



OAKLAND POLICE COMMISSION

REGULAR MEETING AGENDA

August 14, 2025 - 5:30 PM

City Hall Hearing Room #2 - 1st Floor (1 Frank H. Ogawa Plaza,

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.

Please Note:

The Police Commission's meeting will be held in **Hearing Room 2 on the first floor of City Hall**, **not** in the Council Chamber. This change is due to KTOP's broadcasting team conducting technical upgrades to the Council Chamber throughout the month of August.



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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: Vice Chair Shawana Booker
Commissioners Wilson Riles, Shane Williams, Samuel Dawit, Angela Jackson-Castain, and Alternate Commissioner Omar Farmer

Excused: Chair Ricardo Garcia-Acosta

- II. Closed Session (approximately 5:30 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

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

- III. **Redetermination of Quorum (and Read-Out from Closed Session and/or announcements, if any)** **Roll Call:** Vice Chair Shawana Booker
Commissioners Wilson Riles, Shane Williams, Samuel Dawit, Angela Jackson-Castain, and Alternate Commissioner Omar Farmer

Excused: Chair Ricardo Garcia-Acosta



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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. ***This is a recurring item. (Attachment 1)***

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

VI. **Community Police Review Agency (CPRA) Update**

Interim Executive Director Antonio Lawson will provide updates on the CPRA, to the extent permitted by state and local law. Topics discussed in the update may include the Agency's pending cases, completed investigations, staffing, recent activities, and updates on the implementation process of the mediation program, if applicable. ***This is a recurring item. (Attachment 2)***

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

VII. **Ad Hoc Committee Reports**

This is an opportunity for Chair Garcia-Acosta to provide general updates about ad hoc committees, if applicable, and for representatives from active or upcoming ad hoc committees to share updates on their work, upcoming meetings, events, etc. Please be advised that ad hoc committee meeting discussions are fluid and may not have an official agenda. Recordings and minutes of meetings open to the public can be found on the Commission's [YouTube Channel](#) and the Commission's [website](#). ***This is a recurring item.***



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Ad Hoc Committees Continued...

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

The Staff Search Ad Hoc Committee is tasked with defining the role, attracting a diverse pool of qualified candidates, and managing a thorough and fair evaluation process. This includes screening applications, conducting interviews, and presenting the most suitable finalists to the hiring authority. The committee ensures an unbiased selection process, promotes diversity and inclusion, and assists with the onboarding of the chosen candidate. This Ad Hoc committee is also tasked with conducting the evaluation of the CPRA Director, Inspector General, and OPD Chief of Police, and OPC Chief of Staff. ***This ad hoc is not open to the public; however, public input specific to evaluation criteria may be welcomed through alternative channels at the discretion of the ad hoc Chair.***

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

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

The Handcuffing & Restraint Policy Ad Hoc Committee is dedicated to reviewing and assessing policies and practices related to handcuffing and restraint within the Oakland Police Department. This committee will examine current procedures, consider best practices, and provide recommendations to ensure alignment with community standards and department accountability. ***These meetings are open to the public, with dates and times currently in the final planning stage.***

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

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

The Strategic Planning Retreat Ad Hoc Committee is responsible for organizing the Police Commission's strategic planning retreat and drafting a comprehensive strategic plan. This plan outlines the Commission's goals, initiatives, and priorities over a specified period, serving as a roadmap to guide its activities, enhance operations, and better serve the community. ***Committee planning meetings are not open to the public. Committee retreats are open to the public.***

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



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Ad Hoc Committees Continued...

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

The NSA Ad Hoc Committee is tasked with: (1) Representing the Commission in all deliberations and discussions with other stakeholders pertaining to the Sustainability Period and efforts to resolve Court oversight; (2) Reviewing the status of OPD compliance with NSA Tasks 5 (investigations) and 45 (racial disparity in discipline) and make recommendations as to any policies that may be required to achieve compliance in these areas; and (3) Recommend policies and actions required to ensure that the constitutional policing mandated by the NSA continues beyond the Sustainability Period. ***These meetings are open to the public every Monday from 6 p.m. to 7:00 p.m., excluding holidays.***

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

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

The Discipline Matrix Ad Hoc committee is responsible for reviewing and providing guidance on the Oakland Police Department's Discipline Matrix to ensure it aligns with the objective of fair and consistent disciplinary practices. The committee works to ensure that the matrix, associated policies, and resulting disciplinary actions reflect contemporary industry standards for progressive discipline. This includes recommending updates, possibly reviewing cases for adherence to these standards, and ensuring transparency and accountability in the disciplinary process. Committee Chair Garcia-Acosta will provide an update on the status and/or next steps, if applicable. ***These meetings are open to the public every 1st and 3rd Wednesday from 6 p.m. to 7:30 p.m.***

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

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

The Militarized Equipment Ad Hoc Committee is tasked with drafting and updating policies regulating the acquisition and use of militarized equipment by the Oakland Police Department in accordance with the City of Oakland's Controlled Equipment Ordinance (OMC 9.65) and state law (AB 481; Gov Code 7070 et seq.).

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

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



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Ad Hoc Committees Continued...

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

Chief of Staff Montgomery submitted the 2024 Annual Report draft to the OPC for Commissioner review and discussion. This agenda item is intended to give Commissioners an opportunity to provide feedback, suggest revisions, and identify any additional information needed in preparation for the official vote on the final report at the August 28, 2024, meeting. ***This ad hoc is not open to the public. (Attachment 3)***

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

VIII. **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. (Attachment 4) [Upcoming / Future Agenda Items](#)

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

IX. **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

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

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



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XI. **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 8/6/2025

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

Task	
Tasks 2, 5, and 45	<p>The monitoring team has completed the Ninth NSA Sustainability Period Report of the Independent Monitor for the Oakland Police Department.</p> <ul style="list-style-type: none"> ▪ 10th IMT Sustainability Report (2 Jun 25): ▪ Task 2: Timeliness Standards and Compliance with IAB Investigations <ul style="list-style-type: none"> ○ Not in compliance ▪ Task 5: Complaint Procedures for IAB <ul style="list-style-type: none"> ○ Not in compliance ▪ Task 45: Discipline Policy <ul style="list-style-type: none"> ○ No compliance finding
IMT Visit	28 May 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.
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.
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.
Militarized Equipment Annual Report	The 2024 report is completed and posted on the city website.

IV. OPD Budget, Charter 604(b)(7) & MC 2.45.070(C)-(D)

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* "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.

Topic																																																					
Staffing & resource management	<p>Sworn Staffing Authorized: 678 Filled: 651 Operation Strength: 514</p> <p>Communications Dispatchers Authorized: 78 Filled: 65 (7 new Dispatcher Trainees started on Oct. 28th. 18 are currently in training) Four (4) Dispatchers hired eff 30 Aug 25.</p> <p>Professional Staffing Authorized: 272.5 Filled: 238</p> <p>Vacancies of note: All vacant positions are frozen, with the exception of the Police Communication Dispatchers. Police Communications Dispatcher (13)</p> <table><tr><th>As of Jul 7, 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><tr><td>2+ Years</td><td>5</td><td>2</td><td></td><td></td></tr><tr><td>1-2 Years</td><td>14</td><td>16</td><td>1</td><td></td></tr><tr><td>6 mo.– 1 Year</td><td>7</td><td>18</td><td></td><td></td></tr><tr><td>2-6 months</td><td>9</td><td>17</td><td>3</td><td></td></tr><tr><td>Less than 2 months</td><td>1</td><td>6</td><td>3</td><td>3</td></tr><tr><td></td><td>36</td><td>59</td><td>7</td><td>3</td></tr></table>	As of Jul 7, 2025 (Sworn only)	Admin Leave	Medical Leave On-Duty Illness/ Injury	Medical Leave Personal Illness/ Injury	Military Leave	2+ Years	5	2			1-2 Years	14	16	1		6 mo.– 1 Year	7	18			2-6 months	9	17	3		Less than 2 months	1	6	3	3		36	59	7	3	<p>Long-term leave: 102 sworn employees</p> <ul style="list-style-type: none">66 Medical Leave36 Admin Leave<ul style="list-style-type: none">6 Sergeants of Police30 Police Officers32 Sworn on Modified Duty3 Military Leave<ul style="list-style-type: none">9 Active Military Reservists <p>Of the 36 sworn personnel on admin leave, 13 have been off for 1-2 years. The annual cost associated with those 14 employees is \$3,984,556. The cost breakdown is below:</p> <table><tr><th>Admin Rank</th><th>Position</th><th>Cost</th><th>Total Cost</th></tr><tr><td>Sergeant</td><td>3</td><td>347,682</td><td>1,043,046</td></tr><tr><td>Police Officer</td><td>11</td><td>294,151</td><td>3,235,661</td></tr><tr><td>Total</td><td>14</td><td></td><td>4,278,707</td></tr></table> <p>Attrition Rate – 6/mo. (45 separated over the past year)</p> <p>Reemployments – None</p> <p>Retirement Projections for 2025: 70 possible</p> <ul style="list-style-type: none">1 Assistant Chief of Police2 Deputy Chief of Police2 Captains of Police6 Lieutenants of Police24 Sergeants of Police35 Police Officers	Admin Rank	Position	Cost	Total Cost	Sergeant	3	347,682	1,043,046	Police Officer	11	294,151	3,235,661	Total	14		4,278,707
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Academy Recruits	195 th Academy: Began July 19, 2025 - 22 Police Officer Trainees (POT) 196 th Academy: TBD																																																				
General Department functions (Internal Affairs Bureau, IAB Skelly Process)	<p>Skelly Data:</p> <p># of pending Skelly by Case: 76 (-2) # of pending Skelly by Subject: 105 (-7) # of Skelly awaiting dissemination – 25 (+8) Number of Skelly Hearing Officers: 18 (n/c)</p> <ul style="list-style-type: none">Upcoming retirements, laterals, and reassignments <p>Process Improvements:</p>	<p>* Wait time for each Skelly – Varies * How are Skelly Officers selected (training, recusals, etc.) - Must attend Skelly Hearing Officer Training & be of appropriate rank</p> <p>Skelly Comparison by Month</p>																																																			

	<ul style="list-style-type: none"> All trained Commanders and Managers can conduct Skelly's. Changed to digital format Waiver for Officers <ul style="list-style-type: none"> Working with the City Attorney to formalize Added personnel to assist VISION integration (assists in tracking ex. Reminders, emails) Skelly Dashboard fully operational 	<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>76</td><td>105</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	76	105
2025	By Case	By Subject																											
Jan	-	158																											
Feb	-	157																											
Mar	-	149																											
Apr	-	148																											
May	86	123																											
Jun	83	119																											
Jul	78	112																											
Aug	76	105																											
IAB Cases	<p>2024 Total cases closed – 1508 (126) Sustained cases (235) Sustained allegations</p> <p>2025 (Through 31 Jul 25) Total cases closed YTD – 915 Total cases opened in Intake YTD- 839 Total Cases assigned to Intake (not yet assigned to an investigator) - 185</p> <p>Case Load Total investigations assigned to IAB- 129 Total investigations assigned as DLIs – 130</p> <p>Total cases currently open - 565 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.</p>																												
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)	<p>SVS Juvenile Cases: 2025 (Year-To-Date)</p> <ul style="list-style-type: none"> Juvenile Arrests: 156 total juvenile arrests YTD Referrals to restorative justice programs: 32 <ul style="list-style-type: none"> Neighborhood Opportunity & Accountability Board (NOAB) - 31 Community Works West Referrals – 1 (No longer in service as of January 2025) <p>Missing Persons: 2025 (Year-To-Date)</p> <ul style="list-style-type: none"> YTD MPU Cases: 832 YTD Closed MPU Cases: 696 	<p>Hate Crimes: 2025 (Year-To-Date)</p> <ul style="list-style-type: none"> Total Cases: 4 New cases: 0 <p>DVU Cases: 2025 (Year-To-Date)</p> <ul style="list-style-type: none"> Total cases: 2,429 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 – 765 Domestic Battery, 243(e)(1) - 578 Inflict corporate Injury Spouse/cohabitant 273.5 - 623 																											
Education and training regarding job-related stress, PTSD, Wellness	Continue																												

