



OAKLAND POLICE COMMISSION

SPECIAL MEETING AGENDA

November 20, 2025 - 5:30 PM

Hearing Room 1, First Floor (1 Frank H. Ogawa Plaza) 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 Wilson Riles, Shane Williams, Samuel Dawit, Angela Jackson-Castain, and Alternate Commissioner Omar Farmer

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

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

CONFERENCE WITH LEGAL COUNSEL

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

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

PUBLIC EMPLOYEE APPOINTMENT

(Government Code Section 54957(b))

Title: Chief of Police and the Executive Director, Community Review Agency (CPRA)

PUBLIC EMPLOYEE DISCIPLINE/DISMISSAL/RELEASE

(Government Code Section 54957(b))

Title not disclosed under personnel privacy laws, California's Brown Act, and the 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 Wilson Riles, Shane Williams, Samuel Dawit, Angela Jackson-Castain, and Alternate Commissioner Omar Farmer



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

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

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

V. **Oakland Police Department Update**

Representatives of the Oakland Police Department will provide an update. Topics discussed in the update may include Negotiated Settlement Agreement (NSA) status, 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. (*Attachment 1*)

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

VI. **OPD Militarized (or "Controlled") Equipment Report: Recommendation and Vote**

The Police Commission will discuss and vote on the Oakland Police Department's (OPD) annual Militarized Equipment Report, including recommendations proposed by the Militarized Equipment Ad Hoc Committee. This item was previously discussed at the October 9, 2025, Commission meeting and referred back to the Militarized Equipment Ad Hoc Committee to clarify the OPD's specific requests. [2024-annual-military-equipment-meu-report.pdf](#) (*Attachment 2*)

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

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

The Commission will discuss the draft of the CMC statement regarding the NSA (Negotiated Settlement Agreement) scheduled for December 9, 2025. The Commissioners will be asked to consider approval of the CMC draft. (*Attachment 3*)

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



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VIII. **Approval of Meeting Minutes (7/24; 8/14; 10/9; 10/23, 11/13/25)**

The Commission will review and possibly amend or approve meeting minutes for July 24, August 14, October 9, October 23, and November 13, 2025. (*Attachment 4*)

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

IX. **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

X. **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. Persons 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

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

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

XII. **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.

**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 11/6/2025

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

Task	
Tasks 2, 5, and 45	The monitoring team has completed the Ninth NSA Sustainability Period Report of the Independent Monitor for the Oakland Police Department. ▪ 10th IMT Sustainability Report (2 Jun 25): ▪ Task 2: Timeliness Standards and Compliance with IAB Investigations ○ Not in compliance ▪ Task 5: Complaint Procedures for IAB ○ Not in compliance ▪ Task 45: Discipline Policy ○ Partial compliance
IMT Visit	18 Nov 25
Next CMC	9 Dec 25

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

Policy	
J-04 Pursuit Policy	In the OPC Community Policing Ad Hoc. Attended and presented at the Public Forum on 31 Jul 24. Presented at OPC 23 Jan 25. OPC to vote on 25 Sep 25. OPC voted to approve the new pursuit language on 25 Sep 25.
BFO P&P 15-01 Community Policing	OPC approved the Draft First Reading – 25 Jul 24 Police Commission Reviewing Policy outcome from Ad Hoc. The approval of the Police Commission 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. Goal is to have Department trained on policy by end of year (2025), early 2026.
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	<i>Sworn Staffing</i> Authorized: 678 Filled: 633 Operation Strength: 518 <i>Communications Dispatchers</i> Authorized: 78 Filled: 68 (7 new Dispatcher Trainees started on Oct. 28th. 18 are currently in training) Six Dispatchers hired eff 30 Aug 25. <i>Professional Staffing</i> Authorized: 275.5 Filled: 241 <u><i>Vacancies of note:</i></u> All vacant positions are frozen, with the exception of the Police Communication Dispatchers. Police Communications Dispatcher (14) <table border="1"> <thead> <tr> <th>As of Oct 15, 2025 (Sworn only)</th><th>Admin Leave</th><th>Medical Leave On-Duty Illness/ Injury</th><th>Medical Leave Personal Illness/ Injury</th><th>Military Leave</th></tr> </thead> <tbody> <tr> <td>2+ Years</td><td>4</td><td>3</td><td></td><td></td></tr> <tr> <td>1-2 Years</td><td>12</td><td>17</td><td></td><td></td></tr> <tr> <td>6 mo.– 1 Year</td><td>12</td><td>15</td><td></td><td></td></tr> <tr> <td>2-6 months</td><td>3</td><td>21</td><td>1</td><td></td></tr> <tr> <td>Less than 2 months</td><td>7</td><td>6</td><td>2</td><td></td></tr> <tr> <td></td><td>38</td><td>62</td><td>3</td><td></td></tr> </tbody> </table>				As of Oct 15, 2025 (Sworn only)	Admin Leave	Medical Leave On-Duty Illness/ Injury	Medical Leave Personal Illness/ Injury	Military Leave	2+ Years	4	3			1-2 Years	12	17			6 mo.– 1 Year	12	15			2-6 months	3	21	1		Less than 2 months	7	6	2			38	62	3	
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Academy Recruits	195th Academy: Began July 19, 2025 – 15 Police Officer Trainees (POT) 196th Academy: TBD																																						
General Department functions (Internal Affairs Bureau, IAB)	<u>Skelly Data:</u> # of pending Skelly by Case: 47 (-1) # of pending Skelly by Subject: 68 (-1) # of Skelly waiting for eligible SHO: 22(+1) Number of Skelly Hearing Officers: 16 (n/c)** * Wait time for each Skelly – Varies * How are Skelly Officers selected (training, recusals, etc.) - Must attend Skelly Hearing Officer Training & be of appropriate rank **<i>Retirement (1 Lt, 1 A/DC)</i>																																						

- Long-term leave:* **103** sworn employees
- **65** Medical Leave
 - **38** Admin Leave
 - **5** Sergeants of Police
 - **33** Police Officers
 - **22** Sworn on Modified Duty
 - **0** Military Leave
 - **9** Active Military Reservists

Of the **38** sworn personnel on admin leave, 12 have been off for 1-2 years. The annual cost associated with those 12 employees is \$3,636,874. The cost breakdown is below:

Admin Rank	Position	Cost	Total Cost
Sergeant	2	347,682	695,364
Police Officer	10	294,151	2,941,510
Total	12		3,636,874

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

Reemployments – None

Retirement Projections for 2025: 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

Skelly Process)	- Upcoming retirements, laterals, and reassignments Process Improvements: - All trained Commanders and Managers can conduct Skelly's (But subject to recusal assessments) - Changed to digital format - Waiver for Officers - Working with the City Attorney to formalize - Added personnel to assist - VISION integration (assists in tracking ex. Reminders, emails) - Skelly Dashboard fully operational	Skelly Comparison by Month <table> <tr> <th>2025</th><th>By Case</th><th>By Subject</th></tr> <tr> <td>Jan</td><td>-</td><td>158</td></tr> <tr> <td>Feb</td><td>-</td><td>157</td></tr> <tr> <td>Mar</td><td>-</td><td>149</td></tr> <tr> <td>Apr</td><td>-</td><td>148</td></tr> <tr> <td>May</td><td>86</td><td>123</td></tr> <tr> <td>Jun</td><td>83</td><td>119</td></tr> <tr> <td>Jul</td><td>78</td><td>112</td></tr> <tr> <td>Aug</td><td>62</td><td>85</td></tr> <tr> <td>Sep</td><td>56</td><td>79</td></tr> <tr> <td>Oct</td><td>47</td><td>68</td></tr> </table>	2025	By Case	By Subject	Jan	-	158	Feb	-	157	Mar	-	149	Apr	-	148	May	86	123	Jun	83	119	Jul	78	112	Aug	62	85	Sep	56	79	Oct	47	68
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IAB Cases	2024 Total cases closed – 1508 (126) Sustained cases (235) Sustained allegations 2025 (Through 31Oct2025) Total cases closed YTD – 1305 Total cases opened in Intake YTD – 1242 Total Cases assigned to Intake (not yet assigned to an investigator) – 222 Case Load Total investigations assigned to IAB – 130 Total investigations assigned as DLIs – 177 Total cases currently open – 576 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.																																		
SB 2	https://post.ca.gov/Peace-Officer-Certification-Actions	SB 2 List: 2025 (Year-To-Date) 3 total Oakland PD																																	
General Department functions (CID)	SVS Juvenile Cases: 2025 (Year-To-Date) - Juvenile Arrests: 198 total juvenile arrests - YTD Referrals to restorative justice programs: 37 - Neighborhood Opportunity & Accountability Board (NOAB) - 36 - Community Works West Referrals – 1 (No longer a partner as of January 2025) Missing Persons: 2025 (Year-To-Date) - YTD MPU Cases: 1188 - YTD Closed MPU Cases: 1004	Hate Crimes: 2025 (Year-To-Date) - Total Cases: 4 - New cases: 0 DVU Cases: 2025 (Year-To-Date) - Total cases: 3,651 - The clearance rate on DV cases is nearly 100%. These are named suspect cases. An investigator reviews all I/C and Out-of-custody cases. - Domestic Dispute – 1,162 - Domestic Battery, 243(e)(1) - 923 - Inflict corporate Injury Spouse/cohabitant 273.5 -1016																																	

Education and training regarding job-related stress, PTSD, Wellness		
Budget QUARTERLY	Last:	
	Next:	
Citywide Risk Management QUARTERLY	Last: 12 Aug 25	
	Next: 25 Nov 25	

V. Collaboration with OIG

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

VI. Collaboration with CPRA**VII. Rules and Procedures for Mediation and Resolution of Complaints of Police Misconduct, OMC 2.45.070(N)**

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

VIII. Collaboration with the Community

Trunk or Treat	LARRY E. REIDSPORTS CENTER PARKING LOT 9161 EDES AVE OAKLAND, CA 94603
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.
Magic Wheelchair	OPD's Ofc. Cory Hunt presented 10 year old Asa his custom made Red Yoshi Standard Mario Kart for Halloween. Ofc. Hunt has worked for years at Magic Wheelchair, a nonprofit that makes similar costumes for children in wheelchairs at no cost to the families.

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

File	Status
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None	
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X. New Laws Affecting OPD

Law	
2025 New Laws	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	Deputy Director Suttle and Fiscal Manager Marshall - July 24th
Update on Pursuit Policy	OPC approved recommended changes on 25Sep25 meeting. Forwarding through channels for final approval.
Special Order 9214	Use of Force Timelines – DC Ausmus on 13 Mar 25
Update on 2025 New Laws	Presented on 27 Feb 25 - Lieutenant Dorham
Sanctuary Ordinance	- Presented on 23 Jan 25 – Lieutenant Dorham - Sanctuary Ordinance Training for OPD
Youth Services	- Presented on 24 Oct 24 – Lieutenant Campos - Juvenile Arrest Referrals - NOAB
Encampment Management	Presented on 10 Oct 24 - Captain Eriberto Perez- Angeles
Missing Persons	Presented on 10 Oct 24 – Lieutenant Campos
Ceasefire	- Presented on 26 Sep 24 - Director Reverend Damita Davis - Ceasefire
30x30 - OPOA Women’s Committee	- Presented on 19 Sep 24 - Lt. Alexis Nash 30x30 - OPOA Women’s Committee - Women Leaders in Law Enforcement Symposium (WLLE)
Patterns Definition	Presented on 22 Aug 24 - “Patterns” Definition – Lt. Hubbard
Skelly	Presented on 22 Aug 24 - Update on Skelly – Act. Capt. Dorham
Wellness Unit	Presented on 22 Aug 24 - Wellness Unit Update – Dr. Nettles
J-04 Pursuit Policy	- 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	Presented on 25 July 24 – Lt. Dorham

911 System Grand Jury Report Presentation	Presented on 11 July 24 – Deputy Director Suttle and Mgr. Cheng
MACRO Strategy Development	Presented on 11 July 24 – Deputy Director Suttle and Mgr. Cheng
Paid Admin Leave Budget	Presented on 13 Jun 24, Manager Marshall and Chief Mitchell
MACRO Presentation	Presented on 23 May 24 Communications Manager – Mgr. Cheng
Ceasefire	Presented on 8 May 24 – A/Capt. Valle
IAD/Skelly	Presented on 8 May 24 and 13 Jun 24 - Lt. Dorham
MACRO Data	- Oct 15th – 31st 2025 bi-weekly data: 75 calls were referred from OPD Dispatch to MACRO 6 incidents were returned from OFD and sent back to OPD to handle

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

October 25th, 2025

To: Oakland City Council Public Safety Committee

From: Oakland Police Commission

Cc: Militarized Equipment Ad Hoc Committee

Subject Re: OPD 2024 Annual Military Equipment Report

The use of militarized equipment, tactics, and practices is a use of force and constitutional policing excessive-force issue which places it within the Police Commission's purview. There is no empirical evidence to suggest that this equipment makes our city safer. On the contrary, studies call into question whether the use of militarized equipment in a police department is more successful in reducing crime or keeping officers safer than for departments that don't.ⁱ

Initially, the Oakland Police Commission received OPD's eighty-seven (87) page Report on April 15, 2025. The Commission had extended the due date for reception of the report beyond the March 15 date designated in the Oakland Municipal Code (OMC Chapter 9.65.030.A.1) by way of a verbal commitment from the Chairperson of the Commission to the Chief of Police. The Military Equipment Ad Hoc Committee of the Commission held multiple on-line meetings on the contents of the Report which were attended not only by three Commissioners and registered community members of the Ad Hoc, but also public observers.

