



**OAKLAND POLICE COMMISSION**  
**REGULAR MEETING AGENDA**  
**FEBRUARY 26, 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, Samuel Dawit, Angela Jackson-Castain, Evelio Grillo, and Alternate Commissioner Omar Farmer  
*Excused: Commissioner Wilson Riles*

- 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***

***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, Samuel Dawit, Angela Jackson-Castain, Evelio Grillo, and Alternate Commissioner Omar Farmer  
*Excused: Commissioner Wilson Riles*



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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

**VI. Resolution Celebrating the Lifetime of Public Service of Commissioner Wilson Riles**

The Commission will approve a Resolution honoring Commissioner Wilson Riles for his distinguished public service and leadership. The Resolution recognizes his service as a Selection Panel Appointee to the Oakland Police Commission, his leadership of key ad hoc committees, and his decades of civic engagement, including his tenure as an Oakland City Councilmember and lifelong advocacy for equity, accountability, and community empowerment. *(Attachment 1)*

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

**VII. Oakland Police Department Update**

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

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

**VIII. Discussion about OPD Qualitative Study Exemption Permission Request with DGO M-03**

The Police Commission will discuss and possibly approve the OPD Qualitative Study Exemption Permission Request with DGO M-03. *(Attachment 3)*

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



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**IX. 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 4)***

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

**X. 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), OPC Chair Garcia-Acosta, Angela 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 on-boarding of the chosen candidate. ***These meetings are not open to the public unless expressly directed by the ad hoc committee Chair.***

**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.***



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*Ad hoc committees continued...*

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

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

**XI. 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

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

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

**XIV. 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.

**OAKLAND POLICE COMMISSION  
RESOLUTION NO. 26-13**

**RESOLUTION COMMENDING COMMISSIONER WILSON RILES FOR HIS  
SERVICE TO THE OAKLAND POLICE COMMISSION AND HIS LONGSTANDING  
COMMITMENT TO PUBLIC SERVICE IN THE CITY OF OAKLAND**

WHEREAS, Wilson Riles is a Selection Panel appointee currently serving as a Commissioner on the Oakland Police Commission, with a term beginning October 17, 2023; and

WHEREAS, Commissioner Riles previously served the City of Oakland as a member of the Oakland City Council from 1979 to 1992, representing what was then District 5, and championed affordable housing, education funding, anti-apartheid efforts, and the City's nuclear-free-zone ordinance; and

WHEREAS, during his tenure on the Oakland City Council, Commissioner Riles also played a key role in preventing a private detention facility from opening in Oakland, reflecting a longstanding commitment to community protection and civil rights; and

WHEREAS, Commissioner Riles is a three-time mayoral candidate and a co-founder of Community Bank of the Bay, and has remained an active and respected voice in public service through lecturing on race and public policy and advocacy on behalf of Oakland residents; and

WHEREAS, during his service on the Oakland Police Commission, Commissioner Riles chaired the Community Policing Ad Hoc Committee, which was responsible for managing the charter-mandated review and development of recommendations related to the Oakland Police Department's Pursuit Policy and Community Policing Policy; and

WHEREAS, Commissioner Riles also served as Chair of the Militarized Equipment Ad Hoc Committee and led the development of recommendations for the Commission's consideration and submission to the Oakland City Council regarding the City's use and oversight of militarized equipment, in accordance with applicable local and state requirements; and

WHEREAS, Commissioner Riles has demonstrated a consistent commitment to transparency, accountability, and community-centered public safety throughout his service on the Commission;

NOW, THEREFORE, BE IT RESOLVED that the Oakland Police Commission hereby commends Commissioner Wilson Riles for his leadership, dedication, and service to the City of Oakland and to the work of civilian police oversight; and

BE IT FURTHER RESOLVED that the Oakland Police Commission expresses its sincere appreciation to Commissioner Riles for his contributions to public service and his enduring commitment to the residents and communities of Oakland.

IN POLICE COMMISSION, OAKLAND, CALIFORNIA, ON \_\_\_\_\_, 2026.

AYES:

NOES:

ABSTENTIONS:

ABSENT:

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Chair, Oakland Police Commission

ATTEST:

Draft

**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 02/26/2026**

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

<b>Task</b>	
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"> <li>▪ Task 2: Timeliness Standards and Compliance with IAB Investigations <ul style="list-style-type: none"> <li>○ Not in compliance</li> </ul> </li> <li>▪ Task 5: Complaint Procedures for IAB <ul style="list-style-type: none"> <li>○ Not in compliance</li> </ul> </li> <li>▪ Task 45: Discipline Policy <ul style="list-style-type: none"> <li>○ Partial compliance</li> </ul> </li> </ul>
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)**