Budget QUARTERLY	Last: Next:
Citywide Risk Management QUARTERLY	Last: 27 May 25 Next: 12 Aug 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.
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

The National Latino Peace Officers Association- Alameda County Chapter (NLPOA- ACC) is thrilled to invite you to join us for our upcoming "Popsicles with the Police" community event.	<p>This initiative is at the heart of our mission: building stronger, more positive relationships between law enforcement and the communities we proudly serve. Your presence and participation will help us forge deeper connections and build invaluable trust.</p> <p>Details:</p> <p>What: Popsicles with the Police When: Friday, August 1, 2025 Time: 10:30 AM - 1:00 PM Location: DeFremery Park, 1651 Adeline St., Oakland, CA.</p> <p>The event will feature jumpers, face painting, various games, and, of course, plenty of popsicles for all attendees.</p> <p>This is a fantastic opportunity to engage directly with families, children, and community partners in a relaxed and fun environment, truly embodying the spirit of community policing.</p>
National Night Out	Mayor Barbara Lee, City Administrator Jestin Johnson, and Police Chief Floyd Mitchell urge all Oakland residents to participate in National Night Out (NNO) on Tuesday, August 5, 2025. NNO is America's block party night and an opportunity for

	neighbors to get to know each other. The theme this year is: "Celebrating Safe Spaces in the Town."
Bay Area Students Tour Oakland Police Air Unit	<p>Members of the Oakland Police Department (OPD) Air Support Unit (ARGUS) had the pleasure to speak with the next generation of aviators. Last week students from the Aerospace Career Education (ACE) Academy visited the unit to learn about aviation and the vital role it plays in OPD operations.</p> <p>This group of middle and high school students toured ARGUS and spoke with the officers about their experiences as ARGUS pilots, gaining firsthand insight into careers in law enforcement and aviation.</p> <p>The Oakland Police Department is committed to giving back to our community and appreciates the opportunity to engage with these future leaders.</p>
Militarized Equipment Use Annual Report Town Hall Meeting	<p>1021 81st Avenue Oakland, CA 94621 July 16th 5:00 p.m. - 7:00 p.m.</p>

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

File	Status
None	

X. New Laws Affecting OPD

Law	
2025 New Laws	<ul style="list-style-type: none"> 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 11 Mar 25

XIII. Any Commission Requests Made by Majority Vote of Commission – Status Update, Charter 604(b)(8)

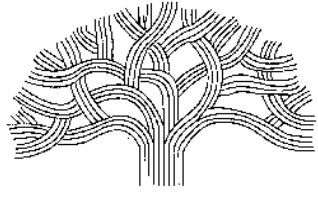
XIV. Report from the Department via City Administrator or designee, on Issues Identified by Commission through the Commission's Chair, OMC 2.45.070(R)

Request	
Budget	<ul style="list-style-type: none"> Deputy Director Suttle and Fiscal Manager Marshall - July 24th
Update on Pursuit Policy	<ul style="list-style-type: none"> Chief Mitchell – 22 May 25
Update on Pursuit Policy	<ul style="list-style-type: none"> Chief Mitchell – 13 Mar 25
Special Order 9214	<ul style="list-style-type: none"> Use of Force Timelines – DC Ausmus on 13 Mar 25

Update on 2025 New Laws	<ul style="list-style-type: none">Presented on 27 Feb 25 - Lieutenant Dorham							
Update on Pursuit Policy	<ul style="list-style-type: none">Presented 23 Jan 25 – Chief Michell<ul style="list-style-type: none">History of the Pursuit Policy since 2014							
Sanctuary Ordinance	<ul style="list-style-type: none">Presented on 23 Jan 25 – Lieutenant Dorham<ul style="list-style-type: none">Sanctuary Ordinance Training for OPD							
Pursuit Policy	<ul style="list-style-type: none">Presented on 9 Jan 25 and on 15 Jan 25 - Acting Deputy Chief Ausmus and Sergeant Urquiza							
Youth Services	<ul style="list-style-type: none">Presented on 24 Oct 24 – Lieutenant Campos<ul style="list-style-type: none">Juvenile Arrest ReferralsNOAB							
Encampment Management	<ul style="list-style-type: none">Presented on 10 Oct 24 - Captain Eriberto Perez- Angeles							
Missing Persons	<ul style="list-style-type: none">Presented on 10 Oct 24 – Lieutenant Campos							
Ceasefire	<ul style="list-style-type: none">Presented on 26 Sep 24 - Director Reverend Damita Davis<ul style="list-style-type: none">Ceasefire							
30x30 - OPOA Women’s Committee	<ul style="list-style-type: none">Presented on 19 Sep 24 - Lt. Alexis Nash<ul style="list-style-type: none">30x30OPOA Women’s CommitteeWomen Leaders in Law Enforcement Symposium (WLLE)							
Patterns Definition	<ul style="list-style-type: none">Presented on 22 Aug 24 - “Patterns” Definition – Lt. Hubbard							
Skelly	<ul style="list-style-type: none">Presented on 22 Aug 24 - Update on Skelly – Act. Capt. Dorham							
Wellness Unit	<ul style="list-style-type: none">Presented on 22 Aug 24 - Wellness Unit Update – Dr. Nettles							
J-04 Pursuit Policy	<ul style="list-style-type: none">Presented on 31 Jul 24 at the Community Policing Ad Hoc Public ForumCapt. Ausmus, A/Captain E. Perez-Angeles, and Sgt. Urquiza-Leibin							
SB 2	<ul style="list-style-type: none">Presented on 25 July 24 – Lt. Dorham							
911 System Grand Jury Report Presentation	<ul style="list-style-type: none">Presented on 11 July 24 – Deputy Director Suttle and Mgr. Cheng							
MACRO Strategy Development	<ul style="list-style-type: none">Presented on 11 July 24 – Deputy Director Suttle and Mgr. Cheng							
Paid Admin Leave Budget	<ul style="list-style-type: none">Presented on 13 Jun 24, Manager Marshall and Chief Mitchell							
MACRO Presentation	<ul style="list-style-type: none">Presented on 23 May 24 Communications Manager – Mgr. Cheng							
Ceasefire	<ul style="list-style-type: none">Presented on 8 May 24 – A/Capt. Valle							
IAD/Skelly	<ul style="list-style-type: none">Presented on 8 May 24 and 13 Jun 24 - Lt. Dorham							
MACRO Data	<ul style="list-style-type: none">July 16TH – 31ST 2025 bi-weekly data:70 calls were referred from OPD Dispatch to MACRO65 incidents were returned from OFD and sent back to OPD to handle608 potential calls not referred to MACRO due to the below incident type criteria (radio code/description): <table><tr><td>415 (Disturbing the Peace)</td><td>415J (Disturbing the Peace – Juvenile)</td><td>912</td><td>EVAL (Evaluate the scene/person)</td></tr></table>				415 (Disturbing the Peace)	415J (Disturbing the Peace – Juvenile)	912	EVAL (Evaluate the scene/person)
415 (Disturbing the Peace)	415J (Disturbing the Peace – Juvenile)	912	EVAL (Evaluate the scene/person)					

		(Possible Suspicious Person)	
415C (Disturbing the Peace – Investigate)	647B (Prostitution)	5150 (Possible Mental Health Crisis)	OMC (Oakland Municipal Code)
415D (Disturbing the Peace – Drinking)	647C (aggressive panhandling)	602L (trespassing)	SLEEP (evaluate/person sleeping)
415F (disturbing the Peace – Family/Domestic Disturbance)	601I (incorrigible juvenile)	922 (person drunk on the street)	WELCK (conduct a welfare check on someone)
415E (Disturbing the Peace – Music Party)	647F (person possibly drunk)	314 (indecent exposure)	SENILE (evaluate the scene, welfare check, could be a missing person unable to care for themselves)
<ul style="list-style-type: none"> Below is a sample of 10 calls that were not eligible to be sent to MACRO due to the details provided by the reporting person calling dispatch. These calls included details such as: <ul style="list-style-type: none"> the incident occurring inside a dwelling mention of a crime, weapons and/or threats of violence 			
# of Calls	Call Type	Reason not Referred	
1	5150	1. Transient inside vehicle/dwelling	
1	EVAL	1. Inside dwelling- son punched hole in wall.	
2	415C	1. Subject throwing bottles. 2. Unknown.	
1	415F	1. No specific location provided. Vesta coordinates.	
3	912	1. Inside dwelling 2. Inside dwelling 3. Unable to locate – unknown why not macro	
2	415	1. History of making threats 2. Drug use	

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

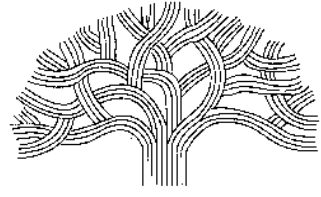


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22-1102	08/23/2022	10/17/2022	04/19/2023	Investigator	YH	02/19/2023	TOLLED	Other	1	1		Obedience to Laws
24-0582	04/17/2024	04/20/2024	04/17/2024	Investigator	YH	10/14/2024	TOLLED	Use of Force	1	2	2	Use of Force
24-1104	08/01/2024	08/01/2024	08/01/2024	Investigator	AL	01/28/2025	TOLLED	Other	1	1	3	Obedience to Laws, Reports and Bookings, Truthfulness
24-1107	Multiple dates	08/01/2024	08/01/2024	Investigator	YH	01/28/2025	TOLLED	Other	1	1	5	Obedience to Laws, Conduct Towards Others-Demeanor, Conduct Towards Others-Relationship, Conduct Towards Others-Harassment and Discrimination
25-0014	01/04/2024	01/04/2024	01/07/2025	Investigator	AL	07/03/2025	TOLLED	Use of Force	1	1	1	Use of Force
25-0191	02/24/2025	02/24/2025	02/25/2025	Investigator	AL	08/23/2025	TOLLED	Use of Force	1	2	2	Use of Force
25-0287	01/19/2024	03/13/2025	03/19/2025	Investigator	YH	09/09/2025	TOLLED	Truthfulness	1	1	2	Obedience to Laws, Failure to Report
24-1431	10/04/2024	10/04/2024	10/07/2024	Investigator	AL	04/02/2025	10/03/2025	Use of Force	1	3	6	Use of Force, False Arrest
24-1451	10/10/2024	10/10/2024	10/11/2024	Investigator	SD	04/08/2025	10/09/2025	Use of Force	1	2	6	Use of Force, Demeanor, Performance of Duty, Discrimination
24-1471	10/12/2024	10/16/2024	10/16/2024	Investigator	AL	04/14/2025	10/15/2025	Use of Force	1	6	15	Use of Force, Performance of Duty
24-1520	08/14/2024	10/20/2024	10/20/2024	Investigator	SD	04/18/2025	10/19/2025	Truthfulness	1	1	1	Truthfulness
24-1525	10/25/2024	10/25/2024	10/28/2024	Investigator	AL	04/23/2025	10/24/2025	Use of Force	1	1	2	Use of Force, Performance of Duty
24-1547	10/28/2024	10/28/2024	10/28/2024	Investigator	SD	04/26/2025	10/27/2025	Discrimination	1	1	1	Discrimination
24-1603	11/15/2024	11/15/2024	11/18/2024	Investigator	CH	05/14/2025	11/14/2025	Discrimination	1	2	5	Discrimination, Demeanor, False Arrest
24-0608	12/26/2023	04/22/2024	04/24/2024	Investigator	YH	10/19/2024	11/19/2025	Truthfulness	1	2	4	Obedience to Laws, Truthfulness, Performance of Duty - General, Supervisors - Authority and Responsibilities
24-1618	11/20/2024	11/20/2024	11/21/2024	Investigator	AL	05/19/2025	11/19/2025	Use of Force	1	2	4	Use of Force, Performance of Duty
24-1685	11/25/2024	12/10/2024	12/11/2024	Investigator	AL	06/08/2025	11/25/2025	Use of Force	1	1	1	Use of Force

