



# OAKLAND POLICE COMMISSION

## REGULAR MEETING AGENDA

May 14, 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, and Omar Farmer

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

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

***CONFERENCE WITH LEGAL COUNSEL***

***EXISTING LITIGATION (Government Code Section 54956.9(d)(1))  
Delphine Allen et al. v. City of Oakland et al. - N.D. Cal. No. 00-cv-4599-WHO***

***PUBLICEMPLOYEE APPOINTMENT***

***(Government Code Section 54957(b)) Title: Chief of Police***

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

**Roll Call: Chair Ricardo Garcia-Acosta**

Vice Chair Shawana Booker, Commissioners Shane Williams, Angela Jackson-Castain, Evelio Grillo, and Omar Farmer

- 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



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V. **Presentation from the City Auditor**

Oakland City Auditor Michael C. Houston will present the findings and recommendations from the recently completed audit. (*Attachment 1 Click here:*

<https://drive.google.com/drive/folders/1jqDKX3yXumROpyfDhapFPMPIvRc4Hksw?usp=sharing>)

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

VI. **Oakland Police Department Update**

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

[https://drive.google.com/drive/folders/1TBAqowy4-IriOe3o4x7mAONLNQ1V7V\\_2?usp=sharing](https://drive.google.com/drive/folders/1TBAqowy4-IriOe3o4x7mAONLNQ1V7V_2?usp=sharing))

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

VII. **Police Commission Review and Action on the OPD Immigration and Customs Enforcement (ICE) Policy (DGO O-10)**

The Police Commission will review and take action on OPD's draft Immigration and Customs Enforcement (ICE) Policy (DGO O-10). (*Attachment 3 Click here:*

<https://drive.google.com/drive/folders/1Uovp22oBMld8Okm-5AD1KksOajnWmYc2?usp=sharing>)

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

VIII. **Approval of the Revised OPD Reporting Template**

This proposed revision to the OPD reporting template is to provide focus and guidance to the Department in its presentation to the Commission at Commission meetings. The template is framed by the duties and functions of the Commission to ensure the Department minimally conforms with national constitutional policing standards as set forth in the City Charter and Oakland Municipal Code. (*Attachment 4 Click here:*

[https://drive.google.com/drive/folders/17\\_q6bqx1S3XMRmfvPOFdFGapiP78zlsR?usp=sharing](https://drive.google.com/drive/folders/17_q6bqx1S3XMRmfvPOFdFGapiP78zlsR?usp=sharing))

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



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IX. **Oakland Police Officers Association (OPOA) Memorandum of Understanding (MOU)**

The Commission will have a discussion and take action on strategic perspectives intended to assist Negotiated Settlement Agreement (NSA) compliance. (*Attachment 5* [Click here: https://drive.google.com/drive/folders/1e9yrKeUYGTZR57YWqmXyQ9nj5L4c5YJh?usp=sharing](https://drive.google.com/drive/folders/1e9yrKeUYGTZR57YWqmXyQ9nj5L4c5YJh?usp=sharing))

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

X. **Commission Vote on Case Management Conference (CMC) Statement Draft for Submission in Delphine Allen et al. v. City of Oakland et al., N.D. Cal. No. 00-cv-4599-WHO**

In preparation for the upcoming Case Management Conference (CMC) regarding the NSA (Negotiated Settlement Agreement) for Oakland—scheduled for May 27, 2026—the Commissioners will be asked to discuss and consider approval of the CMC statement draft presented by the NSA Ad Hoc Committee for formal submission. (*Attachment 6*)

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

XI. **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.***

**Chief Search Ad Hoc: Commissioner Williams (Chair), Commission Chair Ricardo Garcia-Acosta, Commissioner Jackson-Castain**

The Staff Search Ad Hoc Committee is tasked with defining the role, attracting a diverse pool of qualified candidates, and managing a thorough and fair evaluation process. This includes screening applications, conducting interviews, and presenting the most suitable finalists to the hiring authority. The committee ensures an unbiased selection process, promotes diversity and inclusion, and assists with the onboarding of the chosen candidate.

The webpage, [www.oaklandca.gov/police-chief](http://www.oaklandca.gov/police-chief), provides updates and information regarding the Police Chief search process.



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### *Ad Hoc Committee Reports Continued*

#### **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 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 1<sup>st</sup> and 3<sup>rd</sup> Wednesday from 6 p.m. to 7:30 p.m., unless otherwise advised.***

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

#### XII. **Approval of Meeting Minutes (April 23, 2026; December 11, November 20, September 25, and September 11, 2025)**

The Commission will review and take action on April 23, 2026; December 11, November 20, September 25, September 11, 2025 meeting minutes.

