



OAKLAND POLICE COMMISSION

MEETING AGENDA

November 12, 2020

6:30 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/86245783192> 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 +1 646 558 8656 or +1 301 715 8592 or +1 312 626 6799
Webinar ID: 862 4578 3192

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.”

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OAKLAND POLICE COMMISSION

MEETING AGENDA

November 12, 2020

6:30 PM

- I. **Call to Order**
Chair Regina Jackson
- II. **Roll Call and Determination of Quorum**
Chair Regina Jackson
- III. **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.
- IV. **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. (Attachment 4).***
 - a. Discussion
 - b. Public Comment
 - c. Action, if any
- V. **Violent Extremists and Hate Groups in the Bay Area**
Mike Sena, Director of the Northern California Regional Intelligence Center, will deliver a presentation on the threat level to Oakland from violent extremists and hate groups in the Bay Area. ***This is a new item.***
 - a. Discussion
 - b. Public Comment
 - c. Action, if any
- VI. **Chief of Police Candidates**
The OPD Chief Search Ad Hoc Committee will present a slate of the four candidates they have selected to submit to the Mayor. ***This is a new item.***
 - a. Discussion
 - b. Public Comment
 - c. Action, if any

VII. CPRA/Inspector General Reorganization

The Commission will discuss, and may vote to approve, a resolution memorializing a reorganization of positions at CPRA and the Inspector General's Office. ***This item was discussed on 7.9.20. (Attachment 7).***

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

VIII. 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 8).***

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

IX. 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.

X. Closed Session

PUBLIC EMPLOYEE APPOINTMENT (2)

Titles: Chief of Police, Interim Chief of Police

XI. Report out of Closed Session

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

XII. Meeting Minutes Approval

The Commission will vote to approve minutes from October 22, 2020. ***This is a recurring item. (Attachment 12).***

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

XIII. Vote to Cancel Meeting Scheduled for November 26, 2020 (Thanksgiving)

The Commission will vote to cancel the second meeting of the month on November 26th as it is Thanksgiving Day. ***This is a new item.***

- 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](#)).

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

XV. Adjournment



OFFICE OF CHIEF OF POLICE

POLICE ADMINISTRATION BUILDING

• 455 - 7TH STREET

• OAKLAND, CALIFORNIA 94607-3985

Oakland Police Department

Telephone Device for the Deaf (510) 238-3227

November 6, 2020

TO: Regina Jackson,
Chair, Oakland Police Commission

FROM: Susan E. Manheimer
Chief of Police, Oakland Police Department

Chair Jackson,

Attached are the City of Oakland's Crime Statistics reports for the week ending November 1, 2020 to be included in the Update from the Interim Police Chief section for the November 12, 2020, Police Commission Agenda.

Statistic Reports:

Weekly Gunfire Summary

Weekly ShotSpotter Activations Report – Citywide

Quarterly Crime Comparison Citywide – 2nd and 3rd



OAKLAND POLICE DEPARTMENT

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CRIME ANALYSIS

Weekly Gunfire Summary

26 Oct. – 01 Nov., 2020

Citywide <i>All totals include attempts except homicides.</i>	Weekly Total	YTD 2018	YTD 2019	YTD 2020	YTD % Change 2019 vs. 2020	3-Year YTD Average	YTD 2020 vs. 3-Year YTD Average
Homicide – 187(a)PC	6	54	61	86	41%	67	28%
Homicide – All Other *	-	6	3	6	100%	5	20%
Assault with a firearm – 245(a)(2)PC	7	232	251	389	55%	291	34%
Subtotal - 187 + 245(a)(2)	13	292	315	481	53%	363	33%
Shooting occupied home or vehicle – 246PC	13	197	214	334	56%	248	34%
Shooting unoccupied home or vehicle – 247(b)PC	2	65	106	169	59%	113	49%
Subtotal - 187 + 245(a)(2) + 246 + 247(b)	28	554	635	984	55%	724	36%
Negligent discharge of a firearm – 246.3PC	36	349	581	1,004	73%	645	56%
Grand Total	64	903	1,216	1,988	63%	1,369	45%

