



Oakland Police Commission — Meeting Minutes

Date: Thursday, February 26, 2026

Time: 5:43 PM – 10:30 PM

Location: City Hall Chamber, 1 Frank H. Ogawa Plaza, 3rd Floor, Oakland

Members Present

- Ricardo Garcia-Acosta, Chair
- Shawana Booker, Vice Chair
- Evelio Grillo, Commissioner
- Samuel Dawit, Commissioner (arrived during Closed Session)
- Angela Jackson-Castain, Commissioner
- Omar Farmer, Alternate Commissioner

Members Absent

- Wilson Riles, Commissioner (Excused)
- Shane Williams, Commissioner (Excused)

Staff Present

- Mykah Montgomery, Chief of Staff

Other Participants

- Lieutenant Jason Skrdland, Oakland Police Department

- Dr. Carlo Beckman, Oakland Police Department, Office of Internal Accountability
- Antonio Lawson, Executive Director, Community Police Review Agency (CPRA)

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

Chair Ricardo Garcia-Acosta called the meeting to order at approximately 5:30 PM and conducted roll call. 0:14:14

The following members responded to roll call: Vice Chair Booker (Present), Commissioner Grillo (Here), Commissioner Jackson-Castain (Here), and Alternate Commissioner Farmer. Chair Garcia-Acosta noted that Commissioner Dawit was expected to arrive shortly and that Commissioner Riles and Commissioner Williams were excused. Chair Garcia-Acosta announced that this would be the last meeting for Commissioner Riles, who would be departing from the Commission. Alternate Commissioner Farmer was elevated to regular commissioner status for the Closed Session in the absence of Commissioner Dawit. A quorum was established.

No public comment was received on this item. 0:15:25

II. Closed Session

The Commission adjourned to Closed Session at approximately 5:35 PM to discuss the following matters:

- Conference with Legal Counsel — Existing Litigation: *Delphine Allen et al. v. City of Oakland et al.* (N.D. Cal. No. 00-cv-4599-WHO)
- Public Employee Appointment — Title: Chief of Police
- Public Employee Discipline/Dismissal/Release

The Closed Session extended significantly longer than anticipated. 0:15:30

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

Chair Garcia-Acosta reconvened the open session at approximately 7:40 PM. He apologized to the public for the extended Closed Session, stating that commissioners needed every available minute to deliberate thoughtfully on sensitive matters. He reported that there were no items to report out from Closed Session. 2:26:08

Roll call for the redetermination of quorum: Vice Chair Booker (Present), Commissioner Dawit (Present), Commissioner Jackson-Castain (Present), Alternate Commissioner Farmer (returned to alternate status upon Commissioner Dawit's arrival), and Chair Garcia-Acosta (Present). Commissioner Grillo was also present. A quorum was reestablished with five voting members present.

IV. Open Forum Part 1

Chair Garcia-Acosta opened the first Open Forum period. 2:27:47

No public comment was received.

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

Presentation

Chair Garcia-Acosta read Resolution No. 26-13 into the record, honoring Commissioner Wilson Riles for his distinguished public service and leadership. 2:28:39 The Chair noted that Commissioner Riles had experienced a medical emergency several weeks prior and would not be returning to the Commission. The resolution recognized Commissioner Riles's service as a Selection Panel appointee to the Police Commission, his leadership of the Community Policing Ad Hoc Committee and the Militarized Equipment Ad Hoc Committee, his tenure as an Oakland City Council member from 1979 to 1992 representing District 5, his role as a three-time mayoral candidate, his co-founding of the Community Bank of the Bay, and his decades of advocacy for equity, accountability, and community empowerment.