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

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

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

Topic																																				
Staffing & resource management	<p><i>Sworn Staffing</i> Authorized: 678 Filled: <b>616</b> Operation Strength: 495</p> <p><i>Communications Dispatchers</i> Authorized: 78 Filled: <b>66</b> (2 new Dispatcher Trainees starting on Dec 6<sup>th</sup>. 18 are currently in training)</p> <p><i>Professional Staffing</i> Authorized: 270.5 Filled: <b>233</b> <u>Vacancies of note:</u> All vacant positions are frozen, with the exception of the Police Communication Dispatchers. Police Communications Dispatcher (14)</p> <table border="1"> <thead> <tr> <th>As of Feb 5, 2026 (Sworn only)</th> <th>Admin Leave</th> <th>Medical Leave On-Duty Illness/Injury</th> <th>Medical Leave Personal Illness/Injury</th> <th>Military Leave</th> </tr> </thead> <tbody> <tr> <td>2+ Years</td> <td>1</td> <td>6</td> <td></td> <td></td> </tr> <tr> <td>1-2 Years</td> <td>8</td> <td>16</td> <td></td> <td></td> </tr> <tr> <td>6 mo.–1 Year</td> <td>5</td> <td>21</td> <td></td> <td></td> </tr> <tr> <td>2-6 months</td> <td>2</td> <td>14</td> <td>3</td> <td></td> </tr> <tr> <td>Less than 2 months</td> <td>2</td> <td>8</td> <td>2</td> <td></td> </tr> <tr> <td></td> <td>18</td> <td>65</td> <td>5</td> <td></td> </tr> </tbody> </table>	As of Feb 5, 2026 (Sworn only)	Admin Leave	Medical Leave On-Duty Illness/Injury	Medical Leave Personal Illness/Injury	Military Leave	2+ Years	1	6			1-2 Years	8	16			6 mo.–1 Year	5	21			2-6 months	2	14	3		Less than 2 months	2	8	2			18	65	5	
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Academy Recruits	<p><b>195<sup>th</sup> Academy: Began July 19, 2025 – 14 Police Officer Trainees (POT)</b> <b>196<sup>th</sup> Academy: Began November 22, 2025- 21 Police Officer Trainees</b></p>																																			

- Long-term leave: 90* sworn employees
- **70** Medical Leave
  - **18** Admin Leave
    - **1** Sergeants of Police
    - **17** Police Officers
  - **21** Sworn on Modified Duty
  - **1** Military Leave
    - **9** Active Military Reservists

Of the 19 sworn personnel on admin leave, 9 have been off for 1-2 years. The annual cost associated with those 9 employees is \$2,406,739. The cost breakdown is below:

Admin Rank	Position	Cost	Total Cost
Sergeant	1	347,682	347,682
Police Officer	7	294,151	2,059,057
Total	8		2,406,739

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

*Reemployments* – None

*Retirement Projections for 2026: 70 possible*

- **1** Assistant Chief of Police
- **2** Deputy Chief of Police
- **2** Captains of Police
- **6** Lieutenants of Police
- **24** Sergeants of Police
- **35** Police Officers

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

	<ul style="list-style-type: none"> <li>○ Community Works West Referrals – 0 (No longer a partner as of January 2025)</li> </ul> <p><b>Missing Persons:</b> 2026 (Year-To-Date)</p> <ul style="list-style-type: none"> <li>• YTD MPU Cases: 189</li> <li>• YTD Closed MPU Cases: 147</li> </ul>	<p>reviews all I/C and Out-of-custody cases.</p> <ul style="list-style-type: none"> <li>• Domestic Dispute – 91</li> <li>• Domestic Battery, 243(e)(1) - 60</li> <li>• Inflict corporate Injury Spouse/cohabitant 273.5 - 70</li> </ul>
Education and training regarding job-related stress, PTSD, Wellness		
Budget <b>QUARTERLY</b>	Last: Next:	
Citywide Risk Management <b>QUARTERLY</b>	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"> <li>Presented on 27 Feb 25 - Lieutenant Dorham</li> </ul>

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

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

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



## MEMORANDUM

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**TO:** Ricardo Garcia-Acosta  
Chair, Oakland Police Commission

**FROM:** Lisa Ausmus  
Deputy Chief of Police

**SUBJECT:** Plan to Conduct Qualitative Research to  
Better Understand Employee Views on the  
Internal Investigation and Discipline Process

**DATE:** February 3, 2026

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### PURPOSE

The purpose of this memo is to explain the Department's plan to conduct qualitative research in the form of employee interviews and to request permission from both the Independent Monitoring Team, the plaintiffs' attorneys and the Police Commission to exempt the reporting requirements of Department General Order (DGO) M-03, *Complaints Against Departmental Personnel or Procedures*, for personnel interviews that occur as part of a qualitative study. The exemption will not affect reporting requirements for any criminal allegations, and DGO M-04.1, Criminal Misconduct of Department Personnel, will remain mandatory for all interviews conducted as part of this project. The Office of Internal Accountability (OIA) has outlined the necessity for this request herein.