Area 1 <i>All totals include attempts except homicides.</i>	Weekly Total	YTD 2018	YTD 2019	YTD 2020	YTD % Change 2019 vs. 2020	3-Year YTD Average	YTD 2020 vs. 3-Year YTD Average
Homicide – 187(a)PC	1	9	12	8	-33%	10	-17%
Homicide – All Other *	-	2	-	1	PNC	1	0%
Assault with a firearm – 245(a)(2)PC	1	46	46	49	7%	47	4%
Subtotal - 187 + 245(a)(2)	2	57	58	58	0%	58	1%
Shooting occupied home or vehicle – 246PC	1	34	44	41	-7%	40	3%
Shooting unoccupied home or vehicle – 247(b)PC	-	7	13	23	77%	14	60%
Subtotal - 187 + 245(a)(2) + 246 + 247(b)	3	98	115	122	6%	112	9%
Negligent discharge of a firearm – 246.3PC	3	31	70	85	21%	62	37%
Grand Total	6	129	185	207	12%	174	19%

THIS REPORT IS HIERARCHY BASED. CRIME TOTALS REFLECT ONE OFFENSE (THE MOST SEVERE) PER INCIDENT.

These statistics are drawn from the Oakland Police Dept. database. They are unaudited and not used to figure the crime numbers reported to the FBI's Uniform Crime Reporting (UCR) program. This report is run by the date the crimes occurred. Statistics can be affected by late reporting, the geocoding process, or the reclassification or unbounding of crimes. Because crime reporting and data entry can run behind, all crimes may not be recorded.

* Justified, accidental, foetal, or manslaughter by negligence. Traffic collision fatalities are not included in this report.
PNC = Percentage not calculated — [Percentage cannot be calculated.](#)
All data extracted via Coplink Analytics.



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CRIME ANALYSIS

Weekly Gunfire Summary 26 Oct. – 01 Nov., 2020

Area 2 <i>All totals include attempts except homicides.</i>	Weekly Total	YTD 2018	YTD 2019	YTD 2020	YTD % Change 2019 vs. 2020	3-Year YTD Average	YTD 2020 vs. 3-Year YTD Average
Homicide – 187(a)PC	1	5	2	3	50%	3	-10%
Homicide – All Other *	-	1	-	1	PNC	1	50%
Assault with a firearm – 245(a)(2)PC	-	6	9	24	167%	13	85%
Subtotal - 187 + 245(a)(2)	1	12	11	28	155%	17	65%
Shooting occupied home or vehicle – 246PC	-	9	7	14	100%	10	40%
Shooting unoccupied home or vehicle – 247(b)PC	-	3	6	2	-67%	4	-45%
Subtotal - 187 + 245(a)(2) + 246 + 247(b)	1	24	24	44	83%	31	43%
Negligent discharge of a firearm – 246.3PC	2	17	18	17	-6%	17	-2%
Grand Total	3	41	42	61	45%	48	27%

Area 3 <i>All totals include attempts except homicides.</i>	Weekly Total	YTD 2018	YTD 2019	YTD 2020	YTD % Change 2019 vs. 2020	3-Year YTD Average	YTD 2020 vs. 3-Year YTD Average
Homicide – 187(a)PC	1	6	14	19	36%	13	46%
Homicide – All Other *	-	3	1	1	0%	2	-40%
Assault with a firearm – 245(a)(2)PC	-	30	42	79	88%	50	57%
Subtotal - 187 + 245(a)(2)	1	39	57	99	74%	65	52%
Shooting occupied home or vehicle – 246PC	2	24	33	51	55%	36	42%
Shooting unoccupied home or vehicle – 247(b)PC	-	12	17	32	88%	20	57%
Subtotal - 187 + 245(a)(2) + 246 + 247(b)	3	75	107	182	70%	121	50%
Negligent discharge of a firearm – 246.3PC	2	64	102	200	96%	122	64%
Grand Total	5	139	209	382	83%	243	57%

