



OAKLAND POLICE COMMISSION

SPECIAL MEETING AGENDA

June 18, 2026 - 5:30 PM

Hearing Room 2 - 1 Frank H. Ogawa Plaza, 1st 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, Evelio Grillo, and Omar Farmer
Commissioner Angela Jackson-Castain - excused

- II. Closed Session (approximately 5:30 PM - 6:30PM)

THE OAKLAND POLICE COMMISSION WILL NOT HAVE A CLOSED SESSION, BUT WILL RECESS UNTIL 6:30 PM.

- 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, Evelio Grillo, and Omar Farmer
Commissioner Angela Jackson-Castain - excused*

- 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. **Office of the City Attorney (OCA) Semiannual Report**

Senior Deputy City Attorney Lindsey Chow will provide the semiannual report on behalf of the Office of the City Attorney (OCA). ***(Attachment 1)***

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



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VI. **Extension of Interim Police Chief Beyond Six Months**

Charter 604(b)(10) requires that the Interim Police Chief appointment “shall not exceed six (6) months in duration unless an extension to a date certain is approved by a majority vote of the Commission.

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

VII. **The 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 2 Click here:***

<https://drive.google.com/drive/folders/1Ch78h3yEVyLiyFcktyl7iieFN8uA8FZ?usp=sharing>
https://drive.google.com/drive/folders/1MIIUsIAKAFET71UKGq2_8tII0-aC5c6D?usp=sharing

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

VIII. **PUBLIC HEARING: Discussion of the Mayor’s Budget
for the Oakland Police Department**

Approximately 6:45 pm

The Commission invites public feedback and discussion of the Mayor’s budget for OPD to inform the Commission’s recommendations to the Mayor and City Council.

Oakland Charter §604(b)7 Review the Mayor’s proposed budget to determine whether budgetary allocations for the Department are aligned with the Department’s policies, procedures, customs, and General Orders. The Commission shall conduct at least one public hearing on the Department budget per budget cycle and shall forward to the City Council any recommendations for change. (Attachment 3)

- <https://www.oaklandca.gov/News-Releases/Oakland-Mayor-Releases-Mid-Cycle-Budget-Measure-E-Spending-Plan>

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



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IX. **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 4)***

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

X. **Enabling Ordinance Review and Discussion**

The Commission will review and discuss the existing proposed Enabling Ordinance revisions previously submitted to City Council. The Commission may discuss additional modifications or proposals and/or may refer the proposed revisions back to the Enabling Ordinance Ad Hoc Committee for further consideration and coordination with City Council stakeholders. ***(Attachment 5 Click Here:***

<https://drive.google.com/drive/folders/1zOMiMAuHfd3pGJHdASK4PXkeepKSjhvqX?usp=sharing5>

- 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.***

The Mental Health Ad Hoc Committee (Co-Chairs Commissioner Farmer and Vice Chair Booker)

The Mental Health Ad Hoc Committee is charged with reviewing OPD policies, training, practices, and strategic planning related to mental health crisis response and officer wellness, and making recommendations to the full Commission consistent with Section 604 of the Oakland City Charter. ***(Attachment 6 Click here:*** https://drive.google.com/drive/folders/1RNEf0RCZ4pV6LFPxdDbFCX_gMuqVgkFk?usp=drive_link***)***



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

The NSA Ad Hoc Committee is tasked with representing the Commission in all deliberations and discussions with other stakeholders pertaining to the Sustainability Period and efforts to resolve Court oversight, and recommend policies and actions required to ensure that the constitutional policing mandated by the NSA continues beyond the Sustainability Period.

For most recent CMC Statements visit the OPC website:

<https://www.oaklandca.gov/Government/Boards-Commissions/Police-Commission> | Select "What is the NSA (Negotiated Settlement Agreement) for OPD? FOR CMC STATEMENTS CLICK HERE"

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 1st and 3rd 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 (May 28, 2026)**

The Commission will review and take action on May 28, 2026 meeting minutes. (***Attachment 7 Click here:*** <https://drive.google.com/file/d/1RqensT4rE5otuQvLoGAmOhqC7Ng-93qC/view?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 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.

The Community Police Review Agency (CPRA) Update

Attachment 2 Click here:

<https://drive.google.com/drive/folders/1Ch78h3yEVyLiynFcKtyl7iieFN8uA8FZ?usp=sharing>

https://drive.google.com/drive/folders/1MIIUsIAKAFET71UKGq2_8tII0-aC5c6D?usp=sharing

PUBLIC HEARING: Discussion of the Mayor's Budget for the Oakland Police Department

The OPD budget materials for the Commission's budget hearing are attached.

