



OAKLAND POLICE COMMISSION SPECIAL MEETING AGENDA

**October 22, 2020
5:30 PM**

Pursuant to the Governor's Executive Order N-29-20, members of the Police Commission, as well as the Commission's Counsel and Community Police Review Agency staff, will participate via phone/video conference, and no physical teleconference locations are required.



OAKLAND POLICE COMMISSION

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PUBLIC PARTICIPATION

The Oakland Police Commission encourages public participation in the online board meetings. The public may observe and/or participate in this meeting in several ways.

OBSERVE:

- To observe, the public may view the televised video conference by viewing KTOP channel 10 on Xfinity (Comcast) or ATT Channel 99 and locating City of Oakland KTOP – Channel 10
- To observe the meeting by video conference, please click on this link: <https://us02web.zoom.us/j/83923662570> at the noticed meeting time. Instructions on how to join a meeting by video conference are available at: <https://support.zoom.us/hc/en-us/articles/201362193>, which is a webpage entitled “Joining a Meeting”
- To listen to the meeting by phone, please call the numbers below at the noticed meeting time: Dial (for higher quality, dial a number based on your current location):

+1 669 900 9128 or +1 253 215 8782 or +1 346 248 7799 or +1 301 715 8592 or +1 312 626 6799 or +1 646 558 8656
Webinar ID: 839 2366 2570

After calling any of these phone numbers, if you are asked for a participant ID or code, press #. Instructions on how to join a meeting by phone are available at: <https://support.zoom.us/hc/en-us/articles/201362663>, which is a webpage entitled “Joining a Meeting By Phone.”

PROVIDE PUBLIC COMMENT: There are three ways to make public comment within the time allotted for public comment on an eligible Agenda item.

- Comment in advance. To send your comment directly to the Commission and staff BEFORE the meeting starts, please send your comment, along with your full name and agenda item number you are commenting on, to clove@oaklandca.gov. Please note that e-Comment **submissions close at 4:30 pm**. All submitted public comment will be provided to the Commissioners prior to the meeting.
- By Video Conference. To comment by Zoom video conference, click the “Raise Your Hand” button to request to speak when Public Comment is being taken on an eligible agenda item at the beginning of the meeting. You will then be unmuted, during your turn, and allowed to participate in public comment. After the allotted time, you will then be re-muted. Instructions on how to “Raise Your Hand” are available at: <https://support.zoom.us/hc/en-us/articles/205566129>, which is a webpage entitled “Raise Hand In Webinar.”
- By Phone. To comment by phone, please call on one of the above listed phone numbers. You will be prompted to “Raise Your Hand” by pressing STAR-NINE (“*9”) to request to speak when Public Comment is being taken on an eligible agenda item at the beginning of the meeting. Once it is your turn, you will be unmuted and allowed to make your comment. After the allotted time, you will be re-muted. Instructions of how to raise your hand by phone are available at: <https://support.zoom.us/hc/en-us/articles/201362663>, which is a webpage entitled “Joining a Meeting by Phone.”

If you have any questions about these protocols, please e-mail clove@oaklandca.gov.



OAKLAND POLICE COMMISSION

SPECIAL MEETING AGENDA

October 22, 2020

5:30 PM

I. Call to Order

Chair Regina Jackson

II. Roll Call and Determination of Quorum

Chair Regina Jackson

III. Public Comment on Closed Session Items

THE OAKLAND POLICE COMMISSION WILL ADJOURN TO CLOSED SESSION AND WILL REPORT ON ANY FINAL DECISIONS DURING THE POLICE COMMISSION'S OPEN SESSION MEETING AGENDA.

IV. Closed Session

CONFERENCE WITH LABOR NEGOTIATOR- Gov. Code section 54957.6(a)

Agency designated representative: John Alden

Employee Organization: International Federation of Professional and Technical Engineers (IFPTE) Local 21

PUBLIC EMPLOYEES DISCIPLINE/ DISMISSAL/ RELEASE
Pursuant to California Government Code Section 54597

V. Report out of Closed Session

- a. The Commission will report on any actions taken during Closed Session, as required by law.

VI. Welcome, Purpose, and Open Forum (1 minute per speaker)

Chair Regina Jackson will welcome public speakers. The purpose of the Oakland Police Commission is to oversee the Oakland Police Department's (OPD) policies, practices, and customs to meet or exceed national standards of constitutional policing, and to oversee the Community Police Review Agency (CPRA) which investigates police misconduct and recommends discipline.

VII. Welcome New Commissioners – Sergio Garcia and Tyfahra Singleton

The Commission will welcome and introduce Sergio Garcia and Tyfahra Singleton as members of the Police Commission. ***This is a new item.***

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

VIII. Update from Interim Police Chief

OPD Interim Chief Manheimer will provide an update on the Department. Topics discussed in the update may include crime statistics; a preview of topics which may be placed on a future agenda; responses to community member questions sent in advance to the Police Commission Chair; and specific topics requested in advance by Commissioners.

This is a recurring item.

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

IX. Presentation from the Department of Violence Prevention

Department of Violence Prevention Chief Guillermo Cespedes will discuss the department's work and any potential ways to collaborate with the Police Commission.

This is a new item.

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

X. Office of the City Attorney's Report Regarding Support for the Police-Discipline Process and Recent Arbitration Decisions

The Office of the City Attorney (OCA) will present a report which summarizes recent efforts by the OCA to help improve the police discipline and data on arbitration decisions.

This is a new item. (Attachment 10).

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

XI. Review of OPD Policy 15-01 Community Resource Officer Deployment

The Commission will discuss OPD Policy 15-01 and may vote to make recommendations.

This item was discussed on 9.24.20. (Attachment 11).

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

XII. Report on and Review of CPRA Pending Cases, Completed Investigations, Staffing, and Recent Activities

To the extent permitted by state and local law, Executive Director John Alden will report on the Agency's pending cases, completed investigations, staffing, and recent activities.

This is a recurring item. (Attachment 12).

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

XIII. Meeting Minutes Approval

The Commission will vote to approve minutes from October 8 and 15, 2020. *This is a recurring item.* ([Attachment 13](#)).

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

XIV. Agenda Setting and Prioritization of Upcoming Agenda Items

The Commission will engage in a working session to discuss and determine agenda items for the upcoming Commission meeting and to agree on a list of agenda items to be discussed on future agendas. *This is a recurring item.* ([Attachment 14](#)).

- d. Discussion
- e. Public Comment
- f. Action, if any

XV. Adjournment

CITY OF OAKLAND



ONE FRANK H. OGAWA PLAZA • 6TH FLOOR • OAKLAND, CALIFORNIA 94612

Office of the City Attorney
Barbara J. Parker
City Attorney

(510) 238-3601
FAX: (510) 238-6500
TTY/TDD: (510) 238-3254

October 16, 2020

OAKLAND POLICE COMMISSION

**Re: Office of the City Attorney’s Support for the Police-Discipline
Process and Recent Arbitration Decisions**

Police Commission Chair Jackson and Members of the Oakland Police Commission:

I. INTRODUCTION

This report summarizes recent efforts by the Office of the City Attorney (OCA) to help improve the police discipline and data on arbitration decisions. For context, the report begins with procedural background on disciplinary reforms as they relate to the Negotiated Settlement Agreement (NSA).

II. PROCEDURAL TIMELINE

2014

August NSA Court issues an order questioning the City’s compliance with the NSA as it relates to the discipline process, and appoints investigators.

2015

April The Court-appointed investigators issue their first report, with findings and recommendations, covering 5 years from 2010 through 2014.¹

2016

January The Court re-engages its investigators to examine the City progress on the investigators’ original recommendations.

March The Court-appointed investigators issue their second report, with additional recommendations.²

¹ <https://www.cand.uscourts.gov/filelibrary/1585/Swanson%20report.pdf>

² <https://www.cand.uscourts.gov/filelibrary/1726/2d-Swanson-report.pdf>

2017

- January The Court-appointed investigators examine the City's handling of IAD investigation 15-0771 (sexual crimes and misconduct by OPD officers).
- June The Court-appointed investigators issue their third report.³

III. OCA's EFFORTS TO SUPPORT THE POLICE DISCIPLINE PROCESS

In recent years, OCA has been able to improve and increase support for the police discipline process. In 2014, OCA began the process of re-establishing the office's Labor and Employment team, which had been disbanded due to budget cuts during the Great Recession. The following are brief descriptions of some other notable reforms:

Formal Arbitration Protocol

In 2015, the City Attorney memorialized a protocol that specifically addresses how OCA staff must prepare for arbitrations. For cases that are assigned to outside counsel, OCA must assign the case early in the process and an OCA staff attorney must closely coordinate with and support outside counsel throughout the process. OCA also prepares an analysis of each arbitration decision, to identify take-aways and future strategies.

Heightened Process for Qualifying Outside Counsel

OCA improved its existing outside-counsel selection process by creating a unique category for firms with attorneys who have specific experience in police-discipline, and by seeking feedback directly from IAD's representatives regarding counsels' performance.

IAD Attorney-Liaison

Following a 2015 budget increase, OCA assigned a Deputy City Attorney as its principal advisor and liaison to IAD. On page 4 of their 2016 report, the Court-appointed found that the liaison's involvement at every phase of discipline has made the relationship between OPD and OCA more collaborative and productive.⁴

Continuity of Legal Advice to IAD

Once an attorney is assigned to a discipline matter, the same attorney normally advises on that matter until final resolution, including arbitration. In 2015, OCA drafted, and the City Administrator adopted, Administrative Instruction 523 which ensures that critical information on police investigations and discipline flows to OCA from both OPD and Employee Relations. In 2017, IAD and OCA created a policy requiring IAD to consult with OCA at the earliest stages of serious cases.

³ <https://www.cand.uscourts.gov/filelibrary/3108/6.21.17-Report-of-Court-Appointed-Investigator.pdf>

⁴ OCA recently lost the attorney filling the liaison position and is in the process of filling the vacancy.

Re: **OCA's Support for the Police Discipline-Process and Recent Arbitration Decisions**

Training for CPRA and IAD investigators

In 2016, OCA provided a six-hour training course on the investigation process for IAD's investigators and commanders. In 2018, OCA expanded the training to an eight-hour course, provided in collaboration with IAD's Administrative Lieutenant. CPRA investigators attended the course in the Fall of 2019. Topics currently include: case management, identifying rule violations, interview techniques, credibility assessments, analyzing allegations, and drafting a report of investigation.

Discipline Training

Beginning in 2017, OCA developed and administered a training for OPD Captains and the Deputy Chiefs regarding the discipline process. The Assistant Chief and OCA jointly administer the training on a yearly basis to OPD staff tasked with providing a discipline recommendation pursuant to the discipline process. The training covers the OPD discipline policy, the Manual of Rules, the discipline matrix, and how to calculate discipline pursuant to the OPD discipline policy.

Skelly Training

In November 2015, OCA developed and began administering a training for OPD's *Skelly* officers. OCA administers the training on a yearly basis to OPD's *Skelly* officers.

CPRA Attorney-Liaison

In addition to engaging outside counsel for the CPRA, per the Charter, OCA has assigned a senior Deputy City Attorney to service as the CPRA's point of contact at OCA and to provide advice, as requested, on investigations and discipline issues.

IV. CIVIL MATTERS

Oakland Police Officers' Association; Doe Officers 1-4 v. City of Oakland California Court of Appeal, First District - Case No. A158662

In 2019, OCA partnered with the CPRA to address an appellate decision from southern California (*Santa Ana Police Officers Assn. v. City of Santa Ana* (2017) 13 Cal.App.5th 317) that misinterpreted the Public Safety Officers Procedural Bill of Rights and relevant California Supreme Court case law. The OPOA's lawyers began citing the case to argue that subject officers who have already been interviewed by IAD cannot be interviewed by the CPRA unless the CPRA turns over extensive materials from its investigative file.

On OCA's advice, the CPRA refused provide such materials in a particular case, and the OPOA filed a petition for an injunction and writ of mandate. To our knowledge, the City of Oakland is the first to legally challenge *Santa Ana*.

Re: OCA's Support for the Police Discipline-Process and Recent Arbitration Decisions

The superior-court judge determined he was bound by the appellate-court decision in *Santa Ana* (not unexpectedly), but went out of his way to acknowledge the conflict between *Santa Ana* and the California Supreme Court precedent the City had cited. The judge refused to award fees to the OPOA, holding that the CPRA was not malicious and was following OCA's advice, which was informed by California Supreme Court case law

The City promptly appealed the ruling in our appellate district. The goal is to clarify that the CPRA and the City of Oakland (as well as cities and counties throughout California) are entitled to control their evidence as long as an investigation is ongoing.

Negrete, et al, v. City of Oakland; Oakland Police Commission, et al
U.S. Court of Appeal, 9th Circuit - Case No. 20-16244

Petitioners sought a writ in Alameda Superior Court to overturn their terminations from OPD, alleging their terminations should never have gone before the Police Commission's Discipline Committee and thus violated the City Charter. After consulting with the Police Commission, the City Attorney's Office and outside counsel succeeded in removing the matter to federal court and further succeeded in associating the matter with *Delphine Allen*, putting it before Judge Orrick. Judge Orrick ruled for the City, finding the City's action were consistent with both the Charter and the NSA. Petitioners appealed and the case is pending at the 9th Circuit.

Negrete, et al, v. City of Oakland; Oakland Police Commission, et al
Alameda Superior Court - Case No. RG20061608

Petitioners sought a preliminary injunction and a writ of mandate to overturn their terminations from OPD, alleging they were denied an opportunity to have the Discipline Committee's initial meetings conducted in public, in violation of the Brown Act. After briefing and a hearing, the judge denied their request for a preliminary injunction because they had not demonstrated a likelihood of proving a Brown Act violation at the hearing on the writ. A ruling on the writ expected in November, 2020.

V. ARBITRATIONS

It is important to continuously examine the processes that allow police officers to appeal, and allow individual arbitrators to overrule, the City's discipline decisions. Using both qualitative and quantitative measures, policy-makers can identify potential areas for improvement, including potential structural reforms that are bigger than Oakland. Accordingly, in this section we provide:

1. Raw data for Oakland's arbitration results since 2015;
2. Context for arbitrations' impact on Oakland's overall discipline system;
3. The Court-appointed investigators' most recent findings regarding OCA's performance at arbitration; and
4. Comparisons of Oakland's data with data from other cities.