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CRIME ANALYSIS

Weekly Gunfire Summary 26 Oct. – 01 Nov., 2020

Area 4 <i>All totals include attempts except homicides.</i>	Weekly Total	YTD 2018	YTD 2019	YTD 2020	YTD % Change 2019 vs. 2020	3-Year YTD Average	YTD 2020 vs. 3-Year YTD Average
Homicide – 187(a)PC	-	15	8	18	125%	14	32%
Homicide – All Other *	-	-	2	-	-100%	1	PNC
Assault with a firearm – 245(a)(2)PC	2	39	50	81	62%	57	43%
Subtotal - 187 + 245(a)(2)	2	54	60	99	65%	71	39%
Shooting occupied home or vehicle – 246PC	1	47	51	81	59%	60	36%
Shooting unoccupied home or vehicle – 247(b)PC	1	15	22	39	77%	25	54%
Subtotal - 187 + 245(a)(2) + 246 + 247(b)	4	116	133	219	65%	156	40%
Negligent discharge of a firearm – 246.3PC	12	77	121	258	113%	152	70%
Grand Total	16	193	254	477	88%	308	55%

Area 5 <i>All totals include attempts except homicides.</i>	Weekly Total	YTD 2018	YTD 2019	YTD 2020	YTD % Change 2019 vs. 2020	3-Year YTD Average	YTD 2020 vs. 3-Year YTD Average
Homicide – 187(a)PC	3	19	25	38	52%	27	39%
Homicide – All Other *	-	-	-	3	PNC	1	200%
Assault with a firearm – 245(a)(2)PC	4	103	98	141	44%	114	24%
Subtotal - 187 + 245(a)(2)	7	122	123	182	48%	142	28%
Shooting occupied home or vehicle – 246PC	9	82	78	142	82%	101	41%
Shooting unoccupied home or vehicle – 247(b)PC	1	27	46	72	57%	48	49%
Subtotal - 187 + 245(a)(2) + 246 + 247(b)	17	231	247	396	60%	291	36%
Negligent discharge of a firearm – 246.3PC	17	157	265	424	60%	282	50%
Grand Total	34	388	512	820	60%	573	43%

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CRIME ANALYSIS

Weekly Gunfire Summary 26 Oct. – 01 Nov., 2020

BFO 1 <i>All totals include attempts except homicides.</i>	Weekly Total	YTD 2018	YTD 2019	YTD 2020	YTD % Change 2019 vs. 2020	3-Year YTD Average	YTD 2020 vs. 3-Year YTD Average
Homicide – 187(a)PC	3	20	28	30	7%	26	15%
Homicide – All Other *	-	6	1	3	200%	3	-10%
Assault with a firearm – 245(a)(2)PC	1	82	97	152	57%	110	38%
Subtotal - 187 + 245(a)(2)	4	108	126	185	47%	140	32%
Shooting occupied home or vehicle – 246PC	3	67	84	106	26%	86	24%
Shooting unoccupied home or vehicle – 247(b)PC	-	22	36	57	58%	38	49%
Subtotal - 187 + 245(a)(2) + 246 + 247(b)	7	197	246	348	41%	264	32%
Negligent discharge of a firearm – 246.3PC	7	112	190	302	59%	201	50%
Grand Total	14	309	436	650	49%	465	40%

BFO 2 <i>All totals include attempts except homicides.</i>	Weekly Total	YTD 2018	YTD 2019	YTD 2020	YTD % Change 2019 vs. 2020	3-Year YTD Average	YTD 2020 vs. 3-Year YTD Average
Homicide – 187(a)PC	3	34	33	56	70%	41	37%
Homicide – All Other *	-	-	2	3	50%	2	80%
Assault with a firearm – 245(a)(2)PC	6	142	148	222	50%	171	30%
Subtotal - 187 + 245(a)(2)	9	176	183	281	54%	213	32%
Shooting occupied home or vehicle – 246PC	10	129	129	223	73%	160	39%
Shooting unoccupied home or vehicle – 247(b)PC	2	42	68	111	63%	74	51%
Subtotal - 187 + 245(a)(2) + 246 + 247(b)	21	347	380	615	62%	447	37%
Negligent discharge of a firearm – 246.3PC	29	234	386	682	77%	434	57%
Grand Total	50	581	766	1,297	69%	881	47%

