.

Community Surveys

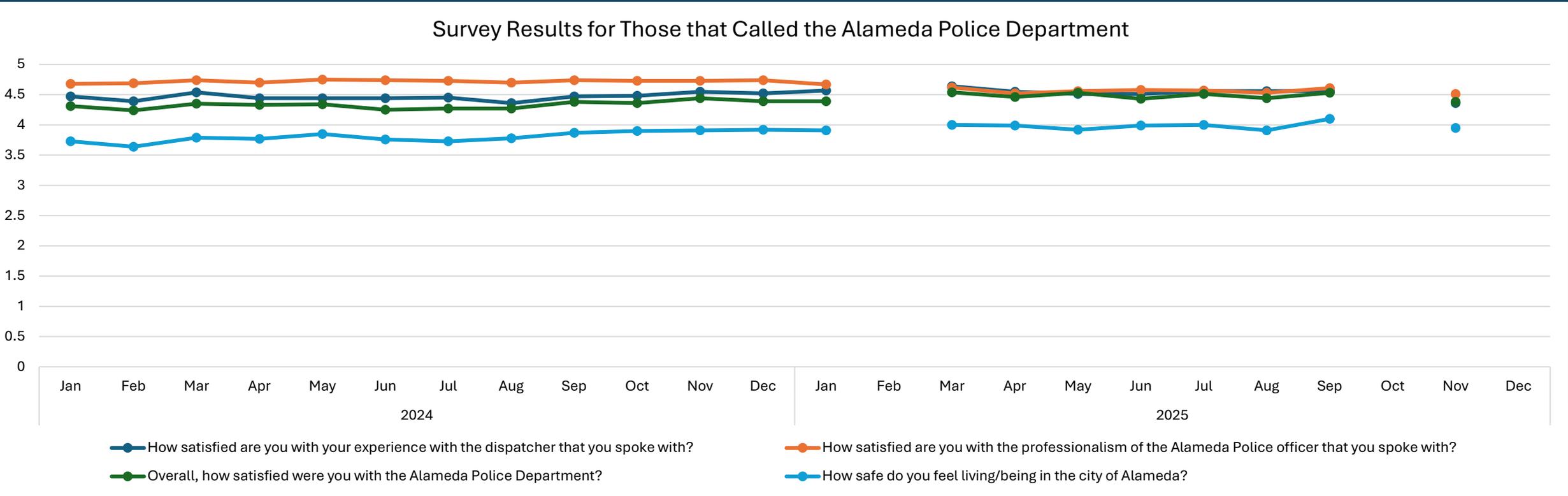
- Survey Respondents

- 2023 – 4,049
- 2024 – 4,206
- 2025 – 3,426

CAD Survey	2023 Annual Average	2024 Annual Average	2025 Annual Average*
Dispatcher Satisfaction	4.42	4.46	4.57
Officer Professionalism	4.70	4.72	4.60
PD Satisfaction	4.28	4.33	4.49
Alameda Safety	3.71	3.80	3.99

