



**CITY OF OAKLAND
OAKLAND POLICE COMMISSION**

Meeting Transcript

Thursday, January 10, 2019

6:30 PM

City Hall, Council Chambers

1 Frank H. Ogawa Plaza, Oakland, California 94612

Moderator: Okay, the time is 6:30 and we are going to get this meeting started with a call to order and we will do a roll call. Commissioner [Armod 00:00:01:43].

Speaker 1: Here.

Moderator: Commissioner [Dorado 00:00:01:46].

Speaker 2: Here.

Moderator: Commissioner Jackson is in, is absent today. She's out and traveling. Commissioner Harris.

Speaker 3: Here.

Moderator: Here for myself. Commissioner [Prather 00:00:02:00].

Comm. Prather: Present.

Moderator: Commissioner Benson.

Speaker 4: Here.

Moderator: Okay, we have a quorum and we'll get started with open forum. The first on the list is Henry Gauge for open forum. After Henry Gauge we'll have Paula Hawthorne, Bruce [Smeakin 00:02:20] and then Kathy Leonard.

Henry Gauge: Thank you chair. Good evening commission. Henry Gauge with the Coalition For Police Accountability. A quick update at our last meeting we presented the idea of holding a hearing on policing and the homeless. We are working to secure a venue and once we have the venue secured, we're going to come back with some prospective dates to discuss with you. Once we get a venue locked down we can start to move forward with some of the other logistics but that's where we are for now. We'll be back with more information later. Thank you.

Paula Hawthorne: Hello, Paula Hawthorne. I am a member of the Coalition but I always speak just for myself. Today what I am most concerned about besides my time, does

anyone have a time watch or do you know ... Do we have two minutes Mr. Chair?

Moderator:

Karen, do we have the time?

Paula Hawthorne:

I'm sorry, not to waste your time, but as I said I speak mostly for myself and the thing that I wanted to speak about today is how absolutely impressed I am with this policy that you have put forth on the stop and search. I think it's incredibly important. I think that my analogy is that if someone's holding a gun on you and says, "I'm going to shoot you," and you say, "Go ahead and shoot me." If they shoot you, it's murder anyway. Just because someone signs and says, "Yes, you can take away my constitutional right for reasonable search and seizure so I can get out of jail, doesn't mean that that's not unconstitutional." To put it in the positive, it is still unconstitutional no matter what they signed. I so admire your courage and foresight to go after that policy.

Paula Hawthorne:

I would like to make sure that you have a sense of urgency about getting that policy implemented because every day that we do not have that policy, we have people who are unreasonably searched. I do have some specific recommendations for how one could go about that. The first recommendation I have is that you, at least a couple of you, perhaps with members from the Coalition meet with Rebecca Kaplan herself, our new president of the board. Rebecca is very much, as you know, a proponent of the Police Commission and of this policy and she could certainly help strategize how to get it through this new city council. It's going to take some strategy.

Paula Hawthorne:

I don't know who thought that we would be able to have this policy and the police would just say, "Yeah, okay that's right." No, it's a strong policy. It's a good policy. Of course they will be against it. For someone to say to you, "You should work out your differences with the police department," is disempowering you. Just as, I still have 17 seconds here. Just as if my granddaughter wants me to intervene between her and her father. If I were to say, "You guys need to work this out," I would be disempowering my son, wouldn't I? You don't do this. They should not have done that. They should not say that you need to work it out. Instead, you need to stand strong. Thank you.

Speaker 5:

Hi, I want to wish everybody slightly belated happy new year and I think for the Commission in particular, good riddance to the previous year. There were a lot of problems and challenges you were facing and mistakes that you folks made and all of that and a lot of criticism and you recently, I think have been getting some press. It could be construed as bad press, but people are paying attention. I do think that there were some omissions, at least in the Express article, about real potential that is right in front of us and that is because you guys pulled together and stuck together and really started being able to do what you're here for. Kind of coming off of what Paula said, I think there were a number of wins we had in terms of independence and such but the stop and search policy is the first thing the Police Commission has put forward.

[Speaker 5:](#) That is really the kind of things that you are here to be doing, which is help enact more humane and progressive, I won't even use progressive, but just effective policies by the OPD. I think that policy was supposed to be enacted by the ... The OPD's version was supposed to be enacted by the city council. We were successful in stopping it with your help and the help of the community. I think we're poised now, especially with the new council members coming in to win this thing.

[Speaker 5:](#) I would just urge you, as Paula did, pull together every resource you have as quickly as possible, focus on this. Engage Council members, Rebecca, get your ... I don't mean this disparagingly, but get your act together, be as strong as you possibly can in moving forward with this. Make this policy happen. I also think that the community will start seeing the Commission in a different light than all of the, "Oh, they had this problem and that problem." This is the kind of thing we need moving forward. Once we establish this policy we can do more and the community will be behind you or the Coalition will help you. Let's have a great 2019.

[Moderator:](#) Thank you.

[Leonard:](#) I have a handout for the commissioners. Who shall I give it to?

[Moderator:](#) Thank you for the distribution of the ... Wait a second, so if I counsel for the distribution of the handout, we can't share the hand out because the public can't see the handout, correct? Yeah.

[Leonard:](#) Okay.

[Moderator:](#) We'll have to hold on that. You can email.

[Leonard:](#) Okay, I'll hold it up so everyone can see it.

[Moderator:](#) Yeah, you can ... Right, you can do that.

[Leonard:](#) I did email it to you, but I figured you didn't get it in time for today's ...

[Moderator:](#) Not yet, not in time for the posting, but you can speak to it and of course. Yeah, you can hold it up to the camera, but it's probably hard to see. Go ahead. Continue Ms. Leonard, please.

[Leonard:](#) Happy New Year your honorable commissioners. It's good to see you in 2019. I'm reading from an email that I submitted to each of you this afternoon and I provided a link to the website where I found this picture. It says "leadership" at the top, there's a picture and a short bio of Chief Kirkpatrick. Then right under her picture there's a box for a link to the Police Commission. To me it seems like it's unacceptable. How can the public possibly have faith in your existence and

your power if they are misled into believing that this Commission is directly connected with the Oakland Police Department?

[Leonard:](#)

To me this is the perception that this gives. The Commission operates outside the influence of the Oakland Police Department and of City Hall. It seems to me that it's just one more power play in an attempt by the City of Oakland to undermine your independence and your authority. It also serves to render your Commission useless in the eyes of the public. Your work as a commissioner is vital to the future of Oakland. We are fresh into 2019 and together we must fight every attempt the city presents, which works against the Commission. I implore you, each of you to demand that either your name, the Commission's name, be stricken from this page or that there is a ... That you're equal ... in terms of size you're equally displayed on this page and maybe there's a picture of all of you with the link to the Commission. This just seems to me to be a false link between the Oakland Police Department and the Police Commission. Thank you very much.

[Moderator:](#)

Thank you. I also have [Rashida Granage 00:11:12] and Mary [Vale 00:11:13].

[Rashidah G.:](#)

Good evening. Happy New Year. I am ... I want to direct my open forum comments to staffing or more precisely the lack of staffing. I don't see [Chrissy Love 00:00:11:37] here. I need to know why she's not here. Need to know the status of the inspector general job announcement/recruitment process because it's overdue. Need to know the status of the legal counsel RFQ that I know Commissioner Prather's working on.

[Rashidah G.:](#)

Without staff you are greatly handicapped and all of which gives rise to the analysis that I'm sure you've all read by now that was done in the East Bay Express of your first year. I think a large part of the deficiencies that were noticed have to do with the fact that you are a ship without a rudder, that you basically don't have staff doing the hard work that needs to be done in order for you to do your job.

[Rashidah G.:](#)

As we go forward in 2019 I hope that you will put at the top of your priorities list, getting your staff hired and getting them here if they are hired. I'm beginning to think that Ms. Love is a phantom of someone's imagination, because although she was hired in November, I have yet to see her and I need to understand why that is. I also don't know why there have been no case closures presented in the last two agenda packets. It seems like that entire aspect of the work has been frozen and I need to understand that. Thank you very much.

[Mary Vail:](#)

Going back to Ms. Leonard's remarks, I did a lot of work with the San Francisco Commission in the 70s, 80s, and early 90s. You go into their office or into police headquarters and they had the Commissioner's pictures displayed sort of like the President of the United States in a federal field office. Underneath the chief

and underneath the chief, the three or four deputy chiefs they had, that's how any websites should be laid out.

[Mary Vail:](#)

Talking about the Express article, first of all, having worked on police reforms in San Francisco when in 1982, 70% of the voters voted to create a civilian staffed office of citizen complaints. Our one and only opponent to the ballot measure in San Francisco was then Mayor Feinstein. She sabotaged, the sabotage went on for four or five years, largely in the form of selecting executive directors of the OCC who were opposed to the mission, who were buddies with the police. The sabotage by the city is not unexpected given the scope of measure LL, which could have been even broader, but it was significant.

[Mary Vail:](#)

You just need to forge ahead at this point. The ordinance has been passed on settling the staff, your staff, not Sabrina [Landreth 00:15:16] staff to pick and whatever. I think it's really important that you get on top of the staffing issues. I know with the selection committee, with the recruitment that we did, that standard operating procedure for commission vacancies or for staff vacancies in the city is like they put it out there, but there's no active recruitment or followup or tailored to the type of job. I think you need to follow their process, but really put the word out and particularly re-announce for all these positions that were originally announced earlier in the year. Thank you.

[Moderator:](#)

Okay, that's all I have for open forum. Is there any others? Yup, come forward.

[Lorelei:](#)

I submitted my speaker card over here where the sign said, and I thought I'd just handed it to you.

[Moderator:](#)

That's fine.

[Lorelei:](#)

It's item number three, right? Open Forum.

[Moderator:](#)

Okay. There we go, yep.

[Lorelei:](#)

Hi, I'm Lorelei [Bosserman 00:16:19].

[Moderator:](#)

We'll have Salene Bay next. Yep.

[Lorelei:](#)

My name is Lorelei Bosserman. I'm with the Coalition for Police Accountability, but I'm speaking only for myself because I haven't checked with the rest of the group about this. Although I'm pretty sure they would agree with me when I say thank you for your work. It's hard, it's hard work and it's getting harder as you push things through, you're getting pushed back, although you've been getting pushed back from the beginning.

[Lorelei:](#)

The Oakland Police Department and the city administrator's office really pulled a fast one back in December, just last month when they got a bunch of stuff on the city council agenda without it going through, I believe it got there, most of it

without going through public safety, but I know that it got there without them asking you to give your input, which is sleazy. I'm sorry chief, but you know that was wrong. That was just the wrong thing to do.

[Lorelei:](#)

I guess just hang in there. Thank you for your work and we're here to support you and I guess also stay vigilant because people are trying to slip stuff by you. You have the right to comment on things. I definitely agree with what Paula said, meet with Rebecca Kaplan. Thank you.

[Moderator:](#)

Salene Bay and then Kyle McCoy.

[Salene Bay:](#)

Salene Bay, long time Oakland resident. I've been coming to these meetings since ... consistently and unbroken since June of last year. I've said the exact same thing every time I come up here, but I want to put it in perspective that the NSA started in 2003. That's when most people became aware that OPD was as filthy as they are. Black people who have been living in Oakland have known since the 50s, the 60s, the 40s, how dirty they are and it's way dirtier than it was.

[Salene Bay:](#)

2003 to 2019, and you can do the math. But the issue being is that if I was coming all through 2018 and telling you the same thing, and just because the calendar clicked over to 2019 doesn't make it go away, doesn't make me or the issue go away. Racial profiling is what put OPD in the NSA in 2003. Just September 2018 the federal monitor said racial profiling is still a failure of OPD after the chief has been here with her reform policies and all of the yadda yadda she's been saying. Which means that the federal monitor is saying the opposite of what the chief is saying, which is more in line with what the chief lying about the ICE thing and all the different things that were happening, then it is anything else.

[Salene Bay:](#)

If you still have racial profiling, which is your mandate, this one of the few things that this body is mandated to investigate. We've shown you evidence of racial profiling. We've spoken on it. I haven't seen any action. I see, actually I seen sabotage is what I've been seeing. I see the community people up there fighting to get this investigation, but I see the mayor's people working the opposite, kicking the can down the road, using procedures to do different things. That has to stop. It's why your credibility is on the line.

[Moderator:](#)

Kyle McCoy.

[Kyle McCoy:](#)

Speaking Kyle McCoy for the record. I just wanting to inform you all that I was attacked by an undercover OPD officer on this last first Friday. I was attacked by officer William [De Bagun 00:20:33]. He, I don't know if he was undercover or if he was not working that day. He seemed intoxicated. He came over towards me and harass me and broke my flag. I had me a red, black and green flag. He broke it in half and he was calling me things like punk, slacker, and I was alone. I was fearful for my life. Still am fearful for my life.

[Kyle McCoy:](#) I want to create a record and a complaint on officer [Bagun 00:21:17]. I ...

[Moderator:](#) It's okay, it's okay.

[Kyle McCoy:](#) I was at city council the other day and I told them and warned them something was going to happen. Also the other day, anonymously, the OPD raided a community center that I did attend. Fortunately no one was there at the time, but they raided Colombo and I spoke to the city council members, she did not know anything about that. I am scared for my life.

[Kyle McCoy:](#) I reported another incident when I saw the OPD physically man handling an LGBTQ person, arresting them on Grand Avenue. I stayed there and got the officers names, badge number, and incident number. I choose not to press anything or do anything unless the LGBTQ person says for me too. I don't want to do anything to endanger her life.

[Kyle McCoy:](#) Also I was there and also I was there with a witness that can verify for those actions. I had no one with me when officer Bagun did attack me, it was on 25th and Broadway in front of IU. They said that they erase their videotape every 24 hours, so I've lost the video footage. I stayed in the house for at least two days before I could even come out of my house. I don't know what to do. I'm frightened and ... Please, if you know of a resolution that I can put this on record, that's why I'm here for, thank you.

[Moderator:](#) Kyle, can you talk to Ms. Tom, who's right over there. Okay. Thank you. Thank you, Kyle. Okay. Those are all the speakers I had for open ... Nino Parker.

[Nino Parker:](#) Hello Nino Parker. First of all, happy new year everybody, glad you're all back. Sorry about that Kyle and your sad story. I'm wearing this shirt here tonight. I'm not a part of cop watch or any of these organizations but there was a clothing giveaway and I thought this shirt would be appropriate. On December 26th, the day after Christmas, I was out in front of Lucky's Market with a few other people that were just sitting out having a beer. Actually one person was sleeping on a stoop that's a little bit down from, maybe like 100 feet from the store entrance, but it's a overhang and the people kind of get out of the rain there and hang out. I was there approximately 20, 30 minutes after coming out the store when a police unit pulled up and told us we all had to leave.

[Nino Parker:](#) I told him I wasn't leaving because unless he could tell me how long you can stay out in front of a store after buying a couple cans of cat food, I have a cat. I said, unless you can tell me or go in and talk to the store owners and tell me how long I can be out here, I'm not going anywhere. I'm just wondering with that homeless policy that's supposed to have been brought out already September and then December and now we're into January. These were some, there was four people they are, like I said with myself being one of the four people and another lady laying down sleeping and two other guys that were drinking. Not

to say they weren't. Are you incriminated because some other people are drinking? Does that mean you have to leave too? I really don't get it.

[Nino Parker:](#)

I'd like to know some kinds of specifics on how long you are allowed to be out in front of a store after shopping because I see all kinds of people hanging out waiting for cabs for maybe 20, 30 minutes or just sitting there taking a rest after they get their groceries. I think it's important that we know as folks, how long we can, as homeless folks or anybody can be out in front of a market. Thank you for your time folks.

[Moderator:](#)

Thank you. Okay, those are all the speakers I have for open forum. We're going to move on to the next item on the agenda which is the approval of the draft commission meeting minutes. Does any other commissioners have comments on the minutes? Commissioner Prather.