Commissioner Discussion

Commissioner Grillo stated that he had known Commissioner Riles since 1979, when he assisted with Riles's first City Council campaign while working in the Mayor's office. He described Commissioner Riles as a warrior for civil rights and community involvement, noting that Riles's daughter was recently appointed as a Superior Court judge. He stated that Commissioner Riles was in the unique category of people about whom one could only say good things. 2:34:02

Alternate Commissioner Farmer expressed gratitude for Commissioner Riles's advocacy, recalling how Riles had stood up to support commissioners' reappointments. He described Riles as "the lion in the chamber" and praised his speaking and communication skills, his dedication, and his long history of public service. 2:35:32

Vice Chair Booker echoed the sentiments, calling Commissioner Riles a true force on the Commission whose critical thinking skills were unmatched. 2:37:04

Chair Garcia-Acosta shared that he and Commissioner Riles had both appeared before the selection panel, and that Riles was selected while Garcia-Acosta was placed in the waiting pool. He recounted traveling with Commissioner Riles to the NACO conference and described the bond they formed outside of Council Chambers. He praised Riles as measured and pensive, but insightful and accountable to the community when he spoke. 2:40:03

Chief of Staff Montgomery spoke of her unique relationship with Commissioner Riles, describing how she would greet him when he arrived — always the first commissioner to the meeting — and ensure he had his meal. She recalled his distinctive pattern of leaning forward in his seat when he was about to make a passionate point. 2:42:23

Public Comment

No public comment was received on this item.

Action Taken

Vice Chair Booker moved to approve Resolution No. 26-13. **Commissioner Grillo seconded**. Roll call vote:

- Vice Chair Booker: Yes
- Commissioner Grillo: Yes
- Commissioner Dawit: Aye
- Commissioner Jackson-Castain: Yes
- Chair Garcia-Acosta: Aye

Motion carried unanimously, 5-0. 2:43:15

VII. Oakland Police Department Update

Staff Report / Presentation

Lieutenant Jason Skrdland presented the OPD reporting template on behalf of Deputy Chief Ausmus, who was excused for a family celebration. 2:44:12

Key updates reported included:

Staffing: Sworn staffing authorized at 678, filled at 616, with an operational strength of 495. Communications Dispatchers authorized at 78, with 66 filled and 18 in training. Professional staffing authorized at 270.5 with 233 filled. Ninety sworn employees were on long-term leave (70 medical, 18 administrative, 1 military), with 21 on modified duty. The attrition rate was 6 per month (45 separations over the prior year), with 70 possible retirements projected for 2026.

Academy Recruits: The 195th Academy (began July 19, 2025) had 14 Police Officer Trainees expected to be in field training. The 196th Academy (began November 22, 2025) had 21 recruits.

Skelly Data: 36 pending cases involving 55 members, with 23 cases ready for a Skelly hearing.

IAB Cases (2026 YTD through Feb 15): 181 cases closed, 172 opened in intake, 120 assigned to intake but not yet assigned to an investigator. Caseload: 70 investigations assigned to IAB, 189 assigned as Division Level Investigations, 415 total open cases.

CID Data (2026 YTD): 44 juvenile arrests, 7 referrals to the Neighborhood Opportunity and Accountability Board, 205 domestic violence cases, 189 missing persons cases (147 closed).

Commissioner Discussion

Chair Garcia-Acosta noted a slight increase in pending Skelly cases and expressed a desire to see that number continue to decline, acknowledging prior efforts to redeploy officers to conduct Skelly hearings. 2:49:20

Commissioner Dawit requested that OPD provide specific reporting on actions being taken to achieve compliance with NSA Tasks 2, 5, and 45 at each meeting, rather than simply noting compliance status. 2:49:48 Chair Garcia-Acosta noted that Alternate Commissioner Farmer

would provide an update from the NSA Ad Hoc later in the meeting. Alternate Commissioner Farmer confirmed that the template was being updated to include subtask-level detail for Tasks 2, 5, and 45. 2:50:14

Alternate Commissioner Farmer questioned the accuracy of the IMT visit date listed in the template (November 18, 2025), noting that IMT visits occur monthly. Lieutenant Skrdland acknowledged the date appeared outdated and committed to providing updated information. 2:50:36

