



OAKLAND POLICE COMMISSION

REGULAR MEETING MINUTES

April 24, 2025

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

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**1. Call to Order, Welcome, Roll Call, and Determination of Quorum: (5:46 PM)**

**Chair:** Ricardo Garcia-Acosta

**Roll Call:** Vice Chair Shawana Booker, Commissioners Wilson Riles, Shane Williams,  
Elevated to Commissioner: Alternate Commissioner Omar Farmer

- *Excused: Angela Jackson-Castain*
- *Commissioner Dawit - in transit but not present for roll call*

**2. Closed Session (approximately 5:46 p.m. - 6:42 PM)**

**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**

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

**Chair:** Ricardo Garcia-Acosta

**Roll Call:** Vice Chair Shawana Booker, Commissioners Wilson Riles, Shane Williams, Sam  
Dawit

- *Excused: Angela Jackson-Castain*
- *Alternate Commissioner Farmer – de-elevated from Commissioner status upon Commissioner Dawit’s arrival.*

#### 4. Open Forum Part 1

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

##### **Public Comments:** (Mandal; Morton; Payseno)

- Public commenter expressed concern that **certain commissioners' frequent questioning** might suggest a **personal agenda** or create an imbalance in the conversation, potentially overshadowing newer or less vocal members of the Commission.
- The **mediation program** has re-emerged as a topic of concern. The **Chair committed** to:
  - Investigating the cause of the current delays
  - Identifying actionable next steps to move the program forward
  - **Inviting key stakeholders** to the next Commission meeting to provide updates and respond to questions
- A public commenter expressed frustration with delays in officer accountability, urged the Commission to act more assertively, and highlighted the community's growing impatience with slow disciplinary processes.

#### 5. OPC TRAINING: Civil Service Board and Other Relevant City Personnel Policies and Procedures

##### **Presenter:** Mary Hao, HR Director

##### **Purpose of Training:**

The presentation, delivered by Human Resources Director Mary Hao, focused on explaining the Civil Service system and disciplinary procedures used by the City of Oakland. Key topics included:

- The structure and function of the Civil Service system
- The role of HR in screening applicants and ensuring fairness
- The Skelly process (pre-disciplinary hearings)
- Just cause standards used in disciplinary cases
- How demographic and residency data is (or isn't) tracked
- Limits around prior discipline (e.g., the 5-year lookback rule for sworn officers)

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##### **Commissioner Comments – Overview:**

##### **Commissioner Comments:** (Riles; Dawitt; Williams; Farmer)

- How HR ensures fairness and impartiality in Skelly proceedings
  - The ability (or lack thereof) for Skelly officers to challenge unjust policies
  - Data availability regarding the length of Skelly reviews and outcomes
  - How residency, race, or demographic data factors into hiring and diversity efforts
  - Challenges in tracking disciplinary timelines and implementing progressive discipline
  - Whether 5-year limits on discipline history are consistent across all city employees
- Commissioners acknowledged that the Skelly and disciplinary processes are complex and require more transparency and accountability, particularly in the context of police oversight

**Public Comment – Overview:**

**Public Comments:** (Cleveland; Janks)

**Key Topics Discussed:**

- **Oversight Relevance:** Some speakers urged the Commission to stay focused on matters within its charter-defined purview, such as constitutional policing and misconduct trends, rather than staffing numbers.
- **Transparency:** Calls for more meaningful data, not just the quantity of Skelly hearings, but what types of misconduct they involve and how many were referred to CPRA.
- **Accountability Concerns:** Speakers expressed concern over disciplinary histories being erased after five years and what that means for repeat misconduct.
- **Efficiency:** Suggestions were made to track timelines better and reduce administrative delays in investigations and Skelly rulings.
- **Future Oversight:** As the city moves toward possible release from the NSA, speakers emphasized the Commission’s role as the future oversight body and its need to be fully equipped for that responsibility.