The following remarks in this comments paper were presented to the Commission and approved and corrected for the City Council Public Safety Committee's consideration. Also, in compliance with State law (AB481), the Police Department conducted a community review of the Annual (2024) Military Equipment Report on July 16. Following the OPD community meeting and subsequent updates, OPD submitted the final version of the report on August 1st 2025.

The Ad Hoc Committee's discussion, largely hinged on **continued use of the BearCat armored vehicle, consideration of a replacement vehicle or vehicles, and the purchase of replacement rifles, including adding a number of new rifles beyond the current total**. These issues were discussed in the context of State law (AB481) and City Municipal Code. There was recognition of the requirements of transparency, the uses given specific equipment, and the realization of the difficulty faced by the Department due to loss data and loss transparency due to the changes in OPD's data collection systems. For example, the 2022 Military Equipment Report had included a list of incidents in which military equipment had been used and the circumstances surrounding that use. This critical information had been redacted from **the initial** 2024 Report and *was added*

on the shared folder with the amended annual report. Also, the military equipment's connection to Department policy for use was not connected in the 2024 Report for the use of robots, Long Range Acoustic Devices (i.e. LRADs), and Mobile Command Centers: this was added to the 2024 Report in hyperlinks. The chemical agent's policy was added to the Department's overall policy presentation. There were similar questions about specific munitions **that the Department addressed**. The Military Equipment 2024 Report was not considered completed until August of 2025.

POLICY ANALYSIS

With the Militarized Equipment Ad Hoc Committee currently activated, and the Department actively seeking to purchase new armored vehicles this communication is intended to respectfully request that the following information be reviewed by the Police Commission and the Council Public Safety Committee. To fairly do this analysis the Armored Vehicle Training Bulletin must also be reviewed to ensure policy compliance and that the public's welfare, safety, civil rights, and civil liberties are being appropriately safeguarded prior to purchasing another Armored Vehicle.

The Armored Vehicle Training Bulletin (TB) IIIⁱⁱ, was rewritten by members of the Ad Hoc Committee from January to March 2021. Two of the members of that Ad Hoc committee included Commissioner Farmer and another current Ad Hoc member. The judge who oversees the Negotiated Settlement Agreement (NSA) ordered OPD to rewrite the policy after it was determined by the court's Federal Monitor that OPD's policy was insufficient and ineffective following OPD's use of the BearCat Armored vehicle as a shooting platform to shoot and kill a citizen named Joshua Pawlik. This incident resulted in OPD backsliding on multiple NSA tasks. Two of which are related to use of force. Multiple police officers were either disciplined or fired. A seven-figure police misconduct lawsuit was awarded to the victim's family that was paid for with taxpayer dollars. This is a seminal incident in OPD's misconduct history. This incident delayed OPD from completing its constitutional policing oversight requirements under the NSA.

Now is an appropriate time to conduct a review of the Armored Vehicle policy to ensure it is being followed while assisting with building trust with the Oakland public. Doing so will assist OPD with avoiding future misconduct-related incidents. The following list are areas of the Policy that are prioritized to be reviewed:

- Copies of the 2024 calendar year Operations Plans and Risk Assessment Overviews for pre-planned deployments and callouts. Reference: Armored Vehicle TB III page 3.
- A description of the source or documentation of credible intelligence received that calls for the use of an Armored Vehicle for all 2024 deployments and callouts. Reference: Armored Vehicle TB III page 3.

- Documentation detailing how vulnerable individuals, environmental factors, and situational elements are being considered. Reference: Armored Vehicle TB III page 3.
- Documentation showing how prohibited uses are being taken into account. Reference: Armored Vehicle TB III page 4. 1
- Copies of up-to-date Armored Vehicle operator qualifications and training certifications. Reference: Armored Vehicle TB III page 4.
- Screenshots of posts made to social media regarding the announcement of BearCat deployments. Reference: Armored Vehicle TB III page 6.
- Documentation of videos being generated in accordance with policy. Reference: Armored Vehicle TB III page 5.
- Copies of the 2024 calendar year after-action reports. Reference: Armored Vehicle TB III page 5.

***Subsequent to Commission and City Council actions taken on this 2024 Report, the Commission Ad Hoc Committee will under take this review of the Armored Vehicle Policy.**

NEXT STEPS

On Feb 27, 2024, the city council passed an ordinance requiring that OPD purchase guns from dealers who have no outstanding ATF violationsⁱⁱⁱ. Firearms crimes in Oakland decreased by more than 30% last year, according to OPD data, and are down even further so far in 2025. Yet OPD initially^{iv} proposed to *increase* its arsenal of assault rifles; this would intel additional personnel costs for training officers with the new rifles. This request occurs as the city is grappling with a significant fiscal crisis. The Commission recognizes the need to replace outdated and nonfunctioning equipment. The Ad Hoc Committee and Commission is supportive of OPD only directly replacing the current number of assault rifles and financing such though dollars coming from the Department's seized assets fund.

The Department purchases equipment throughout the year and seeks Federal and State grants for most of these purchases. In addition to the assault rifles, the Department is currently considering doubling of the number of drones in the Department. The Drone purchase would also intel a review from the Ethics Commission. Deeper review is needed of some of the Department's crowd control equipment that other agencies have declared too hazardous. ***Therefore, we also recommend that discussion of the complete list of equipment listed in OPD's Militarized Equipment Report inventory should be ongoing and not only conducted on an annual basis.***

OPD's Militarized Equipment Report lists a plethora of military weapons, cannisters, smoke grenades, armed vehicles, and some drones and robots. Much of this equipment shows very little use. Questions were raised about the fact that the preponderance of use took place without

warrant. The Ad Hoc was informed that most of the use of militarized equipment took place in the black and brown communities of East Oakland. *With militarized equipment primarily being used in black and brown communities, a significant racial disparity has been created as a result. Its presences are known to trigger people's trauma in neighborhoods that have a higher rate of children and adults with Complex Post Traumatic Stress Syndrome (C-PTSD), in which over-policing and tough-on-crime paramilitary tactics and practices play a role.*^v Department charts for the Bearcat primarily reflect its use in these communities as well. **Despite past decisions of the Commission and legislation^{vi} from the City Council, the Department is still in possession of the Bearcat and is contemplating purchasing two stepped-down versions of the Bearcat and a replacement Suburban for the one current Suburban the Department now has.**

Therefore, the Ad Hoc recommends the following considerations to the Council Public Safety Committee:

- A. That, as previously agreed by the Commission and the Council, that the Department be directed to **divest itself of the current Lenco G3 Bearcat and not replace it with another Lenco G3 Bearcat; but rather purchase two armored vehicle that are a step-down from the Bearcat when funds become available**; OPD is currently requesting 2 new Lenco Tactical SUV's (smaller bearcat).
- B. The City Council should determine that at this time, **OPD increasing its inventory of patrol rifles (assault rifles) does not meet State Law AB481 criteria for military equipment as necessary and cost-effective**, especially at a time of fiscal tightening, and decline to approve such an increase of assault rifles, if it should come forth again; Currently, OPD is seeking to only replace the 70 riffles in the current inventory.
- C. That the Commission and the Council Public Safety Committee, for each piece of equipment should consider (as detailed in AB481) whether or not,
 - (1) The military equipment is necessary because there is no reasonable alternative that can achieve the same objective of officer and civilian safety.
 - (2) The proposed military equipment use policy will safeguard the public's welfare, safety, civil rights, and civil liberties.
 - (3) If purchasing the equipment, the equipment is reasonably cost effective compared to available alternatives that can achieve the same objective of officer and civilian safety.
 - (4) Prior military equipment use complied with the military equipment use policy that was in effect at the time, or if prior uses did not comply with the

accompanying military equipment use policy, corrective action has been taken to remedy nonconforming uses and ensure future compliance.

- D. The Ad hoc also recommends that discussion of the complete list of equipment listed in OPD's Militarized Equipment Report inventory **should be ongoing and not only conducted on an annual basis.**
- E. Because of the intertwining jurisdictions and concerns of the City Council Public Safety Committee and the Police Commission, that the Chair of the Public Safety Committee and the Chair of the Commission meet on a regular basis.
- F. With the Annual Military Equipment Report 2024, the Ad Hoc and the Commission approves all items (Unmanned Aircraft Systems, Remote Controlled Ground Systems & Pole Cameras, a Armored Suburban, Mobile Command Vehicle, Community Resource Vehicle, Hostage Negotiation Vehicle, Explosive Breaching Equipment, Impact Munitions & Light Sound Incendiary Devices, replaced assault rifles, and Crowd Control Equipment), **only to direct replacement numbers; the commission recommends nothing is approved for replacement beyond equipment stock levels and that only direct replacement numbers is approved.**

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ⁱ <http://www.pnas.org/doi/10.1073/pnas.1805161115>

ⁱⁱ <https://public.powerdms.com/OAKLAND/tree/documents/2269007>

ⁱⁱⁱ https://library.municode.com/ca/oakland/codes/code_of_ordinances?nodeId=TIT2ADPE_CH2.10FIAMPRDI

^{iv} <https://bayareacurrent.com/oakland-cops-somehow-want-2-million-for-assault-rifles-drones-and-armored-vehicles/>

^v <https://www.cbsnews.com/sanfrancisco/news/hood-disease-inner-city-oakland-youth-suffering-from-post-traumatic-stress-disorder-ptsd-crime-violence-shooting-homicide-murder/>

^{vi} <https://www.oaklandca.gov/files/assets/city/v/1/boards-and-commissions/documents/opc/resolutions/resolution-21-04-phase-out-and-replace-bearcat.pdf>

Oakland Police MEU Purchase Request 2025

The Oakland police department is committed to the service and protection of the community we serve. We recognize that in the service and protection of our community, situations may occur that pose a significant threat to their safety.

In acknowledgment of these challenges, the Oakland Police Department maintains an armored vehicle and patrol rifles to foster an environment of de-escalation, with the aim of resolving incidents in the safest and least intrusive manner. The efficacy of armored vehicles has been demonstrated through their widespread adoption by most neighboring agencies (see Appendix B). Nonetheless, the lack of an armored vehicle option could potentially jeopardize officer safety, community member safety, and the agency's capacity to evacuate individuals securely during critical incidents.

The Department also recognizes that the presence of armored vehicles and patrol rifles may cause stress and concern in the community. In order to minimize these effects, the deployment and use of armored vehicles and rifles are strictly governed by policy, digitally tracked, and presented to the community annually to ensure it's efficacy of use. Armored vehicles are only to be deployed in critical incidents where persons may be armed, explosives may be present, or under disaster response, and must have approval from a lieutenant or higher-ranking authority. Armored vehicles are strictly prohibited from being deployed for routine operations, patrol, recruitment, or promotional activities. Authorization of an armored vehicle is only approved to bring potential critical incidents or rescues to a safe conclusion (Training Bulletin III -P.04 Armored Vehicles).

In 2021, in partnership with the Oakland Police Commission, the involved parties agreed to a non-binding agreement where the Oakland Police Department would consider alternatives to the 2008 Lenco Bearcat model G3. Through significant research and consideration, the Department's subject matter experts have identified the following alternative:

- The Lenco Tactical (Bearcat) SUV meets the minimum standards for officers to more safely engage persons during critical incidents or effect exigent rescues. And it does this with a "Low-profile", less conspicuous design. The vehicle sits on a Ford F-550 chassis, utilizes a highly reliable 6.7L Turbo-Diesel, maintains high ballistic protection similar to a G3, and has a vertical emergency escape (Rescue) hatch. The vehicle is priced at about \$435,000.00 (See Appendix A). A funding source has not been identified at this time. Upon approval, the department will seek out a funding source.

Because the Lenco Tactical SUV has a capacity of 6 operators, opposed to the Department's current 2008 Lenco G3 Bearcat, which holds up to 12 operators, the City would need two Tactical SUVs to maintain current operational capacity. It would also allow the agency to better logistically deploy, as there would be one stationed on each side of the city (PAB and Eastmont sub-station).

To address the need for a less intrusive replacement for the department's current armored vehicle, we (OPD) recommend acquiring two Lenco Tactical SUVs. These vehicles will provide the same operational capabilities as the Lenco Bearcat Model G3 while reducing negative community perceptions and ensuring the highest level of safety for both officers and community members during critical incidents.

Why Police Agencies Have Patrol Rifles

The AR-15 long rifle is one of the most common patrol rifles used by law enforcement, including the Oakland Police Department, in the U.S. It fills a critical gap between the traditional handgun and the shotgun. Here's why:

1. Accuracy and Range

- A handgun is effective at close distances (under ~25 yards), but police sometimes face threats at much greater ranges—like suspects shooting from a distance in open areas, school hallways, or rooftops.
- Rifles, including the AR-15 platform, allow officers to engage accurately out to hundreds of yards, reducing missed shots and minimizing danger to bystanders.

2. Precision vs. Over-penetration

- Shotguns with buckshot spread pellets, which can hit unintended targets in crowded environments.
- Handguns may require multiple shots to stop a threat.
- A rifle with the right ammunition can be more precise and—contrary to common belief—less likely to over-penetrate walls compared to handgun rounds.

3. Officer Safety

- Criminals increasingly acquire rifles illegally.
- If suspects are better armed than officers, it discourages quick intervention and increases casualties.
- Rifles in patrol cars ensure officers aren't outgunned while waiting for SWAT.

4. Stopping Power Against Armed Suspects

- Handguns may not penetrate body armor or barriers effectively.
- The 5.56mm or .223 caliber round fired by AR-15s can penetrate soft armor and car doors, which are often used by armed criminals for cover.
- This gives officers a tool to neutralize heavily armed attackers who may otherwise outgun them.

