



OAKLAND POLICE COMMISSION COMMUNITY SPECIAL MEETING AGENDA

March 12, 2026 - 5:30 PM

East Bay Church of Religious Science - 4130 Telegraph Ave, Oakland

The purpose of the Oakland Police Commission is to oversee the Oakland Police Department to ensure its policies, practices, and customs conform to national standards of constitutional policing and to oversee the Office of the Inspector General, led by the civilian Office of the Inspector General for the Department, as well as the Community Police Review Agency (CPRA), led by the Executive Director of the Agency, which investigates police misconduct and recommends discipline.

Please note that Zoom links will be for observation only. Public participation via Zoom is not possible currently.



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PUBLIC PARTICIPATION

The Oakland Police Commission welcomes and encourages public participation in its meetings. Please review the options below for observing the meeting and providing public comment:

OBSERVE THE MEETING

- Television:
Watch the meeting on KTOP Channel 10 via:
 - Xfinity (Comcast)
 - AT&T Channel 99 (City of Oakland KTOP - Channel 10)
- Online (Zoom Video Conference):
Join via video at the scheduled meeting time:
<https://us02web.zoom.us/j/88294451366> Instructions: [Joining a Meeting by Video](#)
- Phone (Audio Only):
Dial at the scheduled meeting time:
 - +1 669 444 9171, **Meeting ID: 882 9445 1366#**
 - +1 669 900 9128 (San Jose), Meeting ID: 882 9445 1366#
If prompted for a participant ID, press #.

Note: Zoom may only be used to observe. Public comment will not be taken via Zoom.

PROVIDE PUBLIC COMMENT IN PERSON

- To comment, complete a speaker card for each agenda item you wish to address.
- Speaker cards must be submitted before public comment begins for that item.
- Submit your speaker card to the Chief of Staff before being recognized.

Guidelines:

- Comments must be specific to the written agenda item listed on the card.
- Comments not tied to a listed item will be designated as Open Forum.
- One comment per person per agenda item.
- Speaking time limit: 2 minutes per comment. Time is not transferable.
- Groups sharing the same position may designate a spokesperson (3-minute time limit).

E-COMMENT (Written Submission Only)

- Submit written comments via the [Public Comment & Question Submission Form](#).
- E-comments must be submitted at least 24 hours before the meeting.
- Clearly indicate the agenda item your comment relates to.
- All comments are subject to a 2-minute time limit.
- Only one Open Forum comment per person will be accepted.



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- I. **Call to Order, Welcome, Roll Call, Determination of Quorum (and Read-Out from Prior Meeting, if any)**
Roll Call: Chair Ricardo Garcia-Acosta
Vice Chair Shawana Booker, Commissioners Shane Williams, Samuel Dawit, Angela Jackson-Castain, Evelio Grillo, and Alternate Commissioner Omar Farmer

- II. Closed Session (approximately 5:30 PM - 6:30 PM)
The Police Commission will take Public Comment on the Closed Session items.

THE OAKLAND POLICE COMMISSION WILL ADJOURN TO CLOSED SESSION AND WILL REPORT ON ANY FINAL DECISIONS DURING THE POLICE COMMISSION'S OPEN SESSION MEETING AGENDA.

CONFERENCE WITH LEGAL COUNSEL

EXISTING LITIGATION (Government Code Section 54956.9(d)(1))

Delphine Allen et al. v. City of Oakland et al. - N.D. Cal. No. 00-cv-4599-WHO

PUBLICEMPLOYEE APPOINTMENT

(Government Code Section 54957(b))

Title: Chief of Police

- III. **Redetermination of Quorum (and Read-Out from Closed Session and/or announcements, if any)**

Roll Call: Chair Ricardo Garcia-Acosta
Vice Chair Shawana Booker, Commissioners Shane Williams, Samuel Dawit, Angela Jackson-Castain, Evelio Grillo, and Alternate Commissioner Omar Farmer



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IV. **Open Forum Part 1 (2 minutes per speaker, 15 minutes total)**

Members of the public wishing to address the Commission on matters not listed on tonight's agenda but related to the Commission's work should submit a speaker card before this item is addressed. Comments regarding agenda items should be reserved until the respective agenda item is called for discussion. Speakers unable to address the Commission during this Open Forum will be given priority to speak during Open Forum Part 2. ***This is a recurring item.***

- a. Discussion
- b. Public Comment
- c. Action, if any

V. **Police Chief Search Community Input Discussion – Leadership Priorities & Public Commentary**

This is the second community engagement opportunity in the “Your Voice Matters: Choosing Oakland’s Next Police Chief” forum series of six community meetings being held across Oakland.

We encourage all Oaklanders to complete the Community Survey Questionnaire, where your official feedback will be formally documented as part of the search process.

During this agenda item, the Police Chief Search Ad Hoc Committee will invite members to provide any additional commentary, reflections, or insights they may not have been able to fully express in the questionnaire.

Below are the survey questionnaire questions for your reference:

- What do you feel are the top three priorities for the Oakland Police Department?
- What do you feel should be the top three attributes, skills, or characteristics of the next Police Chief?
- What are the top three leadership qualities needed from the next Police Chief?
- What do you think should be the top three priorities of the next Police Chief?
- What are the top three qualifications needed in the next Police Chief?
- What should the next Chief of Police understand about your community that may not be captured in the questions above?