[Comm. Prather:](#)

Thank you Mr. Chair. I reviewed the minutes. Again, they are 26 pages in length. I think I've heard Commissioner Benson in the past mention that they're so voluminous that she can't even read them pre-meeting. I don't know how many other commissioners were able to slog through some of this, but again, I'd like to make ... I'd like to ask who writes, who drafts our minutes? Is that ... Ms. Tom, do you draft? Did you draft these minutes?

[Comm. Prather:](#)

I just wonder, there was a question raised by Ms. Granage about staff and resources. I just don't know if this is the best use of resources for us to have a tomb each time we have a meeting, it's 26 pages long. It's atrocious. We have a video recording of each of our meetings that we can go back to and frankly, for finding something is much more convenient in terms of a record. I'd like to see at migration towards shorter minutes but that's just one person's opinion, then it's just my opinion. That's the only comment I have is that one for us. Commissioner Benson you had mentioned last time that you couldn't get through the length of the minutes, but if we've got our resources being put towards this, I just think they can be used in a in a better way.

[Moderator:](#)

Commissioner Benson.

[Speaker 4:](#)

Yeah, thank you for reminding us of that Commissioner Prather. I would also like to remind everybody that we actually budgeted, in addition to a transcription for interviews with folks in the community that the investigators are doing with CPRB. We actually budgeted as a commission to have these meetings transcribed so they could be attached so that it doesn't have to be done by staff. I don't know if it's appropriate to make a motion around that, but I would definitely like to make a motion whether on this agenda item or in the near future when it's appropriate that we start paying of transcription service to do this and just have minutes that have the action item, the decision, the vote.

[Moderator:](#)

Yeah.

Speaker 4: Et cetera.

Moderator: Yeah. Definitely feel that we should have a set of minutes that have the actions that we've taken and the substance, but then if we're going to do this, for lack of a better word, transcription or you know, that it's a separate item that people can follow. I've wanted to see that for a long time so I agree. I think we should, if not now, then we should agendize it and just take on this item, although ...

Speaker 4: Is it appropriate to make a motion for that on this agenda item?

Moderator: Let me take a look at the wording of the actual ...

Speaker 6: I would recommend that you agendize it as a separate agenda item.

Moderator: Yeah, the way this is in the ... the way this agenda item is described, it actually doesn't fit within the exact wording here, but we can agendize it as an item and then at the next meeting we can make a motion to do that. Yeah. Any other discussion on this before we go to public comment? Okay, we will do public comment on the minutes. Paula Hawthorne and I've got an empty ... Someone submitted a number four, but no actual name on it. Paula, please.

Paula Hawthorne: Yes, thank you. I don't believe you need a motion to tell the person who does the minutes to stop wasting their time doing minutes to that detail. If you look at any commission, any other commission and you look at any other meeting of any of the city government, the minutes or agenda item, a short description and then what happened. You do not need this much done for minutes.

Moderator: Yeah.

Paula Hawthorne: What you do need is that same amount of time and you are absolutely right, Commissioner Prather, that same amount of time to go into helping to organize all these things that need to be organized and item eight in helping to write up the excellent testimony that was given by Commissioner Benson, by Chair Smith, by member of the Coalition. Henry Gauge in support of the search ... I started to say search and destroy but you know what I mean. The stop and search policy, needs to be written up. It needs to be written up in as much detail as OPD's was. That's work that needs to be done. You don't need someone to tell someone not to do that. It's just part of your job in managing the people that report to you and you need to do that. Thank you.

Moderator: I have a speaker card with no name on it. No. Okay. That's all I've got for item number four. Back to the minutes. Do we have a motion for the minutes? Commissioner Derado?

Speaker 2: Yeah. [inaudible 00:32:25].

Moderator: Microphone.

Speaker 2: Okay. I move that we accept the minutes of December 13th, 2018.

Moderator: Is there a second for the motion?

Speaker 1: Second by Commissioner, [inaudible 00:32:45]. I should write him. Commissioner Harris.

Speaker 3: I'm going to abstain because I wasn't here.

Moderator: Aye for myself. Commissioner Prather.

Comm. Prather: Yes.

Moderator: Commissioner Benson.

Speaker 4: I'm going to continue to vote no on these until they're digestible for the public.

Moderator: The motion passes. The minutes pass. The next item on our agenda is the Oakland Police Chief goals and evaluation. We're going to ask the police chief to talk to us about her proposed evaluation so she can walk us through it and then we can engage in some discussion. Welcome chief.

Speaker 7: Thank you. On. Good evening, commissioners. First of all, for the sake of the public who may be watching by TV, I want to assure you that we are required to take all complaints that we hear. We've already initiated the formal intake process on the complaint that was made earlier today. I know that CPRA maybe also doing a joint investigation, but we have started that process.

PART 1 OF 6 ENDS [00:34:04]

Chief of Police: --Investigation, but we have started that process.

Chief of Police: Let's talk about the goals. Today I put out an informal video out to our department, it will go out actually in the morning, what the goals are that we have set for 2019. They were submitted to you but I did add one or two goals that were not in your packet, simply because I got some more feedback and I wanted to indeed add those to the goals.

Chief of Police: Now these are not in any particular order, perse, but I will roll them out. What I'd planned for the goals for 2019, everyone wants to know where they're headed, no matter what organization you're in, they wanna know what do I do today? What are my number one goals?

Chief of Police: Last year we put a considerable amount of effort with the goal of reducing violent crime. Particularly reducing homicides, aggravated assaults and robberies. We also put a great deal of focus on reducing car burglaries. We were

able to accomplish a reduction in almost every one of those categories, 25% reduction in car burglaries.

Chief of Police: What I have done for this year is to say, I wanna keep those goals. We're gonna keep those and we're gonna continue to work on the reductions, but I have added and qualified the number one goal in terms of crime reduction in this city. I have made it very clear that every officer should know when they see my video in the morning, that my number one goal is to get the guns off the streets.

Chief of Police: If we can get the guns off the streets, which are the instrumentalities, then the natural flow would be a reduction and a continued reduction on aggravated assaults, robberies and homicide.

Chief of Police: This year, I have added the goal of reducing open air drug markets. We get a lot of complaints in our community about it, and so I have put that now as one of our goals: to reduce open air drug market activity.

Chief of Police: In addition, we had a spike in commercial burglaries last year so I have put that on our list of a strategic plan to reduce commercial burglaries. And then this is in response to a great deal of community feedback that not only I get, but the city council gets and the mayor gets, and that has to do with addressing crime in the homeless encampments. Now that is to be clearly distinguished, we're not talking about criminalizing being homeless and we have a policy that is going to be very strict about and understanding of that, but we do get quite a bit of feedback about if crime is occurring in a homeless situation, that we should deal with the criminal behavior. And that is distinct from someones status.

Chief of Police: Those are the criminal goals for reduction plans for 2019, but internally there are organizational goals. So I wanted to share with you very quickly what the organizational ones are.

Chief of Police: My number one goal internally is that we become fully staffed. Since I have been here, we have been operating-- I inherited a police department with significant vacancies and they have been intractable during the two and a half years that I have been here-- two years, excuse me. So my number one goal is to be fully staffed without any compromise in the quality of what we're looking for in our hires.

Chief of Police: Number two, I do plan to take Oakland through what we call CALEA accredited. CALEA is an acronym that stands for an accreditation process, it is the national gold standard for accreditation. To analogize it for people who are unfamiliar with what I'm speaking about, it's just like a school, college, university-- You want to go to schools that are accredited. And so in the same vein, it is a way of measuring that our policies are at the gold standard.

Chief of Police: It typically takes about two years to try to even get to an accredited standard so this year will be the planning year. It takes a lot of time to put it together, but

it will be a planning year so that we are postured that in 2020 we could achieve national accreditation.

Chief of Police:

Thirdly, I am in the process of also creating a chiefs advisory committee of a broad section of our residents of Oakland. As you know, there are 415,000 residents of Oakland, and I wanna have a broad section of people who can just give me some more feedback in addition to what I hear through these hearings at the police commission as well as through the council.

Chief of Police:

My next goal that I shared with every member of our department is gonna be-- As I said, rolled out in the morning to everyone in the department, is that is to partner better with the police commission. That is a goal, and it is a commitment, and I wanted to make sure that every member of our department knew that.

Chief of Police:

Next, to create a comprehensive abandoned vehicle towing program. Probably that's in the top five to ten complaints we hear from communities-- is the issue of abandoned vehicles and our ability based on our staff to even tow abandoned vehicles is difficult. So we want to partner possibly with the department of transportation, to try to develop a program where we could better service that complaint which is truly one of the top complaints we hear in our community.

Chief of Police:

Next, I do plan to complete and build out a leadership development program for the Oakland police department. Many of you may be aware that we have partnered with the University of California Berkeley to have a first line, particularly supervisory development program. I wanna build that out, bring it to completion and hope to see that implemented by the end of the year.

Chief of Police:

I then-- also for this year-- wanna be sure that succession plans are being developed for when I leave and when other members retire and we see our leadership move on, that we are investing in the future leadership of this department with succession plans.

Chief of Police:

And then, two more and then I'll be done. I have a goal that this year-- work along with the city hall to site a location for new police facilities. I think everyone knows that there is a huge demand for new facilities and the city is aware of that and we need to start getting a concrete location and moving toward that. I'd love to see ground broken before I leave, so it's a goal of mine for this year that hopefully we can get something sited.

Chief of Police:

And then my last goal for the organization, is of course, to come into full and complete compliance with the NSA.

Chief of Police:

So those are my goals for crime reduction, and those are our goals for internal organization.

[Chair Smith:](#) Okay so commissioners, let's go around and entertain any questions that we have for the police chief regarding her goals. Commissioner Harris?

[Comm. Harris:](#) Hello Chief, how are you? Happy new year.

[Chief of Police:](#) Fine thank you, happy new year to you.

[Comm. Harris:](#) So I heard you talk about your personal goals and your organizational goals, and I appreciate all of them however, this commission was built and based on racial profiling and excessive force. And I was in hopes that you would come in here and say, "You know commissioners, my number one goal is to stop racial profiling and stop excessive force in our department."

[Chief of Police:](#) May I respond?

[Comm. Harris:](#) Okay.

[Chief of Police:](#) Okay, that is probably the biggest issue associated with the NSA, so when I speak of the NSA and full compliance, I'm making an assumption that that was the number one issue under the NSA. So thank you for bringing it to my attention, but I made that assumption, that that's the NSA's number one issue.

[Comm. Harris:](#) Thank you for clarifying. I just think when we are in this setting and this platform, it's really important to make sure that we're on point, you know? And just acknowledge the things that are important, like community policing.

[Chief of Police:](#) Right.

[Comm. Harris:](#) I hear a lot of goals in regards to organizational and departmental stuff, which is good. But we have to fix what's already broken and we can't have these things unless we fix the things that-- you know, why this commission was put in place. And I know it's the NSA but it-- I just think that as a community it's important to look at the things that are broken.

[Chief of Police:](#) Thank you.

[Chair Smith:](#) Commissioner Ahmad?

[Comm. Ahmad:](#) Good evening Chief, and Happy New Year to everyone. I just wanted to ask you about when you mentioned the "Create a police chief advisory committee." When you said that I was thinking, "Well that'll be like undermining the commission, or competition with the commission, or taking their advice rather than our advice." That was one thing I wanted to bring up that you said.

[Comm. Ahmad:](#) And the other one was, you were saying in your goals to reduce crime, you said, "Crime, homelessness, car break-ins..." I would also think that it would fall on

the public safety, the running of the stop signs and the speeding that go on in the community.

Comm. Ahmad: And lastly, when you say you're understaffed-- I would think that if you guys are understaffed, how much-- How many more officers are needed? And I would think that staffing is more important than a new facility.

Chief of Police: I understand that, we are under what is actually budgeted regarding staff. So it's not about our coming back and asking for more staff, it's a matter of getting to the complimented level-- The allotted level.

Chief of Police: It's interesting that you do bring up about the traffic safeties-- Pedestrian safety and car crashes-- The city, which I also fall under, and we adopt their goals as well-- The mayor has joined us in-- What is that program, Virginia, called? It's got a name-- Vision Zero, excuse me. Vision Zero is the name of the initiative and we certainly-- Any goals that the city embraces, we automatically adopt so that's why it wasn't enumerated out on that.

Chief of Police: What was your other thing-- About the advisory committee. That was actually something that I have had in other cities, where advisory committees-- It's not intended to be an undermining of the police commission. It's that it's you know, as I said, we serve 415,000 different residents. This commission serves absolutely an important role but there is an opportunity and an encouragement to go out and also have other representatives who would not necessarily come and speak before the police commission to get feedback from.

Chair Smith: Commissioner Benson?

Comm. Ahmad: I'm sorry and the other one was how many officers are you short right now? You're not fully staffed.

Chief of Police: Virginia, I believe it's around... We had been running around 70, I think we're now about... Do you have the actual number? She'll get it for us.

Chief of Police: It's around-- We just graduated class, so it's around 45 officers that are vacant. And that doesn't include the professional staff. remember we're a team, and so we have a lot of vacancies in police records specialists, police support technicians, scientist, you name it. So on the average, on the average the police department is around a hundred vacancies when you put your sworn and your professional staff.

Chief of Police: We actually have exact numbers, so Virginia will probably be able to pull it up in a minute. We run those numbers daily.

Chair Smith: Commissioner Benson?

Comm. Benson: Thank you, Happy New Year Chief.

[Chief of Police:](#) Thank you.

[Comm. Benson:](#) So I'll build off of one of the comments that Commissioner Ahmad just shared, which is I know you and I had a conversation about doing more outreach in the community--

[Chief of Police:](#) Right.

[Comm. Benson:](#) Specifically around centering marginalized voices. I know this came from, I think it was a weekend when a lot of cars were towed, and you had heard feedback in the community that that was a concern, except homeless folks weren't represented in that--

[Chief of Police:](#) Right.

[Comm. Benson:](#) --Body, as so we talked about doing a more comprehensive job to center marginalized voices, so I would-- One, I'm glad to see that, I don't-- but I think I had the context of that conversation that maybe other folks didn't have and secondly, I would be really explicit about who's voices you want at the table.

[Comm. Benson:](#) I think this is really a valuable process and there are many folks that are in the community that are not willing to come to city hall, that are concerned about coming to a police station-- So I would invite you to consider being a little bit more explicit--

[Chief of Police:](#) Sure.

[Comm. Benson:](#) --About who's voices you want to advise you, who historically have not yet been advising you.

[Chief of Police:](#) Sure.

[Comm. Benson:](#) I have a question which is around-- You mentioned that these come from the strategic plan, is that-- There's a strategic plan? Is that what I heard you say?

[Chief of Police:](#) Most all of our goals, we build a strategic plan around them. Just like the reduction of the aggravated assaults and the homicides and robberies-- those are very much built off the existing operations ceasefire strategy model. And then we did a lot of strategy planning around how do we go about reducing car burglaries, which you know has been epidemic in San Francisco. We have been victim of that. And a lot of that was education, you know, using our CRTs and our NCPCs to go out and educate the community. That's as much of a strategy as anything else so all of these-- Getting guns off the street, and I think for those who may not be aware, there was a huge operation today for targeting crime guns in our streets. And we have a combination of over four dozen crime guns we were able to get off the street and so those are strategies. So once you have your goals we build the strategies.

[Comm. Benson:](#) Got it. So I guess my question-- My experience in strategic planning is bringing a lot of voices to the table in that experience. So my question is who is on your strategic planning team, and it seems there's a bit around the mayor and the city's strategic plan so if you could talk us through that.

[Comm. Benson:](#) And my follow-up question would be, why not members of the commission are part of that strategic planning process?

[Chief of Police:](#) We do, for instance, our ceasefire operation model, which was indeed in existence before the commission came together-- That is actually community led, in developing that plan. That is the historical foundation, it is community led, community partnerships. So right now a lot of our strategies are pretty much in-house design, but community relations does make a big difference to us, so I heard your feedback now and we'll go back and like I said, one of my biggest goals is to partner more with you. So we'll come back.