5. Response to Mass Shootings and Terror Threats

- Many high-profile active shooter and terrorist incidents have involved rifles (e.g., Sandy Hook, Uvalde, San Bernardino, Las Vegas).
- If police only have handguns or shotguns, they are at a severe disadvantage against attackers with rifles.
- Having patrol rifles assists in equalizing the capabilities and facilitates more rapid and secure interventions.

Consequences if the Oakland Police Department did not have rifles

1. Being Outgunned in Critical Incidents

- A handgun-equipped officer facing a rifle-armed attacker is at a severe disadvantage in range, accuracy, and firepower.
- This could delay police intervention in active shooter events, leading to more civilian deaths.

2. Reduced Ability to Stop Active Shooters Quickly

- In the absence of rifles, officers might need to await the arrival of SWAT teams equipped with more substantial weaponry.
- Even delays lasting just minutes can result in many additional casualties.

3. Higher Risk to Bystanders

- Using only handguns or shotguns in high-pressure situations increases missed shots or unintended injuries.
- Rifles allow more controlled, precise engagement.

4. Morale and Deterrence

- Officers might feel unprepared to handle contemporary threats, which can decrease their confidence and morale.
- Criminals aware that police lack rifles might act more boldly.

5. Liability and Public Backlash

- If officers are unable to apprehend an attacker due to insufficient equipment, the Department and the City could encounter legal and public scrutiny.
- Families and communities anticipate that law enforcement agencies are adequately equipped to address foreseeable threats.

Balanced Considerations

The advantage of the patrol rifle is enabling officers to respond more swiftly and effectively to high-threat situations.

The Oakland Police Department requires patrol rifles due to their superior accuracy, extended range, increased stopping power, and their role in safeguarding both officers and the public in scenarios where handguns or shotguns are insufficient. The absence of such equipment could result in officers being outgunned, impede timely life-saving interventions, and lead to a higher number of casualties in instances of mass shootings or armed confrontations.

The Oakland Police Department is currently seeking solely to replace, rather than expand, its existing stock of seventy patrol rifles, which are approaching the end of their operational lifespan. The department has identified the Daniel Defense DD4 M4A1RIII as an appropriate substitute for the current firearms (See Appendix C). Daniel Defense is recognized as a leading industry manufacturer renowned for its reliability, durability, and accuracy, and is extensively adopted by law enforcement agencies nationwide.

The department has identified potential asset forfeiture funds allocated to the Oakland Police Department that would fully cover this purchase once approved.

Appendix A

Lenco Tactical SUV:



- Low-profile design
- Mil-Spec steel armor construction
- High-ballistic, multi-hit protection
- Custom-modified Ford F-550 chassis
- 6.7-liter turbo diesel V-8 engine
- 4x4 transmission
- Modular floor plan seats 8 fully-equipped officers or 6 VIP passengers
- Can be configured with bucket, wall-mounted, or swivel chair seating options
- Designed for quick entry and egress
- Customizable shelving and weapons storage
- Tactical features include gun ports, police LED lighting, and siren, PA system

Appendix B

Local Agencies That Also Possess Armored Vehicle(s)

1. Alameda County Sheriff's Office: 1
2. Hayward PD: 1
3. San Leandro PD: 1
4. San Mateo Sheriff's Office: 1
5. Santa Clara PD: 1
6. Santa Clara Sheriff's Office: 1
7. San Jose PD: 1 MRAP 2 Bearcats
8. Solano County Sheriff's Office: 1
9. Fairfield PD: 1
10. Contra Costa County Sheriff's Office: 2
11. San Francisco PD: 1

Appendix C

Patrol Rifle Replacement Quote:

 LC ACTION POLICE SUPPLY 1088 N FIRST STREET SAN JOSE CA 95112 TEL: 408 294-2677 • FAX 408 294-6444 EMAIL: Kyle@LCAction.com	QUOTATION Date Aug-07-2025
STATE OF CA SBE CERTIFICATION # 1017260	
To: THOMAS THURSTON OAKLAND POLICE DEPT EM: TThurston@oaklandca.gov PH: (510) 851-0345	Ship To:

CUST#	QUOTED BY	EST. DELIVERY	F.O.B.	TERMS	
	KYLE MILLER			NET 30 + TRADES	
QTY.	DESCRIPTION			PRICE	TOTAL
70	DANIEL DEFENSE DD4 M4A1RIII 14.5" PINNED & WELDED BLK 02-191-10613-047			1861.32	130292.1
70	DANIEL DEFENSE ROCK & LOCK IRON SIGHT SET FRONT & REAR 19-088-09116			123.72	8660.61
70	AIMPOINT Micro T-2 (2 MOA, AR15-ready, LRP Mount/39mm spacer) 200198			850.77	59553.90
70	MAGPUL MS4® Dual QD Sling GEN2 #MAG518			49.79	3485.30
70	MODLITE OKW-18350 Complete Light Black OKW-350-WML-BLK			245.52	17186.40
70	arisaka-defense-offset-scout-mount-m-lok OSM-M			42.68	2987.60
1	SALES TAX ON NEW ITEM SUBTOTAL @ 10.25%			22772.01	22772.01
					0.00
70	TRADE IN COLT CR6920 16" .223 / 5.56 SEMI-AUTO RIFLE COMPLETE / WORKING			-390.00	-27300.00
					0.00
					0.00
					0.00
					0.00
					0.00
					0.00
Notes:				SUBTOTAL	\$217,637.99
				SHIPPING	0.00
				TOTAL	\$217,637.99

Date: 10/9/25

Armored Personnel Carriers

By: Alternate Commissioner Omar Farmer, on behalf of Ad Hoc Chair
Wilson Riles and the Militarized Equipment Ad Hoc Committee

Email: ofarmer@oaklandcommission.org

Table of Contents

- **Overview**
- **Timeline**
- **Synopsis**

OVERVIEW

Two-Step Replacement Process

A Successful BearCat Replacement Involves:

(1) Agreement on a vehicle/s.

Note: In 2021, OPD presented 3 vehicle options for the OPC to choose from. In 2025, OPD only provided 1 option for them to choose from and declined to provide additional options.

(2) Funds identification to purchase the vehicle/s.

Note: Since City Council also created a Resolution that supported replacing the BearCat in 2021 they may assist with identifying a funding source.

9.65.020 – Acquisition & Use of Controlled Equipment

(A) Restrictions Prior to Submission and Approval

(2) OPD shall not accept funding for, acquire, or use Controlled Equipment without the review and recommendation, by the OPC, and approval, by City Council, of a Controlled Equipment Impact Report and a Controlled Equipment Use Policy submitted pursuant to this Chapter.

(3) OPD shall not seek or apply for state, federal or private funds or in-kind or other donations for Controlled Equipment without prior review and approval by the OPC at a noticed meeting. OPD may seek such approval here without submitting an Impact Report and/or a Controlled Equipment Use Policy, by informing the OPC of the needs for the funds and/or equipment, or otherwise justifying the request.

City Council Ordinance No. 13657

9.65.020 – Acquisition & Use of Controlled Equipment

(C) Criteria for Police Commission Recommendations.

(1) The Police Commission shall only recommend approval of a request to fund, acquire, or use controlled equipment pursuant to this chapter **if it determines ALL of the following:**

- (a) The controlled equipment is needed despite available alternatives.
- (b) The controlled equipment use policy will safeguard the public's welfare, safety, civil rights, and civil liberties.
- (c) The use of controlled equipment will be based on minimizing disproportionate impacts to members of the public based on their race, national origin, religion, sexual orientation, gender, gender identity, political viewpoint, or disability.
- (d) The use of controlled equipment is the most cost-effective option among all available alternatives.

Militarized Equipment Ad Hoc Members

OPC

- Wilson Riles
- Samuel Dawit
- Omar Farmer

Community

- Tuan Ngo
- John Lindsey Poland
- Jennifer Tu
- Stephen Geist
- Ericson Amaya

OPD

- Capt. Perez
- A/Lt. Gonzales
- Kimatakaya Joseph
- Lt. Daza-Quiroz
- Capt. Febel
- Lt. Toribio

TIMELINE

2008

- Prior to 2008 there were not more use of force instances where officers were more in danger. Since then, having a BearCat has not improved officer injury or mortality statistics.
- OPD purchases the BearCat armored vehicle with Urban Areas Security Initiatives grant funds. No community input is sought out or received prior to the purchase or afterward.
- Historically, the funds were made available in the wake of the 9/11 terrorist attacks. Resources made available due to extreme situations should not dictate for the long term how law enforcement conducts routine operations.

Current BearCat

Attachment 1



2018

- OPD uses the ceiling hatch of the current BearCat to shoot and kill a person named Joshua Pawlik.
- The NSA Federal Monitor concluded that OPD inappropriately used the BearCat ceiling hatch as a “shooting platform” during the incident rather than for cover or concealment as it’s designed.
- Consequently, OPD fell out of compliance with at minimum NSA Use of Force Tasks 24, 25 due to using the excessive force among other things. This incident set OPD back several years on achieving their court mandated constitutional policing reforms.

Joshua Pawlik Killing

Ceiling Hatch Used as a “Shooting Platform”



2019

- Five OPD officers are fired as a result of the Pawlik killing. Ultimately, their firing was overturned on appeal but a life was still lost and excessive force still occurred.
- While you can't quantify the loss of a human life, the Pawlik family receives a \$1.4M payout from their misconduct lawsuit due to OPD's actions. The funds are paid out of taxpayer dollars not OPD's budget which is standard procedure.
- During the Juneteenth festival at Eastmont Mall residents complain via Facebook about the BearCat being used for public relations purposes. Some state that it triggered their trauma in a popular local Facebook post.

2019 cont'd

- At the June 27th OPC meeting Captain Randall Wingate of OPD made a presentation requesting for a second BearCat. He stated that: the BearCat “ was in the shop more often than not.” When it’s in the shop there are no statistics showing that officer safety statistics decrease.
- At that meeting OPD shared data showing it was “in the shop” for approximately 150 days throughout the current or previous year. Making it available for around half of the year.
- The OPC concluded they would not approve the purchase of a 2nd BearCat.

2020

- The Federal Court gives OPD a “Minute Order” to create an Armed and Unresponsive Persons policy due to the Joshua Pawlik killing. The first of its kind nationwide to address the scenario that led to his killing.
- The Federal Court gives OPD a “Minute Order” to revise its Dedicated Arrest Team policy to bring it up to date and to address specific local issues found during the Joshua Pawlik incident.
- The Federal Court gives OPD a “Minute Order” to revise its Armored Vehicle policy to bring it up to date and to address specific local issues found during the Joshua Pawlik incident.

2021

- The Reimagining Public Safety Task Force creates a recommendation to replace the BearCat that receives unanimous support from residents from every district and every public safety Commission in Oakland.
- At a Militarized Equipment ad hoc community meeting residents provide a significant number of complaints about the BearCat and state how it's a traumatic presence in their lives.
- Consequently, City Council creates a Resolution recommending the prioritization of the BearCat's replacement. OPD states that they can work with Council to identify a funding source due to the need to replace it.

2021 cont'd

- Residents and community based organizations create a petition to retire the BearCat and submit it to the OPC.
- Residents complain about the “overtly militarized appearance” of the BearCat and it’s reckless history. OPD and the OPC agree to a Resolution to divest itself of the current BearCat and any future ones within the next 12-18 months.
- OPD presents 3 non paramilitary armored vehicle options for potential purchase to the OPC that they say would satisfy “the Department’s needs for sufficient protective capacity, sufficient storage capacity, and the community’s need for police equipment that can be accepted as appropriate for use by civilian law enforcement agencies.”

The armored ambulance is stated to be OPD’s primary option. OPD stated for the OPC to pick the vehicle from the options provided.

2021 – OPD Search Criteria

- Ballistic Protection- rifle rated (level IV / .50 Cal)
- Storage Capacity (ability to transport a team of 8 members)
- Durable (vehicle should be heavy and able to withstand minor to moderate collisions)
- Height (ability to provide better perspective from above)
- Ability to navigate different and broken terrain (4WD)
- Does not have an overtly militarized appearance

Previously Proposed – Passenger Bus



- Heavy duty Ford F-550 truck chassis
- 4x4
- NIJ IV Armoring
- Subdue pop-up roof hatch that rotates 360 degrees
- 360 Camera System

Previously Proposed – Armored Ambulance



- Heavy duty Ford F-550 truck chassis
- 4x4
- NIJ IV Armoring
- Subdue pop-up roof hatch that rotates 360 degrees
- 360 Camera System

Previously Proposed – Cash In Transit



- Heavy duty Ford F-550 truck chassis
- 4x4
- NIJ IV Armoring
- Subdue pop-up roof hatch that rotates 360 degrees
- 360 Camera System

2025

- On May 6th the ad hoc convened and OPD initiated their request to purchase two new BearCat vehicles.
- On July 21st OPD shared via email that they'd like to purchase the BearCat SUV model.
- On Aug 19th OPD stated they don't have a funding source to purchase any BearCat vehicles.
- The ad hoc met nine times from May to Sept 23rd. Much of the discussion revolved around OPD's desire to purchase two new BearCats. The ad hoc will continue to meet.