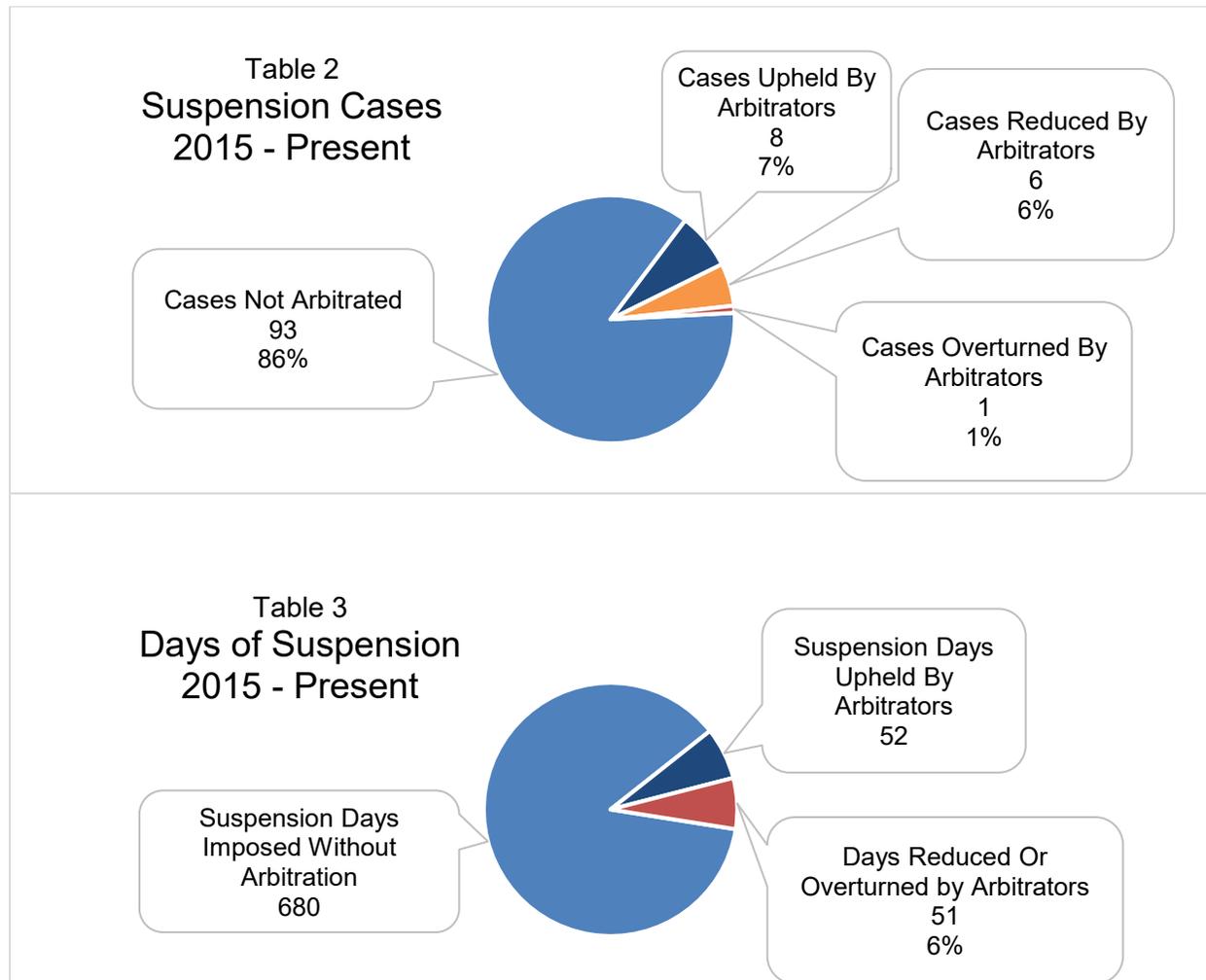
Table 1: Arbitration Decisions, 2015 Through Present

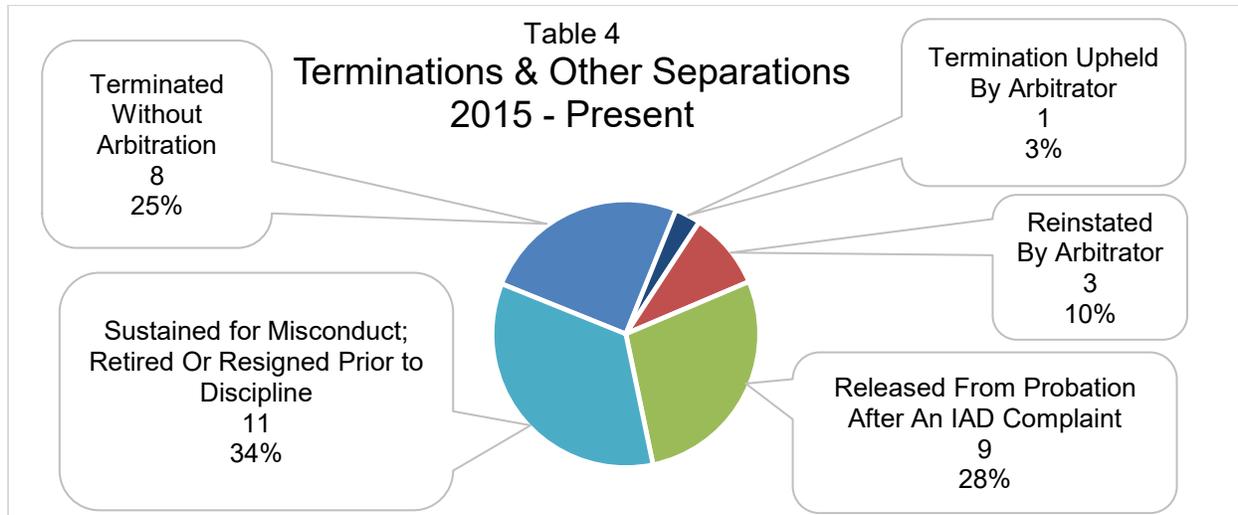
	GRIEVANT / VIOLATION	CITY'S DISCIPLINE	ARBITRATOR'S DECISION	DECISION DATE
1	Officer A Use of Force (TASER deployment)	1 Day	1 Day	4-6-2015
2	Officer B Use of Force (Baton strikes)	5 Days	5 Days	5-15-2015
3	Officer C Use of Force (TASER deployment)	15 Days	5 Days	6-21-2015
4	Officer D Use of Force (Pushing a protestor)	1 Day	1 Day	6-30-2015
5	Sergeant E Use of Force (Baton strikes)	30 Days	0 Days	8-14-2015
6	Officer F Performance of Duty (Body Cam)	1 Day	Reprimand	8-27-2015
7	Officer G Use of Force (TASER deployment)	10 Days	10 Days	9-2-2015
8	Officer H Use of Force (TASER deployment)	10 Days	10 Days	10-28-2015
9	Sergeant I Truthfulness and Harassment	Termination	30 Days ⁵	10-29-2015
10	Officer J Retaliation	5 Days	5 Days	11-23-2015
11	Officer K Failure to Supervise	5 Days	Reprimand	12-7-2015
12	Officer L Use of Force and Reports / Bookings	Termination	15 Days	3-1-2016
13	Officer M Performance of Duty and General Conduct	12 Days	10 Days	3-12-2016
14	Officer N Miranda Violation	2 Days	2 Days	6-27-2016
15	Officer O Conduct Toward Others	3 Days	2 Days	9-30-2016
16	Sergeant P Unintentional Failure to Take a Complaint	2 Days	Reprimand	3-30-2017
17	Officer Q Obedience to Laws and General Conduct	Termination	Termination	3-2-2018
18	Officer R Performance of Duty	1 Day	1 Day	5-31-2018
19	Officer S Truthfulness	Termination	0 Days	8-7-2020

⁵ Sergeant I retired and did not return to OPD.

How arbitrations impact the overall discipline process

Although most discipline cases (including termination cases) do not go to arbitration, data that OCA gathered from IAD (summarized in the Tables 2 through 5 below) demonstrate that arbitrations nevertheless have a significant impact on the overall discipline process. The impact of binding arbitration appears to be particularly pronounced in terminations cases, as compared to suspension cases. Even when we look at misconduct-related separations more broadly – by including instances where officers appear to resign or retire to avoid termination, as well as instances where officers are released during their probationary period and are not entitled to arbitration - we see that 10% of misconduct-related separations result in officers being reinstated.





City Attorney's preparedness at arbitration

Whether the City is thoroughly investigating and arbitrating cases of police misconduct cannot be assessed simply by looking at the City's "win" rate at arbitration. As the Court-appointed investigators noted on page 6 of their 2016 report:

"[N]o city attorney's office, no matter how well prepared, can expect to win every arbitration. Indeed, a perfect win record might suggest that the Department was intentionally handing out weak discipline or avoiding tough cases in order to have the discipline upheld at arbitration. The City can only ensure that it has investigated, prepared, and presented its cases thoroughly."

For their second report, the investigators reviewed the arbitration cases for officers A through N in the Table 1 above. In other words, the Court's independent investigators reviewed the City's handling of 14 out of the 19 cases the City has handled since 2015 and did not find deficiencies. According to their report, arbitrators overruled the City in a number of cases "despite substantial preparation and advocacy by the Labor and Employment Unit [of the City Attorney's Office] and its outside counsel."

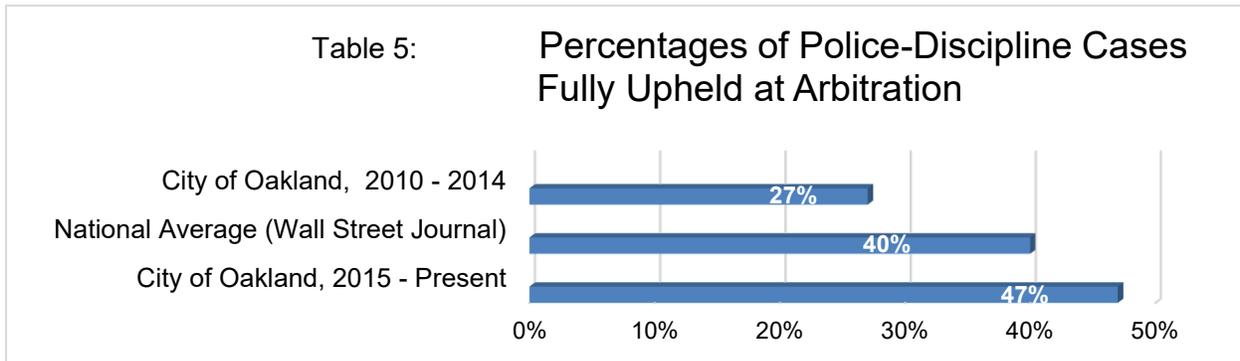
This is not to say that the discipline appeal system cannot be further improved. It is simply to say that there are many factors that impact arbitration outcomes, and there are limitations to how much any one factor can move the needle.

Comparing Oakland to other cities

To the extent it is useful to look at the City's "win" rate, it is perhaps most helpful to compare Oakland's recent arbitration outcomes to: 1) Oakland's previous outcomes; and 2) the outcomes of other cities. The latter can be difficult, because public information on police-misconduct arbitrations is relatively scarce. But some data are available.

Re: OCA's Support for the Police Discipline-Process and Recent Arbitration Decisions

In 2014, research by the Wall Street Journal reported that police-misconduct cases in the U.S. were fully upheld at arbitration 40% of the time, and were reduced or overturned the other 60% of the time.⁶ Oakland's court-appointed investigators reported that the City's discipline was fully upheld at arbitration 27% of the time from 2010 to 2014. Since 2015, the City's discipline has been fully upheld at arbitration 47% of the time.



In 2017, the Washington Post looked specifically at police-officer terminations.⁷ Researchers identified 1,881 officers who had been terminated by the nation's largest police departments over several years and found that 450 of them (24%) had been reinstated following a disciplinary appeal.⁸ Records show that Oakland has terminated 12 police officers since 2015, and 3 of those officers (25%) were reinstated by arbitrators.

VI. CONCLUSION

OCA respectfully submits this report.

BARBARA J. PARKER,
City Attorney

By: Ryan G. Richardson, Special Counsel

⁶ Elinson, *Punishment of Police Under Scrutiny*, The Wall Street Journal (Nov. 21, 2014), <http://online.wsj.com/articles/punishment-of-police-under-scrutiny-1416598682>.

⁷ Kelly et al., *Fired/Rehired: Police Chiefs Are Often Forced to Put Officers Fired for Misconduct Back on the Streets*, Washington Post (Aug. 3, 2017), <https://www.washingtonpost.com/graphics/2017/investigations/police-fired-rehired>

⁸ The Washington Post's core data were conveniently reproduced (including city-level data) in the University of Pennsylvania Law Review in 2019. Interestingly, the author of the law review article collected and analyzed 656 police-union contracts to identify common provisions that may impede accountability. See Rushin, *Police Disciplinary Appeals*, University of Pennsylvania Law Review (Feb. 2019), https://scholarship.law.upenn.edu/cgi/viewcontent.cgi?article=9652&context=penn_law_review

**Oakland Police Department
Bureau of Field Operations
Policy and Procedures Manual**

**Effective Date:
DD MMM YY**

Policy 15-01

Index as: Community Policing

I. BACKGROUND

Community Policing is the affirmed public safety policy and philosophy of the City of Oakland and Oakland Police Department and its purpose is to reduce crime, enhance public safety and to improve quality of life through police and community partnerships. Proactive problem solving in collaboration with other public service agencies and community-based organizations reduces crime and the fear of crime and improves the overall quality of life in our neighborhoods. Community Policing is a customer service approach to policing that embodies a true partnership, one in which all stakeholders advise, listen and learn, and the resultant strategies reflect that input. Community Policing involves a commitment from all Oakland Police Departmental (OPD) employees at every level in the organization to work smarter in finding creative approaches to traditional and non-traditional problems, and to do so in a manner that recognizes and rewards integrity, creativity, courage, and commitment.

II. PURPOSE

The purpose of this directive is to set forth bureau procedures regarding expectations and responsibilities for Neighborhood Service Coordinators (NSCs), Community Resource Officers (CROs), Foot Patrol Officers, Crime Reduction Team (CRT) Officers, and Community Meetings.

This policy is designed to improve police community relations, enhance Citywide problem-solving efforts, reduce serious and violent crime, and address public safety issues through the community policing philosophy.

III. POLICE DEPARTMENT MISSION, VISION AND GOALS

A. The three fundamental components of the OPD’s mission, vision, and goals:

1. Reduce Crime
2. Strengthen Community Trust and Relationships
3. Achieve Organizational Excellence

B. Police Department Structure

In order to achieve the above goals, OPD has continued to provide a structure that includes the following positions:

1. Neighborhood Service Coordinators
2. Community Resource Officers
3. Foot Patrol Officers
4. Crime Reduction Teams

IV. COMMUNITY POLICING AND PROBLEM SOLVING

Effective community policing focuses not only on developing and maintaining relationships with the citizens, businesses, and/or community organizations it serves but understanding that to resolve the issue(s) facing an area, it requires a collaborative effort.

Community Policing and problem solving places a high value on responses that are preventive in nature, that are not dependent on the use of the criminal justice system, and that engage other public agencies, the community and the private sector when their involvement has the potential for significantly contributing to the reduction of the problem. Problem solving carries a commitment to implementing responses, rigorously evaluating effectiveness and subsequently reporting the results of priorities and projects in ways that will benefit the community, the organization, and policing practices in general.¹

A. Community Priorities

Community priorities are prioritized issues of concern, generated by the community itself, which can be addressed in whole or in part by partnership with the Department. While typically set by attendees of the Neighborhood Councils, priorities can come from a variety of different sources. However, priorities should be applicable to a larger section of the Community Policing Beat rather than just one individual. Such priorities should be determined by a representative group of community stakeholders with a focus on diversity. Community Policing Beats should have one to three priorities at any given time.