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OAKLAND
POLICE DEPARTMENT

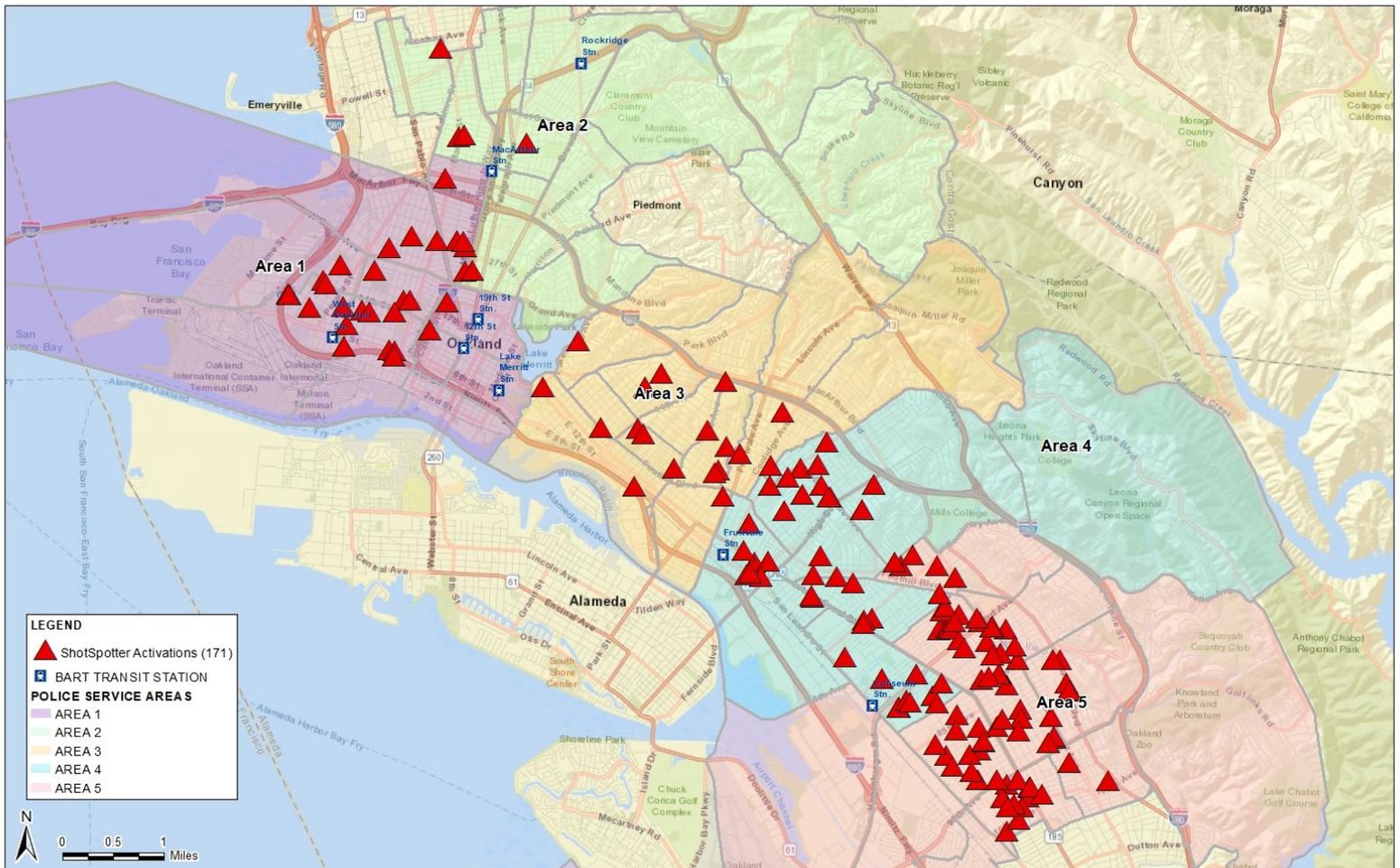
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CRIME ANALYSIS

