



OAKLAND POLICE COMMISSION

REGULAR MEETING AGENDA

April 23, 2026 - 5:30 PM

City Hall Chamber - 1 Frank H. Ogawa Plaza, 3rd Floor, 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, Angela Jackson-Castain, Evelio Grillo, 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.

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

PUBLIC EMPLOYEE DISCIPLINE/DISMISSAL/RELEASE

(Government Code Section 54957(b))

Title not disclosed under personnel privacy laws, California's Brown Act, and City's Sunshine Ordinance

- 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, Angela Jackson-Castain, Evelio Grillo, 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. **Approval of Meeting Minutes (January 8 & 22 /February 12 & 26 / March 12 & 26)**

The Commission will review and may amend and/or approve the January 8, January 22, February 12, February 26, March 12, and March 26, 2026 meeting minutes. (*Attachment 1 – Minutes, Click Link to Access*) >>> [January, February, March 2026 Minutes Slate](#)

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

VI. **Presentation of Police Chief Search Community Engagement Results**

Chief Daniel Hahn of Recruitment Services, Ralph Andersen & Associates, will present the results of the Police Chief Search community engagement process. This presentation will include key findings from community forums and the online survey conducted throughout Oakland. The purpose of this item is to inform the Commission of community-identified priorities, trends, and expectations regarding the selection of the next Chief of Police. The findings will help guide the Commission's evaluation of qualified candidates and support the development of recommendations to be forwarded to the Mayor for final selection. (*Attachment 2*)

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

VII. **Community Police Review Agency (CPRA) Update**

Executive Director Antonio Lawson will provide updates on the CPRA to the extent permitted by state and local law. Topics discussed in the update may include the Agency's pending cases, completed investigations, staffing, and recent activities. ***This is a recurring item.*** (*Attachment 3*)

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



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VIII. **CPRA Resolution (Approval of Professional Service Agreement)**

The Oakland Police Commission will consider approval of a resolution authorizing Antonio Lawson, Executive Director of the Community Police Review Agency (CPRA), to enter into professional services agreements with two attorneys. These agreements will provide legal support to assist with the drafting and review of policies and procedures, training, and complex investigations. *(Attachment 4)*

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

IX. **Update from Office of the Inspector General**

Inspector General Zurvohn Maloof will provide an update on the OIG's work. Topics discussed in the update may include project priorities under the City Charter; staffing updates; community engagement and outreach. ***This is a recurring item.*** *(Attachment 5)*

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

X. **Oakland Police Department Update**

Representatives of the Oakland Police Department will provide an update. Topics discussed 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 6)*

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

XI. **Resolution (Legal Contract Extension – Garcia Hernandez Sawhney, LLP)**

The Oakland Police Commission will consider approval for a resolution authorizing the Chief of Staff to amend the professional services agreement between the Oakland Police Commission and Garcia Hernandez Sawhney, LLP to extend the fiscal year 2023 – 2026 contract term from June 27, 2026 through June 30, 2027, at no additional cost, and maintaining a not-to-exceed amount of \$400,000 for the total contract. The Commission's proposed action is intended to ensure continuity of legal services while it explores and conducts a competitive process for future legal services *(Attachment 7)*

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



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XII. **Resolution (Authorizing the Chief of Staff to Initiate a Request for Qualifications (RFQ) Process to Solicit Legal Services)**

The Commission will consider adopting a resolution authorizing the Chief of Staff to initiate and administer a Request for Qualifications (RFQ) process to solicit qualified legal service providers. This process will be conducted in accordance with Oakland Municipal Code Chapter 2.04 and is intended to identify qualified vendors to support the Commission's legal service needs following the expiration of the current contract. The RFQ process will result in a list of qualified applicants, which will be presented to the Commission for review and approval prior to any contract award. *(Attachment 8)*

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

XIII. **Resolution (Legal Contract Extension – StoneTurn, LLP)**

The Oakland Police Commission will consider approval of a resolution authorizing the Chief of Staff to amend the professional services agreement between the Oakland Police Commission and StoneTurn, LLP to extend the contract term from October 31, 2023 through December 31, 2026, at no additional cost, for the purpose of paying outstanding invoices. StoneTurn, LLP, a global professional services firm, conducted an investigation of promotional and hiring practices at the Oakland Police Department between 2017 and 2021. The proposed action is intended to facilitate payment for services previously rendered under the agreement. *(Attachment 8)*

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

XIV. **Resolution (Selecting and Acknowledging the Assumption of Alternate Commissioner Omar Farmer to Former Commissioner Wilson Riles' Remaining Term of Office)**

The Oakland Police Commission will select and acknowledge the assumption of Alternate Commissioner Farmer to the Commissioner vacancy left by former Commissioner Wilson Riles upon his resignation. This action formally recognizes Commissioner Farmer's transition into the Commissioner role and his continued service on the Commission in filling the remainder of the vacant term. *(Attachment 10)*

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



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XV. 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.*

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 1st and 3rd Monday from 6 p.m. to 7:00 p.m., unless otherwise advised.

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

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.



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Ad hoc committees continued...

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.***

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

XVI. **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

XVII. **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



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

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

XIX. **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.

Item V. See Agenda Item # V for Attachment Link Access

Item VI. Pages 11-26

Presentation of the Recruitment Process

Oakland Chief of Police Recruitment



Chief Daniel Hahn (ret.), Senior Consultant



POLICE CHIEF SEARCH TIMELINE



Public Process

Designed to obtain stakeholder and community input on the attributes and characteristics desired in the next Chief of Police



Community Forums



Stakeholder
Interviews



Surveys

Community Forums

Six Community Input Meetings



- March 11th – Oakland Public Library – 81st Ave. Branch
- March 12th – East Bay Church of Religious Science
- March 15th – Imani Church
- March 25th – Public Library (Fruitvale Area)
- March 30th – DeFremery Park Recreation Center
- April 2nd – Oakland Asian Cultural Center

Community Forum/Stakeholder - Themes

Top Priorities for the Oakland Police Department

- Well Managed Department
- Staffing
- Constitutional Policing/NSA
- Public Safety



CITY OF OAKLAND

Community Forum/Stakeholder - Themes

Top Attributes/Skills/Abilities of Police Chief



- Good Communication Skills
- Understanding Oakland
- Character/Courageous
- Management/Leadership Skills
- Ethics/Honesty/Integrity

Community Forum/Stakeholder - Themes

Most Important Leadership Qualities



- Heart for Oakland
- Community Engagement
- Management/Leadership Experience
- Good Communicator
- Integrity/Honesty/Ethics/Values

Community Forum/Stakeholder - Themes

Top Priorities for Police Chief

- NSA
- Community Engagement
- Staffing
- Public Safety



CITY OF OAKLAND

Community Forum/Stakeholder – Themes



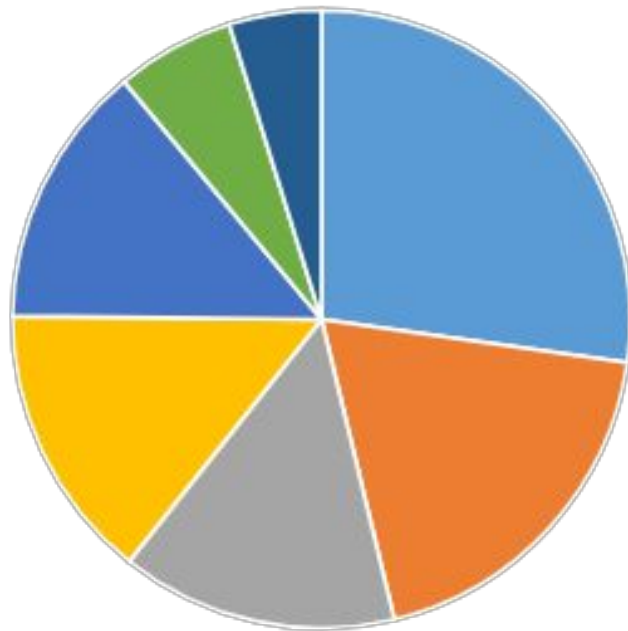
Qualifications, Background & Experience of Police Chief

- Oakland/Bay Area, California or Large, Diverse Urban City Experience
- Experience with Civilian Oversight
- Experience with Consent Decree/NSA
- Proven History of Innovation
- Proven History of Treating All With Equal Rights

Community Input Survey

Top Priorities for the Oakland Police Department

Community Survey

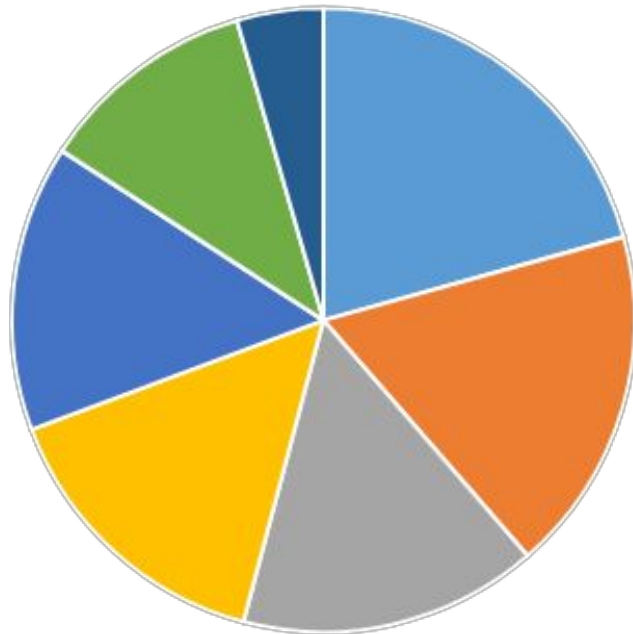


- 911 Response
- Staffing
- Community Engagement
- Violent Crime
- Accountability
- Transparency
- Training/Development

- 79% – Faster 911 Response/Timely Emergency Response
- 55% – Adequate Staffing/Officer Support
- 42% – Comm. Engagement/Neighborhood Partnerships
- 42% – Reduce Shootings & Violent Crime
- 40% – Honesty, Accountability, & Integrity
- 18% – Transparency/Technology & Public Reporting
- 14% – Officer Training & Development

Top Attributes/Skills/Abilities of Police Chief

Community Survey

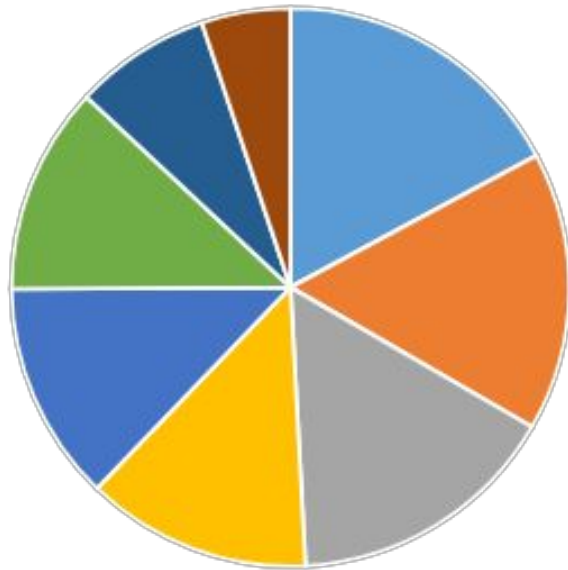


- Proven Leadership
- Honesty/Fairness
- Experience Large Dept.
- Proven Ability to Reduce Crime
- Communities & Businesses
- Support, Train, Retain Officers
- Strong Communication Skills

- 60% - Proven Leadership in a Large Dept./Ability to Drive Change.
- 52% - Honest, Fairness, & Strong Decision-Making
- 45% - Exp. Managing Large Dept./Fiscal Management
- 44% - Proven Ability to Reduce Crime
- 43% - Ability to Work w/ Communities & Businesses
- 33% - Ability to Support, Train, & Retain Officers
- 13% - Strong Public Communication Skills