B. SARA Projects

A SARA project is a way to identify specific priorities or problems and to design tailored solutions for those issues. Each CRO is expected to have one open SARA project at any given time. The SARA concept includes evaluation assessment of the solutions and results to determine the efficacy of the designed response. The SARA model includes the following steps:²

1. Scanning

- a. Identifying recurring problems of concern to the public and the police.
- b. Identifying the consequences of the problem for the community and the police.
- c. Prioritizing those problems.
- d. Developing broad goals.
- e. Confirming that the problems exist.
- f. Determining how frequently the problem occurs and how long it has been taking place.
- g. Selecting problems for closer examinations.

¹ Problem-Oriented Policing, Herman Goldstein, 2015

² Center for Problem Oriented Policing, 2018, <http://www.popcenter.org/about/?p=sara>

2. Analysis

- a. Identifying and understanding the events and conditions that precede and accompany the problem.
- b. Identifying relevant data to be collected.
- c. Researching what is known about the problem type.
- d. Taking inventory of how the problem is currently addressed and the strengths and limitations of the current response.
- e. Narrowing the scope of the problem as specifically as possible.
- f. Identifying a variety of resources that may be of assistance in developing a deeper understanding of the problem.
- g. Developing a working hypothesis about why the problem is occurring.

3. Response

- a. Brainstorming for new interventions.
- b. Searching for what other communities with similar problems have done.
- c. Choosing among the alternative interventions.
- d. Outlining a response plan and identifying responsible parties.
- e. Stating the specific objectives for the response plan.
- f. Carrying out the planned activities.

4. Assessment

- a. Determining whether the plan was implemented (a process evaluation).
- b. Collecting pre- and post- response qualitative and quantitative data.
- c. Determining whether broad goals and specific objectives were attained.
- d. Identifying any new strategies needed to augment the original plan.
- e. Conducting ongoing assessment to ensure continued effectiveness.

C. Priority and Project Review

Upon completion of responding to a priority – including the closure of a SARA project -- the involved CRO should discuss with the relevant Neighborhood Council.

V. NEIGHBORHOOD SERVICE COORDINATORS**A. General Roles and Responsibilities**

Neighborhood Service Coordinators (NSC) are expected to support Neighborhood Crime Prevention Councils (NCPC) and help residents work together, in partnership with the police and other city departments, to address ongoing problems in their neighborhoods.

B. Community Engagement

1. NSCs should conduct outreach, to include:
 - a. Development and distribution of outreach material promoting Neighborhood Council meetings and other events.
 - b. Use of door-to-door and social media communications.
 - c. Distribution of crime prevention information based on crime trends (such as auto burglaries).
2. NSCs should create an outreach strategy with their Neighborhood Council board to include:
 - a. Planning to conduct door-to-door and online outreach.
 - b. Contacting Neighborhood Watch Block Captains and National Night Out hosting and assisting with outreach in their neighborhoods.
 - c. Advising the Neighborhood Council board of allocated NCPC funds to purchase outreach material.
 - d. Working with Neighborhood Council boards to share successes with other Neighborhood Councils.
3. NSCs should use social media to share information.
 - a. NSCs will receive training on social media.
 - b. Social media should be used to promote community successes, especially those involving OPD:
 - 1) NSCs should compose a brief narrative that highlights a successful community event, good news, a closed and/or otherwise completed priority or project. This story should be submitted to the NSC's manager for review and approval. Photos should be included. NSCs will not report out on closed SARA projects.
 - 2) NSCs should work with their Neighborhood Council boards and other members to identify positive stories related to Neighborhood Council activity.
 - c. NSCs should post meetings on social media and in the social media event calendars.
 - d. Two NSCs from BFO 1 and two NSCs from BFO 2 will be designated to post on OPD social media accounts, including Facebook, Instagram, and Twitter. CROs and CRTs should forward stories and photos to the designated NSCs.

4. NSCs should coordinate with other City, county and state agencies to resolve problems. These include:
 - a. Community Policing Advisory Board
 - b. Safety and Services Oversight Commission
 - c. Law Enforcement Partners (BART, Alameda County Sheriff, Oakland Unified School District)
 - d. City Administrator's Office (Nuisance Abatement, Homeless Management Team, Special Activity Permits)
 - e. Oakland Fire Department
 - f. Office of the City Attorney (Neighborhood Law Corps Attorneys)
 - g. Nuisance Abatement (City Administrator's Office)
 - h. Alameda County Office of the District Attorney
 - i. Public Works
 - j. Department of Transportation
 - k. Building Services/Code Compliance
 - l. Oakland Housing Authority
 - m. OUSD and other agencies as required.
5. NSCs attend community events.

VI. COMMUNITY RESOURCE OFFICERS**A. General Role**

Community Resource Officers (CRO) are responsible for the coordination of problem-solving activities in specific geographic areas, including:

1. Documenting the following:
 - a. Neighborhood Council Priorities
 - b. Community concerns
 - c. Area Command staff priorities
 - d. Crime issues
 - e. Blight concerns
 - f. SARA projects
2. Encouraging active participation of OPD personnel in Neighborhood Council and other community groups.
3. Initiating and completing SARA projects.
4. Attending Neighborhood Council meetings and providing routine updates.
5. Serving as liaisons with City Departments.
6. Providing foot and bicycle patrols.
7. Answering calls for service if needed.
8. Leading targeted enforcement projects.
9. Coordinating enforcement efforts with CRT and other personnel.

In addition to the above crime-reduction activities, CROs may assist CRTs in serving as first responders to crowd management events. CROs may also work with CRTs in providing violence or other serious crime suppression.

B. Specific Responsibilities

CROs act as coordinators and liaisons for projects and priorities in their assigned Community Policing Beats. Absent other urgent and specific Department needs, the Department is committed to keeping continuity of CROs assigned to a specific beat.

The CROs utilize the SARA process to solve problems. This process is documented by CROs in the community project database, SARAnet. CROs are expected to:

1. Build community support for OPD through positive customer service;
2. Be visible to and engage with the community;
3. Identify violent crime hot spots on their Community Policing Beat;
4. Assist Neighborhood Councils in establishing appropriate priorities based on crime data;
5. Research and identify the three locations generating the highest calls for service on their Community Policing Beat and, as appropriate, open projects aimed at reducing these calls for service;
6. Identify properties associated with neighborhood problems (calls for service, crime, blight, and nuisance) and institute projects to address these problems;
7. Communicate important information to Patrol officers and coordinate the response activities of these officers in solving projects;
8. Check email and voicemail messages daily and respond within a reasonable time (CROs shall use beat-specific email addresses for all communication related to issues in Community Policing beats);
9. Know and identify formal and informal community leaders (e.g., Neighborhood Watch block captains, school principals, community center staff, religious leaders, etc.); and
10. Coordinate with other City, county and state agencies to resolve problems. These include:
 - a. Oakland Fire Department
 - b. Office of the City Attorney
 - c. Nuisance Abatement (City Administrator's Office)
 - d. Alameda County Office of the District Attorney
 - e. Public Works
 - f. Department of Transportation
 - h. Building Services/Code Compliance
 - i. Oakland Housing Authority
 - j. OUSD and other agencies as required.
11. Create, gather or provide updates, results, and events regarding projects or priorities, responses, and results to NSCs for posting to social media platforms.

C. Use and Auditing of the SARANet Database

CROs should update the SARANet Database on the status of their project responses regularly, at minimum once per month. CROs should maintain contact with other personnel to include updates of coordinated responses to projects in the database.

Open projects should be formally assessed by CROs on a monthly basis.

The SARANet Database will be reviewed or audited by the Area commander no less than on an annual basis to ensure that projects are properly documented.

D. CRO Assignment to Neighborhood Councils

CROs will be responsible for close and continuous coordination with their assigned Neighborhood Council (NC) and NSCs. However, each of the 57 NCs may not have a solely dedicated CRO.

Area Commanders have the flexibility to assign a CRO to a maximum of two NCs, with the exception of Beat 13, where one CRO may be assigned to all three NCs. CROs shall meet with and assist their assigned NCs in accordance with each NC's published meeting schedule. NCs are not the single point of contact for the CRO and attention must also be paid to other community organizations (including faith-based organizations) on their beat.

E. Data Collection and Dissemination

CROs are required to use SARANet to document community-based projects. In addition to using SARANet, CROs should track other activities undertaken (such as crowd management).

CROs should make every effort to disseminate information on community projects and priorities to involved or required Department staff.

F. Professional Development

OPD shall provide annual training to all CROs. Possible courses may include, but are not limited to, the below:

1. CRO-specific training course provided by OPD
2. Problem-oriented or problem-solving using SARA model
3. Search warrant
4. Undercover and crime reduction operations
5. Custom notifications
6. Community relations/customer service
7. Cultural diversity and competency
8. Tactical training and Procedural Justice

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Additionally, supervisors and commanders of CROs should identify training which will enhance the professional development of CROs. CROs should identify training which will enhance their development or job performance and submit training requests for consideration.

G. Selection

There is no mandatory length of time for CRO members to serve in their role. Transfers into and out of any CRO unit are governed by OPD DGO B-04, *Personnel Assignments, Selection Process, and Transfers*. However, newly appointed members are expected and encouraged to serve a minimum of two years in position.

VII. FOOT PATROL OFFICERS

A. Roles and Responsibilities

Foot Patrol Officers maintain a high-visibility presence in specific geographic areas, such as Downtown Oakland. Foot Patrol Officers also serve as Bicycle Patrol Officers.

B. Professional Development

Foot Patrol should attend all of the below-listed training:

1. Problem solving (SRS school)
2. Bicycle patrol

C. Tenure

There is no mandatory length of time for Foot Patrol Officers to serve in their role. Transfers into and out of any Foot Patrol unit are governed by OPD DGO B-04, *Personnel Assignments, Selection Process, and Transfers*. However, newly appointed members are expected and encouraged to serve a minimum of five years in position.

VIII. CRIME REDUCTION TEAM OFFICERS

A. Roles and Responsibilities

Crime Reduction Teams (CRT) are OPD's primary means of addressing and reducing violent and other serious crime. CRT officers are expected to perform a variety of tasks to achieve these objectives, including:

1. Directed enforcement and operations in line with Department or Area Crime Reduction Plans.
2. Conducting basic to intermediate-level investigations.
3. Service of search and arrest warrants.
4. Location and arrest of suspects.

In addition to the above crime-reduction activities, CRTs generally serve as OPD's first responders to crowd management events.

B. Direction

While direction for CRT activities may come from a variety of sources, primary mission direction should come from Area Commanders using the Department's crime-reduction plans.

C. Data Collection

CRT supervisors and commanders are required to provide evidence of their activities through completion of a weekly activity report. This report shall include, at a minimum:

1. Number of arrests made.
2. Number and type of warrants served.
3. Number and type of investigations conducted.
4. General descriptions of any other activities undertaken (such as intelligence-led stops, operations and crowd management incidents).

D. Data Collection Review

Weekly activity reports shall be reviewed by area commanders when evaluating crime reduction plans and results.

E. Professional Development

Newly-assigned CRT officers should attend all of the below-listed training:

1. Undercover operations
2. Basic narcotics enforcement
3. Advanced Procedural Justice
4. Search Warrant
5. Crime reduction field operations

OPD should provide annual on-going training to all CRTs. Possible courses may include, but are not limited to, the below:

1. Undercover operations
2. Basic narcotics enforcement
3. Advanced Procedural Justice
4. Search Warrant
5. Operational planning and supervision for crime reduction strategies

Additionally, supervisors and commanders of CRTs should identify training which will enhance the professional development of CRTs. CRTs should identify training which will enhance their development or job performance and submit training requests for consideration.

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F. Tenure

There is no mandatory length of time for CRT officers to serve in their role. Transfers into and out of any CRT unit are governed by OPD DGO B-04, *Personnel Assignments, Selection Process, and Transfers*. However, newly appointed members are expected and encouraged to serve a minimum of five years in position.

IX. COMMUNITY MEETINGS

Appropriate personnel attend and document attendance at community meetings and public appearances in accordance with the provisions of DGO B-7, PUBLIC APPEARANCES.

A. Attendance at Community Meetings

BFO personnel attending a community meeting or public appearance shall complete and forward a Public Appearance Report (PAR, TF-3225) as follows:

1. Personnel receiving an appearance request shall complete Part I (Request Information) of the PAR and forward the PAR to the appropriate commander.
2. Immediately upon completing the public appearance, the NSC (for NCPC meetings) or in his/her absence, the primary OPD speaker/attendee, shall complete and forward the PAR to the BFO Administrative Unit through the chain-of-command of the person completing the PAR.
3. When there is more than one attendee, multiple PARs may be completed and forwarded. However, multiple attendees may be listed in Part III of the PAR.

B. Records Maintenance

The PARs shall be maintained by the BFO Administration Unit Command in accordance with DGO B-7. The BFO Administrative Unit shall be responsible for the following:

1. Assigning control numbers to completed PARs.
2. Maintaining an electronic database/log of all completed PARs.
3. Monitoring the community meeting? attendance and the completion of PARs.
4. The commander of the BFO Administrative Unit Shall provide BFO Deputy Chiefs and Area commanders a monthly summary report of public appearances attended by Department personnel which shall include data on adherence to the 60-day attendance rule noted in Part II.B of DGO B-7.

C. Presentations at Community Meetings

Depending on assignment and/or classification, staff members may be required to make presentations at community meetings. CROs and NSCs are expected to make

presentations on a regular basis. When presenting a community meeting, the assigned NSC should do the following in order to ensure City-wide consistency:

1. Send an Outlook calendar invite (specific to a single meeting – not a recurring appointment) to the:
 - a. BFO Deputy Chief
 - b. BFO Neighborhood Services Manager
 - c. Area Captain
 - d. Area Special Resource Lieutenant
 - e. Area CRO Sergeant
 - f. Area CRT Sergeant
 - g. Assigned CRO

The calendar invite should include beat priorities and NSC contact information.

2. Provide an agenda that minimally includes:
 - a. Contact information.
 - b. Current beat priority and project updates (Status of priority or project, responses since last meeting, status of assessment or evaluation).
 - c. Identification of new priorities or projects (if needed).
 - d. Community Beat crime trends and crime rates.
 - e. Misc. Agenda Items (Other announcements, other presentations, etc.).
 - f. Summary of key activities related to these items.
3. Introduce yourself at the beginning of the meeting.
4. Explain the role of CROs and CRTs. If needed, required, or requested.
5. CROs are required to provide:
 - a. Crime statistics for the Area and Beat.
 - b. Updates on priorities and projects, including:
 - 1) Defined priority and project problem and goal.
 - 2) Status of each active priority or project or for each priority or project closed since the last meeting or update.
 - 3) Responses completed or logged by all priority or project partners since last meeting or update.

OPD staff should consider hosting community meetings and other events in different areas in the beat.

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- 6. CRO and NSC Interaction
 - a. CROs and NSCs should collaborate prior to every Neighborhood Council meeting to review and discuss beat information, crime statistics, crime trends, priorities, and projects. Identification of current neighborhood concerns including problem properties and hot spots should be included.
 - b. CROs should provide NSCs with the CRO's report prior to the meeting.