Click here to access the [Community Survey Questionnaire](#), available in English, Spanish, or Chinese, or review the *Survey Questions at a Glance* section, which may be translated into additional languages. The webpage also provides information about additional community engagement opportunities. (*Attachment 1*)

- a. Discussion
- b. Public Comment
- c. Action, if any



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VI. Oakland Police Department Update

Representatives of the Oakland Police Department will provide an update. Topics discussed in the update may include NSA Updates, risk analysis, crime response, a preview of topics that may be placed on a future agenda, responses to community member questions, and specific topics requested by the Commission. ***This is a recurring item. (Attachment 2)***

- a. Discussion
- b. Public Comment
- c. Action, if any

VII. Ad Hoc Committee Reports

This item provides an opportunity for Chair Garcia-Acosta to share general updates regarding ad hoc committees, if applicable, and for representatives from active or upcoming ad hoc committees to report on their work, upcoming meetings, and events. Please note that ad hoc committee discussions are often fluid and may not follow a formal agenda. Recordings of meetings open to the public are available on the Commission's [YouTube Channel](#) and [website](#). Discussion, public comment, and any proposed actions related to Ad Hoc Committees will be held **after all ad hoc readouts are complete**. This ensures each committee can deliver its full report without interruption and that commissioner and public input is addressed in a consolidated discussion period. ***This is a recurring item. (Attachment 3)***

NSA Ad Hoc: Alternate Commissioner Farmer (Chair), OPC Chair Garcia-Acosta, Vice Chair Booker

The NSA Ad Hoc Committee is tasked with: (1) Representing the Commission in all deliberations and discussions with other stakeholders pertaining to the Sustainability Period and efforts to resolve Court oversight; (2) Reviewing the status of OPD compliance with NSA Tasks 5 (investigations) and 45 (racial disparity in discipline) and make recommendations as to any policies that may be required to achieve compliance in these areas; and (3) Recommend policies and actions required to ensure that the constitutional policing mandated by the NSA continues beyond the Sustainability Period.

These meetings are open to the public every 2nd and 4th Monday from 6 p.m. to 7:00 p.m., unless otherwise advised.



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Ad hoc committees continued...

Discipline Matrix Ad Hoc: Commissioner Garcia-Acosta (Chair), Commissioner Jackson-Castain, Commissioner Riles

The Discipline Matrix Ad Hoc committee is responsible for reviewing and providing guidance on the Oakland Police Department's Discipline Matrix to ensure it aligns with the objective of fair and consistent disciplinary practices. The committee works to ensure that the matrix, associated policies, and resulting disciplinary actions reflect contemporary industry standards for progressive discipline. This includes recommending updates, possibly reviewing cases for adherence to these standards, and ensuring transparency and accountability in the disciplinary process. Committee Chair Garcia-Acosta will provide an update on the status and/or next steps, if applicable. ***These meetings are open to the public every 1st and 3rd Wednesday from 6 p.m. to 7:30 p.m., unless otherwise advised.***

Mental Health Ad Hoc: Vice Chair Booker and Alternate Commissioner Farmer (co-Chairs)

The Mental Health Ad Hoc Committee is charged with reviewing OPD policies, training, and practices related to officer mental health and wellness, and making recommendations to the full Commission consistent with Section 604 of the Oakland City Charter. ***These meetings are open to the public every 1st and 3rd Monday from 6 p.m. to 7:00 p.m., unless otherwise advised.***

Policy Ad Hoc: Commissioner Dawit, Commissioner Jackson-Castain, Commissioner Grillo

The Policy Ad Hoc is responsible for reviewing, developing, and recommending new and updated policies to ensure alignment with local, regional, and national best practices and constitutional policing standards. The Committee works to strengthen accountability by establishing reporting mechanisms to monitor the implementation and effectiveness of adopted policies. Additionally, the Policy Ad Hoc develops and advances a systemic, data-informed approach to identifying, addressing, and preventing racial profiling within the Oakland Police Department. *Meeting dates and times TBD*

- a. Discussion
- b. Public Comment
- c. Action, if any



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VIII. **Upcoming/Future Agenda Items**

The Commission will engage in a working session to discuss and determine agenda items for the upcoming Commission meeting and to agree on a list of agenda items to be discussed on future agendas. The Commission will work on creating a list of agenda items for future meetings.

This is a recurring item. [Upcoming / Future Agenda Items](#)

- a. Discussion
- b. Public Comment
- c. Action, if any

IX. **Open Forum Part 2** (2 minutes per speaker, 15 minutes total)

Members of the public wishing to address the Commission on matters that were not on tonight's agenda but are related to the Commission's work should submit a speaker card before the start of this item. People who spoke during Open Forum Part 1 will not be called upon to speak again without prior approval of the Commission's Chairperson. ***This is a recurring item.***

- a. Discussion
- b. Public Comment
- c. Action, if any

X. **Re-adjourn to Closed Session (if needed) and Read-Out of Closed Session (if any)**

- a. Discussion
- b. Public Comment
- c. Action, if any

XI. **Adjournment**

NOTICE: In compliance with the Americans with Disabilities Act and Equal Access Ordinance, for those requiring special assistance to access the video conference meeting, to access written documents being discussed at the Discipline Committee meeting, or to otherwise participate at Commission meetings, please contact the Police Commission's departmental email at OPC@oaklandcommission.org for assistance. Notification at least 72 hours before the meeting will help enable reasonable arrangements to ensure accessibility to the meeting and to provide the required accommodations, auxiliary aids, or services.