Most Important Leadership Qualities

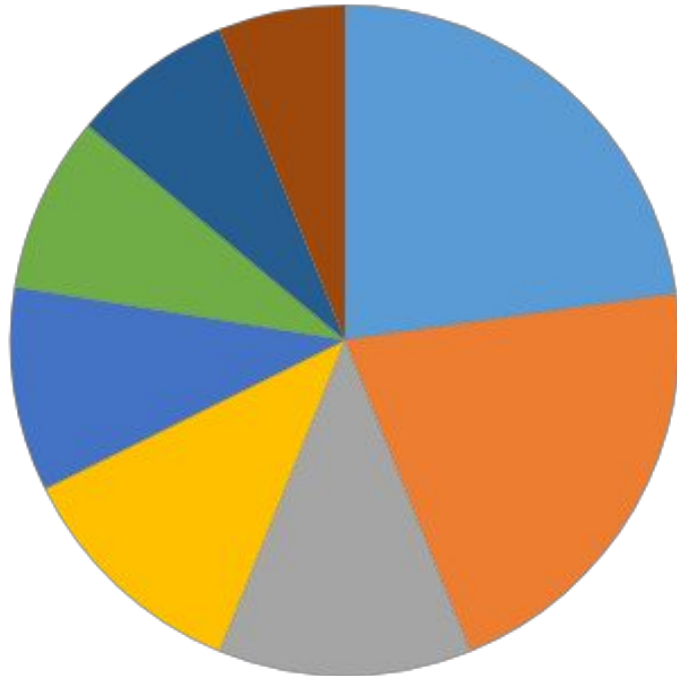
Community Survey



- Improve Dept.
- Honesty & Accountability
- Develop/Retrain Staff
- Resource/Budget Mgmt
- Collaborate w/ City & Community
- Listening/Responsiveness
- Decision Making in Emergencies
- Fairness & Respect

- 50% - Ability to Fix Problems & Improve Department
- 47% - Honesty & Accountability
- 46% - Ability to Develop & Retain Strong Staff
- 38% - Effective Resource & Budget Management
- 37% - Ability to Collaborate w/ City Leaders & Community
- 35% - Active Listening & Responsiveness to Community Concerns
- 23% - Calm, Effective Decision-Making in Emergencies
- 15% Fairness & Respect For All Communities

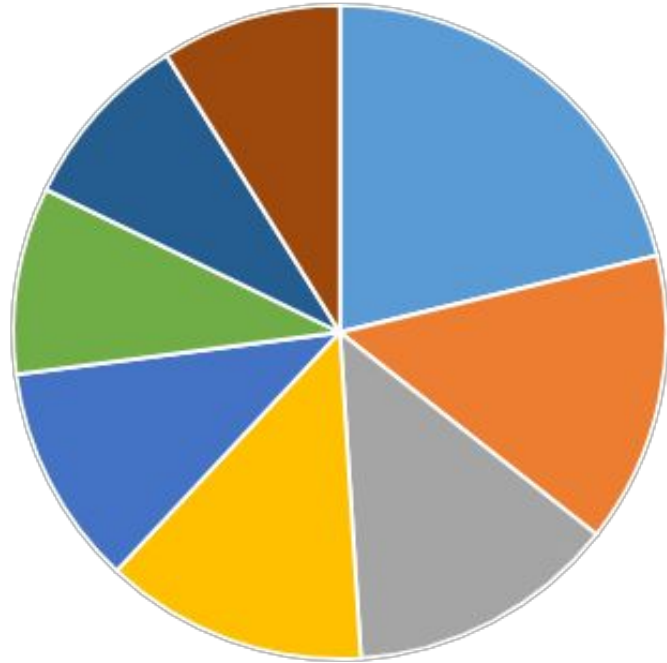
Top Priorities for Police Chief



Reduce Violent Crime
Staffing/Response Times
Data/Tools/Technology
Accountability/Transparency/Compliance
Strengthen Community Relationships
Resource Efficiency/Fiscal Responsibility
Equitable/Fair Policing

- 67% - Reduce Violent Crime & Improve Public Safety
- 62% - Increase Staffing/Improve Response Times
- 36% - Use Data, Tools, & Technology to Improve Policing
- 34% - Ensure Accountability, Transparency, & Rule Compliance
- 29% - Strengthen Community Relationships
- 25% - Use Resources Efficiently/Fiscal Responsibility
- 23% - Ensure Equitable & Fair Policing
- 18% - Support Officer Wellness, Training &

Qualifications, Background & Experience of Police Chief



- Improve Dept/Implement Reform
- Reduce Crime
- Large Dept.
- Ethics/Integrity
- Work w/ City Leaders/Community
- Budget/Fiscal Mgmt Exp.
- Experience in Diverse Communities
- Data-Driven Decision Making

- 62% – Experience Improving Dept.’s/Implementing Reform
- 42% – Proven Ability to Reduce Crime
- 39% – Prior Leadership of a Large Police/Public Safety Department
- 38% – Strong Ethical Record/Integrity
- 32% – Ability to Work With City Leaders & Community Stakeholders
- 27% – Budget & Financial Mgmt. Experience
- 26% – Experience Working w/ Diverse Communities
- 26% – Data-Driven Decision Making Experience

Questions?

Item VII. Pages 28 - 39



March 2026 Completed Investigations

Inv.	Case #	Incident Date	Received Date	Completion Date	1-Year Goal	Officer	Allegation	Finding/Conclusion
YH	23-1781	11/7/2023	11/7/2023	12/5/2025	5/20/2026	Subject 1	Obedience to Laws – Felony/Serious Misdemeanor	Within OPD Policy
							Obedience to Laws – Felony/Serious Misdemeanor	Within OPD Policy
SD	24-1598	11/6/2024	11/14/2024	1/29/2026	2/2/2026	Subject 1	Conduct Toward Others – Relationships	Sustained
							Conduct Toward Others - Harassment and Discrimination / Sexual Orientation	Not Sustained
							Conduct Toward Others - Demeanor	Within OPD Policy
							Obstructing the Internal Affairs Process	Sustained
							Performance of Duty - General	Sustained
							Performance of Duty - Personal Digital Recording Device (PDRD)	Sustained
							Obedience to Laws - Felony/Serious Misdemeanor	Not Sustained
							Use of Privileged Information	Sustained
							Reports and Bookings	Not Sustained
							Compromising Criminal Cases	Not Sustained
SD	25-0299	3/20/2025	3/25/2025	3/2/2026	3/19/2026	Subject 1	Performance of Duty – Unintentional/Improper Search, Seizure, or Arrest	Within OPD Policy
							Performance of Duty – Unintentional/Improper Search, Seizure, or Arrest	Unfounded
							Use of Physical Force	Unfounded



March 2026 Completed Investigations

Inv.	Case #	Incident Date	Received Date	Completion Date	1-Year Goal	Officer	Allegation	Finding/Conclusion
							Use of Physical Force	Unfounded
							Use of Physical Force	Unfounded
							Custody of Prisoners – Treatment and Maintaining Control	Unfounded
						Subject 2	Performance of Duty – Unintentional/Improper Search, Seizure, or Arrest	Within OPD Policy
							Performance of Duty – Unintentional/Improper Search, Seizure, or Arrest	Unfounded
							Performance of Duty – Unintentional/Improper Search, Seizure, or Arrest	Within OPD Policy
							Use of Physical Force	Unfounded
							Use of Physical Force	Unfounded
							Use of Physical Force	Unfounded
							Use of Physical Force	Within OPD Policy
						Subject 3	Use of Physical Force	Unfounded
CH	25-0550	5/21/2025	5/22/2025	3/3/2026	5/20/2026	Subject 1	Use of Physical Force	Within OPD Policy
							Use of Physical Force	Within OPD Policy
						Subject 2	Use of Physical Force	Within OPD Policy
							Use of Physical Force	Within OPD Policy
						Subject 3	No Duty/No MOR Violation	Administrative Closure (Lacks Specificity)
						Subject 4	Conduct Toward Others - Demeanor	Administrative Closure (Lacks Specificity)



March 2026 Completed Investigations

Inv.	Case #	Incident Date	Received Date	Completion Date	1-Year Goal	Officer	Allegation	Finding/Conclusion
						Subject 5	Conduct Toward Others - Demeanor	Administrative Closure (Lacks Specificity)
CH	25-0552	5/21/2025	5/28/2025	3/3/2026	5/26/2026	Subject 1	Use of Physical Force	Administrative Closure (Lacks Specificity)
							Use of Physical Force	Administrative Closure (Lacks Specificity)
						Subject 2	Use of Physical Force	Within OPD Policy
							Performance of Duty – Unintentional/Improper Search, Seizure, or Arrest	Within OPD Policy
							Performance of Duty – Unintentional/Improper Search, Seizure, or Arrest	Within OPD Policy
SH	25-1090	9/25/2025	9/26/2025	3/3/2026	9/24/2026	Subject 1	Use of Physical Force	Administrative Closure (Lacks Specificity)
CH	25-1063	9/19/2025	9/23/2025	3/4/2026	9/18/2026	Subject 1	Performance of Duty – Unintentional/Improper Search, Seizure, or Arrest	Within OPD Policy
							Use of Physical Force	Within OPD Policy
						Subject 2	Performance of Duty – Unintentional/Improper Search, Seizure, or Arrest	Within OPD Policy
							Use of Physical Force	Within OPD Policy
						Subject 3	Performance of Duty – Unintentional/Improper Search, Seizure, or Arrest	Within OPD Policy
							Use of Physical Force	Within OPD Policy
						Subject 4	Conduct Toward Others - Harassment and Discrimination / Race	Unfounded
CH	25-1136	10/7/2025	10/7/2025	3/6/2026	10/6/2026	Subject 1	No MOR Violation	Administrative Closure (Lacks Specificity)



March 2026 Completed Investigations

Inv.	Case #	Incident Date	Received Date	Completion Date	1-Year Goal	Officer	Allegation	Finding/Conclusion
SD	25-0304	3/21/2025	3/24/2025	3/6/2026	3/20/2026	Subject 1	Truthfulness	Within OPD Policy
							Conduct Towards Others – Harassment and Discrimination	Not Sustained
							Conduct Towards Others – Harassment and Discrimination	Unfounded
							Conduct Towards Others – Harassment and Discrimination	Not Sustained
SH	25-1135	10/6/2025	10/6/2025	3/6/2026	10/5/2026	Subject 1	Performance of Duty - Unintentional/Improper Search, Seizure, or Arrest	Within OPD Policy
							Use of Physical Force	Within OPD Policy
						Subject 2	Use of Physical Force	Within OPD Policy
							Subject 3	Use of Physical Force
SD	25-0279	3/17/2025	3/18/2025	3/9/2026	3/16/2026	Subject 1	Performance of Duty – Unintentional/Improper Search, Seizure, or Arrest	Within OPD Policy
							Conduct Towards Others – Harassment and Discrimination	Unfounded
						Subject 2	Use of Physical Force	Within OPD Policy
							Use of Physical Force	Within OPD Policy
						Subject 3	Use of Physical Force	Within OPD Policy
							Subject 4	Performance of Duty - Unintentional/Improper Search, Seizure, or Arrest
						Performance of Duty – General		Within OPD Policy
						CH	25-1144	10/8/2025



March 2026 Completed Investigations

Inv.	Case #	Incident Date	Received Date	Completion Date	1-Year Goal	Officer	Allegation	Finding/Conclusion
							Performance of Duty – Unintentional/Improper Search, Seizure, or Arrest	Within OPD Policy
							Performance of Duty - General	Within OPD Policy
						Subject 2	Use of Physical Force	Within OPD Policy
							Performance of Duty - General	Within OPD Policy
						Subject 3	Use of Physical Force	Within OPD Policy
							Obedience to Laws - Felony/Serious Misdemeanor	Within OPD Policy
							Conduct Toward Others - Demeanor	Unfounded
						Subject 4	Performance of Duty - General	Within OPD Policy
CH	25-1153	10/9/2025	10/10/2025	3/10/2026	10/8/2026	Subject 1	Use of Physical Force	Within OPD Policy
						Subject 2	Use of Physical Force	Within OPD Policy
CH	25-1188	10/19/2025	10/21/2025	3/10/2026	10/18/2026	Subject 1	Conduct Toward Others - Harassment and Discrimination / Race	Unfounded
							Performance of Duty - Unintentional/Improper Search, Seizure, or Arrest	Within OPD Policy
							Performance of Duty - General	Within OPD Policy
							Performance of Duty - Care of Property	Within OPD Policy
						Subject 2	Conduct Toward Others - Harassment and Discrimination / Race	Unfounded
							Performance of Duty - Unintentional/Improper Search, Seizure, or Arrest	Within OPD Policy
							Performance of Duty - General	Within OPD Policy



March 2026 Completed Investigations

Inv.	Case #	Incident Date	Received Date	Completion Date	1-Year Goal	Officer	Allegation	Finding/Conclusion
							Performance of Duty - Care of Property	Within OPD Policy
SH	25-1127	10/3/2025	10/6/2025	3/16/2026	10/2/2026	Subject 1	Performance of Duty - Unintentional/Improper Search, Seizure, or Arrest	Not Sustained
						Subject 2	Performance of Duty - Unintentional/Improper Search, Seizure, or Arrest	Not Sustained
SH	25-1079	9/24/2025	9/25/2025	3/16/2026	10/12/2026	Subject 1	Use of Physical Force	Administrative Closure (Lacks Specificity)
CH	25-1126	10/3/2025	10/16/2025	3/17/2026	10/3/2026	Subject 1	Conduct Toward Others - Demeanor	Unfounded
							Use of Physical Force	Within OPD Policy
CH	25-1176	10/18/2024	10/17/2025	3/17/2026	10/15/2026	Subject 1	No MOR Violation	Administrative Closure (Not OPD Officer)
							No MOR Violation	Administrative Closure (Not OPD Officer)
							No MOR Violation	Administrative Closure (Not OPD Officer)
							No MOR Violation	Administrative Closure (Not OPD Officer)



March 2026 Completed Investigations

Other Cases No Longer Pending:

According to Oakland City Charter Section 604(f)1, the CPRA “shall not be required to investigate each public complaint it receives, beyond the initial intake procedure, but shall investigate public complaints involving uses of force, in-custody deaths, profiling based on any of the protected characteristics identified by federal, state, or local law, untruthfulness, and First Amendment assemblies.”