### BACKGROUND

The Oakland Police Department's 2024 study of Internal Affairs (IA) Outcomes and Discipline found that Black and Hispanic sworn members were sustained at a significantly higher rate than white members. The most concerning disparity occurred in internally generated cases. Despite analyzing a host of associated datapoints, OIA and Stanford researchers did not identify any specific cause of the disparity. When the OIA can identify a cause of the disparity through the data, either through a direct causal link or by identifying correlating factors that provide clues to the origin of the disparity, it recommends that the Department take steps to effect change and achieve greater equity in those particular datasets. When the data does not provide clear direction, however, as in this case, conducting more qualitative research may help the Department target the actual or perceived origins of identified disparity. This is one of the reasons that the Bureau of Risk Management recommended gathering qualitative data. In addition, the BRM recommended gathering qualitative data to complement the biannual employee perception survey. The recommendation was:

*The Department should gather qualitative data via interviews and focus groups with representatives from across the Department, including all ranks and bureaus, and members from police officer associations and unions, to help assess high-level themes about how the results of this report impact sworn staff.*

**To: Chair Ricardo Garcia-Acosta, Chair Oakland Police Commission**

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OPD administered an IA perception survey in June 2025 and continued it through July 2025 to improve departmental policies, training, and communication regarding the internal investigation and discipline process. While the Department continues to analyze the survey results, preliminary findings indicate that most respondents believe the IA investigation and disciplinary processes are unfair.

To get deeper insight into how employees feel about the IA process, the Department created a working group to plan for the collection of qualitative data through in-depth interviews. Through these interviews, the Department hopes to learn more about perceptions and opinions around the fairness, transparency, and trustworthiness of the IA process. The interviews will supplement the 2025 survey data. The qualitative data collection will allow the Department to gather more insightful data than can be obtained through a traditional survey.

### What OPD Hopes to Gain from the Qualitative Interviewing

Gathering qualitative data through employee interviews is crucial because it provides the "why" behind the numbers from quantitative data, offering deep insights into employee experiences, motivations, and the context of behaviors. This leads to a more holistic understanding, better problem-solving, increased engagement, and more effective, targeted strategies for improvement, training, and cultural change.

While quantitative data (e.g., survey responses) shows *what* is happening (e.g., certain demographics perceive the process as unfair), interviews reveal *how* and *why* (e.g., poor management communication, perceived bias), uncovering themes, emotions, and unique perspectives missed by metrics alone.

Qualitative interviews are essential for uncovering the underlying reasons for trends, providing rich, descriptive context, identifying hidden issues, boosting engagement and trust by showing feedback is valued, driving innovation through open-ended questions, informing targeted solutions, and capturing true emotions and sentiment. By combining both quantitative data (scale and scope) and qualitative data (depth and reasons), organizations gain a complete picture, moving from "what" to "why," enabling more informed decisions and positive, lasting change.

### Anticipated Methodology

The Department will recruit volunteers using a recruitment questionnaire and a participant consent form. To encourage participation and ensure honesty, anonymity, and confidentiality, the working group recommends that comments made during the interview not be treated as complaints, except for those that would trigger the reporting of criminal misconduct. As such, we have prepared a Special Order that Chief Beere will sign authorizing the exemption. Participants will be provided with information about how to file a complaint and reminded of the Special Order exempting DGO M-03 reporting requirements at the beginning of their interview.

**To: Chair Ricardo Garcia-Acosta, Chair Oakland Police Commission**

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The interviews will be conducted by two OPD professional staff with experience in conducting qualitative research, Dr. Tracey Jones and Dr. Carlo Beckman. The working group consists of Dr. Tracey Jones, Dr. Carlo Beckman, DC Lisa Ausmus, ACA Michelle Phillips, Director Darlene Flynn, Captain Gordan Dorham, Officer Sydney Kofford, DC Anthony Tedesco, OCA Brigid Martin, Lieutenant Michele Melham, Police Commission Chair Ricardo Garcia-Acosta, and Manager Kristin Burgess.

The goal is to recruit 10 to 12 participants representing various ranks, professional and sworn staff, and demographics. The 2024 IA Outcome Study found that Hispanic and Black sworn members were sustained at a significantly higher rate than white members, and female sworn members were sustained at a higher rate than male members in internally generated cases. Therefore, assuming a diverse response to the recruitment questionnaire, Hispanic, Black, and female sworn members will be included in the group selected. Additionally, the working group will be reaching out to the Black Officers Association, Asian Officers Association, and Hispanic Officers Association to partner with them on recruitment and outcomes.

Each interview will be scheduled for one hour. The working group is preparing structured interview questions to guide the interview. Interviews will be recorded and transcribed to ensure accuracy, then anonymized to protect confidentiality. Once all participants have been interviewed, Dr. Jones and Dr. Beckman will code the data, conduct the analysis, and prepare a report of the results. We plan to include the responses to the open-ended survey questions in the same report.

#### It is Appropriate and Necessary to Exempt the Qualitative Interviews from Triggering Formal Complaints

Unless an interviewee makes allegations that a member has engaged in criminal conduct, the Department is seeking to otherwise exempt the interviews from triggering formal complaints pursuant to DGO M-03. The Department seeks to implement this exemption through the Special Order accompanying this memorandum to ensure transparency and clarity. Limiting formal complaints to only those instances involving alleged criminal conduct creates a more efficient, less bureaucratic process that encourages honest and open communication from interviewees.