D. Living Room Meetings

Living room meetings are a specific type of community meeting. Like all community meetings, the goal of a living room meeting is to improve police-community relations. Living room meetings employ specific criteria, such as the following:

- 1. Intimate setting (such as an actual residential living room) OR Local facility recommended by the assigned NSC (such as a library or recreation center)
- 2. Small group size (no more than 20 participants)

Living room meetings are generally attended by Area command staff, supervisors, and officers. NSCs should attend when possible.

Approved by

Roland Holmgren
Acting Deputy Chief
Bureau of Field Operations 1

LeRonne Armstrong
Deputy Chief
Bureau of Field Operations 2

CITY OF OAKLAND
COMMUNITY POLICE REVIEW AGENCY
Cases Associated with Public Demonstrations 5/29/20 – 6/1/20 (41 Cases Total)

Case #	Incident Date	Assigned Staff	180-day Goal	1-year Goal	Type* (604(f)(1) or Other)	Allegation(s)
20-0638	5/29/2020	N/A	11/25/2020	5/28/2021	Use of Force, 1st Amendment Assembly	Use of Force, Performance of Duty, Unintentional/Improper Search Seizure Arrest
20-0639	5/30/2020	N/A	11/26/2020	5/29/2021	Use of Force, 1st Amendment Assembly	Use of Force
20-0640	5/30/2020	N/A	11/26/2020	5/29/2021	1st Amendment Assembly	Performance of Duty, Service Related
20-0641	5/31/2020	N/A	11/27/2020	5/30/2021	1st Amendment Assembly	Performance of Duty, Service Related
20-0642	5/30/2020	N/A	11/26/2020	5/29/2021	Use of Force, 1st Amendment Assembly	Use of Force, Crowd Control
20-0643	5/30/2020	N/A	11/26/2020	5/29/2021	Use of Force, 1st Amendment Assembly	Use of Force
20-0644	5/30/2020	N/A	11/26/2020	5/29/2021	Use of Force, 1st Amendment Assembly	Use of Force, Crowd Control
20-0645	5/31/2020	N/A	11/27/2020	5/30/2021	Use of Force, 1st Amendment Assembly	Use of Force, Harassment and Discrimination, Care of Property, Unintentional/Improper Search Seizure Arrest
20-0646	6/1/2020	ED	11/28/2020	5/31/2021	Use of Force, 1st Amendment Assembly	Use of Force, Failure to Provide Serial Number, Performance of Duty
20-0647	5/31/2020	N/A	11/27/2020	5/30/2021	Use of Force, 1st Amendment Assembly	Use of Force, Failure to Provide Name and Serial Number
20-0648	6/1/2020	N/A	11/28/2020	5/31/2021	Use of Force, 1st Amendment Assembly	Use of Force, Care of Property, Department Property and Equipment
20-0652	5/30/2020	N/A	11/26/2020	5/29/2021	1st Amendment Assembly	Crowd Control, Performance of Duty
20-0658	6/1/2020	N/A	11/28/2020	5/31/2021	Use of Force, 1st Amendment Assembly	Unintentional/Improper Search Seizure Arrest, Use of Force, Performance of Duty, Failure to Provide Name and Serial Number
20-0659	6/1/2020	N/A	11/28/2020	5/31/2021	1st Amendment Assembly	Crowd Control, Service Related
20-0660	6/1/2020	N/A	11/28/2020	5/31/2021	1st Amendment Assembly	Conduct Toward Others, Demeanor
20-0661	6/1/2020	N/A	11/28/2020	5/31/2021	Use of Force, 1st Amendment Assembly	Use of Force, Unintentional/Improper Search Seizure Arrest, Performance of Duty

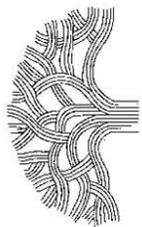
CITY OF OAKLAND
COMMUNITY POLICE REVIEW AGENCY
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20-0662	6/1/2020	N/A	11/28/2020	5/31/2021	1st Amendment Assembly	Unintentional/Improper Search Seizure Arrest, Conduct Toward Others, Performance of Duty
20-0666	6/1/2020	N/A	11/28/2020	5/31/2021	1st Amendment Assembly	Unintentional/Improper Search Seizure Arrest, Care of Property, Harassment and Discrimination, Demeanor
20-0667	6/1/2020	N/A	11/28/2020	5/31/2021	Use of Force, 1st Amendment Assembly	Use of Force, Crowd Control, Demeanor
20-0668	6/1/2020	N/A	11/28/2020	5/31/2021	1st Amendment Assembly	Demeanor
20-0669	6/1/2020	N/A	11/28/2020	5/31/2021	1st Amendment Assembly	Conduct Toward Others, Demeanor
20-0670	5/20/2020	N/A	11/16/2020	5/19/2021	1st Amendment Assembly	Service Related
20-0675	6/3/2020	N/A	11/30/2020	6/2/2021	1st Amendment Assembly of Duty	Performance of Duty, Service Related
20-0677	6/2/2020	N/A	11/29/2020	6/1/2021	1st Amendment Assembly	Crowd Control, Service Related
20-0682	5/30/2020	N/A	11/26/2020	5/29/2021	1st Amendment Assembly	Service Related, Failure to Act
20-0683	5/30/2020	N/A	11/26/2020	5/29/2021	1st Amendment Assembly	Performance of Duty, Service Related
20-0685	6/1/2020	N/A	11/28/2020	5/31/2021	Use of Force, 1st Amendment Assembly	Use of Force, Crowd Control, Unintentional/Improper Search Seizure Arrest, Care of Property
20-0686	6/7/2020	N/A	12/4/2020	6/6/2021	1st Amendment Assembly	Care of Property, Obedience to Laws, Performance of Duty
20-0705	5/29/2020	N/A	11/25/2020	5/28/2021	Use of Force, 1st Amendment Assembly	Use of Force
20-0711	5/29/2020	N/A	11/25/2020	5/28/2021	Use of Force, 1st Amendment Assembly	Use of Force
20-0853	5/29/2020	N/A	11/25/2020	5/28/2021	Use of Force, 1st Amendment Assembly	Use of Force
20-0871	5/29/2020	N/A	11/25/2020	5/28/2021	Use of Force, 1st Amendment Assembly	Use of Force
20-0938	5/29/2020	JW/JC	11/25/2020	5/28/2021	Use of Force, 1st Amendment Assembly	Use of Force, Performance of Duty, Service Related
20-0957	6/1/2020	N/A	11/28/2020	5/29/2021	Use of Force, 1st Amendment Assembly	Use of Force, Crowd Control

CITY OF OAKLAND
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Cases Associated with Public Demonstrations 5/29/20 – 6/1/20 (41 Cases Total)

20-0958	6/1/2020	N/A	11/28/2020	5/29/2021	Use of Force, 1 st Amendment Assembly	Use of Force
20-0959	6/1/2020	N/A	11/28/2020	5/29/2021	Use of Force, 1 st Amendment Assembly	Use of Force
20-0960	6/1/2020	N/A	11/28/2020	5/29/2021	Use of Force, 1 st Amendment Assembly	Use of Force, Performance of Duty, Unintentional/ Improper Search Seizure Arrest
20-0961	6/1/2020	N/A	11/28/2020	5/29/2021	1 st Amendment Assembly	Unintentional/Improper Search Seizure Arrest
20-0962	6/1/2020	N/A	11/28/2020	5/29/2021	Use of Force, 1 st Amendment Assembly	Use of Force, Performance of Duty
20-0988	6/1/2020	N/A	11/28/2020	5/29/2021	Use of Force, 1 st Amendment Assembly	Use of Force
20-1099	5/30/2020	N/A	11/25/2020	6/9/2021	Use of Force, 1 st Amendment Assembly	Use of Force
20-1178	5/29/2020	N/A	5/24/2020	5/29/2021	Use of Force, 1 st Amendment Assembly	Use of Force, Performance of Duty, Unintentional/ Improper Search Seizure Arrest

* The Type (604(f) or Other) column addresses whether the investigation contains allegations for which a full investigation is mandated under Oakland City Charter Section 604 (Measure LL). The allegation types listed in this column are: DUI, Profiling, Use of Force, In Custody Death, 1st Amendment Assembly or Other.

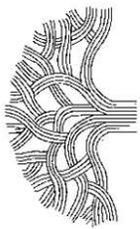


CITY OF OAKLAND
COMMUNITY POLICE REVIEW AGENCY
Pending Cases (Sorted by 1-Year Goal)

10/14/2020
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 (Total Pending = 87)

Case #	Incident Date	Rev'd CPRA	Rev'd IAD	Intake or Investigator	Assigned Staff	180-day Goal	1-year Goal	Type (604(f) or Other)	Class	Subject Officers	Allegation Count	Allegation(s)
19-1153	10/17/19	10/17/19	10/17/19	Investigator	MM	4/15/20	10/15/20	Profiling	1	2	6	Identity Profiling by Race or Ethnicity; Unintentional/Improper Search or seizure, or arrest; Performance of Duty; Harassment and Discrimination; Use of Force; Harassment and Discrimination; Use of Force; Truthfulness, Reports & Bookings
19-1328	5/31/19	12/3/19	11/27/19	Investigator	MM	5/31/19	11/25/20	Other	1	3	2	Performance of Duty; Use of Force;
19-1390	12/13/19	12/13/19	12/12/19	Investigator	JS	6/10/20	12/7/20	Use of Force	1	1	3	Use of Force, Performance of Duty
19-1391	12/13/19	12/19/19	12/13/19	Investigator	JS	6/14/20	12/11/20	Use of Force	1	2	4	Use of Force, Performance of Duty
19-1398	12/15/19	12/17/19	12/15/19	Investigator	AL	6/14/20	12/13/20	Use of Force	1	1	2	Use of Force
19-1440	12/24/19	12/27/19	12/24/19	Investigator	AL	6/24/20	12/22/20	Use of Force	1	4	6	Use of Force
20-0044	1/10/20	1/15/20	1/10/20	Investigator	JS	7/13/20	1/8/21	Other	1	3	3	Conduct towards others
20-0051	1/12/20	1/6/20	1/14/20	Investigator	JS	7/14/20	1/11/21	Other	1	1	1	Inaccurate report
20-0050	1/14/20	1/16/20	1/14/20	Investigator	BM	7/14/20	1/12/21	Use of Force	1	2	9	Use of force, false arrest, improper search, improper handcuffing, Miranda violation
20-0106	1/29/20	1/31/20	1/30/20	Investigator	ED	7/29/20	1/28/21	Use of Force	1	1	2	Use of Force
20-0171	2/12/20	2/18/20	2/13/20	Investigator	MM	8/16/20	2/11/21	Use of Force	1	2	4	UOF; Improper Search or Seizure
20-0218	10/28/18	2/25/20	2/25/20	Investigator	JA	8/23/20	2/24/21	Other	1	2	2	Harassment and Discrimination/Race, Failure to Investigate
20-0268	2/28/20	3/5/20	2/28/20	Intake	RM	9/1/20	2/26/21	Other	1	2	5	Performance of Duty/Harassment & Discrimination
20-0258	3/2/20	3/4/20	3/3/20	Intake	RM	8/31/20	3/2/21	Other	2	2	8	Performance of Duty/Unlawful Search
20-0274	3/4/20	3/4/20	3/5/20	Investigator	JS	8/29/20	3/4/21	Other	1	1	2	Bias; Performance of Duty
20-0423	3/14/20	4/17/20	4/16/20	Investigator	JS	10/14/20	3/13/21	Use of Force	1	3	8	Use of Force, Racism; Custody of Prisoners; Failure to accept a complaint
20-0313	3/14/20	3/17/20	3/15/20	Investigator	AN	9/13/20	3/15/21	Use of Force	1	4	7	Use of Force, False Arrest, Care of Property
20-0322	3/11/20	3/17/20	3/17/20	Investigator	MM	9/13/20	3/18/21	Use of Force	1	2	6	Unlawful Search or Seizure, Use of Force, Reports & Bookings, Performance of Duty, Demeanor
20-0385	3/29/20	3/30/20	3/30/20	Investigator	MM	9/26/20	3/29/21	Use of Force	1	1	1	Use of Force
20-0379	3/11/20	3/31/20	3/11/20	Investigator	AN	9/28/20	4/1/21	Other	2	1	3	Performance of Duty
20-0391	4/3/20	4/7/20	4/3/20	Intake	RM	10/4/20	4/2/21	Use of Force	1	3	3	Use of Force
20-0416	4/10/20	4/16/20	4/10/20	Intake	MM	10/13/20	4/10/21	Other	2	1	1	Demeanor
20-0426	2/16/19	4/14/20	4/14/20	Intake	RM	10/11/20	4/13/21	Other	2	1	1	Performance of Duty
20-0431	3/18/20	4/17/20	4/16/20	Intake	RM	10/14/20	4/14/21	Use of Force	1	1	1	Use of Force
20-0438	4/16/20	4/16/20	4/16/20	Investigator	AN	10/13/20	4/15/21	Use of Force	1	5	5	Use of Force
20-0455	4/21/20	4/23/20	4/21/20	Intake	RM	10/20/20	4/20/21	Profiling/Discrimination	1	2	2	Discrimination
20-0466	4/24/20	4/25/20	4/24/20	Investigator	ED	10/26/20	4/23/21	Use of Force, Profiling	1	9	26+	Use of Force, profiling/discrimination, improper detention and arrest, performance of duty
20-0471	4/26/20	4/29/20	4/26/20	Intake	RM	10/25/20	4/25/21	Profiling/Discrimination	1	1	2	Conduct towards other/Performance of Duty/Harassment and Discrimination
20-0492	4/28/20	4/28/20	4/28/20	Investigator	AL	10/25/20	4/28/21	Other	2	6	12	Performance of Duty
20-0480	4/28/20	4/29/20	4/28/20	Intake	RM	10/26/20	4/28/21	Other	2	1	2	Performance of Duty
20-0498	5/1/20	5/6/20	5/1/20	Intake	RM	1/12/20	4/30/21	Profiling/Discrimination	1	1	2	Conduct Towards Others; Performance of Duty; Harassment and Discrimination
20-0501	5/1/20	5/6/20	5/2/20	Intake	ED	1/12/20	5/6/21	Use of Force	1	5	5	Use of Force, unlawful arrest, demeanor
20-0507	5/4/20	5/7/20	5/4/20	Intake	JS	1/17/20	5/3/21	Other	2	1	3	Conduct towards others/bias/failure to take a report
20-0522	5/6/20	5/6/20	5/6/20	Intake	ED	1/14/20	5/6/21	Profiling / Harassment	1	1	2	Profiling / Harassment, demeanor
20-0523	5/6/20	5/8/20	5/7/20	Intake	RM	1/4/20	5/6/21	Use of Force	1	1	1	Use of Force
20-0528	5/7/20	5/13/20	5/7/20	Intake	JS	1/19/20	5/7/21	Profiling	1	4	1	Profiling
20-0538	5/9/20	5/13/20	5/9/20	Intake	AN	1/19/20	5/8/21	Use of Force	1	2	2	Use of Force
20-0539	5/9/20	5/13/20	5/9/20	Intake	RM	1/19/20	5/8/21	Felony/Serious Misdemeanor	1	1	1	Obedience to laws
20-0547	5/11/20	5/13/20	5/11/20	Intake	AL	1/19/20	5/10/21	Use of Force	2	3	6	Use of Force; Performance of Duty
20-0548	5/11/20	5/13/20	5/11/20	Intake	ED	1/19/20	5/11/21	Use of Force	2	2	2	Use of Force
20-0546	5/5/20	5/13/20	5/11/20	Investigator	AL	1/19/20	5/12/21	Use of Force	1	2	6	Use of Force, Performance of Duty
20-0556	5/12/20	5/14/20	5/13/20	Intake	MM	1/10/20	5/12/21	Other	2	2	6	Conduct Toward Other/Performance of Duty
20-0570	5/15/20	5/15/20	5/15/20	Intake	JS	1/11/20	5/14/21	Other	1	1	1	Conduct towards others
20-0573	5/11/20	5/20/20	5/11/20	Investigator	ED	1/16/20	5/16/21	Use of Force	2	12	4	Search & Seizure
20-0581	5/17/20	5/20/20	5/17/20	Intake	JS	1/16/20	5/16/21	Profiling / Harassment	1	2	6	Profiling / Harassment, performance of duty
20-0589	5/19/20	5/21/20	5/19/20	Intake	RM	1/17/20	5/18/21	Profiling/Discrimination	1	1	1	Conduct towards others; Harassment and Discrimination
20-0693	5/20/20	5/22/20	5/21/20	Investigator	AN	1/17/20	5/21/21	Other	2	12	23	Performance of Duty
20-0603	5/21/20	5/23/20	5/21/20	Intake	JS	1/23/20	5/21/21	Use of Force	1	1	1	Use of Force
20-0607	5/20/20	5/27/20	5/21/20	Intake	RM	1/23/20	5/21/21	Racial Profiling	1	2	3	Performance of Duty; Conduct Towards Others
20-0622	4/25/20	5/27/20	5/26/20	Intake	ED	1/23/20	5/27/21	Use of Force, Profiling/Discrimination	1	1	2	Use of Force, discrimination
20-0635	5/19/20	6/1/20	5/28/20	Investigator	BM	1/128/20	5/29/21	Use of Force	1	2	5	Use of Force, Performance of Duty
20-0644	5/30/20	5/31/20	5/31/20	Intake	MB	1/127/20	5/30/21	Use of Force	1	1	2	Use of Force
20-0646	5/31/20	6/1/20	6/1/20	Investigator	ED	1/129/20	5/31/21	Use of Force	1	1	2	Use of force, failure to provide name and serial number
20-0598	5/20/20	6/2/20	5/20/20	Investigator	AN	1/129/20	6/2/21	Other	1	1	1	Obedience to Laws
20-0648	6/1/20	6/2/20	6/1/20	Intake	MB	1/129/20	6/2/21	Use of Force	1	1	2	Use of Force
20-0721	6/13/20	6/17/20	6/13/20	Intake	AN	12/14/20	6/12/21	Use of Force	1	2	2	Use of Force
20-0727	6/3/20	6/17/20	6/16/20	Intake	AL	12/14/20	6/15/21	Profiling/Discrimination	1	2	2	Conduct towards others; Performance of Duty
20-0728	6/9/20	6/24/20	6/16/21	Intake	MM	12/21/20	6/16/21	Use of Force	1	1	6	Use of Force; Perfmeace of Duty;