Commissioner Dawit asked about the status of the IAB-to-CPRA transition, noting the template stated that a meet and confer was "being scheduled." Lieutenant Skrdland indicated it was an ongoing process. 2:52:33

Unanswered Questions / Follow-Up Items

1. OPD to provide updated dates for the most recent and next scheduled IMT site visit.
2. OPD to include specific actions being taken toward compliance with NSA Tasks 2, 5, and 45 (at the subtask level) in future reporting templates.
3. Clarification requested on the actual status of the IAB-to-CPRA transition meet and confer (later addressed by Director Lawson under Item IX).
4. OPD to report on whether the OPOA has taken a position on the Inspector General attending Skelly hearings.
5. OPD to provide an update on ICE-related training and policy documents following a meeting scheduled with Chief Beere the following week.

Public Comment (Mandal, Cleveland, Morton)

- Urged commissioners to review the Skelly report presented to the Public Safety Committee the prior Tuesday, noting a 70% decrease in the backlog attributed to interdepartmental collaboration between OPD, the City Attorney, HR, City Administration, and Employee Relations. She stated that a follow-up report to the Public Safety Committee was expected in approximately three months. 2:54:07
- Stated that the IAB-to-CPRA transition working group had never met and that the City Administration had not convened it. She referenced the City of Denver's authorization of police to protect anti-ICE protesters and asked, through the Chair, whether OPD officers had received any training or policy updates related to potential ICE activity. 2:56:16
- Asked when OPD would invite the Inspector General to attend Skelly hearings, as it was her understanding the OIG was supposed to be able to attend. 2:57:39

Chair Announcements Following Public Comment

Chair Garcia-Acosta provided several updates in response to public comments. He stated that a follow-up meeting with Chief Beere was scheduled for the following week to review immigration-related policies, noting that Commissioner Jackson-Castain had previously identified conflicting language in an older policy that needed correction. He also confirmed that the Inspector General had requested to attend Skelly hearings, that OPD had agreed, and that staff had been instructed to notify the IG of all upcoming hearings. 2:58:35

Commissioner Dawit expressed interest in having the Commission review what Denver and other jurisdictions (including Chicago and Minnesota) had done regarding policies to protect residents exercising First Amendment rights during federal immigration enforcement actions, and consider whether similar policies could be adopted in Oakland. 2:59:43

Action Taken

No formal action was taken. This was a recurring informational item.

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

Staff Report / Presentation

Dr. Carlo Beckman of OPD's Office of Internal Accountability presented the Department's request for a limited exemption from the reporting requirements of Department General Order M-03 (Complaints Against Departmental Personnel or Procedures) for personnel interviews conducted as part of a qualitative study on the internal affairs and discipline process. 3:01:20

Dr. Beckman explained the background: OPD's 2024 Internal Affairs Outcomes and Discipline study, conducted with Stanford researchers, found that Black and Hispanic sworn members were sustained at a statistically significantly higher rate than white members, with the most concerning disparity occurring in internally generated cases. Neither OPD nor Stanford was able to identify a specific cause. A subsequent IA perception survey administered in June–July 2025 indicated that most respondents believed the IA investigation and disciplinary processes were unfair.

The qualitative study would involve semi-structured interviews of 10 to 16 volunteer participants representing various ranks, demographics, and staff categories (sworn and professional), with a goal of understanding the "how" and "why" behind the quantitative

findings. Recruitment would be conducted through departmental affinity groups including the Black Officers Association, Asian Officers Association, and Hispanic Officers Association. Interviews would be conducted by Dr. Beckman and Dr. Tracey Jones, recorded, transcribed, anonymized through pseudonyms, and analyzed through thematic coding.

The exemption from DGO M-03 was necessary to ensure confidentiality and encourage candid participation. Without it, researchers would be obligated as managers to initiate complaint proceedings if an interviewee's comments could be construed as describing misconduct. The exemption would not affect mandatory reporting of criminal conduct under DGO M-04.1. Participants would be informed in writing and verbally at the start of each interview about their right to file a formal complaint through standard channels. The IMT and Plaintiffs' attorneys had already reviewed and approved the exemption. The anticipated timeline from recruitment to draft report was four to six months.