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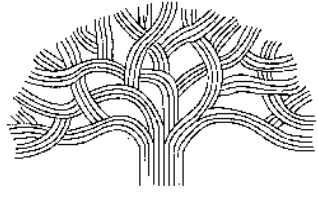


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24-1645	11/30/2024	12/02/2024	12/03/2024	Investigator	SD	05/31/2025	12/01/2025	Use of Force	1	2	2	Use of Force, Demeanor
24-1655	12/02/2024	12/02/2024	12/03/2024	Investigator	CH	05/31/2025	12/01/2025	Discrimination	1	3	4	Discrimination, Performance of Duty
24-0668	02/07/2024	02/07/2024	02/07/2024	Investigator	YH	08/13/2024	12/02/2025	Other	1	1	1	Obedience to Laws
24-1688	01/01/1990	12/10/2024	12/11/2024	Investigator	CH	06/08/2025	12/09/2025	Other	1	1	1	Obedience to Laws
24-1714	12/16/2024	12/16/2024	12/17/2024	Investigator	YH	06/14/2025	12/14/2025	Use of Force	1	2	2	Use of Force
24-1720	12/06/2024	12/17/2024	12/16/2024	Investigator	YH	06/14/2025	12/15/2025	Harassment	1	1	3	Harassment, Performance of Duty
24-1726	12/19/2024	12/19/2024	12/20/2024	Investigator	SD	06/17/2025	12/18/2025	Use of Force	1	1	1	Use of Force
24-1729	12/22/2024	12/22/2024	12/24/2024	Investigator	AL	06/20/2025	12/21/2025	Use of Force	1	1	1	Use of Force
24-1734	12/22/2024	12/22/2024	12/24/2024	Investigator	CH	06/20/2025	12/21/2025	Use of Force	1	2	4	Use of Force, Performance of Duty
24-1750	12/29/2024	12/30/2024	12/31/2024	Investigator	CH	06/28/2025	12/29/2025	Use of Force	1	2	4	Use of Force, False Arrest
25-0015	01/04/2025	01/04/2025	01/07/2025	Investigator	CH	07/03/2025	01/03/2026	Use of Force	1	1	1	Use of Force
25-0016	01/05/2025	01/05/2025	01/07/2025	Investigator	CH	07/04/2025	01/04/2026	Use of Force	1	1	1	Use of Force
25-0037	01/09/2025	01/09/2025	01/14/2025	Investigator	CH	07/08/2025	01/08/2026	Use of Force	1	1	2	Use of Force, Discrimination
24-0138	01/19/2024	01/19/2024	03/07/2024	Investigator	YH	07/17/2024	01/09/2026	Truthfulness	1	1	1	Truthfulness
25-0040	01/10/2025	01/10/2025	01/14/2025	Investigator	AL	07/09/2025	01/09/2026	Use of Force	1	2	2	Use of Force, Performance of Duty
24-0353	03/01/2024	03/01/2024	03/05/2024	Investigator	YH	08/28/2024	01/22/2026	Use of Force	1	1	3	Use of Force, Reports and Bookings, Obedience to Laws
25-0110	01/31/2025	01/31/2025	01/31/2025	Investigator	AL	07/30/2025	01/30/2026	Use of Force	1	2	2	Use of Force
24-1598	11/06/2024	11/13/2024	11/14/2024	Investigator	SD	05/12/2025	02/02/2026	Other	2	1	1	Conduct Towards Others, Relationships
25-0135	02/04/2025	02/05/2025	02/06/2025	Investigator	SD	08/04/2025	02/04/2026	Racial Profiling	1	1	4	Racial Profiling, Performance of Duty
22-0622	05/25/2022	08/23/2022	05/25/2022	Investigator	YH	11/21/2022	02/06/2026	Use of Force	1	14	1	Use of Force
25-0176	02/17/2025	02/18/2025	02/19/2025	Investigator	CH	08/17/2025	02/17/2026	Use of Force	1	1	1	Use of Force
23-1602	03/29/2022	10/02/2023	10/15/2023	Investigator	YH	03/30/2024	02/26/2026	Truthfulness	1	2	1	Truthfulness, Obedience to Laws
25-0218	02/28/2025	02/28/2025	03/03/2025	Investigator	CH	08/27/2025	02/27/2026	Use of Force	1	1	2	Use of Force, Obedience to Laws
25-0214	03/03/2025	TBD	03/04/2025	Investigator	AL	09/02/2025	03/03/2026	Other	2	1	1	Performance of Duty
25-0286	01/30/2024	03/05/2025	03/19/2025	Investigator	CH	09/01/2025	03/04/2026	Use of Force	1	1	2	Use of Force
25-0257	03/11/2025	03/11/2025	03/12/2025	Investigator	CH	09/07/2025	03/10/2026	Other	1	3	5	Other, Use of Force

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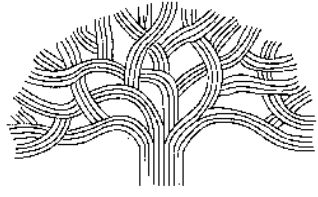


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25-0266	03/13/2025	03/13/2025	03/13/2025	Investigator	CH	09/09/2025	03/12/2026	Use of Force	1	1	1	Use of Force
25-0279	03/17/2025	03/17/2025	03/18/2025	Investigator	CH	09/13/2025	03/16/2026	Use of Force	1	2	4	Use of Force
25-0280	03/17/2025	03/17/2025	03/18/2025	Investigator	CH	09/13/2025	03/16/2026	Discrimination	1	1	2	Discrimination
25-0295	03/19/2025	03/19/2025	03/20/2025	Investigator	CH	09/15/2025	03/18/2026	Use of Force	1	1	1	Use of Force
25-0299	03/20/2025	03/20/2025	03/25/2025	Investigator	CH	09/16/2025	03/19/2026	Use of Force	1	1	3	Use of Force, Performance of Duty
25-0304	03/21/2025	03/21/2025	03/24/2025	Investigator	CH	09/17/2025	03/20/2026	Racial Profiling	1	1	1	Racial Profiling
25-0360	05/17/2024	03/25/2025	04/09/2025	Investigator	CH	09/21/2025	03/24/2026	Other	1	1	1	Obedience to Laws
25-0318	03/20/2025	03/26/2025	03/28/2025	Investigator	CH	09/22/2025	03/25/2026	Use of Force	1	4	6	Use of Force, Performance of Duty
25-0320	03/26/2025	03/27/2025	03/02/2025	Investigator	CH	09/23/2025	03/26/2026	Use of Force	1	1	5	Use of Force, Harassment, Performance of Duty, Demeanor
25-0322	01/16/2024	03/27/2025	03/27/2025	Investigator	CH	09/23/2025	03/26/2026	Other	1	1	2	Racial Profiling, Performance of Duty
25-0326	03/30/2025	03/30/2025	04/01/2025	Investigator	CH	09/26/2025	03/29/2026	Use of Force	1	1	3	Use of Force, False Arrest, Performance of Duty
25-0331	03/31/2025	03/31/2025	04/01/2025	Investigator	CH	09/27/2025	03/30/2026	Use of Force	1	4	4	Use of Force
25-0334	03/25/2025	04/01/2025	04/03/2025	Investigator	CH	09/28/2025	03/31/2026	Use of Force	1	1	4	Use of Force, Performance of Duty
25-0338	04/01/2025	04/01/2025	04/02/2025	Investigator	CH	09/28/2025	03/31/2026	Use of Force	1	1	3	Use of Force, Racial Profiling, False Arrest
25-0339	04/01/2025	04/01/2025	04/02/2025	Investigator	CH	09/28/2025	03/31/2026	Use of Force	1	2	2	Use of Force
25-0352	04/06/2025	04/06/2025	04/08/2025	Investigator	CH	10/03/2025	04/05/2026	Use of Force	1	1	1	Use of Force
25-0353	04/06/2025	04/06/2025	04/08/2025	Investigator	CH	10/03/2025	04/05/2026	Use of Force	1	5	5	Use of Force
25-0355	04/06/2025	04/08/2025	04/08/2025	Investigator	SD	10/05/2025	04/07/2026	Use of Force	1	2	2	Use of Force
25-0371	04/11/2025	04/11/2025	04/14/2025	Investigator	CH	10/08/2025	04/10/2026	Use of Force	1	1	2	Use of Force, Demeanor
25-0375	04/12/2025	04/12/2025	04/15/2025	Investigator	CH	10/09/2025	04/11/2026	Profiling	1	1	1	Profiling
25-0383	04/14/2025	04/14/2025	04/16/2025	Investigator	CH	10/11/2025	04/13/2026	Use of Force	1	1	3	Use of Force
25-0391	02/28/2025	04/16/2025	04/16/2025	Investigator	CH	10/13/2025	04/15/2026	Use of Force	1	1	2	Use of Force, Demeanor
25-0402	04/17/2025	04/17/2025	04/17/2025	Investigator	CH	10/14/2025	04/16/2026	Use of Force	1	1	1	Use of Force
25-0405	04/15/2025	04/17/2025	04/18/2025	Investigator	CH	10/14/2025	04/16/2026	Other	2	1	1	Performance of Duty
25-0412	04/18/2025	04/18/2025	04/21/2025	Intake	CH	10/15/2025	04/17/2026	Other	1	5	5	Other
24-0593	04/20/2024	04/20/2024	04/23/2024	Investigator	SD	10/17/2024	04/21/2026	Other	1	4	10	Obedience to Laws, Use of Force, Performance of Duty
25-0423	04/22/2025	04/22/2025	04/23/2025	Investigator	CH	10/19/2025	04/21/2026	Harassment	1	1	3	Failure to Report, Failure to Supervise, Harassment

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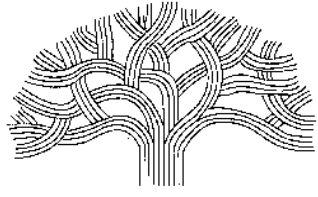