Currently Proposed – BearCat SUV

Attachment 1



Currently Proposed – BearCat SUV



Approximately \$500k in 2025

Previously Proposed – Passenger Bus



- Heavy duty Ford F-550 truck chassis
- 4x4
- NIJ IV Armoring
- Subdue pop-up roof hatch that rotates 360 degrees
- 360 Camera System

Approximately \$360k in 2021

Previously Proposed – Cash In Transit Vehicle



- Heavy duty Ford F-550 truck chassis
- 4x4
- NIJ IV Armoring
- Subdue pop-up roof hatch that rotates 360 degrees
- 360 Camera System

Approximately \$319k in 2021

Previously Proposed – Armored Ambulance



- Heavy duty Ford F-550 truck chassis
- 4x4
- NIJ IV Armoring
- Subdue pop-up roof hatch that rotates 360 degrees
- 360 Camera System

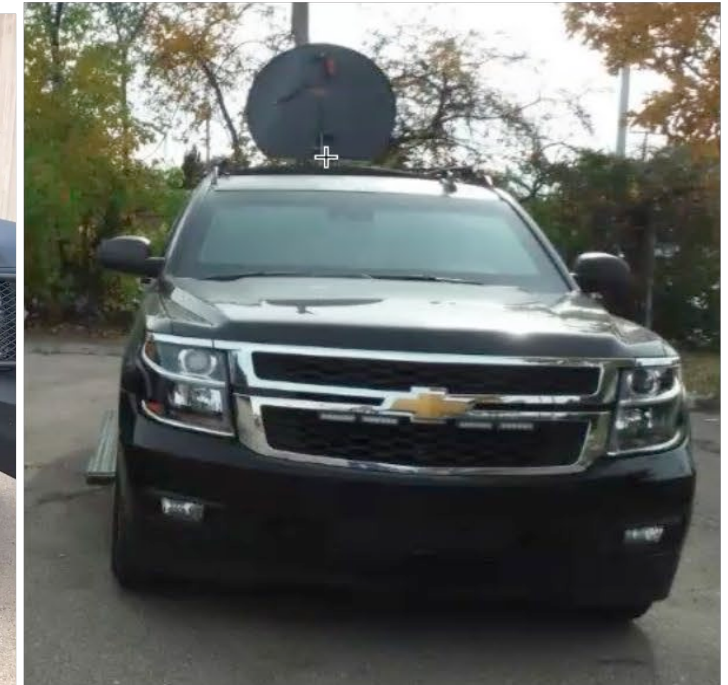
Approximately \$350k in 2025
Approximately \$288k in 2021

National Institute of Justice Standards Levels of Protection



Non Paramilitary Armored Vehicles

Attachment 1



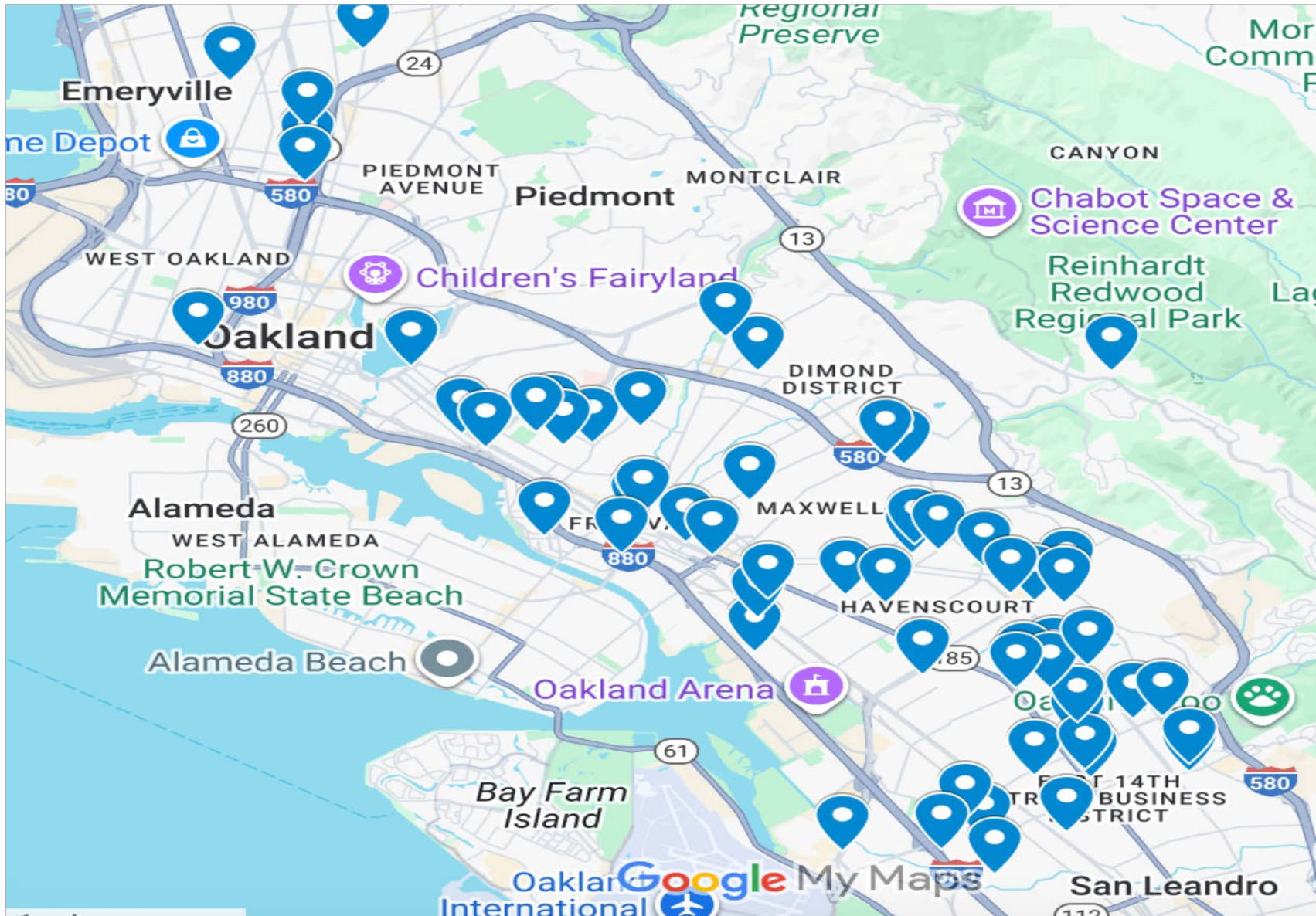
SYNOPSIS

Impact Assessment

- **Operational requirements:** Is a BearCat required despite available alternatives? Is a paramilitary appearance required? Has use of the BearCat become too normalized?
- **Optics and community safety:** Historically, how has the BearCat been used to safeguard the public's welfare, safety, civil rights, and civil liberties?
- **Racial and neighborhood disparities:** Does use of a BearCat disproportionately impact certain groups, neighborhoods, or nationalities?
- **Option and cost analysis:** Is purchasing a new BearCat the most cost-effective option?
- **Officer safety:** Have safety statistics for officers improved since having a BearCat? Has the BearCat ever been hit with ballistics?

64 BearCat Deployments 2024

Attachment 1



The most frequently used type of militarized equipment.

Accountability Concerns

- **Ignoring meaningful community input:** OPD states they get nothing but positive feedback from the community despite it's well documented problematic history.
- **Policy violations:** OPD was ordered by the Court to create a new Armored Vehicle policy that would better safeguard the public however, they aren't fully following those aspects of the policy.
- **One-sided perspective:** OPD states they'd like to find middle ground but currently have only proposed BearCats'. This contradicts their responsibility to base their decision on public input.
- **Lack of fiscal transparency and responsibility:** the average annual operational, preventative, and corrective maintenance costs of operating the BearCat are unknown. The BearCat has cost taxpayers at minimum over \$2M in operations, maintenance and misconduct costs since 2008.
- **Breach of contract:** OPD states to want to improve community police relations but decline to honor their previously made community-police agreement to divest themselves of the current BearCat and any future ones.

Wellness Considerations

- **Hypervigilance effect:** reinforces a warrior mindset instead that of a guardian while potentially triggering officers with PTSD into an unhealthy mindset and situation.
- **Community partnership toxic:** reinforces an us (OPD) vs them (residents) mentality which stresses and sabotages community relationships instead of building trust.
- **Risks to physical & psychological well-being:** militarized appearances are physically intrusive and are meant to emotionally overwhelm residents. BearCats may also escalate situations on both sides rather than deescalate them. It was literally used as a shooting platform in the killing of a resident. Countless residents state that it triggers their trauma.
- **Disproportionate impacts:** used primarily in frequently policed East Oakland affecting the quality of life of primarily Black and Brown residents in one area of the city.
- **Detrimental to public welfare:** many residents and families not involved are also psychologically and emotionally affected. The use of paramilitary equipment makes OPD appear more like an occupying force rather than as a public safety service.

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STATMENET OF THE OAKLAND POLICE COMMISSION

I. Introduction

At its last Case Management Conference (CMC), this Court emphasized that compliance with the terms of the Negotiated Settlement Agreement (NSA) will necessitate a change in the culture of the Oakland Police Department (OPD or the Department). According to the Court, this “culture change [will] require[] strong leadership at all levels. Executive leadership has to drive culture. The culture cannot drive the leadership.” (CMC Transcript at 7:3-6 (July 11, 2025)). The Court’s words are more important now than ever. With the recent departure of Chief Floyd Mitchell from the Department and the Oakland Police Commission preparing the search for his replacement, Oakland must find the kind of Chief willing to take ownership of the task of repairing a decades-long culture that, when faced with officer misconduct, wrongly labels corrective disciplinary action as “weaponization” and “punishment.”

Oakland voters overwhelmingly approved Measure LL which established the Oakland Police Commission (the Commission) to serve as an engine of reform within the Department. Composed of a governing body of Commissioners, the Community Police Review Agency (CPRA or the Agency), and the Office of the Inspector General (OIG) (which was created via Measure S1) (collectively the Commission), the Commission was created, not only to ensure effective *external* review of the OPDs disciplinary process, but to step in and function as the primary oversight vehicle once the Department reaches compliance with – and exists from – the NSA. The Commission is therefore committed to an enduring change in culture within the Department that will result in long-term compliance beyond the lifetime of the NSA. Three factors are critical to accomplishing this goal: (1) the Commission’s continued effective and productive relationships with key City and community stakeholders, including the Oakland Police Department and an independence OIG; (2) final transfer of the Department’s Internal Affairs Bureau investigative functions to CPRA; and (3) the City’s commitment to secure and defend the kind of independent civilian oversight that will cement constitutional policing within the core of the Department.

II. Constructive Independent Oversight in Action

In recent months, the Commission’s role in overseeing the Department’s policies and

Commented [A1]: “beginning the transfer of IAB to CPRA and standardizing the disciplinary process” (RGA)

1 procedures has been spotlighted in Oakland. Amidst community criticism of certain OPD proposals
 2 and the Commission/Department relationship, the Commission has worked diligently with the
 3 Department to review, revise, and to prepare to implement a number of OPD policies.

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4 At a recent Commission meeting, the Department's liaison to the Commission
 5 described how both bodies have worked hand-in-hand in the last year to collaborate – even in the
 6 face of disagreements – and refine policies to resolve challenges. The Commission consulted with
 7 the Department on a proposal to revise OPD Special Order 9214 (Use of Force Investigation
 8 Timelines). According to OPD the policy, as it stood, resulted in an administrative burden for
 9 Captains and Sergeants. Via efforts mostly invisible to the public, this consultation resulted in an
 10 OPD request for policy modification that received unanimous Commission approval. The newly
 11 revised policy has been said to have helped tremendously in reducing officer requests for extensions
 12 and in eliminating duplicative reporting - which in turn put more officers on the street while
 13 lowering the need for overtime. This policy revision exemplifies how the Commission collaborates
 14 with the Department to alleviate unnecessary restrictions while ameliorating effective policing.

15 Despite public concerns that OPD policing practices targeted residents of certain races,
 16 until recently, Department policy addressing racial profiling was severely outdated, having
 17 sat untouched for well a decade. The Commission's independent Office of the Inspector General
 18 (OIG) is responsible for program and performance-based audits, evaluations, and inspections. As
 19 part of its Charter authority, the OIG reviewed Department General Order M-19 (Prohibition
 20 Regarding Racial Profiling and Other Race-Based Policing) to identify gaps in the primary
 21 document for outlining the Department's commitment to fair, equitable, and unbiased service. Upon
 22 examination, the OIG offered six substantive recommendations for improvement (along with three
 23 additional consideration points). The Commission's Racial Profiling Ad Hoc (made up of
 24 Commissioners, OPD staff, and a member of the public) accepted the IG's report, then crafted a
 25 policy update for the Department's Manual of Rules and a Cultural Accountability Statement that
 26 acknowledged OPD's documented link between profiling and harassment of people of color and
 27 modern policing. Endorsed by the full Commission, the policy updates were recently approved by
 28 the Chief. The revised policy demonstrates how the independent OIG, the Commission governing

body, and OPD can coordinate to align Department policy with national standards for constitutional policing; improve consistency of policy implementation; and increase accountability for officer actions – all of which will advance OPD’s compliance with the NSA.

Finally, as the Court is aware, soon after [former] Chief Mitchell assumed his post, the City Council referred the OPD’s General Order J-4 Policy on Vehicle Pursuits (commonly known as the OPD Pursuit Policy) to the Commission for review and recommendation. After the Commission Ad Hoc recommended no changes to the Policy, Chief Mitchell, elected officials, and the Oakland community became more involved in the process, until the Chief himself proposed specific modifications to the Pursuit Policy. After discussion with the Chief and the receipt of significant community input, the Commission reached agreement with the Department and voted to approve the Chief’s modifications to the Pursuit Policy. Despite efforts to describe the Department and the Commission as foes, the unanimous vote demonstrated that the Commission can cooperate with the Department to reach a resolution on pivotal matters.