Commissioner Discussion

Chair Garcia-Acosta noted that the earlier IA perception survey had a low response rate, estimated at under 20–30%, and asked about recruitment strategy for the qualitative study. Dr. Beckman explained that qualitative studies do not require the same sample sizes as quantitative studies for generalizability; even 12–16 participants would yield workable data. He emphasized that the affinity group outreach and the confidentiality protections of the special order would encourage participation. 3:07:29

Commissioner Grillo asked for clarification on the meaning of "internally generated complaints" and whether the racial disparity existed for externally generated complaints as well. Dr. Beckman explained that internally generated complaints included those initiated from within the organization or discovered during review of evidence for other complaints. He stated that he had not performed analysis on externally generated complaint disparity rates. 3:11:12

Vice Chair Booker asked about measures to maintain anonymity during recruitment and interviews, including whether interviews would occur at a location outside the Police Administration Building and whether they would be on-duty or off-duty. Dr. Beckman stated they were considering a third-party site but had not finalized the location or the on-duty/off-duty determination. 3:13:11

Commissioner Jackson-Castain expressed enthusiasm for the study and asked whether the sample size of 10–12 could be expanded, noting it represented only about 1% of sworn and professional staff. Dr. Beckman stated he would welcome more participants and reiterated that the affinity group outreach and the special order would help encourage sign-ups. 3:14:19

Alternate Commissioner Farmer asked whether OPD had considered a root cause assessment for the disparities. Dr. Beckman confirmed the qualitative study was designed to address that need. Commissioner Farmer also asked whether the anonymization of the discipline process (implemented per an earlier commitment) had helped improve the numbers. Dr. Beckman confirmed it had been implemented but could not comment on its efficacy. Commissioner Farmer requested that OPD identify which specific NSA subtask(s) of Task 45 this study would apply to and report back. Dr. Beckman agreed. 3:15:58

Commissioner Dawit asked whether the prior quantitative study examined any correlation between the race of command staff originating internally generated complaints and the racial disparities in sustained findings. Dr. Beckman stated that the study was unable to pinpoint an exact reason even with Stanford's help, and this qualitative study was intended to explore such questions. 3:16:31

Unanswered Questions / Follow-Up Items

1. OPD to report back (through DC Ausmus) on which specific NSA subtask(s) of Task 45 this qualitative study applies to.
2. OPD to determine and communicate whether interviews will be conducted on-duty or off-duty, and at what location.
3. Future analysis requested: whether racial disparities exist in externally generated complaint sustained rates (not yet analyzed).
4. Future analysis requested: whether the race of originating command staff correlates with disparity in sustained findings for internally generated complaints.
5. OPD to report on the efficacy of the previously implemented anonymization of the discipline process.

Public Comment (Mandal)

- Expressed support for the study and praised the Department for attempting to understand the disparities internally. She directed commissioners to page 27 of the 2024 Internal Affairs report (part of the January CMC packet, publicly available), which showed that external-origin cases had a total sustained rate of 4% (range 1–5% by ethnicity), while internal-origin cases had a total sustained rate of 25%, with Black officers sustained at 47% and Hispanic officers at 24%. She noted that multiple statistical tests showed no identifiable source of the disparity. 3:26:15

Action Taken

Commissioner Dawit moved to approve the OPD Qualitative Study Exemption Permission Request with DGO M-03. **Commissioner Grillo seconded**. Roll call vote:

- Vice Chair Booker: Aye
- Commissioner Grillo: Aye
- Commissioner Dawit: Aye
- Commissioner Jackson-Castain: Aye
- Chair Garcia-Acosta: Aye