(Attachment 7 click here: [https://drive.google.com/drive/folders/1VU2dqPPzBjVol7I9SKyD4IZXRWX\\_s4-W?usp=sharing](https://drive.google.com/drive/folders/1VU2dqPPzBjVol7I9SKyD4IZXRWX_s4-W?usp=sharing))

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



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### XIII. **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

### XIV. **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

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

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

### XVI. **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](mailto: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.



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### RESOURCES

Some documents are not included in the full agenda packet because the files may be too large to send by email. Instead, those documents can be accessed through links. The links can be found in two places: in the description of the related agenda item and in this section as an additional place to access them. Some documents may still be included directly in the agenda packet, while others are provided by link for easier access.

#### **Presentation from the City Auditor**

<https://drive.google.com/drive/folders/1jqDKX3yXumR0pyfDhapFPMPlvRc4Hksw?usp=sharing>

#### **Oakland Police Department Update**

[https://drive.google.com/drive/folders/1TBAqowy4-IriOe3o4x7mAONLNQ1V7V\\_2?usp=sharing](https://drive.google.com/drive/folders/1TBAqowy4-IriOe3o4x7mAONLNQ1V7V_2?usp=sharing)

#### **Police Commission Review and Action on the OPD Immigration and Customs Enforcement (ICE) Policy (DGO O-10)**

<https://drive.google.com/drive/folders/1Uovp22oBMld8Okm-5AD1KksOajnWmYc2?usp=sharing>

#### **Approval of the Revised OPD Reporting Template**

[https://drive.google.com/drive/folders/17\\_g6bgx1S3XMRmfvPOFdFGgpiP78zlsR?usp=sharing](https://drive.google.com/drive/folders/17_g6bgx1S3XMRmfvPOFdFGgpiP78zlsR?usp=sharing)

#### **Oakland Police Officers Association (OPOA) Memorandum of Understanding (MOU)**

<https://drive.google.com/drive/folders/1e9yrKeUYGTZR57YWgmXyQ9nj5L4c5YJh?usp=sharing>

#### **Approval of Meeting Minutes (April 23, 2026; December 11, November 20, September 25, and September 11, 2025)**

[https://drive.google.com/drive/folders/1VU2dqPPzBjVol7I9SKyD4IZXRWX\\_s4-W?usp=sharing](https://drive.google.com/drive/folders/1VU2dqPPzBjVol7I9SKyD4IZXRWX_s4-W?usp=sharing)

**DRAFT****The Oakland Police Commission's Statement**

As detailed in its last Case Management Statement Section, the Oakland Police Commission's (Commission) proposal for the best suited transition structure to facilitate sustained compliance is to work collaboratively with the Oakland Police Department (OPD) and City of Oakland leadership (City) towards compliance for the remainder of the three outstanding sustainability tasks, while building the Commission's capacity to maintain long-term local civilian oversight for the remainder of the Negotiated Settlement Agreement (NSA). Under the current Charter structure, the Commission is vested with the autonomy, capacity, and connection to Oakland community to drive the kind of results that can hasten an NSA exit and ensure sustainable compliance. The Commission welcomes future discussions and working collaboratively with the City to identify a transition of duties to ensure that the Commission has a sufficient amount of transition time during which both the Compliance Director and the Independent Monitoring Team (IMT) can work directly with and share its institutional knowledge with the body that will ultimately take over oversight.

In preparation for stepping into a robust, post-NSA reform oversight role, the Commission spent the last monitoring reporting period focused on this Court's stated emphasis that sustained compliance with the terms of the NSA necessitates a change in the culture of the Oakland Police Department (Department or OPD). The Commission first took the opportunity to elaborate on this important concept in its January 20, 2026 Case Management Statement, when it emphasized three factors critical to accomplishing cultural change: (1) the Commission's continued effective and productive relationships with key City and community stakeholders, including the Oakland Police Department and an independent OIG; (2) ensuring an intentional plan for the transfer of certain Internal Affairs Bureau (IAB) investigations to CPRA and further standardizing the disciplinary process; and (3) the City's commitment to the long-term fiscal stability of the OPC's independent civilian oversight structure.