In establishing relationships with key stakeholders, the Commission’s efforts reach beyond collaborations with the Chief. Commission leadership has attended officer line-ups to advise that the Commission supports the Department, ensure officers that Department command staff conveys officer concerns to the Commission, and to dispel misconceptions (such as that the Commission is against or “out to get” officers) that instill mistrust in OPD officers. Fostering connections with officers enables officers to see that Commission oversight is not anti-law enforcement and to embrace the practices associated with cultural change. The Commission has engaged in improved coordination with City leadership such as attending twice-monthly Core NSA Group meetings. These recurring meetings permit the members to discuss and coordinate around outstanding NSA Tasks, strengthening communication about the Department in general and the status of NSA Tasks. Commission leadership’s participation in Independent Monitor Team site visits similarly provide insight into the specific areas in which the Department can fine-tune its work to comply with the remaining NSA tasks. All of these efforts on the part of the Commission advance the Department toward the goals of cultural change, NSA termination, and sustained compliance post-federal oversight. |

Commented [A3]: Potentially add IG skelly hearing attendance. (IG)

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1 **III. The Work of CPRA, the Investigative Agency That Polices the Police**

2 The Community Police Review Agency (CPRA or the Agency) investigates citizens'
3 allegations of misconduct against sworn OPD officers. As an impartial body outside OPD, CPRA's
4 determinations are independent of Department influence. CPRA is Oakland's go-to agency to guard
5 against the unmistakable conflict associated with having the Department police itself. Along with
6 the further transfer of OPD's Internal Affairs Bureau duties, CPRA continues to tackle other issues
7 to enhance CPRA's ability to hold accountable any officer or Department leader that engages in or
8 conceals misconduct.

9 Adopted in 2018, Oakland's City Ordinance No. 13498 (Municipal Code Chapter 2.45.070)
10 requires the Commission, in coordination with CPRA and the Chief of Police, to establish a
11 mediation program. After overcoming numerous obstacles and delays, on September 25, 2025,
12 CPRA presented a mediation plan to the Commission, which unanimously approved the Mediation
13 Policies and Procedures. The Mediation Program will offer community members and police officers
14 the option to mediate complaints *for which officer discipline is not a proposed outcome*. Founded
15 on restorative justice principles and administered by CPRA, the program's goal is to further
16 improve communication and cooperation by providing citizens the opportunity to meet with OPD
17 officers and discuss individual complaints in an open, non-confrontational environment.

18 In addition, CPRA remains focused on collaborating with OPD on the transfer of OPD's
19 Internal Affairs Bureau (IAB) duties to CPRA. In April 2025, an independent consultant completed
20 its report on the transition. Transferring certain IAB investigative duties to CPRA will reduce costs
21 to the City while enhancing the independence of the investigative and disciplinary processes.
22 CPRA's additional objectives include improving the efficiency and effectiveness of the OPD
23 discipline process (including a reduction in the completion of *Skelly* hearings), developing strategies
24 for compliance with NSA Task 2 (Timeliness in IAB Investigations), resolving inconsistencies in
25 discipline within the Department (NSA Task 45), and increased quality of investigations. Each of
26 these goals is crucial to instilling long-term confidence in the City's ability to manage the
27 investigative process and to impose appropriate discipline, where necessary, both now and once the
28 Department is no longer subject to judicial oversight.

1 Along these lines, CPRA and the Commission have cooperated with the City to build
 2 the internal capacity necessary for the transfer of additional IAB obligations. Full CPRA staffing
 3 requires no fewer than 17 permanent employees of which (according to the City Charter) at least 7
 4 must be investigators. In the second quarter of 2025, CPRA staff consisted of just 7 permanent
 5 employees and 3 contract employees with only 3 investigators. This short-fall remained even after
 6 Interim Director Lawson agreed to cut the position from which he'd been elevated to Interim
 7 Director in order to forestall further cuts to investigative staff. The new mayoral administration has
 8 however more than doubled CPRA's budget, allowing the Agency to begin recruiting and hiring
 9 new staff which include Project Manager to assume IAB transition tasks. Only a fully staffed CPRA
 10 can provide accountability and independent, unbiased investigations of alleged police misconduct.

11 IV. External Pressures on Commission Stability

12 In the realm of Oakland administrative bodies, the OPC is a fairly new Commission. In its
 13 eight years of operation, the all-volunteer Commission has struggled with setting up new systems,
 14 ever-decreasing support staff, and repeated slashes to its budget. In the past, dissension among
 15 Commissioners hindered the efforts of the oversight body and its CPRA and OIG arms. Recent
 16 Commission Chairs and Commissioners, however, have made sizable strides in developing
 17 Commission cohesion. Under current OPC leadership, Commissioners have solidified these positive
 18 working relationships within the organization (including with CPRA and OIG and extending
 19 outward to the [former] Chief of Police and the Department) resulting in the most productive and
 20 effective Commission to-date.

21 Although the Commission has worked relentlessly in the face of numerous attacks and
 22 labored under City budget reductions, the continuity of its current success is again under threat. An
 23 oft-repeated narrative blames independent oversight of the OPD disciplinary process for crime
 24 levels within Oakland. Uncontradicted by some City officials, these falsehoods jeopardize the
 25 Commission's present and future ability to function effectively. Most recently, after much review,
 26 the OPC Selection Committee unanimously approved current Chair Ricardo Garcia-Acosta and
 27 Alternate Commissioner Omar Farmer for reappointment to their present Commission positions.
 28 Nonetheless, under the guise of concern about candidate recruitment and qualifications, the City

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Commented [A9]: Quorum issue (CL)

1 Council rejected their reappointments. The Selection Panel was asked to renew the months-long
 2 process of recruiting and interviewing new candidates, with Councilmembers committing to
 3 perform outreach and with one councilmember stating that they are coordinating with officers to
 4 identify OPD-“friendly” commissioners.

5 These assaults on Commission membership coincided with other overt attempts to
 6 disrupt Commission business. Unbeknownst to the Commission, verified and credible threats had
 7 been made to the safety of the Commission, resulting in an increased law enforcement presence at
 8 Commission meetings. Once already, these safety concerns have left the Commission without a
 9 quorum to conduct Commission business. Unfortunately, the failure to approve reappointment of
 10 two members of the most effective Commission yet has gone far in validating the anti-Commission
 11 climate. Without support from *all* City officials that demonstrates a commitment to independent
 12 civilian oversight that can quell anti-Commission harassment, the City could face a challenge in
 13 recruiting and maintaining volunteer commissioners.

14 Per the City Charter, the Commission plays a critical role in hiring a new Oakland’s Chief of
 15 Police. In light of Chief Mitchell’s departure, the Commission has begun the process necessary to
 16 recruit a qualified applicant pool for interviewing and presentation of select candidates to Mayor
 17 Barbara Lee. Efforts to upset Commission-functioning are attacks not only on the task of identifying
 18 a successor Chief of Police but on the greater goal of implementing effective and enduring
 19 independent oversight. Now more than ever, the Commission’s stability is fundamental to that
 20 project. The City’s failure to vociferously defend its designated independent police oversight
 21 governing body will undermine the continued success of the current Commission and risk decreased
 22 compliance with the NSA or a short-lived exit from the agreement.

23 **V. Conclusion**

24 The Commission’s primary goal is to transform OPD culture by promoting accountability
 25 and fairness through appropriate Department policies and equitable disciplinary actions. Through its
 26 ad hoc committee efforts and its independent OIG and CPRA branches, the Commission has made
 27 significant headway in working with the Department in revising OPD policies to make
 28 constitutional policing an efficient and manageable practice. The Department should not be

1 distrustful of civilian investigative oversight and any discipline that results from officer
 2 misbehavior; yet within OPD and parts of City government the fallacy persists that officer
 3 accountability for misconduct is punitive and anti-law enforcement, rather than a welcome
 4 expression of transparency and the desire for betterment. Despite financial challenges, lack of
 5 support, and recent intimidation, the Commission remains intent on the mission set before it by the
 6 Oakland community: to serve as the standard-bearer for advancing constitutional policies and
 7 practices within Oakland law enforcement. The Commission looks forward to meeting the challenge
 8 of locating a Chief of Police committed to continued partnership with the Commission to further
 9 improve Department culture to accomplish that goal.

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 12 Respectfully Submitted,

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 15 Ricardo Garcia-Acosta
 16 Chair, Oakland Police Commission

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 18 Omar Farmer
 19 Chair, NSA Ad Hoc Committee
 20 Alternate Commissioner, Oakland Police Commission

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 22 NSA Ad Hoc Committee Members:
 23 Shawana Booker, Vice Chair, Oakland Police Commission
 24 Antonio Lawson, Executive Director, Community Police Review Agency
 25 Zurvoyn Maloof, Inspector General, Oakland Police Commission
 26 Mariano Contreras, African American-Latino Action Alliance
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OAKLAND POLICE COMMISSION

REGULAR MEETING MINUTES

July 24, 2025

City Hall Council Chambers (1 Frank H. Ogawa Plaza, Oakland)

I. Call to Order, Welcome, Roll Call, and Determination of Quorum: (5:45 PM)

Chair: Ricardo Garcia-Acosta

Roll Call: Vice Chair Shawana Booker, Commissioners Wilson Riles, Shane Williams, Angela Jackson-Castain

- *Elevated to Commissioner: Alternate Commissioner Omar Farmer*
- *Excused: Commissioner Dawit*

II. Closed Session

Topics:

- PUBLIC EMPLOYEE APPOINTMENT (Government Code Section 54957(b)) Title: Inspector General
- Existing Litigation: *Delphine Allen et al. v. City of Oakland, et al.*, N.D. Cal No. 00-cv-4599-WHO
- Public Employee Discipline/Dismissal/Release

No Readout from Closed Session

III. Redetermination of Quorum and Read-Out from Closed Session

Chair: Ricardo Garcia-Acosta

Roll Call: Vice Chair Shawana Booker, Commissioners Wilson Riles, Shane Williams, Angela Jackson-Castain

- *Elevated to Commissioner: Alternate Commissioner Omar Farmer*
- *Excused: Commissioner Dawit*

IV. Open Forum Part 1

- Open forum for public comments on non-agenda items related to the Commission's work.

Public Comments: (none)

V. PUBLIC FORUM HEARING

Topic: Oakland Police Commission's Special Budget Hearing Pertaining to the Oakland Police Department / Mayor's Budget - 7/24/25

Key Topics: Wellness Program, Overtime, Staffing, Reimbursable OT, Civilianization, Officer Health

Commissioner Leads: Chair Garcia-Acosta, Vice Chair Booker, Commissioner Williams, Alternate Commissioner Farmer, Commissioner Riles, Commissioner Jackson-Castain, Commissioner Dawit (excused absence)

OPD Representatives: Deputy Director Kiana Suttle, Budget Manager LaRajia Marshall, Deputy Captain Lisa Ausums.

The 2025/2026 & 2026/2027 fiscal year budget process has been particularly complex, with significant shifts in priorities and multiple proposed budgets presented throughout. Departments responded to evolving information and fiscal constraints, advocating for or against various funding scenarios.

Despite these efforts, fixed limitations on available funding impacted all departments. The Commission is now in a position to provide feedback that may inform future recommendations or, where feasible, adjustments to the adopted budget.

In accordance with Oakland City Charter §604(b)(7), the Police Commission is responsible for reviewing the Mayor's proposed budget to determine whether allocations for the Oakland Police Department align with the Department's policies, procedures, customs, and General Orders. The Commission is required to conduct at least one public hearing per budget cycle and must forward any budget recommendations to the City Council for change.

Oakland Police Department – Budget Overview | LaRajia Marshall's Budget Hearing Presentation | Fiscal Years 2025–2026 and 2026–2027

Presentation Highlights

Total Department Allocation (All Funds)

- FY 2025–2026: \$38 million
- FY 2026–2027: \$41 million
 - Includes personnel funding

Sworn Staffing

- Funded at 678 officers (no change from FY 2024–2025 adopted budget)

Professional (Civilian) Staffing

- **FY 2025–2026:**
 - Funded for 272.5 full-time positions
 - Reduction of 34 positions compared to FY 2024–2025 (previously 306.5 positions)
 - Professional staff slightly increases to 276.5 full-time employees, with an addition of 4
-

Combined Personnel Total

- **FY 2025–2026:**
 - Total of 950.5 positions (sworn + professional staff)
 - Personnel expenditure: \$277 million
 - 26-27 professional staff slightly increases to 276.5 full-time employees, with an addition of 4
-

Overtime Budget

- **FY 2024–2025 Baseline: \$44.6 million**
 - **FY 2025–2026 Allocation: \$33.5 million**
 - Reflects a 25% reduction from prior year
 - **FY 2026–2027 Allocation: \$37.4 million**
 - Slight increase from FY 2025–2026
-

Operations & Maintenance (Supplies and Contracts)

- **FY 2025–2026: \$33.5 million**
 - **FY 2026–2027: \$39.3 million**
-

Police Academies

- **FY 2025–2026: 2 academies**

- **FY 2026–2027: 3 academies**
 - Restored to previous levels

Key Program Enhancements

- **Human Trafficking Enforcement:**
 - \$350,000 allocated per year
- **Recruiting & Background Investigations:**
 - \$120,000 allocated to support recruitment efforts
- **Wellness Unit (FY 2025–2026):**
 - \$308,000 allocated, including \$65,000 for programs and supplies
- **Training Division Contracts:**
 - Includes specialized training programs (e.g., Micropometry)
 - Funds 2 professional staff positions

Commission Questions:

Oakland Police Department – Special Budget & Wellness Hearing 7/24/25

Key Topics: Wellness Program, Overtime, Staffing, Reimbursable OT, Civilianization, Officer Health

Commissioner Leads: Garcia-Acosta, Vice Chair Booker, Commissioner Williams, Alternate Commissioner Farmer, Commissioner Riles, Commissioner Jackson-Castain

OPD Representatives: Deputy Director (Deputy Director), Larajia Marshall (Budget Manager), Deputy Captain Lisa Ausums

1. Wellness Center & Staffing

Question (Chair Garcia-Acosta):

What is the current status of the Wellness Center and Dr. Nettles' position given the finite budget?