CITY OF
OAKLAND

Chief of Police

Community Forum: Your Voice Matters — Choosing Oakland's Next Police Chief

Hosted by the Oakland Police Commission's Chief Search Ad Hoc Committee

The Oakland Police Commission invites all community members to share their input on the qualities, priorities, and leadership they would like to see in Oakland's next Police Chief. Join us at one of the upcoming community forums listed below.

Community meetings will be accessible via Zoom for community members who are unable to attend in-person. Please note that Zoom access is listen-only. Use the following link to join virtually: <https://us02web.zoom.us/j/87641670844>.

Wednesday, March 11, 2026

6:00 PM – 7:30 PM

Oakland Public Library – 81st Avenue Branch
1021 81st Avenue, Oakland

Thursday, March 12, 2026

**Oakland Police Commission Special
Community Meeting**

~6:30 PM (following the 5:30 PM Closed Session)

East Bay Church of Religious Science
4130 Telegraph Avenue, Oakland

Sunday, March 15, 2026

1:30 PM – 3:00 PM

Imani Church
3300 MacArthur Boulevard, Oakland

Wednesday, March 25, 2026

6:00 PM – 7:30 PM

Cesar Chavez Library (Fruitvale Area)
3301 E. 12th Street, Suite 271, Oakland
(Spanish Interpretation services will be provided)

Monday, March 30, 2026

6:00 PM – 7:30 PM

**DeFremery Park Recreation Center – Social
Hall**
1651 Adeline Street, Oakland

Thursday, April 2, 2026

6:00 PM – 7:30 PM

Oakland Asian Cultural Center
388 9th St, Suite 290, Oakland
(Chinese Interpretation services will be provided)

What to Expect

- Opportunity to share feedback on desired qualifications and priorities
- Discussion of key leadership attributes

All forums are open to the public.

Community surveys and additional information regarding the Police Chief recruitment can be found at: Oaklandca.gov/police-chief.



Recruitment Services Provided by
Ralph Andersen & Associates



POLICE CHIEF SEARCH TIMELINE



*Timeline subject to change.

**OAKLAND POLICE DEPARTMENT REPORTING TEMPLATE
FOR POLICE COMMISSION MEETING**

*There hereby is established the Oakland Police Commission (hereinafter, Commission), which shall oversee the Oakland Police Department (hereinafter, Department) in order to ensure that its policies, practices, and customs conform to national standards of constitutional policing. * - Oakland City Charter Section 604(a)(1)*

Prepared 03/12/2026

I. 52 NSA Task Force – Status of Compliance, Charter 604(f)(5)

Task	
Tasks 2, 5, and 45	The monitoring team has completed the Eleventh NSA Sustainability Period Report of the Independent Monitor for the Oakland Police Department, filed November 18, 2025. <ul style="list-style-type: none"> ▪ Task 2: Timeliness Standards and Compliance with IAB Investigations <ul style="list-style-type: none"> ○ Not in compliance ▪ Task 5: Complaint Procedures for IAB <ul style="list-style-type: none"> ○ Not in compliance ▪ Task 45: Discipline Policy <ul style="list-style-type: none"> ○ Partial compliance
IMT Visit	18 Nov 25
Next CMC	The most recent CMC took place on 27 Jan 26. The next CMC is scheduled for 27 May 26.

II. Policies Related to Constitutional Policing Matters – Status Update, Charter 604(b)(2) and 604(b)(4)-(5)
III. Any Other Policy, Procedure, Custom, or General Order Regardless of Its Topic – Status Update, Charter 604(b)(2) and 604(b)(6)

Policy	
J-04 Pursuit Policy	In the OPC Community Policing Ad Hoc. Attended and presented at the Public Forum on 31 Jul 24. Presented at OPC 23 Jan 25. OPC to vote on 25 Sep 25. OPC voted to approve the new pursuit language on 25 Sep 25.
BFO P&P 15-01 Community Policing	OPC approved the Draft First Reading – 25 Jul 24 Police Commission Reviewing Policy outcome from Ad Hoc. The Police Commission's approval of the language is pending.
Sexual Misconduct Policy	Under review with the City Attorney's Office and IG. No timeline of completion was given as of 24 Sep 24.
Racial Profiling / Bias Policy (DGO M-19)	IMT consult/ OPC review completed, sent to Chief Mitchell for signature. In-service training is working on training instructors as well as a training plan for the Department.
K-4: Reporting and Investigating the Use of Force. (SO 9214)	Sent to OPC on 5 Feb 25. OPD will present on 13 Mar 25, the new timelines for use of force reporting and investigations.
Discipline Matrix	Currently with the Police Commission Ad Hoc.

* "Constitutional Policing Matters" include: Use of force; Use of force review boards; Profiling based on any of the protected characteristics identified by Federal, State, or local law; First Amendment assemblies; Use of militarized equipment; and Elements expressly listed in Federal court orders or Federal court settlements such as the Negotiated Settlement Agreement.