[Comm. Benson:](#) Thank you, and that actually leads to my third, which is-- You have partner with the police commission. When I heard you present that, you said, "Partner with the police commission more fully," however what I have on the document here is very specifically around just a hiring process. So if the goal is to partner more fully with us, I would say remove that hiring process and maybe be more explicit in all the ways.

[Chief of Police:](#) The reason I changed that, Commissioner, is that I wanted it to be more than just the hiring process. So I initially went, you know I want to partner with the police commission on hiring and I think you know we've reached out to you about that and we want to go forward with that and I thought, you know I want it to be more than just that. And I wanted to have the partnerships to the fullest that we can, indeed to take your counsel, to have your advisement, and so that's why I removed it. When I put it out to the officers and the staff today, I just said to partner better. So it'd be more encompassing.

[Chief of Police:](#) I do have some numbers for you very quickly, back to you Commissioner, we have 42 vacancies in our sworn staff. And we have 72 vacancies in our professional staff. And you know what it is to work not with all the staff you need. And so, I'm singing to the choir when it comes to the impacts of vacancies and so it is my number one goal to operate efficiently, fully, constitutionally, ethically and that's why full staff is also undergirding of that.

[Chief of Police:](#) We have 114 total vacancies.

[Comm. Benson:](#) Thank you, my last question is around this accreditation program.

[Chief of Police:](#) Yes.

[Comm. Benson:](#) I found myself wondering, you know I'll put my former educator hat on, there were credentialing programs we had to undergo as a high school and sometimes

it was helpful to help us reach our goals and often times the credentialing process was cumbersome, expensive and took us off track.

Comm. Benson: So I'm wondering if you could talk us through how CALEA will support in-- Actually it looks, to me, like it would make a lot of sense that it would help us complete the NSA. I mean, I don't know if it does, but do you have a clear sense that this is something that will help to complete the NSA?

Chief of Police: Yes ma'am.

Comm. Benson: And to help comprehensive-- I mean to help build out leadership development programs? How will it help your other goals?

Chief of Police: To receive a CALEA accreditation-- And I have been a part of two agencies, I have taken one agency through two CALEA accreditations and all of my agencies except one, I had an accreditation.

Chief of Police: One of the agencies, I received a state accreditation. But the others were national, CALEA accreditations. It is the gold standard. We believe it will complement the compliance of the NSA. At least one of our federal monitors is a CALEA-- What are the terms, Virginia? I'm gone blank. I'm tired.

Chief of Police: [inaudible 00:55:05] It's an accreditor, what do you call it?

Chief of Police: They're the evaluating team. So one of our federal monitors is one of the people who would go out and look into an agency and determine if they are worthy of accreditation. So they actually do come to the table, the federal monitoring team, being very familiar with CALEA and as I said at least one of them is the evaluators for CALEA.

Chief of Police: So we see it as only complementing and bolstering our qualifications. To me, it would be a great statement for our community, that your department reaches the highest standard of accreditation.

Chief of Police: I do think it will help the NSA.

Comm. Benson: Yeah. I would love to get more information, very specifically, about how the elements of that credentialing. I also just wanna say, I'm gonna come from an assumption of positive intent, I'm sure that there is some intention around expediting the NSA process, it's clearly in your goals.

Comm. Benson: I will also say, it is a little bit of a red flag for me, that a federal monitor is gonna be part of a credentialing-- Is suggesting to participate in a credentialing process where they are also concurrently engaged--

Chief of Police: Thank you for bringing that up. I need to make a qualification. They would not be looking at our agency, it's just that one of our monitors is experienced in

understanding what CALEA is and goes to other agencies in the past, and does accreditation, but would not be a part of a CALEA team for us.

[Comm. Benson:](#) Yeah I just meant more, again this is, I'm putting on a different hat. I've had other experiences where people are vouching for credential programs and there's a cost affiliated with that, right? And so that concerns me and I'd want to explore more-- Not that they'd be on the team.

[Chief of Police:](#) Right, I would firewall that. They wouldn't even consider that. It's not even a consideration that a federal monitoring team, an accreditor, would be part of our assessment.

[Chair Smith:](#) Commissioner Prather?

[Chief of Police:](#) Sure, go ahead. Sorry.

[Comm. Prather:](#) Thank you, Chair Smith. Good evening Chief. I just wanted to follow up on the CALEA comments. While they've been submitted as a potential goal, as a potential rubric for us to evaluate your job performance on, I just wanted to be really careful about what it was and so I did some research and it actually calls itself the gold standard in public safety, in terms of being a credentializing or accreditation agency.

[Comm. Prather:](#) What I understood from reading it, and I'm sure I'm telling you things you know, I guess I'm also reviewing it for my co-commissioners and the public, but the self-assessment period for CALEA takes 36 months.

[Chief of Police:](#) Right.

[Comm. Prather:](#) And so that is a substantial period. I also understand there's a tier one and tier two compliance. So the tier one compliance has 181 standards by which the department would be measured.

[Chief of Police:](#) Correct.

[Comm. Prather:](#) A tier two compliance has 459 standards.

[Chief of Police:](#) Correct.

[Comm. Prather:](#) And that's why it takes three years, because it's gonna take you three years to prove to CALEA that we are compliant in that number of areas. And only then, after we've self assessed, do we then get an evaluation done, or assessment by CALEA staff, and that would be in the fourth year.

[Chief of Police:](#) That's correct.

[Comm. Prather:](#) So when we say, "Create a plan for CALEA accreditation," what are we talking about? 'Cause we're not talking about getting accreditation in a year, and I don't wanna put that on you, I don't wanna come back here in a year and say, "Well you didn't get us accreditation," 'cause this is obviously a four year process. So it's great to talk about let's replace NSA, let's look at all these other things. But I wanna be realistic about, in a years time, or whenever we do your evaluation, what are we talking about?

[Chief of Police:](#) Okay, as I-- And I'm happy to come back with a little bit more. It's a very intensive process, so that's why my opening remark-- At minimum, the first year, this year, is merely a planning year. It takes a great deal of time and a dedicated person who will be pulling policies together and having them matched up in preparation for what a CALEA standard is.

[Chief of Police:](#) So this year is a preparatory year. It is in the second year that we apply for that accreditation. So for your measurement of me for this year, regarding CALEA, this is a preparation year. So what would be a fair way to evaluate me, if you will, is the fact that, for instance, I have an assigned full-time-- I'm gonna have a full-time assigned either lieutenant or a captain, who will have the oversight of getting us accredited.

[Chief of Police:](#) I'm happy to flush it out for you at another time, about what that would look like in a material way such that you could evaluate me. But it is a many year process, and you are correct. But this is the preparation year, and I have to devote full-time person to it. It is a challenge, but it's worth it. It's worth it. Because when your police department can be a national gold standard police department-- When this NSA is gone, you want to be able to say we are an accredited agency, that we perform at certain levels, because we'll have to prove it just like in many ways, an NSA.

[Chief of Police:](#) So I see them as hand-in-hand.

[Comm. Prather:](#) Thank you.

[Chief of Police:](#) Yes sir.

[Chair Smith:](#) Commissioner Harris?

[Comm. Harris:](#) Thank you Chief. So as I'm listening to the other commissioners, you know we're entertaining the goals and it just-- It's not sitting well with me and you know, I think-- I would ask-- That instead of putting us as a goal, that we do it. That you make a commitment to work with the police commission on goals.

[Comm. Harris:](#) Getting an accredited validation from some place that I've never heard of doesn't really mean much to me. If you wanna validation, you should get it from the community you serve. That will take-- Even we're under the NSA, but if you can get some accreditation from the community members and you can have

community members come in here and say, "You know, they are a gold star agency," then that's impressive.

[Comm. Harris:](#) But to spend money on going through a challenging thing that doesn't even make a difference, it doesn't, not to the community. It doesn't make a difference. We don't care about a gold star. We've been under this NSA for 17 years and there is a challenge in itself, and I think that we have way more things to worry about.

[Comm. Harris:](#) You know, you put out statistics on the news with the mayor. The police commission was not invited, we were not told that you would be on TV saying that violence has gone down when just three hours later there was a triple homicide in West Oakland, right?

[Comm. Harris:](#) So it's like these are the things I'm concerned about-- Racial profiling, we have cases that need to be looked into-- That we have cases that there are appearances of cover up. We have cases that need to be looked into, and I think those should be the goals. The goals should be let's finish what we've started and look into what we've done, so we can move forward. But we can't.

[Comm. Harris:](#) And all of the stuff that this police commission has been made of is not anywhere on this list. And that is a concern for me. It's like we can work with you-- We are open and willing whenever you say, but we've never been invited. We've never been respected, we've never been looked at as yes, this is the police commission. But 2019 you will see that this commission has horns and teeth.

[Chief of Police:](#) May I respond?

[Chief of Police:](#) In an effort to prove my desire to partner with you, I am happy to intervene and try to not make sure that the video goes out to the department tomorrow. I will pull that back, hopefully it's not on a timer, I'll have to find out.

[Chief of Police:](#) If it is, I'll still correct it. And if you want to work on the goals, which you now have seen, and you've heard me tonight. If you want to make adjustments, I certainly want to partner with you.

[Chief of Police:](#) I would like to say though, and I think you can understand this-- I think it is important that officers and staff know the direction of this department and so I'm gonna ask you, in partnership, that it's not delayed and if we could be timely. I would certainly like to open myself to say, to prove my words true.

[Chief of Police:](#) So let's sit down and partner in this, and if we could you know, just kinda work together then I'm happy to do that.

[Comm. Harris:](#) And when I say work together, Chief, what I mean, and I'll be specific-- Is I wanna be underneath you. I would like to be underneath you. I wanna see and

know what's happening. I wanna know all of it. I wanna know who's doing what, when they're doing it, why they're doing it and how they're doing it.

[Comm. Harris:](#)

I don't think that's unreasonable. If nothing's going on, then hey. Right? Transparency. That's all. It's not-- I just feel like you could pick up the phone and be like, "Hey Chair, we have this happening," and invite the commission or not, or two or three of the commissioners, "Can you come to [inaudible 01:05:37] just to check it out, or give me your opinion?"

[Chief of Police:](#)

I agree, and I will learn in this relationship. I'm committed to the relationship and I will do better to be mindful-- Of course I'm not accustomed working with the commission, I'm trying to be mindful, "Hey, have we called the commissioners? Do we have a commissioner being invited to speak at a graduation? Have we called the commissioners about this?" Do we have oversight where we forget? Yes. And so I'm gonna try to-- Yes, it would've been wonderful to call you to say, "Today we're gonna be doing a press release," didn't think about it commissioner.

[Chief of Police:](#)

So I'm gonna commit to y'all, I'm gonna try to do better in that reaching out to you, and that's why I'm happy to pull back the goals and let's see if we can get this relationship-- I need you. I need the police commission. I need y'all. So I'm devoted to being effective.

[Chief of Police:](#)

We have separate roles. You are an overseer. I'm not trying to be your friend. But we can have respect, and that's my goal. It's the respect-- I'm not trying to win you over. What I desire is respect, where we can share each others' understanding and meet the goals. So that's all I can offer you. Okay?

[Comm. Harris:](#)

Thank you. Thank you.

[Chair Smith:](#)

Okay. Commissioner Ahmad?

[Comm. Ahmad:](#)

Yes Chief, I just wanted to make a comment about what you just said about meeting goals and stuff.

[Comm. Ahmad:](#)

One of the things that I've noticed in the united states, and in Oakland and throughout the united states-- Whenever police departments and people set goals and policies, especially like, "Reduction in open air drug market activity," that usually targets African-Americans. It's just like the crack war-- That targeted African Americans and everybody now is on TV saying how draconian the drug sentencing laws were-- Well, I feel like the policies that are right here that you're gonna take into effect in 2019--

PART 2 OF 6 ENDS [01:08:04]

[Comm. Ahmad:](#)

Right here that you're gonna take into effect in 2019. It's the same policy dressed up in different language. I mean, if you're gonna, say again, reduce

open-air drug market, most of the poor, black, inner-city kids in the community stand on the street corners and sell drugs. That's what they've done in the 70s, 80s, 90s, 2000s. Just sit back and round us up.

Chief of Police: Well ... I understand that.

Comm. Ahmad: And homeless people. People that are homeless and don't have a place to stay, like the gentleman said earlier tonight. He's drinkin' a beer, you've gotta move on. But he had just bought cat food. Thank you.

Chief of Police: I understand that and that's why I want to now pull back, let's hear each other and then we will come to an agreement on what these goals should be.

Chief of Police: I also, and I know you know this, but I also have a City Hall, and I have City Council, and I have constituents who also have weighed in, will want to weigh in. So we can all work together and come to goals where I can meet possibly everyone's desires. But they, too, have goals. Let's just pull back. Let's pull back and go to the table.

Speaker 8: Okay. I wanna go to Commissioner Dorado and then we'll go to public comment.

Dorado: [inaudible 01:09:25] Chief. I appreciated the fact that you're pulling back. I appreciated the fact that you admitted that you didn't think of things like-

Chief of Police: Didn't ...

Dorado: -including us in the press conference. I really don't think our goals are all that different. The Commission's, the community's, and OPD's. They should not be. They should not be all that different. And the concept of respect is really important. You talked about the development of relationships. I'll just speak for myself but I took it personally, as I called it at the City Council meeting, un falta de respeto, a failure of respect, to have had the OPD and the city have ongoing negotiations on the opioid contract, come to a tentative agreement evidently, and the City Council actually scheduling a vote and none of us knew anything about it.

Chief of Police: Um may I respond?

Dorado: We didn't find out ... I didn't find out, I'll speak for myself, until that afternoon.

Chief of Police: Mm-hmm (affirmative)

Dorado: I call that hugely disrespectful, and I'd say the same thing and will to the mayor, to the city administrator, to the City Council members that took that vote. Because I, maybe naively, thought that we were gonna be dealt with fairly. That it was gonna be done in terms of good faith. And that incident has, frankly, changed my attitude.

Chief of Police: Okay. And I would like to respond ...

Dorado: Please do.

Chief of Police: ... because I think that in developing respect, many times, information must be in context, just like you mentioned, Commissioner Benson. So I do wish to put things in context when I hear something that I think is important and a respectful pushback so that we have understanding. So please understand that in the world of labor law, an association or union is independent. It does not come to me to seek permission of anything when they are operating within their legal rights.

Chief of Police: So I understand that the event itself may be negative to you. But to direct it to the chief of police is misplaced. So in fairness and on my position this year is to be a truth-speaker as well. So to put it into context and truth, to speak to me as the chief is the wrong person because they operate legally, separate on these matters such as contracts. I need to give you context. So you may still have disdain, but to direct it as though I had control is misplaced. Okay?

Speaker 8: So we are up, Commissioner Benson and then we're gonna go to public comment.

Comm. Benson: Yeah. Let's just have a truthful year. I'm into it, right?

Chief of Police: Yes.

Comm. Benson: Great. I'm glad. So now we're up to transformation and we're in truthfulness. I'm super into it, Chief. That's great.

Comm. Benson: I would also, I was gonna say something different but I just wanna build on that and say thank you for that clarification about that and it was also brought to our attention that there was a raise in there for you as well? So there might've been two separate pieces? So I think they're not misspoken particular as it relates to a negotiation around your raise because we're one of the bodies that actually evaluates you? Us not being a part, and maybe that wasn't your call? But I would invite you to, if the mayor is missing that opportunity, to remind the mayor to remind the city administrator that this body is also a part of that process. So I would say, respectfully, Commissioner Dorado's comments aren't fully out of alignment, right? I don't know what the process is around OPD's wage negotiation but yours was also there. So I think that's a fair critique, no?