#### *Encouraging Open Dialogue and Trust*

Interviewees might be hesitant to speak openly about sensitive Department issues—such as poor management communication, cultural friction, or process inefficiencies—if they fear their comments will immediately trigger an adversarial, formal investigation. Exempting non-criminal feedback from the formal complaint process fosters a more trusting and relaxed environment, encouraging employees to provide genuine, candid feedback without fear of escalating their concerns into a full-blown formal inquiry that could potentially impact their working relationships or perceived anonymity.

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### *Resource Management and Efficiency*

Formal complaint investigations are resource-intensive, requiring significant time, documentation, legal oversight, and administrative overhead. By reserving these resources strictly for serious allegations of *criminal misconduct*, the Department can allocate its investigative capacity more effectively. This ensures that the most serious issues facing the department receive the immediate and thorough attention they require, rather than diverting limited resources to manage every minor interpersonal or administrative grievance through the same rigid process. In addition, interviewees will be reminded about the formal complaint process if they would like to make a formal complaint.

By adopting this proposition, the Department can gather more comprehensive, actionable feedback from its employees and manage resources wisely, while still ensuring that all serious allegations of criminal conduct are immediately and appropriately addressed through the established formal channels.

### **CONCLUSION**

The Department is seeking final approval within the 120-day timeline set forth pursuant to City Charter Section 604(b)(5).

The IMT and Plaintiff's Attorneys have reviewed and approved the exemption of the reporting requirements under DGO M-03 for the personnel participating in a Qualitative Study. When the Oakland Police Commission has reviewed and granted approval for the Special Order, we will begin distributing the recruitment questionnaire. The anticipated timeline between the start of interviews and a draft report is four to six months.

Thank you for your time, effort, and dedication to the City of Oakland.

Respectfully,



Lisa Ausmus  
Deputy Chief of Police  
Bureau of Risk Management

Attachment (1):  
SO 9219

OFFICE OF THE CHIEF OF POLICE  
OAKLAND POLICE DEPARTMENT

SPECIAL ORDER NO. 9219

TO: All Sworn Personnel

SUBJECT: Department General Order M-03 Exemption of Reporting Requirements for  
Participants of the Department's Qualitative Study on the Internal  
Affairs Process

DATE: 5 Jan 2026

EXPIRATION: Upon completion of all interviews regarding the Qualitative  
Study on the Internal Affairs Process

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The purpose of this Special Order is 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. However, this does not change any reporting requirements under DGO M-04.1, Criminal Misconduct of Department Personnel; appropriate reporting pursuant to DGO M-04.1 will remain in effect and unchanged for interviews conducted during this project.

The Qualitative Study on the Internal Affairs (IA Qualitative Study) process will be exempt from DGO M-3 requirements. This exemption applies to any complaints or information provided during interviews conducted as part of this Qualitative Study that could be perceived as potential complaints triggering the process set forth in DGO M-03, and applies to interview participants, interviewers, and reviewers. To ensure full transparency in responses and to safeguard the integrity of the research process regarding the anonymity and confidentiality of interviewees, any individual who voluntarily agrees to participate in the IA Qualitative Study will receive verbal and written instructions on how to file a complaint if they wish to make a formal complaint that triggers the process set forth in DGO M-03. This action will be viewed as a proactive fulfillment of the obligations that the researchers or interviewees have concerning DGO M-03. Reporting requirements and responsibilities outlined in DGO M-04.1 remain in effect.

By Order of

James P. Beere  
Chief of Police



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**COMMUNITY POLICE  
REVIEW AGENCY**

**January 2026 Completed Investigations**

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(Total Completed = 27)

Inv.	Case #	Incident Date	Received Date	Completion Date	1-Year Goal	Officer	Allegation	Finding/Conclusion
CH	25-0733	7/5/2025	7/8/2025	12/15/25	7/4/2026	Subject 1	Use of Physical Force	Within OPD Policy
						Subject 2	Use of Physical Force	Within OPD Policy
						Subject 3	Use of Physical Force	Within OPD Policy
						Subject 4	Use of Physical Force	Within OPD Policy
						Subject 5	Use of Physical Force	Within OPD Policy
						Subject 6	Performance of Duty - Unintentional/Improper Search, Seizure, or Arrest	Within OPD Policy
						Subject 7	Performance of Duty - Unintentional/Improper Search, Seizure, or Arrest	Within OPD Policy
YH	25-0747	7/7/2025	7/7/2025	1/2/2026	7/6/2026	Subject 1	Use of Physical Force	Within OPD Policy
							Obedience to Laws	Administrative Closure (Lacks Specificity)
							Use of Physical Force	Within OPD Policy
							Conduct Towards Others – Demeanor	Within OPD Policy
	Subject 2	Conduct Towards Others – Demeanor	Within OPD Policy					
CH	25-0779	7/15/2025	7/16/2025	1/5/2026	7/14/2026	Subject 1	Performance of Duty - Unintentional/Improper Search, Seizure, or Arrest	Within OPD Policy
						Subject 2	Use of Physical Force	Within OPD Policy
						Subject 3	Use of Physical Force	Within OPD Policy
CH	25-0823	7/27/2025	7/30/2025	1/6/2026	7/26/2026	Subject 1	Use of Physical Force	Within OPD Policy
							Use of Physical Force	Within OPD Policy