Militarized Equipment Annual Report	The 2024 report is completed and posted on the city website. Returned to Ad Hoc for clarification (10/9/25). Next vote presentation 13 Nov 25.
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IV. OPD Budget, Charter 604(b)(7) & MC 2.45.070(C)-(D)

Topic																																																					
Staffing & resource management	<p><i>Sworn Staffing</i> Authorized: 678 Filled: 615 Operation Strength: 495</p> <p><i>Communications Dispatchers</i> Authorized: 78 Filled: 66 (2 new Dispatcher Trainees starting on Dec 6th. 18 are currently in training)</p> <p><i>Professional Staffing</i> Authorized: 270.5 Filled: 233 <u>Vacancies of note:</u> All vacant positions are frozen, with the exception of the Police Communication Dispatchers. Police Communications Dispatcher (14)</p> <table border="1"> <thead> <tr> <th>As of Feb 5, 2026 (Sworn only)</th> <th>Admin Leave</th> <th>Medical Leave On-Duty Illness/ Injury</th> <th>Medical Leave Personal Illness/ Injury</th> <th>Military Leave</th> </tr> </thead> <tbody> <tr> <td>2+ Years</td> <td>1</td> <td>6</td> <td></td> <td></td> </tr> <tr> <td>1-2 Years</td> <td>8</td> <td>16</td> <td></td> <td></td> </tr> <tr> <td>6 mo.– 1 Year</td> <td>5</td> <td>21</td> <td></td> <td></td> </tr> <tr> <td>2-6 months</td> <td>2</td> <td>14</td> <td>3</td> <td></td> </tr> <tr> <td>Less than 2 months</td> <td>2</td> <td>8</td> <td>2</td> <td></td> </tr> <tr> <td></td> <td>18</td> <td>65</td> <td>5</td> <td></td> </tr> </tbody> </table>	As of Feb 5, 2026 (Sworn only)	Admin Leave	Medical Leave On-Duty Illness/ Injury	Medical Leave Personal Illness/ Injury	Military Leave	2+ Years	1	6			1-2 Years	8	16			6 mo.– 1 Year	5	21			2-6 months	2	14	3		Less than 2 months	2	8	2			18	65	5		<p><i>Long-term leave:</i> 90 sworn employees</p> <ul style="list-style-type: none"> • 70 Medical Leave • 18 Admin Leave <ul style="list-style-type: none"> ○ 1 Sergeants of Police ○ 17 Police Officers • 21 Sworn on Modified Duty • 1 Military Leave <ul style="list-style-type: none"> ○ 9 Active Military Reservists <p>Of the 19 sworn personnel on admin leave, 9 have been off for 1-2 years. The annual cost associated with those 9 employees is \$2,406,739. The cost breakdown is below:</p> <table border="1"> <thead> <tr> <th>Admin Rank</th> <th>Position</th> <th>Cost</th> <th>Total Cost</th> </tr> </thead> <tbody> <tr> <td>Sergeant</td> <td>1</td> <td>347,682</td> <td>347,682</td> </tr> <tr> <td>Police Officer</td> <td>7</td> <td>294,151</td> <td>2,059,057</td> </tr> <tr> <td>Total</td> <td>8</td> <td></td> <td>2,406,739</td> </tr> </tbody> </table> <p><i>Attrition Rate</i> – 6/mo. (45 separated over the past year)</p> <p><i>Reemployments</i> – None</p> <p><i>Retirement Projections for 2026: 70 possible</i></p> <ul style="list-style-type: none"> • 1 Assistant Chief of Police • 2 Deputy Chief of Police • 2 Captains of Police • 6 Lieutenants of Police • 24 Sergeants of Police • 35 Police Officers 	Admin Rank	Position	Cost	Total Cost	Sergeant	1	347,682	347,682	Police Officer	7	294,151	2,059,057	Total	8		2,406,739
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Academy Recruits	<p>195th Academy: Began July 19, 2025 – 14 Police Officer Trainees (POT) 196th Academy: Began November 22, 2025- 21 Police Officer Trainees</p>																																																				