The following cases were initially determined to have involved at least one required or “mandated” allegation and were assigned to a staff member. Upon review, the CPRA found these cases did not, in fact, include mandated allegations. Pursuant to City Charter Section 604(f)1, the CPRA will not be investigating the allegations in the following cases, and they are being removed from the Pending Case List:

25-1082
25-1161
25-1169
25-1182
25-1196
25-1222
25-0596
25-1083

Finding Definitions:

Sustained: The investigation revealed a preponderance of evidence that the alleged conduct did occur and was in violation of law and/or Oakland Police Department rules, regulations, or policies.

Exonerated/Within OPD Policy: The investigation revealed a preponderance of evidence that the alleged conduct did occur and was in accordance with the law and Oakland Police Department rules, regulations, or policies.

Unfounded: The investigation revealed a preponderance of evidence that the alleged conduct did not occur.

Not Sustained: The investigations revealed evidence that can neither prove nor disprove by a preponderance of evidence that the alleged conduct occurred and was in violation of law and/or Oakland Police Department rules, regulations, or policies.

Additional Definitions:

No Jurisdiction: The Subject Officer of the allegation is not a sworn member of the OPD.

No MOR Violation: The alleged conduct does not violate any department rule or policy.

Service Related: The allegation pertains to the level of service provided by the Department as opposed to the misconduct of a single sworn officer.

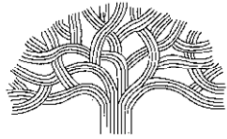


March 2026 Completed Investigations

Administrative Closure (Lacks Specificity): Complaint lacks specificity and complainant refuses or is unable to provide further clarification necessary to investigate the complaint.

Administrative Closure (Not OPD Officer): The investigation determined that the subject of this complaint was not a member of the Oakland Police Department.

604(g)3 Adjudication: If the Chief of Police prepares his or her own findings and proposed discipline and provides it to the Agency before the Agency's investigation is initiated or completed, the Agency may close its investigation or may choose not to conduct its own investigation in order to allow final discipline to proceed as proposed by the Chief, except that in investigations of Level 1 uses of force, sexual misconduct or untruthfulness, the Commission must approve the Agency's decision by a majority vote. If the Agency chooses not to close its investigation, imposition of final discipline shall be delayed until the Agency's investigation is completed and the Agency makes its findings and recommendations for discipline.



CITY OF OAKLAND
COMMUNITY POLICE REVIEW AGENCY
Pending Cases as of March 2026
(Sorted by One-Year Goal)

Page 1 of 4
 Total Pending = 93 (-11.4%)

Case #	Incident Date	Date Received IAB	Date Received CPRA	Assigned Staff	180-Day Goal	1-Year Goal	Type (604(f)(1) or Other)	Class	Subject Officers	Allegation Count	Allegation(s)
22-1102	8/23/2022	10/17/2022	4/19/2023	YH	2/19/2023	TOLLED	Other	1	1	1	Obedience to Laws
24-0582	4/17/2024	4/20/2024	4/17/2024	YH	10/14/2024	TOLLED	Use of Force	1	2	2	Use of Force
24-1104	8/1/2024	8/1/2024	8/1/2024	AL	1/28/2025	TOLLED	Other	1	1	3	Obedience to Laws, Reports and Bookings, Truthfulness
24-1107	Multiple dates	8/1/2024	8/1/2024	YH	1/28/2025	TOLLED	Other	1	1	5	Obedience to Laws, Conduct Towards Others-Demeanor, Conduct Towards Others-Relationship, Conduct Towards Others-Harassment and Discrimination
25-0014	1/4/2024	1/4/2024	1/7/2025	AL	7/3/2025	TOLLED	Use of Force	1	1	1	Use of Force
25-0186	2/22/2025	2/23/2025	2/25/2025	SD	8/22/2025	4/28/2026	Other	1	1	1	Other
25-0191	2/24/2025	2/24/2025	2/25/2025	AL	8/23/2025	TOLLED	Use of Force	1	2	2	Use of Force
25-0214	3/3/2025	TBD	3/4/2025	AL	9/2/2025	TOLLED	Other	2	1	1	Performance of Duty
25-0287	1/19/2024	3/13/2025	3/19/2025	YH	9/9/2025	TOLLED	Truthfulness	1	1	2	Obedience to Laws, Failure to Report
25-0355	4/6/2025	4/8/2025	4/8/2025	SD	10/5/2025	4/6/2026	Use of Force	1	2	2	Use of Force
25-0501	5/9/2025	5/9/2025	5/12/2025	AL	11/5/2025	5/8/2026	Racial Profiling	1	2	4	Racial Profiling, Discrimination
25-0520	4/24/2025	5/14/2025	5/14/2025	AL	11/10/2025	5/13/2026	Use of Force	1	1	5	Use of Force, Performance of Duty, Demeanor
25-0708	7/2/2025	7/2/2025	7/2/2025	SD	12/29/2025	7/1/2026	Use of Force	1	1	1	Use of Force
25-0718	7/2/2025	7/7/2025	7/7/2025	SD	12/29/2025	7/1/2026	Use of Force	1	1	3	Use of Force
25-0756	7/10/2025	7/10/2025	7/10/2025	YH	1/6/2026	7/10/2026	Use of Force	1	2	2	Use of Force
25-0800	7/13/2025	7/13/2025	7/22/2025	AL	1/9/2026	7/12/2026	Other	1	2	2	Performance of Duty
25-0807	7/23/2025	7/23/2025	7/23/2025	SD	1/19/2026	7/23/2026	Use of Force	1	2	6	Use of Force, Performance of Duty, Demeanor
25-0978	9/3/2025	9/3/2025	9/4/2025	AL	3/2/2026	9/2/2026	Use of Force	1	1	5	Use of Force
25-1150	9/17/2025	9/17/2025	10/10/2025	YH	3/16/2026	9/17/2026	Other	1	1	2	Obstructing Internal Affairs Process, Commanding Officers - Authority and Responsibilities
25-1100	9/1/2025	9/27/2025	9/30/2025	YH	3/26/2026	9/26/2026	Other	2	1	2	Performance of Duty, Demeanor
25-1099	9/28/2025	9/28/2025	9/30/2025	YH	3/27/2026	9/27/2026	Discrimination	1	3	5	Discrimination, Performance of Duty
25-1140	10/6/2025	10/7/2025	10/8/2025	YH	4/5/2026	10/6/2026	Use of Force	1	14	2?	Use of Force, Discrimination, other
25-1186	10/18/2025	10/18/2025	10/21/2025	AL	4/16/2026	10/17/2026	Use of Force	1	1	1	Use of Force
25-1251	11/3/2025	11/3/2025	11/5/2025	CH	5/2/2026	11/2/2026	Use of Force	1	1	2	Use of Force, Performance of Duty
25-1273	11/7/2025	11/7/2025	11/10/2025	SH	5/6/2026	11/6/2026	Use of Force	1	1	2	Use of Force, Harassment

*Type (604(f) or Other) column indicates the allegations for which a full investigation is mandated under Oakland City Charter Section 604 (Measure LL). "Other" indicates the case does not include any such allegations.

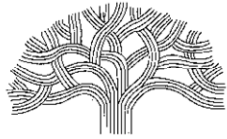


CITY OF OAKLAND
COMMUNITY POLICE REVIEW AGENCY
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Page 2 of 4
 Total Pending = 93 (-11.4%)

Case #	Incident Date	Date Received IAB	Date Received CPRA	Assigned Staff	180-Day Goal	1-Year Goal	Type (604(f)(1) or Other)	Class	Subject Officers	Allegation Count	Allegation(s)
25-1272	11/8/2025	11/8/2025	11/10/2025	CH	5/7/2026	11/7/2026	Use of Force	1	1	2	Use of Force, Performance of Duty
25-1279	11/8/2025	11/8/2025	11/13/2025	KC	5/7/2026	11/7/2026	Use of Force	1	3	9	Use of Force, Performance of Duty
25-1383	9/26/2025	11/8/2025	12/18/2025	SD	5/7/2026	11/7/2026	Use of Force	1	1	2	Obedience to Laws, Use of Force
25-1274	11/9/2025	11/9/2025	11/13/2025	SH	5/8/2026	11/8/2026	Discrimination	1	1	2	Discrimination, Performance of Duty
25-1281	11/5/2025	11/11/2025	11/13/2025	SH	5/10/2026	11/10/2026	Use of Force	1	3	3	Use of Force
25-1284	11/11/2025	11/11/2025	11/13/2025	SH	5/10/2026	11/10/2026	Use of Force	1	7	9	Use of Force, Performance of Duty, other
25-1311	11/17/2025	11/17/2025	11/18/2025	SH	5/16/2026	11/16/2026	Use of Force	1	1	2	Use of Force, Discrimination
25-1318	11/19/2025	11/19/2025	11/21/2025	CH	5/18/2026	11/18/2026	Use of Force	1	2	4	Use of Force, Harassment
25-1322	11/15/2025	11/21/2025	11/25/2025	SH	5/20/2026	11/20/2026	Use of Force	1	1	4	Use of Force, Demeanor, Performance of Duty
25-1332	11/22/2025	11/22/2025	11/25/2025	SH	5/21/2026	11/21/2026	Use of Force	1	1	2	Use of Force, Performance of Duty
25-1328	11/11/2025	11/23/2025	11/25/2025	CH	5/22/2026	11/22/2026	Use of Force	1	2	8	Use of Force, Performance of Duty
25-1338	11/28/2025	11/28/2025	12/1/2025	SH	5/27/2026	11/27/2026	Use of Force	1	4	4	Use of Force
25-1350	12/1/2025	12/3/2025	12/4/2025	CH	6/1/2026	12/2/2026	Other	2	3	5	Harassment, Performance of Duty
25-1370	11/8/2025	12/4/2025	12/10/2025	CH	6/2/2026	12/3/2026	Use of Force	1	1	1	Use of Force
25-1359	12/6/2025	12/6/2025	12/8/2025	CH	6/4/2026	12/5/2026	Other	2	1	2	Performance of Duty
25-1373	12/10/2025	12/10/2025	12/10/2025	KC	6/7/2026	12/8/2026	Other	2	1	1	Other
25-1379	12/7/2025	12/11/2025	12/15/2025	SH	6/9/2026	12/10/2026	Other	1	8	8	Use of Force, Performance of Duty, Service
25-1391	12/15/2025	12/15/2025	12/16/2025	SH	6/13/2026	12/14/2026	Use of Force	1	1	5	Use of Force, Demeanor, Performance of Duty, Discrimination
25-1403	2/1/2025	12/16/2025	12/17/2025	SH	6/14/2026	12/15/2026	Use of Force	1	1	1	Use of Force
25-1405	12/16/1997	12/16/2025	12/16/2025	SH	6/14/2026	12/15/2026	Use of Force	1	1	1	Use of Force
25-1424	12/18/2025	12/18/2025	12/23/2025	CH	6/16/2026	12/17/2026	Other	1	1	1	Harassment
25-1446	12/29/2025	12/30/2025	1/2/2026	SH	6/28/2026	12/29/2026	Discrimination	1	1	2	Discrimination, Performance of Duty
26-0003	1/1/2026	1/1/2026	1/6/2026	SH	6/30/2026	12/31/2026	Use of Force	1	1	3	Use of Force, Performance of Duty, General Conduct
26-0001	1/2/2026	1/2/2026	1/6/2026	SH	7/1/2026	1/1/2027	Other	1	1	1	Obedience to Laws
26-0012	1/2/2026	1/2/2026	1/6/2026	SH	7/1/2026	1/1/2027	Other	1	1	3	Conduct Towards Others, Performance of Duty

*Type (604(f) or Other) column indicates the allegations for which a full investigation is mandated under Oakland City Charter Section 604 (Measure LL). "Other" indicates the case does not include any such allegations.