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**January 2026 Completed Investigations**

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(Total Completed = 27)

Inv.	Case #	Incident Date	Received Date	Completion Date	1-Year Goal	Officer	Allegation	Finding/Conclusion
						Subject 2	Use of Physical Force	Within OPD Policy
							Use of Physical Force	Within OPD Policy
						Subject 3	Use of Physical Force	Unfounded
						Subject 4	Performance of Duty - Unintentional/Improper Search, Seizure, or Arrest	Within OPD Policy
CH	25-0842	8/1/2025	8/4/2025	1/6/2026	7/31/2026	Subject 1	Performance of Duty - Unintentional/Improper Search, Seizure, or Arrest	Within OPD Policy
							Use of Physical Force	Unfounded
CH	25-0870	8/5/2025	8/7/2025	1/22/2026	8/5/2026	Subject 1	Use of Physical Force	Unfounded
							Use of Physical Force	Unfounded
						Subject 2	Use of Physical Force	Unfounded
							Use of Physical Force	Unfounded
						Subject 3	Use of Physical Force	Unfounded
							Use of Physical Force	Unfounded
						Subject 4	Use of Physical Force	Unfounded
							Use of Physical Force	Unfounded
						Subject 5	Performance of Duty - Unintentional/Improper Search, Seizure, or Arrest	Within OPD Policy
						Subject 6	Performance of Duty - General	Unfounded
CH	25-0878	8/9/2025	8/12/2025	1/22/2026	8/9/2026	Subject 1	Conduct Toward Others - Harassment and Discrimination / Race	Not Sustained



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**January 2026 Completed Investigations**

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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
							Conduct Toward Others - Harassment and Discrimination / Race	Not Sustained
							Performance of Duty - Unintentional/Improper Search, Seizure, or Arrest	Within OPD Policy
KC	25-1237	10/29/2025	10/30/2025	1/6/2026	10/28/2026			Administrative Closure (No Jurisdiction)
KC	25-1269	11/7/2025	11/13/2025	1/5/2026	11/9/2026			Administrative Closure (Not OPD Officer)
SH	25-1355	11/13/2025	12/5/2025	1/7/2026	12/3/2026			Administrative Closure (Not OPD Officer)
CH	25-0665	6/22/2025	6/24/2025	12/11/2025	6/21/2026	Subject 1	Use of Physical Force	Within OPD Policy
						Subject 2	Use of Physical Force	Within OPD Policy
CH	25-0625	6/7/2025	6/7/2025	10/23/2026	6/6/2026		Performance of Duty - Unintentional/Improper Search, Seizure, or Arrest	Within OPD Policy
							Conduct Toward Others - Harassment and Discrimination / Race	Unfounded
AL	25-0110	1/31/2025	1/31/2025	19/2026	1/30/2026	Subject 1	Use of Physical Force	Unfounded
							Use of Physical Force	Within OPD Policy
AL	25-0040	1/10/2025	1/14/2025	12/5/2026	1/9/2026	Subject 1	Performance of Duty - Unintentional/Improper Search, Seizure, or Arrest	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



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***January 2026 Completed Investigations***

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(Total Completed = 27)

<b>Inv.</b>	<b>Case #</b>	<b>Incident Date</b>	<b>Received Date</b>	<b>Completion Date</b>	<b>1-Year Goal</b>	<b>Officer</b>	<b>Allegation</b>	<b>Finding/Conclusion</b>
							Use of Physical Force	Unfounded
						Subject 2	Use of Physical Force	Unfounded
							Use of Physical Force	Unfounded
						Subject 3	Use of Physical Force	Unfounded
						Subject 4	Use of Physical Force	Unfounded
						Subject 5	Use of Physical Force	Unfounded
						Subject 6	Use of Physical Force	Unfounded
						Subject 7	Use of Physical Force	Unfounded



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## January 2026 Completed Investigations

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(Total Completed = 27)

### 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:

25-0805  
25-0956  
25-0957  
25-1232  
25-1392  
25-1406  
25-1418  
25-0986  
25-0998  
25-1012  
25-1015  
25-0965  
25-0977

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### 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:

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REVIEW AGENCY**January 2026 Completed Investigations****Page 6 of 6**  
(Total Completed = 27)

**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.

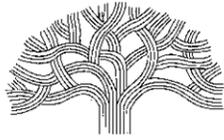
**Service Related:** The allegation pertains to the level of service provided by the Department as opposed to the misconduct of a single sworn officer.