Weekly ShotSpotter Activations Report — Citywide

26 Oct. – 01 Nov., 2020

ShotSpotter Activations	Weekly Total	YTD 2019	YTD 2020	YTD % Change 2019 vs. 2020
Citywide	171	3,253	5,207	60%
Area 1	29	354	464	31%
Area 2	5	123	202	64%
Area 3	18	624	960	54%
Area 4	40	821	1,326	62%
Area 5	79	1,331	2,255	69%



All data sourced via ShotSpotter Investigator.



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CRIME ANALYSIS

Six-Month Crime Comparison — Citywide 01 Apr. to 30 Sep., 2019 vs. 01 Apr. to 30 Sep., 2020

Part 1 Crimes <i>All totals include attempts except homicides.</i>	01 Apr. to 30 Sep., 2019	01 Apr. to 30 Sep., 2020	Percentage Change
Violent Crime Index (homicide, aggravated assault, rape, robbery)	3,073	2,889	-6%
Homicide – 187(a)PC	43	69	60%
Homicide – All Other *	2	5	150%
Aggravated Assault	1,468	1,731	18%
Assault with a firearm – 245(a)(2)PC	163	262	61%
Subtotal - Homicides + Firearm Assault	208	336	62%
Shooting occupied home or vehicle – 246PC	132	200	52%
Shooting unoccupied home or vehicle – 247(b)PC	69	114	65%
Non-firearm aggravated assaults	1,104	1,155	5%
Rape	104	101	-3%
Robbery	1,458	988	-32%
Firearm	534	297	-44%
Knife	74	65	-12%
Strong-arm	655	404	-38%
Other dangerous weapon	47	41	-13%
Residential robbery – 212.5(a)PC	46	38	-17%
Carjacking – 215(a) PC	102	143	40%
Burglary	7,079	3,552	-50%
Auto	5,747	2,192	-62%
Residential	914	608	-33%
Commercial	320	628	96%
Other (includes boats, aircraft, and so on)	87	89	2%
Unknown	11	35	218%
Motor Vehicle Theft	3,215	4,699	46%
Larceny	3,790	2,772	-27%
Arson	79	106	34%
Total	17,238	14,023	-19%

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CRIME ANALYSIS

Six-Month Crime Comparison — Citywide 01 Apr. to 30 Sep., 2019 vs. 01 Apr. to 30 Sep., 2020

Citywide <i>All totals include attempts except homicides.</i>	01 Apr. to 30 Sep., 2019	01 Apr. to 30 Sep., 2020	Percentage Change
Homicide – 187(a)PC	43	69	60%
Homicide – All Other *	2	5	150%
Assault with a firearm – 245(a)(2)PC	163	262	61%
Subtotal - 187 + 245(a)(2)	208	336	62%
Shooting occupied home or vehicle – 246PC	132	200	52%
Shooting unoccupied home or vehicle – 247(b)PC	69	114	65%
Subtotal - 187 + 245(a)(2) + 246 + 247(b)	409	650	59%
Negligent discharge of a firearm – 246.3PC	358	656	83%
Grand Total	767	1,306	70%

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AGENDA REPORT

TO: Police Commission

FROM: John Alden
Executive Director, CPRA

SUBJECT: Resolution Implementing First Phase
of CPRA-IG-Commission
Reorganization

DATE: November 6, 2020

Overview

On July 1, 2020, pursuant to the powers granted to the Commission under the City Charter, and within the budget guidelines set by the City Council, the CPRA Executive Director and the Personnel Committee recommended to the Police Commission that it reorganize some of the positions under its control. Specifically, that proposed reorganization would delete one vacant position and two filled positions that no longer fit the business needs of the Commission in favor of creating two new positions under the Program Manager II classification. One would serve as the Executive Secretary to the Commission, and the other would serve as the Chief of Staff at CPRA.