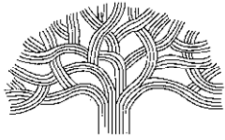


CITY OF OAKLAND
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26-0007	1/3/2026	1/3/2026	1/6/2026	SH	7/2/2026	1/2/2027	Use of Force	1	1	2	Use of Force, Performance of Duty
26-0016	4/12/2013	1/5/2026	1/5/2026	SH	7/4/2026	1/4/2027	Use of Force	1	1	5	Use of Force, Performance of Duty,
26-0020	1/6/2026	1/6/2026	1/7/2026	YH	7/6/2026	1/6/2027	Use of Force	1	1	1	Use of Force
26-0013	1/5/2026	1/5/2026	1/6/2026	CH	7/4/2026	1/14/2027	Use of Force	1	1	1	Use of Force
26-0031	7/20/2025	1/6/2026	1/9/2026	CH	7/5/2026	1/5/2027	Use of Force	1	1	1	Use of Force
26-0032	1/7/2026	1/7/2026	1/9/2026	CH	7/6/2026	1/6/2027	Use of Force	1	2	4	Use of Force, Performance of Duty
26-0034	1/8/2026	1/8/2026	1/9/2026	CH	7/7/2026	1/7/2027	Other	2	8	8	Performance of Duty
26-0047	1/14/2026	1/15/2026	1/16/2026	CH	7/14/2026	1/14/2027	Discrimination	1	8	2	Discrimination, Performance of Duty
26-0036	1/9/2026	1/9/2026	1/13/2026	CH	7/18/2026	1/8/2027	Other	2	1	1	Performance of Duty
26-0053	1/19/2026	1/19/2026	1/20/2026	KC	7/18/2026	1/18/2027	Use of Force	1	1	1	Use of Force
26-0082	1/24/2026	1/24/2026	1/27/2026	SH	7/23/2026	1/23/2027	Other	1	1	1	Demeanor, No MOR
26-0079	1/25/2026	1/25/2026	1/27/2026	KC	7/24/2026	1/24/2028	Use of Force	1	1	1	Use of Force
26-0083	9/1/2007	1/27/2026	1/28/2026	KC	7/26/2026	1/26/2028	Use of Force	1	1	1	Use of Force
26-0086	1/27/2026	1/27/2026	1/28/2026	AL	7/26/2026	1/26/2028	Use of Force	1	1	1	Use of Force
26-0093	1/28/2026	1/28/2026	1/29/2026	KC	7/27/2026	1/27/2028	Use of Force	1	6	12	Use of Force, Performance of Duty
26-0101	1/30/2026	1/30/2026	2/3/2026	CH	7/29/2026	1/29/2027	Other	1	1	1	Other
26-0107	1/31/2026	1/31/2026	2/3/2026	KC	7/30/2026	1/30/2028	Use of Force	1	1	1	Use of Force
26-0111	2/2/2026	2/2/2026	2/4/2026	SH	8/1/2026	2/1/2027	Use of Force	1	1	1	Use of Force
26-0115	2/1/2026	2/3/2026	2/4/2026	SH	8/2/2026	2/2/2027	Racial Profiling	1	1	1	Racial Profiling
26-0128	2/4/2026	2/4/2026	2/6/2026	SH	8/3/2026	2/3/2027	Racial Profiling	1	1	1	Racial Profiling, Performance of Duty
26-0130	8/16/2024	2/5/2026	2/6/2026	CH	8/4/2026	2/4/2027	Other	1	2	2	Other
26-0132	2/5/2026	2/5/2026	2/6/2026	CH	8/4/2026	2/4/2027	Other	1	2	2	Other
26-0136	2/7/2026	2/7/2026	2/10/2026	SH	8/6/2026	2/6/2027	Use of Force	1	1	1	Use of Force, Other
26-0141	2/1/2026	2/9/2026	2/10/2026	DC	8/8/2026	2/8/2027	Other	1	3	3	Other
26-0139	1/30/2026	2/9/2026	2/10/2026	DC	8/8/2026	2/8/2027	Other	1	1	1	Other
26-0161	2/12/2026	2/12/2026	2/11/2026	KC	8/10/2026	2/10/2027	Use of Force	1	1	3	Use of Force, Performance of Duty
26-0175	2/15/2026	3/15/2026	3/17/2026	CH	8/14/2026	2/14/2027	Other	1	1	1	Other
26-0165	2/16/2026	2/16/2026	2/17/2026	KC	8/15/2026	2/15/2027	Use of Force	1	2	2	Use of Force
26-0164	2/15/2026	2/17/2026	2/14/2026	CH	8/16/2026	2/16/2027	Other	1	1	1	Other
26-0182	2/17/2026	2/17/2026	2/18/2026	KC	8/16/2026	2/16/2027	Other	1	3	4	Obedience to Laws, Performance of Duty, Demeanor
26-0185	2/19/2026	2/19/2026	2/20/2026	KC	8/18/2026	2/18/2027	Use of Force	1	1	2	Use of Force, Performance of Duty
26-0188	10/20/2025	2/20/2026	2/23/2026	SH	8/19/2026	2/19/2027	Use of Force	1	1	1	Use of Force

*Type (604(f) or Other) column indicates the allegations for which a full investigation is mandated under Oakland City Charter Section 604 (Measure LL). "Other" indicates the case does not include any such allegations.



CITY OF OAKLAND
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Page 4 of 4
 Total Pending = 93 (-11.4%)

Case #	Incident Date	Date Received IAB	Date Received CPRA	Assigned Staff	180-Day Goal	1-Year Goal	Type (604(f)(1) or Other)	Class	Subject Officers	Allegation Count	Allegation(s)
26-0186	2/19/2025	2/20/2026	2/20/2026	SH	8/19/2026	2/19/2027	Use of Force	1	1	1	Use of Force
26-0205	7/1/2025	2/20/2026	2/19/2026	DC	8/19/2026	2/19/2027	Other	1	1	1	Other
26-0196	2/22/2026	2/22/2026	2/24/2026	SH	8/21/2026	2/21/2027	Racial Profiling	1	2	2	Racial Profiling, Performance of Duty
26-0210	2/17/2026	2/24/2026	2/25/2026	CH	8/23/2026	2/23/2027	Other	1	2	2	Other
26-0223	3/1/2026	3/1/2026	3/3/2026	CH	8/26/2026	2/28/2027	Other	1	2	2	Other
26-0232	3/2/2026	3/2/2026	3/3/2026	CH	8/29/2026	3/1/2027	Other	1	8	8	Other
26-0229	3/2/2026	3/2/2026	3/3/2026	CH	8/29/2026	3/1/2027	Other	1	3	3	Other
26-0253	3/6/2026	3/6/2026	3/9/2026	SH	9/2/2026	3/5/2027	Use of Force	1	3	3	Use of Force
25-1183	10/18/2025	10/18/2025	10/18/2025	MS	TOLLED	TOLLED	Use of Force	1	6	6	Use of Force
26-0358	2/25/2026	2/25/2026	2/25/2026	SD	8/24/2026	2/25/2027	Truthfulness	1	1	1	Truthfulness
26-0352	1/31/2026	4/2/2026	4/2/2026	SH	9/29/2026	4/1/2027	Use of Force	1	1	2	Use of Force, Obedience to Laws

*Type (604(f) or Other) column indicates the allegations for which a full investigation is mandated under Oakland City Charter Section 604 (Measure LL). "Other" indicates the case does not include any such allegations.

Item VIII. Pages 41-44

OAKLAND POLICE COMMISSION

RESOLUTION NO. 26-0001

RESOLUTION AUTHORIZING THE COMMUNITY POLICE REVIEW AGENCY (CPRA) EXECUTIVE DIRECTOR TO ENTER INTO A PROFESSIONAL SERVICES AGREEMENT WITH LAW OFFICE OF KENDRA TANACEA TO PROVIDE LEGAL SERVICES FOR AN AMOUNT NOT-TO-EXCEED \$125,000.

WHEREAS, the voters of the City of Oakland voted yes for Measure LL on November 8, 2016, which established the Oakland Police Commission; and

WHEREAS, Measure LL amended the Oakland City Charter to add section 604, entitled "Police Commission;" and

WHEREAS, the Oakland City Council adopted Ordinance No. 2.04.022 on July 9, 2019, amending Oakland Municipal Code Chapter 2.04 Purchasing System, to add section 2.04.022 to authorize the Police Commission to enter Professional Service Agreements necessary to fulfill its duties as defined in Measure LL, codified in section 604 of the Oakland City Charter; and

WHEREAS, every official act of the Commission shall be adopted by a majority vote of the Commissioners present at the meeting and eligible to vote; and

WHEREAS, the Community Police Review Agency (CPRA) Executive Director is authorized on behalf of the City of Oakland to enter into Professional Services Agreements properly approved by the Commission and shall be the contract administrator; and

WHEREAS, all contracts approved by the Police Commission are subject to the competitive and other processes and procedures required under Oakland Municipal Code Chapter 2.04 Purchasing System; and

WHEREAS, the Community Police Review Agency received proposals from Prescott Law, Kendra Tanacea, Redwood Public Law, LLP, and Richards, Watson & Gershon, and

WHEREAS, on February 23, 2026, the Community Police Review Agency selected Kendra Tanacea; now, therefore, be it

RESOLVED, the Oakland Police Commission authorizes the CPRA Executive Director to enter into a Professional Services Agreement with Kendra Tanacea, to provide legal services; and be it

FURTHER RESOLVED, the total amount of the Agreement shall be for a not-to-exceed amount of \$125,000; and be it

FURTHER RESOLVED, the CPRA Executive Director has identified available funding in the amount of \$125,000 in General Purpose Fund (1010), Community Police Review Agency Organization (66211), Administrative Project (1003737), Program (IP06); and be it

FURTHER RESOLVED, the CPRA Executive Director is authorized to negotiate and finalize the scope of professional services for said contract with Kendra Tanacea, to provide legal services.

IN POLICE COMMISSION MEETING, APRIL 23, 2026, OAKLAND, CALIFORNIA,

PASSED BY THE FOLLOWING VOTE:

AYES:

NOES:

ABSENT:

ABSTENTION:

ATTEST:

MYKAH MONTGOMERY
Chief of Staff
Oakland Police Commission
City of Oakland, California

OAKLAND POLICE COMMISSION

RESOLUTION NO. 26-0002

RESOLUTION AUTHORIZING THE COMMUNITY POLICE REVIEW AGENCY (CPRA) EXECUTIVE DIRECTOR TO ENTER INTO A PROFESSIONAL SERVICES AGREEMENT WITH PRESCOTT LAW TO PROVIDE LEGAL SERVICES FOR AN AMOUNT NOT-TO-EXCEED \$125,000.