Motion carried unanimously, 5-0. 3:29:46

IX. Community Police Review Agency (CPRA) Update

Staff Report / Presentation

Executive Director Antonio Lawson presented the CPRA update. Chair Garcia-Acosta publicly congratulated Director Lawson on his permanent appointment as Executive Director of CPRA, having previously served in an interim capacity. 3:30:53

Clarification on Internally Generated Complaints: Director Lawson elaborated on Commissioner Grillo's earlier question, explaining that many internally generated complaints arise from CPRA or OPD reviewing body-worn camera footage during investigations and identifying additional violations (e.g., failure to activate body-worn cameras) not included in the original external complaint. 3:31:16

IAB-to-CPRA Transition Working Group: Director Lawson reported that the transition working group had never met until this week, when he received notification that Bert Jones, Assistant to the City Administrator, would serve as the lead coordinator. The task force would include representatives from IAB, CPRA, the City Attorney's Office, HR, and Finance. Director Lawson recommended that the Commission inquire with Mr. Jones about including a Commission representative. 3:31:16

Skelly Hearing Process — Significant Report: Director Lawson reported on the February 24 Public Safety Committee meeting, convened at Council Member Rowena Brown's request, regarding OPD's Skelly hearing backlog. Director Lawson stated that CPRA proposed transferring Skelly hearing management to CPRA using outside Administrative Law Judges (ALJs) or attorneys as Skelly officers. He explained several concerns:

1. **Impartiality:** Current Skelly hearings are conducted by high-ranking OPD officers (lieutenants, deputy chiefs) who are colleagues of the subject officers. Since Director Lawson joined CPRA, nearly all Skelly officer decisions he reviewed had overruled the Chief's disciplinary recommendation, typically reducing discipline. He argued these decisions applied incorrect legal standards — the Skelly officer's role is to ensure the Chief's discipline is reasonable and within the disciplinary matrix, not to substitute their own judgment.
2. **Impact on Arbitration:** When a Skelly officer within OPD overrules the Chief, it creates a "polluted record" at arbitration, where the City must argue for termination while its own department member formally disagreed. This pattern had contributed to the City consistently losing at arbitration, resulting in multi-million-dollar costs for back pay (including overtime) for officers who may have been off the force for years.
3. **Backlog Discrepancy:** Director Lawson reported 87 pending Skelly cases based on the weekly Friday agenda from OPD's discipline meetings (80 non-termination, 7 termination). OPD, however, reported 46 cases (or 64 individuals) to the Public Safety Committee, apparently due to "batching" of cases arising from the same incident. Director Lawson questioned the legality of batching Skelly hearings.
4. **Resource Allocation:** Dedicating OPD command staff to Skelly hearings diverts resources from policing at a time of staffing shortages and NSA compliance efforts.
5. **Available Funding:** CPRA has \$200,000 allocated in the next fiscal year (beginning July 1) specifically for Skelly hearings that could fund outside ALJs or attorneys to begin reducing the backlog.

Director Lawson recommended the Commission consider establishing an ad hoc committee to address the Skelly issue, noting that the Public Safety Committee would revisit the matter in three months.

Other Updates:

- **New Staff:** CPRA hired project manager Cynthia Tramiel, who started February 2, with experience in organizational management, database systems, and document retention.
- **Mediation:** Significant progress on the mediation program, with the first mediation session anticipated in April 2026, thanks to collaboration between Chair Garcia-Acosta and Chief Beere.
- **Outside Counsel:** CPRA completed an RFP process and was contracting with two attorneys: Kendra Tanacha (to handle high-level investigations; previously a backup hearing officer for the Commission; currently a mediator with the California Civil Rights Department) and Emily Prescott (to assist with investigator training and drafting CPRA policies and procedures; previously affiliated with CPRA).

- **Completed Investigations:** 27 cases closed in January, plus 5 additional sustained cases deferred to IAB under City Charter Section 604(g)(3) where CPRA and IAB reached the same findings.
- **Systemic Issues Identified:** CPRA reported concerns about off-duty officers asserting themselves on duty in problematic circumstances, an uptick in profiling allegations (difficult to prove individually but concerning in aggregate), and a pattern of troubling search and seizure cases. CPRA stated it was working with OPD on guidelines for off-duty conduct.