* The Type (604(f) or Other) column addresses whether the investigation contains allegations for which a full investigation is mandated under Oakland City Charter Section 604 (Measure LL). The allegation types listed in this column are: DUI, Profiling, Use of Force, In Custody Death, 1st Amendment Assembly or Other.

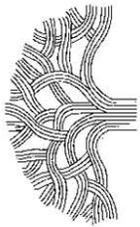


CITY OF OAKLAND
COMMUNITY POLICE REVIEW AGENCY
Pending Cases (Sorted by 1-Year Goal)

10/14/2020
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 (Total Pending = 87)

Case #	Incident Date	Rcv'd CPRA	Rcv'd IAD	Intake or Investigator	Assigned Staff	180-day Goal	1-year Goal	Type (604(f) or Other)	Class	Subject Officers	Allegation Count	Allegation(s)
20-0805	6/26/20	7/1/20	6/26/20	Intake	AN	12/28/20	6/25/21	Other	1	2	2	Conduct towards others
20-0800	6/27/20	7/1/20	6/28/20	Intake	ED	12/28/20	6/27/21	Use of Force	1	4	4	Use of Force
20-0799	6/28/20	7/1/20	6/28/20	Intake	JS	12/28/20	6/27/21	Other	1	1	2	Conduct towards others
20-0879	7/11/20	7/15/20	7/11/20	Intake	MM	1/11/21	7/10/21	Use of Force	1	2	3	Performance of Duty, Use of Force; Improper/Unlawful Search & Seizure
20-0877	7/12/20	7/15/20	7/12/20	Intake	AL	1/11/21	7/11/21	Use of Force	1	1	1	Use of Force
20-0882	7/13/20	7/15/20	7/13/20	Intake	JS	1/11/21	7/12/21	Use of Force	1	1	1	Use of Force
20-0918	7/17/20	7/22/20	7/17/20	Intake	RM	1/18/21	7/16/21	Profiling/Discrimination	1	1	1	Conduct towards others; Harassment and Discrimination
20-0916	7/19/20	7/22/20	7/19/20	Intake	AL	1/18/21	7/18/21	Profiling/Discrimination; Use of Force	1	4	12	Performance of Duty; Conduct Towards Others; Harassment and Discrimination; UOF
20-0956	8/1/20	7/29/20	7/20/20	Intake	FC	1/25/21	7/19/21	Use of Force	1	2	2	Use of Physical Force, No MOR Violation
20-0986	7/31/20	8/5/20	7/31/20	Intake	FC	2/1/21	7/20/21	Profiling/Discrimination	1	2	2	Conduct Towards Others
20-0941	7/20/20	7/29/20	7/23/20	Intake	FC	1/24/21	7/22/21	Profiling/Discrimination	1	2	4	Conduct Towards Others, Performance of Duty
20-0971	7/29/20	8/30/20	7/29/20	Intake	FC	2/26/21	7/28/21	Use of Force, Profiling/Discrimination	1	4	8	Conduct Towards Others, Use of Physical Force
20-0978	7/30/20	8/5/20	7/30/20	Intake	MM	1/26/21	7/30/21	Profiling/Discrimination	1	2	6	Profiling/Discrimination, Performance of Duty, Unlawful Search & Seizure
20-1000	8/4/20	8/6/20	8/4/20	Intake	FC	2/2/21	8/3/21	Use of Force	1	2	2	Use of Force
20-1005	8/5/20	8/7/20	8/5/20	Intake	JS	1/30/21	8/4/21	Discrimination/Unlawful detention	1	2	2	Discrimination and Unlawful Detention
20-1039	8/11/20	8/13/20	8/11/20	Intake	FC	2/9/21	8/11/21	Use of Force	1	2	3	Use of Force
20-1043	4/27/20	8/14/20	8/12/20	Intake	FC	2/10/21	8/11/21	Other	2	3	7	Performance of Duty, Service Complaint, No MORE Violation
20-1058	8/15/20	8/19/20	8/15/20	Intake	FC	2/15/21	8/14/21	Use of Force	1	5	5	Use of Force, Service Complaint
20-1071	4/28/20	8/26/20	8/19/20	Investigator	AL	2/17/21	8/18/21	Profiling/Discrimination	1	2	6	Profiling/Discrimination, Perf. of Duty
20-1076	8/19/20	8/21/20	8/20/20	Intake	FC	2/17/21	8/19/21	Profiling/Discrimination	1	4	8	Conduct Toward Others, Performance of Duty
20-1082	8/20/20	8/26/20	8/20/20	Intake	FC	2/22/21	8/19/21	Use of Force	1	1	1	Use of Force
20-1083	8/20/20	8/26/20	8/20/20	Intake	FC	2/22/21	8/19/21	Use of Force	1	1	2	Use of Force, Conduct Toward Others
20-1085	8/20/20	8/26/20	8/20/20	Intake	ED	2/16/21	8/20/21	Profiling/Discrimination	1	1	2	Profiling/Discrimination, Unlawful Search
20-1092	8/21/20	8/26/20	8/21/20	Intake	FC	2/22/21	8/20/21	Use of Force	1	1	1	Use of Force
20-1106	8/25/20	8/27/20	8/26/20	Intake	FC	2/23/21	8/25/21	Use of Force	1	1	4	Use of Force, Performance of Duty
20-1107	8/26/20	8/27/20	8/26/20	Intake	FC	2/23/21	8/25/21	Use of Force	1	2	2	Use of Force
20-0045	1/29/19	2/8/19	1/29/19	Investigator	AN	8/7/19	Tolled	Other	1	1	5	Performance of Duty, Truthfulness
19-1169	10/17/19	10/22/19	10/17/19	Investigator	ED	4/19/20	Tolled	Use of Force, Profiling/Discrimination	1	2	7	Bifurcated - use of force, false arrest, discrimination

* The Type (604(f) or Other) column addresses whether the investigation contains allegations for which a full investigation is mandated under Oakland City Charter Section 604 (Measure LL). The allegation types listed in this column are: DUI, Profiling, Use of Force, In Custody Death, 1st Amendment Assembly or Other.

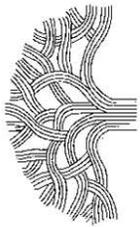


CITY OF OAKLAND
COMMUNITY POLICE REVIEW AGENCY
Pending Cases (Sorted by Assigned Staff)

10/14/2020
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 (Total Pending = 87)

Case #	Incident Date	Rev'd CPRA	Rev'd IAD	Intake or Investigator	Assigned Staff	180-day Goal	1-year Goal	Type (604(f) or Other)	Class	Subject Officers	Allegation Count	Allegation(s)
19-1320	11/24/19	11/24/19	11/24/19	Investigator	AL	5/24/19	11/22/20	Use of Force	1	2	4	Harassment and Discrimination, Use of Force, Use of Force, Performance of Duty
19-1398	12/15/19	12/17/19	12/15/19	Investigator	AL	6/14/20	12/13/20	Use of Force	1	1	2	Use of Force, Performance of Duty
19-1440	12/24/19	12/24/19	12/24/19	Investigator	AL	6/24/20	12/22/20	Use of Force	1	4	6	Use of Force
20-0492	4/28/20	4/28/20	4/28/20	Investigator	AL	10/25/20	4/28/21	Other	2	6	12	Performance of Duty
20-0646	5/5/20	5/13/20	5/11/20	Investigator	AL	1/19/20	5/12/21	Use of Force	1	2	6	Use of Force, Performance of Duty
20-1071	4/28/20	8/26/20	8/19/20	Investigator	AL	2/17/21	8/18/21	Profiling/Discrimination	1	2	6	Profiling/Discrimination, Perf. of Duty
20-0045	1/29/19	2/8/19	1/29/19	Investigator	AN	8/7/19	Tolled	Other	1	1	5	Performance of Duty, Truthfulness
20-0313	3/14/20	3/17/20	3/15/20	Investigator	AN	9/13/20	3/15/21	Use of Force	1	4	7	Use of Force, False Arrest, Care of Property
20-0379	1/11/20	3/31/20	3/31/20	Investigator	AN	9/28/20	4/1/21	Other	2	1	3	Performance of Duty
20-0438	4/16/20	4/16/20	4/16/20	Investigator	AN	10/13/20	4/15/21	Use of Force	1	5	5	Use of Force
20-0598	5/20/20	6/2/20	5/20/20	Investigator	AN	11/29/20	6/2/21	Other	1	1	1	Obedience to Laws
20-0693	5/20/20	5/22/20	5/21/20	Investigator	AN	11/17/20	5/21/21	Other	2	12	23	Performance of Duty
20-0050	1/14/20	1/16/20	1/14/20	Investigator	BM	7/14/20	1/12/21	Use of Force	1	2	9	Use of force, false arrest, improper search, improper handcuffing, Miranda violation
20-0635	5/19/20	6/1/20	5/28/20	Investigator	BM	11/28/20	5/29/21	Use of Force	1	2	5	Use of Force, Performance of Duty
19-1169	10/17/19	10/22/19	10/17/19	Investigator	ED	4/19/20	Tolled	Use of Force, Profiling/Discrimination	1	2	7	Bifurcated - use of force, false arrest, discrimination
20-0106	1/29/20	1/31/20	1/30/20	Investigator	ED	7/29/20	1/28/21	Use of Force	1	1	2	Use of Force
20-0466	4/24/20	4/25/20	4/24/20	Investigator	ED	10/26/20	4/23/21	Use of Force, Profiling	1	9	26+	Use of Force, profiling/discrimination, improper detention and arrest, performance of duty
20-0646	5/31/20	6/2/20	6/1/20	Investigator	ED	11/29/20	5/31/21	Use of Force	1	1	2	Use of force, failure to provide name and serial number
20-0218	10/28/18	2/25/20	2/25/20	Investigator	JA	8/23/20	2/24/21	Other	1	2	2	Harassment and Discrimination/Race, Failure to Investigate
19-1390	1/28/19	12/12/19	12/12/19	Investigator	JS	6/10/20	12/11/20	Use of Force	1	1	3	Performance of Duty, Use of Force,
19-1391	12/13/19	12/13/19	12/13/19	Investigator	JS	6/14/20	12/11/20	Use of Force	1	2	4	Use of Force
20-0044	1/10/20	1/15/20	1/10/20	Investigator	JS	7/13/20	1/8/21	Other	1	3	3	Conduct towards others
20-0051	11/20/19	1/6/20	1/14/20	Investigator	JS	7/14/20	1/11/21	Other	1	1	1	Inaccurate report
20-0274	3/4/20	3/4/20	3/5/20	Investigator	JS	8/29/20	3/4/21	Other	1	1	2	Bias; Performance of Duty
20-0423	3/14/20	4/17/20	4/16/20	Investigator	JS	10/14/20	3/13/21	Use of Force	1	3	8	Use of Force, Racism; Custody of Prisoners; Failure to accept a complaint
20-0573	5/11/20	5/20/20	5/11/20	Investigator	JS	11/16/20	5/16/21	Use of Force	2	12	4	Search & Seizure
19-1153	10/17/19	10/17/19	10/17/19	Investigator	MM	4/15/20	10/15/20	Profiling	1	2	6	Identity Profiling by Race or Ethnicity; Unintentional/Improper Search or seizure, or arrest; Performance of Duty
19-1328	5/31/19	12/3/19	11/27/19	Investigator	MM	5/31/19	11/25/20	Other	1	3	2	Harassment and Discrimination, Performance of Duty, Truthfulness, Reports & Bookings
20-0171	2/12/20	2/18/20	2/13/20	Investigator	MM	8/16/20	2/11/21	Use of Force	1	2	4	LOF; Improper Search or Seizure
20-0322	3/11/20	3/17/20	3/17/20	Investigator	MM	9/13/20	3/18/21	Use of Force	1	2	6	Unlawful Search or Seizure, Use of Force, Reports & Bookings, Performance of Duty, Demeanor
20-0385	3/29/20	3/30/20	3/30/20	Investigator	MM	9/26/20	3/29/21	Use of Force	1	1	1	Use of Force
20-0547	5/11/20	5/13/20	5/11/20	Intake	AL	11/9/20	5/10/21	Use of Force	2	3	6	Use of Force; Performance of Duty
20-0727	6/9/20	6/17/20	6/16/20	Intake	AL	12/14/20	6/15/21	Profiling/Discrimination	1	2	2	Conduct towards others; Performance of Duty
20-0877	7/12/20	7/15/20	7/12/20	Intake	AL	11/11/21	7/11/21	Use of Force	1	1	1	Use of Force
20-0916	7/19/20	7/22/20	7/19/20	Intake	AL	1/18/21	7/18/21	Profiling/Discrimination; Use of Force	1	4	12	Performance of Duty; Conduct Towards Others; Harassment and Discrimination; LOF
20-0538	5/9/20	5/13/20	5/9/20	Intake	AN	11/9/20	5/8/21	Use of Force	1	2	2	Use of Force
20-0721	6/13/20	6/17/20	6/13/20	Intake	AN	12/14/20	6/12/21	Use of Force	1	2	2	Use of Force
20-0805	6/26/20	7/1/20	6/26/20	Intake	AN	12/28/20	6/25/21	Other	1	2	2	Conduct towards others
20-0501	5/1/20	5/6/20	5/2/20	Intake	ED	11/2/20	5/2/21	Use of Force	1	5	5	Use of Force, unlawful arrest, demeanor
20-0522	5/6/20	5/8/20	5/6/20	Intake	ED	11/4/20	5/5/21	Profiling / Harassment	1	2	2	Profiling / Harassment, demeanor
20-0648	5/11/20	5/13/20	5/11/20	Intake	ED	11/9/20	5/11/21	Use of Force	1	2	2	Use of Force
20-0681	5/17/20	5/20/20	5/17/20	Intake	ED	11/16/20	5/16/21	Profiling / Harassment	1	2	6	Profiling / Harassment, performance of duty
20-0822	4/25/20	5/27/20	5/26/20	Intake	ED	11/23/20	5/27/21	Use of Force, Profiling/Discrimination	1	1	2	Use of Force, discrimination
20-0800	6/27/20	7/1/20	6/28/20	Intake	ED	1/22/20	6/27/21	Use of Force	1	4	4	Use of Force
20-1085	8/20/20	8/26/20	8/20/20	Intake	ED	2/16/21	8/20/21	Profiling/Discrimination	1	1	2	Profiling/Discrimination; Unlawful Search
20-0941	7/20/20	7/29/20	7/20/20	Intake	FC	1/24/21	7/22/21	Profiling/Discrimination	1	2	4	Conduct Towards Others; Performance of Duty
20-0956	6/11/20	7/29/20	7/20/20	Intake	FC	1/25/21	7/19/21	Use of Force	1	2	2	Use of Physical Force, No MOR Violation
20-0971	7/29/20	8/30/20	7/29/20	Intake	FC	2/26/21	7/28/21	Use of Force, Profiling/Discrimination	1	4	8	Conduct Towards Others; Use of Physical Force
20-0886	7/31/20	8/5/20	7/31/20	Intake	FC	2/1/21	7/20/21	Profiling/Discrimination	1	2	2	Conduct Towards Others
20-1000	8/4/20	8/6/20	8/4/20	Intake	FC	2/2/21	8/3/21	Use of Force	1	2	2	Use of Force
20-1039	8/11/20	8/13/20	8/11/20	Intake	FC	2/9/21	8/11/21	Use of Force	1	2	3	Use of Force
20-1043	4/27/20	8/14/20	8/12/20	Intake	FC	2/10/21	8/11/21	Other	2	3	5	Performance of Duty, Service Complaint, No MORE Violation
20-1058	8/15/20	8/19/20	8/15/20	Intake	FC	2/15/21	8/14/21	Use of Force	1	5	7	Use of Force, Service Complaint
20-1076	8/19/20	8/21/20	8/19/20	Intake	FC	2/17/21	8/19/21	Profiling/Discrimination	1	4	8	Conduct Towards Others; Performance of Duty
20-1082	8/20/20	8/26/20	8/20/20	Intake	FC	2/22/21	8/19/21	Use of Force	1	1	1	Use of Force
20-1083	8/20/20	8/26/20	8/20/20	Intake	FC	2/22/21	8/19/21	Use of Force	1	1	2	Use of Force, Conduct Towards Others
20-1092	8/21/20	8/28/20	8/21/20	Intake	FC	2/22/21	8/20/21	Use of Force	1	1	1	Use of Force
20-1106	8/25/20	8/27/20	8/26/20	Intake	FC	2/23/21	8/25/21	Use of Force	1	1	4	Use of Force, Performance of Duty
20-1107	8/26/20	8/27/20	8/26/20	Intake	FC	2/23/21	8/25/21	Use of Force	1	2	2	Use of Force