WHEREAS, the voters of the City of Oakland voted yes for Measure LL on November 8, 2016, which established the Oakland Police Commission; and

WHEREAS, Measure LL amended the Oakland City Charter to add section 604, entitled "Police Commission;" and

WHEREAS, the Oakland City Council adopted Ordinance No. 2.04.022 on July 9, 2019, amending Oakland Municipal Code Chapter 2.04 Purchasing System, to add section 2.04.022 to authorize the Police Commission to enter Professional Service Agreements necessary to fulfill its duties as defined in Measure LL, codified in section 604 of the Oakland City Charter; and

WHEREAS, every official act of the Commission shall be adopted by a majority vote of the Commissioners present at the meeting and eligible to vote; and

WHEREAS, the Community Police Review Agency (CPRA) Executive Director is authorized on behalf of the City of Oakland to enter into Professional Services Agreements properly approved by the Commission and shall be the contract administrator; and

WHEREAS, all contracts approved by the Police Commission are subject to the competitive and other processes and procedures required under Oakland Municipal Code Chapter 2.04 Purchasing System; and

WHEREAS, the Community Police Review Agency received proposals from Prescott Law, Kendra Tanacea, Redwood Public Law, LLP, and Richards, Watson & Gershon, and

WHEREAS, on February 23, 2026 the Community Police Review Agency selected Prescott Law; now, therefore be it

RESOLVED, the Oakland Police Commission authorizes the CPRA Executive Director to enter into a Professional Services Agreement with Prescott Law to provide legal services; and be it

FURTHER RESOLVED, the total amount of the Agreement shall be for a not-to exceed amount of \$125,000; and be it

FURTHER RESOLVED, the CPRA Executive Director has identified available funding in the amount of \$125,000 in General Purpose Fund (1010), Community Police Review Agency Organization (66211), Administrative Project (1003737), Program (IP06); and be it

FURTHER RESOLVED, the CPRA Executive Director is authorized to negotiate and finalize the scope of professional services for said contract with Prescott Law to provide legal services.

IN POLICE COMMISSION MEETING, APRIL 23, 2026, OAKLAND, CALIFORNIA

PASSED BY THE FOLLOWING VOTE:

AYES:

NOES:

ABSENT:

ABSTENTION:

ATTEST: _____

MYKAH MONTGOMERY
Chief of Staff
Oakland Police Commission
City of Oakland, California

Item IX. Pages 46 - 59



CITY OF OAKLAND

OFFICE OF INSPECTOR GENERAL

AGENDA REPORT

APRIL 23, 2026

AGENDA

CURRENT OIG PROJECTS

- Policy Review - DGO I-25: Unmanned Aerial Systems
- Audit - “Inactive” Internal Affairs NSA Tasks
- Audit - Discrimination Allegation Closures
- Policy Review - DGO I-12: Automated License Plate Reader
- Monitoring

OUTREACH & ENGAGEMENT

- OPD Transition Academy
- National Latino Police Officers Association Spring Eggstravaganza
- Neighborhood Council Meetings: Rainbow + Melrose

PROFESSIONAL DEVELOPMENT

- 2026 AIG Inspector General Institute





Policy Review of DGO I-25 Acknowledgement

SAMUELSON LAW, TECHNOLOGY & PUBLIC POLICY CLINIC - UC BERKELEY LAW

Thank you to Eleanor, Lindsay, Ariana, and not pictured Trisha, Julia, Shreya, and Emily for your time, knowledge, and dedication.

Sincere thanks to Professor Catherine Crump and Professor Jennifer Urban for their knowledge and guidance.





Policy Review of DGO I-25 Forthcoming

DGO I-25: UNMANNED AERIAL SYSTEMS (UAS)

This policy review and assessment is of OPD's Departmental General Order (DGO) I-25: Unmanned Aerial Systems (UAS). The purpose of DGO I-25 is to set forth measures and policies regarding the deployment and use of Unmanned Aerial Systems, commonly referred to as "drones", in accordance with constitutional rights, privacy protections, and Federal Aviation Administration (FAA) regulations.

WHY THIS POLICY MATTERS

DGO I-25 was implemented on December 28, 2021, and was subsequently revised and updated effective February 8, 2023. Since its implementation and revision, there have been evolving technological developments in UAS capabilities, and community expectations around surveillance and policing that require OPD to align their policies and procedures with those changes.

RELEVANT LAW & POLICY

- Charter of the City of Oakland, Section 604(f)5
- Departmental General Order (DGO) I-25
- California Code of Civil Procedure §§ 2020.410, 2031.010
- California Penal Code § 1054





Policy Review of DGO I-25

Methodology & Limitations

METHODOLOGIES

- Reviewed pertinent California state legislation and Oakland municipal codes, as well as case law interpreting these provisions.
- Analyzed UAS policies of eight other cities (**San Francisco, San Jose, Bakersfield, Sacramento, Cleveland, Omaha, Minneapolis, and Baltimore**), selected based on:
 - (1) their geographical proximity
 - (2) their similar population size and police force size, or
 - (3) their adoption of more recent or more detailed UAS policies compared to Oakland.
- Analyzed OPD Departmental General Orders regulating other police technologies
 - DGO I-12: Automated License Plate Readers
 - DGO I-15: Body-Worn Camera Program Policy

LIMITATIONS

- This report is a policy review and assessment of DGO I-25. This report is not an audit, inspection, or compliance evaluation.





Policy Review of DGO I-25 Recommendations

RECOMMENDATIONS

- 1 Update Section I: Value Statement or Section II.B: Purpose, to include an explanation of the purpose of the policy.
- 2 Update Section IV. B. Data Retention to expressly include metadata in its UAS data retention policy.
- 3(a) Update Section IV. C. Data Access to clarify access permissions for criminal defendants and civil litigants.
- 3(b) Update Section IV. C. Data Access to include procedures to audit which Electronic Services Unit (ESU) member has access to UAS data files and how they are used.
- 4 Update DGO I-25 to include procedures for public notification of OPD “drone” deployments.





Policy Review of DGO I-25 Considerations

CONSIDERATIONS

- 1 Add a Definitions section defining the technical terms and personnel roles referenced throughout the policy.
- 2 Update or add a section to DGO I-25 that addresses editing and redaction of UAS data.
- 3 Update Section V. to include some operational procedures that are contained in its UAS Operational Procedure Manual.
- 4 Develop any protocols or procedures mandated by DGO I-25 that have not been developed.





ADDITIONAL PROJECTS



INACTIVE NSA TASKS

Auditing **NSA Tasks 4, 7, 8, 9, 11, 13, & 34** to ensure continued compliance. We are working with MGT Impact Solutions, LLC.



DISCRIMINATION ALLEGATION CLOSURES

Auditing OPD and CPRA's processes for closing discrimination complaints deemed 'lacking specificity.'



DGO I-12: AUTOMATED LICENCE PLATE READERS

In partnership with UC Berkeley Law's Criminal Law & Justice Center.

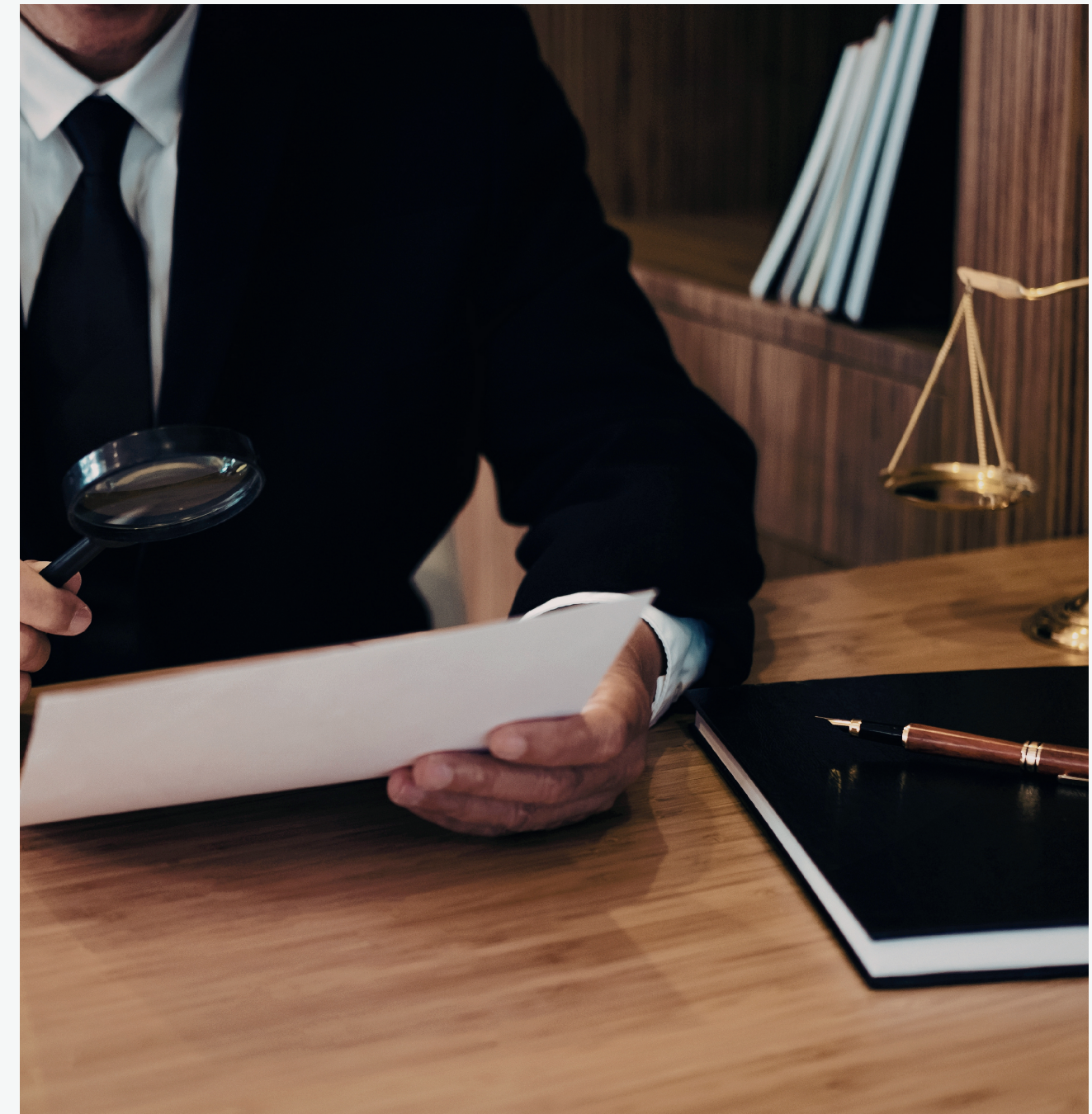




MONITORING

OBSERVATION

- Skelly hearings
- Discipline hearings
- Risk management meetings
- NSA briefings
- Level I debriefings
- IMT site visits
- Chief biweekly M 4.1 CID / IAD updates





COMMUNITY ENGAGEMENT



OPD Transition Academy
Oakland Police Department
January 22, 2026

**NLPOA-ACC
Spring Eggstravaganza**
DeFremery Park
April 3, 2025





NEIGHBORHOOD MEETINGS



**Rainbow Community
Neighborhood Council**
Eastmont Substation
January 29, 2026



**Melrose
Neighborhood Council**
Zoom
February 24, 2026





PROFESSIONAL DEVELOPMENT

AIG INSPECTOR GENERAL INSTITUTE

Jacksonville, FL

March 9-13, 2026

Deputy Inspector General Charlotte Jones became
a Certified Inspector General



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on LinkedIn & Facebook



Newsletter

Scan the QR code to sign-up for the OIG mailing list or visit tinyurl.com/OIGMailingList.

OIG Contact information



Email oig@oaklandca.gov



Call (510) 238-2088





CITY OF OAKLAND

OFFICE OF INSPECTOR GENERAL

QUESTIONS

Item X. Pages 61-77

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 04/23/2026

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

Task	
Tasks 2, 5, and 45	<p>The monitoring team has completed the Eleventh NSA Sustainability Period Report of the Independent Monitor for the Oakland Police Department, filed November 18, 2025.</p> <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.

* "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.

Discipline Matrix	Currently with the Police Commission Ad Hoc.
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.