<p>General Department functions (Internal Affairs Bureau, IAB Skelly Process)</p>	<p>Skelly Data:</p> <p># of pending Skelly by Case: 36 (+3) # of pending Skelly by Subject: 55 (+2) # of Skelly waiting for eligible SHO: 23 Number of Skelly Hearing Officers: 21</p> <ul style="list-style-type: none"> Upcoming retirements, laterals, and reassignments <p>Process Improvements:</p> <ul style="list-style-type: none"> All trained Commanders and Managers can conduct Skelly's (But subject to recusal assessments) Changed to digital format Waiver for Officers <ul style="list-style-type: none"> Working with the City Attorney to formalize Added personnel to assist VISION integration (assists in tracking ex. Reminders, emails) Skelly Dashboard fully operational 	<p>* Wait time for each Skelly – Varies * How are Skelly Officers selected (training, recusals, etc.) - Must attend Skelly Hearing Officer Training & be of appropriate rank</p> <p>Skelly Comparison by Month</p> <table border="1" data-bbox="971 390 1484 953"> <thead> <tr> <th>2026</th> <th>By Case</th> <th>By Subject</th> </tr> </thead> <tbody> <tr> <td>Jan</td> <td>38</td> <td>56</td> </tr> <tr> <td>Feb</td> <td></td> <td></td> </tr> <tr> <td>Mar</td> <td></td> <td></td> </tr> <tr> <td>Apr</td> <td></td> <td></td> </tr> <tr> <td>May</td> <td></td> <td></td> </tr> <tr> <td>Jun</td> <td></td> <td></td> </tr> <tr> <td>Jul</td> <td></td> <td></td> </tr> <tr> <td>Aug</td> <td></td> <td></td> </tr> <tr> <td>Sep</td> <td></td> <td></td> </tr> <tr> <td>Oct</td> <td></td> <td></td> </tr> <tr> <td>Nov</td> <td></td> <td></td> </tr> <tr> <td>Dec</td> <td></td> <td></td> </tr> </tbody> </table>	2026	By Case	By Subject	Jan	38	56	Feb			Mar			Apr			May			Jun			Jul			Aug			Sep			Oct			Nov			Dec		
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<p>IAB Cases</p>	<p>2025 (Through 31Dec2025) Total cases closed YTD – 1560 Total cases opened in Intake YTD – 1451 Total Cases assigned to Intake (not yet assigned to an investigator) – 164</p> <p>2026 (Through 15Feb2026) Total Case Closed YTD – 181 Total Cases Opened in Intake YTD – 172 Total Cases Assigned to Intake (not yet assigned to an investigator) – 120</p> <p>Case Load Total investigations assigned to IAB – 70 Total investigations assigned as DLIs – 189</p> <p>Total cases currently open – 415 This number represents all open cases, including those awaiting CPRA concurrence and Skelly hearing results. It should be noted that this number does not indicate that the IAB investigation is not completed, only that the case is not completely closed out.</p>																																								
<p>SB 2</p>	<p>https://post.ca.gov/Peace-Officer-Certification-Actions</p>	<p>SB 2 List: 2026 (Year-To-Date) 3 total Oakland PD</p>																																							
<p>General Department functions (CID)</p>	<p>SVS Juvenile Cases: 2026 (Year-To-Date)</p> <ul style="list-style-type: none"> Juvenile Arrests: 44 total juvenile arrests YTD Referrals to restorative justice programs: 7 <ul style="list-style-type: none"> Neighborhood Opportunity & Accountability Board (NOAB) - 7 	<p>Hate Crimes: 2026 (Year-To-Date)</p> <ul style="list-style-type: none"> Total Cases: 1 New cases: 1 <p>DVU Cases: 2026 (Year-To-Date)</p> <ul style="list-style-type: none"> Total cases: 205 The clearance rate on DV cases is nearly 100%. These are named suspect cases. An investigator 																																							

	<ul style="list-style-type: none"> ○ Community Works West Referrals – 0 (No longer a partner as of January 2025) <p>Missing Persons: 2026 (Year-To-Date)</p> <ul style="list-style-type: none"> • YTD MPU Cases: 189 • YTD Closed MPU Cases: 147 	<p>reviews all I/C and Out-of-custody cases.</p> <ul style="list-style-type: none"> • Domestic Dispute – 91 • Domestic Battery, 243(e)(1) - 60 • Inflict corporate Injury Spouse/cohabitant 273.5 - 70
Education and training regarding job-related stress, PTSD, Wellness		
Budget QUARTERLY	Last: Next:	
Citywide Risk Management QUARTERLY	Last: 12 Aug 25 Next: 25 Nov 25	

V. Collaboration with OIG

Project	Status
NSA Inspections Tasks: 3, 4, 7,8, 9, 11, and 13	Meetings and data sharing.
OPD Staffing Study	Biweekly meetings with OIG and PFM. Ongoing data collection and sharing.
M-19 Audit Response	Completed and provided to the Ad Hoc on 3 Apr 24. Training to be completed by end of 2025.
Sexual Misconduct Policy	Policy: see policy section.
“Patterns” definition	Collaboration meeting with OIG, CPRA, IMT on 19 Mar 24.
OIG Document on OPD Policy Types	Created by OIG and OPD, completed review.
FTO Study	Completed.

VI. Collaboration with CPRA

VII. Rules and Procedures for Mediation and Resolution of Complaints of Police Misconduct, OMC 2.45.070(N)

Project	Status
Transition of IAB to CPRA	Meet and confer is being scheduled.
Daily Complaint Log, Weekly IAB Meetings	Ongoing
Complaints & Mediation	Pending
“Patterns” definition	Collaboration meeting with OIG, CPRA, IMT on 19 Mar 24.

VIII. Collaboration with the Community

Guns to Gardens	OPD is again teaming up with our community partners for the "Guns to Gardens" gun buyback. Join us on November 15, 2025, from 12 to 4 p.m. at Mt. Zion Baptist, 1203 Willow Street. Those surrendering firearms can receive a gift card of up to \$300.
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	A total of 58 firearms were collected, including 4 assault rifles, privately manufactured firearms commonly known as “ghost guns”, and an AR pistol.

IX. Status of Submitting Records/Files Requested by Commission, Charter 604(f)(2)

File	Status
None	

X. New Laws Affecting OPD

Law	
2025 New Laws	<ul style="list-style-type: none"> Presented on 27 Feb 25 - Lieutenant Dorham

XI. Required Reporting to the California Department of Justice / Attorney General

XII. Policy/Practice on Publishing Department Data Sets, OMC 2.45.070(P)

Report	Status
OIS or SBI (GC 12525.2)	Annual report: sent 26 Jan 24
DOJ Clearance Rates	OPD Records Division provides monthly validated crime data to the DOJ. Uniform Crime Reporting (UCR). https://openjustice.doj.ca.gov/exploration/crime-statistics/crimes-clearances
Stop Data (GC 12525.5)	Annual report 2024 Stop data was transmitted to State – sent 11Mar 25