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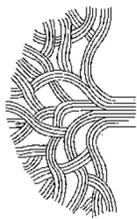


CITY OF OAKLAND
COMMUNITY POLICE REVIEW AGENCY
Pending Cases (Sorted by Assigned Staff)

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 (Total Pending = 87)

Case #	Incident Date	Rcv'd CPRA	Rcv'd IAD	Intake or Investigator	Assigned Staff	180-day Goal	1-year Goal	Type (604(f) or Other)	Class	Subject Officers	Allegation Count	Allegation(s)
20-0607	5/4/20	5/7/20	5/4/20	Intake	JS	11/1/20	5/3/21	Other	2	1	3	Conduct towards others/bias/failure to take a report
20-0628	5/7/20	5/13/20	5/7/20	Intake	JS	11/9/20	5/7/21	Profiling	1	4	1	Profiling
20-0670	5/15/20	5/15/20	5/15/20	Intake	JS	11/11/20	5/14/21	Other	1	1	1	Conduct towards others
20-0603	5/21/20	5/23/20	5/21/20	Intake	JS	11/23/20	5/21/21	Use of Force	1	1	1	Use of Force
20-0799	6/28/20	7/1/20	6/28/20	Intake	JS	12/28/20	6/27/21	Other	1	1	2	Conduct towards others
20-0682	7/13/20	7/15/20	7/13/20	Intake	JS	11/11/21	7/12/21	Use of Force	1	1	1	Use of Force
20-1005	8/5/20	8/7/20	8/5/20	Intake	JS	1/30/21	8/4/21	Discrimination/Unlawful detention	1	2	2	Discrimination and Unlawful Detention
20-0644	5/30/20	5/31/20	5/31/20	Intake	MB	11/27/20	5/30/21	Use of Force	1	1	2	Use of Force
20-0648	6/1/20	6/2/20	6/1/20	Intake	MB	11/29/20	6/2/21	Use of Force	1	1	2	Use of Force
20-0416	4/10/20	4/16/20	4/10/20	Intake	MM	10/13/20	4/10/21	Other	2	1	1	Demearor
20-0556	5/12/20	5/14/20	5/13/20	Intake	MM	11/10/20	5/12/21	Other	2	2	6	Conduct Toward Other/Performance of Duty
20-0728	6/9/20	6/24/20	6/16/21	Intake	MM	12/21/20	6/16/21	Use of Force	1	1	6	Use of Force; Perfomance of Duty;
20-0879	7/11/20	7/15/20	7/11/20	Intake	MM	1/11/21	7/10/21	Use of Force	1	2	3	Performance of Duty; Use of Force; Improper/Unlawful Search & Seizure
20-0978	7/30/20	8/5/20	7/30/20	Intake	MM	1/26/21	7/30/21	Profiling/Discrimination	1	2	6	Profiling/Discrimination; Performance of Duty; Unlawful Search & Seizure
20-0258	3/2/20	3/4/20	3/3/20	Intake	RM	8/31/20	3/2/21	Other	2	2	8	Performance of Duty/Unlawful Search
20-0268	2/28/20	3/5/20	2/28/20	Intake	RM	9/1/20	2/26/21	Other	1	2	5	Performance of Duty/Harassment & Discrimination
20-0391	4/7/20	4/7/20	4/3/20	Intake	RM	10/4/20	4/2/21	Use of Force	1	3	3	Use of Force
20-0426	2/16/19	4/14/20	4/14/20	Intake	RM	10/11/20	4/13/21	Other	2	1	1	Performance of Duty
20-0431	3/18/20	4/17/20	4/15/20	Intake	RM	10/14/20	4/14/21	Use of Force	1	1	1	Use of Force
20-0455	4/21/20	4/23/20	4/21/20	Intake	RM	10/20/20	4/20/21	Profiling/Discrimination	1	2	2	Discrimination
20-0471	4/26/20	4/29/20	4/26/20	Intake	RM	10/26/20	4/25/21	Profiling/Discrimination	1	1	2	Conduct towards other/Performance of Duty/Harassment and Discrimination
20-0480	4/28/20	4/29/20	4/28/20	Intake	RM	10/26/20	4/28/21	Other	2	1	2	Performance of Duty
20-0498	5/1/20	5/6/20	5/1/20	Intake	RM	11/2/20	4/30/21	Profiling/Discrimination	1	1	2	Conduct Towards Others; Performance of Duty; Harassment and Discrimination
20-0623	5/6/20	5/8/20	5/7/20	Intake	RM	11/4/20	5/6/21	Use of Force	1	1	1	Use of Force
20-0539	5/9/20	5/13/20	5/9/20	Intake	RM	11/9/20	5/8/21	Felony/Serious Misdemeanor	1	1	1	Obedience to laws
20-0689	5/19/20	5/21/20	5/19/20	Intake	RM	11/17/20	5/18/21	Profiling/Discrimination	1	1	1	Conduct towards others; Harassment and Discrimination
20-0607	5/20/20	5/27/20	5/21/20	Intake	RM	11/23/20	5/21/21	Racial Profiling	1	2	3	Performance of Duty; Conduct Towards Others
20-0918	7/17/20	7/22/20	7/17/20	Intake	RM	1/18/21	7/16/21	Profiling/Discrimination	1	1	1	Conduct towards others; Harassment and Discrimination

* The Type (604(f) or Other) column addresses whether the investigation contains allegations for which a full investigation is mandated under Oakland City Charter Section 604 (Measure LL). The allegation types listed in this column are: DUJ, Profiling, Use of Force, In Custody Death, 1st Amendment Assembly or Other.



CITY OF OAKLAND
COMMUNITY POLICE REVIEW AGENCY

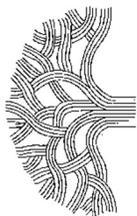
Recently Completed Investigations
(Allegations in bold were discovered by CPRA investigators)

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(Total Completed = 14)

Assigned Inv.	Case #	Incident Date	Completion Date	1-year goal	Officer	Allegation	Finding
ED	19-1091	10/4/19	10/2/20	10/3/20	Subject Officer 1	Performance of Duty (General)	Sustained
						Use of Force (Level 3)	Exonerated
						Use of Force (Level 3)	Exonerated
						Use of Force (Level 4)	Exonerated
						Use of Force (Level 3)	Unfounded
					Subject Officer 2	Performance of Duty (General)	Sustained
						Use of Force (Level 3)	Exonerated
						Use of Force (Level 3)	Exonerated
						Use of Force (Level 4)	Exonerated
						Use of Force (Level 3)	Unfounded
					Subject Officer 3	Use of Force (Level 2)	Exonerated
MM	19-1068	9/30/19	9/25/20	9/29/20	Subject Officer 1	Performance of Duty (General)	Sustained
					Subject Officer 2	Performance of Duty – Unintentional/ Improper Search, Seizure or Arrest	Exonerated

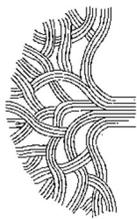


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Recently Completed Investigations
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 (Total Completed = 14)

Assigned Inv.	Case #	Incident Date	Completion Date	1-year goal	Officer	Allegation	Finding
						Performance of Duty – Unintentional/ Improper Search, Seizure or Arrest	<i>Unfounded</i>
						Performance of Duty (General)	<i>Exonerated</i>
AL	20-0161	5/18/18	9/8/20	2/7/21	Unknown Officer	Use of Force (Any)	<i>Unfounded</i>
					Subject Officer 1	Use of Force (Level 2)	<i>No Jurisdiction</i>
AL	19-1093	10/5/19	9/18/20	10/4/20	Subject Officer 1	Performance of Duty – General	<i>Sustained</i>
						Performance of Duty – Unintentional/ Improper Search, Seizure or Arrest	<i>Exonerated</i>
						Conduct Toward Others – Harassment and Discrimination	<i>Unfounded</i>
						Performance of Duty – Care of Property	<i>Unfounded</i>
						Performance of Duty – General	<i>Unfounded</i>
					Subject Officer 2	Performance of Duty – General	<i>Sustained</i>
						Performance of Duty – Unintentional/Improper Search, Seizure or Arrest	<i>Exonerated</i>
						Performance of Duty – Care of Property	<i>Unfounded</i>

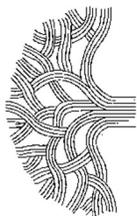


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Recently Completed Investigations
(Allegations in bold were discovered by CPRA investigators)

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Assigned Inv.	Case #	Incident Date	Completion Date	1-year goal	Officer	Allegation	Finding
ED	19-1169 (Bifurcated)	10/17/19	9/30/20	10/16/20	Subject Officer 1	Performance of Duty – General	<i>Unfounded</i>
			Officers 1&2			Performance of Duty – Miranda Violation	<i>Sustained</i>
						No MOR Violation	No MOR Violation
						Use of Force (Level 4)	<i>Exonerated</i>
						Reports and Bookings	<i>Exonerated</i>
						Performance of Duty – Unintentional/ Improper Search, Seizure or Arrest	<i>Unfounded</i>
						Performance of Duty – General	<i>Unfounded</i>
						Conduct Toward Others – Harassment and Discrimination	<i>Unfounded</i>
					Subject Officer 2	No MOR Violation	No MOR Violation
						Use of Force (Level 4)	<i>Exonerated</i>
						Performance of Duty – Unintentional/ Improper Search, Seizure or Arrest	<i>Unfounded</i>
						Performance of Duty – General	<i>Unfounded</i>
						Conduct Toward Others – Harassment and Discrimination	<i>Unfounded</i>

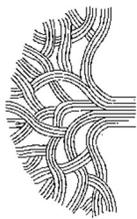


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Assigned Inv.	Case #	Incident Date	Completion Date	1-year goal	Officer	Allegation	Finding
AL	19-1311	11/14/19	9/24/20	11/13/20	Subject Officer 1	Performance of Duty – Unintentional/ Improper Search, Seizure or Arrest	<i>Exonerated</i>
ED	19-1123	10/10/19	10/6/20	10/9/20	Subject Officer 1	Performance of Duty – Unintentional/ Improper Search, Seizure or Arrest	<i>Exonerated</i>
						Performance of Duty – General	<i>Unfounded</i>
						Use of Force (Level 4)	<i>Unfounded</i>
						Use of Force (Level 3)	<i>Unfounded</i>
					Subject Officer 2	Performance of Duty – Unintentional/ Improper search, Seizure or Arrest	<i>Exonerated</i>
						Performance of Duty – General	<i>Unfounded</i>
						Use of Force (Level 4)	<i>Exonerated</i>
						Use of Force (Level 3)	<i>Unfounded</i>
					Subject Officer 3	Use of Force (Level 2)	<i>Unfounded</i>
						Use of Force (Level 2)	<i>Unfounded</i>
						Conduct Toward Others – Demeanor	<i>Unfounded</i>
						Use of Force (Level 3)	<i>Unfounded</i>