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: 609 Operation Strength: 495</p> <p><i>Communications Dispatchers</i> Authorized: 78 Filled: 64 (2 new Dispatcher Trainees starting on Dec 6th. 18 are currently in training)</p> <p><i>Professional Staffing</i> Authorized: 270.5 Filled: 231 <i>Vacancies of note:</i> 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 April 15, 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>4</td> <td>5</td> <td></td> <td></td> </tr> <tr> <td>1-2 Years</td> <td>5</td> <td>17</td> <td></td> <td></td> </tr> <tr> <td>6 mo.– 1 Year</td> <td>1</td> <td>18</td> <td></td> <td></td> </tr> <tr> <td>2-6 months</td> <td>2</td> <td>11</td> <td>2</td> <td>1</td> </tr> <tr> <td>Less than 2 months</td> <td>2</td> <td>5</td> <td></td> <td>1</td> </tr> <tr> <td></td> <td>14</td> <td>56</td> <td>2</td> <td>2</td> </tr> </tbody> </table>	As of April 15, 2026 (Sworn only)	Admin Leave	Medical Leave On-Duty Illness/ Injury	Medical Leave Personal Illness/ Injury	Military Leave	2+ Years	4	5			1-2 Years	5	17			6 mo.– 1 Year	1	18			2-6 months	2	11	2	1	Less than 2 months	2	5		1		14	56	2	2	<p><i>Long-term leave:</i> 74 sworn employees</p> <ul style="list-style-type: none"> • 58 Medical Leave • 14 Admin Leave <ul style="list-style-type: none"> ○ 1 Sergeants of Police ○ 13 Police Officers • 21 Sworn on Modified Duty • 2 Military Leave <ul style="list-style-type: none"> ○ 9 Active Military Reservists <p>Of the 14 sworn personnel on admin leave, 6 have been off for 1-2 years. The annual cost associated with those 6 employees is \$1,818,437. 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>5</td> <td>294,151</td> <td>1,470,755</td> </tr> <tr> <td>Total</td> <td>6</td> <td></td> <td>1,818,437</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:</i> 54 possible</p> <ul style="list-style-type: none"> • 1 Interim Chief of Police • 2 Deputy Chief of Police • 1 Captains of Police • 11 Lieutenants of Police • 17 Sergeants of Police • 22 Police Officers 	Admin Rank	Position	Cost	Total Cost	Sergeant	1	347,682	347,682	Police Officer	5	294,151	1,470,755	Total	6		1,818,437
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Academy Recruits	<p>195th Academy: Began July 19, 2025 – 14 Police Officer Trainees (POT) 196th Academy: Began November 22, 2025- 19 Police Officer Trainees 197th Academy begins 25 Apr 26</p>																																																				

<p>General Department functions (Internal Affairs Bureau, IAB Skelly Process)</p>	<p>Skelly Data:</p> <p># of pending Skelly by Case: 32 (-3) # of pending Skelly by Subject: 50 (-4) # 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"> <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>37</td><td>53</td></tr> <tr><td>Mar</td><td>35</td><td>54</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	37	53	Mar	35	54	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 02Apr2026) Total Case Closed YTD – 385 Total Cases Opened in Intake YTD – 340 Total Cases Assigned to Intake (not yet assigned to an investigator) – 118</p> <p>Case Load Total investigations assigned to IAB – 67 Total investigations assigned as DLIs – 156</p> <p>Total cases currently open – 373 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: 71 total juvenile arrests YTD Referrals to restorative justice programs: 13 <ul style="list-style-type: none"> Neighborhood Opportunity & Accountability Board (NOAB) - 13 	<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: 1,082 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: 479 • YTD Closed MPU Cases: 407 	<p>reviews all I/C and Out-of-custody cases.</p> <ul style="list-style-type: none"> • Domestic Dispute – 334 • Domestic Battery, 243(e)(1) - 248 • Inflict corporate Injury Spouse/cohabitant 273.5 - 286
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"> March 2026 Monthly data:01Mar-19Mar26 137 calls were referred from OPD Dispatch to MACRO 3 incidents were returned from OFD and sent back to OPD to handle

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

March 25, 2026

Twelfth NSA Sustainability Period Report *of the Independent Monitor for the Oakland Police Department*

Introduction

This is the twelfth report of the Monitoring Team issued during the Negotiated Settlement Agreement (NSA) sustainability period in the case of *Delphine Allen, et al., vs. City of Oakland, et al.*, in the United States District Court for the Northern District of California under the direction of Judge William H. Orrick.

The City and the Oakland Police Department (OPD) have been in the sustainability period since May 2022. While the sustainability period was initially slated to last for one year, the Court has extended it following a few hearings in which the City and Plaintiffs discussed the status of and challenges to sustained compliance. In a September 2024 Order, the Court noted, “The failure of leadership demonstrated by the defendants requires immediate correction.” Among other directives, the Court ordered the Department to “restructure the organizational chart” so that the Internal Affairs Bureau (IAB) is headed by a Deputy Chief who reports directly to the Chief of Police; and that Department and City leaders, along with a representative of the Monitoring Team, meet every two weeks to discuss significant developments related to IAB investigations and timeliness.

As with our site visits before the sustainability period, we report to the Court on a quarterly basis; we conduct quarterly site visits; our site visits include both compliance assessments and technical assistance. We also meet with Department and City officials to receive updates on OPD’s compliance with the NSA Tasks; observe the Department’s Risk Management Meetings; review and discuss the status of several Departmental policies; and share our observations of misconduct investigations and, as circumstances may dictate, use of force reports.

This report covers NSA Tasks 2, 5, and 45.

Task Assessments

Task 2: Timeliness Standards and Compliance with IAD Investigations

Requirements:

Fairness to complainants, members/employees and the public requires that internal investigations be completed in a timely fashion.

- 1. On or before December 1, 2003, OPD shall develop policies regarding timeliness standards for the completion of Internal Affairs investigations, administrative findings and recommended discipline.*
- 2. Compliance with these timeliness standards shall be regularly monitored by IAD command and the Department's command staff. If IAD experiences an unusual proliferation of cases and/or workload, IAD staffing shall be increased to maintain timeliness standards.*

(Negotiated Settlement Agreement III. B.)

Relevant Policy:

OPD most recently revised Departmental General Order M-03, *Complaints Against Department Personnel and Procedures*, on December 22, 2017.

Commentary:

Task 2.1 requires that internal investigations (IAD and Division Level) – including review, approval, findings, and discipline – be completed in accordance with the timeliness standards developed by OPD. To assess this subtask, we requested a list of all internal investigations resulting in formal findings (unfounded, sustained, exonerated, or not sustained) that were approved in the second and third quarters (April-September) of 2025. Using the lists, we segregated the cases into Class I or Class II categories. If a case involved at least one alleged Class I violation, we classified it as Class I.

At least 85% of Class I misconduct investigations and at least 85% of Class II misconduct investigations must be completed within 180 days to be considered timely. Per DGO M-03, Class I offenses “are the most serious allegations of misconduct and, if sustained, shall result in disciplinary action up to and including dismissal and may serve as the basis for criminal prosecution.” Class II offenses include “all minor misconduct offenses.”

Twelfth NSA Sustainability Period Report of the Independent Monitor for the Oakland Police Department
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For the purposes of this assessment, we calculated the number of days between the complaint receipt date and the approval date. The complaint date is the date on which the Department first becomes aware of a complaint – whether it is lodged by a community member or internally generated. We removed from the denominator cases that were delayed due to tolling (held in abeyance in accordance with one of the provisions of Government Code Section 3304) or cases in which the Department asserted that its failure to meet the 180-day timeliness requirement resulted from delays in the Community Police Review Agency (CPRA) completing its concurrent investigations.

For this report, we reviewed IAB cases that were approved in the second and third quarters of 2025. For the second quarter (April-June) of 2025, of the 60 applicable Class I cases we reviewed for this assessment, 46, or 77%, were in compliance with established timelines. For the third quarter (July-September) of 2025, of the 66 applicable Class I cases we reviewed for this assessment, 53, or 80%, were in compliance with established timelines. During our last review of Task 2, we found 65% of Class I cases in compliance with established timelines.

For the second quarter (April-June) of 2025, of the 118 applicable Class II cases we reviewed for this assessment, 114, or 97%, were in compliance with established timelines. For the third quarter (July-September) of 2025, of the 93 applicable Class II cases we reviewed for this assessment, 85, or 91%, were in compliance with established timelines. During our last review of Task 2, we found 91% of Class II cases in compliance with established timelines.

During the third quarter of 2025, IAB personnel notified us that the Bureau missed the 3304 deadline on one case. The case, which was investigated at the Division level, involved allegations against two officers for their failure to conduct a proper preliminary investigation of a wellness check and improper handling of evidence. Because one subject officer was unavailable for an extended time period, the case was tolled; but when the tolling ended, the investigator did not notify IAB and did not complete the investigation within the required adjusted time period. Following this, the Department offered specialized training to the investigator; and IAB leadership reinforced the timeliness requirements with its Division-level team. While none of the findings were sustained in this particular case, it is simply unacceptable to exceed the 3304 deadline.

Per DGO M-03, “In cases with a sustained finding, the discipline recommendation process shall be completed within 30 calendar days of the sustained finding.” We reviewed all 26 cases including a total of 65 sustained findings that were approved in April-June and July-September 2025; 13 cases involved multiple sustained findings. We found all 26 (100%) of the cases in compliance with established discipline timelines.

OPD is not in compliance with Task 2.1. While OPD has not yet regained compliance with this Task, we commend IAB leadership for the improvement in investigative timeliness. We will continue to closely monitor this Task and look forward to the Department achieving compliance again.

Task 2.2 requires that IAD and OPD command staff regularly monitor compliance with these timeliness standards. The primary responsibility for monitoring compliance with timeliness standards rests with IAD, whether investigations are conducted by IAD personnel or via Division-level investigation. As part of this monitoring, the IAD Commander discusses pending deadlines for key open investigations during IAD’s weekly meetings with the Chief; the deadlines are also reflected in written agendas for these meetings. A Monitoring Team representative regularly attends these meetings. IAD also occasionally, as needed, emails individual reminders on cases approaching due dates to investigators and their supervisors. The Department is in compliance with Task 2.2.

Task 2.3 requires that if IAD experiences an unusual proliferation of cases and/or workload, IAD staffing be increased to maintain timeliness standards. We routinely request and receive updates on IAD staffing levels during and between our site visits.

Task 2 compliance status	Not in compliance
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Task 5: Complaint Procedures for IAD

Requirements:

1. *On or before December 1, 2003, OPD shall develop a policy so that, OPD personnel who become aware that a citizen wishes to file a complaint shall bring such citizen immediately, or as soon as circumstances permit, to a supervisor or IAD or summon a supervisor to the scene. If there is a delay of greater than three (3) hours, the reason for such delay shall be documented by the person receiving the complaint. In the event that such a complainant refuses to travel to a supervisor or to wait for one, the member/employee involved shall make all reasonable attempts to obtain identification, including address and phone number, as well as a description of the allegedly wrongful conduct and offending personnel, from the complainant and any witnesses. This information, as well as a description of the complaint, shall immediately, or as soon as circumstances permit, be documented on a Complaint Form and submitted to the immediate supervisor or, in his/her absence, the appropriate Area Commander, and shall be treated as a complaint. The supervisor or appropriate Area Commander notified of the complaint shall ensure the Communications Division is notified and forward any pertinent documents to the IAD.*
2. *An on-duty supervisor shall respond to take a complaint received from a jail inmate taken into custody by OPD, who wishes to make a complaint of Class I misconduct contemporaneous with the arrest. The supervisor shall ensure the Communications Division is notified and forward any pertinent documents to the IAD. All other misconduct complaints by a jail inmate shall be handled in the same manner as other civilian complaints.*