For additional context, below are links to the Mayor's proposed budget information.

- [Oakland Mayor Releases Mid-Cycle Budget & Measure E Spending Plan](#)

Enabling Ordinance Review and Discussion

Attachment 5 Click Here:

<https://drive.google.com/drive/folders/1zOMiMAuHfd3pGJHdASK4PXeePKSjhvqX?usp=sharing5>

Approval of Meeting Minutes (May 28, 2026)

Attachment 7 click here: <https://drive.google.com/file/>

[d/1RqensT4rE5otuQvLoGAmOhqC7Ng-93qC/view?usp=sharing](https://drive.google.com/file/d/1RqensT4rE5otuQvLoGAmOhqC7Ng-93qC/view?usp=sharing)

CITY OF OAKLAND



ONE FRANK H. OGAWA PLAZA • 6TH FLOOR • OAKLAND, CALIFORNIA 94612

Office of the City Attorney
Ryan Richardson
City Attorney
Lindsey Chow
Deputy City Attorney

(510) 238-3601
Fax: (510) 238-6500
TTY/TDD: (510) 238-3254
(510) 238-3148

June 3, 2026

Re: Office of the City Attorney’s Support for the Police Discipline Process and Recent Arbitration Decisions

To Police Commission Chair Garcia-Acosta and Members of the Oakland Police Commission:

This report summarizes recent efforts by the Office of the City Attorney (OCA) to support and improve the police-discipline process, including the outcomes of recent arbitration hearings.

The report is limited to non-confidential information which is not subject to attorney-client privilege.

Our last report was dated October 16, 2025.

I. TRAINING

OCA continues to support police accountability by creating and providing training for OPD personnel, City leadership and civilian oversight leaders.

In March 2026, OCA partnered with OPD to provide two training sessions during Department Command Retreats to increase the number of qualified *Skelly* hearing officers. *Skelly* hearing officers conduct pre-discipline due process hearings. It is essential that the City has an adequate number of trained hearing officers in order to prevent unnecessary delays in the discipline process and ensure meaningful accountability. The trainings cover applicable law as well as practical guidance for hearing-officer conduct prior to, during, and after the *Skelly* hearing. OCA has also developed training for non-OPD City management to conduct *Skelly* hearings for OPD officers and professional staff.

Our office remains fully committed to supporting the success of new and existing Commissioners in their role as Discipline Committee Members. OCA's Discipline Committee training goes well beyond Charter and Oakland Municipal Code training requirements, covering in detail the entire disciplinary process, from an initial citizen (or internally generated) complaint to arbitration, with the goal of furthering the Commission's Charter mandates. These multi-part trainings provide in-depth information on administrative investigations, principles of progressive discipline, discipline-related OPD policies, due process for officers at both the pre- and post-discipline stages, and applicable judicial and statutory laws.

II. ARBITRATIONS/HEARINGS

Since our last report, we have not received any arbitration decisions related to OPD accountability.

In 2025:

- OCA received 5 demands to appeal sworn-member disciplinary decisions to arbitration
- 3 of the 5 demands involved Class 1 misconduct
- 1 of the 5 demands was settled
- 2 of the 5 demands have gone to hearing and remain in progress
- the remaining 2 demands are open/pending

In 2024:

- OCA received 3 demands to appeal sworn-member disciplinary decisions to arbitration
- 2 of the 3 demands involved Class 1 misconduct
- 2 of the 3 demands were settled
- the remaining 1 demand was withdrawn, abandoned or otherwise not pursued

III. ADDITIONAL SUPPORT OF THE POLICE DISCIPLINE PROCESS

- OCA meets twice-monthly with Community Police Review Agency leadership. These meetings help ensure consistent application and interpretation of OPD policies and related law.
- OCA consults on all OPD misconduct investigations involving allegations of felony or serious misdemeanor crimes; retaliation; Administrative Instruction 71 violations; use of position for personal gain; and/or investigations involving allegations for which the presumed discipline for a first offense is a 30-day suspension or termination.
- OCA also supports City and OPD investigations conducted by outside investigators the City has retained. The vast majority of misconduct investigations can and should be conducted by City employees, who have the most familiarity with the City's policies and practices, as well as knowledge of its values and expectations. However, investigations of departmental

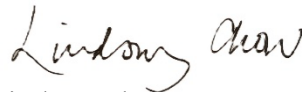
leadership or cases involving other conflicts of interest may warrant retaining an independent outside investigator. In such cases, OCA provides legal advice to OPD to ensure consistent application of policy, administrative instructions and law.