Chief of Police: My contract is designed with certain automatic things and that contract was in place before I came. That's when the negotiations occur? So it is a function of the ... there's no additional negotiation of my contract once I signed it on the front end.

[Chief of Police:](#) Then the renewal of that contract was also a functionality strictly within the rights of the mayor. Therefore, there was no negotiation associated with this particular raise. It wasn't like I had a side deal on that, in fairness.

[Chief of Police:](#) You know we speak of truthfulness and I am gonna take this opportunity. It's very important. We have talked about setting off this year correctly. So I wanna make it real clear because I even see it sometimes in the media, I even saw it last night. A person can have misinformation. I looked at it in an article last night. The facts in one of the articles I read were just wrong. They were incorrect facts. I don't call the editor up, I don't call the reporter up and say, "Are you a liar?" I don't call them up and say, "Gee you're putting out false reports." I recognize that people can be wrong in their facts without being a liar. To lie is to be willful in giving information with an intent to deceive. That's a lie.

[Chief of Police:](#) So just because you may be wrong with the fact, I don't go, "Hey, that's a liar." I don't continue with the talk of "They are so false, they're full of falsehoods." Sometimes people have their facts wrong. And so I do think we need to be careful when we recognize someone has a wrong fact? I'm not calling you out as a liar. I think sometimes people just have their facts wrong, and I would like to have the respect of that. Okay?

[Speaker 8:](#) Thank you chief.

[Comm. Benson:](#) I'm sorry I wasn't finished.

[Speaker 8:](#) Oh.

[Comm. Benson:](#) I was just building off of that. So I hear that, I'm kind of confused where that's coming from, because I hope you're not interpreting that I was calling you a liar. Did you assume that I was ... I think that we should just clear the air right here. Were you assuming ...

[Chief of Police:](#) I think that we just need to have as a relationship that we are mindful of those kind of things. So.

[Speaker 8:](#) Okay.

[Comm. Benson:](#) Sorry, I really wasn't finished.

[Speaker 8:](#) Okay, but then I wanna go to public comment.

[Comm. Benson:](#) Sure. I just wanted to, what I was originally gonna say, I would actually love to read that so that we can get the facts correct. You've mentioned a contract, it was pre-negotiated, it seemed like it was just an administrative piece, so let's clear the air around that. I would love to read that so that we can clear the air and get correct facts. I appreciate that.

[Chief of Police:](#) My contract is public and I believe has been out there publicly.

[Comm. Benson:](#) I'll take a look at that. I just wanted to also acknowledge that there's another ... I'm sure people in the public forum are gonna speak to this. But there was an excellent piece of feedback given by the Coalition for Police Accountability around your goals, very much around making them measurable.

[Chief of Police:](#) Mm-hmm (affirmative)

[Comm. Benson:](#) I didn't reiterate a lot of that in here but if you're gonna pull it back I would definitely invite to the table whoever all the folks are that are finding the correct goals. Commission, mayor's office, City Hall. I would absolutely be reading this letter and then inviting community members to participate in that process. This was an excellent piece of feedback.

[Chief of Police:](#) Mm-hmm (affirmative)-

[Speaker 8:](#) Okay. So let's go to public-

[Chief of Police:](#) Thank you.

[Speaker 8:](#) Thank you, Chief. Let's go to public comment and let's start with Rashidah Grinage.

[Rashidah G.:](#) I have to get over being stunned. Trying to clear my head.

[Rashidah G.:](#) Thank you Ms. Benson for acknowledging the work of the Coalition. I would like to reiterate for anyone who hasn't read the document, but it is part of the agenda packet so anyone who's interested can find it online. That we are extremely concerned with measurability. I think I also attached a template along with it. An example of the kind of performance evaluation that is used widely in corporate structures.

[Rashidah G.:](#) I think a few things are important to say. One is, the difference between evaluating a department and evaluating the leader of the department. It's very important to be clear what it is you're doing. Are you evaluating the police department, or are you evaluating the job performance of the leader of that department? That's number one.

[Rashidah G.:](#) Number two: are you evaluating things that are within your scope? Your purview, which have to do with accountability, integrity, racial profiling, Constitutional policing. We're not interested in how many shifts someone is assigned. There are things that have to do with managerial oversight that have nothing to do with your particular role as police commissioners. I think it's very important to segregate department goals that have to do with burglaries and litter and traffic and whatever. You have nothing to do with any of those things.

You need to be very clear about what the focus and scope of the evaluation should look like.

[Rashidah G.:](#) Thank you.

[Speaker 8:](#) Henry Gage?

[Henry Gage:](#) Henry Gage with the Coalition for Police Accountability. Through the Chair, to the Chief of Police. This conversation about respect is particularly interesting to me, because I've always believed that respect cannot be demanded, even politely. It can only be earned, and the onus is on you to demonstrate leadership that's worthy of our respect.

[Henry Gage:](#) Second. I expect the police department to prioritize crimes against persons. Because of that I'm concerned about a number of the goals you have articulated. I'm concerned by your focus on commercial burglaries because at this time property crime does not seem to be a prudent use of police resources. I'm concerned that desire to focus on open-air drug markets because we cannot arrest people out of drug addiction. Unregulated drug sales are best addressed by social workers. I'm deeply concerned that patrol officers will do more harm than good if you ask them to focus on Broadway between 12th and 14th.

[Henry Gage:](#) The same can be said if you ask patrol officers to focus on policing homeless encampments. Again, we need social workers, we don't need more arrests.

[Henry Gage:](#) It seems to me that currently pursuing a CALEA accreditation is wildly premature. A question is that I'm unclear that any agency anywhere has successfully pursued CALEA accreditation while under a consent decree, because we've got some backlog here. This is ridiculous.

[Henry Gage:](#) Thank you.

[Speaker 8:](#) Nino Parker?

[Speaker 8:](#) And after Nino, Lorelei Bosserman?

[Nino Parker:](#) Hello Commission. Nino Parker, Homeless Green Team, Lake Merritt Black Activist. Advocate, whatever sounds easiest.

[Nino Parker:](#) One of the things I'm really interested in is policies. Once again, when you're outside of a market when you're over 100 feet from the entrance, or how long are you allowed to be there, just out of interest. And you're talking about some of the homeless encampments and doing some open drug markets as you say, and focusing your attention there. What will you do about the Tuff Shed programs and the drugs in there? It seems you can't enter those facilities.

[Nino Parker:](#)

One of the other things is, I've seen this happen many times at the lake. We talk about respect and respective people. I'll see some people sitting on the amphitheater drinking beers, young kids of age drinking beers, and the bicycle officers will ride up and take their beers from them and pour them out. When you look less than 50 yards away, there'll be some people with wine and their picnic blanket and cheese and stuff and with their open containers and no one pours their wine out. I'm just wondering about that. Just kinda seems unfair.

[Nino Parker:](#)

We talk about respect. That is respective, respect everybody. Especially when you're just buying some food at a market and come out and get told you have to leave from in front of that facility.

[Nino Parker:](#)

I'd just like to say here, with this new year beginning in this. I feel there's a change in City Council, and I see some positive things that can happen here. Be good to have the police on the right side of things, especially when it comes to the homeless, because that's the most important to me. That policy has not been out. You guys promised it way back in September. I think it's time for us to really get that pushed into the public view, especially with this 9th Circuit Court decision that has happened where we're not sure what your powers are in making people move.

[Nino Parker:](#)

Appreciate you, thank you.

[Speaker 8:](#)

Lorelei Bosserman?

[Lorelei B:](#)

I need to correct the chief. She said CPRA would be conducting a joint investigation with the police? They will be conducting an independent investigation. That's really important. Similarly, you spoke of partnering with the Commission; that is not the nature of your relationship. The Commission is here to oversee the police department. They are an oversight agency. It's not a partnership.

[Lorelei B:](#)

Now. It can be mutually respectful. It can be amicable. But it is not a partnership. You are not working together for goals, their goal is to oversee you.

[Lorelei B:](#)

I also wanna agree with a couple of things Commissioner Harris said. Racial profiling and use of force need to be at the top of your list. You can't say, "Oh sure, that's part of NSA." NSA is being treated like this thing over there that we sort of need to handle. These two things need to be integral to your vision for transforming the police department. You have to internalize them, you have to recognize their importance.

[Lorelei B:](#)

CALEA accreditation is offensive. We do not need an agency to tell us whether or not you're doing a good job, we already know the answer. The only reason for that would be so you have bragging rights so you can look better. What you need to do is your job. Improve the department and you will get the respect.

Don't try to get accolades without improving the department. Don't use department resources to try to get accolades that are meaningless.

[Speaker 8:](#) Reisa Jaffe and then Michael Tigges.

[Reisa Jaffe:](#) Reisa Jaffe, the protocol through the chair to the chief.

[Reisa Jaffe:](#) Chief I heard you express your concern that you wanna get your goals out as soon as possible. So it seems to me the goal, all you need to convey to your crew is, "Our number one goal is to stop racial profiling."

[Reisa Jaffe:](#) Also, I heard you express concern about the staffing levels? But for years the community has been asking for an audit on how current staff time is used. I personally see standing here when I'm at city council meeting, police. They're not keeping us safer. I watched tons of police standing around, getting ready for hours to evict the homeless. They're not keeping us safer. The statistics on stop and frisk have shown the majority of those result in nothing. How much time is spent on stop and frisk? That's not a good use of police time so I bet there's a lot of poorly used time. Don't worry about getting more staff. Use the staff you have more appropriately.

[Reisa Jaffe:](#) Also, there are ways that community tools for safety that don't involve police. How about partnering, partnering is appropriate here, with the community on how to keep the community safer without calling the police? The 911 calls that are inappropriate? We can reduce staff time there.

[Reisa Jaffe:](#) Thanks.

[Speaker 8:](#) Michael Tigges.

[Michael Tigges:](#) Michael Tigges, a member of the Coalition for Police Accountability. First let me wish all of you commissioners a happy and productive new year. You've gone through the wringer and you saw in Darwin's piece yesterday just how hard that wringer was. I hope you can take that, internalize it, and stand up for yourselves. Because yes, as Henry said, respect is earned and you earn it by doing what you've been appointed to do and what the voters of Oakland assigned you to do. That is to oversee the police department.

[Michael Tigges:](#) You are the final arbitrator on evaluation of their performance. I agree you have to distinguish between the department's accomplishment or non, and the chief's. In this case you have to look at the chief and evaluate how effective she has been in implementing those policies that you are in charge of setting up. More importantly, we need to ... I don't know this may come through a little later. But the first policy issue that you've confronted, both the police department and the City Council with, the Stop and Search policy, has to follow through as quickly as possible to come back and be implemented.

[Michael Tigges:](#) Thank you.

[Speaker 8:](#) Cathy Leonard and then Jessie Smith.

[Leonard:](#) What happened to the chief?

[Speaker 9:](#) You scared her.

[Leonard:](#) This is one of the problems. The public is speaking. By the way: Cathy Leonard, I'm a member of the Coalition for Police Accountability. I'm wondering why the chief left. She talked about communicating, partnering. We're in the middle of public comments and where is she? This is the problem.

[Leonard:](#) Also, she listed goals here. One goal I don't see is reducing the number of unreasonable stop and searches. I don't understand that. Why isn't that a #1 goal of this department?

[Leonard:](#) She said that she wants to reduce open-air drug market activity. Everybody knows the way you do that is you bring down the people who are bringing large quantities of drugs into the city. Getting the low-level guys isn't going to do anything because there's somebody waiting in their place to do the same thing they're doing. She needs to target the big boys, the ones who are bringing in massive quantities.

[Leonard:](#) And here we go, let's pick on the homeless. Let's pick on the most vulnerable population in the city of Oakland. Why don't you pick on the police officers who are out here raping minors, who are covering up crimes committed by other Oakland police officers? No, what Oakland police department does, is they promote officers who cover up. That should be one of the priorities on your goal list: stop promoting criminals within your department.

[Leonard:](#) Also, the chief talks about she wants to partner. I'm the District 1 representative on the Community Policing Advisory Board. I didn't bring my ...

[Leonard:](#) There's a resolution which empowers us, and it sets forth the duty of the chief. Resolution 79235, section 5.8 reads, and quote: "The City Administrator or his designated representative, and the Chief of Police shall attend advisory board meetings and provide the advisory board with all the information it deems necessary to carry out its responsibilities." Now the city administrator has the option of sending her designated representative. The police chief does not. Yet I've been on that board for two years, maybe three. And not once have I seen any police chief show up at the Community Policing Advisory Board, when under Section 5.8, she is mandated to do it. It's a personal appearance.

[Leonard:](#) So talk about respect? You're not gonna get it until you start respecting the community, you start respecting the commissions, and the people who are members of that commission.

Leonard: Thank you.

Speaker 8: Jessie Smith, then Paula Hawthorn, then Mary Vail.

Jessie Smith: Hi, I won't be able to stay for item 9 so if I could combine my cards to have 3 minutes.

Jessie Smith: First I want to thank you for a really great job tonight. Hearing how the chief reacted I feel very encouraged. This is exactly what we want to see. The police chief said she was gonna dial back or pull back on what she was going forward to meet on this I think was a great achievement tonight. I think we need to just kind of pause, with all the problems we have that we don't see the successes we have. And that while there are lots of problems we did get the Commission intact at this point with a lot of power and autonomy.

Jessie Smith: I want to speak first to the CALEA certification. Certification is an industry and it's been scandalous in our past. I believe the last company that I was familiar with was called the FrontLine Test. They were asked by the Public Safety Committee to not go with the FrontLine test. They went ahead and did it, and then at the public safety meetings they're saying, why are you doing ... and it seemed like they had no power. That the police just autonomously decide what certification they're going to go through. Like I said, this is an industry and is a lot of just business being done. You have the chief coming in and repeating the slogan for the company over and over, she's doing a sales pitch. She's had a sales pitch done to her and apparently we have ties with this through the federal oversight. And of course, many people comment that the oversight process has become its own multimillion dollar industry. So this is highly suspect.

Jessie Smith: Also, with the FrontLine test, just to mention a problem of the past. That test was hours away, so it did a lot to make sure that local people wouldn't be joining the police force. Basically people who lived in the hours away site were the ones who came for the job here.

Jessie Smith: Now on the ... okay the open-air drug markets. I feel have to speak from my personal experience which is, I see the cops and I see what they think are open-air drug markets. You might, at most at what they call open-air, be able to get some weed. This is not ... they're not selling crack in this manner. They're not selling heroin in this manner. There's a way that these drugs get sold and it's not in this "open-air." What they're talking about is concentrating themselves on areas where black youth hang out. That's more about, kids like to smoke weed more than they like to sell it. They're probably not paying for much with it, it's just kind of a cultural thing.

Jessie Smith: And then of course, the homeless.

Speaker 8: Thank you Mr. Smith. Your time's up.

[Jessie Smith:](#) Sorry just one quick [inaudible 01:36:18].

[Speaker 8:](#) Okay. He ceded your time.

[Jessie Smith:](#) Okay. Thank you.

[Jessie Smith:](#) When looking at the thing ... you get to speak to her on the points that she raised, her new year's resolutions as it were? There's nothing in here for accountability that she will personally seek out bad cops. What if the cop were a whistleblower, what if the police chief were a whistleblower? What if that was the mentality? There's nothing in it where she's responsible for this.

[Jessie Smith:](#) We have a history, we even have ... is Holmgren still here? He was part of the cover up of the rape and trafficking of a minor and he got promoted. That ceremony was done in secret, where he got the promotion. There needs to be something that makes her complicit. That way when she messes up you can fire her.

[Jessie Smith:](#) It is by taking real action, getting involved. We have cops every week. There was a cop that smacked a little girl. Can this Committee prove to not just the community that we can trust you, but to the system at large that they need to respect you. Because there's different ways of using the word "respect."

[Speaker 8:](#) Paula Hawthorn. And then Mary Vail, and then Selene Bay.

[Paula Hawthorne:](#) Thank you. Paula Hawthorn.