3. *In each complaint investigation, OPD shall consider all relevant evidence, including circumstantial, direct and physical evidence, and make credibility determinations, if feasible. OPD shall make efforts to resolve, by reference to physical evidence, and/or use of follow-up interviews and other objective indicators, inconsistent statements among witnesses.*
4. *OPD shall develop provisions for the permanent retention of all notes, generated and/or received by OPD personnel in the case file.*
5. *OPD shall resolve each allegation in a complaint investigation using the “preponderance of the evidence” standard. Each allegation shall be resolved by making one of the following dispositions: Unfounded, Sustained, Exonerated, Not Sustained, or Administrative Closure. The Department shall use the following criteria for determining the appropriate disposition:*
 - a. *Unfounded: The investigation disclosed sufficient evidence to determine that the alleged conduct did not occur. This finding shall also apply when individuals named in the complaint were not involved in the alleged act.*
 - b. *Sustained: The investigation disclosed sufficient evidence to determine that the alleged conduct did occur and was in violation of law and/or Oakland Police Department rules, regulations, or policies.*
 - c. *Exonerated: The investigation disclosed sufficient evidence to determine that the alleged conduct did occur, but was in accord with law and with all Oakland Police Department rules, regulations, or policies.*
 - d. *Not Sustained: The investigation did not disclose sufficient evidence to determine whether or not the alleged conduct occurred.*
 - e. *Administrative Closure: The investigation indicates a service complaint, not involving an MOR violation, was resolved without conducting an internal investigation; OR*
 - f. *To conclude an internal investigation when it has been determined that the investigation cannot proceed to a normal investigative conclusion due to circumstances to include but not limited to the following:*
 - 1) *Complainant wishes to withdraw the complaint and the IAD Commander has determined there is no further reason to continue the investigation and to ensure Departmental policy and procedure has been followed;*
 - 2) *Complaint lacks specificity and complainant refuses or is unable to provide further clarification necessary to investigate the complaint;*
 - 3) *Subject not employed by OPD at the time of the incident; or*
 - 4) *If the subject is no longer employed by OPD, the IAD Commander shall determine whether an internal investigation shall be conducted.*

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- 5) *Complainant fails to articulate an act or failure to act, that, if true, would be an MOR violation; or*
- 6) *Complaints limited to California Vehicle Code citations and resulting tows, where there is no allegation of misconduct, shall be referred to the appropriate competent authorities (i.e., Traffic Court and Tow Hearing Officer).*
- g. *Administrative Closures shall be approved by the IAD Commander and entered in the IAD Complaint Database.*
6. *The disposition category of "Filed" is hereby redefined and shall be included under Administrative Dispositions as follows:*
 - a. *An investigation that cannot be presently completed. A filed investigation is not a final disposition, but an indication that a case is pending further developments that will allow completion of the investigation.*
 - b. *The IAD Commander shall review all filed cases quarterly to determine whether the conditions that prevented investigation and final disposition have changed and may direct the closure or continuation of the investigation.*
7. *Any member or employee who is a subject of an internal investigation, as well as any other member or employee on the scene of an incident at which misconduct has been alleged by a complainant, shall be interviewed and a recorded statement taken. However, investigators, with the approval of an IAD Commander, are not required to interview and/or take a recorded statement from a member or employee who is the subject of a complaint or was on the scene of the incident when additional information, beyond that already provided by the existing set of facts and/or documentation, is not necessary to reach appropriate findings and conclusions.*

(Negotiated Settlement Agreement III. E.)

Relevant Policy:

There are six Departmental policies that incorporate the requirements of Task 5: Department General Order M-03, *Complaints Against Department Personnel and Procedures* (revised most recently on December 22, 2017); Communications Division Policy & Procedures C-02, *Receiving and Logging Complaints Against Personnel and Use of Force Incidents* (revised most recently on December 7, 2009); Training Bulletin V-T.1, *Internal Investigation Procedure Manual* (revised most recently on November 30, 2023); Special Order 8270, *Booking of Prisoners at the Glenn E. Dyer Detention Facility* (published June 24, 2005); Special Order 8565, *Complaints Against Department Personnel* (published May 11, 2007); and IAD Policy & Procedures Manual 21-01, *IAD General Operating Procedures* (published August 17, 2021). In addition, NSA stipulations issued on December 12, 2005 and March 13, 2007 incorporate the requirements of this Task.

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Commentary:

Task 5 consists of several subtasks, briefly described below. Based on OPD's compliance history with many of the subtasks, not all are being actively monitored at this time.

Task 5.1 requires that when a citizen wishes to file a complaint, the citizen is brought to a supervisor or IAD, or a supervisor is summoned to the scene. **Task 5.2** requires that if there is a delay of greater than three hours in supervisory response, the reason for the delay must be documented. **Task 5.3** requires that where a complainant refuses to travel to a supervisor, or wait for one, personnel make all reasonable attempts to obtain specific information to assist in investigating the complaint. **Task 5.4** requires that specific information be documented on a complaint form and submitted to the immediate supervisor or, in his/her absence, the appropriate Area Commander. **Task 5.5** requires that the supervisor or Area Commander notify Communications and forward any pertinent documents to IAD.

To assess compliance with Tasks 5.1 through 5.5, we reviewed the Daily Incident Logs (DILs) prepared by the Communications Division and forwarded to IAD each business day. The DIL form has been modified several times during our tenure to elicit "forced responses" that gather all of the information required to evaluate compliance with these Tasks. These modifications have significantly enhanced OPD's ability to document compliance by properly filling out and distributing the logs, and compliance rates with these subtasks have been near 100% for several years. Consequently, we no longer actively assess OPD's compliance with these subtasks, but we continue to receive both the DILs and Daily Complaint Referral Logs (used to document when Information Business Cards [IBCs] are provided to citizens in lieu of a complaint forms). We spot-check these forms regularly to verify that the quality of their completion has not diminished. OPD remains in compliance with Tasks 5.1 through and including Task 5.5.

Task 5.6 requires that an on-duty supervisor respond to take a complaint received from a jail inmate taken into custody by OPD, who wishes to make a complaint of Class I misconduct contemporaneous with the arrest of the inmate. We have not actively monitored this subtask since December 2014, though we have reviewed cases applicable to this requirement in several reports since that time.

Task 5.12 requires that the Watch Commander ensure that any complaints that are applicable to Task 5.6 are delivered to and logged with IAD. Under current policy, the Communications Division must record on the DILs complaints that are received and/or handled by on-duty supervisors, and the DILs are forwarded daily to IAD.

OPD remains in compliance with Tasks 5.6 and 5.12.

Task 5.15 through **Task 5.19**, and **Task 5.21**, collectively address the quality of completed IAD investigations, and therefore remain the subject of our focused Task assessments. To assess compliance with these Tasks, we reviewed a sample of 12 IAD cases that were closed between July 1 and September 30, 2025.

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Our sample of cases consisted of investigations completed by investigators assigned to IAD, and Division-level investigations (DLIs). It also included cases that were resolved via summary finding. (Summary findings are investigations in which the Department believes a proper conclusion can be determined based on a review of existing documentation with limited or no additional interviews and follow-up.)

Together, **Tasks 5.15** and **Task 5.16** require that OPD: gathers all relevant evidence; conducts follow-up interviews where warranted; adequately considers the evidence gathered; makes credibility assessments where feasible; and resolves inconsistent statements.

In all of the cases we reviewed, we believe that OPD gathered all relevant evidence available. As we have often found, in many of the cases video and/or audio recordings proved to be a significant factor in allowing OPD to reach an appropriate conclusion.

Investigators conducted follow-up interviews in six of the cases we reviewed. We concur that follow-up interviews were not necessary in the remaining six cases.

OPD made credibility assessments for all involved parties in 10 of the 12 cases. In two of the cases approved for summary finding, credibility assessments were not conducted. Per policy, investigators are not required to assess the credibility of the involved officers and civilian employees in these instances. In three cases, the complainants were deemed not credible; and documentation and review of body-worn camera (BWC) footage supported the not credible finding. In all of the cases we reviewed, the subject officers were deemed to be credible.

In all of the 12 cases we reviewed, if there were inconsistent statements, OPD resolved them. In nine of the 12, all BWC recordings or other recordings were available and assisted in the determination. None of the cases we reviewed resulted in not sustained findings.

Task 5.17 requires that OPD permanently retain all notes generated and/or received by OPD personnel in the case file. OPD personnel document the presence of investigative notes within a particular file by completing an Investigative Notes Declaration Form. OPD has a sustained history of 100% compliance with this subtask.

Task 5.18 requires that OPD resolve each allegation in a complaint investigation using the preponderance of the evidence standard. **Task 5.19** requires that each allegation of a complaint is identified and resolved with one of the following dispositions: unfounded; sustained; exonerated; not sustained; or administrative closure. Our sample of 12 cases contained 38 allegations that received dispositions as follows: 15 exonerated; 16 unfounded; and seven sustained. We did not disagree with any of the findings in the cases we reviewed.

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Task 5.20 requires that the IAD Commander review all “filed” cases quarterly to determine whether the conditions that prevented investigation and final disposition have changed. A filed case is defined as an investigation that cannot be presently completed and is pending further developments that will allow completion of the investigation; filed is not a final disposition. Traditionally, as part of our review of this Task, we also reviewed cases that are tolling. OPD defines a tolled case as an administrative investigation that has been held in abeyance in accordance with one of the provisions of Government Code Section 3304. While we are no longer actively assessing this subtask, we note that filed and tolling cases are reviewed with the Chief or his designee during the weekly IAD meetings and are listed by case number on the printed meeting agendas. We receive and review these agendas regularly, and a Monitoring Team member regularly attends these meetings.

Task 5.21 requires that any member or employee who is a subject of an internal investigation, as well as any other member or employee on the scene of an incident at which misconduct has been alleged by a complainant, shall be interviewed and a recorded statement taken. However, with the approval of the IAD Commander or his designee, investigators are not required to interview and/or take a recorded statement in all cases. For example, interviews are not needed from a member or employee who is the subject of a complaint, or who was on the scene of the incident when additional information – beyond that already provided by the existing set of facts and/or documentation – is not necessary to reach appropriate findings and conclusions. Five of the 12 cases we reviewed were resolved via summary finding, did not require interviews, and were appropriately approved for such closure.

While there continue to be some issues that have yet to be resolved, we find that the Department has put energy and commitment into its efforts to achieve compliance with this Task. It is with these things in mind that we have made a compliance determination. We expect that the Department will continue with this vigor so that our next quarterly status report will have the same compliance finding.

Task 5 compliance status	In compliance
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Task 45: Consistency of Discipline Policy

Requirements:

On or before October 6, 2003, OPD shall revise and update its disciplinary policy to ensure that discipline is imposed in a fair and consistent manner.

1. *The policy shall describe the circumstances in which disciplinary action is appropriate and those in which Division-level corrective action is appropriate.*
2. *The policy shall establish a centralized system for documenting and tracking all forms of discipline and corrective action, whether imposed centrally or at the Division level.*
3. *All internal investigations which result in a sustained finding shall be submitted to the Discipline Officer for a disciplinary recommendation. The Discipline Officer shall convene a meeting with the Deputy Chief or designee in the affected chain-of-command for a confidential discussion of the misconduct, including the mitigating and aggravating factors and the member/employee's overall performance.*
4. *The COP may direct the Discipline Officer to prepare a Discipline Recommendation without convening a Discipline Conference.*

(Negotiated Settlement Agreement X. B.)

Relevant Policy:

Five Departmental policies incorporate the requirements of Task 45: Departmental General Order M-03, *Complaints Against Department Personnel and Procedures* (revised most recently on December 22, 2017); Training Bulletin V-T.1 and V-T.2, *Internal Investigation Procedure Manual* (revised most recently on November 30, 2023); IAD Policy & Procedures Manual 21-01, *IAD General Operating Procedures* (published August 17, 2021); and Training Bulletin V-T, *Departmental Discipline Policy* (revised most recently on December 11, 2017).

Commentary:

We are confident that OPD understands the seriousness of this Task. We have found that the Department is now more aggressively acting on the results of its data. The Chief and his staff have clearly made this a priority, and we encourage them to continue on this path.

Task 45 compliance status	Partial compliance
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Conclusion

The Department has been struggling with three important Tasks: 2; 5; and 45. While we have changed the compliance status of one of these Tasks, there is still some work to be done on the remaining two, in the areas of investigative timeliness (Task 2) and consistency of discipline (Task 45). The Mayor has personally immersed herself in this effort. Her leadership has had a definite impact on the Department's progress to achieving full compliance with these Tasks.

A handwritten signature in cursive script that reads "Robert S. Warshaw".

