



Oakland Police Commission — Special Community Meeting Minutes

Date: December 11, 2025

Time: 5:46PM – 9:26 PM

Location: East Bay Church of Religious Science, 4130 Telegraph Ave., Oakland

Members Present

- Ricardo Garcia-Acosta, Chair
- Shawana Booker, Vice Chair (elevated to Acting Chair during open session)
- Shane Williams, Commissioner
- Angela Jackson-Castain, Commissioner
- Wilson Riles, Commissioner
- Omar Farmer, Alternate Commissioner (arrived late)

Members Absent

- Samuel Dawit, Commissioner (excused)

Staff Present

- Mykah Montgomery, Chief of Staff
- Tony Lawson, Interim Executive Director, Community Police Review Agency (CPRA)
- Zurvoh Maloof, Inspector General (OIG)
- Captain Durham, Oakland Police Department (representing OPD in lieu of Deputy Chief Ausmus)

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

Chair Ricardo Garcia-Acosta called the meeting to order

Roll call was conducted. A quorum was established.

Chair Garcia-Acosta noted that Alternate Commissioner Farmer would arrive late and that Commissioner Dawit would not be present.

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

The Commission met in Closed Session regarding:

- Existing litigation
- Police Chief appointment
- Personnel matters

Public Comment: None

No reportable action.

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

The open session reconvened at approximately 6:30 PM. Video: 01:11:11

Chair Garcia-Acosta stated he was not feeling well and elevated Vice Chair Booker to serve as Acting Chair for the remainder of the meeting. Video: 01:15:11

Roll call was conducted: Commissioner Williams — present; Commissioner Jackson-Castain — present; Alternate Commissioner Farmer — present; Vice Chair Booker (elevated to Acting Chair) — present.

Commissioner Dawit was noted as excused.

There were no read-outs from Closed Session.

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

Public Comment: Millie Cleveland

Comment was provided regarding the history of Oakland police chief departures connected to misconduct and scandals, noting that these issues predated the creation of the Police Commission and continued into recent years. A request was also made for the Commission to formally receive and include a related timeline in the record.

V. OPD Budget Hearing Recommendations — Draft Vote for Submission to City Council

Staff Report / Presentation

Chief of Staff Mykah Montgomery provided background on the draft budget recommendations. The document was intended for submission to the City Council to identify priority funding needs should resources become available.

Commissioner Discussion

The Commission discussed revisions to the draft recommendations, including wellness staffing, overtime tracking and analysis, civilian position restoration data, and potential CPRA administration of Skelly hearings, before referring the item to the Policy Ad Hoc Committee for further revisions and additional OPD deliverables.

Follow-Up Items/ Comments

- OPD to provide a detailed list of the 68 eliminated civilian positions.
- OPD (Captain Durham) to provide a sample overtime slip showing approval and tracking code structure.
- OPD to report on what aggregate overtime reports can be generated from existing tracking codes in Oracle.
- OPD to provide a list of all reimbursable overtime (third-party) requests and assignments.
- OPD to clarify whether reports can be run showing officer shift schedules before and after reimbursable overtime assignments.
- Acting Chair Booker to locate the previously viewed document listing reimbursable overtime assignments by entity.
- Policy Ad Hoc to revise the budget recommendations incorporating PDWU-specific staff recommendations and additional overtime tracking language.
- Chief of Staff to work with Chair Garcia-Acosta and PDWU to obtain specific wellness staffing recommendations for inclusion.
- Commission to explore engaging City Council on funding sources (e.g., Measure Z funds) for technology and other budget recommendations.

Public Comment: Anne Janks, Millie Cleveland, Tarita, Mariano Contreras

Public comments and Commission discussion focused on concerns regarding overtime oversight, officer fatigue, civilianization of non-public-safety roles, OPD recruiting, reimbursable overtime practices, and the need for stronger public advocacy and accountability measures related to OPD operations and oversight.

Action Taken

No vote was taken. The draft budget recommendations were referred to the Policy Ad Hoc Committee for revision based on commissioner and public feedback. OPD deliverables were noted.

VI. Police Commission Oversight Report Draft — Discussion and Vote for Approval

Staff Report / Presentation

Chief of Staff Montgomery presented the Commission's first annual Oversight Report, explaining it was developed to fulfill City Charter reporting requirements using data compiled from OPD's 2024 bi-monthly reporting templates due to the absence of a formal Chief's report.

Commissioner Discussion

The Commission discussed potential revisions and legal clarification regarding the draft Oversight Report, including wellness, discipline, oversight compliance, and reporting requirements, before deciding to defer a vote pending guidance from the Commission counsel.

Follow-Up Items / Comments

- Chief of Staff to confirm with Commission Counsel whether City Charter §604(b)(9) requires a report distinct from the annual report.
- If distinct, determine the appropriate scope, content, and timing for this oversight report.
- Update wellness section to reflect the loss of the wellness coordinator position.
- Verify whether NSA Task 2 fell out of compliance in 2024 or early 2025.
- Add data on the number of discipline committee hearings and Commission convened discipline matters in 2024.
- Consider adding language about OPD's posture regarding accepting Commission oversight.
- Interim Director Lawson recommended an ad hoc to define what Chief reporting should come to the Commission, including information from NSA/M4.1 meetings.