**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.

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

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 Total Pending = 114 (-14.92%)

Case #	Incident Date	Date Received IAB	Date Received CPRA	Intake or Investigator	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	Investigator	YH	2/19/2023	TOLLED	Other	1	1		Obedience to Laws
24-0582	4/17/2024	4/20/2024	4/17/2024	Investigator	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	Investigator	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	Investigator	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	Investigator	AL	7/3/2025	TOLLED	Use of Force	1	1	1	Use of Force
25-0191	2/24/2025	2/24/2025	2/25/2025	Investigator	AL	8/23/2025	TOLLED	Use of Force	1	2	2	Use of Force
25-0214	3/3/2025	TBD	3/4/2025	Investigator	AL	9/2/2025	TOLLED	Other	2	1	1	Performance of Duty
25-0287	1/19/2024	3/13/2025	3/19/2025	Investigator	YH	9/9/2025	TOLLED	Truthfulness	1	1	2	Obedience to Laws, Failure to Report
24-1598	11/6/2024	11/13/2024	11/14/2024	Investigator	SD	5/12/2025	2/2/2026	Other	2	1	1	Conduct Towards Others, Relationships
22-0622	5/25/2022	8/23/2022	5/25/2022	Investigator	YH	11/21/2022	2/6/2026	Use of Force	1	14	1	Use of Force
23-1602	3/29/2022	10/2/2023	10/15/2023	Investigator	YH	3/30/2024	2/26/2026	Truthfulness	1	2	1	Truthfulness, Obedience to Laws
25-0279	3/17/2025	3/17/2025	3/18/2025	Investigator	SD	9/13/2025	3/16/2026	Use of Force	1	2	4	Use of Force
25-0299	3/20/2025	3/20/2025	3/25/2025	Investigator	SD	9/16/2025	3/19/2026	Use of Force	1	1	3	Use of Force, Performance of Duty
25-0304	3/21/2025	3/21/2025	3/24/2025	Investigator	SD	9/17/2025	3/20/2026	Racial Profiling	1	1	1	Racial Profiling
25-0355	4/6/2025	4/8/2025	4/8/2025	Investigator	SD	10/5/2025	4/7/2026	Use of Force	1	2	2	Use of Force
25-0186	2/22/2025	2/23/2025	2/25/2025	Investigator	SD	8/22/2025	4/28/2026	Other	1	1	1	Other
25-0501	5/9/2025	5/9/2025	5/12/2025	Investigator	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	Investigator	AL	11/10/2025	5/13/2026	Use of Force	1	1	5	Use of Force, Performance of Duty, Demeanor
23-1781	11/7/2023	11/7/2024	11/7/2023	Investigator	YH	5/5/2024	5/20/2026	Use of Force	1	1	1	Use of Force
25-0550	5/21/2025	5/21/2025	5/22/2025	Investigator	CH	11/17/2025	5/20/2026	Use of Force	1	1	2	Use of Force
25-0552	5/21/2025	5/23/2025	5/28/2025	Investigator	CH	11/19/2025	5/26/2026	Use of Force	1	1	4	Use of Force
25-0596	6/4/2025	6/3/2025	6/4/2025	Investigator	CH	11/30/2025	6/26/2026	Use of Force, Discrimination	1	1	1	Use of Force
25-0708	7/2/2025	7/2/2025	7/2/2025	Investigator	SD	12/29/2025	7/1/2026	Use of Force	1	1	1	Use of Force
25-0718	7/2/2025	7/7/2025	7/2/2025	Investigator	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	Investigator	YH	1/6/2026	7/9/2026	Use of Force	1	2	2	Use of Force
25-0800	7/13/2025	7/13/2025	7/22/2025	Investigator	AL	1/9/2026	7/12/2026	Other	1	2	2	Performance of Duty

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

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 Total Pending = 114 (-14.92%)

Case #	Incident Date	Date Received IAB	Date Received CPRA	Intake or Investigator	Assigned Staff	180-Day Goal	1-Year Goal	Type (604(f)(1) or Other)	Class	Subject Officers	Allegation Count	Allegation(s)
25-0807	7/23/2025	7/23/2025	7/23/2025	Investigator	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	Investigator	AL	3/2/2026	9/2/2026	Use of Force	1	1	5	Use of Force
25-1004	9/9/2025	9/10/2025	9/11/2025	Intake	SH	3/9/2026	9/9/2026	Use of Force	1	1	5	Use of Force, Demeanor, Service, Performance of Duty
25-1025	9/13/2025	9/14/2025	9/16/2025	Intake	SH	3/13/2026	9/13/2026	Use of Force	1	1	4	Use of Force, Performance of Duty, Refusal to provide Name/Serial #
25-1041	9/15/2025	9/15/2025	9/17/2025	Investigator	CH	3/14/2026	9/14/2026	Discrimination	1	1	3	Discrimination, Harassment, Performance of Duty
25-1057	8/28/2025	9/18/2025	9/19/2025	Investigator	CH	3/17/2026	9/17/2026	Use of Force	1	1	3	Use of Force, Performance of Duty
25-1059	9/18/2025	9/18/2025	9/19/2025	Investigator	CH	3/17/2026	9/17/2026	Other	2	1	1	Demeanor
25-1150	9/17/2025	9/17/2025	10/10/2025	Investigator	YH	3/16/2026	9/17/2026	Other	1	1	2	Obstructing Internal Affairs Process, Commanding Officers - Authority and Responsibilities
25-1063	9/19/2025	9/19/2025	9/23/2025	Investigator	CH	3/18/2026	9/18/2026	Use of Force	1	3	6	Use of Force, Performance of Duty
25-1062	9/20/2025	9/20/2025	9/22/2025	Investigator	CH	3/19/2026	9/19/2026	Use of Force	1	2	4	Use of Force, Performance of Duty
25-1082	9/24/2025	9/24/2025	9/25/2025	Intake	SH	3/23/2026	9/23/2026	Use of Force	1	1	1	Use of Force
25-1090	9/25/2025	9/25/2025	9/26/2025	Intake	SH	3/24/2026	9/24/2026	Use of Force	1	1	1	Use of Force
25-1100	9/1/2025	9/27/2025	9/30/2025	Investigator	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	Intake	SH	3/27/2026	9/27/2026	Discrimination	1	3	5	Discrimination, Performance of Duty
25-1126	10/3/2025	10/3/2025	10/6/2025	Intake	SH	4/1/2026	10/2/2026	Use of Force	1	1	2	Use of Force, Demeanor
25-1127	10/3/2025	10/3/2025	10/6/2025	Intake	SH	4/1/2026	10/2/2026	Racial Profiling	1	3	9	Racial Profiling, Harassment, Performance of Duty
25-1135	10/6/2025	10/6/2025	10/6/2025	Intake	SH	4/4/2026	10/5/2026	Use of Force	1	3	6	Use of Force, Performance of Duty
25-1136	10/7/2025	10/7/2025	10/7/2025	Investigator	CH	4/5/2026	10/6/2026	Use of Force	1	2	4	Use of Force, Performance of Duty, Demeanor
25-1140	10/6/2025	10/7/2025	10/8/2025	Investigator	YH	4/5/2026	10/6/2026	Use of Force	1	14	2?	Use of Force, Discrimination, other
25-1144	10/8/2025	10/8/2025	10/9/2025	Investigator	CH	4/6/2026	10/7/2026	Use of Force	1	2	3	Use of Force, Performance of Duty