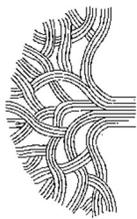


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Assigned Inv.	Case #	Incident Date	Completion Date	1-year goal	Officer	Allegation	Finding
					Subject Officer 4	Use of Force (Level 2)	<i>Unfounded</i>
						Use of Force (Level 2)	<i>Unfounded</i>
						Conduct Toward Others – Demeanor	<i>Unfounded</i>
						Use of Force (Level 3)	<i>Unfounded</i>
					Subject Officer 5	Use of Force (Level 2)	<i>Unfounded</i>
						Use of Force (Level 3)	<i>Unfounded</i>
					Subject Officer 6	Use of Force (Level 2)	<i>Unfounded</i>
						Conduct Toward Others – Demeanor	<i>Unfounded</i>
						Performance of Duty – General	<i>Unfounded</i>
						Use of Force (Level 3)	<i>Unfounded</i>
					Subject Officer 7	Use of Force (Level 2)	<i>Unfounded</i>
						Conduct Toward Others – Demeanor	<i>Unfounded</i>
						Performance of Duty – General	<i>Unfounded</i>



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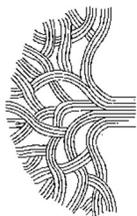
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Assigned Inv.	Case #	Incident Date	Completion Date	1-year goal	Officer	Allegation	Finding
					Subject Officer 8	Conduct Toward Others – Demeanor	<i>Unfounded</i>
AN	20-0950	7/26/20	9/30/20	7/25/21	Subject Officer 1	Performance of Duty – Unintentional/Improper Search, Seizure or Arrest	<i>Exonerated</i>
						Use of Force (Any)	<i>Exonerated</i>
					Subject Officer 2	Performance of Duty – Unintentional/Improper Search, Seizure or Arrest	<i>Exonerated</i>
						Use of Force (Any)	<i>Exonerated</i>
RM	20-0431	3/18/20	10/1/20	4/14/21	Subject Officer 1	Use of Force (Any)	<i>Exonerated</i>
						Conduct Toward Others – Demeanor	<i>Unfounded</i>
					Subject Officer 2	Use of Force (Any)	<i>Exonerated</i>
MM	20-0544	5/8/20	10/6/20	5/7/21	Subject Officer 1	Conduct Toward Others – Harassment and Discrimination/Race	<i>Unfounded</i>
						Performance of Duty – General	<i>Unfounded</i>
						Performance of Duty – General	<i>Unfounded</i>
					Subject Officer 2	Conduct Toward Others – Harassment and Discrimination/Race	<i>Unfounded</i>
						Performance of Duty – General	<i>Unfounded</i>



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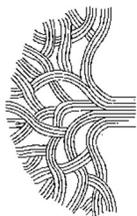
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Assigned Inv.	Case #	Incident Date	Completion Date	1-year goal	Officer	Allegation	Finding
						Performance of Duty – General	<i>Unfounded</i>
	Subject Officer 3					Conduct Toward Others – Harassment and Discrimination/Race	<i>Unfounded</i>
						Performance of Duty – General	<i>Unfounded</i>
						Performance of Duty – General	<i>Unfounded</i>
AN	20-1029	8/29/19	10/13/20	8/10/21	Unknown Officer	Conduct Toward Others – Harassment and Discrimination/General	No Jurisdiction
						Conduct Toward Others – Demeanor	No Jurisdiction
						Performance of Duty – Unintentional/Improper Search, Seizure or Arrest	No Jurisdiction
						Performance of Duty – Care of Property	No Jurisdiction
						Use of Force (Any)	No Jurisdiction
AN	20-0575	5/16/20	10/13/20	5/15/21	No Officer	Service Complaint	Service Complaint
					Subject Officer 1	Performance of Duty – Unintentional/Improper Search, Seizure or Arrest	Exonerated
						Use of Force (Any)	Exonerated
					Subject Officer 2	Performance of Duty – Unintentional/Improper Search, Seizure or Arrest	Exonerated

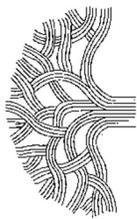


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(Allegations in bold were discovered by CPRA investigators)

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Assigned Inv.	Case #	Incident Date	Completion Date	1-year goal	Officer	Allegation	Finding
JS	18-0335	4/4/18	8/20/20	Tolled	Subject Officer 1	Use of Force (Taser)	3304 Violation
MB	20-0263	2/22/20	6/2/20	2/25/21	Unknown Officer	Performance of Duty – Unintentional/ Improper Search, Seizure or Arrest	Unfounded
					Unknown Officer	No MOR Violation	No MOR Violation
					Subject Officer 1	Conduct Toward Others – Demeanor	Exonerated
					Subject Officer 2	Performance of Duty – Unintentional/ Improper Search, Seizure or Arrest	Exonerated
					Subject Officer 2	Conduct Toward Others – Demeanor	Unfounded
					Subject Officer 3	Performance of Duty – Unintentional/ Improper Search, Seizure or Arrest	Exonerated
					Subject Officer 3	Conduct Toward Others – Demeanor	Exonerated
						Performance of Duty – Unintentional/ Improper Search, Seizure or Arrest	Exonerated



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CPRA Made the following Training Recommendations with Respect to Investigations in this Report	
Training Recommendation(s)	<p>The CPRA recommends that officers receive additional tactical training and defensive tactics training related to foot pursuits and arrest of persons actively resisting arrest.</p> <p>The CPRA recommends that officers receive additional training on Training Bulletin III-I.01 (Weaponless Defense) with respect to striking subjects with fists.</p> <p>The CPRA recommends that officers receive additional training related to articulating and documenting the use of force.</p> <p>The CPRA recommends that officers receive additional training on the Department's PDRD Activation policy.</p> <p>The CPRA recommends that Field Training Officers receive additional training related to communication with the public and trainees during an incident.</p> <p>The CPRA recommends additional training related to communications with detainees during an incident.</p> <p>The CPRA recommends additional training when a person alleges they are suffering from physical distress.</p>



OAKLAND POLICE COMMISSION

MEETING MINUTES - DRAFT

October 8, 2020
6:30 PM

I. Call to Order

Chair Regina Jackson

The meeting began at 6:31 pm.

II. Roll Call and Determination of Quorum

Chair Regina Jackson

Commissioners Present: Tara Anderson, José Dorado, Henry Gage, III, Brenda Harbin-Forte, Ginale Harris, Regina Jackson, and Thomas Lloyd Smith. Quorum was met.

Alternate Commissioners Present: Chris Brown and David Jordan

Counsel for this meeting: Conor Kennedy and Nitasha Sawhney

III. Welcome, Purpose, and Open Forum

Comments were provided by the following public speakers:

- Bruce Schmiechen
- Rashidah Grinage
- Megan Steffen
- Rachel Beck
- Michele Lazaneo
- Jenny Zilliac
- Terri McWilliams
- Saleem Bey
- Assata Olugbala
- John Bey
- Richard Speiglmán
- Kevin Cantu
- Cathy Leonard
- Speaker did not identify themselves
- Chris

IV. Update from Interim Police Chief

OPD Interim Chief Manheimer provided an update on Department activities including crime statistics.

Comments were provided by the following public speakers:

- Bruce Schmiechen
- Anne Janks
- Kevin Cantu
- Mariano Contreras

Assata Olugbala
Reisa Jaffe
Tasha Mente
Cathy Leonard
Lorelei Bosserman
Megan Steffen

No action was taken on this item.

V. OPD Presentation on Race and Equity

The Department discussed external and internal racial disparities mitigation, building trust through procedural justice and transparency, and building internal equity.

Comments were provided by the following public speakers:

Joseph Mente
Megan Steffen
Nicole T.
Assata Olugbala
Reisa Jaffe
Cathy Leonard

No action was taken on this item.

VI. Use of Force Ad Hoc Committee Presentation of Department General Order (DGO) K-3 Use of Force

The Use of Force Ad Hoc Committee presented its version of DGO K-3, developed in conjunction with OPD and members of the community. The Commission voted to approve that version.

Comments were provided by the following public speakers:

Cathy Leonard
Alicia Socacci
Anne Janks
Bruce Schmiechen
Susan Shawl
Mariano Contreras
J. Hoffman
Assata Olugbala
Terri McWilliams
Rashidah Grinage
Brandon Anderson
Megan Steffen
Jenny Zilliac

A motion was made by Ginale Harris, seconded by Brenda Harbin-Forte, to adopt the DGO K-3 Use of Force policy presented by the Ad Hoc Committee. The motion carried by the following vote:

Aye: Anderson, Dorado, Harbin-Forte, Harris, Gage, Jackson, and Smith

No: 0

VII. CPRA/Commission Staff/Inspector General Reorganization

The Commission noted that an update on the proposed CPRA/Commission Staff/Inspector General reorganization will occur at a future meeting once a meet and confer has taken place.

No public comments were provided on this item.

No action was taken on this item.

VIII. Commission Retreat

The Commission discussed potential dates, format, presenters, location, and cost for a retreat. The Commission voted on a not-to-exceed amount for the budget.

Comments were provided by the following public speakers:
Bruce Schmiechen

A motion was made by Brenda Harbin-Forte, seconded by José Dorado, to adopt a budget not to exceed \$11,000. The motion carried by the following vote:

Aye: Anderson, Dorado, Harbin-Forte, Harris, Gage, Jackson, and Smith
No: 0

A motion was made by Brenda Harbin-Forte, seconded by José Dorado, to extend the meeting until 11:30 pm. The motion carried by the following vote:

**Aye: Anderson, Dorado, Harbin-Forte, Harris, Gage, Jackson, and Smith
No: 0**

IX. Recognition of Tara Anderson, Chris Brown, and Ginale Harris

The Commission recognized Tara Anderson, Chris Brown, and Ginale Harris for their service on the Commission as they complete their terms.

Comments were provided by the following public speakers:

Cathy Leonard
Michele Lazaneo
Joseph Mente
Kevin Cantu
Megan Steffen
Assata Olugbala
Reisa Jaffe
Rashidah Grinage
Terri McWilliams
Mariano Contreras
Anne Janks

No action was taken on this item.

X. Report from Special Concurrent Meeting of the Oakland City Council, Community Policing Advisory Board (CPAB), Public Safety and Services Oversight Commission (SSOC), and Police Commission on September 29, 2020

The Commission discussed key points from the September 29th meeting.

Comments were provided by the following public speakers:

Fallah Bandabaila

Assata Olugbala

No action was taken on this item.

XI. Update on Special Order (SO) 9205 Banning Carotid Restraint and All Forms of Asphyxia

The Commission discussed the outcome of the City Council meeting on October 6, 2020 where the Police Commission and OPD each presented versions of SO 9205 for adoption.

Comments were provided by the following public speakers:

Joseph Mente

Mariano Contreras

Assata Olugbala

Reisa Jaffe

Rashidah Grinage

Megan Steffen

Cathy Leonard

No action was taken on this item.

A motion was made by Brenda Harbin-Forte, seconded by Regina Jackson, to extend the meeting until midnight. The motion carried by the following vote:

Aye: Anderson, Dorado, Harbin-Forte, Harris, Gage, Jackson, and Smith

No: 0

XII. Meeting Minutes Approval

The Commission voted to approve minutes from September 21 and 24, 2020.

No public comments were provided on this item.

A motion was made by José Dorado, seconded by Henry Gage, III, to approve the minutes from September 21, 2020. The motion carried by the following vote:

Aye: Anderson, Dorado, Harbin-Forte, Harris, Gage, and Jackson

No: 0

Abstain: Smith

A second motion was made by José Dorado, seconded by Brenda Harbin-Forte, to approve the minutes from September 24, 2020. The motion carried by the following vote:

Aye: Anderson, Dorado, Harbin-Forte, Harris, Gage, Jackson, and Smith

No: 0

XIII. Agenda Setting and Prioritization of Upcoming Agenda Items

The Commission engaged in a working session to discuss and determine agenda items for the upcoming Commission meeting: a presentation from the Department of Violence Prevention; the Commission's retreat; an update on the search for the next Chief of Police; and OPD policy 15-01 Community Resource Officer Deployment.

Comments were provided by the following public speakers:

Assata Olugbala

Rashidah Grinage

No action was taken on this item.

XIV. Adjournment

A motion was made by Thomas Lloyd Smith, seconded by Ginale Harris, to adjourn the meeting at 11:55 pm. The motion carried by the following vote:

Aye: Anderson, Dorado, Harbin-Forte, Harris, Gage, Jackson, and Smith

No: 0



OAKLAND POLICE COMMISSION SPECIAL MEETING MINUTES - DRAFT

October 15, 2020
5:30 PM

I. Call to Order

Chair Regina Jackson

The meeting began at 5:32 pm.

II. Roll Call and Determination of Quorum

Chair Regina Jackson

Commissioners Present: Tara Anderson, Henry Gage, III, Brenda Harbin-Forte, Ginale Harris, Regina Jackson, and Thomas Lloyd Smith. Quorum was met.

Commissioners Excused: José Dorado

Alternate Commissioners Present: Chris Brown and David Jordan (*arrived during item VI*)

Counsel for this meeting: Conor Kennedy and Nitasha Sawhney

III. Public Comment on Closed Session Items

Comments were provided by the following public speakers:

Gene Hazzard

Assata Olugbala

Speaker did not identify themselves

The Commission adjourned to closed session. The open session section of the meeting commenced at 6:55 pm.

IV. Closed Session

CONFERENCE WITH LEGAL COUNSEL—EXISTING LITIGATION - Govt. Code § 54956.9(d)(1)

Case No: 3:2020-cv-05843

PUBLIC EMPLOYEE APPOINTMENT - Govt. Code § 54957(b)(1)

Title: Chief of Police

V. Report out of Closed Session

There were no reportable actions on this item.

VI. Welcome, Purpose, and Open Forum

Comments were provided by the following public speakers:
Gene Hazzard
Assata Olugbala

VII. Police Chief Search Update

The Police Chief Search Ad Hoc Committee provided an update on the status of the search for the next Police Chief and announced that they will hold a Candidates Forum on November 5th at 6:30 pm.

Comments were provided by the following public speakers:
Rashidah Grinage
Assata Olugbala
Gene Hazzard
Reisa Jaffe

No action was taken on this item.

VIII. Revised Special Order (SO) 9205 Banning Carotid Restraint and All Forms of Asphyxia

The Commission discussed and voted to approve the revised version of SO 9205 that was developed by members of the Ad Hoc Committee and OPD.