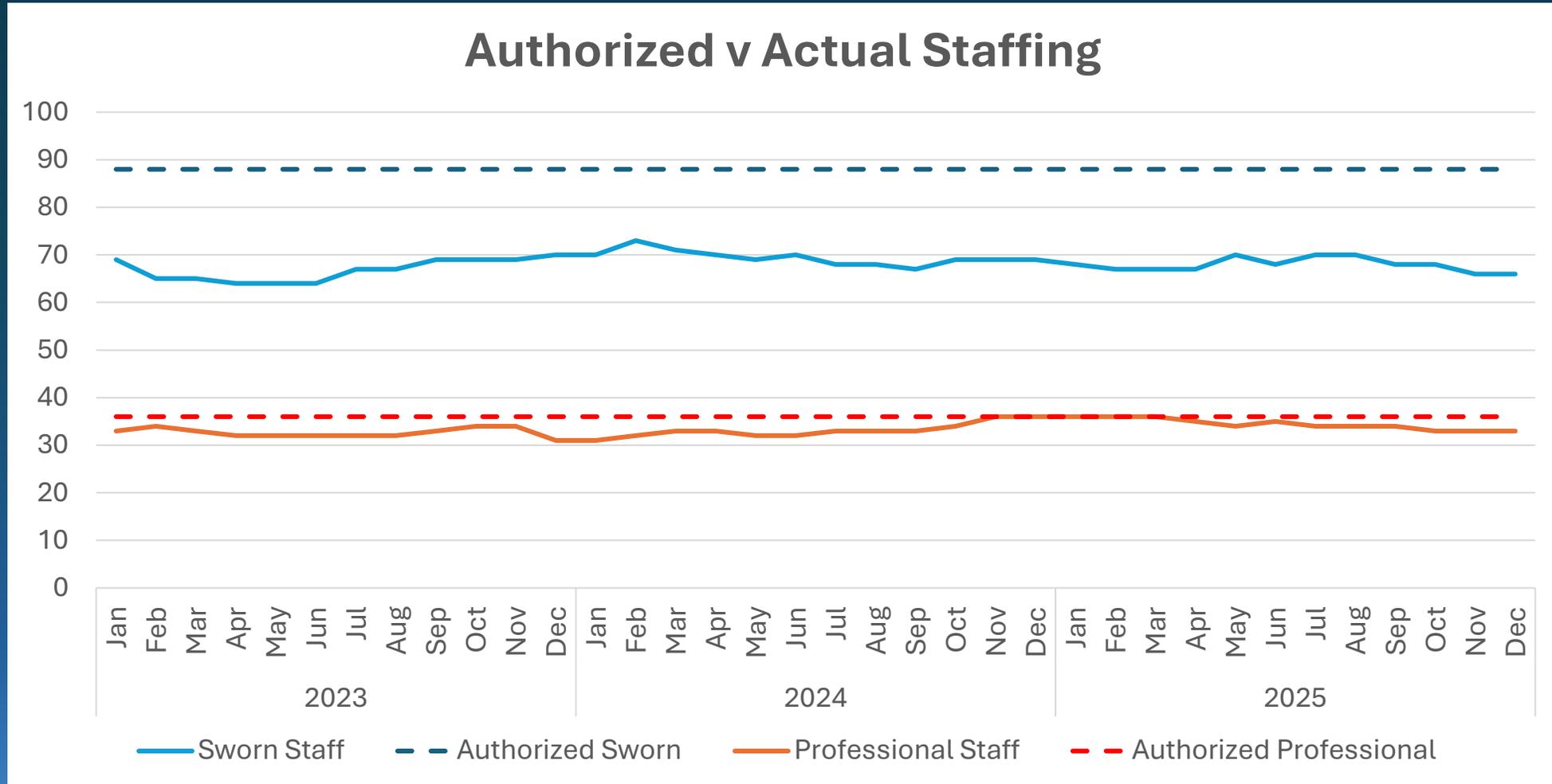
* New platform only – beginning 3/17/25.

Survey Results for Those that Called the Alameda Police Department



Staffing

- Staffing numbers have been stable the past three years.
- Sworn numbers are 25% below authorized staffing.
- Sworn staffing currently frozen at 72.



Claims and Lawsuits

	2023	2024	2025
Claims Filed	15	12	31
Lawsuits Filed	1	2	3

- Claims can be filed when an incident occurs, and you believe the City might be responsible for loss or damage to you and your personal property.
- In 2025, 42% (13/31) of claims were for vehicle tows. In 2024, 42% (5/12) were for vehicle tows.
- In 2024, the city paid out three claims for a total of \$10,019.50. One claim was for a vehicle release and two were for accidents with APD vehicles.
- In 2025, the city paid out four claims for a total of \$49,913.42. Three of the claims were for accidents with APD vehicles.

Training

- Sworn Staff received 7,604 hours of training
 - Drone Training
 - Patrol Training (DUI Investigations, Ramey Warrants, Range, Investigations, OC Spray etc.)
 - Crisis Intervention
 - Emotional Intelligence
 - Canine
 - Radar
 - Traffic Collision Investigation
 - Defensive Tactics
- Professional Staff received 757 hours of training
 - Civilian Police Leadership
 - Evidence and Property
 - Courtroom Testimony
 - BWC Video Release and Redaction
 - Emotional Intelligence

CALEA Accreditation Progress

- Officially signed up April 15, 2025. APD has three years from the start date to gain accreditation.
- Need to be in compliance with 185 standards.
 - Policy and other written directive updates.
 - Updates to practice, additional training.
- Progress
 - 57 standards – updates to policy and proofs of compliance have been completed.
 - 16 standards – not applicable to our agency (ex court security, college campus).
- Obstacles
 - Platform APD uses to make policy modifications had a huge overhaul in late 2025. They provided no training or guidance on the changes. After repeated attempts to contact, we were finally provided a training.

Thank You

Questions?