- OCA provides ongoing, investigation-specific advice on the Peace Officer Bill of Rights Act to protect the integrity of misconduct investigations, ensure timeliness, and maximize accountability.
- OCA also advises OPD in traditional labor and employment areas that support police accountability, including management rights, administrative leave and due process.
- Transparency is essential to maintain accountability to the City, and to ensure public safety. OCA continues to devote significant resources to advising on and supporting the disclosure of police personnel records to the fullest extent permitted by law. OCA maintains the City's police personnel records website (<https://www.oaklandca.gov/Public-Safety-Streets/Police/OPD-Data/SB-1421-and-SB-16-Police-Personnel-Records>), which as of this date contains more than 290 unique investigations. The public, including news organizations, have access not only to Internal Affairs and CPRA Reports of Investigations, but also to underlying evidence, body worn camera footage and disciplinary records. Investigations can be searched by misconduct category (e.g. excessive force or dishonesty), date and or subject officer's name.

IV. CONCLUSION

OCA respectfully submits this report.

RYAN RICHARDSON
City Attorney



By: Lindsey Chow
Senior Deputy City Attorney

Wellness Budget		FY 2025-26 Budget
		Allocation
1001377 - OPD Wellness Unit		
Stationery and Office Supplies		36.88
Minor Furniture and Office Equipment (No Asset Number, Not Capitalized)		4,021.73
Minor Computer Hardware and Software (No Asset Number, Not Capitalized)		3,572.69
Supplies: Telephone and Materials		13.73
Supplies: Miscellaneous Building		15,153.78
Bottled Water and Food for Human Consumption		3,000.00
Supplies: Technical and Scientific		50.08
Supplies: Miscellaneous and Commodities		2,203.91
Supplies and Equipment		129,244.92
Miscellaneous Services		17,799.44
Services: Miscellaneous Contract		1,579.17
On-Line Database Service		15,000.00
O&M		191,676.33
1010 - General Fund: General Purpose		243,111.00
Personnel & OH		243,111.00
Grand Total FY 2025-26 Budget Allocation		434,787.33

Wellness Unit Budget		FY 2024-25 Budget
		Allocation
1001377 - OPD Wellness Unit		
Buildings: Additions and Improvements (Fixed Asset Number Mandatory)		6,271.33
Minor Computer Hardware and Software (No Asset Number, Not Capitalized)		572.69
Minor Furniture and Office Equipment (No Asset Number, Not Capitalized)		4,021.73
Non Capital Assets: Other Fixed Assets (Under \$5,000)		0.00
Services: Miscellaneous Contract		2,354.73
Stationery and Office Supplies		36.88
Supplies and Equipment		110,244.92
Supplies: Miscellaneous and Commodities		2,203.91
Supplies: Miscellaneous Building		15,153.78
Supplies: Technical and Scientific		50.08
Supplies: Telephone and Materials		13.73

O&M	140,923.78
1010 - General Fund: General Purpose	243,111.00
Personnel & OH	247,618.00
Grand Total FY 2024-25 Budget Allocation	388,541.78

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 06/11/2026

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

Task	
Tasks 2, 5, and 45	The monitoring team has completed the 13 th NSA Sustainability Period Report for the Independent Monitor of the Oakland Police Department, filed on May 22, 2026. ALL 51 NSA TASKS ARE IN COMPLIANCE.
IMT Visit	19 May 26
Next CMC	The most recent CMC took place on 27 May 26. The next CMC is scheduled for 29 Sep 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. The policy was signed by Interim Chief Beere and published to PowerDMS on 3 Feb 26.
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 completion timeline was provided as of 24 Sep 24. OPD located a previous draft and sent it to the OCA for legal review. OCA sent to OPC and OPD with comments on 28 May 26.
Racial Profiling / Bias Policy (DGO M-19)	IMT consult/ OPC review completed, sent to Chief Mitchell for signature. In-service training involves training instructors as well as developing a training plan for the Department. In the final review, it will be sent to the OCA for legal review.
K-4: Reporting and Investigating the Use of Force. (SO 9214)	Sent to OPC on 5 Feb 25. OPD will present the new timelines for use-of-force reporting and investigations on 13 Mar 25.
Discipline Matrix	Currently with the Police Commission Ad Hoc.