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25-0430	04/22/2025	04/22/2025	04/23/2025	Investigator	CH	10/19/2025	04/21/2026	Other	1	1	1	Other
25-0428	04/08/2025	04/23/2025	04/23/2025	Investigator	CH	10/20/2025	04/22/2026	Other	1	2	2	Other
25-0431	04/18/2025	04/23/2025	04/24/2025	Investigator	CH	10/20/2025	04/22/2026	Discrimination	1	2	2	Discrimination, Performance of Duty
25-0434	04/24/2025	04/24/2025	04/25/2025	Investigator	CH	10/21/2025	04/23/2026	Use of Force	1	1	3	Use of Force, Demeanor, Unlawful Arrest
25-0435	04/24/2025	04/24/2025	04/25/2025	Investigator	CH	10/21/2025	04/23/2026	Racial Profiling	1	1	1	Racial Profiling
25-0442	04/08/2025	04/24/2025	04/29/2025	Investigator	CH	10/21/2025	04/23/2026	Other	2	1	1	Other
25-0439	04/24/2025	04/05/2025	04/24/2025	Investigator	CH	10/22/2025	04/24/2026	Other	2	1	1	Performance of Duty
25-0447	04/18/2025	04/25/2025	04/29/2025	Investigator	CH	10/22/2025	04/24/2026	Racial Profiling	1	1	2	Racial Profiling, Performance of Duty
25-0450	04/23/2025	04/28/2025	04/30/2025	Investigator	CH	10/25/2025	04/27/2026	Discrimination	1	1	2	Discrimination, Performance of Duty
25-0453	04/28/2025	04/28/2025	04/30/2025	Investigator	CH	10/25/2025	04/27/2026	Use of Force	1	3	7	Use of Force, Unlawful Arrest, Performance of Duty
25-0186	02/22/2025	02/23/2025	02/25/2025	Investigator	SD	08/22/2025	04/28/2026	Other	1	1	1	Other
25-0463	04/30/2025	04/30/2025	05/01/2025	Investigator	CH	10/27/2025	04/29/2026	Use of Force	1	2	4	Use of Force, Demeanor
25-0467	05/01/2025	05/01/2025	05/02/2025	Investigator	CH	10/28/2025	04/30/2026	Use of Force	1	2	9	Use of Force, Performance of Duty, Custody of Prisoners, Service
25-0483	04/11/2025	05/02/2025	05/02/2025	Investigator	CH	10/29/2025	05/01/2026	Discrimination	1	1	3	Discrimination, Performance of Duty
25-0477	05/03/2025	05/03/2025	05/06/2025	Investigator	CH	10/30/2025	05/02/2026	Use of Force, Discrimination	1	1	3	Use of Force, Discrimination, Performance of Duty
25-0476	05/04/2025	05/04/2025	05/06/2025	Investigator	CH	10/31/2025	05/03/2026	Use of Force	1	1	2	Use of Force, Performance of Duty
25-0488	02/13/2024	05/06/2025	05/08/2025	Investigator	CH	11/02/2025	05/05/2026	Other	1	2	2	Other
25-0497	05/08/2025	05/08/2025	05/09/2025	Investigator	CH	11/04/2025	05/07/2026	Truthfulness	1	2	2	Truthfulness
25-0501	05/09/2025	05/09/2025	05/12/2025	Investigator	CH	11/05/2025	05/08/2026	Racial Profiling	1	2	4	Racial Profiling, Discrimination
25-0512	05/12/2025	05/12/2025	05/14/2025	Investigator	CH	11/08/2025	05/11/2026	Other	2	1	2	Performance of Duty, Other
25-0515	05/13/2025	05/13/2025	05/14/2025	Investigator	CH	11/09/2025	05/12/2026	Other	2	1	1	Performance of Duty
25-0520	04/24/2025	05/14/2025	05/14/2025	Investigator	CH	11/10/2025	05/13/2026	Use of Force	1	1	5	Use of Force, Performance of Duty, Demeanor
25-0522	05/14/2025	05/14/2025	05/15/2025	Intake	CH	11/10/2025	05/13/2026	Use of Force	1	2	3	Use of Force

*Type (604(f) or Other) column indicates the allegations for which a full investigation is mandated under Oakland City Charter Section 604 (Measure LL). "Other" indicates the case does not include any such allegations.

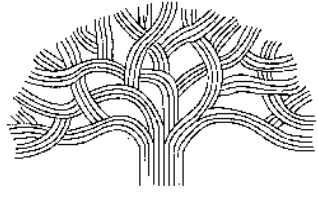


CITY OF OAKLAND
COMMUNITY POLICE REVIEW AGENCY
Pending Cases as of July 2025
(Sorted by One-Year Goal)

Page 5 of 6
 Total Pending = 128 (-10.4%)

Case #	Incident Date	Date Received IAB	Date Received CPRA	Intake or Investigator	Assigned Staff	180-Day Goal	1-Year Goal	Type (604(f)(1) or Other)	Class	Subject Officers	Allegation Count	Allegation(s)
25-0526	05/16/2025	05/16/2025	05/20/2025	Investigator	CH	11/20/2025	05/15/2026	Other	1	1	1	Improper Dissemination of Information
25-0534	05/18/2025	05/18/2025	05/20/2025	Intake	CH	11/14/2025	05/17/2026	Use of Force	1	3	3	Use of Force
25-0532	05/17/2025	05/19/2025	05/20/2025	Intake	CH	11/15/2025	05/18/2026	Other	1	1	1	Other
25-0566	05/19/2025	05/19/2025	05/28/2025	Intake	KC	11/15/2025	05/18/2026	Other	2	1	1	Performance of Duty
25-0544	05/19/2025	05/20/2025	05/21/2025	Investigator	CH	11/16/2025	05/19/2026	Use of Force	1	10	10	Use of Force, Performance of Duty, Conduct Toward Others
25-0547	05/20/2025	05/20/2025	05/21/2025	Investigator	CH	11/16/2025	05/19/2026	Use of Force	1	2	2	Use of Force
23-1781	11/07/2023	11/07/2024	11/07/2023	Investigator	YH	05/05/2024	05/20/2026	Use of Force	1	1	1	Use of Force
25-0549	05/21/2025	05/21/2025	05/22/2025	Investigator	CH	11/17/2025	05/20/2026	Use of Force	1	1	1	Use of Force
25-0550	05/21/2025	05/21/2025	05/22/2025	Intake	CH	11/17/2025	05/20/2026	Use of Force	1	1	2	Use of Force
25-0558	05/24/2025	05/25/2025	05/28/2025	Intake	KC	11/21/2025	05/24/2026	Use of Force, Discrimination	1	1	2	Use of Force, Refused to provide name
25-0552	05/21/2025	05/23/2025	05/28/2025	Intake	CH	11/19/2025	05/26/2026	Use of Force	1	1	4	Use of Force
25-0606	04/30/2025	06/05/2025	06/06/2025	Investigator	CH	12/02/2025	06/04/2026	Use of Force	1	2	2	Use of Force
25-0607	05/30/2025	06/05/2025	06/06/2025	Intake	KC	12/02/2025	06/04/2026	Use of Force	1	1	5	Use of Force, Performance of Duty, Refused to provide name
25-0611	06/05/2025	06/05/2025	06/06/2025	Investigator	CH	12/02/2025	06/04/2026	Truthfulness	1	1	1	Truthfulness
25-0625	06/07/2025	06/07/2025	06/07/2025	Intake	CH	12/04/2025	06/06/2026	Racial Profiling	1	1	2	Racial Profiling
25-0621	04/30/2025	06/09/2025	06/09/2025	Intake	KC	12/06/2025	06/08/2026	Other	2	2	6	Performance of Duty
25-0634	06/10/2025	06/10/2025	06/11/2025	Intake	CH	12/07/2025	06/09/2026	Other	1	1	1	Other
25-0665	06/22/2025	06/22/2025	06/24/2025	Investigator	CH	12/19/2025	06/21/2026	Use of Force	1	3	4	Use of Force, Performance of Duty
25-0679	06/23/2025	06/24/2025	06/23/2025	Intake	DC	12/21/2025	06/23/2026	Other	1	1	1	Other
25-0676	06/20/2025	06/24/2025	06/24/2025	Intake	SH	12/21/2025	06/23/2026	Use of Force	1	1	6	Use of Force, Performance of Duty, Conduct Towards Others
25-0680	06/25/2025	06/25/2025	06/26/2025	Intake	SH	12/22/2025	06/24/2026	Use of Force	1	2	1	Use of Force, Performance of Duty
25-0701	06/25/2025	06/25/2025	07/01/2025	Intake	SH	12/22/2025	06/24/2026	Use of Force	1	1	9	Use of Force, Performance of Duty, Care of Property, Miranda Violation
25-0596	06/04/2025	06/03/2025	06/04/2025	Intake	KC	11/30/2025	06/26/2026	Use of Force, Discrimination	1	1	1	Use of Force
25-0706	06/30/2025	06/30/2025	07/01/2025	Intake	KC	12/27/2025	06/29/2026	Other	1	1	1	Harassment

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CITY OF OAKLAND
COMMUNITY POLICE REVIEW AGENCY
Pending Cases as of July 2025
(Sorted by One-Year Goal)

Page 6 of 6
 Total Pending = 128 (-10.4%)

Case #	Incident Date	Date Received IAB	Date Received CPRA	Intake or Investigator	Assigned Staff	180-Day Goal	1-Year Goal	Type (604(f)(1) or Other)	Class	Subject Officers	Allegation Count	Allegation(s)
25-0707	06/28/2025	07/01/2025	07/02/2025	Intake	SH	12/28/2025	06/30/2026	Other	1	1	1	Supervisor Authority and Responsibility
25-0719	07/02/2025	07/07/2025	07/02/2025	Intake	DC	12/29/2025	07/01/2026	Use of Force	1	1	1	Use of Force
25-0718	07/02/2025	07/07/2025	07/02/2025	Intake	DC	12/29/2025	07/01/2026	Use of Force	1	1	3	Use of Force
25-0708	07/02/2025	07/02/2025	07/02/2025	Intake	SH	12/29/2025	07/01/2026	Use of Force	1	1	1	Use of Force
25-0735	07/06/2025	07/06/2025	07/08/2025	Intake	KC	01/02/2026	07/05/2026	Use of Force	1	3	3	Use of Force
25-0744	Unknown	07/07/2025	07/07/2025	Intake	SH	01/03/2026	07/06/2026	Performance of Duty	1	1	1	Performance of Duty
25-0747	07/07/2025	07/07/2025	07/07/2025	Intake	KC	01/03/2026	07/06/2026	Use of Force	1	1	1	Use of Force
25-0742	04/03/2025	07/09/2025	07/08/2025	Intake	CH	01/04/2026	07/07/2026	Other	1	1	1	Other
25-0759	07/08/2025	07/09/2025	07/09/2025	Intake	KC	01/06/2026	07/09/2026	Use of Force	1	1	1	Use of Force
25-0743	07/07/2025	07/07/2025	07/07/2025	Intake	DC	01/03/2026	07/26/2026	Other	1	2	2	Other
25-0741	07/03/2025	07/08/2025	07/09/2025	Intake	CH	01/04/2026	07/07/2026	Other	1	1	1	Other

*Type (604(f) or Other) column indicates the allegations for which a full investigation is mandated under Oakland City Charter Section 604 (Measure LL). "Other" indicates the case does not include any such allegations.