Response (Deputy Director Kiana Suttle):

- The wellness coordinator position (previously held by Dr. Nettles) was frozen due to layoffs.
- The position has now been added back to the budget and will be recruited through HR.
- The Wellness Unit is funded at \$308,000 through the General Purpose Fund.
- It includes 2 staff: one Program Analyst III (Dr. Nettles' position) and one student intern.
- Neither position is grant-funded.

Question (Alternate Commissioner Farmer):

Are these full-time equivalents (FTEs)? Will the unfrozen position be grant or GPF-funded?

Response:

Both positions are FTEs funded through the General Purpose Fund.

2. Overtime Budget & Justification

Question (Chair Garcia-Acosta):

Was the actual overtime spend in FY 24 really \$44M? Wasn't it closer to \$60M?

Response (Budget Manager LaRajia Marshall):

- Initial OT allocation: \$44.6M
- Mid-year reduction (Dec 17): OT dropped to \$22.8M
- Projected total OT spend (as of June 20): \$47.8M
- After factoring reimbursable OT: \$41.2M
- **Overage:** \$18.4M over original allocation

Question (Commissioner Jackson-Castain):

Why not invest in hiring more officers instead of relying on costly overtime?

Response (Deputy Director Kiana Suttle):

- OPD is budgeted for 678 sworn officers; cannot exceed this cap.
- OT is necessary for backfilling vacancies (e.g., leaves), special ops (e.g., sidoshows, trafficking), and shift extensions.
- Reductions to the OT budget created a deficit, forcing overages.

- Chief Mitchell implemented a 20% OT reduction in Dec 2024, and the department met this monthly thereafter.

3. Federal Funding & Equipment Budget

Question (Commissioner Riles):

Is equipment/material funding (\$33.5M) impacted by the sanctuary city status and loss of federal funds?

Response (Deputy Director Kiana Suttle):

- The Department applies for grants from State and Federal sources.
- If grant terms change, the City Administrator will provide direction.
- Outside of grants, OPD is funded by GPF and ballot measures.

Question:

Does OPD have a dedicated grant writer?

Response:

- The Grants Coordinator position was frozen last fiscal year.
- Currently, no dedicated grant writer exists.

4. Sworn Officer Status & Vacancies

Question (Commissioner Williams):

Were staffing numbers reduced in the budget? Are the current vacancies occupied?

Response (Deputy Director Kiana Suttle):

- Sworn position budget dropped from 678 to 600 due to fiscal cuts.
- However, the department still employs over 600 officers. Layoffs are not feasible, so attrition is the only path to reduce staff.
- This results in overspending against the budget.
- 102 officers are currently on leave (sick, admin, military, stress leave).

Question (Commissioner Williams):

Of the 653 current sworn positions, are any reserved for attrition?

Response:

- No. The department actively seeks to fill all vacancies.
 - The 195th Academy recently began with 26 trainees (not counted in current numbers).
-

5. Critical Incident Stress Management Leave**Question (Alternate Commissioner Farmer):**

What is the process and number of officers on Critical Incident Stress Management Leave?

Response (Dr. Nettles):

- After critical incidents like officer-involved shootings, affected officers are removed from duty.
 - They may return only after clearance from the department psychotherapist.
 - Currently, 2 officers are off on this type of leave.
-

6. Reimbursable Overtime**Question (Chair Garcia-Acosta):**

How does reimbursable OT work? Are officers pulled from regular shifts?

Response (Deputy Director Kiana Suttle):

- Officers sign up for these shifts voluntarily (not pulled from regular duty).
- Paid by General Fund initially, then invoiced to third parties (e.g., PG&E, Kaiser).
- Payments go back into the City's General Fund—not OPD's budget.
- This distinction is key in reconciling OT overspending.

Question (Chair Garcia-Acosta):

Is there a breakdown of reimbursable OT?

Deliverables Requested (No Answer Provided Yet):

- How many special deployments occurred in FY24/25?
- How many officers worked these details?
- Breakdown of reimbursable OT costs by deployment
- Is there a system tracking approvals/denials of special OT requests?
- Who makes decisions to accept/decline third-party OT (e.g., from PG&E)?
- Does OPD track the frequency of supervisors denying OT?
- Breakdown of approved vs. denied OT requests?

Response (Deputy Director Kiana Suttle & Deputy Captain Lisa Ausums):

- OT must be pre-approved by command staff and is subject to wellness parameters (e.g., mandatory rest periods).
- Time is tracked through Telestaff and Oracle.
- Supervisors can deny OT and suspend OT privileges for non-compliance.
- However, OPD does not track approvals/denials at a granular level.

7. Wellness & Officer Burnout

Commissioner Chair Garcia-Acosta:

- Expressed concern about allowing officers to work reimbursable OT while moonlighting is restricted due to wellness.
- Requested better tracking of officer hours, particularly in special assignments.
- Cited COVID, burnout, and public safety as contributing factors to officer stress and absenteeism.

Question (Alternate Commissioner Farmer):

Can we track moonlighting hours to ensure fitness for duty?
Are officers on ad hocs working during OT?

Response (Lisa Ausums):

- Officers cannot hold second jobs without the Chief's approval.

- Most ad hocs are attended by captains (non-overtime staff).
- If lieutenants or sergeants attend, OPD tries to adjust hours to avoid OT—but this doesn't always work.

8. GPS Technology and Oversight (Expanded with Public Comment)

Public Comment (Cleveland):

1. **Does GPS in OPD vehicles require a specific budget allocation?**
 - Or is the City Attorney's Office avoiding implementation due to resistance from OPOA (Oakland Police Officers Association)?
 - Cleveland emphasized GPS tracking is crucial for constitutional policing and misconduct investigations.
2. **Are officers working at locations like Home Depot on High Street while off-duty being compensated through overtime?**
 - She requested clarification on whether such off-site officer appearances are billed as reimbursable OT or internal overtime.
3. **How many officers are currently on medical accommodation in non-patrol positions?**
 - Cleveland noted that ADA law allows employers to decline accommodations if there is a financial burden.
 - She asked whether OPD considers this financial impact and how many officers fall under such accommodations.

Public Comment (Janks):

- Overtime correlates with increased use of force and lower professionalism.
- Requested data on:
 - Number of OT suspensions for misuse per year
 - Civilian positions cut during budget crisis
 - Sworn officers filling those civilian roles and the impact on OT

Commissioner Chair Garcia-Acosta:

- Emphasized the need for a paradigm shift in public safety that includes violence interrupters.
- Expressed concern that health and wellness remain at the forefront.

Deliverables & Follow-Up Items**1. Comprehensive Question Response Report**

OPD is to provide written responses to all questions asked by Commissioners and public commenters during the hearing. This includes but is not limited to:

- Chair Garcia-Acosta
- Commissioner Commissioner Williams
- Commissioner Commissioner Riles
- Commissioner Alternate Commissioner Farmer
- Public speakers: Cleveland and Ann Janks

The report should include responses to all requests for clarification, data, and policy explanation posed during the discussion and public comment. The full response shall be compiled by OPD and returned to the Commission for inclusion in the official minutes and posting for public transparency.

2. Wellness Staffing Update

Provide a timeline and status update for the recruitment and rehiring of the wellness coordinator position (formerly held by Dr. Nettles), which was previously frozen and has now been restored in the budget.

3. FY24/25 Overtime Reconciliation

OPD and the City Budget Office are to submit the final reconciled overtime expenditures for the 2024–2025 fiscal year, including all contingency and amendment impacts, and breakdowns of reimbursable overtime offsets.

4. Reimbursable Overtime Deployment Breakdown

Submit a detailed breakdown of all reimbursable overtime activity, including:

- The number of special events or third-party deployments
- The number of officers assigned
- Total reimbursable hours worked
- Costs and funding sources associated with those assignments

5. Overtime Suspension Data

Provide annual data on the number of officers who have had their overtime privileges suspended or restricted due to policy violations or overuse. This was specifically requested by public speaker Ann Janks.

6. Civilianization and OT Impact Analysis

Report on the number of civilian positions that were eliminated during the recent budget crisis, how many of those functions were backfilled by sworn officers, how many hours were

reassigned, and the resulting impact on overtime usage. This was also requested by Ann Janks.

7. **Moonlighting and Ad Hoc Participation Audit**

Provide information on:

- The number of officers who have received Chief’s approval for outside employment (moonlighting)
- Whether and how many officers who participate in Commission Ad Hoc Committees are doing so while on overtime
- Whether internal tracking systems exist to monitor overlaps between regular shifts, overtime, and external work

8. **Rental Vehicle GPS Audit Feasibility**

Confirm whether OPD can access GPS data from Measure Z–funded rental vehicles and whether a regular audit process can be implemented to support accountability. This was requested by both Cleveland and Commissioner Alternate Commissioner Farmer.

9. **Department-Wide GPS Budgeting and Strategy**

Clarify whether OPD currently budgets for GPS installation in fleet vehicles, and whether any implementation efforts have been hindered by City Attorney decisions or resistance from the Oakland Police Officers Association (OPOA). This was a concern raised by Cleveland.

10. **ADA Accommodation Data**

Provide the number of officers currently working in non-patrol or medically accommodated positions under the ADA, and explain how the department evaluates or applies the “financial burden” clause allowed under ADA regulations. This was a public inquiry from Cleveland.

11. **Classification of Officer Presence at Off-Duty Locations**

Clarify whether officers seen at locations such as Home Depot are working on general overtime, reimbursable overtime, or under any other classification. Cleveland raised this question to assess potential misuse or misclassification of time.

6. **Oakland Police Department Update**

Presenters: (Lieutenant Worcester)

Highlights from the OPD Update:

1. NSA Compliance and Oversight:

- OPD leadership confirmed continued efforts toward compliance with the **Negotiated Settlement Agreement (NSA)**.
- The department is working closely with the **monitoring team** and internal units to address remaining areas.
- They noted active engagement with **CPRA (Civilian Police Review Agency)** and the **Police Commission** on overlapping issues.

2. Commander Worcester's Presentation:

- **Worcester** gave an update on progress tracking and high-level metrics.
- Emphasized the importance of **disciplinary transparency**, including how many discipline cases stem from:
 - Internal OPD policy violations
 - NSA-related investigations
 - External oversight findings
- Stressed the need for accurate public communication around what “discipline” entails and where it originates.

3. Risk Management and Crime Trends:

- OPD described current crime trends and data-driven response strategies.
- Emphasis on identifying **officer wellness risks**, including use of force incidents and exposure to traumatic events.
- Internal tools are being used to flag concerning behavioral patterns early.

VII. Ad Hoc Committee Reports

1. NSA Ad Hoc Committee (Negotiated Settlement Agreement)

Update Summary:

- **Chair Garcia-Acosta and Vice Chair Riles** emphasized the role of the NSA Ad Hoc in increasing transparency around discipline and reform-related data.
- Public and Commissioner questions about **discipline for discourtesy** and other minor infractions were directed to this committee for deeper exploration.

Planned Focus Areas:

- Identify **how many disciplines** are initiated through internal OPD policy vs. NSA mandates.
- Work with legal counsel to clarify **what can be publicly disclosed** about discipline trends while respecting personnel confidentiality.
- Surface **high-level trends and anonymized data** to foster trust in the reform process.
- Develop a **framework for public reporting** on reform benchmarks and accountability.

Next Steps:

- Reconvene the NSA Ad Hoc with defined deliverables
 - Coordinate with OPD and CPRA to gather data and narrative context
 - Provide a **written update** to the full Commission and public
-

2. Rules / Enabling Ordinance Ad Hoc Committee**Update Summary:**

- The Ad Hoc's dual focus is reviewing:
 - **Chapters 2.45, 2.46, and 2.47** of the City's Enabling Ordinance
 - The **Rules of Order** that govern Commission operations
- The last official meeting was held **October 4, 2024**, chaired by **Marsha Carpenter Peterson**.
- A **Rules of Order draft** was approved by the full Commission on **October 10, 2024**.

Current Status:

- The Committee will **re-engage in August 2025** to align with ongoing strategic planning efforts and the city auditor's report.

Upcoming Tasks:

- Meet with stakeholders, including CPRA and the City Attorney's office
 - Reassess procedural rules in light of audit findings and staffing changes
 - Offer recommendations to the full Commission before end of 2025
-

3. Strategic Planning Ad Hoc Committee**Update Summary:**

- Recently reactivated with the return of the Ad Hoc Chair from leave.

Next Milestone:

- Upcoming **August 11, 2025 meeting** will finalize timeline and target deliverables.
- A strategic plan draft is expected between **late October and November 2025**.

4. Militarized Equipment Ad Hoc Committee

- Awaiting OPD's **updated quarterly militarized equipment report** for final review.

6. Ad Hoc Integration:

- Chair Garcia-Acosta noted that the **NSA Ad Hoc Committee** will continue its work on:
 - Exploring public-facing discipline reports
 - Identifying deliverables that build trust while protecting personnel confidentiality
 - Aligning with legal counsel to assess what can be shared publicly

Public Comment: (Cleveland, Bowerman, Janks)

- Asked for greater transparency around officer discipline, especially for minor infractions like *discourtesy*. Encouraged the NSA Ad Hoc to help bring internal disciplinary data into public view.
- Criticized the reduction in regular meetings, emphasizing the public's need for consistent access—an issue linked to Commission rules and scheduling.
- Public concerns were raised about excessive spending on militarized equipment and the need to shift resources toward community wellness alternatives.
- Broader calls for the Commission to align its internal planning with public-facing transparency and reform priorities.