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

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

Topic																																				
Staffing & resource management	<p><i>Sworn Staffing</i> Authorized: 678 Filled: 620 Operation Strength: 546</p> <p><i>Communications Dispatchers</i> Authorized: 78 Filled: 63 (18 are currently in training)</p> <p><i>Professional Staffing</i> Authorized: 275.50 Filled: 227</p> <p>The increase in the authorized staffing is due to the unfreezing of four (4) Intake Technician positions, one (1) Fleet Compliance Coordinator. The grant funding of nine (9) FTE Police Cadet positions will be available July 1, 2026.</p> <p><u>Vacancies of note:</u> All vacant positions are frozen, with the exception of the Police Communication Dispatchers. Police Communications Dispatcher (14)</p> <table border="1"> <thead> <tr> <th>As of May 6, 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>3</td> <td>5</td> <td></td> <td></td> </tr> <tr> <td>1-2 Years</td> <td>3</td> <td>17</td> <td></td> <td></td> </tr> <tr> <td>6 mo.– 1 Year</td> <td>2</td> <td>14</td> <td>1</td> <td></td> </tr> <tr> <td>2-6 months</td> <td>3</td> <td>13</td> <td>1</td> <td>1</td> </tr> <tr> <td>Less than 2 months</td> <td>3</td> <td>6</td> <td>3</td> <td></td> </tr> <tr> <td></td> <td>14</td> <td>55</td> <td>4</td> <td>1</td> </tr> </tbody> </table>	As of May 6, 2026 (Sworn only)	Admin Leave	Medical Leave On-Duty Illness/ Injury	Medical Leave Personal Illness/ Injury	Military Leave	2+ Years	3	5			1-2 Years	3	17			6 mo.– 1 Year	2	14	1		2-6 months	3	13	1	1	Less than 2 months	3	6	3			14	55	4	1
As of May 6, 2026 (Sworn only)	Admin Leave	Medical Leave On-Duty Illness/ Injury	Medical Leave Personal Illness/ Injury	Military Leave																																
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Academy Recruits	<p>195th Academy: Began July 19, 2025 – 14 Police Officer Trainees (POT) 196th Academy: Began November 22, 2025- 17 Police Officer Trainees graduated 2 Jun 26 197th Academy began April 25, 2026- 36 Police Officer Trainees</p>																																			

Long-term leave: 73 sworn employees

- 59 Medical Leave
- 14 Admin Leave
- 20 Sworn on Modified Duty
- 1 Military Leave
 - 9 Active Military Reservists

Of the 14 sworn personnel on admin leave, 3 have been off for 1-2 years. The annual cost associated with those 4 employees is \$1,043,046. The cost breakdown is below:

Admin Rank	Position	Cost	Total Cost
Sergeant			
Police Officer	3	347,682	1,043,046
Total	3		1,043,046

Attrition Rate – 6/mo. (45 separated over the past year)

Reemployments – None

Retirement Projections for 2026: 54 possible

- 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

<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 is fully operational 	<p>* Wait time for each Skelly – Varies * How are Skelly Officers selected (training, recusals, etc.) - Must attend Skelly Hearing Officer Training & be of appropriate rank</p> <p>Skelly Comparison by Month</p> <table border="1" data-bbox="976 430 1484 993"> <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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Jan	38	56																																							
Feb	37	53																																							
Mar	35	54																																							
Apr																																									
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Nov																																									
Dec																																									
<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 02Jun2026) Total Case Closed YTD – 596 Total Cases Opened in Intake YTD – 543 Total Cases Assigned to Intake (not yet assigned to an investigator) – 118</p> <p>Case Load Total investigations assigned to IAB – 62 Total investigations assigned as DLIs – 146</p> <p>Total cases currently open – 326 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: 99 total juvenile arrests YTD Referrals to restorative justice programs: 13 <ul style="list-style-type: none"> Neighborhood Opportunity & Accountability Board (NOAB) - 15 	<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: 1,752 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: 705 • YTD Closed MPU Cases: 623 	<p>reviews all I/C and Out-of-custody cases.</p> <ul style="list-style-type: none"> • Domestic Dispute – 557 • Domestic Battery, 243(e)(1) - 427 • Inflict corporate Injury Spouse/cohabitant 273.5 -543
Education and training regarding job-related stress, PTSD, and wellness		
Community Engagement or Events		
Budget QUARTERLY	Last: Next:	
Citywide Risk Management QUARTERLY	Last: 2 Jun 26 Next: 8 Sep 26	

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

“Sleep in Heavenly Peace”	OPD (Sworn and Professional) personnel assisted “Sleep in Heavenly Peace” volunteers in building and delivering 200 bunk beds for families in Oakland. This
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	amazing group builds beds for children, so they do not have to sleep on the floor or on a couch. Over approximately 8 years, this group has built almost 400,000 beds (396,006), and they currently have 108,473 beds that need to be built. The group has logged over 1,304,376 hours so far.

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 DGO O-10 Sent to OPC on 7 Apr 26 for review
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"> April 2026 Monthly data:01Apr-15Apr26 86 calls were referred from OPD Dispatch to MACRO 5 incidents were returned from OFD and sent back to OPD to handle

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