CITY OF
OAKLAND

**COMMUNITY POLICE
REVIEW AGENCY**

July 2025 Completed Investigations

Page 1 of 7
(Total Completed = 23)

Inv.	Case #	Incident Date	Received Date	Completion Date	1-Year Goal	Officer	Allegation	Finding/Conclusion
EM	24-1009	7/13/2024	7/16/2024	7/1/2025	7/12/2025	Subject 1	Conduct Towards Others - Harassment and Discrimination	Not Sustained
						Subject 2	Conduct Towards Others - Harassment and Discrimination	Not Sustained
EM	24-1406	10/1/2024	10/1/2024	7/15/2025	9/30/2025	Subject 1	Performance of Duty- Unintentional/Improper Search, Seizure, Or Arrest	Within OPD Policy
							Use of Physical Force	Within OPD Policy
							Conduct Toward Others – Demeanor	Unfounded
						Subject 2	Performance of Duty- Unintentional/Improper Search, Seizure, Or Arrest	Within OPD Policy
CH	24-1474	10/15/2024	10/17/2024	7/15/2025	10/14/2025	Subject 1	Conduct Toward Others – Demeanor	Unfounded
							Use of Physical Force	Within OPD Policy
						Subject 2	Use of Physical Force	Within OPD Policy
CH	24-1480	10/17/2024	10/18/2024	7/15/2025	10/16/2025	Subject 1	Conduct Towards Others - Harassment and Discrimination	Administrative Closure (Lacks Specificity)
CH	24-1733	12/22/2024	12/24/2024	7/17/2025	12/22/2025	Subject 1	Use of Physical Force	Within OPD Policy
							Use of Physical Force	Unfounded
							Performance of Duty- Unintentional/Improper Search, Seizure, Or Arrest	Within OPD Policy
						Subject 2	Performance of Duty- Unintentional/Improper Search, Seizure, Or Arrest	Within OPD Policy
							Performance of Duty - General	Within OPD Policy
						Subject 3	Use of Physical Force	Within OPD Policy

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OAKLANDCOMMUNITY POLICE
REVIEW AGENCY**July 2025 Completed Investigations****Page 2 of 7**
(Total Completed = 23)

Inv.	Case #	Incident Date	Received Date	Completion Date	1-Year Goal	Officer	Allegation	Finding/Conclusion
							Performance of Duty - General	Within OPD Policy
CH	25-0057	1/16/2025	1/17/2025	7/15/2025	1/15/2026	Subject 1	Conduct Towards Others - Harassment and Discrimination	Not Sustained
							Performance of Duty- Unintentional/Improper Search, Seizure, Or Arrest	Within OPD Policy
CH	25-0058	1/16/2025	1/17/2025	7/15/2025	1/15/2026	Subject 1	Conduct Towards Others - Harassment and Discrimination	Unfounded
CH	25-0071	1/20/2025	1/21/2025	7/17/2025	1/19/2026	Subject 1	Use of Physical Force	Within OPD Policy
						Subject 2	Use of Physical Force	Within OPD Policy
						Subject 3	Use of Physical Force	Within OPD Policy
CH	25-0077	1/20/2025	1/22/2025	7/17/2025	1/21/2026	Subject 1	Conduct Towards Others - Harassment and Discrimination	Unfounded
							Performance of Duty- Unintentional/Improper Search, Seizure, Or Arrest	Within OPD Policy
							Conduct Toward Others – Demeanor	Within OPD Policy
						Subject 2	Performance of Duty- Unintentional/Improper Search, Seizure, Or Arrest	Within OPD Policy
						Subject 3	Performance of Duty- Unintentional/Improper Search, Seizure, Or Arrest	Within OPD Policy
						Subject 4	Performance of Duty- Unintentional/Improper Search, Seizure, Or Arrest	Within OPD Policy
CH	25-0089	1/25/2025	1/28/2025	7/17/2025	1/25/2026	Subject 1	Performance of Duty- Unintentional/Improper Search, Seizure, Or Arrest	Within OPD Policy
							Use of Physical Force	Within OPD Policy

**July 2025 Completed Investigations****Page 3 of 7**
(Total Completed = 23)

Inv.	Case #	Incident Date	Received Date	Completion Date	1-Year Goal	Officer	Allegation	Finding/Conclusion
						Subject 2	Performance of Duty- Unintentional/Improper Search, Seizure, Or Arrest	Within OPD Policy
							Use of Physical Force	Within OPD Policy
CH	25-0097	1/27/2025	1/28/2025	7/17/2025	1/26/2026	Subject 1	Performance of Duty - General	Unfounded
						Subject 2	Performance of Duty - General	Within OPD Policy
AL	24- 1323 ¹	7/6/2024	9/13/2024	6/30/2025	7/6/2025	Subject 1	Use of Physical Force	Sustained
							Use of Physical Force	Sustained
							Use of Physical Force	Sustained
							Conduct Toward Others – Demeanor	Sustained
							Performance of Duty – PDRD	Sustained
						Subject 2	Use of Physical Force	Unfounded
							Performance of Duty – General	Within OPD Policy
						Subject 3	Performance of Duty-Miranda	Within OPD Policy
SD	24-1114	8/4/2024	8/6/2024	7/15/2025	8/3/2025	Subject 1	Use of Physical Force	Not Sustained
							Use of Physical Force	Not Sustained
							Conduct Towards Others	Not Sustained
						Subject 2	Obedience to Laws	Unfounded
							Use of Physical Force	Within OPD Policy

¹ Police Commission Discipline Committee Final Decision

**July 2025 Completed Investigations****Page 4 of 7**
(Total Completed = 23)

Inv.	Case #	Incident Date	Received Date	Completion Date	1-Year Goal	Officer	Allegation	Finding/Conclusion
						Subject 3	Obedience to Laws	Unfounded
							Use of Physical Force	Within OPD Policy
SD	24-1427	9/11/2023	10/07/2024	6/24/2025	10/3/2025	Subject 1	Truthfulness	Unfounded
CH	24-1589	11/9/2024	11/12/2024	7/15/2025	11/9/2025	Subject 1	Performance of Duty- Unintentional/Improper Search, Seizure, Or Arrest	Within OPD Policy
							Conduct Towards Others - Harassment and Discrimination	Not Sustained
						Subject 2	Performance of Duty- Unintentional/Improper Search, Seizure, Or Arrest	Within OPD Policy
							Conduct Towards Others - Harassment and Discrimination	Not Sustained
CH	25-0106	1/29/2025	1/30/2025	7/24/2025	1/28/2026	Subject 1	Use of Physical Force	Within OPD Policy
							Performance of Duty – General	Within OPD Policy
CH	25-0152	5/17/2025	5/20/2025	7/31/2025	5/17/2026	Subject 1	Use of Physical Force	Within OPD Policy
						Subject 2	Performance of Duty- Unintentional/Improper Search, Seizure, Or Arrest	Within OPD Policy
							Use of Physical Force	Within OPD Policy
						Subject 3	Use of Physical Force	Within OPD Policy
CH	25-0045	8/21/2024	1/24/2025	7/14/2025	1/12/2026	Subject 1	Use of Physical Force	Unfounded
						Subject 2	Performance of Duty- Unintentional/Improper Search, Seizure, Or Arrest	Within OPD Policy



CITY OF
OAKLAND

**COMMUNITY POLICE
REVIEW AGENCY**

Attachment 2

July 2025 Completed Investigations

Page 5 of 7
(Total Completed = 23)

Inv.	Case #	Incident Date	Received Date	Completion Date	1-Year Goal	Officer	Allegation	Finding/Conclusion
						Subject 3	Performance of Duty- Unintentional/Improper Search, Seizure, Or Arrest	Within OPD Policy

CITY OF
OAKLANDCOMMUNITY POLICE
REVIEW AGENCY**July 2025 Completed Investigations****Page 6 of 7**
(Total Completed = 23)**Other Cases No Longer Pending:**

According to Oakland City Charter Section 604(f)1, the CPRA “shall not be required to investigate each public complaint it receives, beyond the initial intake procedure, but shall investigate public complaints involving uses of force, in-custody deaths, profiling based on any of the protected characteristics identified by federal, state, or local law, untruthfulness, and First Amendment assemblies.”

The following cases were initially determined to have involved at least one required or “mandated” allegation and were assigned to a staff member. Upon review, the CPRA found these cases did not, in fact, include mandated allegations. Pursuant to City Charter Section 604(f)1, the CPRA will not be investigating the allegations in the following cases, and they are being removed from the Pending Case List:

25-0579
24-1746
25-0527
25-0465
24-1155

Finding Definitions:

Sustained: The investigation revealed a preponderance of evidence that the alleged conduct did occur and was in violation of law and/or Oakland Police Department rules, regulations, or policies.

Exonerated/Within OPD Policy: The investigation revealed a preponderance of evidence that the alleged conduct did occur and was in accordance with the law and Oakland Police Department rules, regulations, or policies.

Unfounded: The investigation revealed a preponderance of evidence that the alleged conduct did not occur.

Not Sustained: The investigations revealed evidence that can neither prove nor disprove by a preponderance of evidence that the alleged conduct occurred and was in violation of law and/or Oakland Police Department rules, regulations, or policies.

Additional Definitions:

No Jurisdiction: The Subject Officer of the allegation is not a sworn member of the OPD.

No MOR Violation: The alleged conduct does not violate any department rule or policy.

Service Related: The allegation pertains to the level of service provided by the Department as opposed to the misconduct of a single sworn officer.

Administrative Closure (Lacks Specificity): Complaint lacks specificity and complainant refuses or is unable to provide further clarification necessary to investigate the complaint.

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OAKLANDCOMMUNITY POLICE
REVIEW AGENCY***July 2025 Completed Investigations*****Page 7 of 7**
(Total Completed = 23)

Administrative Closure (Not OPD Officer): The investigation determined that the subject of this complaint was not a member of the Oakland Police Department.

604(g)3 Adjudication: If the Chief of Police prepares his or her own findings and proposed discipline and provides it to the Agency before the Agency's investigation is initiated or completed, the Agency may close its investigation or may choose not to conduct its own investigation in order to allow final discipline to proceed as proposed by the Chief, except that in investigations of Level 1 uses of force, sexual misconduct or untruthfulness, the Commission must approve the Agency's decision by a majority vote. If the Agency chooses not to close its investigation, imposition of final discipline shall be delayed until the Agency's investigation is completed and the Agency makes its findings and recommendations for discipline.



2024 ANNUAL REPORT

DRAFT



Oakland Police Commission 2024 Annual Report

Welcome to the 2024 Annual Report of the Oakland Police Commission. This document provides a comprehensive overview of the Commission's activities, accomplishments, and challenges throughout the year. As Oakland's civilian oversight body for policing, the Commission remains committed to constitutional policing, community safety, and accountability through transparent civilian oversight.

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I. Welcome & Vision

A look at the Commission's guiding purpose and leadership reflection from 2024.

Welcome from the Chair



Dear Oakland Community,

On behalf of the Oakland Police Commission, I am honored to present our 2024 Annual Report.

This year, the Commission advanced its Charter mandate to oversee OPD with renewed focus, community alignment, and structural accountability. Amid ongoing public safety challenges, we remained grounded in our civilian oversight role—reviewing policy, stewarding leadership transitions, and elevating the voices of impacted communities.

We extend deep gratitude to Chair Emerita Marsha Carpenter Peterson and Chair Emerita Regina Jackson, as well as Commissioners Karely Ordaz and Jesse Hsieh, for their dedicated service.