What remains important to emphasize is that the Commission's Charter authorities adopted by overwhelming majorities by residents in 2016 and then again in 2020 are designed to empower the Commission to serve as a singular, community-led civilian oversight entity uniquely positioned to instill the kind of cultural change that will ensure the Department's sustainable compliance. As the Court and the Parties rightly focus on the three outstanding reform tasks whose satisfaction will earn the City of Oakland resolution of Court oversight, the Commission continues the work of preparing a solid foundation to step in and function as the primary police oversight mechanism for Oakland once the Department reaches compliance with, and exits from, the NSA.

### **Substantial Progress on Chief Appointment**

During the most recent Monitoring period, the Commission made substantial progress in conducting its Charter-outlined community process for vetting applicants for a new, permanent Chief in a way that only civilian oversight uniquely empowered under the Charter can achieve. The Police Commission hosted six community forums across Oakland, received nearly 200 surveys about the next Chief, and once informed with that feedback, completed interviews with all applicants. It will soon relay a list of select candidates to the Mayor, which will enable the City to proceed with a Chief who will lead the next chapter of OPD's work.

### **Exercising Charter Authorities To Advance Comprehensive Police Reform in Oakland**

In parallel track with ensuring timely compliance with its Charter role in appointing a new Chief, the Commission has continued to engage in comprehensive policy work that showcases its uniquely tailored role in driving cultural change and broader police reform to better ensure Constitutional policing in Oakland.

#### *Strategic Plan for Officer Wellness*

As one of several vital, broad-scope reform responsibilities vested in the Commission pursuant to the City Charter and the City Council's Enabling Ordinance, the Commission shall "Review and comment on the education and training the Department provides its sworn employees regarding the management of job-related stress, and regarding the signs and symptoms of post-traumatic stress disorder, drug and alcohol abuse, and other job-related mental and emotional

health issues.” (O.M.C. 2.45.070 (C).) The Mental Health and Wellness Committee has thus far developed a draft documented Wellness Strategic Plan. The Wellness Strategic Plan details the Commission’s role in establishing a coordinated trauma-informed approach to strengthening the health resilience and effectiveness of OPD personnel, all starting from the premise that officer and staff wellness is foundational to public safety. It envisions the Commission’s role in developing a trauma-informed systems approach that recognizes for sworn officers both the cumulative impact of trauma exposure while conducting police work as well of as the role of organizational culture leadership and training in shaping safety in public safety outcomes. In conjunction with the Plan, the Commission is preparing to issue a formal Request for Information regarding officer health and wellness priorities, then to leverage the information it receives to support informed recommendations that strengthen workforce well-being and public safety. This work represents one of several opportunities for the Commission to showcase what is possible with civilian oversight of policing.

#### *Non-coordination with Federal Immigration Authorities*

An important community priority that the Commission addressed pursuant to its Charter mandate focused on non-coordination with federal immigration authorities. Specifically, on February 12, 2026, the Commission hosted a public hearing focused on “Community Protection and OPD Policies, Procedures, and Customs.” After the hearing, Department submitted a “Final Draft” of the Immigration and Customs Enforcement (I.C.E.) Policy (Department General Order (DGO) O-10) update to the Commission for its review and approval under the authority of City Charter for the Commission to approve proposed Department policy changes focused on ensuring that Oakland’s immigrant residents participate in civic life and daily activities without fear of being arrested or reported to ICE by OPD.

#### *MOU Recommendations*

State law requires that significant changes to Department policies which the Commission proposes under its Charter authority are often subject to collectively bargained constraints. In an effort to proactively anticipate this layer of coordinating policy changes with the City of Oakland

labor partners, the Commission expects to soon present areas of priority for consideration to the City Council to better align the CBA with constitutional policing best practices.

*Follow up on J-4, M-19, Community Policing, Sexual Harassment*

The Commission also anticipates working alongside OPD on significant policies in the immediate near term, in particular as to sexual harassment policies pertaining to sworn officers' public interactions (which supplement the City's existing, up-to-date sexual harassment staff-to-staff policies), voluntary pursuits of suspects, racial profiling, and community policing.

**Continued Constructive Engagement**

In the spirit of collaboratively exercising its Charter role, on February 26, 2026, the Commission deliberated and voted to ensure the Department was promptly granted a waiver to allow for a limited exemption of the reporting requirements of Department General Order (DGO) M-03, Complaints Against Departmental Personnel or Procedures, for personnel who participate in the Qualitative Study on the Internal Affairs Process. The Commission notes that the Monitor lauded the Department's effort as putting "energy and commitment into its effort to achieve compliance with [Task 5]."