Public Comment: Mariano Contreras, Millie Cleveland

Public comment and discussion emphasized the need for clearer reporting requirements, additional oversight information in future reports, and greater attention to charter-mandated responsibilities, including Inspector General funding, Chief evaluations, and the mediation program.

Action Taken

No vote was taken. The oversight report was tabled pending legal clarification and further revisions.

VII. Strategic Plan Draft Review and Vote

Staff Report / Presentation

Commissioner Jackson-Castain presented the draft 2025–2027 Strategic Plan, describing it as a multi-year collaborative effort focused on policy development, community engagement, internal operations, federal oversight, and mental health support.

Policy Development: Commissioner Jackson-Castain outlined goals to catalog, prioritize, and update OPD policies to align with constitutional policing standards, and to develop reporting mechanisms to monitor policy implementation. She noted collaboration with the Inspector General for regular policy audits.

Community Engagement & Strategic Communications: Commissioner Jackson-Castain described goals to increase public awareness of the Commission's role, reinstate the Community Engagement Ad Hoc, develop a communications campaign and roadshow, and establish coordinated joint communications protocols with the IG and CPRA for high-profile incidents.

Internal Operations: Chief of Staff Montgomery presented goals including updating commissioner onboarding (with a buddy system), improving people management and evaluation frameworks, developing annual work plans, improving operational efficiency, and continuing oversight of CPRA, OPD, and OIG with regular meeting cadences and emerging-issue response protocols.

Federal Oversight: Commissioner Farmer presented goals to fulfill NSA tasks, develop KPIs for sustained cultural change, manage the post-NSA transition, develop a systemic approach to addressing racial profiling (including policy review and data collection), and ensure the disciplinary process is fair and up to date (including the Discipline Matrix and Manual of Rules updates).

Mental Health Support: Commissioner Farmer outlined the goal of promoting a culture that destigmatizes mental health care within OPD, including advocating for permanent wellness staff, integrating wellness KPIs into OPD reporting, developing education and training recommendations, and creating an annual officer award for excellence.

Commissioner Discussion

Commissioners discussed strengthening the Strategic Plan through community outreach accountability, commissioner self-assessment and onboarding processes, and exploring connections between mental health support and disciplinary outcomes.

Follow-Up Items / Comments

- Inspector General Maloof requested clarification on his office's role to avoid audit conflicts of interest — he should not be listed as "owner/lead" on policies his office would later audit.
- Commissioner Jackson-Castain to revise IG listing on policy development to reflect a consultative rather than lead role.
- Community Engagement Ad Hoc to be reinstated; commissioners to communicate interest to Chief of Staff.
- Chief of Staff to confirm whether the militarized equipment annual report was completed on time.
- Mental Health Ad Hoc to be established with Acting Chair Booker and Commissioner Farmer.
- Policy Ad Hoc to take up immigration/ICE engagement with OPD as a priority item.

Public Comment: Zurvohn Maloof, Anne Janks, Latricia, Mille Cleveland, Antonio Lawson

Public comment on the Strategic Plan focused on strengthening constitutional policing oversight, expanding community outreach, addressing resource and funding needs for oversight bodies, improving transparency and youth engagement, reforming Skelly hearing practices, and ensuring accountability through future labor negotiations and policy implementation.

Action Taken

Commissioner Jackson-Castain moved to accept the draft strategic plan.

The motion was seconded.

Roll call vote: Commissioner Williams — aye; Commissioner Riles — aye, Chair Garcia-Acosta — aye; Acting Chair Booker — aye.

Motion carried unanimously.

VIII. Ad Hoc Committee Reports

Staff Report / Presentation

The Staff Search/Evaluations Ad Hoc Committee reported progress on the Chief of Police recruitment process, including coordination with the City Administrator's Office on search criteria

and recruitment firm selection, as well as ongoing evaluations for Interim CPRA Director Lawson.

Commissioner Discussion

No additional commissioner discussion was recorded.

Public Comment

No public comment was received on this item.

Action Taken

No action was taken. This was an informational report.

IX. Upcoming / Future Agenda Items

Discussion

Chief of Staff Montgomery outlined upcoming items:

- OPD to return with budget-related deliverables.
- Oversight report to return after legal clarification for a vote.
- January 22 meeting to include vote for Chair and Vice Chair.
- CMC statement vote on January 8.
- Policy Ad Hoc to take up the budget recommendations revision.

Chair Garcia-Acosta requested a future agenda item or community meeting on OPD's immigration/ICE engagement policies, potentially as the first community meeting of 2026.

Commissioner Jackson-Castain requested a future agenda item discussing how the Commission can support fellow commissioners, referencing a recent decision to overturn commissioner appointments.

A Mental Health Ad Hoc was established with Acting Chair Booker and Commissioner Farmer. Chief of Staff Montgomery noted she would coordinate with them on whether it would be a public or internal ad hoc.

Public Comment

No public comment was received on this item.

Action Taken

No formal action taken. Future agenda items were noted.

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

Public Comment: Mariano Contreras, Anne Janks

Public comment focused on maintaining the Commission's emphasis on constitutional policing and oversight matters, as well as concerns regarding OPD patrol vehicle numbering associated with white supremacist symbolism.

XI. Re-adjourn to Closed Session

No return to closed session was needed.

XII. Adjournment

Acting Chair Booker adjourned the meeting at approximately 9:26 PM.