XIII. Any Commission Requests Made by Majority Vote of Commission – Status Update, Charter 604(b)(8)

XIV. Report from the Department via City Administrator or designee, on Issues Identified by Commission through the Commission’s Chair, OMC 2.45.070(R)

Request	
Budget	<ul style="list-style-type: none"> Deputy Director Suttle and Fiscal Manager Marshall - July 24th
Update on Pursuit Policy	<ul style="list-style-type: none"> OPC approved recommended changes on 25Sep25 meeting. Forwarding through channels for final approval.
Special Order 9214	<ul style="list-style-type: none"> Use of Force Timelines – DC Ausmus on 13 Mar 25
Update on 2025 New Laws	<ul style="list-style-type: none"> Presented on 27 Feb 25 - Lieutenant Dorham
Sanctuary Ordinance	<ul style="list-style-type: none"> Presented on 23 Jan 25 – Lieutenant Dorham <ul style="list-style-type: none"> Sanctuary Ordinance Training for OPD
Youth Services	<ul style="list-style-type: none"> Presented on 24 Oct 24 – Lieutenant Campos <ul style="list-style-type: none"> Juvenile Arrest Referrals NOAB
Encampment Management	<ul style="list-style-type: none"> Presented on 10 Oct 24 - Captain Eriberto Perez- Angeles
Missing Persons	<ul style="list-style-type: none"> Presented on 10 Oct 24 – Lieutenant Campos
Ceasefire	<ul style="list-style-type: none"> Presented on 26 Sep 24 - Director Reverend Damita Davis <ul style="list-style-type: none"> Ceasefire
30x30 - OPOA Women’s Committee	<ul style="list-style-type: none"> Presented on 19 Sep 24 - Lt. Alexis Nash <ul style="list-style-type: none"> 30x30 OPOA Women’s Committee Women Leaders in Law Enforcement Symposium (WLLE)
Patterns Definition	<ul style="list-style-type: none"> Presented on 22 Aug 24 - “Patterns” Definition – Lt. Hubbard

Skelly	<ul style="list-style-type: none"> Presented on 22 Aug 24 - Update on Skelly – Act. Capt. Dorham
Wellness Unit	<ul style="list-style-type: none"> Presented on 22 Aug 24 - Wellness Unit Update – Dr. Nettles
J-04 Pursuit Policy	<ul style="list-style-type: none"> Presented on 31 Jul 24 at the Community Policing Ad Hoc Public Forum Capt. Ausmus, A/Captain E. Perez-Angeles, and Sgt. Urquiza-Leibin. Vote scheduled for 25 Sep 25.
SB 2	<ul style="list-style-type: none"> Presented on 25 July 24 – Lt. Dorham
911 System Grand Jury Report Presentation	<ul style="list-style-type: none"> Presented on 11 July 24 – Deputy Director Suttle and Mgr. Cheng
MACRO Strategy Development	<ul style="list-style-type: none"> Presented on 11 July 24 – Deputy Director Suttle and Mgr. Cheng
Paid Admin Leave Budget	<ul style="list-style-type: none"> Presented on 13 Jun 24, Manager Marshall and Chief Mitchell
MACRO Presentation	<ul style="list-style-type: none"> Presented on 23 May 24 Communications Manager – Mgr. Cheng
Ceasefire	<ul style="list-style-type: none"> Presented on 8 May 24 – A/Capt. Valle
IAD/Skelly	<ul style="list-style-type: none"> Presented on 8 May 24 and 13 Jun 24 - Lt. Dorham
MACRO Data	<ul style="list-style-type: none"> December 2025 bi-weekly data:01Dec25-15Dec25 47 calls were referred from OPD Dispatch to MACRO 6 incidents were returned from OFD and sent back to OPD to handle

XV. Police Chief’s Annual Report, OMC 2.45.070(F) (ANNUALLY)

1. Constitutional Policing

(OPC Strategic Plan Federal Oversight 1.2, 1.3.1-4)

Constitutional Policing Purpose - to prevent conduct that deprives people of the rights, privileges and immunities secured or protected by the Constitution of the United States, state Constitutions and other federal or state, laws, regulations, and court decisions. By working to protect the public's civil and constitutional rights trust is build between the police and the community.

NSA Purpose - to implement the best available constitutional policing practices and procedures in the areas of (1) Supervision, (2) Training and (3) Accountability Mechanisms, designed to enhance the ability of OPD to protect the lives, rights, dignity and property of the community it serves.

- I. Task 2 - Timeliness Standards and Compliance with IAB Investigations - Update
 - (a) Subtask Status
 - (b) Corrective Actions

- II. Task 5 - Complaint Procedures for IAB - Update
 - (a) Subtask Status
 - (b) Corrective Actions

- III. Task 45 - Consistency of Discipline - Update
 - (a) Subtask Status
 - (b) Corrective Actions
 - (i) Qualitative study status. Applies to which subtask?