Commissioner Discussion

Commissioner Dawit asked about feedback from the Public Safety Committee on the ALJ proposal. Director Lawson reported that he received limited time to present and that Council Member Houston stated there was no reason to change the current process. 3:54:04

Commissioner Dawit asked about the cost-effectiveness of using ALJs. Director Lawson noted that while OPD officers conducting Skelly hearings are salaried employees, the cost to the city includes diversion from policing duties and potential overtime, plus the multi-million-dollar risk at failed arbitrations. The \$200,000 CPRA fund could cover initial cases at billing rates of \$375–\$425 per hour. 3:58:05

Chair Garcia-Acosta confirmed the \$200,000 was one-time funding for the next fiscal year beginning July 1. He asked whether a third-party Skelly process would help clarify the actual number of pending cases, and Director Lawson agreed. The Chair also asked about reconciling the discrepancy between the 87 and 46/64 figures, and Director Lawson stated that OPD's own Friday agenda lists each case by case number and individual, and verification should be straightforward. 3:58:18

Vice Chair Booker stated that the Skelly issue directly affected culture change and accountability within OPD. She argued that when Skelly officers consistently overrule the Chief's decisions, it undermines the Chief's authority and creates a cycle where officers lack accountability. She noted that none of the Skelly rulings she had reviewed augmented discipline — all were reductions. 4:05:43

Director Lawson confirmed that all Skelly decisions he had seen were reductions, never augmentations. He praised Interim Chief Beere as well-reasoned and thorough, expressing concern about future Skelly officers overruling Beere's well-supported decisions. 4:10:16

Chair Garcia-Acosta asked whether the Inspector General sitting in on Skelly hearings could help identify patterns, and whether a broader audit might be warranted. Director Lawson agreed

that a neutral third-party presence would be beneficial, noting that currently only the Skelly officer, the subject officer, and the union representative participate — the City Attorney's Office does not. 4:11:50

Commissioner Grillo asked why the City Attorney does not participate in Skelly hearings. Director Lawson did not know. Chair Garcia-Acosta suggested it might be a resource or procedural matter. Commissioner Grillo strongly recommended that if outside parties are retained for Skelly hearings, ALJs be used rather than attorneys, to avoid arguments of bias from parties hired by the Commission. 4:14:48

Commissioner Dawit asked whether other city department managers had been trained to hear OPD Skelly cases. Director Lawson stated that all Skelly decisions he had received in CPRA-related cases were rendered by OPD officers, and that the same appeared true on the Friday agendas. He acknowledged some cross-department training existed but noted non-OPD managers had limited time to devote to the backlog. He recommended a hybrid approach long-term but urged using ALJs in the near term to address the backlog. 4:17:17

Alternate Commissioner Farmer thanked Director Lawson for raising the IAB-to-CPRA working group and noted the Commission's strategic plan already included an objective to participate in that working group, and a separate objective to create a working group to standardize the discipline committee process. He suggested participation in the Bert Jones working group could help achieve both objectives. 4:19:12

Unanswered Questions / Follow-Up Items

1. Commission to determine whether to establish an ad hoc committee on the Skelly hearing process, as recommended by Director Lawson, ahead of the Public Safety Committee's three-month follow-up.
2. Commission to designate a representative to participate in the IAB-to-CPRA transition working group being organized by Assistant to the City Administrator Bert Jones.
3. OPD to clarify the actual number of pending Skelly cases and reconcile the discrepancy between the 87 cases identified on its Friday discipline agenda and the 46 cases / 64 individuals reported to the Public Safety Committee.
4. Inquiry to be made regarding why the City Attorney's Office does not participate in Skelly hearings.
5. Director Lawson to explore RFP process for retaining ALJs to begin addressing the Skelly backlog using CPRA's \$200,000 allocation (available beginning July 1, 2026).