**The Community Police Review Agency**

As the Court knows, the Commission's Charter role is broader than overseeing the Police Department. The Commission oversees the work of two separate offices and serves as the hiring entity who selects their Department Heads: both for the Community Police Review Agency and for the Office of the Inspector General. Both of these offices have engaged in capacity building and continued to prepare for a post-NSA timeline that enhances their role

*Increased Staffing and Capacity*

With last year's budget increase for CPRA, the Agency will be able to increase staffing from 7 permanent employees to 15-17 permanent employees. CPRA is soliciting applicants for 2-4 Complaint Investigator positions that the Agency plans to hire in June/July 2026. CPRA's increased budget has also enabled the Agency to hire a Managing Investigator in October 2025 and a Project Manager in February 2026. CPRA's new Project Manager will manage, track, and

report data relating to police oversight. This vital work will enhance effective case and document management in order to better enable CPRA to identify and monitor trends, practices and incidents. CPRA is also contracting with two independent attorneys to augment the Agency's investigation capabilities. The increased budget and hiring will have a significant impact on CPRA's ability to investigate cases within the 180-day goal set forth in the NSA.

Looking to the next year of budgetary allocations, CPRA's goal is to reach a full staff of 17 permanent employees. This includes: 1 Executive Director, 1 Deputy Director of Investigations, 1 Staff Attorney, 1 Administrative Analyst, 1 Project Manager, 2 Complaint Investigator IIIs, 7 Complaint Investigator IIs and 3 Intake Specialists. A fully staffed CPRA will prove integral to police oversight and accountability, and continued fulfillment of the NSA goals.

#### *Mediation Program*

CPRA has long been hard at work with the Police Commission, OPD, and community partners to design and implement its mediation program, with the first mediation expected to occur quite soon. The mediation program provides Oakland residents who have submitted complaints against sworn officers with the opportunity to meet and discuss their complaints in an open, non-confrontational environment. Grounded in the concept of restorative justice, the mediation program is not geared toward reaching specific determinations or findings, but instead designed to allow the community and OPD to come together for cooperative discussions thereby furthering communication and cooperation between the Oakland community and OPD. This milestone is the capstone of significant police reform work both by the CPRA and the City of Oakland more broadly. The mediation program was first codified with Oakland City Ordinance No. 13498 in 2018. Following significant engagement with stakeholders and policy work, on September 25, 2025, CPRA presented a Mediation plan to the Police Commission for approval, and the Commission unanimously approved CPRA's Mediation Policies and Procedures.

#### *Transition of OPD Internal Affairs investigations to CPRA*

CPRA is working along with City Administrator's office to establish a task force to evaluate the feasibility of transitioning IAB duties to CPRA, which work builds on an official Consultant's

Report that was funded by City Council in 2023 and completed in April 2025. Transitioning certain Departmental investigative duties to CPRA will enhance independent oversight of policing while reducing costs to the City.

## **Office of the Inspector General**

### *Improving Operational Practices*

The OIG continues to work toward improving operational practices of OPD and the Community Police Review Agency (CPRA), and adhere to Charter mandated requirements with current projects, including:

- Policy Review and Assessment of DGO I-12: Automated License Plate Readers
- Compliance Audit of NSA Tasks 4, 7, 8, 9, 11, 13, and 34
- Audit of OPD and CPRA regarding specific closure of discrimination complaints

In addition to its current oversight projects the OIG seeks to enhance understanding and conduct risk assessments of administrative processes by attending Skelly hearings, bi-weekly meetings with the Chief of Police regarding Criminal Investigative Division (CID) and Internal Affairs Division (IAD) updates, weekly IAD discipline meetings, Independent Monitoring Team (IMT) Site Visits, and OPD trainings to name some of the areas.

### *Strengthening Outreach and Academic Partnerships*

Along with extensive outreach activities to foster engagement with the community, the OIG has sought to build strong partnerships with local academic institutions to build collaborations that provide research expertise and community-focused perspectives to the work of the OIG. The OIG is currently partnered with UC Berkeley School of Law – Samuelson Law, Technology & Public Policy Clinic; UC Berkeley Criminal Law & Justice Center; Northeastern University Oakland Campus (formerly Mills College); UC Berkeley Public Service Center; and Cal State University East Bay; as well as the Center for Youth Development through Law (CYDL) for summer interns.

## **Conclusion**

The Police Commission commends the Department's progress documented in the Twelfth NSA Sustainability Period Report of the Independent Monitor and Independent Monitoring Team, which further underscores the strength in our City's partnership and we look forward to thoughtful engagement with all stakeholders to collectively ensure a near-term future when the Police Commission's Charter role will prove central to the Department sustaining compliance after exit from Court monitorship.