- IV. Feedback of IG Audit of IAB Tasks
 - (a) Task 4 - Complaint Control System for IAB
 - (i) Subtask Status
 - (ii) Corrective Actions

 - (b) Task 7 - Methods for Receiving of Citizen Complaints
 - (i) Subtask Status
 - (ii) Corrective Actions

 - (c) Task 8 - Classification of Citizen Complaints
 - (i) Subtask Status

- (ii) Corrective Actions

- (d) Task 9 - Contact of Citizen Complainant

- (i) Subtask Status

- (ii) Corrective Actions

- (e) Task 11 - Summary of Citizen Complaints Provided to OPD Personnel

- (i) Subtask Status

- (ii) Corrective Actions

- (f) Task 13 - Documentation of Pitchess Responses

- (i) Subtask Status

- (ii) Corrective Actions

- (g) Task 34 - Vehicle Stops, Field Investigations, and Detentions

- (i) Subtask Status

- (ii) Corrective Actions

V. Internal Collaboration

- (a) Internal Monitoring Team visit

- (i) Findings from last visit

- (ii) Date of next visit

- (iii) OPC invitee feedback

- (b) Core NSA Working Group

- (i) Topics discussed

- (ii) Participant feedback

- (c) Case Management Conference (CMC)

- (i) Upcoming CMC date 5/27/26

- (ii) Projects in progress

- (d) IAB to CPRA working group

- (i) Topics discussed

- (ii) Participant feedback

- (e) Commission and OPD meetings

- (OPC Strategic Plan Internal Operations 5.1)

- (i) Participant feedback

- (ii) OPC and OPD feedback from attendance at an Academy or In-Service

- Training function while reviewing elements of Task 43.1-5.
- (iii) OPC and OPD feedback from attendance at a Field Training function while reviewing elements of Tasks 42.10-12.
- (iv) OPC and OPD feedback from attendance at a Firearms Discharge Board of Review. Task 30.1
- (v) OPC and OPD feedback from attendance at a Use of Force Review Board. Tasks 26.1-3

2. **Community Policing**

(OPC Strategic Plan, Federal Oversight 1.2, 1.3.1, 1.3.3-4)

I. Building trust between the community and OPD via:

- (a) Advocacy and Faith Based groups
 - (i) Meetings or discussions
 - (ii) OPD meets within 60 days unless not feasible with representatives of established organizations active within Oakland, community groups or church groups, if an organization communicates a concern regarding specific police personnel or practices. Task 47.5
- (b) Feedback from meetings in frequently policed communities
 - (i) OPD hosts at least one (1) community meeting per quarter in each Patrol Service Area. Task 47.1
 - (ii) Each patrol supervisor and officer assigned to a regular beat or geographic area of the City, attends a minimum of one (1) community meeting per quarter in the Area he/she is regularly Assigned. Task 47.2
- (c) Youth groups
 - (i) Meetings or discussions
 - (ii) Diversions conducted
- (d) Formerly incarcerated groups
 - (i) Meetings or discussions
 - (ii) Future plans
- (e) Collaboration with the Commission
 - (i) Meetings or discussions
 - (ii) Lineups attended by OPC.
 - (iii) Interfacing with the Academy by Commissioners.
 - (iv) Share feedback on positive statistics regarding community policing

and problem-solving activities as well as information on citizen complaints and use of force incidents that were incorporated into “Crime-Stop” meetings where a Commissioner was in attendance. Task 47.4

3. Use of Force & Reporting Procedures

(OPC Strategic Plan, Federal Oversight 1.2, 1.3.1, 1.3.3-4)

I. Misconduct

- (a) Report out on any uses of force, citizen complaints, or other member/employee-involved actions in which there is apparent evidence of criminal misconduct by a member/employee. Task 28.1
- (b) Report out on any failures to report misconduct and discuss corrective actions taken, or that are in progress. Task 33.2

II. Officer Involved Shootings

- (a) When applicable. Following every officer-involved shooting review documentation showing that OPD notified Homicide and Internal Affairs Investigators. Task 24.9

III. Use of Force Reporting

- (a) Review reports of OPD members who used force or drew and intentionally pointed a firearm at another person. Task 24.2
- (b) Discuss instances where a supervisor responded to the scene upon notification of an investigated use of force or an allegation of excessive use of force. Task 24.5
- (c) Discuss any investigated Use of Force Reports in accordance with the provisions of Departmental General Order K-4, “Reporting and Investigating the Use of Force.” Task 25.1
- (d) Discuss K-4 investigations either initiated, in progress, or completed. Task 25.5

IV. Vehicle Stops, Field Investigations and Detentions

- (a) Summarize monthly basic reports received regarding any vehicle field stop, field investigation or detention. Task 34.1
- (b) Discuss projects in progress by any consultants such as the Stanford SPARQ team.

4. **Mental Health & Wellness**

(OPC Strategic Plan, MH Support 1.1-4)

- I. Commission recommendations
 - (a) Responses received in writing from the Chief of Police.
 - (b) Status of recommendations made for more or different training.
 - (c) Status of recommendations made for more or different education.

- II. Staff updates
 - (a) Status of Professional Development Wellness Unit Director hire.
 - (b) Other relevant staff education or training updates.

5. **Discipline**

- I. Total number of pending investigations

- II. Pending CPRA concurrent cases

- III. Total number M 4.1 investigations

- IV. Cases closed since last report

- V. Number of sustain cases:
 - (a) Year to date
 - (b) Since last report

- VI. Summary of discipline by category

- VII. Categories of complaints:
 - (a) Year to date
 - (b) Since last report

- VIII. Categories of sustained allegations:
 - (a) Year to date.
 - (b) Since last report.

- IX. Termination cases awaiting Skelly hearing.