[Paula Hawthorne:](#) I want to set the context of why you are doing this. This is the goals of the performance evaluation. You are by the Measure LL you are to evaluate the performance of the police chief based on the goals you set for her the year before. So that's what you're doing. You are setting goals for the police chief that you will then evaluate her on for next year.

[Paula Hawthorne:](#) It's very common. I have managed, before I retired, hundreds of people. This is a very common way of doing it. First you ask the person, "What are your goals?" Then you sit down with the person and you tell them what your goals are. Your goals. You have the power. You do not need to negotiate with her about what her goals are, you don't need to even consider some of these things.

[Paula Hawthorne:](#) I have never had an employee that I had 15 goals for. Do we remember the rule here? Top three. Top three is what you usually get. What is your top goal? What is your top goal for this police chief for next year that you would say, "You have done an excellent job"? I don't know. I hope you know.

[Paula Hawthorne:](#) My top goal for her is that she needs to show that the police department is open, transparent, and trustable. Trustable, that we can trust them. And I would like to see that happen. But you need to set your goal. Don't get ... this red

herring, this CALEA. We can all discuss this and it's so much fun to discuss. Do not even go down that path. It doesn't matter to you. Doesn't matter ... I should say I don't know what matters to you, but you need to decide what matters to you about Constitutional policing, which is what you're about.

Paula Hawthorne: Thank you.

Speaker 10: Mary Vail.

Mary Vail: Overall I was deeply concerned that, as Commissioner Ahmad pointed out. She says she wants to partner with you when you're overseeing, but she also wants to have a community group. This is part of the happiness narrative of this current mayoral administration. She's gonna go out and find voices that she wants to hear, that will give her affirmations and won't bring up uncomfortable subjects.

Mary Vail: Ignoring the Commission and working around the Commission. Same thing is happening with the Community Policing Advisory Board which is the policy-setting group for community policing. Where the department, some of the civilian employees are frustrating in terms of the NCPCs being effective. Where the mayor's always talking about community engagement. We're doing this and we're buying horses to improve community relations. But they're not talking to the CPAB.

Mary Vail: I'm very concerned that the NSA Compliance is at the bottom of the list, though when you look at the chief's other priorities that are up higher, it calls to reason. They want a fake thing. They want Dr. Eberhardt working with them on how to have more community engagement, but they don't want to, as the monitor criticized them for, drill deeper and take next steps to stop the patterns, and the officers that are doing the patterns of profiling, unnecessary, racially-biased stops.

Mary Vail: All police departments talk about being fully staffed. I think the council members have been asking, and there have been questions when you talk about, get their reports about the academy. Where are the women? Well first of all we have a department that were involved in sexual abuse. You have mid-career women leaving the department for places where they can advance and work without the bad culture. But we're still hiring alcoholics, reckless drivers, people that lie on duty. It's just ...

PART 3 OF 6 ENDS [01:42:04]

Mary Vail: Guy on duty and it's just, um, so I, you know, it's just words for me right now when the commission chief says we're not compromising quality.

Mary Vail: And I think this Kalia thing and it's a distraction. It's like having professor Everhart involved in designing community engagement programs for OPD and

having, you know, living room conversations and coffee with a cop, um, the colleague-

Moderator: Thank you, Miss Valle.

Mary Vail: You know, and it's time intensive and a department that isn't taking care of business in terms of the deep cultural reforms required by the NSA.

Moderator: Thank you, Miss Valle.

Mary Vail: And demanded by the, you know, sought for deeply by the public. So, um-

Moderator: Thank you.

Mary Vail: I think you have to take her up on the offer to keep the conversation going and remember, you guys are overseeing her.

Moderator: Thank you.

Mary Vail: Rather than she tried to build a relationship.

Moderator: Thank you. Your time is up. Celine Bay.

Salene Bay: Celine Bay. I had to write this, write some of this stuff down and a lot of this has been covered very good by the people who came up before me. Uh, but one of the biggest things that I did hear or, didn't hear from the chief was a commitment to transparency. Right? I need to know anything about opening the books, making sure that we find out what police officers are problem officers.

Salene Bay: The number two thing is racial profiling is number one. Racial profiling was number one when she was hired. Racial profiling was number one in 2003 when OPD went into the NSA and has failed and had an f grade for the last 16 years. The NSA in September, 2018 gave OPD an f on racial profiling. Stanford in Everhard gave OPD an f on racial profiling. In fact, percentages of black people stopped discretionary went up, right?

Salene Bay: So how can that be the last in the list? They told that that really shows what our commitment is. The other thing is is that she set up there and lied because I have come up here and made a complaint in June, 2018 about IAD 1310 62 being racial profiling. She sat there, she's ignored it. She's a part of the coverup. If you sit there and ignore it, you jumped up to take a a complaint right here, but you've listened for the last six months about what we had to say.

Salene Bay: The other thing about the NSA is that old PD was caught lying about use of force. So when she comes up here and tells that use of force is down or crime is down, take that with a grain of salt because they are lyin', because use of force

was found that they were fudging the numbers. Also, how can OPD get better if, oh, if she has a track record of promoting dirty cops into leadership.

[Salene Bay:](#)

Even after the community, she comes from the outside, the community told her when she came in, "don't promote these dirty cops, don't promote these dirty cops." She ignored the community. So anything she says about listening to the community is not there.

[Salene Bay:](#)

The other last thing, she lied about ice on video. The other thing is, is that she gets an overall f and if you are the people that figure out whether or not she is a good chief or not, and she needs to continue to be the chief, her grade in public is an f and F is for fired.

[Moderator:](#)

Thank you. Ann Jenks. Kyle McCoy, and then John Bay.

[Ann Jenks:](#)

Ann Jenks, summer resident. That's it. Um, so I'm taking very seriously the chiefs admonition that just because someone is factually wrong doesn't mean it's intentional deceit. And I think I've figured out the problem, the chief has a fundamental misunderstanding about the relationships and the power dynamics within the city. And I'm just going to talk about one little piece of it.

[Ann Jenks:](#)

Unions are a group of employees coming together so that they can talk, with one voice, to their employer. So the problem here is the chief doesn't seem to understand that she has a role as management in the negotiations.

[Ann Jenks:](#)

Okay. Now this is really serious. If the chief didn't know that management, her, were supposed to have a role in the negotiations. Or if she was saying that she didn't have a role in the OPOA negotiations. That's gross incompetence. You don't let the union just write the contract as an independent actor as she was characterizing them.

[Ann Jenks:](#)

I mean it's just really you don't, so the question is was she lying or is she and competent. I have to tell you as somebody who gets evaluated from time to time as an employee, I would not demonstrate either of those characteristics to the people who are discussing my evaluation and will be the people evaluating. Right. Thank you.

[Moderator:](#)

Kyle McCoy.

[Kyle McCoy:](#)

This is Kyle McCoy. For the record, I was quietly disappointed with the police chiefs recommendation.

[Kyle McCoy:](#)

First and foremost I was looking for something about the racial profiling and the attacks on our youth and minors on the street. Most importantly, I believe that this is a social works mentality or doing for the city of Oakland.

[Kyle McCoy:](#) I know that they want to clear up the streets between 12th and 14th but it shouldn't be the police's job to do that. Most of those people, they're just trying to earn some money cause they know that it's legal now.

[Kyle McCoy:](#) All right. As a person earning money for lively hood, the second thing that I would like to state is in order for the police department to change, the corruptness of the police department has to be filed out so that you can start anew.

[Kyle McCoy:](#) In My community, nonprofit organization Village Connect, we have some principles to bill on, to build a village. We are first and foremost you have to have communication. Then with communication can lead to accountability. Accountability can lead to respect. Respect can lead to trust. Trust can lead to a compassion and love.

[Kyle McCoy:](#) That is something that needs to be instituted for transparency.

[Moderator:](#) Thank you, Kyle.

[Kyle McCoy:](#) And the one more thing that I would need to say on record is that, okay, I am fearful for what might be coming to our homeless and cannon. I'm not very sure if you know or not. The community center up Colombo was feeding and providing a lot of necessities to the homeless encampment near the Grand Avenue. I am fearful that they will come in with their military force and do an attack.

[Kyle McCoy:](#) There's women and children. There are people there that known and grown to love their community. I'm just saying that to be mindful of that if, if I do report him.

[Moderator:](#) Thank you. Thank you. Thank you, Kyle.

[Moderator:](#) John Bay.

[John Bay:](#) John Bay, for the record.

[John Bay:](#) So, that was more clear than anything I've heard from the police department. What that brother had to say right there. If they could follow his principles, we'd have a much better police department. And if that's the future of Oakland, then we lookin bright.

[John Bay:](#) So, we gotta make sure to keep things right for them, so that this young man may not be mistaken based on the failed policy of racial and religious profile. He may not be mistaken as conducting the open air drug market while he may be teaching and up raising some of his younger brothers and sisters. So, don't let us fall victim to the tricks they call it that, but from a cop from a half a block away

that may, well maybe what it looks like. Ten young black men that looked like open air drug market to me. Let me call for backup.

[John Bay:](#)

So, the fact that the chief did not attempt to properly rank, racial and religious profiling proves and nothing changed. New Year, same chief, same police department. Nobody should love her. She's only been here a short time, so no one should be so attached that if she's not doing the job, move her on out.

[John Bay:](#)

The one thing I did, and someone can definitely correct me if a out of the article that I did read was, what is it? Seven mayors, eight chiefs or seven chiefs, four mayors. So we don't love him. And if they don't do what's right, you know what they say? Let them go.

[John Bay:](#)

She, in the hierarchy is not above the police commission. Don't let her even think that. Don't even let her entertain the thought, cut her off if she's talking that crazy madness, don't even listen to that foolishness. You have the right to, if you want to be respectful, but respectfully interrupt that foolishness. And let's get down to the bottom line. What are you doing about racial and religious profiling? Chief? 16 years. A damn failure from the day she walked in, she made the wrong decision.

[John Bay:](#)

Promoting those officers engaging in criminal activity, covering up, covering up the department and police all around the Damn Bay area. Pimping a young girl, a coworker, they was getting dispatched calls from her mama and they just still pimp that girl. Get rid of that woman.

[Moderator:](#)

Okay. That's all the speakers I have on this end.

[Speaker 11:](#)

Forgive me, may I just report on what I found out about the chief leaving? Because she did leave right in the middle of public comment when I went to find out where she went, I was informed that she had been awake for 24 hours and apparently there was a big to do. There was a big thing going on, so that may well be legitimate, but I'm a little upset that you took that. Yeah, you're right. Sorry.

[Moderator:](#)

Okay. So, we're going to move to the next item on the agenda, which is the working session. Which is the working session for mandatory measure, LL or an enabling or wait, before we do that, does anyone have any further discussion or action on this item? Okay, Commissioner Prather?

[Comm. Prather:](#)

I think, thank you. I, I think I'd just like to say I'm really emboldened by a lot of comments of my colleagues tonight also by the public's feedback on this particular issue. You know, I don't wax poetic very often. I'm very fact oriented, legal in my analysis. And I think what I'd like to say tonight is this is the reason why we're here, right? And we have to keep in mind as a commission is that we're really doing two things here.

[Comm. Prather:](#)

The section that we're dealing with is 2.4 5.07 section F and section G. Section F deals with requiring an annual report. And this is something that Ms [inaudible] alluded to and Ms Hawthorne alluded to, but there are lots of things to be measured in that annual report, but it's an annual report on the department and that deals with things like use of force, the internal affairs division, uh, policies, executive force review board. A lot of the things that the public is talking about is encompassed in a review of the department.

[Comm. Prather:](#)

That is separate and apart from section G which is the annual performance review of the chief. There's some crossover but they are separate. We are going to get two different evaluations, two different reports. The report will come from the chief on the department under section F. We will evaluate her under section G, which has her annual review, uh, after we give her what we would like to review her on.

[Comm. Prather:](#)

And this is that opportunity, right? 10 years from now, after we've done this, 10 times will already know what we'd like to look at each and every time. But this is the first time and I'd like to make sure that we get it right because I think that if we get it wrong, it could create this snowball effect where in subsequent years we're really looking at it kind of just doing what we did this year.

[Comm. Prather:](#)

And what I am hearing is that we want more transparency. But the problem with transparency is how is it measured? What is the metric there? And that's what I think all of us, those sitting up here, those here, he's sitting in the audience, those watching on television, we need to figure out like how are we going to measure the chief on transparency? I don't have an answer for that and I, I don't know that if we got together, uh, uh, ad hoc committee, the three of us would be able to figure out very quickly how to measure transparency.

[Comm. Prather:](#)

But we do need to take, and I mean, I think the chief or giving us a list of things that she'd like to be evaluated on, it was a great discussion tonight I'm very important, lively, very emotional and passionate. But at the same time we get to give her things that were going to evaluate her on it so we can take our list and give her, give her our list and, and, and go forward.

[Comm. Prather:](#)

But this is a really important turning point and a real tipping point in my mind for what we do. And we've got to get it right and like we absolutely have to get her evaluation criteria correct. So I don't like, I don't have a motion yet. I don't have an answer, but I just felt like that needed to be said.

[Moderator:](#)

Commissioner Harris and then Commissioner Benson.

[C. Harris:](#)

Commissioner Pratt there, I just would like to take an opportunity to give you my suggestion on figuring out transparency. You know, everybody has their knack up here. We are all special in our own ways and my specialty is investigations.

[C. Harris:](#) And so I have found this past year that I have done a lot of investigations and I have, you know, all things, all dark things come to light and that's what I'll say. But investigations, you know, people are set in their ways in this police department and they've been very lax in thinking that people don't find and we are very smart on this commission and you know, there are a lot of things that have surfaced that will surface more and I call that transparency when we hold them accountable and show them the factual documents or whatever it is we find.

[Moderator:](#) Commissioner Benson.

[Comm. Benson:](#) Thank you. I think it's actually really important that we consider making a motion that rewrites these enhance these to the chief as opposed to the other way around. I think it was an important first step and I think it's, you know, in the spirit of acknowledging collective ownership, you know, we didn't ask the chief for these until the end of the year and I think we need to own that. Right.

[Comm. Benson:](#) The chief then provided these, but if were to be building towards what the of this commission is, which is less a partnership and more accountability, then I also would say that it would have been important for the chief to have, if it was important to roll these out in 2019 and we should have gotten these three months ago and there should have been invitations to sit at the table. But absent of that, I think that, um, I guess I'll make the motion because I can now look at that. Um, I'll make a motion that we create an ad hoc committee to revise these goals based on the feedback from the community based on our collective feedback and that we agenda is, and the next meeting approving the goals that we want to submit to the chief.

[Speaker 12:](#) Second.

[Moderator:](#) It's been properly motion and seconded. We can go around. Commissioner Ahmad.

[C. Ahmad:](#) Hi.

[Moderator:](#) Sorry Commissioner Prather.

[Comm. Prather:](#) Mr. Chair, may I make a friendly amendment to it? I would just like to see, cause I'm really, I'm envisioning my, like if I were to be on such a committee that I would really value community input. So I'd like maybe to incorporate some type of commute, you know, requirement that, that how a committee go to the community to get input before it reports back to this body. I knew you would be. So that's why I thought it though.

[Moderator:](#) So I have a comment as well. And my comment is I know we're doing standing committees next. We already have a personnel standing committee and this falls squarely within the personnel standing committee.

Moderator: So, I think when we were going to figure out who wants to sit on the personnel standing committee, we can start fresh. I think we should probably fold this into that which will require, I mean this would definitely fall within the scope of the personnel standing committee, and so I think we'll fold this into that. The personal standing committee will require that it follows the Brown Act, which means you'd have to give notice at the meetings, we'll have to have the whole thing recorded, the public will be able to come and so it creates the transparency that we want for it as well. So, my recommendation would be that we hold off until we get to the Commissioner Ben.