On July 9, 2020, the Commission approved this plan, but also chose to separate this reorganization into two steps given timing concerns raised by other City staff: first, create the Chief of Staff position, and then second, once the pending Charter amendments are resolved regarding the Inspector General, create the Executive Secretary to the Commission position.

Since that time, the CPRA Executive Director has worked with other City staff, especially the City Administrator and his staff, the Finance Department, and the Human Resources Management Department, to implement this plan. After completion of a Meet and Confer process with the effected union, IFPTE Local 21, and based on the expertise offered by other City departments, the CPRA Executive Director now brings to the Police Commission a resolution implementing a modified version of the first phase of this reorganization. In short, this modified plan moves the CPRB Policy Analyst to the Inspector General's Office now, creates the Chief of Staff position now, and expends some funds otherwise available for contract contingencies to fund this change.

Staff recommends the Police Commission approve this modified first phase of the reorganization by passing the proposed resolution submitted with this report.

Reorganization Plan of July 2020

Attached for reference is the staff report for the July 9, 2020, Police Commission at which this reorganization plan was first presented to the full Commission. As noted in that report, the CPRA Executive Director recommended that the Police Commission break this reorganization into two steps:

- First, creation of the CPRA Chief of Staff position, funded through the deletion of the CPRB Policy Analyst Position and allocation of discretionary funds to cover the increased cost of the new position; and

Oakland Police Commission

Subject: Resolution Implementing First Phase of CPRA-IG-Commission Reorganization

Date: November 6, 2020

Page 2

- Second, creation of the Executive Secretary position, funded through the deletion of the Police Program and Performance Auditor position in the Inspector General's Office and a current Administrative Analyst position.

The Commission agreed to this two-phase approach on July 9, 2020. The first phase, creation of the CPRA Chief of Staff, was to be implemented as quickly as possible. The second phase, creation of the Executive Secretary to the Commission, was to be completed after Measure S1 was on the ballot, as that measure was likely to resolve the concerns of some city staff about Commission authority to implement the second phase.

Staff Work to Implement First Phase, July through October 2020

After the Commission decision of July 9, 2020, the CPRA Executive Director began work with other City staff on implementing the first phase. As part of that process, the CPRA Executive Director, John Alden, as well as the Human Resources Management Director, Ian Appleyard, and Assistant Director Allyson Cook, began a Meet and Confer process with the effected union, IFPTE Local 21. At the same time, other City staff continued to provide advice and support as to how to implement the first phase.

During this period, it became clear that Oakland city service rules had created only one CPRB Policy Analyst position in the entire city. Thus, the original reorganization plan of July 9 would have resulted in not only deletion of that position, but the layoff of the incumbent in that position. Some noted that at least in recent memory the City of Oakland had not separated anyone from employment in this fashion.

Consensus Reached on Modified Proposal

By the end of the Meet and Confer process, consensus was reached between the City Administrator, the CPRA Executive Director, and other staff to support and recommend to the Police Commission a modified version of the first phase proposal of July 9, 2020. This proposal has three parts:

1. The CPRB Policy Analyst would move to the Inspector General's Office now. This move is consistent with language in Charter and ordinance that would have accomplished such a reorganization upon the standing up of the Inspector General's Office. Given the lack of an Inspector General to head that agency at the moment, the CPRB Policy Analyst would report in the interim to the CPRA Executive Director, at least until the Inspector General is hired.
2. The Police Program and Performance Auditor position, currently vacant, would be deleted. Funding from this deleted position would be used to fund the reorganization, with the balance to come from Police Commission Contract Contingencies funds.
3. The CPRA Chief of Staff position would be created in CPRA using a Project Manager II classification, as originally proposed.

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It is the City's understanding that IFPTE Local 21 does not object to this modified reorganization. Staff now strongly recommends that the Police Commission approve this modified first phase of the reorganization, as memorialized in the accompanying resolution.

Advantages of Modified First Phase Proposal

Overall, staff sees this modified proposal as having significant advantages.