8. Commission Vote for Resolution Determining Outcome of Second Regular Meeting in July and August 2025.

Commission Vote Summary: Second Regular Meetings (July & August 2025)

- **1. July 2025 – Action Taken**
 - Resolution A (Approved):
The Commission voted to approve the resolution determining that a second regular meeting in July was not necessary, as the business was conducted during the July 14, 2025 Special Meeting.
 - **Passed unanimously**

- *Resolution B (Not Adopted):*
The alternative resolution, which would have scheduled a second meeting, was not adopted.

- August 2025 – No Final Action Taken
 - Resolution A (Tabled):
The Commission tabled the resolution regarding whether a second regular meeting in August was necessary.
 - **Next Steps:**
The Commission may revisit this item at a future meeting or determine the need based on emerging Commission business.

9. Consideration of Cancellation of September 25, November 27, and December 25, 2025 Commission Meetings

The Commission **voted to approve the cancellation** of the following regular meetings:

- **November 27, 2025 (Thanksgiving)**
- **December 25, 2025 (Christmas)**
- If determined necessary there will be another vote to cancel September.

Public Comment: (Cleveland, Janks)

- Voiced concern over the **trend of curtailing regular meetings.**
- Acknowledged the value of community meetings but cautioned against allowing them to replace Regular meetings.

X. Upcoming/Future Agenda Items

AUGUST 14, 2025 (Next Regular Meeting @ City Hall)

- Draft 2024 Annual Report presentation and discussion for Commission approval before end-of-month submission.
- Division-Level Investigations Update – Follow-up on March extension granted to OPD for completing timely investigations; assess impact on compliance and staffing (per Commissioner Farmer).

AUGUST 28, 2025 (City Hall)

- **Commission Vote: OPD Pursuit Policy Recommendations**

- Note: No community meeting will be held that day—this meeting will take place at City Hall.

SEPTEMBER 11, 2025 (Community Meeting)

- **Wellness Initiatives Follow-Up & Suicide Prevention Month Discussion**
 - Align with national awareness month.
 - Commissioner Farmer to prepare guest speakers and slides.
 - Include OPD-related wellness data and prior commitments.
- **Public Feedback on OPOA MOU Recommendations**
 - Introduce early discussion for possible Commission input on 2026 MOU negotiation.
 - NSA Ad Hoc to begin preparing recommendations.
- **Community Engagement + Outreach**
 - Promote attendance; Commission and staff to support external engagement efforts.

SEPTEMBER 25, 2025

- **OCA Semi-Annual Report**
 - Coordinate with OCA staff to confirm scheduling.
 - Include related policy oversight and findings.

To Be Scheduled / Confirmed

- **OPOA MOU Recommendations**
 - Initiated by Commissioner Farmer and supported by Chair Garcia-Acosta.
 - NSA Ad Hoc will begin working on recommendations for formal Commission discussion.

- Plan 1–2 community meetings before end of year.
- **Division-Level Investigations Monitoring**
 - Check-in with DC Osmus on impact of prior extension and policy changes.
 - Add to August or September agenda as appropriate.
- **Follow-Up on All Budget Hearing Questions**
 - Commissioner Booker requested a comprehensive response from OPD to all commissioner and public questions (e.g., Cleveland, Janks).
 - Include response review in future meeting packets.

XI. Open Forum 2: (Cleveland, Kramer, Janks)

- Requested tracking of questions
- Concern over the reduction of regular Commission meetings; emphasized the importance of consistency and public accessibility
- Urged the Commission to maintain predictable meeting schedules to ensure ongoing public participation
- Questioned the Chief's narrative that officers' careers are being ruined by minor discipline like discourtesy.

XII. Re-adjournment to Closed Session (If applicable): N/A

XIII. Adjournment: 8:32 PM



OAKLAND POLICE COMMISSION

REGULAR MEETING MINUTES

August 14, 2025

City Hall Council Chambers (1 Frank H. Ogawa Plaza, Oakland)

I. **Call to Order, Welcome, Roll Call, Determination of Quorum (and Read-Out from Prior Meeting, if any)**

Roll Call: Vice Chair Shawana Booker – 5:35 PM

Commissioners Wilson Riles, Shane Williams, Samuel Dawit, Angela Jackson-Castain, and Alternate Commissioner Omar Farmer | Excused: Chair Ricardo Garcia-Acosta

II. **Closed Session (approximately 5:35 PM - 6:43PM)** The Police Commission will take Public Comment on the Closed Session items.

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
- EXISTING LITIGATION (Government Code Section 54956.9(d)(1))
Ali Saleem Bey et al. v. City of Oakland et al. - Alameda Super. Ct. No. 25-cv-121547
- PUBLIC EMPLOYEE DISCIPLINE/DISMISSAL/RELEASE
(Government Code Section 54957(b)) Title not disclosed under personnel privacy laws, California's Brown Act, and the City's Sunshine Ordinance

Closed Session Readout:

"In Closed Session, on a motion made by Commissioner Riles and seconded by Commissioner Dawit, the Commission voted unanimously to refer the lawsuit titled Ali Saleem Bey et al. v. City of Oakland et al. (Alameda Superior Court No. 25-cv-121547) to the City Attorney to respond, and to serve as counsel, on behalf of the Oakland Police Commission. Oakland Charter Section 604(i)(2) permits this referral to the Office of the City Attorney."

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

Roll Call: Same as above

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

Public Comment: (Mandal, Vale, Cleveland)

- Commended several commissioners for strong budget questions.
- Urged Chair to follow Robert's Rules, Brown Act, Sunshine Ordinance.
- Suggested parliamentarian or legal counsel; role not for Chief of Staff.
- Chair should manage agenda/public comment without being pressured by advocacy groups.
- Concern over community policing gaps during pandemic.
- Called for an after-action report on the incident where officers were shot at.
- Criticized OPD staff for resisting animal shelter transfer and spreading "propaganda."
- Asked that public questions be answered during OPD presentations or made follow-up action items.
- Stressed importance of tracking unanswered questions.

V. Oakland Police Department Update

OPD Update – Key Points

- Staffing: 678 authorized sworn; 651 filled; 514 operational strength after accounting for leave. Attrition rate ~5.5–6 officers/month.
- Communications: 78 authorized dispatchers; 65 filled; 7 trainees starting; 18 in training; 4 new hires.
- Academy: 195th Academy began July 19 with 26 recruits; down to 20 after withdrawals. Expected graduation 15–18.
- Discipline/IAB: 915 cases closed YTD; 839 opened; 565 still open. 76 Skelly cases pending.
- Juveniles: 156 juvenile arrests; 32 referred to restorative justice.
- Other Data: 832 missing persons (969 closed); 4 hate crimes reported in 2025.
- Community Engagement: National Latino Peace Officers "Popsicles with Police," National Night Out, Bay Area student tours.
- MACRO: 70 calls referred from OPD dispatch; 65 incidents returned to OFD/OPD.
- Chief's Remarks: Biggest threat is staffing shortages; consolidation of CROs and traffic units likely. Partnerships with regional/federal agencies and city departments helping reduce violent crime ~29–31%.

Commissioner Questions: (Riles, Farmer, Booker)

1. **IAB Cases** – Are they lower year-to-date compared to last year? (Answer: Appears lower, but year not complete).
2. **Community Policing** – Has funding/staffing for CROs been reduced under Measure N? (Answer: OPD to provide follow-up).
3. **ICE Involvement** – Was OPD involved in recent 79th Ave ICE raid? (Answer: No involvement, OPD policy forbids).
4. **Force Review Board** – Status of March pursuit/serious injury case? (Answer: Still in review process).
5. **NSA Compliance** – Clarification on Chief’s discussions with Warshaw about tasks under NSA. (Answer: Chief working with Warshaw & City Attorney on compliance steps).
6. **Recruitment Policy** – Would OPD consider waiving written entry exam for applicants with college degrees (like S.F.)? (Answer: Needs review, tied to POST requirements).
7. **Attrition/Staffing** – What is the “critical floor” for officer staffing? (Answer: Near 620, consolidation already underway).
8. **Crime Trends** – Why are crime rates declining despite low staffing? (Answer: Regional trends, partnerships, targeted enforcement).
9. **Use-of-Force Timelines** – Are new extensions helping? (Answer: Yes, meeting timelines, no extensions beyond limits).

Public Comments: (Vale, Cleveland, Kramer, Mandal)

- Vale – Raised issues with officer Instagram scandal (anti-Black/anti-women/anti-NSA posts), CROs being diverted from community work, and lack of adherence to parcel-tax promises for community policing.
- Cleveland – Requested a written memo codifying OPD’s ICE non-cooperation policy (shared LAPD example).
<https://drive.google.com/file/d/1ptVYGnJNOO5MX0LYV2WDAfx6dhY8mi2r/view?usp=sharing>
 Noted that complaints about civilian staff also go to IAB, adding to backlog—suggests Chief raise with Warshaw.
- Kramer – Asked for clarity on administrative leave, expressed confusion about attrition causes and low academy graduation rates. Stressed need for officer support/community culture.
- Mandal – Cited City Administrator’s report on top 3 attrition reasons: commute, discipline policy, NSA. Urged reference to OPD’s published IAB reports showing over 1,500 sworn cases in 2023 and upcoming 2024 data.

VI. Community Police Review Agency (CPRA) Update

CPRA Update – Main Topics Overview

Caseload & Staffing

- Current Caseload: 128 pending cases (10% reduction).
- Closed Cases (last month): 23, with sustained allegations in one case (five sustained findings).
- Challenges: Office short-staffed with 3 investigators and 2 intake personnel.

Hiring & Staffing Plans

- Complaint Investigator 3: Offer accepted; onboarding pending clearance.
- Complaint Investigator 2: 90 applicants; ~30 qualified; assessments/interviews scheduled for September. Goal: hire 2–5 investigators by year's end.

Future Hires:

- Seven Investigator II positions and one Investigator III funded.
- Contracted project manager starting soon.
- Attorney position to be posted.

Full Staffing Timeline: Early next year.

IAB to CPRA Transition (Feasibility Study)

- A working group planned by the end of 2025 to explore the feasibility of transitioning Internal Affairs Bureau (IAB) responsibilities to CPRA.
- Group to include OPD (Chief), City Attorney, Commission representative, and other city stakeholders.
- Review will consider fiscal impact, staffing hours, and operational feasibility.

Mediation Program Development

- Draft rules and procedures completed, awaiting Commission review.
- Goal: implement a restorative justice-style mediation program.
- Next steps: Commission approval, then meet and confer with the Police Officers Union.

Commissioner Comments: (Farmer, Booker)

- Praised CPRA's success in attracting 90 applicants and securing a strong qualified pool.
- Noted importance of broad job posting and community outreach to strengthen CPRA's visibility.
- Requested clarification on whether sustained cases are reflected in OPD's administrative leave numbers.
- Deliverable (OPD & CPRA): Report back on number of officers removed from duty due to sustained allegations.

Public Comment: (Mandal)

Asked when CPRA's 2024 Annual Report will be released.

Requested data on:

- Total cases closed in 2024.
- How many were closed after the 250-day deadline (longer than OPD's 180-day limit).
- Questioned why CPRA requested \$250,000 from City Council for a Skelly hearings study, noting:
 - Skelly hearings are not under CPRA's purview.
 - OPD already has 18 Skelly officers, contrary to the claim of having only one.
 - Sought clarification on whether CPRA coordinated with OPD/HR before making the funding request.

VII.

Ad Hoc Committee Reports

Recordings and minutes of meetings open to the public can be found on the Commission's [YouTube Channel](#) and the Commission's [website](#).

Commissioner Comments:

Public Comments: (Vale, Cleveland)

Staff Search / Evaluations Ad Hoc: Commissioner Williams (Chair), OPC Chair Garcia-Acosta, Vice Chair Booker

- **Kickoff:** Held August 6.
- **Cadence:** Meetings being established.
- **Public Input:** Though the ad hoc is closed to the public, commissioners are exploring ways to gather community input via a survey on evaluation criteria.

Handcuffing and Restraint Ad Hoc: Commissioner Williams (Chair), OPC Chair Garcia-Acosta, Vice Chair Booker

These meetings are open to the public, with dates and times currently in the final planning stage

- Still under review.
- Public-facing ad hoc; meeting date to be shared at the next commission meeting.

Strategic Planning / Retreat (Chair), Jackson-Castain, OPC Chair Garcia-Acosta, Alternate Commissioner Farmer

Committee planning meetings are **not** open to the public. Committee retreats are open to the public.

- Commissioner Jackson-Castain met with Dr. Satterwhite earlier in the week and scheduled follow-up the next day.
- The draft of the strategic plan is being finalized for ad hoc review before being brought to the full Commission.

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

These meetings are open to the public every Monday from 6 p.m. to 7:00 p.m.

- Next meeting scheduled for August 19.
- A revised draft statement is being prepared, incorporating Commission feedback for more specificity.
- Goal: Provide recommendations on approval/disapproval of items in the military equipment report.
- Input from multiple community sources being incorporated.

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

These meetings are open to the public every 1st and 3rd Wednesday from 6 p.m. to 7:30 p.m.

- Next meeting 9/2

Militarized Equipment Ad Hoc: Commissioner Riles (Chair), Commissioner Dawit, Alternate Commissioner Farmer

These meetings are open to the public every 1st and 3rd Tuesday from 6:30 p.m. to 7:30 p.m.