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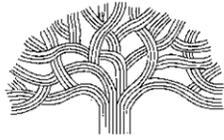


CITY OF OAKLAND  
**COMMUNITY POLICE REVIEW AGENCY**  
*Pending Cases as of January 2026*  
*(Sorted by One-Year Goal)*

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 Total Pending = 114 (-14.92%)

Case #	Incident Date	Date Received IAB	Date Received CPRA	Intake or Investigator	Assigned Staff	180-Day Goal	1-Year Goal	Type (604(f)(1) or Other)	Class	Subject Officers	Allegation Count	Allegation(s)
25-1153	10/9/2025	10/9/2025	10/10/2025	Investigator	CH	4/7/2026	10/8/2026	Use of Force	1	1	2	Use of Force
25-1161	10/11/2025	10/11/2025	10/13/2025	Intake	SH	4/9/2026	10/10/2026	Harassment	1	1	1	Harassment
25-1079	9/24/2025	9/24/2025	9/25/2025	Intake	SH	4/11/2026	10/12/2026	Use of Force	1	1	1	Use of Force
25-1169	10/13/2025	10/13/2025	10/13/2025	Intake	SH	4/11/2026	10/12/2026	Other	1	1	1	Performance of Duty
25-1182	10/13/2025	10/13/2025	10/17/2025	Intake	SH	4/11/2026	10/12/2026	Harassment	1	4	4	Harassment
25-1172	10/14/2025	10/15/2025	10/15/2025	Investigator	CH	4/13/2026	10/14/2026	Racial Profiling	1	1	3	Racial Profiling, Performance of Duty, Demeanor
25-1176	10/18/2024	10/16/2025	10/17/2025	Investigator	CH	4/14/2026	10/15/2026	Use of Force	1	1	3	Use of Force, Performance of Duty
25-1179	10/16/2025	10/16/2025	10/17/2025	Investigator	CH	4/14/2026	10/15/2026	Use of Force	1	3	6	Use of Force, Performance of Duty
25-1186	10/18/2025	10/18/2025	10/21/2025	Intake	SH	4/16/2026	10/17/2026	Use of Force	1	1	1	Use of Force
25-1188	10/19/2025	10/19/2025	10/21/2025	Investigator	CH	4/17/2026	10/18/2026	Racial Profiling	1	2	8	Racial Profiling, Performance of Duty
25-1183	10/18/2025	10/18/2025	10/18/2025	Investigator	MS	4/16/2026	10/19/2026	Use of Force	1	6	6	Use of Force
25-1196	10/20/2025	10/20/2025	10/21/2025	Intake	SH	4/18/2026	10/19/2026	Other	1	1	1	Performance of Duty
25-1222	10/22/2025	10/24/2025	10/27/2025	Intake	SH	4/22/2026	10/23/2026	Other	1	1	1	Performance of Duty
25-1248	11/3/2025	11/3/2025	11/5/2025	Intake	KC	5/2/2026	11/2/2026	Other	1	3	9	Obedience to Laws, Performance of Duty
25-1251	11/3/2025	11/3/2025	11/5/2025	Intake	SH	5/2/2026	11/2/2026	Use of Force	1	1	2	Use of Force, Performance of Duty
25-1264	11/5/2025	11/5/2025	11/6/2025	Intake	SH	5/4/2026	11/4/2026	Other	1	1	2	Performance of Duty
25-1273	11/7/2025	11/7/2025	11/10/2025	Intake	SH	5/6/2026	11/6/2026	Use of Force	1	1	2	Use of Force, Harassment
25-1272	11/8/2025	11/8/2025	11/10/2025	Intake	KC	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	Intake	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	Intake	SH	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	Intake	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	Intake	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	Intake	KC	5/10/2026	11/10/2026	Use of Force	1	7	9	Use of Force, Performance of Duty, other
25-1303	11/16/2025	11/16/2025	11/18/2025	Intake	KC	5/15/2026	11/15/2026	Use of Force	1	2	2	Use of Force
25-1311	11/17/2025	11/17/2025	11/18/2025	Intake	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	Intake	KC	5/18/2026	11/18/2026	Use of Force	1	2	4	Use of Force, Harassment