First, this proposal resolves a split of opinions about authority to delete the Police Program and Performance Auditor position. Some City staff have since suggested that the Commission may not have the authority to delete the Police Program and Performance Auditor position because the Commission does not, by Charter, explicitly oversee the Inspector General. In this view, the City Administrator has that authority. On the other hand, the Commission's budget does include the Inspector General, which would appear to grant this authority. Because this modified proposal is supported by the City Administrator's Office, this issue is made moot, as both decision-makers who may have this authority concur.

Second, this proposal resolves the tension created by the layoff of the CPRB Policy Analyst in the original first phase proposal. Naturally any union is deeply concerned about the layoff of a member. This modified proposal eliminates that concern, which likewise resolves a core concern about the plan raised by the City's partners in labor.

Third, this proposal accomplishes the same key goal of the original first phase: creation of the CPRA Chief of Staff position.

Finally, this proposal now has the support of all the relevant decision-makers within the City, so it can be implemented immediately. Given how profoundly CPRA needs this position to function well, rapid accomplishment of this phase of the reorganization is extremely valuable. Attempting to move forward at this point with any other proposal would require developing consensus among those decision-makers again, and a renewed Meet and Confer process. Such a process would at least take months.

Disadvantages of Modified First Phase Proposal

The only disadvantage of this proposal is that it costs more than the original first phase proposal. Specifically, this proposal retains the CPRB Policy Analyst position, which would otherwise have been deleted, and the funds for same saved. At the end of this reorganization, the Commission would need to transfer roughly \$80,000 of its \$303,000 contract contingencies budget to personnel costs.

On the other hand, this cost appears well worth it, in that:

1. Elimination of the CPRB Policy Analyst position would draw significant opposition from labor, which can be expensive and time consuming, sometimes with uncertain results;

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2. Original proposals for the Inspector General's Office in Measure LL and implementing ordinances called for the transfer of the CPRB Policy Analyst position to the Inspector General. Eventually, that office will need policy staff, and no other policy staffing has been identified. So retaining this position at the Inspector General remains useful and, likely, would have been needed soon in any event.
3. The Commission's policy revision agenda has only grown in the last few months, suggesting considerable policy work for this position to accomplish should the Chief of Staff come on board to free up the Policy Analyst to start that work at the Inspector General's Office.

Conclusion

Substantial work remains in implementing the vision of Measure LL. The experience of the Police Commission and CPRA to date shows that a reorganization of staff is necessary. After considerable effort, creativity, and flexibility, City staff have reached a modified reorganization proposal for the Commission's first phase reorganization plan. This modified proposal is supported by all relevant decision-makers, is not opposed by labor, and can be implemented right away should the Police Commission approve it.

Thus, staff recommends that the Commission approve the resolution presented with this report authorizing the modified reorganization proposal described above.

Attachments:

Exhibit A - Proposed Resolution

Exhibit B - Staff Report and Attachments from July 2020 Reorganization Decision

EXHIBIT A

OAKLAND POLICE COMMISSION

RESOLUTION NO. 20-04

RESOLUTION IMPLEMENTING, AND AUTHORIZING THE COMMUNITY POLICE REVIEW AGENCY (CPRA) EXECUTIVE DIRECTOR TO IMPLEMENT, A REORGANIZATION OF CPRA.

WHEREAS, the voters of the City of Oakland voted yes for Measure LL on November 8, 2016, which established the Oakland Police Commission and the Community Police Review Agency (CPRA); and

WHEREAS, Measure LL amended the Oakland City Charter to add section 604, entitled "Police Commission," which provides to the Police Commission the power to "[o]rganize, reorganize and oversee" CPRA; and

WHEREAS, the Police Commission, through the CPRA Executive Director and pursuant to City Council direction, currently oversees the budgets for the Police Commission, CPRA, and the currently vacant Inspector General's Office, as a single budget separated into three Organizations numbered (66111), (66211), and (66311), respectively; and

WHEREAS, on July 9, 2020, the Police Commission, based on recommendations from the Executive Director of CPRA, voted to move forward with a reorganization of CPRA in two phases, the first of which would create a new Chief of Staff position using the classification Project Manager II within CPRA; and

WHEREAS, the Executive Director of CPRA and the Human Resources Management Department have completed meetings with the effected union with respect to the first phase of this reorganization, IFPTE Local 21; and