Comm. Benson: Yeah. Thank you for that. I mean I think that that's in the lens of us being more mindful and organized. However, I know that we are under a very intense timeline to figure out the process of hiring our attorney, hiring a new CPR, a B director, getting an inspector general in place. So, the personnel committee is about to be very, very busy and this needs to be done in the next few weeks.

Comm. Benson: So, I would just, in general, I agree with you. I want to say that in general, I'm a big fan of streamlining things but I would say that this, because it's a very specific project and it's a very sensitive and the next, like it's critical that this get out this month so that the, so that OPD has that the chief has some goals for the year. I would actually still suggest with a friendly amendment of adhering to as close as possible, very similar notification. It doesn't have to be in a formal capacity, but I would assign it to an ad hoc committee so that they can complete in the next few weeks.

Comm. Benson: That would be my motion. And assign this to an ad hoc committee, complete this within the next few weeks. However, we do extensive community outreach and input as part of that process.

Moderator: So let me just check with legal council. The question for you is we have a personal standing committee that's been approved by the city council. It has within it a scope of personal activities and this falls within that scope. We're about to approve the membership on it. And so what the Personnel Standing Committee does is it requires who follow the Brown act for all things that are going to be related to personnel within the scope of that.

Moderator: If we created an ad hoc committee for this, which is substance that would fall within the committee, the ad hoc committee wouldn't have to abide by the Brown act. Right? So what's your take on whether that is a okay or not?

C. Rudin: So ad hoc committees are temporary committees by their nature, they're the limited duration limited membership for one specific goal and purpose. They're not required to comply with the Brown act requirements.

Moderator: Yes.

C. Rudin: So, you know-

Moderator: But the question here is, because this falls within the scope of the Standing Committee, which is the personnel committee, is it an issue or not to create an ad hoc committee, see that you see the issue? This, the substance of this falls within the same scope as the personnel committee. That's a standard-

C. Rudin: If the ad hoc committee is not an, is the committee that's undertaking the work. It's not subject to the Standing Committee rules. So I would suspect that even though they have overlap, a subject matter overlap, it's the ad hoc committee. So the ad hoc committee rules would apply to it.

Moderator: Okay. So let's go around and take a vote then. Could we share them up?

Comm. Prather: Yes.

C. Harris: I.

Comm. Benson: I.

C. Ahmad: Yes.

C. Rudin: Yes.

Moderator: Okay. So the motion passes. Now we just need to figure out who wants to be on the ad hoc committee. Okay.

Comm. Benson: I want to be on the ad hoc committee.

Moderator: You want to be on the ad hoc? Do we have a third person that wants to be on the ad hoc? Commissioner Durado, do you want to be on the ad hoc? Great. Okay, so you three one want to be on ad hoc for that?

Comm. Benson: And does our, just to clarify, is our goal to engage community and have a draft of goals for the next meeting within the next two weeks? Just to clarify.

Moderator: Okay. Commissioner Prather?

Comm. Prather: I don't know that I would put that two week deadline on you that that seems ambitious. I mean if it works out it's great.

Comm. Benson: It's only ambitious if we didn't have this awesome letter from the coalition for police accountability, that has done a lot of the work for us.

Comm. Prather: I would love for it to be, I would say take whatever time you need, and that's just my opinion because I know Commissioner Durado can turn into a pumpkin in like two weeks. So maybe that, that'll drive anything that's more than anything else, but I would rather it be complete and perfect as opposed to it speeding.

C. Jan: I just wanted to let the commission know would actually be not two weeks, but one week because they're requires the week to agendize the item that has to be done several days before. So just so you all know that.

Comm. Benson: how about we endeavored to get it in the next two meetings and you'll all practice forgiveness if we don't meet that goal. Does that work?

Moderator: Okay. Are there any other comments on this before we move on? Okay.

Moderator: So we'll go to the next item on the agenda. And it is working session, mandatory measure II or enabling or does items. So, I'm gonna let Commissioner Benson, do you want to talk to this point or was this actually, I'm trying to remember who created the timeline. Oh, it was Chris who created the timeline. Commissioner Benson.

Comm. Benson: Sorry, I was typing my next step from the previous item. Okay.

Comm. Benson: What I believe these two, well I know what the second item is, what the first item is, item wait, well one's for agenda item eight and one's for agenda items six. So I think we actually only have one item is that right on this one?

Comm. Benson: So this was as Commissioner Prather had requested was a separate list of the items that we're required to do under measure LL with the deadlines. And so, our awesome new admin analyst who does exist for the record. She does.

Comm. Benson: We are going through extensive amounts of information to make this agenda. I also just want to shout her out because what she's also done is taken to this and created a tracking system so that once we agendize items we can assign them to people. And so she's done a lot of great work to help us centralize the tools. So acknowledging even though she's not in the room, she's done some tremendous work. Anyway, that's what this is. This is the, all the items that were given to us by, um, measure LL.

Moderator: Okay. Commissioner Prather?

Comm. Prather: Yeah. So this is what was one of my concerns at the last meeting. And that's why I had asked if this list to be put together. I'd like to end, whether it's a standing committee or ad hoc committee, we need a committee to drive these doables, these deliverables now.

Comm. Prather: We have an annual report that is at least due in April of this year. The preparation for it has to start now. We, the IG, the inspector general processes a woefully delayed. We need to get on that. I, rather than parse this out into separate committees, I think it should just be one ad hoc committee who then just drives the bus on this and, and gets this going.

[Comm. Prather:](#) Because again, they use my phrasing here, we're kicking the can down the road on this list. And these deadlines are, I mean, they're due. It's a library book that you know, is due and I don't want to have it overdue.

[Comm. Prather:](#) After I hear public comment on this that I'll be making that motion for the ad hoc committee to push the, push us to get all these things done and make presentations to this body of how-

[Moderator:](#) Like an accountability type committee?

[Comm. Prather:](#) Maybe, maybe it's accountability, but more in terms of like for the annual report for example, I think the committee needs to go out and gather information of what annual report looks. So I can say, hey, this was a process and this is how we put it together or not. This is how we're going to use staff or not. But just Marshall, the process for each of the deliverables, it's frankly due within the next six months.

[Comm. Prather:](#) You know, some of the things that we've kind of ticked off and you know, for example, the commission or the coalition on police accountability is taking over on the sort of the homelessness policy symposium or I don't know, whatever descriptive term we're giving to it, as we are able to eliminate those from the list I just think that there are things on here that need to get done and somebody needs to do it and it's got to be a person or ad hoc committee. I don't think it's going to be our admin. I don't think it's going to be Ms Tom. Not that Ms Tom couldn't crack the whip, but it's gotta be, uh, our committee that does that.

[Moderator:](#) Commissioner Harris.

[C. Harris:](#) I'd like to make a suggestion. I was thinking about the same thing over these past weeks and break that we just had and I agree with you. These things have to be dealt with. However, there is a limited amount of commissioners that have the time to do a lot of the work. We know that already from our past year. So I thought, you know, I did some digging and I went back and I went through some history stuff in regards to the CPRB and I actually made contact with some of the commissioners and one of the chairs and had a conversation with him and I think he was quite knowledgeable about the agency itself and governmental set up.

[C. Harris:](#) And so, I think that if we look into possibly hiring like a consultant to help drive this stuff, we can all participate. I mean, it's just a thought. Just a thought.

[Moderator:](#) Any other commissioners with comments?

[Moderator:](#) Commissioner Benson?

[Comm. Benson:](#) I just find curious which commissioners find which items most interesting to them. I mean, if they're, you know, someone's, some people geek out on writing an annual report, other people are really interested in creating space for community meetings. So I'm just curious which of these items since we have to get them done, other folks are really interested in.

[C. Harris:](#) Should we answer?

[Moderator:](#) Sure. If you have thoughts about things you're interested in.

[C. Harris:](#) Me Personally, I'm interested in community input. I like having meetings here. However, in the past year we were not able to reach the people that this very thing affects racial profiling, excessive force. Those are the people I want to talk to. Those are the people I want to have meetings in the community. Like, you know, even if they're on this corner, I don't care in the park, you know.

[C. Harris:](#) I want to have, a lot of people don't know about this commission and it's not, it's been a year, you know? We have been, no, it's, we have lack of, how do you say it? Visibility. You know? And I just feel invisible and I just feel like more people need to know and we need that community. We need the community input. They can help.

[Moderator:](#) Why don't we go round robin, Commissioner Ahmad, is there anything on the list that you're particularly interested in? Or Commissioner Dorado?

[C. Durado:](#) Well, the three areas that interests me the most are community outreach, policy and and training. Anything that falls underneath those three, pique my interest the most.

[Moderator:](#) Commissioner Ahmad?

[C. Ahmad:](#) I'd be interested in community outreach and training.

[Moderator:](#) Commissioner Prather?

[Comm. Prather:](#) I'm sorry this is, I appreciate the question, but it's just like we keep ripping off the same band aid it. We have two deliverables that we gotta get, we need the igg process now. We need it yesterday and we need to get this annual report to the mayor, city council and the public by, by April.

[Comm. Prather:](#) I get that, like, I have interests but my interest take a back seat to our deliverables. And if it's just me doing it, if we blow the deadline, the April deadline, that significantly impacts our credibility. Right? We can't deliver annual report after a year and a half. That's ridiculous. And so to me, let's just get it done folks. All right? Let's just get it done.

[Comm. Prather:](#) Literally, if it's just me on an ad hoc committee-

[Moderator:](#) I'm willing to work with you on the auto report. So if the two, you know, I mean that's at least two of us, we can work together on the annual report.

[Moderator:](#) Commissioner Benson?

[C. Harris:](#) I actually have a proposal. It's not on the agenda, so maybe we could put it on the agenda. I have it ready to go. So I don't know if you want to see?

[C. Harris:](#) It's a proposal on like, how to get all of this stuff met. So, I have it already in writing. It's already done, but it have to be on another agenda.

[Moderator:](#) Oh, I see. Okay.

[C. Harris:](#) Yeah, we can't do it today.

[Moderator:](#) Okay, well let's do this. While we're, while we're still sort of, thinking about this, why don't we go to public comment and hear what the people have to say. Let's start with John Bay, then you know, Parker, then Rashida Grenache, then Celine bay.

[John Bay:](#) Good evening, John Bay. I think you have the support, but again, like you said, doc, Commissioner Prather, you do need to meet them.

PART 4 OF 6 ENDS [02:16:04]

[Speaker 13:](#) ... again like you said, Commissioner [Prather 02:16:02] you do need to meet the deliverables, whichever way you decide is best, knock it out. For the community support I think it's still, no matter what way you go, it would be beneficial for those commissioners who have interest to engage the community so that this part of the partnership can be built and strengthened. So anything we can do to assist the growth and establishment of a commission we're down for. Thank you.

[Rashidah G.:](#) [Rashida Cornage 02:16:43]. I agree with Commissioner Prather and I think that the fact is there has occurred in the media some reporting on your first year already from a different perspective than your perspective. So the community already has the perception from former Commissioner [Dooley 02:17:12] and from the express journalist [Darwin 02:17:20] how your first year went. There's already that messaging. I think that it's important for you to discuss the elements of your first year from your perspective and I think this will be a very important report. I think that we're looking for fairness. We're looking for accuracy, but we're mostly looking for your perspective on what you attempted to do, what the challenges were in doing it, how you intend to overcome those challenges and basically list a lot of what you have been able to accomplish. The fact that you did have a meet and greet with the community, the fact that you did have one meeting in East Oakland at [EOYDC 02:18:12] and that you're

planning this public hearing on homeless issues, but I think that this is a very important assignment and I hope that you give it the due deference.

[Rashidah G.:](#)

On outreach, frankly you have had an outreach subcommittee for quite a long time and I'm not really clear on what outreach they've done. I don't think anyone in the community is clear on that and I'd like to know what they feel they've done. Thank you.

[Com. Jim:](#)

[Celine Bay 02:18:48] then [Nino Parker 02:18:53].

[Salene Bay:](#)

Celine Bay. Listening to the commission I think that number one it is very important that the community is engaged. I believe that this chamber should be full if it was just a percentile of the people that are negatively effected by a dysfunctional OPD, I know that this place would be full. Also know that a lot of people have no confidence in the government here in anywhere, but especially here is the way that it functions in Oakland. People come here and they talk and then they're ignored. I've been here again and I keep saying the same thing. I keep saying the same thing. You're number one priority is what created you, is racial profiling. Things dove tailed from that, but I'll say this too that there also has to be a change in the makeup of this commission when you talk about committees and ad hocs.

[Salene Bay:](#)

It should never be two mayor appointees and one community appointee. There always should be more community people on any ad hoc or committee than there are mayoral people because obviously but first of all the mayor failed is the reason why 84% of the people took the power from the mayor and gave it to you. So don't listen to the mayor's people, number one and talking about kicking the can down the road, Mister Prather, you created an ad hoc committee out of something that I said, I believe it was in September, possibly August and you also said that you were kicking the can down the road then. How far down the road will that ad hoc committee go until you address exactly what that ad hoc committee was supposed to address which was [IAD10131062 02:20:43] and racial profiling and the fact that the Chief sits over here and listens to racial profiling and doesn't do anything about racial profiling. So kicking the can down the road? When you do that with an indigenous population, the indigenous population will always be there down the road every time you kick it.

[Com. Jim:](#)

Nino Parker and then Henry [Gage 02:21:05] and then [Cathy Leonard 02:21:09].

[Nino:](#)

Nino Parker, homeless black guy from Lake Merritt. I have to pay you back on something Mister Harris says that awareness is so important that not enough people are really aware of this commission. I think this is one of the most important commissions in Oakland. One of the things I was just going to make a suggestion, I don't know how many events you guys attend, but I did attend an event in Defremery Park that Marie was at and I think it would have been great to see you guys table an event. Maybe if you guys promote yourselves a little bit

more in those type of community events you'd probably get a lot of other people there 'cause that's the kind of events for people who are very interested in what you do. Like I said, it's a very important commission, but I did want to bring one thing to your attention.

Nino:

The last City Council meeting last year got kind of out of hand to say the least and so they continued it to the Friday morning, the next Friday morning at 11 o'clock and when I came in here I saw an officer in the back with a huge long billy club. As you know, the police department came up both sides that evening at the commission because people were talking over their time periods. It was a spirited meeting, but to see this officer back here with a long billy club just reminded me of the 50s. I'm old cat, OG and I used to watch on TV these guys with these long billy clubs beating people down the street with fire hoses and dogs being sic-ed on them, I just don't know. I know the Chief has left but I would suggest to her that is ugly. Do not have officers in here with long billy clubs 'cause it's just suggestive. I talked to one of the officers about it, he says "That's here for your protection." I said, "I'm more likely to get hit with one." Thank you folks.

Henry Gage:

Henry Gage with the Coalition for Police Accountability. Okay so brand new year, 2019. This year needs to be the year that we do stuff. We write policy, hold hearings, impose discipline, let's do some stuff. I'm as excited about all the things we can accomplish this year. I am in complete agreement with Commissioner Prather in that you have immediate deliverables that are on the table that need to be accomplished right now and I recognize that you're going to turn into a tax pumpkin in a few months, so let's get this done immediately. Thank you, let's get to work.

Com. Jim:

Cathy Leonard?

Leonard:

Cathy Leonard with the Coalition for Police Accountability and Oakland Neighborhoods for Equity. I too agree with Commissioner Prather that you have deliverables. You should start on them now. I'm a known procrastinator and it bites me in the butt every time. It's better to get started now 'cause things will come up and you'll have to put that on the back burner and it really is critical that you start moving forward with your mission. It is a new year and this has to be a new year of kicking butt. You have to get yourselves in line. You have to get OPD in line. You have to get the Chief in line. You're not in partnership with her, you're over her. This is another attempt, every time she opens her mouth, it's an attempt to devalue your mission and yourselves. Don't go for it. You guys are softballing and playing nice with the Chief. "Oh thank you Chief for doing X, Y and Z." The Hell with that. They're out here cracking people's heads, disrespecting people, pulling people over on the basis of their skin color alone. That's unconstitutional.