- Next meeting scheduled for August 19.
- A revised draft statement is being prepared, incorporating Commission feedback for more specificity.
- Goal: Provide recommendations on approval/disapproval of items in the military equipment report.
- Input from multiple community sources being incorporated.

The 2024 Annual Report Ad Hoc: Commissioner Garcia-Acosta (Chair), Vice Chair Booker, Commissioner Jackson-Castain, and Chief of Staff Montgomery

This ad hoc is not open to the public.

- Draft included in meeting packet for commissioner review and feedback.
- Noted correction: Inspector General mislabeled as Chief of Police on page 28 (already updated).
- Commissioners were asked for feedback before final vote at next meeting; goal is to submit to the Mayor by end of month.

Commissioner Comment: (Jackson-Castain)

- Clarified that some state-mandated military equipment impact reports are annual and need to be tracked; request made to integrate this into the Commission's strategic plan.
- Commissioners emphasized ensuring all members are included in sidebar conversations about ad hoc work.
- Recognition that timeline tracking of reporting obligations (e.g., impact reports) must be established.

Public Comment: (Mandal)

- Recommended removing page 9 of the draft annual report ("Why Oversight Matters in Oakland and is Never Too Much").
- Criticized the language as unbalanced and overreaching, arguing that:

- Oversight and regulation must be balanced and measured.
- Excessive regulation can paralyze function.
- The current framing could reinforce perceptions that the Commission seeks to overextend its authority.
- Warned that statements like “never too much oversight” may contribute to OPD officer attrition, citing oversight burden as one of the top three reasons officers leave.

VIII. **Upcoming/Future Agenda Items**

Upcoming / Future Agenda Items

Public Comment: (Cleveland)

- Community Meeting at Fremont High School — 9/11
- OPD Pursuit Policy vote — September
- OCA Report — October

IX. **Open Forum Part 2** (2 minutes per speaker, 15 minutes total)
(No Comments)

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

XI. **Adjournment** — 8:03 PM



OAKLAND POLICE COMMISSION

REGULAR MEETING MINUTES

Date: October 9, 2025

Time: 5:43 PM - 10:32 PM

Location: City Hall Chamber, 1 Frank H. Ogawa Plaza, Oakland

1. Call to Order, Welcome, Roll Call, Determination of Quorum

- **Chair:** Ricardo Garcia-Acosta
- **Vice Chair:** Shawana Booker
- **Commissioners:** Wilson Riles, Shane Williams, Angela Jackson-Castain Samuel Dawit (Late)
- **Alternate Commissioner:** Omar Farmer
- **Staff:** Chief of Staff Montgomery

Summary:

The meeting was called to order and Commissioner Dawit came after roll call was conducted a quorum was established without his attendance.

2. Closed Session

a. Public Comment on Closed Session Items

No public comments

b. Items Discussed:

- **Delphine Allen et al. v. City of Oakland et al.** – N.D. Cal. No. 00-cv-4599-WHO
 - Public Employee Appointment: Executive Director, CPRA
 - Public Employee Discipline/Dismissal/Release
-

3. Redetermination of Quorum and Read-Out from Closed Session

No read out

4. Open Forum Part 1**Summary of Comments:**

Public speakers addressed the Commission on various non-agenda matters, including concerns about police accountability, CPRA case backlogs, and oversight transparency. Commissioners acknowledged the comments and noted that concerns would be revisited during future discussions on policy priorities.

Public Comments: Boatwright, Mandal, Janks, Contreras, McCroden, Berman, Bartlett, Steigler, Bardeccs, Murrer, Diede, Itseckson

- **Commission Response:** n/a
-

5. Oakland Police Department Update

Presenter: OPD Representatives

Summary of Presentation:

The Oakland Police Department (OPD) presented an operational and compliance update to the Commission. Key topics included:

- **NSA Compliance:**
OPD reported that it had achieved compliance with nearly all Negotiated Settlement Agreement tasks, with only two items pending — supervisory accountability and risk

management audits.

- **Risk Management and Data Reporting:**
The department emphasized improvements to its risk management system and consistency in reporting data to the federal monitor, City Auditor, and Commission. It committed to providing quarterly written reports and dashboards for tracking progress.
- **Community Engagement and Equity:**
OPD discussed ongoing outreach through programs like Ceasefire and neighborhood forums. They highlighted collaboration with the Department of Race and Equity to track stop and use-of-force data for fairness across communities.
- **Transparency:**
The department addressed delays in publishing public data but assured that updated use-of-force and policy information will soon be posted on the city's transparency portal.
- **Collaboration with the Commission:**
OPD expressed a willingness to coordinate more closely with the Commission's Ad Hoc Committees to align reporting, improve accountability, and reduce redundancy.

Discussion:
Commissioner Samuel Dawit

Questions

1. "Can we confirm that the data presented here tonight is consistent with what's being provided to the federal monitor and the City Auditor?"
2. "Have any of the Commission's previous recommendations been implemented since our last update—especially those related to community engagement and transparency?"
3. "We need written updates to accompany these reports. Otherwise, it's difficult to measure progress or verify what was promised last time."

Responses

1. OPD confirmed that the data used in the presentation is the same as that submitted to the federal monitor and City Auditor, though timing of updates can differ slightly.
2. OPD stated that several Commission recommendations were under review and being incorporated into training and compliance updates.

3. OPD agreed to provide written summaries and quarterly progress dashboards to accompany future briefings.
-

Commissioner Angela Jackson-Castain

Questions

1. “How is OPD using its community outreach programs to address the concerns we’ve been hearing from residents about officer accountability?”
2. “What specific steps are being taken to ensure equitable treatment across districts—especially in East Oakland?”
3. “Will these reports and data **sets be made publicly available so that residents can see what we’re seeing?**”

Responses

1. OPD described ongoing outreach efforts through Neighborhood Service Coordinators, Ceasefire partnerships, and community forums, emphasizing a trauma-informed approach.
 2. OPD noted that equity metrics were being tracked in collaboration with the Department of Race and Equity, analyzing stop data and use-of-force by district.
 3. OPD confirmed that public reports and datasets will be posted on the city’s transparency portal, acknowledging technical delays in publication.
-

Chair Ricardo Garcia-Acosta

Questions

1. “Where does OPD stand in terms of compliance with the remaining NSA tasks? Which of those are still pending?”
2. “Can the department provide the Commission with quarterly summaries that track progress and outstanding issues?”

3. “How can we make sure these updates are better integrated with our policy and ad hoc committee work, so we’re not duplicating efforts?”

Responses

1. OPD reported it is in full compliance with all but two NSA tasks related to supervisory accountability and risk management audits.
2. OPD agreed to submit quarterly reports to track compliance and risk audit progress.
3. The department expressed willingness to hold joint working sessions with Commission Ad Hoc Committees to coordinate oversight and reduce duplication.

Commissioner Omar Farmer

Questions

Commissioner Farmer focused on **NSA compliance**, especially **Task 2 (Supervisory Accountability)** as well as references to **Tasks 5 and 45**, which remain under federal monitoring. His main questions were:

- How OPD ensures **supervisors are consistently reviewing and correcting use-of-force and misconduct investigations** (Task 2).
- What measurable progress OPD has made toward full compliance on **Tasks 5 and 45**, particularly the quality of investigations and addressing **racial disparities in discipline**.
- Whether OPD could provide **audit data or timelines** showing concrete progress instead of general statements.
- How the department plans to **sustain these reforms** once federal oversight ends.

Responses

OPD representatives explained that:

- **Task 2** is still under review but is “substantially compliant,” with new **supervisor training protocols, audit reviews, and early intervention tracking** systems in place.
- For **Task 5 (Investigations)**, OPD reported faster case closure rates and improved quality control through a new **case management dashboard**.

- Regarding **Task 45 (Racial Disparity in Discipline)**, OPD is working with the **Department of Race and Equity** to publish annual reports analyzing internal discipline outcomes.
- OPD committed to presenting **quarterly compliance data** to the Commission and making **public dashboards** available within 30 days to increase transparency.

Public Comment: Boatwright, Mandal, Janks, Kramer, Contreras

Action Taken:

[Indicate if action was taken or if the item was informational only.]

6. OPD Militarized (Controlled) Equipment Report: Recommendation and Vote (Attachment 2)

Summary of Presentation:

Summary:

The Commission discussed OPD's 2024 Militarized Equipment Use Report under AB 481. Topics included Bearcat replacement requests, controlled equipment criteria, drone use, and procurement processes.

Main Discussion Points:

- Commissioners expressed concern about **lack of clarity** regarding OPD's exact requests for equipment replacement and new acquisitions.
- **Commissioner Farmer** and **Commissioner Riles** emphasized that **the Bearcat issue**—particularly whether it would be replaced by two or three armored SUVs—had been “convoluted” and inconsistently presented by OPD.
- **Commissioner Morton** reminded the Commission of the **four statutory criteria** governing militarized equipment approval under AB 481, emphasizing the need for item-by-item review.
- **Commissioner Dawit** sought clarification on funding eligibility and whether rejecting the Bearcat SUV would restrict OPD from seeking funds for an alternative non-military vehicle.
- **Commissioner Jackson-Castain** questioned whether itemizing votes (e.g., for Bearcats, rifles, and drones separately) would better serve transparency and accountability.

Public Comment:

Multiple speakers, including community members and advocacy representatives, urged the Commission to **reject** militarized vehicle procurements and **scrutinize OPD's reporting accuracy**.

Item VI (6) Ecomment Tallies		
Total submitted submitted for this Item	139	
In support of OPD's request for additional rifles and the use of the BearCat armored vehicle.	27	
Opposed to OPD's request for additional rifles and the use of the BearCat armored vehicle; in favor of the Ad Hoc Committee's recommendations.	112	
		Total including 32 after cut off time
There were 26 submissions after the 24 hour submission deadline cut off	32	171

In person - Tu, Lindsay-Poland, Bickmore, Hoereth, Thocker, Angelo, Levine, Eide, Lyons, Fathallah, Guide, Zee, Kovankaya, Taaffe, Jonathan, Noah, Doncet, Benson, APTP, Li, Solorio, Charite, Keyan, Berry, Mandal, Jeffries, Garcia, Mooney, Thompson, Morin, Perez, Inson, Janks,

Public E-comments detailed:

https://docs.google.com/spreadsheets/d/1qzNlbTkWj9XZQRPkWNalOKpDp8NeSN1r_VmFj_EJM0o/edit?usp=sharing

Motion:

- **Motion made by Chair Garcia-Acosta:**
To refer Item 6 (Militarized Equipment Report) back to the Militarized Equipment Ad Hoc Committee with direction to clarify and reorganize the recommendations, and return with a final version for vote at the October 23, 2025, regular meeting.
- **Seconded by:** Commissioner Dawit

Vote:

- Ayes: Williams, DeWitt, Booker
- Noes: Riles, Jackson-Castain

- Abstain: None
- **Result:** Motion **passed 3–2** (Chair Garcia-Acosta noted support, making it 4–2 majority for the record).

Next Steps:

- The Ad Hoc Committee will meet with OPD prior to October 23 to obtain a definitive list of current equipment requests, confirm quantities (e.g., Bearcats, rifles, drones), and reorganize recommendations for clarity and transparency.
-

7. Ad Hoc Committee Reports

Committees Reporting:

- Staff Search / Evaluations
- Handcuffing & Restraint
- Strategic Planning / Retreat
- Rules / Enabling Ordinance
- Mediation Program
- OPD & OPC Policy Alignment and Collaboration
- NSA Ad Hoc
- Discipline Matrix Ad Hoc
- Militarized Equipment Ad Hoc

Summary of Reports:

Due to time constraints, the Commission tabled this item to the next regular meeting.

Motion to Table:

- Moved by Vice Chair Booker, seconded by Commissioner Williams.

- Vote: Unanimous approval.
-

8. Upcoming/Future Agenda Items

The Commission discussed potential items for upcoming meetings. The following items were confirmed for upcoming meetings:

- **October 23, 2025:**
 - Final vote on Militarized Equipment Ad Hoc recommendations
 - Strategic Planning Commission vote
- **December 11, 2025:** Commission Retreat
- **December 23, 2025:** Office of the City Auditor (OCA) report

Commissioners discussed the possibility of a **special meeting** in November or December to address potential reappointment or quorum issues.

9. Open Forum Part 2

Public Comment: Lindsay-Poland, Keyan

- Warned that approving the report “as is” could inadvertently authorize OPD’s full acquisition requests. Urged itemized review.
- Alleged OPD was “trying to pull a fast one” by framing new acquisitions as part of annual reporting.
- Cited **AB 481**, clarifying that departments may submit additional requests more than once per year and that non-contentious portions could proceed separately.

Commission Response:

Chair Garcia-Acosta thanked all speakers and clarified that comments on agenda items had been received earlier, and these would inform the upcoming ad hoc review.

10. Re-adjourn to Closed Session (if needed) and Read-Out

11. Adjournment

The meeting was adjourned at 10:32 PM.



OAKLAND POLICE COMMISSION

REGULAR MEETING MINUTES

Date: October 23, 2025

Time: 5:30 PM

Location: Hearing Room 2, 1st floor City Hall

1. Call to Order, Welcome, Roll Call, Determination of Quorum

- **Vice Chair:** Shawana Booker
- **Commissioners:** Wilson Riles, Samuel Dawit, Angela Jackson-Castain
- **Excused:** *Chair Garcia-Acosta, Commissioner Williams, Alternate Commissioner Omar Farmer*

Summary:

No quorum - the meeting was canceled.



OAKLAND POLICE COMMISSION

REGULAR MEETING MINUTES

Date: November 13, 2025

Time: 5:30 PM

Location: Hearing Room 2, 1st floor City Hall

Summary:

No quorum - the meeting was canceled.