Chief (Ret.) Robert S. Warshaw
Monitor

Item XI. Pages 79-81

OAKLAND POLICE COMMISSION

RESOLUTION NO. 03-23

RESOLUTION AUTHORIZING THE POLICE COMMISSION CHIEF OF STAFF TO AMEND THE PROFESSIONAL SERVICES AGREEMENT BETWEEN THE OAKLAND POLICE COMMISSION AND GARCIA HERNANDEZ SAWHNEY, LLP TO EXTEND THE CONTRACT TERM FROM JUNE 27, 2026 THROUGH JUNE 30, 2027, AT NO ADDITIONAL COST, AND MAINTAINING A NOT-TO-EXCEED AMOUNT OF \$400,000

WHEREAS, the voters of the City of Oakland voted yes for Measure LL on November 8, 2016, which established the Oakland Police Commission; and

WHEREAS, Measure LL amended the Oakland City Charter to add Section 604, entitled "Police Commission;" and

WHEREAS, the Oakland City Council adopted Ordinance No. 2.04.022 on July 9, 2019, amending Oakland Municipal Code Chapter 2.04 Purchasing System, to authorize the Police Commission to enter Professional Services Agreements necessary to fulfill its duties as defined in Measure LL, codified in Section 604 of the Oakland City Charter; and

WHEREAS, the Police Commission may hire and/or contract for, by an affirmative vote of at least five (5) members, one or more attorneys to provide legal advice to the Commission pursuant to Charter Section 604(b)(12); and

WHEREAS, the Police Commission Chief of Staff is authorized to administer Professional Services Agreements on behalf of the Oakland Police Commission, consistent with Commission approval and applicable City policies; and

WHEREAS, all contracts approved by the Police Commission are subject to the competitive and other processes and procedures required under Oakland Municipal Code Chapter 2.04 Purchasing System; and

WHEREAS, the Oakland Police Commission currently maintains a Professional Services Agreement with Garcia Hernandez Sawhney, LLP for the provision of legal services; and

WHEREAS, on November 14, 2024, the Commission adopted a resolution authorizing former CPRA Executive Director Mac Muir to execute an amendment to the contract with Garcia Hernandez Sawhney, LLP; and

WHEREAS, although the resolution was approved, no action was taken to amend the contract, and therefore the existing contract remains in effect; and

WHEREAS, there remains an available balance of funds under the existing agreement that the Commission seeks to preserve and utilize over an extended period of time; and

WHEREAS, the Police Commission intends to initiate a competitive Request for Qualifications (RFQ) process to identify and secure long-term legal services, which is anticipated to take approximately six (6) to nine (9) months to complete; and

WHEREAS, extending the current agreement will ensure continuity of legal services during the RFQ process and prevent any gap in service; and

WHEREAS, the Commission seeks to amend the existing agreement to extend the contract term for an additional one-year period, through June 30, 2027, at no additional cost, in order to preserve remaining funds and maintain uninterrupted legal services; now, therefore be it

RESOLVED, that the Oakland Police Commission authorizes the Police Commission Chief of Staff to amend the existing Professional Services Agreement with Garcia Hernandez Sawhney, LLP to extend the contract term from June 27, 2026 through June 30, 2027; and be it

FURTHER RESOLVED, that this amendment shall be executed at no additional cost, and the contract shall not exceed \$400,000; and be it

FURTHER RESOLVED, that this extension is intended to preserve existing funds, ensure continuity of legal services, and allow sufficient time for the completion of a competitive RFQ process; and be it

FURTHER RESOLVED, that the Police Commission Chief of Staff is authorized to take all necessary actions to negotiate, execute, and administer the amendment consistent with this Resolution.

IN POLICE COMMISSION MEETING, on APRIL 23, 2026, in OAKLAND, CALIFORNIA,
PASSED BY THE FOLLOWING VOTE:

AYES –
NOES –
ABSENT –
ABSTENTION –

ATTEST:

MYKAH MONTGOMERY
Chief of Staff
Oakland Police Commission
City of Oakland, California

Item VII. Pages 83-84

OAKLAND POLICE COMMISSION

RESOLUTION NO. 04-16

RESOLUTION AUTHORIZING THE OAKLAND POLICE COMMISSION CHIEF OF STAFF TO INITIATE AND ADMINISTER A REQUEST FOR QUALIFICATIONS (RFQ) PROCESS TO SOLICIT LEGAL SERVICE PROVIDERS AND RETURN A LIST OF QUALIFIED APPLICANTS TO THE COMMISSION FOR CONSIDERATION AND APPROVAL

WHEREAS, the voters of the City of Oakland approved Measure LL on November 8, 2016, establishing the Oakland Police Commission; and

WHEREAS, Measure LL amended the Oakland City Charter to add Section 604, entitled "Police Commission"; and

WHEREAS, Oakland City Charter Section 604(b)(12) authorizes the Police Commission, by an affirmative vote of at least five (5) members, to hire or contract with one or more attorneys to provide legal advice to the Commission; and

WHEREAS, the Oakland City Council adopted Ordinance No. 2.04.022 on July 9, 2019, amending Oakland Municipal Code Chapter 2.04 (Purchasing System), to authorize the Police Commission to enter into professional services agreements necessary to fulfill its duties under Measure LL; and

WHEREAS, all contracts approved by the Police Commission are subject to the competitive procurement requirements and procedures set forth in Oakland Municipal Code Chapter 2.04; and

WHEREAS, the Police Commission seeks to conduct a competitive Request for Qualifications (RFQ) process to identify qualified legal service providers to support the Commission's work;

NOW, THEREFORE, BE IT RESOLVED that the Oakland Police Commission hereby authorizes the initiation of a Request for Qualifications (RFQ) process to solicit qualified legal service providers; and

BE IT FURTHER RESOLVED that the Chief of Staff of the Oakland Police Commission is authorized to work in coordination with relevant City departments to develop, issue, and administer the RFQ process in compliance with Oakland Municipal Code Chapter 2.04; and

BE IT FURTHER RESOLVED that the Chief of Staff is authorized to take all necessary administrative actions to facilitate the RFQ process, including coordination of evaluation procedures, review of submissions, and preparation of a list of qualified applicants; and

BE IT FURTHER RESOLVED that the results of the RFQ process, including a list of qualified applicants or recommended firms, shall be presented to the Police Commission for review and approval prior to any further contracting action.

IN POLICE COMMISSION MEETING, on APRIL 23, 2026, in OAKLAND, CALIFORNIA,
PASSED BY THE FOLLOWING VOTE:

AYES –
NOES –
ABSENT –
ABSTENTION –

ATTEST:

MYKAH MONTGOMERY
Chief of Staff
Oakland Police Commission
City of Oakland, California

Item XIII. Pages 86-88

OAKLAND POLICE COMMISSION

OAKLAND POLICE COMMISSION RESOLUTION NO. 03-24

RESOLUTION AUTHORIZING THE POLICE COMMISSION CHIEF OF STAFF TO AMEND THE PROFESSIONAL SERVICES AGREEMENT BETWEEN THE OAKLAND POLICE COMMISSION AND STONETURN TO EXTEND THE CONTRACT TERM FROM OCTOBER 31, 2023 THROUGH DECEMBER 31, 2026, AT NO ADDITIONAL COST, FOR THE PURPOSE OF PAYING OUTSTANDING INVOICES

WHEREAS, the voters of the City of Oakland approved Measure LL on November 8, 2016, which established the Oakland Police Commission; and

WHEREAS, Measure LL amended the Oakland City Charter to add Section 604, entitled "Police Commission"; and

WHEREAS, the Oakland City Council adopted Ordinance No. 2.04.022 on July 9, 2019, amending Oakland Municipal Code Chapter 2.04 (Purchasing System), to authorize the Police Commission to enter into Professional Services Agreements necessary to fulfill its duties as defined in Measure LL and codified in Section 604 of the Oakland City Charter; and

WHEREAS, all contracts approved by the Police Commission are subject to the competitive and other processes and procedures required under Oakland Municipal Code Chapter 2.04; and

WHEREAS, the Police Commission Chief of Staff is authorized to administer Professional Services Agreements on behalf of the Oakland Police Commission, consistent with Commission approval and applicable City policies; and

WHEREAS, the City of Oakland Community Police Review Agency ("CPRA") engaged StoneTurn Group, LLC ("StoneTurn") to conduct an independent racial bias review of personnel hiring and promotional policies and practices of the Oakland Police Department ("OPD") for the period of January 1, 2017 through December 31, 2021, including examination of allegations raised by the Oakland

Black Officers Association (“OBOA”) regarding potential discriminatory effects or racial bias in hiring and promotional practices; and

WHEREAS, the Oakland Police Commission subsequently entered into a Professional Services Agreement with StoneTurn for consulting and related services in support of the CPRA engagement, with a contract term through October 31, 2023; and

WHEREAS, outstanding invoices remain unpaid under the agreement, as they were submitted by the vendor in 2025 after the contract term had expired; and

WHEREAS, the Police Commission seeks to resolve and satisfy these outstanding financial obligations in a compliant manner; and

WHEREAS, on February 13, 2025, the Oakland Police Commission approved its Fiscal Year 2025–2026 budget target submission, which included \$125,000 for legal services; and

WHEREAS, those legal services funds are currently available because the existing legal services contract has not been fully utilized, and it is anticipated that these funds will remain unspent by the end of the current fiscal year; and

WHEREAS, sufficient funds are available within the Commission’s budget to cover the outstanding invoice amount totaling \$98,333; and

WHEREAS, \$98,333 may be allocated from these available funds to support payment under the StoneTurn agreement; and

WHEREAS, the proposed amendment will extend the contract term solely for administrative purposes to allow for payment of outstanding invoices and will not increase the total compensation under the agreement; now, therefore, be it

RESOLVED, that the Oakland Police Commission hereby authorizes the Police Commission Chief of Staff to amend the existing Professional Services Agreement with StoneTurn to extend the contract term from October 31, 2023 through December 31, 2026; and be it

FURTHER RESOLVED, that this amendment shall be executed at no additional cost and shall not increase the contract's existing not-to-exceed amount; and be it

FURTHER RESOLVED, that the purpose of this amendment is to allow for the payment of outstanding invoices totaling \$98,333 using existing available funds; and be it

FURTHER RESOLVED, that the Police Commission Chief of Staff is authorized to take all necessary actions to negotiate, execute, and administer the amendment consistent with this Resolution.

IN POLICE COMMISSION MEETING, on April 23, 2026, in OAKLAND, CALIFORNIA, PASSED BY THE FOLLOWING VOTE:

AYES –
NOES –
ABSENT –
ABSTENTION –

ATTEST:

MYKAH MONTGOMERY
Chief of Staff
Oakland Police Commission
City of Oakland, California

Item XIV. Pages 90-91

OAKLAND POLICE COMMISSION

RESOLUTION NO. 03-25

RESOLUTION TO SELECT AND ACKNOWLEDGE OMAR FARMER'S ASSUMPTION OF THE VACANCY LEFT BY FORMER COMMISSIONER WILSON RILES' RESIGNATION

WHEREAS, the Oakland City Charter, Section 604, establishes the Oakland Police Commission and governs its composition, roles, and procedures; and

WHEREAS, on October 16, 2025, Omar Farmer was appointed as an Alternate Commissioner by the Selection Panel of the Oakland Police Commission for the term of May 21, 2024, through October 16, 2025; and

WHEREAS, following the expiration of his term on October 16, 2025, Omar Farmer has continued to serve in a holdover capacity until a successor is appointed; and

WHEREAS, effective February 2, 2026, Commissioner Riles anticipated that he would be unable to return as Commissioner, creating a vacancy prior to the expiration of his term; and

WHEREAS, pursuant to the Oakland City Charter, when a vacancy occurs for reasons other than the expiration of a Commissioner's term, the Commission shall select an Alternate Commissioner to assume the position of the resigning Commissioner; and

WHEREAS, on March 26, 2026, it was announced that Alternate Commissioner Omar Farmer would assume the role of Commissioner to fill the vacancy created by the resignation of former Commissioner Wilson Riles; and

WHEREAS, the Oakland Police Commission wishes to formally select and recognize Commissioner Omar Farmer in this role and acknowledge his continued service to the City of Oakland; now, therefore, be it

RESOLVED, that the Oakland Police Commission hereby selects and acknowledges the assumption of Omar Farmer into the position of Commissioner to serve the remainder of the term vacated by former Commissioner Wilson Riles; and be it further

RESOLVED, that the Commission looks forward to Commissioner Farmer’s contributions in advancing its mission of oversight, accountability, and public trust.

IN POLICE COMMISSION MEETING, on APRIL 23, 2026, in OAKLAND, CALIFORNIA, PASSED BY THE FOLLOWING VOTE:

AYES –

NOES –

ABSENT –

ABSTENTION –

ATTEST:

MYKAH MONTGOMERY

Chief of Staff

Oakland Police Commission

City of Oakland, California