I was honored to transition from Alternate to Commissioner, then elected Vice Chair in July and Chair in October. I was proud to serve alongside Commissioner Wilson Riles, who was elected to serve as Vice Chair, and a renewed body of Commissioners and Alternates who reflect the depth, diversity, and lived experiences of Oakland's communities.

New appointments included Commissioners Shawana Booker, Samuel Dawit, Shane Williams, and Alternate Omar Farmer.

The Commission prioritized key policy reviews in 2024, including the Oakland Police Department (OPD)'s Vehicle Pursuit Policy (DGO J-04) and Racial Profiling Policy (DGO M-19). These efforts were driven by community concerns and Council directives, with a focus on transparency, equity, and accountability.

We also hosted several public forums—including candidate forums for Police Chief and Inspector General, special community meetings, and multiple Ad Hoc sessions—to engage Oaklanders directly in civilian oversight.

We look ahead with gratitude and resolve—committed to building public trust and ensuring constitutional policing through independent civilian oversight.

With respect and resolve,

Ricardo Garcia-Acosta

Chair, Oakland Police Commission



Vision, Mission and Core Values



VISION

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 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. The Police Commission is comprised of seven regular and two alternate members, enabled by Oakland City Code section 604. All commissioners are Oakland residents and serve in a volunteer capacity.



MISSION

OPC fulfills its duties under Measures LL & S1 to provide police oversight by employing bold, innovative and informed strategies to develop policies and practices in the pursuit of justice for the citizens of Oakland.

Primary strategies include:

- Preventing police misconduct
- Ensuring fair and equitable accountability in disciplinary processes
- Changing the culture of the Oakland Police Department
- Building strong police-community relations
- Promoting mental health and wellness in the Oakland Police Department



CORE VALUES

- RESPECT and COURTESY to create space for honest conversations and foster greater participation.
- EVIDENCE-BASED DECISION MAKING utilizing quantitative and qualitative data before making decisions that may impact public safety.
- IMPACT-ORIENTATION to achieve equitable public safety goals.
- TEAMWORK to increase productivity and work together toward a common goal.
- RACIAL EQUITY to empower disproportionately impacted populations in black and brown communities.

A wide-angle photograph of the Oakland skyline across a body of water. The skyline features a mix of modern high-rise buildings and older, more traditional structures. The water in the foreground is calm, reflecting the buildings and the clear blue sky. The overall scene is bright and clear, suggesting a sunny day.

Executive Summary

Since its establishment through Measure LL in 2016—and the subsequent strengthening of its authority via Measure S1 in 2020—the City of Oakland’s Police Commission (hereinafter “the Commission” or “OPC”) has significantly expanded its impact through the development and implementation of key policies and programs.

As Oakland’s independent civilian oversight body, the Commission is tasked with soliciting community input and ensuring that the Oakland Police Department (“OPD” or “the Department”) operates in alignment with national standards for constitutional policing. Beyond policy review, the Commission provides oversight of both the Office of the Inspector General (“OIG”)—which conducts compliance audits—and the Community Police Review Agency (“CPRA”), which investigates allegations of police misconduct and recommends appropriate discipline.

The Commission holds the authority to approve or reject proposed changes to OPD’s policies, procedures, customs, and General Orders related to use of force, use of force review boards, bias-based policing, and First Amendment assemblies. It also reviews changes that incorporate mandates from federal court orders or settlements involving the Department.

Although the enabling legislation passed in November 2016, the Commission officially began operations in December 2017.



II. Oversight in Oakland

Understanding the structure, purpose, and people behind civilian oversight.

Why Oversight Matters in Oakland — And Is Never Too Much



Oakland has a long and painful history of police misconduct, most infamously exposed during the Riders scandal in the early 2000s. A group of officers was found to have engaged in egregious abuses—falsifying reports, planting evidence, and using excessive force, primarily against young Black men. The fallout led to more than 100 civil rights lawsuits and placed the Oakland Police Department (OPD) under a federal court-monitored consent decree that remains in effect to this day—making it one of the longest-running oversight arrangements in U.S. history.

This legacy reminds us that oversight is not an option—it is a necessity.

Oversight ensures that power is not abused behind closed doors. It is a structural commitment to accountability, transparency, and justice. In cities like Oakland, where communities have suffered from racialized policing and broken trust, there is no such thing as “too much oversight”—only too little protection when systems are allowed to self-police.

Oversight is not about bureaucracy; it's about prevention. It is the difference between a system that responds only after harm has been done, and one that protects people before harm occurs.

Oversight Structure in Oakland

The City of Oakland has established a layered and independent civilian oversight system to monitor police conduct, ensure accountability, and promote public trust. Three main bodies work together to fulfill this mission:



Oakland Police Commission (OPC)

The Oakland Police Commission is a civilian-led body responsible for overseeing the policies, practices, and disciplinary systems of the Oakland Police Department. The Commission has the authority to review and recommend changes to OPD policies, and to make final disciplinary recommendations when there is a disagreement between the Chief of Police and the investigative agency. Its work is guided by the City Charter and the expectations of the Oakland community.

The Commission is composed of seven regular members and two alternates, as established by Oakland City Charter Section 604. Of these, one regular and one alternate commissioner are appointed by the Mayor, while the remaining six regular and one alternate commissioner are selected by an independent Selection Panel. All commissioners must be Oakland residents and serve in a volunteer capacity.



Community Police Review Agency (CPRA)

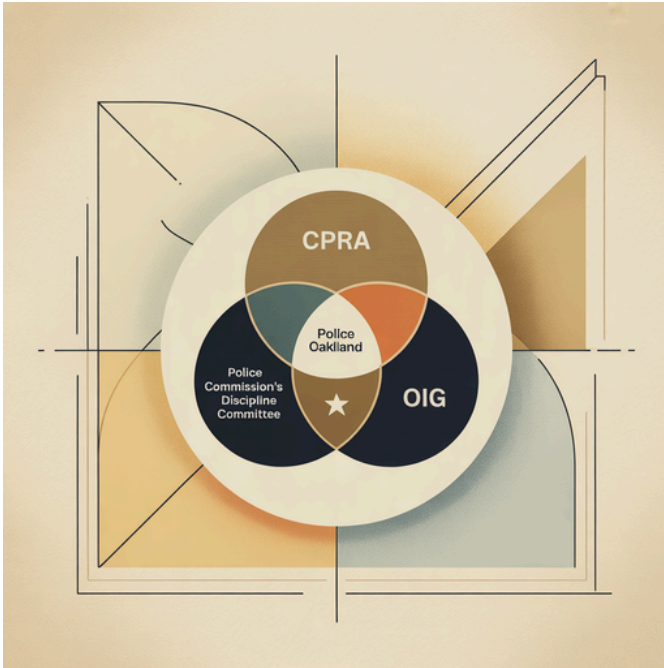
Community Police Review Agency (CPRA)

The CPRA serves as the independent investigative arm of the Commission. It receives and investigates public complaints involving police conduct, including use of force, racial profiling, First Amendment violations, and other potential misconduct. CPRA may recommend disciplinary action and works independently of OPD's internal affairs system.



Office of the Inspector General (OIG)

The OIG is responsible for auditing and reviewing the performance of both OPD and CPRA. It conducts regular audits, evaluates whether investigations and internal processes meet established standards, and identifies areas for improvement. The OIG helps ensure transparency, consistency, and systemic accountability throughout the oversight process.



How they Work Together

Each body plays a distinct role but functions collaboratively:

CPRA investigates misconduct.

The Chief of Police reviews those findings and may concur or disagree.

If there is disagreement, the Police Commission's Discipline Committee makes a final disciplinary recommendation.

The OIG reviews the integrity of investigations, audits policy adherence, and reports findings to the Commission and the public.

Together, these entities form a robust system of civilian oversight—one designed to protect the public, elevate transparency, and support fair, constitutional policing in Oakland.

Commission Leadership & Transitions

Key Leadership Changes

2024 saw significant transitions in Commission membership and leadership:

- Karely Ordaz resigned as Vice Chair on April 30, 2024
- Jesse Hsieh resigned on March 19, 2024
- Ricardo Garcia-Acosta elevated from alternate to commissioner, then to Vice Chair (July 11), and finally to Chair (October 18)
- Chair Emerita Marsha Carpenter Peterson served as Chair until October 2024
- Chair Emerita Regina Jackson served as Commissioner until October 2024
- Wilson Riles became Vice Chair on October 24, 2024

New Commissioners appointed in 2024 included:

Shawana Booker, Samuel Dawit, Shane Williams, and Omar Farmer (alternate), bringing fresh perspectives to the Commission's oversight work.

The Oakland Police Commission should consist of seven regular members and two alternates, as outlined in City Charter Section 604.

In 2024, the Commission operated with six regular members and one alternate, with two Mayor-appointed seats temporarily vacant. While quorum was maintained, full representation was limited during decision-making.

Commission Members

January 2024 - October 2024



Chair

Marsha Carpenter Peterson

Served until October 17, 2024



Vice Chair

Karely Ordaz

Served until April 30, 2024



Chair Emerita

Regina Jackson

Served until October 17, 2024



Commissioner

Jesse Hsieh

Served until March 19, 2024



Commissioner

Wilson Riles

Serving an active term



Commissioner

Ricardo García-Acosta

Serving an active term



Alternate Commissioner

Omar Farmer

Serving an active term

Commission Leadership 2024

October 2024 - December 2024

Chair Ricardo Garcia-Acosta

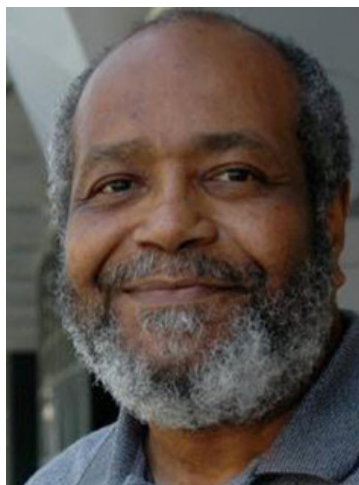


Ricardo Garcia-Acosta is a Selection Panel Appointee with over 20 years of experience working with high-risk, systems-impacted youth. He is a national thought leader in Crisis Response, Community Intervention Strategies, and culturally rooted Care Management frameworks aimed at reducing gun violence and fostering community peace. After leading San Francisco's Street Outreach and Crisis Response Initiative for eight years, he returned to Oakland in 2014 to work with Youth ALIVE!, managing nationally recognized hospital response and trauma support programs.

In 2016, he became Oakland's first Violence Prevention Liaison, bridging efforts between the Mayor's Office, community groups, and OPD. He sits on UCSF's Community Safety Board, continuing his work to build trust between communities and law enforcement.

He was appointed as an Alternate Commissioner in October 2023 and elevated to Commissioner in May 2024, was elected Vice Chair in July and assumed the Chair role in October 2024. His current term runs through October 16, 2025.

Vice Chair Wilson Riles



Wilson Riles is a Selection Panel Appointee with a term ending October 16, 2026. A former Oakland City Councilmember from 1979 to 1992, he represented what was then District 5 and championed affordable housing, education funding, anti-apartheid efforts, and the city's nuclear-free zone ordinance.

He also helped block a private detention facility from opening in Oakland. A three-time mayoral candidate and co-founder of the Community Bank of the Bay, Riles has remained an active voice in public service, lecturing on race and policy and continuing his work as a respected advocate and speaker.