- X. Non-Termination cases awaiting Skelly hearing.
- XI. Skelly cases heard:
 - (a) Year to date.
 - (b) Since last report.
 - (c) Status of Skelly notifications to IG.
- XII. Skelly Officer reports completed:
 - (a) Year to date.
 - (b) Since last report.

Accept all recommendations, yes/no.
- XIII. Skelly Officer Report Findings:
 - (a) Number of reports that accepted recommended discipline.
 - (b) Number of reports that did not accept recommended discipline.
- XIV. OPD determination re Non-CPRA Skelly Opinions.
 - (a) Number of Skelly Opinions agreed with.
 - (b) Number of Skelly Opinions rejected.
 - (c) Number of Skelly Opinions amended.
- XV. OPD Determination re concurrent CPRA Skelly Opinions.
 - (a) Number of Skelly Opinions agreed with.
 - (b) Number of Skelly Opinions rejected.
 - (c) Number of Skelly Opinions amended.
- XVI. Pending arbitrations. Identify by date of notice of discipline and sustained allegations.
- XVII. Completed arbitrations with findings.
- XVIII. Number of mediations completed or in progress.
(OPC Strategic Plan, Internal Operations 5.3)
- XIX. Number of cases bumped up to OPC, including the type of offense

6. **Policy Review**

- I. Updates on policies updated jointly by OPD, OPC and the community.
 - (a) list of all policies worked on together to date

II. Policies coming up for review

III. Status of policy reviews with IG on technology, including drones and ALPRs

7. **Budget**

I. Overtime: number of officers engaged in excessive overtime, etc

II. Status of OPC annual budget recommendations if applicable

Date: 2 March 2026

Oakland Police Commission Mental Health ad hoc

Members: Omar Farmer, Shawana Booker

Agenda:

- | | |
|-------------------|----------|
| 1. Timeline | [5 min] |
| 2. Membership | [5 min] |
| 3. Outline | [45 min] |
| 4. Public Comment | [5 min] |

Consistent with Oakland Municipal Code Section 2.45.070(C): the Commission shall “review and comment on the education and training OPD provides its sworn employees regarding the management of job-related stress, and regarding the signs and symptoms of post-traumatic stress disorder (PTSD), drug and alcohol abuse, and other job-related mental and emotional health issues.

The Commission shall provide any recommendations for more or different education and training to the Chief who shall respond in writing consistent with section 604(b)(6) of the Oakland City Charter.”

Mental Health & Wellness Ad Hoc Outline

Municipal Code Purpose: Consistent with Oakland Municipal Code Section 2.45.070(C), the Commission shall “review and comment on the education and training OPD provides its sworn employees regarding the management of job-related stress, and regarding the signs and symptoms of post-traumatic stress disorder (PTSD), drug and alcohol abuse, and other job-related mental and emotional health issues.

The Commission shall provide any recommendations for more or different education and training to the Chief, who shall respond in writing consistent with section 604(b)(6) of the Oakland City Charter.”

Key Performance Categories:

- Wellness Leadership
- Physical Wellness
- Psychological Support

Education & Training Areas:

- In the classroom, the field, and off duty.
- Signs and symptoms identification.
- Crisis intervention methods.

I. Wellness Leadership - Education and Training provided for:

(a) Management of Job-related stress

i. Have adequate staffing to meet the demand

-Have a Wellness Unit in place - **Completed**

-Hire an FTE Professional Development Wellness Unit Director - **In progress**

-Hire at least 2 FTE Drug & Alcohol counselors to meet the demand - **Unknown**

ii. Ensure staff are appropriately trained to meet the demand

-Assign staff to complete peer support training. - **Completed**

-How many are peer support POST training completed - **Unknown**

-How many are peer support POST training in progress - **Unknown**

iii. Have an adequate crisis support structure in place to meet the demand.

-Have a Critical Incident Stress Debriefing program in place. - Completed

-Number of Critical Incidents that occurred, number of officers involved. - Unknown

-How many attended Critical Incident Stress Debriefings (i.e., CISD)? - Unknown

-Is there adequate staffing to meet the demand of CISDs. - Unknown

II. Psychological Support - Education and Training provided for:

(a) Signs & symptoms of PTSD.

i. Identification of PTSD and Complex PTSD.

ii. Identification of suicidal ideation related to PTSD.

iii. Peer support interventions training for PTSD, C-PTSD, and suicide crisis

(b) Other Job-Related Mental & Emotional Health Issues

i. Financial crisis management and estate planning training.

ii. Sleep optimization and management training.

iii. Fatigue risk management education and training.

-Shift Management Strategies are in place due to an increase in workload exacerbated by a decrease in staff. - Unknown

III. Physical Wellness - Education and Training provided for:

(a) Signs & symptoms of Drug & Alcohol Abuse

i. Conduct a quarterly review of DUIs, alcohol, or substance-related arrests and incidents.

ii. Peer support for drug and alcohol abuse identification and Intervention.

iii. Quarterly review of all officers who tested positive for drugs.

(b) Tracking of workplace injuries conducted.

(c) Officer moonlighting hours are being tracked to ensure fitness for duty.

IV. Wellness Recommendations

- (a) Commission recommendations.
 - i. Responses received in writing from the Chief of Police.
 - ii. Status of recommendations made for more training.
 - iii. Status of recommendations made for different training.
 - iv. Status of recommendations made for more education.
 - v. Status of recommendations made for different training.