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Case #	Incident Date	Date Received IAB	Date Received CPRA	Intake or Investigator	Assigned Staff	180-Day Goal	1-Year Goal	Type (604(f)(1) or Other)	Class	Subject Officers	Allegation Count	Allegation(s)
25-1322	11/15/2025	11/21/2025	11/25/2025	Intake	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	Intake	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	Intake	KC	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	Intake	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	Investigator	CH	6/1/2026	12/2/2026	Other	2	3	5	Harassment, Performance of Duty
25-1352	12/3/2025	12/3/2025	12/4/2025	Intake	KC	6/1/2026	12/2/2026	Discrimination	1	4	4	Discrimination, Performance of Duty
25-1370	11/8/2025	12/4/2025	12/10/2025	Intake	KC	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	Intake	KC	6/4/2026	12/5/2026	Other	2	1	2	Performance of Duty
25-1365	11/8/2025	12/8/2025	12/9/2025	Intake	KC	6/6/2026	12/7/2026	Use of Force	1	1	4	Use of Force, Performance of Duty
25-1373	12/10/2025	12/10/2025	12/10/2025	Intake	KC	6/7/2026	12/8/2026	Other	2	1	1	Other
25-1379	12/7/2025	12/11/2025	12/15/2025	Intake	SH	6/9/2026	12/10/2026	Other	1	5	5	No Mor Violation
25-1391	12/15/2025	12/15/2025	12/16/2025	Intake	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	Intake	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	Intake	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	Intake	KC	6/16/2026	12/17/2026	Other	1	1	1	Harassment
25-1446	12/29/2025	12/30/2025	1/2/2026	Intake	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	Intake	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	Intake	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	Intake	SH	7/1/2026	1/1/2027	Other	1	1	3	Conduct Towards Others, Performance of Duty
26-0007	1/3/2026	1/3/2026	1/6/2026	Intake	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	Intake	SH	7/4/2026	1/4/2027	Use of Force	1	1	5	Use of Force, Performance of Duty,
26-0031	7/20/2025	1/6/2026	1/9/2026	Intake	KC	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	Intake	KC	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	Intake	KC	7/7/2026	1/7/2027	Other	2	8	8	Performance of Duty

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CITY OF OAKLAND  
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**Page 5 of 5**  
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Case #	Incident Date	Date Received IAB	Date Received CPRA	Intake or Investigator	Assigned Staff	180-Day Goal	1-Year Goal	Type (604(f)(1) or Other)	Class	Subject Officers	Allegation Count	Allegation(s)
26-0036	1/9/2026	1/9/2026	1/13/2026	Intake	KC	7/18/2026	1/8/2027	Other	2	1	1	Performance of Duty
26-0013	1/5/2026	1/5/2026	1/6/2026	Intake	KC	7/4/2026	1/14/2027	Use of Force	1	1	1	Use of Force
26-0047	1/14/2026	1/15/2026	1/16/2026	Intake	KC	7/14/2026	1/14/2027	Discrimination	1	8	2	Discrimination, Performance of Duty
26-0053	1/19/2026	1/19/2026	1/20/2026	Intake	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	Intake	SH	7/23/2026	1/23/2027	Other	1	1	1	Demeanor, No MOR
26-0101	1/30/2026	1/30/2026	2/3/2026	Intake	DC	7/29/2026	1/29/2027	Other	1	1	1	Other
26-0111	2/2/2026	2/2/2026	2/4/2026	Intake	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	Intake	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	Intake	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	Intake	DC	8/4/2026	2/4/2027	Other	1	2	2	Other
26-0132	2/5/2026	2/5/2026	2/6/2026	Intake	DC	8/4/2026	2/4/2027	Other	1	2	2	Other
26-0136	2/7/2026	2/7/2026	2/10/2026	Intake	SH	8/6/2026	2/6/2027	Use of Force	1	1	1	Use of Force, Other
26-0079	1/25/2026	1/25/2026	1/27/2026	Intake	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	Intake	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	Intake	KC	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	Intake	KC	7/27/2026	1/27/2028	Use of Force	1	6	12	Use of Force, Performance of Duty
26-0107	1/31/2026	1/31/2026	2/3/2026	Intake	KC	7/30/2026	1/30/2028	Use of Force	1	1	1	Use of Force

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