Leonard:

The nice guy day is over. Stop being deferential to her. Because she's disrespecting you with her little folksy attitude. This is outrageous. Get your

deliverables done. It's 2009. Start kicking some butt. We're here to support you. If you need help, let us know. We can help you with outreach, but you really have to make a difference this year. You really do. Your credibility is at stake. I referred to that page earlier, the link to your commission is right under the Police Chief's picture, but your picture is nowhere to be found. There's no bio on what you do. It's all about the Chief. Make it about yourselves. Make it about this commission. Make it about the citizens of Oakland who deserve better. Thank you very much.

Com. Jim:

Okay so that's the last [inaudible 02:26:10]. [Ann Janks 02:26:10]?

Ann:

Ann Janks. So I just wanted to apologize. You all gave me two point people on the public hearing and I should have emailed them in advance of this hearing so that they would know that there isn't anything to report. We've reaching out to a couple of churches and we're probably looking at a Saturday afternoon for the hearing on Policing in the Homeless Community. We're hoping to be able to get it done well in advance of Easter season when churches get busy. So we're working on it and we've got a church that's giving us very serious consideration right now and we hope to have some dates to ask you about by next week and I'm sorry. I should have been in touch with the point people before that and just on the other deliverable, what Cathy was talking about.

Ann:

We drafted just a one page information sheet on the commission and what it does when we finalized it, then we were going to forward it to you because it would do a dandy job of explaining things on the website if you didn't have something you wanted to draft yourselves and of course you can change it so we'll send that to you next week as well. Thanks.

Com. Jim:

Thank you. So that's all the speakers I have for public comment. Commissioner Benson, you had a comment?

Comm. Benson:

I needed a few minutes to respond to what you were sharing which is the reason I asked what everyone was interested in was so that I could write it down and we could assign point people to each of these things. So it appears to me based on what I heard you say that you and Commissioner Smith are very interested in the annual report. So I wrote your names down there, so if it would be okay I'd like to go through these items and share what I heard people are interested in and see if we can appoint people because not only do we have things due, we have things past due and it's time to get people assigned to them with some deadlines and get some work done. So that was why I was asking that. Not trying to rip a band aid off. It was really just trying to get some point people down. It's cool.

Comm. Benson:

So I heard Commissioners [Dirato and Amad 02:28:17] interested in the first item which is just making sure that we've completed the training. I've heard also Commissioners Dirato and Amad, that's actually the same thing in the third item. I'm skipping the second item which is with the assistance of the city's

human resources and in accordance with city civil service rules prepared job description and list of the required qualifications for the position of civilian inspector general.

[Com Harris:](#) That's done already and we turned it in to the second administrator's office. We had the help of the Coalition.

[Comm. Benson:](#) The fourth item says, god this is so small, submit its first annual report to the mayor, city council and the public. So I hear Commissioner Smith and Prather interested in that. The fourth item is about the city auditor so that we don't get to decide that. The city auditor's conducting a performance audit. The next item is prepare for submission to the mayor proposed budget regarding training and education for the department. I am very interested in all things related to budget. Are there other commissioners interested in budget?

[Com Harris:](#) I'm interested.

[Comm. Benson:](#) Anyone else? You all said no. You don't want to do events or budget, I hear you. Anyone else? Budget budget budget? Come on Commissioner Dirato? I'm just kidding. Alright, then conducting a public hearing it seems like Coalition on Police Accountability is taking some leadership there and we've already established Commissioner's Dirato and Benson are the point of contact on that. Meetings and locations other than City Hall, I heard Commissioner's Harris, Amad and Dirato are interested in community outreach and then determining the number of agency investigators I would actually assume that's something that Karen Tom could report to us versus a commissioner. Does that seem to make sense?

[Com. Jim:](#) Yeah I think so. Miss Tom? Thank you Miss Tom.

[Comm. Benson:](#) And you're raising your hand to participate in that? Or could that be a report from Miss Tom?

[Speaker 14:](#) No could be a report from Miss Tom, but I could take lead on it to make sure [crosstalk 02:30:16].

[Comm. Benson:](#) Awesome, alright you'll be the point of contact for that. Got it. The next one down says conduct performance reviews for the agency director and the chief. I'm sort of leaving that blank for now because we need a year heads up to evaluate the chief on the goals and we are in the process of interviewing for an agency director. The next one down says members shall elect a chairperson and vice chairperson. It seems that that would be one of the items on the agenda for the first meeting in February according to this. Next, same meetings and locations other than City Hall, same commissioners, Harris, Amad and Dirato. Next page, first item, submit a report to the mayor, city council and the public regarding the Chief's report. So I assume that's the same commissioners, Prather and Smith. Am I seeing some nods there? Great.

[Comm. Benson:](#) Conduct at least one public hearing on the police department's budget. I'm super interested in budget. I'm curious if anybody else is interested in hearing on the budget? Anyone else? You all are just not into these... I know you're getting ready for tax season. The next item I left blank because it says commission must notify the chief regarding what information will be required in the chief's annual report. So I didn't know, I didn't hear anyone name anything related to that and that's past due. That was June 14th, 2018. So is that what this ad hoc committee is we just decided on?

[Com Harris:](#) That's the goals.

[Comm. Benson:](#) That's the goals? We all in agreement? So that was Jose Delrado, Janelle Harris, Ann Benson. Providing the City Administrator with its proposal for staff positions needed, is that our Personnel Committee?

[Com. Jim:](#) It could be, yeah. It could be.

[Com Harris:](#) Well the Personnel Committee, one of the Personnel Committee persons is not here. So I don't know if we should...

[Comm. Benson:](#) Okay I'll put that with a question mark and then request the City Attorney submit reports to the commission and the City Council, we're supposed to do that semi annually. We've been here for a year, we haven't done that yet. So who would like to take the lead on requesting the City Attorney submit reports. I don't even know what those reports are supposed to be.

[Com. Jim:](#) Yeah, I'll do it, yeah.

[Comm. Benson:](#) Jim?

[Com. Jim:](#) I'll do it, yeah.

[Comm. Benson:](#) And that's semi annually and then the last two don't have deadlines. So I left those blank as well. So do we now have point people for everything on this list?

[Com Prather:](#) So do I then have the authority or the direction to then go work on the annual [inaudible 02:32:56] issues and report back? So what we are saying is we don't need an ad hoc committee. I can just work with Chair Smith or whoever else is interested in doing it.

[Com. Jim:](#) That is an ad hoc.

[Com Prather:](#) So these are all ad hoc committees?

[Com. Jim:](#) Yeah.

[Com Prather:](#) So I just want to make sure that I understand it. So people are responsible for things on this list as we've laid out?

[Comm. Benson:](#) If you're asking me my perspective is people are responsible for getting these done to be approved by this Commission, not on their own, but yes.

[Com. Jim:](#) Yeah that's right. They're responsible for getting the work done and then submit the work to the Commission and then the Commission says, "Yeah it's done," or "No, it's not. Go back and finish it and add these details," or whatever. Commissioner Harris?

[Com Harris:](#) Commissioner Benson, would it be safe to say you're going to send us a list of everybody assigned to what they're assigned to?

[Comm. Benson:](#) I will work with Miss Love to make sure that that is not only sent to everyone, but that it is accessible to the public and we all have deadlines.

[Com Harris:](#) Thank you.

[Com. Jim:](#) Cool. Okay, are there... And she's been working very hard. Are there any other comments before we move onto our break? Okay, no other comments? We've got recess. We'll come back, do standing committee assignments and the [NEKO 02:34:27] membership and then we're done. Okay, thanks folks. See you in a bit.

[Com. Jim:](#) Okay Commissioners if you could come back to the dais. Commissioners, if you're out there? Do we have Commissioner Harris and Commissioner Benson anywhere to be found? Okay, we do have a quorum so we are back in session. This next items going to be a review of the standing committee assignments. So what we have so far is we have two standing committees. We have the Community Outreach Standing Committee that got approved and we also have a Personnel Standing Committee and so what we want to do is we want to see who is interested in serving on these committees... Still waiting for Janelle to come back. Well, let's see who's interested. Community Outreach and Personnel, Commissioner Amad?

[Com Amad:](#) My question is on these standing committees, can people other than Commissioners serve on them?

[Com. Jim:](#) So the Standing Committee [crosstalk 02:46:34]. The Standing Committee's are just the commissioners, but they're under the Brown Act so the meetings will be publicly attended by members of the public. They'll be recorded so that people can watch them online or however and they'll also be minutes taken for those meetings as well.

[Com Amad:](#) So that's a no.

[Com. Jim:](#) And there'll be an agenda. So no, it's just commissioners who are on the Standing Committee and so for each of those Standing Committees will want three people. So for example the Community Outreach Standing Committee, do we have three people who would be interested in being on it?

[Com Harris:](#) Why do you need three?

[Com. Jim:](#) We can have up to three, so it'd be good to have the maximum number if we can. Commissioner Dirato are you interested? Anybody else interested in Community Outreach? Commissioner Amad?

[Com Amad:](#) You know I'm very much interested in a lot of things, but I'm like the dog chasing its tail. I mean right now I'm waiting on Miss Benson to send me the list of how many committees I'm already on. So respectfully no.

[Com. Jim:](#) Okay.

[Com Harris:](#) I believe Commissioner Reed Jackson.

[Com. Jim:](#) That's two. So Commissioner Jackson. Well we should probably get her to sign off on that before I assign her to it and get her consent, but is anybody else interested in the Community Outreach Standing Committee? Okay.

[Com Amad:](#) I'll do it.

[Com. Jim:](#) Okay, we've got two and a potential three and what about the and so the Personnel Standing Committee, who's interested in it? I know we have a committee already, but still Commissioner Benson's interested. Anybody else interested in the Personnel Standing Committee? Commissioner Harris is interested and so I mean the tough part of this... Let's see, Commissioner Jackson is also, so let's say this. I think we should try something new and maybe what I'll be willing to do is we can say, where we'll be able to put Commissioner Benson, Commissioner Harris and Commissioner Jackson and then if she doesn't want to do it then I will fill in for her. Yeah? Yeah?

[Comm. Benson:](#) Just a point of clarification. So Standing Committee I understand that you have to be filmed, it has to properly noticed and Miss Love can help us do all of that. That's not a problem. And so a quorum then would be a two of the three, is that correct?

[Com. Jim:](#) Yeah.

[Comm. Benson:](#) Okay great. That answers my question.

[Com. Jim:](#) Okay, so... Commissioner Harris?

[Com Harris:](#) So Outreach you said is Dirato, Commissioner Dirato-

[Com. Jim:](#) And Amad so far.

[Com Harris:](#) ... and Jackson?

[Com. Jim:](#) I have to ask her, but-

[Com Harris:](#) Well you put her on the Personnel Committee.

[Com. Jim:](#) ... I put Commissioner, so we know we have two at least for that, but what I am going to do is since she was actually sitting on both of those committees and so I'm gonna ask her if she wants to be on Personnel or if she wants to be on Community Outreach and see what she says. So we may have to-

PART 5 OF 6 ENDS [02:50:04]

[Moderator:](#) community outreach and see what she says. So we may have to still add another person to community outreach or personnel, but I'm going to give her an option to choose.

[Moderator:](#) So okay, let's see. I think ...

[C. Harris:](#) Standing committee for budget and policy.

[Moderator:](#) Yeah. Here's the reason I'm pausing on this next one, is I'm realizing that we just had difficulty staffing our two standing committees that we had, and we are still thinking though that maybe two committees, one for budget and one for policy might be a good thing to have as long as we can staff them.

[Moderator:](#) So let me know, does anybody have a comment on that? Commissioner Benson?

[Comm. Benson:](#) Yeah. I don't actually think a standing committee for budget is necessary, because it's a very specific set of actions that it's around one project. So I would recommend that the budget be an ad hoc committee, and that work closely currently with Ms. Tom to be able to complete the CPRA budget pieces.

[Comm. Benson:](#) But the policy, definitely in my opinion is a standing committee, because there's a very long list of policies that are being looked at by OPD. Ms. Tom's gonna be getting us a list based on what they've seen in terms of discipline, in terms of the policies. So I definitely think that should be a standing committee.

[Comm. Benson:](#) To build off what you said Mr. Ahmad, I actually would argue that that standing committee specifically have community members in addition to commissioners. I don't know if it's able to do that, but if I'm operating from the philosophy that people who are impacted by a decision need to have a seat at the table. And so, if we're looking at OPD policy, I think that particularly the parole and probation

policy, would've been great to have community members who work on recidivism and things like that.

Moderator: Yeah, they can attend the meetings. It is a more open process in that the community can attend the meetings, they're going to know when they're posted, they'll see the agendas, they'll see the minutes all of those things. So you're advocating for policy but not necessarily budget. How do other folks feel about that?

C. Harris: I'm policy too.

Moderator: Commissioner Harris, you think policy but not budget as well?

C. Harris: I'm budget ad hoc, but I want to be on the policy too.

Moderator: No but you think...oh, but the idea being, if we're going to go ahead and approve...because we have not approved an additional standing committee, so the question that we're considering now is whether or not we should approve a standing committee for policy. What do you think Commissioner Durado?

Com. Durado: I agree with Commissioner Benson. I do think we can leave the ad hoc to the budget because they're too specific, and go with the policy because that's going to be long standing.

Moderator: Anybody else have a comment on this item?

Moderator: Okay, so let's do this. Let's go to public comment, and then we'll come back around and see if we have any motions. So we've got Kathy Leonards.

C. Harris: She's outside.

Moderator: Nope. Okay. Henry Gage?

C. Harris: No.

Speaker 15: The chair would like to add something. Be you, as the police commissioner, also have responsibility and input in the OPD budget as well, and so I don't know if you were aware of that and that's included in your discussions about budget.

Moderator: Henry Gage? No, okay. Rashita Bernaj?

Rashidah G.: I want to address the policy work. I want to refer back to what Paul Hawthorne said earlier about the process to get back to finalizing the stop and search parole and probation. I haven't yet heard your plan for what happens next, what you do with the two versions that were presented to the city council, what the next step is in resolving this so that it gets back to the council for a final determination. I haven't heard what that process looks like. I haven't heard that

you give direction to your policy analyst, for example, to do research on what other jurisdictions do around stopping and searching. To compare models, to compare practice, to do legal research. There were a lot of complaints made in the administration report about the penal code and this that and the other, that require a response. The only staff that you have except for Karen Tom and the investigators is the policy analyst, but you haven't yet given him direction to prepare something to buttress the reason for the council to adopt your version, rather than some other version.

[Rashidah G.:](#)

Nor have you thought about having a hearing where you bring people in who are on parole or probation, or were on parole or probation and can offer testimony about their experiences being stopped and searched. I'm very concerned that the discussion tends to be very abstract and ethereal, and you haven't yet related process to specific issues that are in front of you and that are important. Like this first policy that you are proposing, and that got stuck in process and is being remanded back to you. I haven't heard any discussion about how you will proceed.

[Rashidah G.:](#)

I don't know--I'll wait. I don't know whether you would delegate that to your policy ad hoc group or whether it's something that deserves a full discussion on your next agenda. But this is the kind of thing that I'm waiting to hear, and what I'm hearing is just a bunch of administrative box checking and names putting, deadlines and this that and the other. But, what Paula said earlier is really important. This is the most significant thing the police commission has done to date, is to come out with that policy revision proposal and it got stuck. And now it's back in your court and I'd like you to address what you're going to do and how you're going to do it. Thank you.

[Moderator:](#)

Michael Tiggus? And then Loreli Apostuman.

[Michael Tigges:](#)

Thank you. Michael Tiggus, Coalition for Police Accountability. Scanning through this multiplicity of items you have here. It took me a while to figure out, under legal, you're been fighting for the better part of the year to get an independent council that you hire that does not report to the city of [inaudible 02:57:44]. No disrespect to Mr. Ruben here, but I don't believe he is that hire. There was an RFQ that you put out several months ago for the public review, who is, as you heard, garbage. So my question is, when are you going to put out the new RFQ and start looking for your independent council? It's as important as the OIG I think. Thank you.