He is the son of Wilson Camanza Riles, the first African American elected to a California statewide office, and comes from a family with a strong legacy of public service—his brother-in-law served as a San Jose Police Officer, and his sister was a Security Officer in Pennsylvania.

Commission Members

October 2024 - December 2024



Chair

Ricardo Garcia-Acosta

Nov 2, 2023 - Oct 16, 2025



Vice Chair

Wilson Riles

Oct 17, 2023 to Oct 16, 2026



Commissioner

Shawana Booker

Oct 17, 2024 to Oct 16, 2026



Commissioner

Angela Jackson-Castain

Oct 17, 2024 to Oct 16, 2027



Commissioner

Samuel Dawit

Oct 17, 2024 to Oct 16, 2026



Commissioner

Shane Williams

Oct 17, 2024 to Oct 16, 2027

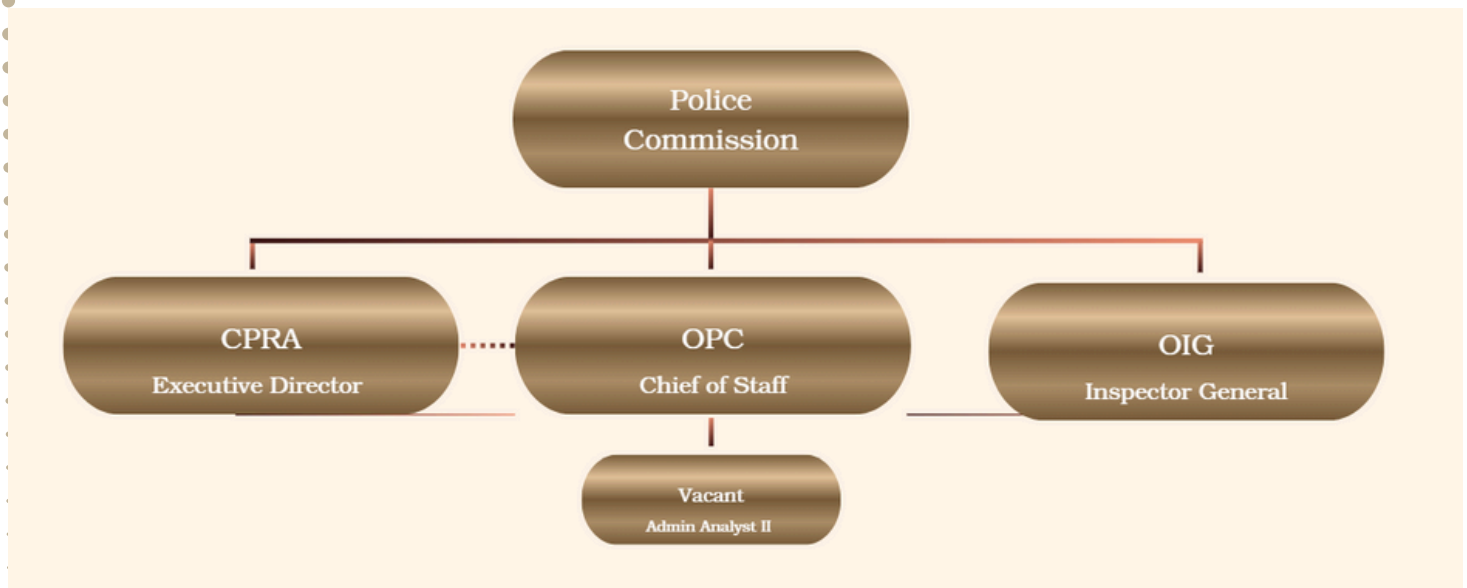


Alternate Commissioner

Omar Farmer

May 21, 2024 to Oct 16, 2025

Commission Org Chart & Staff



Mykah Montgomery served as a Limited Duration Employee (ELDE) in 2024, overseeing all business operations and administrative functions for the Commission in her role as Chief of Staff.

Efforts to establish an Administrative Analyst II position to support the office were initiated but ultimately halted due to budget constraints.



III. Oversight in Action

How the Commission advanced policy, accountability, and discipline reform in 2024.

Discipline Committee: Oversight in Action

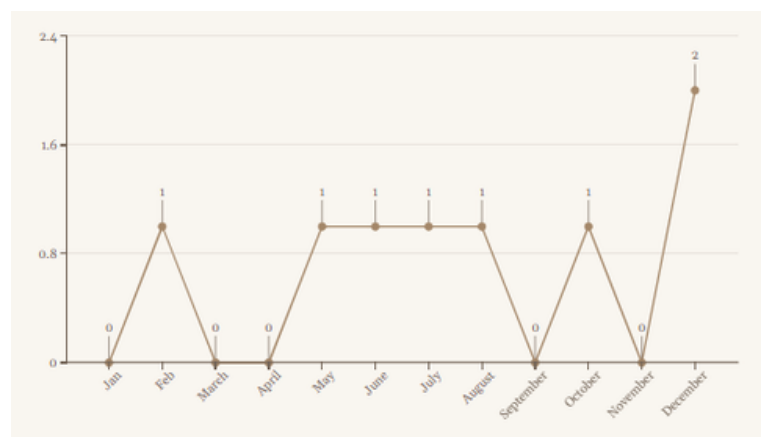
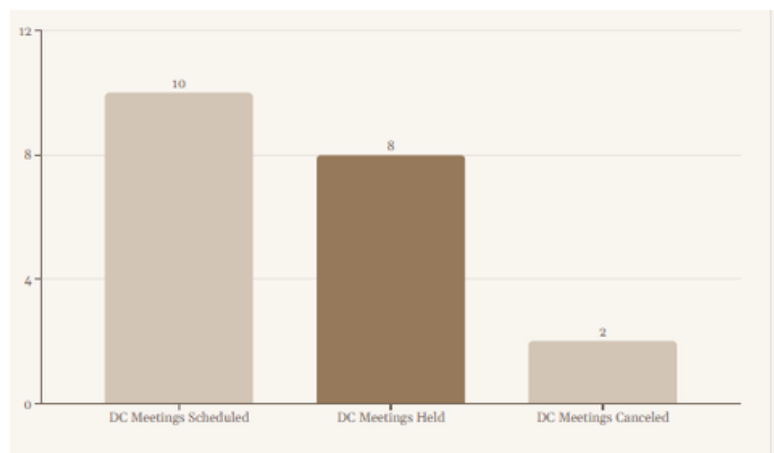
What Is the Discipline Committee?

The Discipline Committee is a confidential subcommittee of the Police Commission charged with reviewing cases where the Chief of Police and the Community Police Review Agency (CPRA) do not agree on findings or recommended discipline for officers accused of misconduct.

These meetings are held in closed session in accordance with California's Brown Act and personnel privacy laws.

The Discipline Process

1. Complaint filed by community member or internally
2. Parallel investigations by CPRA and Internal Affairs
3. If Chief and CPRA disagree on findings or discipline, case escalates to Discipline Committee
4. Committee reviews evidence and issues discipline recommendations
5. OPD implements discipline, subject to labor contract appeal rights.



Police Commission Policy Work



OPD Pursuit Policy

In response to City Council Resolution 24-0286, the Oakland Police Commission conducted a comprehensive review of the Oakland Police Department's vehicle pursuit framework. The resolution specifically directed the Commission to review and propose updates to Departmental General Order (DGO) J-04 ("Pursuit Driving"), Special Orders 9192 and 9212, and Training Bulletin III-B.9 on Pursuit Intervention Maneuvers, pursuant to Section 604(b)(4) of the Oakland City Charter. As part of its review, the Commission engaged in extensive research, consulted with subject-matter experts, and hosted a dedicated public forum on July 31, 2024, to gather community input. These efforts culminated in a set of thoughtful, community-informed recommendations, which the Commission submitted to the City Council by the required deadline of September 24, 2024.

Racial Profiling Policy

The Commission partnered with OPD to revise the Racial Profiling Policy, enhancing accountability and alignment with current standards. Updates included:

- A revised Cultural Accountability Statement
- Amendments to DGO M-19
- Development of a new Racial Profiling training quiz
- Updates to the Racial Profiling Manual of Rules

This collaboration reflects our shared commitment to equity, transparency, and community trust.

“

“The new policy looks very informative and hopefully in line with what others are doing. Nonetheless, it looks like you all in Oakland have perhaps one of the most detailed policies.”

— Manny Alvarez,
Executive Director
California Commission on Peace
Officer Standards and Training

”



Departmental General Order: Community Policing

This Departmental General Order affirms the Oakland Police Department's commitment to de-escalation, hiring from within the community, and fostering trust through active engagement with residents and community groups. It sets expectations for the role of Community Resource Officers, aligns efforts with resolutions such as the Community Policing Program and Measure Z, and supports neighborhood empowerment goals. The Order also requires training—developed and delivered in collaboration with the community when legally permissible—that includes topics like Oakland's policing history and restorative justice. Finally, it encourages the Department to recognize and reward members who exemplify community policing values.

Police Commission Policy Work

Foundational & Internal Operations



Enabling Ordinance & Rules of Order

The Commission thoughtfully reviewed, revised, and submitted recommendations to amend the Enabling Ordinance for City Council approval. These recommendations were designed to align with the Commission's updated Rules of Order, the Oakland City Charter, and the Oakland Municipal Code, with the goal of enhancing clarity, accountability, and operational effectiveness. The Commission also amended its internal Rules of Order on October 7, 2024, clarifying meeting governance, committee procedures, and public engagement protocols to strengthen organizational effectiveness and transparency.

The Role of Ad Hoc Committees

Purpose and Impact

Ad Hoc Committees are temporary, issue-specific groups formed by the Oakland Police Commission to support focused policy work. Unlike standing committees, they dissolve once their task is complete. Ad hocs conduct research, draft policy, and engage with community members and experts to shape formal Commission recommendations. Many ad hoc meetings are open to the public, with opportunities for Oaklanders to participate or observe—promoting transparency and community connection.

2024 Community-Facing Ad Hoc Committees

Enabling Ordinance / Rules Ad Hoc - Chair Marsha Carpenter Peterson, Commissioners Regina Jackson and Karely Ordaz

Reviewed proposed revisions to Chapters 2.45, 2.46, and the new Chapter 2.47 of the Enabling Ordinance. Incorporated Commissioner input and stakeholder feedback to craft formal recommendations to City Council. Also reviewed and updated the Commission's internal rules to ensure effective, up-to-date oversight practices.

CPRA Manual of Operations Ad Hoc - Chair Karely Ordaz, Commissioners Ricardo Garcia-Acosta, and Angela Jackson-Castain

Developed and reviewed policies and procedures for the Community Police Review Agency (CPRA).

Militarized Equipment Ad Hoc - Chair Jesse Hsieh, Commissioners Angela Jackson-Castain and Ricardo Garcia-Acosta

Drafted and updated OPD policies related to the acquisition and use of militarized equipment, in line with Oakland's Controlled Equipment Ordinance (OMC 9.65) and state law (AB 481).

Community Policing Ad Hoc - Chair Wilson Riles, Commissioners Ricardo Garcia-Acosta, and Regina Jackson

Developed new policy guiding OPD's role in community policing. Since July 2021, the committee has partnered with community stakeholders and resumed work in June 2023 following OPD's policy resubmission. This ad hoc was also involved in reviewing OPD's Vehicle Pursuit Policy.