Public Comment (Mandal, Cleveland)

- Urged commissioners to review OPD's and CPRA's full presentations to the Public Safety Committee (available on the Legistar site). She noted a discrepancy in the scope of reporting between CPRA and OPD and stated that since May, CPRA had sustained approximately 16 cases while OPD had closed approximately 60 Skelly cases. She noted that of CPRA's 27 January closures, only 9 were fully investigated (the remainder being administrative closures). She called for standardized and transparent reporting across all agencies and recommended that if recommendations were to be made for the three-month Public Safety Committee follow-up, gaps in data should be addressed with facts and figures. 4:21:46
- Stated that at the Public Safety Committee meeting, the Committee chair gave Director Lawson very limited time to present and was dismissive of his remarks, while OPD received 20–30 minutes. She stated the Council showed no interest in resolving the issue and urged the Commission to take leadership. She asserted that the current internal Skelly process exhibited clear bias and that external ALJs would be more cost-effective. Drawing from her experience as a retired union representative, she noted that Skelly officers in her experience always came from different departments than the subject employee, and the relevant standard was whether due process was provided. 4:24:14

Action Taken

No formal action was taken. This was a recurring informational item. Director Lawson's recommendations for ad hoc committee formation and participation in the IAB-to-CPRA working group were noted for future consideration.

X. Ad Hoc Committee Reports

Chief Search Ad Hoc Committee

Chair Garcia-Acosta acknowledged the extensive work of Chief of Staff Montgomery in building the chief search infrastructure, including websites, surveys, community venue bookings, and partner communications. 4:26:28

Chief of Staff Montgomery provided a detailed update. She recognized the Ad Hoc members — Commissioner Williams (Chair), Chair Garcia-Acosta, and Commissioner Jackson-Castain — for their intensive work. She presented the chief search website (oaklandca.gov/police-chief), which houses all search-related information. She demonstrated the website's multilingual

capability, showing 12 language translation options available for all site content, including survey questions. 4:27:20

Chief of Staff Montgomery announced the following community forum dates:

- **Wednesday, March 11** — Oakland Public Library, 81st Avenue Branch, 6:00–7:30 PM
- **Thursday, March 12** — Part of the Commission's regular meeting, held in the community (specific venue TBD), 6:00–7:30 PM
- **Sunday, March 15** — Imani Church, Oakland (time TBD)
- **Wednesday, March 25** — César Chávez Library, Fruitvale, 6:00–7:30 PM
- **Monday, March 30** — DeFremery Park Recreation Center, 6:00–7:30 PM
- **Wednesday, April 2** — Oakland Asian Cultural Center, Chinatown, 6:00–7:30 PM

All sessions except Imani Church would run 6:00–7:30 PM. Zoom access would be listen-only; remote participants could complete the survey via a link in the chat. 4:30:49

NSA Ad Hoc Committee

Alternate Commissioner Farmer reported that the OPD reporting template was being scaled back from 15 sections to 7 or 8, covering: Constitutional Policing, Policy Review, Budget, Collaboration with the Community, Discipline, Use of Force, and Mental Health and Wellness. The committee was also developing a new Oakland-specific definition of constitutional policing. 4:34:26

Next, the committee would begin creating recommendations for the OPOA MOU, having recently received the most current version. Topics under consideration included recommending GPS activation in vehicles/vessels and the radio system, and recommendations regarding overtime in that context. The committee planned to cross-reference the Commission's strategic plan with the template to ensure alignment. 4:34:26

Alternate Commissioner Farmer also announced that the NSA Ad Hoc had moved from weekly to biweekly meetings; the next meeting would be Monday, March 9 at 6:00 PM. 4:35:35

Mental Health and Wellness Ad Hoc Committee

Alternate Commissioner Farmer announced that the Mental Health and Wellness Ad Hoc (comprised of Vice Chair Booker and himself) would hold its first meeting on Monday, March 2 at 6:00 PM. On weeks when the NSA Ad Hoc was not meeting, this committee would meet at the same time. The public was welcome to attend via Teams. 4:41:44

Discipline Matrix Ad Hoc Committee

Chair Garcia-Acosta announced that the Discipline Matrix Ad Hoc would pause for the month of March due to scheduling conflicts among panel members and to allow the Chief of Staff and commissioners to focus on the chief search community forums. 4:36:44

Public Comment

No public comment was received on this item.