[Moderator:](#)

Paula Hawthorne?

[Paula Hathorne:](#)

So of course, I have a plan for what you should be doing next about the parole and probation policy. First of all, remember that the OPD took their policy and changed it to reflect some of the things that you had suggested before they submitted it to public safety. That's against the rules, they should not have done that. You have to review these things before they go to public safety, they

didn't allow you to do that. So the first thing you need to do is to get a hold of the version that they sent to public safety, review it, and then say "No, this isn't what we want. We want what we originally went with." Now whether you then take this and go back through rules and public safety, and back to the city council, or go straight to the city council, really depends on what advice Rebecca Kaplan has to tell you.

[Paula Hathorne:](#)

I personally am anxious that the policy be approved, and therefore I would like you to go straight to city council. On the other hand, we want to maximize the change of it being approved, so perhaps going to the rules committee, which has new city council people in it, and the public safety, which has new city council people in it, gives us a change for you to put forth your arguments in smaller settings before getting to the city council. Talk to Rebecca, see what her advice is. The other thing that you need to note is that the only people that get to be at that podium are staff. So you need your staff person, your policy person, your other staff person, to be your advocate. To take these marvelous words that Commissioner Benson, that Chair Smith, that Henry Gage wrote, and give that talk from that podium equal time to what the administration has. You need a good advocate and representative. Thank you.

[Moderator:](#)

Okay, that's all I have for public comment. Did I get everybody? Rachita, you're staring at me. Okay. Do we have any other commissioners that have comments on this? Commissioner Benson?

[Comm. Benson:](#)

Item 8's attachment, just for the record, and I think part of why this is an important conversation is, in my mind, I had hoped that we establish ad hoc and standing committee and that the report to us a work plan of all the items. Very specifically, the parole and probation policy is listed under a long list of other policies that we're supposed to be getting to. My hope that we can accomplish tonight, is if we're going to push forward on a standing committee for policy, that we figure out what we need to do to get that--I don't know how long that's going to take to get it through city council, and or if we identify a policy or two. For example, we have momentum around the parole and probation policy we can get a few folks on the ad hoc. I know there's been talk about modifications, et cetera, and let's quickly make a plan to at least assign that one to an ad hoc committee and get the standing committee approved.

[Comm. Benson:](#)

The last thing I want to say is that my idea is in addition to this list that I'm about to send out of all the things with deadlines, that this document and we get people on each of these committees, whether they're ad hoc or standing committees or whatever they're doing, that they come back to this commission with a work plan. There are the things that we're getting done, by when, so then we can actually compile them into putting six months out of agendas when people can expect to see things. That's my hope.

[Moderator:](#)

Commissioner Harris?

C. Harris: Just piggybacking on what Commissioner Benson said, I actually am against having the policy as a standing committee because I would really like to be on the policy committee, because I use my expertise on that probation and parole policy. I was able to talk to some of the people that I've worked with, that have been on parole, and I can't do that on a standing committee. I won't be able to come to the office here, because I work at night. I don't have that kind of time to do that. I would rather work on a policy, be able to do my notes, talk to people, do my investigation on what I think and then come back to the commission and to be able to present it with factual facts. I just wanted to put that in your head. If we do a standing committee on policy, it's gong to be one policy at a time. When if you do an ad hoc, you can do multiple. Everybody can get one.

Moderator: Commissioner Ahmad?

Com. Ahmad: I just had a quick question. They're saying we need an inspector general, right? IG? And we're supposed to have him put on who gets hired, right?

Moderator: What was your question?

Com. Ahmad: Aren't we supposed to have some input on who they hire?

Moderator: For the inspector general position?

Com. Ahmad: Yes.

Moderator: Yes. That's ours.

Com. Ahmad: So can we, more or less, nominate people?

Moderator: Well the Inspector General position is going to fall within the personal committee, who is...now we have in place. They'll give us updates on what's happening, and then when it's finally time to make a choice, that decision will come back to the whole commission.

Com. Ahmad: I was just going to say Mr. Gage, he wanted to be Inspector General, so will we consider him?

Moderator: We can consider him, but we have to go through a process to consider...we have to put the opportunity out to everyone.

Com. Ahmad: The public.

Moderator: The public in general, right. And if he applies, he would be one of the applicants that we could review and consider. But it has to go through the necessary process.

[Com. Ahmad:](#) Alright, thank you.

[Moderator:](#) Commissioner Benson?

[Comm. Benson:](#) Thank you for reminding us of that. Also on this document for Item 8, under the first section "All", the third item on there says "Appointment of Interim Inspector General" so I think both, we want a permanent Inspector General and we'll go through a hiring process, which is going to take a long time. And, I'd like to remind us of Mr. Gage's generous offer to volunteer to be the Interim Inspector General. I did check in with the Deputy Assistant City Administrator, she shared that you can put anyone on a temporary contract under \$50,000 as long as you have invited three candidates for that position. I believe very strongly we should agendize this, and we can ask Mr. Gage to apply, we can make it open, we can reach out to a couple of other potential candidates. This would fall under that category of a temporary contract.

[Comm. Benson:](#) I'm just making up a number, I know he offered to volunteer, but if it was 10 months at \$3000 a month, that's still well under \$50,000, we could expedite this process really quickly and appoint Mr. Gage and, or other folks that are interested in an interim position very quickly. I'd love to agendize this.

[C. Harris:](#) Can we make motions?

[Moderator:](#) Any other comments?

[C. Harris:](#) Can we make a motion for that?

[Moderator:](#) Not under this item we can't.

[C. Harris:](#) Oh.

[Moderator:](#) But we can put it on a subsequent agenda, yeah. Any other comments on this topic? Well, thank you to the personnel committee, to our community outreach standing committee. Look forward to seeing you guys in the meetings. Don't forget the office schedule rooms to make sure that they're available if you're going to do it in City Hall or elsewhere and then we get the recording and stuff done.

[Moderator:](#) Commissioner Benson?

[Comm. Benson:](#) So a point of clarification, we were having discussion around budget and policy, which is also on this agenda item and I want to acknowledge, I heard you Commissioner Harris, that having a policy committee based on your work schedule, it would make it so that you couldn't be on a policy committee.

[C. Harris:](#) Correct.

[Comm. Benson:](#) So I'm wondering where we land with pushing forward with a policy committee. On one hand, work schedules can be an issue, but on the other hand I'm actually left under the impression that it doesn't have to be at 5pm. We could make some standing committees in the morning, it doesn't have to be after hours I don't think. I believe that there are commissions that meet during the day.

[Moderator:](#) Ms. Tom?

[Ms. Tom:](#) I just wanted to let all the commissioners know, I think when I mentioned this earlier not everybody was present. I've been advised that because of there are other commissions that use the rooms as well for their standing committees, the most available time that would probably make the some sense for the police commission is immediately preceding the dates of the actual meeting. So from 5:30-6:30pm the rooms would be available. So just for scheduling purposes, you might want to consider who's going to have what committee on those days if that's the date you select. I believe the other days are very impacted because of other commissions that also have standing committees.

[Moderator:](#) Commissioner Benson?

[Comm. Benson:](#) Could we get a schedule of what is scheduled in all of these rooms so that folks that are interested in the policy committee could take a look, one, decide if we want to ave a policy committee, and two, I hear that and appreciate that but also I think it might be beneficial for folks to just see the calendar. It doesn't have to be in this room, it can be in another hearing room. I can't imagine that only Thursdays before our meetings...I understand it's one time, but I would imagine we'd find some other holes.

[C. Harris:](#) I...May I?

[Moderator:](#) Commissioner Harris?

[C. Harris:](#) So that's my thing, is that I would not be able to do that. I had to change my work schedule for this commission, and so if it was an ad hoc committee, we would be able to work independently on our own and just have to come back with the product.

[Moderator:](#) Anybody else have comments? Commissioner Durado?

[Com. Durado:](#) Commissioner Harris, but you could make a 5:30 meeting, correct?

[C. Harris:](#) I could make a 5:30 meeting on every second and fourth Thursday of the month. My job has agreed to that.

[Moderator:](#) She's on the personnel committee. Basically it's only so many. Which, in all truthfulness, we shouldn't have everyone serving on every committee anyway. So...but--

[C. Harris:](#) Well I can do the mornings too, I just thought about it. Nevermind.

[Moderator:](#) Folks, do we have any additional comments on this idea of a policy committee, whether it should be ad hoc or a standing committee?

[Com. Durado:](#) Unless I'm missing something, there's not an absolute requirement that we have a standing committee as opposed to policy?

[Moderator:](#) No, right now we're doing it as ad hoc.

[Com. Durado:](#) So given that, we can do it--

[Moderator:](#) We can separate out.

[Com. Durado:](#) In the future, in fact if we felt it's necessary, if there's no advantage to do standing committee now on policy, then just leave it in ad hoc.

[Moderator:](#) Yeah, Commissioner Prather?

[Comm. Prather:](#) There are some advantages, I think, to having a standing committee as opposed to ad hoc committee, just by their very nature. You have ad hoc committee that just comes together for a singular purpose but a standing committee can do, in my mind can create relationships where there's more regular communication or meetings with similar committee from the Police Department, where you're discussing policy issues before they just spring a policy on us, right? There are continuity aspects to it, which I think are valuable, right? There are considerations, I'm not advocating one over the other here, but I could see value in having a committee that exists that is consistent for maybe six months or a year at a time that does create relationships, that does know how to use a research analyst, a policy analyst. Hopefully we have access to those kinds of support that the committee is not re-inventing the wheel each and every time it does it. I'm not saying I'm advocating for that but I just see an argument for why that would be.

[Moderator:](#) Commissioner Durado?

[Com. Durado:](#) And that all makes sense. What I would suggest is that we simply have an ad hoc committee for now, so we can take advantage of Commissioner Harris's expertise, knowing that we can take advantage of having a standing committee with its potential for relationships, et cetera, and continuity in six months or a year. Hopefully we'll have provide some momentum that we can then transfer into a standing committee as an ad hoc right now. I just say that we can do that

down the road, let's get some momentum going as best we can right now, let's leave it in ad hoc and take advantage of Commissioner Harris's knowledge.

Moderator:

I think the other thing is if we launch our first two standing committees, we get to figure out how they're proceeding, how we're doing with attendance, how we're doing in terms of actually making sure that we're going all the things that we're supposed to be doing in compliance with the Brown Act. Based off that demonstration of proficiency there, then we step into another standing committee that might be better than doing it all three at the same time.

Moderator:

Commissioner Benson?

Comm. Benson:

My request then, given again on this document for Item 8, there's currently ten policies listed here, plus a pending list coming from OPD, plus a list coming from Ms. Tom's office. I would request that we send, in terms of the ad hoc committee, that we assign very specific policies to people with deadlines, like the top three that feel caught on here, but also give us a deadline as a commission to review the list that's coming from OPD, et cetera. I don't disagree that we can...the lists is out, actually. The list was sent. So we have a list of OPD policies. There's just so many, there's got to be like 20-30 policies that are coming down the pipeline, so whatever we need to do to be expeditious, because this is half of our work. Measure LL's discipline and policy.

Comm. Benson:

I think that yes, it makes sense to wait a little bit and see about those other commissions, I mean the other standing committees, but if we can get some deadlines and people committed to working on top priorities now and one more deadline to have a work plan for how we're going to function around these immense amount of policies, I would love to see that.

Moderator:

Ms. Tom, could you add that to the next agenda as an item so we can prioritize those?

Ms. Tom:

Sure.

Moderator:

Okay. Commissioner Harris?

C. Harris:

Yes. I think I'm still deciding, not really understanding the whole logistics of the standing committee quite clear. But again, if you all decide to go with standing committee, I can come in the morning. I can, 8am to 12pm and every second and fourth Thursday. So whatever you decide.

Moderator:

Okay. I'm persuaded by what Commissioner Durado said in terms of...because we get a change to see how our functions work in terms of standing committee. I actually do think that we should eventually get to a place where we have a policy standing committee, I don't know if we need to do it at this very meeting. It might make sense for us to see how well we do with the two that we've just been given. I think we should also add that agenda item I just mentioned in

terms of parsing out the policies. I think what Commissioner Benson said, that makes sense for us to do at the next meeting, to get it organized. I don't know. That's what I'm thinking. If anybody is thinking something different or feels strongly that we should move ahead with a policy committee at this meeting right here, then speak now.

C. Harris: May I?

Moderator: Commissioner Harris?

C. Harris: I think it's important to get the assignments going, just because I feel like this is what happened last year. I think we're here now, we can assign them, ad hoc, standing, whatever they are. We can work independently and move forward with whoever is assigned with what. I do agree that we have to have deadlines on things for people to come back with stuff. It just makes more sense, we're here.

Moderator: We can't do the assignments under this agenda item because that's not under this agenda item, but we can agendaize it and then do it at the next meeting so people can start thinking about the policies they want to take on so that we're ready when that item comes up.

Moderator: Okay. Let's see. I guess we've exhausted this conversation. Let's go to our final item, which is the review of organizational membership in NACOLE, and expenditure for the associated funds. I talked with Ms. Tom and we needed to get our NACOLE organizational membership for the commission setup, and it was \$400 per year, correct Ms. Tom? So all we're doing here is having a discussion and then ultimately taking a vote to commit the funds to have an organizational membership in NACOLE for the police commission. I will take public comment on it as well, but if anybody has anything they wanted to say about it.

Moderator: Okay. So let's go to public comment. Is Kathy Leonards no longer here? Okay. Michael Tiggus? Nope. Jesse Smith? Nope. Okay. I don't have any other public comment. Okay. Does anybody want to make a motion.

Comm. Prather: Question?

Moderator: Commissioner Prather?

Comm. Prather: Is it not in the budget...sorry do you have [inaudible 03:18:15]?

Moderator: Karen Tom?

Comm. Prather: It would seem to me that it would be in the budget. Our pre-approved budget.

Ms. Tom: We did the budget and it's in there.

Moderator: It's in there?

Comm. Prather: Yeah.

Moderator: We have a line item for it but it's not--

Speaker 16: [inaudible 03:18:41]

Ms. Tom: Right.

Moderator: Okay, so we can put it under the training budget, it's not specifically...

Comm. Prather: We have budgeted for the expense, in anticipation of spending it. However, we have not ever approved specifically that expense. Is that...? I'm not a money guy.

Speaker 16: [inaudible 03:19:01]

Comm. Prather: I'm marine if that helps me. I move that we approve the \$400 payable to NACOLE?

Moderator: Is there a second for the motion?

Com. Durado: Second.

Moderator: Okay, it's been properly motioned and seconded. Commissioner Ahmad?

Com. Ahmad: Aye.

Moderator: Commissioner Durado?

Com. Durado: Aye.

Moderator: Commissioner Harris?

C. Harris: Aye.

Moderator: Aye for myself. Commissioner Prather?

Comm. Prather: Yes.

Moderator: Commissioner Benson?

Comm. Benson: Yes.

Moderator: Alrighty folks, it's approved and that is the end of this item. Next item on the agenda is adjournment.

Comm. Benson: I motion to adjourn.

C. Harris: Don't we have to do the agenda?

Comm. Benson: It's not on the agenda.

Moderator: No we don't have to it.

C. Harris: Okay.

Comm. Benson: I make a motion to adjourn.

Moderator: Second.

Comm. Prather: Second, yes.

Com. Durado: Second.

Moderator: Alright, very good. We are adjourned. Oh, all in favor?

Comm. Benson: Aye.

C. Harris: Aye.

Com. Durado: Aye.

Com. Ahmad: Aye.

Comm. Prather: Aye.

Moderator: Any opposed? Any abstentions? Alright folks, we're done.

PART 6 OF 6 ENDS [03:20:48]