**6. Oakland Police Department Update**

**Presenters:** (Chief Floyd Mitchell; Deputy Chief Lisa Ausmus; Lieutenant Worcester)

**Key Topics Discussed:**

- **Sworn Staffing**
- **Skelly Hearings**
- **NSA Compliance Tasks:**
  - Task 5 (Quality of Investigations): Not in compliance due to the delayed after-action report in the Tran case.
  - Task 2 (Timeliness): At risk of noncompliance due to inability to meet the 180-day self-imposed deadline on investigations (due to staffing shortages).
  - The Department is considering proposing a temporary return to the State-mandated 1-year deadline (SB 3304) until staffing stabilizes.
- **Wellness & Recognition**

### Commissioner Comments – Overview:

- Concerns raised about NSA noncompliance: Commissioners asked for clarification around Task 2 and **5 subtasks, staffing impacts, and what constitutes compliance.**
  - Interest in systemic improvements: Commissioners asked how the department is using lessons learned from recent cases and whether more sergeants could be reassigned from internal affairs back to the field (if oversight responsibilities shift to CPRA).
  - Oversight Role Preparation: Commissioners acknowledged the importance of preparing to take on more direct oversight roles if and when the city exits the NSA, emphasizing the need for data transparency and accountability.
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### Public Comment – Overview:

**Public Comments:** (Mandal; Janks; Cleveland; Contreras; Kramer)

### Key Themes from Public Speakers:

- Staffing and Overtime
- Usefulness of Skelly Data
- Disciplinary Fairness vs. Accountability
- NSA Oversight Transition:
  - Several speakers emphasized that as Oakland approaches possible NSA release, the Commission must be ready to serve as the *primary oversight body*. Calls for stronger structure, data systems, and training were raised.

## 7. Ad Hoc Committee Reports

### 1. Discipline Matrix Ad Hoc Committee

- Actively meeting bi-weekly  
One of the most engaged public-facing ad-hocs

#### Progress:

- Completed comprehensive review of Class 1 Manual of Rules violations
- Updated outdated language (e.g., removing references to typewriters, adding terms like email)
- Sent formal recommendations to the Chief of Police

### **Next Steps:**

- Begin review of Class 2 violations
- Convene with stakeholders (OCA, plaintiffs' attorneys, etc.) for collaborative review of proposed revisions
- Final revisions will come back to the full Commission for approval

### **2. Community Member Participation in Ad Hocs**

- Community sign-ups exceeded expectations
- Efforts underway to rebalance participation across ad-hocs to ensure productive discussion sizes

### **Next Steps (Led by Chief of Staff):**

- Ad hoc chairs will review interest lists and schedule meetings
- Community members will receive:
  - Rules of Engagement document
  - Request to share why they signed up and any subject matter expertise

### **3. Militarized Equipment Ad Hoc Committee**

- Review of OPD's annual militarized weapons report (recently submitted)
- Plan public readout and recommendations review

### **Next Steps:**

- Coordinate with OPD to ensure they host their required annual town hall on militarized equipment
- Review report findings and determine next steps for public presentation

### **4. Additional Notes**

- **Ad hoc sequencing will be prioritized based on urgency and availability of deliverables**
- Commission leadership acknowledged:
  - Some ad-hocs will move faster than others based on topic scope
  - Importance of balancing efficiency with inclusion

## 8. Upcoming/Future Agenda Items

- **Mediation Program Update:**
  - Chair will meet with all relevant parties before the next meeting to understand delays and identify next steps.  
Stakeholders will be invited to present updates and answer questions at a future meeting.
- **Reimagining Public Safety Recommendations:**
  - Commissioner Farmer's request is still being tracked.
  - Further conversation will be scheduled as work progresses.
- **OPD Budget (Health and Wellness Focus):**
  - OPD's updated health and wellness budget report is pending.
  - Tentatively targeted for discussion around the May 8 meeting if ready.
- **Pursuit Policy Update:**
  - Chief will provide updates on any recommended changes at the May 8 meeting.
  - Depending on scope, HR training may be rescheduled to prioritize this item.
- **Militarized Equipment Report:**
  - Ad Hoc will review OPD's newly submitted militarized weapons report.
  - A readout to the Commission will be scheduled once the Ad Hoc concludes its review.
- **PTSD Awareness Month Planning (June):**
  - Commissioner Farmer suggested scheduling mental health presentations for **June 2025**.
  - Possible focus on OPD's mental health initiatives, especially after the loss of their wellness director.
- **HR In Session Training:** Memoranda of Understanding with Oakland Police Officers Association and Other Represented Employees - HR - **June 12**

9. **Open Forum 2:** No Public Comment

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

11. **Adjournment:** 8:28 PM