Comments were provided by the following public speakers:
Rashidah Grinage
Assata Olugbala
Megan Steffen
Speaker did not identify themselves
Jim Chanin

A motion was made by Thomas Lloyd Smith, seconded by Henry Gage, III, to approve the revised version of SO 9205 that was developed by members of the Ad Hoc Committee and OPD with the edit of adding “two or more sets of handcuffs” to the second sentence in item number six on page three of SO 9205. The motion carried by the following vote:

Aye: Anderson, Harbin-Forte, Harris, Gage, Jackson, and Smith
No: 0

IX. Adjournment

A motion was made by Thomas Lloyd Smith, seconded by Henry Gage, III, to adjourn the meeting at 7:57 pm. The motion carried by the following vote:

Aye: Anderson, Harbin-Forte, Harris, Gage, Jackson, and Smith
No: 0

Police Commission Pending Agenda Matters List

	A	B	C	D	E	F	G	H
1	Pending Agenda Matter	Date Placed on List	Duties/Deliverables	Additional Information/Details	Priority Level	Timeline/Deadline	Scheduled	Lead Commissioner(s), if any
2	Commissioner Trainings	1/1/2018	<p>Complete trainings mandated by City Charter section 604 (c)(9) and Enabling Ordinance section 2.45.190</p> <p>Some trainings have deadlines for when they should be completed (within 3 months, 6 months, etc.)</p> <p>Several trainings were delivered in open session and have been recorded for future use</p>	<p>The following trainings must be done in Open Session:</p> <ol style="list-style-type: none"> 1. California's Meyers Miliias Brown Act (MMBA) and Public Employment Relations Board's Administration of MMBA (done 3.12.20) 2. Civil Service Board and Other Relevant City Personnel Policies and Procedures (done 2.27.20) 3. Memoranda of Understanding with Oakland Police Officers Association and Other Represented Employees (rescheduled due to COVID-19 health emergency) 4. Police Officers Bill of Rights (done 12.12.19) 	High	Ongoing		

Police Commission Pending Agenda Matters List

	A	B	C	D	E	F	G	H
1	Pending Agenda Matter	Date Placed on List	Duties/Deliverables	Additional Information/Details	Priority Level	Timeline/Deadline	Scheduled	Lead Commissioner(s), if any
3	Confirming the Process to Hire Staff for the Office of Inspector General	5/17/2019	Per the Enabling Ordinance: The City shall allocate a sufficient budget for the OIG to perform its functions and duties as set forth in section 2.45.120, including budgeting one (1) full-time staff position comparable to the position of Police Program and Audit Supervisor. Within thirty (30) days after the first Inspector General is hired, the Policy Analyst position and funding then budgeted to the Agency shall be reallocated to the OIG. All OIG staff, including the Inspector General, shall be civil service employees in accordance with Article IX of the City Charter.	This will require information presented from the City Administrator's Office.	High			
4	Finalize Bylaws and Rules	1/24/2019			High			Gage
5	Hire Inspector General (IG)	1/14/2019	Hire IG once the job is officially posted	Pending Measure LL revisions to be included in the November 2020 ballot. Recruitment and job posting in process.	High			Personnel Committee

Police Commission Pending Agenda Matters List

	A	B	C	D	E	F	G	H
1	Pending Agenda Matter	Date Placed on List	Duties/Deliverables	Additional Information/Details	Priority Level	Timeline/Deadline	Scheduled	Lead Commissioner(s), if any
6	Notification of OPD Chief Regarding Requirements of Annual Report	1/1/2018	Commission must notify the Chief regarding what information will be required in the Chief's annual report	<p>The Chief's report shall include, at a minimum, the following:</p> <ol style="list-style-type: none"> 1. The number of complaints submitted to the Department's Internal Affairs Division (IAD) together with a brief description of the nature of the complaints; 2. The number of pending investigations in IAD, and the types of Misconduct that are being investigated; 3. The number of investigations completed by IAD, and the results of the investigations; 4. The number of training sessions provided to Department sworn employees, and the subject matter of the training sessions; 5. Revisions made to Department policies; 6. The number and location of Department sworn employee-involved shootings; 7. The number of Executive Force Review Board or Force Review Board hearings and the results; 8. A summary of the Department's monthly Use of Force Reports; 9. The number of Department sworn employees disciplined and the level of discipline imposed; and 10. The number of closed investigations which did not result in discipline of the Subject Officer. <p>The Chief's annual report shall not disclose any information in violation of State and local law regarding the confidentiality of personnel records, including but not limited to California Penal Code section 832.7</p>	High	June 14, 2018 and June 14 of each subsequent year		Dorado
7	OPD to Provide a 30 Day Snapshot on the Effectiveness of SO 9202	2/27/2020		On 2.27.20, at the request of OPD the Commission considered and approved SO 9202 which amends the section in SO 9196 regarding Type 32 reportable force	High			

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8	Performance Reviews of CPRA Director and OPD Chief	1/1/2018	Conduct performance reviews of the Agency Director and the Chief	The Commission must determine the performance criteria for evaluating the Chief and the Agency Director, and communicate those criteria to the Chief and the Agency Director one full year before conducting the evaluation. The Commission may, in its discretion decide to solicit and consider, as part of its evaluation, comments and observations from the City Administrator and other City staff who are familiar with the Agency Director's or the Chiefs job performance. Responses to the Commission's requests for comments and observations shall be strictly voluntary.	High	Annually; Criteria for evaluation due 1 year prior to review		
9	Recommendations for Increasing Communication Between CPRA and IAD	10/6/2018		Review of existing communication practices and information sharing protocols between departments, need recommendations from stakeholders about whether a policy is needed. Ensure prompt forwarding of complaints from IAD to CPRA and prompt data sharing.	High			
10	Reports from OPD	10/6/2018	Commission to decide on what reports are needed prior to receiving them.	Receive reports from OPD on issues such as: response times; murder case closure rates; hiring and discipline status report (general number for public hearing); any comp stat data they are using; privacy issues; human trafficking work; use of force stats; homelessness issues; towing cars of people who sleep in their vehicles	High	Ongoing as appropriate		

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11	Request City Attorney Reports	1/1/2018	Request the City Attorney submit semi-annual reports to the Commission and the City Council	Request the City Attorney submit semi-annual reports to the Commission and City Council which shall include a listing and summary of: 1. To the extent permitted by applicable law, the discipline decisions that were appealed to arbitration; 2. Arbitration decisions or other related results; 3. The ways in which it has supported the police discipline process; and 4. Significant recent developments in police discipline. The City Attorney's semi-annual reports shall not disclose any information in violation of State and local law regarding the confidentiality of personnel records, including but not limited to California Penal Code 832.7	High	Semi-annually		Smith
12	Community Policing Task Force/Summit	1/24/2019			Medium			Dorado
13	CPAB Report			Receive any and all reports prepared by the Community Policing Advisory Board (hereinafter referred to as "CPAB") and consider acting upon any of the CPAB's recommendations for promoting community policing efforts and developing solutions for promoting and sustaining a relationship of trust and cooperation between the Department and the community.	Medium			
14	Determine Outstanding Issues in Meet and Confer and the Status of M&C on Disciplinary Reports	10/6/2018		Need report from police chief and city attorney. Also need status report about collective bargaining process that is expected to begin soon.	Medium			

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15	Develop Plan for Quarterly Reports in Relation to Annual Report that is Due April 17th of Each Year	12/6/2019		The Commission is required to submit an annual report each year to the Mayor, City Council and the public. Preparing quarterly reports will help with the coordination and preparation of an annual report.	Medium			
16	Free Gun Trace Service	1/27/2020		This service was mentioned at a meeting in 2019.	Medium			Dorado
17	Modify Code of Conduct from Public Ethics Commission for Police Commission	10/2/2018		On code of conduct for Commissioners there is currently a code that was developed by the Public Ethics Commission.	Medium			
18	Offsite Meetings	1/1/2018	Meet in locations other than City Hall	The offsite meetings must include an agenda item titled "Community Roundtable" or something similar, and the Commission must consider inviting individuals and groups familiar with the issues involved in building and maintaining trust between the community and the Department.	Medium	Annually; at least twice each year		Dorado, Harris, Jackson
19	OPD Supervision Policies	10/2/2018		Review existing policy (if any) and take testimony/evidence from experts and community about best practices for supervisory accountability. Draft policy changes as needed. In addition, IG should conduct study of supervisor discipline practices. In other words, how often are supervisors held accountable for the misconduct of their subordinates.	Medium			
20	Receive a Report from the Ad Hoc Committee on CPRA Appellate Process	6/13/2019	Once the Commission has an outside counsel, work with them on determining an appellate process	When a draft process is determined, bring to the Commission for a vote.	Medium			Brown, Gage, Prather
21	Report from OPD Regarding Found/Confiscated Items	7/12/2019	OPD will report on the Department's policy for disposition of found/confiscated items	This came about through a question from Nino Parker. The Chief offered to present a report at a future meeting.	Medium			

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22	Report Regarding OPD Chief's Report	1/1/2018	Submit a report to the Mayor, City Council and the public regarding the Chief's report in addition to other matters relevant to the functions and duties of the Commission	The Chief's report needs to be completed first.	Medium	Annually; once per year		
23	Review Budget and Resources of IAD	10/10/2018		In Discipline Training it was noted that many "lower level" investigations are outsourced to direct supervisors and sergeants. Leaders in IAD have agreed that it would be helpful to double investigators and stop outsourcing to Supervisors/Sgts. Commissioners have also wondered about an increase civilian investigators. Does the Commission have jurisdiction over this?	Medium			
24	Review Commission's Agenda Setting Policy	4/25/2019			Medium			
25	Review Commission's Code of Conduct Policy	4/25/2019			Medium			Prather
26	Review Commission's Outreach Policy	4/25/2019			Medium			Dorado
27	Revise Contracts with CPRA and Commission Legal Counsels	10/10/2018		The contract posted on the Commission's website does not comport with the specifications of the Ordinance. As it stands, the Commission counsel reports directly to the City Attorney's Office, not the Commission. The Commission has yet to see the CPRA attorney's contract, but it, too, may be problematic.	Medium			
28	Taser Policy (incorporate into Use of Force)	10/10/2018		This is part of Use of Force Policy; Review use of tasers in light of what happened to Marcellus Toney - In the report the Commission was given, it mentioned that officers have choice as to where to deploy a taser.	Medium			

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29	Amendment of DGO C-1 (Grooming & Appearance Policy)	10/10/2018		DGO C-1 is an OPD policy that outlines standards for personal appearance. This policy should be amended to use more inclusive language, and to avoid promoting appearance requirements that are merely aesthetic concerns, rather than defensible business needs of the police department.	Low			
30	Annual Report	1/1/2018	Submit an annual report each year to the Mayor, City Council and the public		Low	Spring, 2021		Prather, Smith
31	Assessing Responsiveness Capabilities	10/6/2018		Review OPD policies or training regarding how to assess if an individual whom police encounter may have a disability that impairs the ability to respond to their commands.	Low			
32	CPRA Report on App Usage	10/10/2018		Report from staff on usage of app.	Low			
33	Creation of Form Regarding Inspector General's Job Performance	1/1/2018	Create a form for Commissioners to use in providing annual comments, observations and assessments to the City Administrator regarding the Inspector General's job performance. Each Commissioner shall complete the form individually and submit his or her completed form to the City Administrator confidentially.	To be done once Inspector General position is filled.	Low			
34	De-Escalation Policy (incorporate into Use of Force)	1/1/2018		This should be part of Use of Force Policy; review existing policy (if any) and take testimony/evidence from experts and community about best practices for de-escalation.	Low			

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35	Discipline: Based on Review of MOU	10/6/2018		<p>How often is Civil Service used v. arbitration? How long does each process take? What are the contributing factors for the length of the process? How often are timelines not met at every level? How often is conflict resolution process used? How long is it taking to get through it? Is there a permanent arbitration list? What is contemplated if there's no permanent list? How often are settlement discussions held at step 5? How many cases settle? Is there a panel for Immediate dispute resolution? How many Caloca appeals? How many are granted? What happened to the recommendations in the Second Swanson report?</p>	Low			
36	Discipline: Second Swanson Report Recommendations – Have These Been Implemented?	10/6/2018		<p>Supervisor discipline Process for recommending improvements to policies, procedures and training, and to track and implement recommendations Tracking officer training and the content of training Comparable discipline imposed – database of discipline imposed, demonstrate following guidelines IAD civilian oversight for continuity in IAD Improved discovery processes Permanent arbitration panel implemented from MOU OPD internal counsel Two attorneys in OCA that support OPD disciplines and arbitration Reports on how OCA is supporting OPD in discipline matters and reports on arbitration Public report on police discipline from Mayor's office OIG audit includes key metrics on standards of discipline</p>	Low			

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37	Feedback from Youth on CPRA App	10/10/2018		Get some feedback from youth as to what ideas, concerns, questions they have about its usability.	Low			
38	OPD Data and Reporting			Review and comment on the Department's police and/or practice of publishing Department data sets and reports regarding various Department activities, submit its comments to the Chief, and request the Chief to consider its recommendations and respond to the comments in writing.	Low			
39	Outreach Committee: Work with Mayor's Office and City Admin to Publicize CPRA App	10/10/2018			Low			
40	Overtime Usage by OPD - Cost and Impact on Personal Health; Moonlighting for AC Transit	1/1/2018		Request Office of Inspector General conduct study of overtime usage and "moonlighting" practices.	Low			
41	Process to Review Allegations of Misconduct by a Commissioner	10/2/2018		Maureen Benson named concerns/allegations about a sitting Commissioner early in 2018, but no process exists which allows for transparency or a way to have those concerns reviewed. It was suggested to hold a hearing where anyone making allegations presents evidence, the person named has an opportunity to respond and then the Commission decides if there's sanctions or not. *Suggestion from Regina Jackson: we should design a form...check box for the allegation...provide narrative to explain..hearing within 4 weeks?	Low			Jackson

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42	Proposed Budget re: OPD Training and Education for Sworn Employees on Management of Job-Related Stress	1/1/2018	Prepare for submission to the Mayor a proposed budget regarding training and education for Department sworn employees regarding management of job-related stress. (See Trauma Informed Policing Plan)	Review and comment on the education and training the Department provides its sworn employees regarding the management of job-related stress, and regarding the signs and symptoms of posttraumatic stress disorder, drug and alcohol abuse, and other job-related mental and emotional health issues. The Commission shall provide any recommendations for more or different education and training to the Chief who shall respond in writing consistent with section 604(b)(6) of the Oakland City Charter. Prepare and deliver to the Mayor, the City Administrator and the Chief by April 15 of each year, or such other date as set by the Mayor, a proposed budget for providing the education and training identified in subsection (C) above.	Low	4/15/2021		
43	Public Hearing on OPD Budget	1/1/2018	Conduct at least one public hearing on the Police Department's budget	Tentative release date of Mayor's proposed budget is May 1st of each year.	Low	Spring, 2021		
44	Public Hearings on OPD Policies, Rules, Practices, Customs, General Orders	1/1/2018	Conduct public hearings on Department policies, rules, practices, customs, and General Orders; CPRA suggests reviewing Body Camera Policy		Low	Annually; at least once per year		Dorado
45	Revisit Standing and Ad Hoc Committee Assignments	10/29/2019			Low			
46	Social Media Communication Responsibilities, Coordination, and Policy	7/30/2019		Decide on social media guidelines regarding responsibilities and coordination.	Low			