Racial Profiling Ad Hoc - Chair Regina Jackson, Commissioners Ricardo Garcia-Acosta and Marsha Carpenter Peterson

Addressed racial profiling concerns and promoted equity in policing practices. Aimed to improve relationships between OPD and Oakland's diverse communities.

NSA (Negotiated Settlement Agreement) Ad Hoc - Chair Marsha Carpenter Peterson, Commissioners Karely Ordaz and Regina Jackson

Focused on oversight and alignment with the terms of the federal court-mandated Negotiated Settlement Agreement, promoting compliance and accountability within OPD.

Discipline Matrix Ad Hoc - Chair Ricardo Garcia-Acosta

Reviewed and recommended updates to OPD's Discipline Matrix to ensure fair, consistent, and transparent disciplinary practices aligned with national standards.



IV. Community Engagement & Public Impact

Connecting with Oakland residents through meaningful engagement and dialogue.

Community Engagement and Public Forums Overview

In 2024, the Oakland Police Commission prioritized meaningful community engagement as a cornerstone of its civilian oversight mission. Recognizing that public trust is built through consistent, inclusive dialogue, the Commission expanded its outreach and deepened its commitment to making its work accessible to all Oaklanders.

Engagement efforts included a variety of touchpoints designed to invite participation, amplify resident voices, and promote civic awareness:

- Public forums on key issues, including the OPD Vehicle Pursuit Policy, police chief selection, and inspector general search
- Multilingual outreach through translated flyers and a website supporting 12 languages
- Surveys and feedback tools to gather community input before and after major events
- Public Service Announcements (PSAs): KBLX, KOIT, KMEL, NPR, Oaklandside, KPOO, KTVO, KCSM, La Raza — to reach a broader demographic
- Social media and KTOP broadcasts to promote events and share updates
- Ad Hoc Committee participation, where selected community members served as featured participants in policy discussions

See page 21 for a list of community-facing Ad Hoc Committees in 2024.

By creating multiple pathways for engagement—from digital feedback to in-person forums—the Commission ensured that policy decisions were shaped by the lived experiences, concerns, and insights of Oakland residents. These efforts reflected the Commission’s core values of accessibility, accountability, and community partnership—and will remain central to its work in the years ahead.

Community Engagement Forums and Meetings

These public forums represented the Commission's commitment to meaningful community engagement and ensured civilian voices inform police oversight and policy development in Oakland.

Chief of Police Candidate Forum

On February 29, 2024, the Commission hosted a public forum with the four finalists for Oakland police chief, giving community members a chance to hear directly from the candidates and provide input before the final slate was submitted to the Mayor.

Accompanying pre- and post-event surveys allowed Oaklanders to rank candidates, ask questions, and share feedback on the qualities they value in a police chief. This input played a meaningful role in shaping the Commission's final recommendation to the Mayor.

Inspector General Candidate Forum

On September 17, 2024, the Commission hosted a public forum featuring the three finalists for Inspector General, giving community members an opportunity to hear directly from the candidates and provide input before the Commission made its final selection.

As with other key decisions, pre- and post-event surveys allowed Oaklanders to rank candidates and share feedback on the qualities they value in an Inspector General. This input was thoughtfully considered and helped shape the Commission's final hiring decision.

Pursuit Policy Community Forum

On July 31, 2024, the Commission hosted a public forum on OPD's Vehicle Pursuit Policy. Presenters included OPD representatives, Professor Geoffrey P. Alpert, and oversight experts from the Office of the Inspector General (OIG), who shared best practices and legal context.

Community members provided comments and recommendations that directly informed the Commission's policy review. Feedback from this forum and related Ad Hoc Committee meetings shaped several of the Commission's 2024 priorities and was reflected in recommendations submitted to City Council by the September 24 deadline.

Community Meeting

On July 11, 2024, the Commission held a special community meeting at Allen Temple Baptist Church in East Oakland, with around 80 in-person attendees and many more online. The session fostered open dialogue on key issues of police accountability and trust.

Roundtable discussions covered NSA compliance, vehicle pursuits, racial profiling, and CPRA oversight, with input from OPD, the Office of the Inspector General, and other experts. Community members offered powerful testimonies, policy critiques, and recommendations during extended public comment, reinforcing the Commission's commitment to transparency and reform. The community also welcomed the new Chief of Police and celebrated his arrival, reinforcing a spirit of collaboration and hope for continued reform.

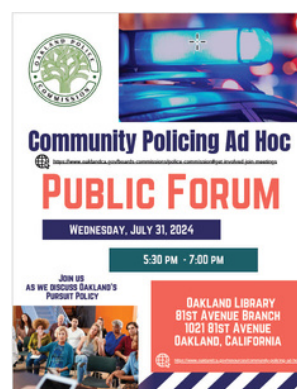
Community Engagement Communication Gallery

Police Chief & Inspector General Candidate Forums

The Commission hosted online forums to introduce finalists for police chief and inspector general.

Community Policing Forum

The Community Policing Ad Hoc Committee held a public forum on OPD's Vehicle Pursuit Policy, providing space for residents to raise concerns and offer recommendations.



Serving Oakland's Diverse Voices

Community engagement flyers were created in multiple languages to better serve Oakland's diverse population. Additionally, the Oakland Police Commission's website includes a language translation feature that allows users to view content in 12 different languages, increasing accessibility and inclusion.



Keeping Oaklanders Informed

Opportunities to engage with the Oakland Police Commission (OPC) and stay informed were offered through invitations to join the Commission's distribution list, promoted through multiple channels as detailed on page 23. Expanding the Commission's outreach ensured that more community members stayed informed about key policy developments, upcoming meetings, and opportunities for public engagement—strengthening transparency and accountability in the Commission's work.



V. Key Leadership Searches

Police Chief & Inspector General Recruitment

Ensuring transparent, community-informed leadership appointments.

Police Chief Selection Process

Charter Authority and Process & Timeline of Activities

Under City Charter Section 604(b)(10), the Police Commission is empowered to conduct a national search for Police Chief candidates and present a slate of finalists to the Mayor. Following the rejection of the Commission's initial slate in December 2023, the Commission immediately launched a renewed search in January 2024.

Timeline of Activities

- January 1-31, 2024: Open recruitment period
- February 1-29: Evaluation of candidates
- February 29: Public forum with four finalists
- March 1: Final candidate slate submitted to Mayor
- March 22: Mayor Sheng Thao selected Floyd Mitchell
- May 11: Chief Mitchell officially assumed duties



Community Involvement

A key moment in the Police Chief selection process was the public forum, where Oakland residents heard directly from the four finalists and shared their impressions. To deepen community input, the Commission offered pre-event surveys for residents to submit questions and post-event surveys to rank candidates and provide feedback on the qualities they valued in a police chief.

This input was carefully reviewed and played a meaningful role in shaping the Commission's final recommendation. Throughout the process, the Commission maintained transparency while observing necessary confidentiality during the evaluation phase to protect candidates' privacy and current positions.

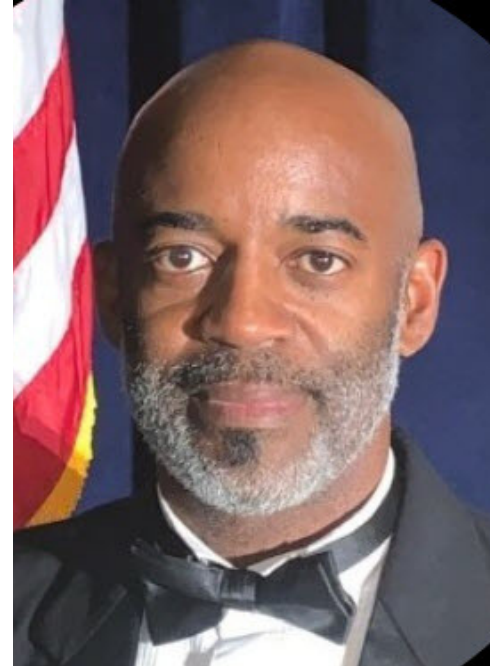
Police Chief Selection Process

Charter Authority and Process & Timeline of Activities

Following the resignation of the City's first civilian Inspector General in July 2024, the Commission launched a national search to identify a qualified successor.

The Commission's Inspector General Search Ad Hoc Committee, chaired by Commissioner Jackson and including Commissioners Garcia-Acosta and Peterson, led a structured recruitment and evaluation process throughout the summer and fall of 2024.

Regular updates were provided at Commission meetings, and finalist interviews were conducted before nominating a candidate.



Timeline of Activities

- July 13, 2024: Michelle N. Phillips, Oakland's first civilian Inspector General, officially resigned. Charlotte Jones assumed duties as Acting Inspector General during the transition.
- June-August 2024: The Commission launched the IG Search Ad Hoc Committee, chaired by Commissioner Jackson with Commissioners Garcia-Acosta and Peterson. A national recruitment effort began for a permanent Inspector General.
- August-October 2024: Regular updates provided at Commission meetings. The search committee evaluated candidates and conducted interviews with finalists.
- October-November 2024: Zurvohn Maloof, a former federal and BART Deputy Inspector General, selected as the permanent Inspector General. He officially began work on November 9, 2024.

Community Involvement

A key highlight of the selection process was a public forum where Oakland residents had the opportunity to hear directly from the finalists and provide feedback to the Commission. Pre- and post-event engagement ensured that community voices were meaningfully incorporated into the final decision. Throughout the process, the Commission balanced transparency with the need for confidentiality during candidate evaluation, protecting individuals' privacy and professional standing.



VI. Closing Reflections

Looking ahead with gratitude and continued commitment.

Looking Ahead with Gratitude and Continued Commitment

As we reflect on the work completed in 2024, the Oakland Police Commission remains deeply grateful to the community members, city partners, and dedicated staff who contributed their voices, time, and expertise throughout the year. Every policy advanced, every forum held, and every oversight effort undertaken was grounded in a shared belief that transparent, community-centered policing is essential to building public trust and lasting safety.

While challenges remain, this year demonstrated the power of engaged, thoughtful collaboration. From ad hoc committees to public forums, Oaklanders helped shape the direction and integrity of civilian oversight in meaningful ways.

Looking ahead, the Commission reaffirms its commitment to accountability, equity, and community partnership. We move forward not only with a clear mission—but with the continued determination to ensure that oversight in Oakland remains strong, responsive, and rooted in the people it serves.



To reach our Commissioners or staff, visit:

<https://www.oaklandca.gov/Government/Boards-Commissions/Police-Commission>



opc@oaklandcommission.org

OAKLAND POLICE COMMISSION

COMMUNITY MEETING

Where: Fremont High School 4610 Foothill Blvd, Oakland

Enter from Ygnacio Ave, off of High Street. Go through the black iron gates to the left of the parking lot.

When: Thursday, September 11, 2025

5:30 PM OPC Closed Session

6:30 PM – 10 PM Community Meeting

At our community meeting, you'll have the opportunity to:

- Learn how Oakland's police oversight system works and why it matters
- Hear from the Community Police Review Agency (CPRA) about how they investigate misconduct and report findings
- Get updates on the transition of the Internal Affairs Bureau (IAB) to CPRA
- Learn how the Office of the Inspector General (OIG) helps ensure accountability through audits and monitoring
- Engage with Commissioners and more...



VISIT US AT



<https://www.oaklandca.gov/Government/Boards-Commissions/Police-Commission>