

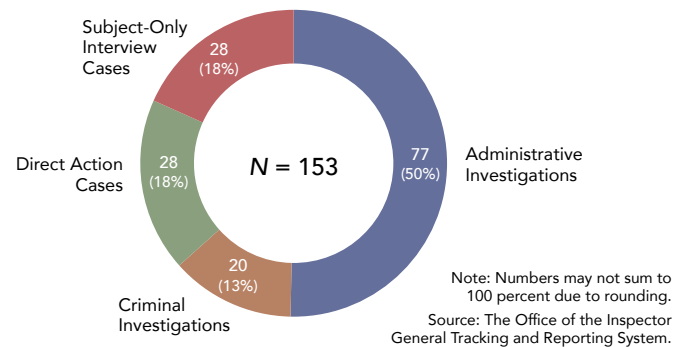


**Fact Sheet**  
December 10, 2020

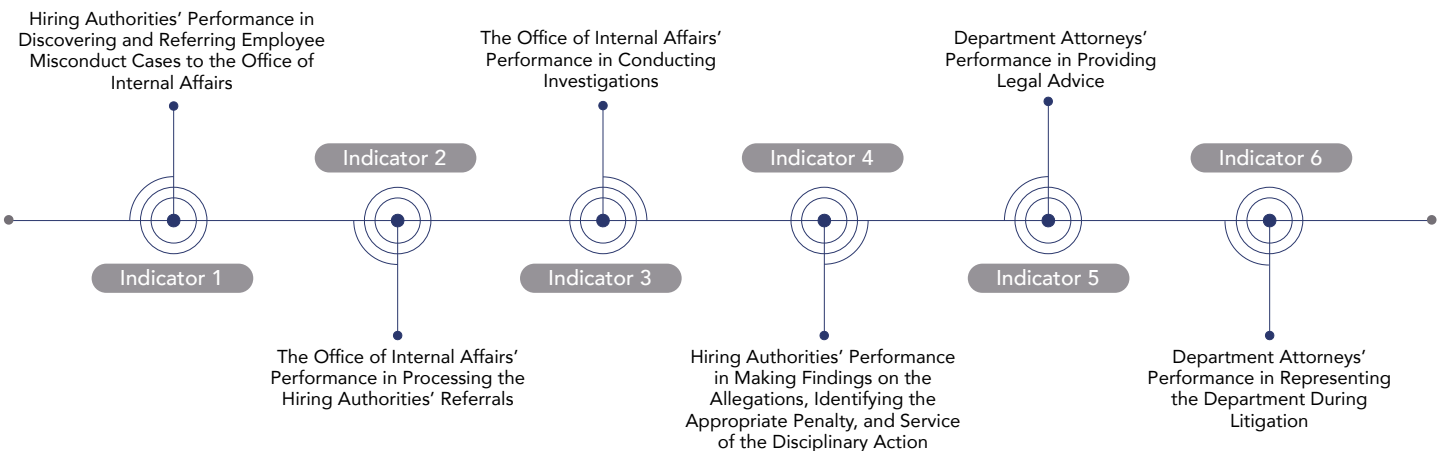
**MONITORING INTERNAL INVESTIGATIONS AND THE EMPLOYEE DISCIPLINARY PROCESS  
OF THE CALIFORNIA DEPARTMENT OF CORRECTIONS AND REHABILITATION, JANUARY–JUNE 2020**

The Office of the Inspector General (the OIG) is mandated by the California Penal Code to oversee internal investigations and employee discipline cases of the California Department of Corrections and Rehabilitation (the department), and to advise the public regarding the adequacy of each investigation and whether employee discipline is warranted. Since 2005, the OIG has fulfilled its mission to bring transparency to investigations and employee discipline through diligent and trustworthy monitoring, reporting, and recommending improvements to the department.

**Types of Cases the OIG Monitored and Closed During the Period From January Through June 2020**



**The Six Indicators Used to Assess the Department's Performance**



**Overall Ratings for the January Through June 2020 Reporting Period**

Overall Rating: **Poor**  
Overall Weighted Average: 67%

Results & Percentages		
Superior	Satisfactory	Poor
100%–80%	70%–79%	50%–69%

Indicator 1 – Hiring Authorities	72%
Indicator 2 – Office of Internal Affairs	71%
Indicator 3 – Office of Internal Affairs	73%
Indicator 4 – Hiring Authorities	63%
Indicator 5 – Department Attorneys	70%
Indicator 6 – Department Attorneys	63%

**Recommendations to Address Departmental Delays in Opening Administrative Investigations in Which There Was Also a Criminal Investigation; to Address a Lack of Policy Concerning Officers Subject to Restraining Orders; and to Modify the Department's Executive Review Policy**

1. Develop and implement a policy that the Office of Internal Affairs concurrently open and conduct administrative investigations when a related criminal investigation is pending and not wait for the conclusion of the criminal investigation to commence the administrative investigation.
2. Formulate and implement a policy for the department to manage officers subject to domestic violence restraining orders.
3. Modify departmental policy and limit the ability of a department attorney to challenge and elevate a hiring authority's decision in an employee discipline case to three circumstances: when a hiring authority is clearly ignoring critical evidence; when no reasonable person could make the findings the hiring authority made; or if the department attorney believes the hiring authority is acting contrary to policy or law.

