



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
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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
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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
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Operations & Maintenance (Supplies and Contracts)

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

- **FY 2025–2026: 2 academies**

- **FY 2026–2027: 3 academies**
 - Restored to previous levels
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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.
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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.
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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).
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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.
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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.
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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
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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
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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.
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- 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.
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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.
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SEPTEMBER 25, 2025

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