Action Taken

No formal action was taken. This was a recurring informational item.

XI. Upcoming/Future Agenda Items

Discussion

Chief of Staff Montgomery identified the following upcoming and future agenda items: 4:36:00

- OPD budget recommendations (awaiting OPD updates)
- OIG update moved from March to April
- CPRA recurring report
- Chief search agenda item for the March 12 meeting
- City Auditor request to present an audit of police emergency response times (date TBD)
- Resolution for the Commission's legal counsel contract renewal (contract expiring in June; new resolution process needed for City Council)

Chair Garcia-Acosta added several items: policy reviews expected to come before the Commission (racial profiling policy DGO M-19, J-4 pursuit policy implementation timeline, potential immigration-related policy based on upcoming meeting with Chief Beere), and the standing up of a policy ad hoc led by Commissioner Dawit. 4:37:36

Commissioner Jackson-Castain recommended that the Commission discuss whether to issue a new solicitation and public bid for the GHS contract (the Commission's legal counsel), noting there had never been an evaluation of services performed and that a blank contract renewal should not be assumed. 4:39:19

Commissioner Dawit recommended a future agenda item to have the Office of the City Attorney (OCA) present on the rationale for restrictions on the Commission's access to CPRA case information, noting that without at least redacted versions of disciplinary cases, it was difficult for the Commission to identify trends, particularly as it worked on revising the discipline matrix. 4:41:16

Alternate Commissioner Farmer suggested a future presentation on constitutional policing, covering relevant constitutional amendments (4th, 5th, 6th, 8th, 14th) and seminal case law, to help educate commissioners. 4:41:44

Vice Chair Booker followed up on a previous discussion with Chief Beere about arranging for the Commission to receive de-escalation training similar to what officers receive at the academy, and asked Chief of Staff Montgomery to follow up on scheduling. 4:42:57

Unanswered Questions / Follow-Up Items

1. Schedule city auditor presentation on police emergency response times.
2. Prepare resolution for commission legal counsel contract renewal ahead of June expiration.
3. Stand up a policy ad hoc committee led by Commissioner Dawit to review incoming policy revisions.
4. Schedule discussion on GHS contract renewal and whether to issue a new solicitation.
5. Schedule OCA presentation on CPRA case information access restrictions.
6. Schedule constitutional policing educational presentation.
7. Follow up with OPD on de-escalation training for commissioners.

Public Comment

No public comment was received on this item.

Action Taken

No formal action was taken. This was a recurring informational item.

XII. Open Forum Part 2

Chair Garcia-Acosta opened the second Open Forum period. 4:43:08

Public Comment (Kramer, Mandal)

- Observed that the Commission's discussion focused heavily on resolving discipline cases after the fact, but did not address prevention. She posed a philosophical question about how to change mutual perceptions between police officers and the public, suggesting that exploring the "liminal space" — a transitional, problem-solving space — could lead to better outcomes. 4:43:24
- Called for improved reporting standards and transparency from CPRA, noting that the pending and closed case tables provided to the Commission over the years were difficult to interpret, with category definitions that changed over time. She requested that CPRA reporting be standardized and made clearer for both the Commission and the public. She also requested that the Commission provide the public with not just the number of discipline committee meetings held, but the number of cases actually heard. 4:46:47

XIV. Adjournment

Chair Garcia-Acosta adjourned the meeting at 10:30 PM, thanking commissioners and the public for their patience. 4:46:45