WHEREAS, the Human Resources Management Department, Finance Department, and City Administrator have all worked collaboratively with CPRA to craft and move forward the first phase of the reorganization plan, as described below; now, therefore be it

RESOLVED, that the Oakland Police Commission authorizes the CPRA Executive Director to execute the Department's re-organization plan as authorized by Charter Section 604; and be it

FURTHER RESOLVED, that the Oakland Police Commission authorizes the reassignment of the CPRB Policy Analyst position from Org. (66211) to Org. (66311), subject to Rule 5 of the City of Oakland's Personnel Manual; and be it

FURTHER RESOLVED, that the Oakland Police Commission authorizes the deletion of the vacant Police Program & Performance Audit Supervisor in Org. (66311); and be it

FURTHER RESOLVED, that the Oakland Police Commission authorizes the addition of a Project Manager II position in Org. (66211), partially funded by the deleted Police Program & Performance Audit Supervisor position; and be it

FURTHER RESOLVED, that the Oakland Police Commission authorizes the reduction of the department's budget in Fund (1010), Org. (66111), Project (1003737), Account (54011), Program (IP06) to cover the cost difference in adding the Project Manager II position; and be it

FURTHER RESOLVED, that the Police Commission authorizes the CPRA Executive Director to take further administrative action in collaboration with the City Administrator as needed to implement this reorganization.

IN POLICE COMMISSION MEETING, OAKLAND, CALIFORNIA,

PASSED BY THE FOLLOWING VOTE:

AYES –

NOES –

ABSENT –

ABSTENTION –

ATTEST: _____

CHRISSIE LOVE
Administrative Analyst
Community Police Review Agency
City of Oakland, California

EXHIBIT B



AGENDA REPORT

TO: Police Commission

FROM: John Alden
Executive Director, CPRA

SUBJECT: Overview of CPRA-IG-Commission
Proposed Reorganization

DATE: July 6, 2020

Overview

Pursuant to the powers granted to the Commission under the City Charter, and within the budget guidelines set by the City Council, the CPRA Executive Director and the Personnel Committee have recommended to the Police Commission that it reorganize some of the positions under its control. Specifically, the proposed reorganization would delete one vacant position and two filled positions that no longer fit the business needs of the Commission in favor of creating two new positions under the Program Manager II classification. One would serve as the Executive Secretary to the Commission, and the other would serve as the Chief of Staff at CPRA.

Alternatively, the CPRA Executive Director also recommends the Commission consider breaking this reorganization into two steps given timing concerns raised by other City staff: first, create the Chief of Staff position, and then second, once the pending Charter amendments are resolved regarding the Inspector General, create the Executive Secretary to the Commission position.

Current Budget and Structure

After the 2020-2021 budget was approved by the Council last month, the positions under the Police Commission's budget were as follows:

- A. CPRA personnel number eight Investigators (the mandatory minimum required by Charter at this time), three Intake Technicians, the Policy Analyst, one Office Assistant II, and the Executive Director, for a total of 14 current positions. The Office Assistant position is vacant, was frozen as a result of budget cutbacks due to COVID, but thankfully was unfrozen by the Council in the 2020-2021 budget as approved in June, 2020.
- B. The Inspector General is budgeted for two positions – the Inspector General and one staff member – but those positions remain vacant.
- C. Finally, the Commission has one Administrative Analyst position, which is currently filled. This position was created approximately a year and half ago, has always served the Commission, currently is housed at CPRA, and reports to the CPRA Executive Director on behalf of the Commission. The position has always had 100% of its job duties dedicated to the Police Commission.

Thus, the budgeted oversight personnel under the Commission number 17 staff, three of which are vacant. All of these staff are reflected in the City's Budget as a single Department under the

Police Commission. That said, the Inspector General staff likely will remain vacant until pending Charter amendments are resolved. Attached as Exhibit A is the current position report for the approved FY '20-'21 budget, listing the positions described above.

At last count, the Commission's available funds for 2020-2021 for discretionary spending – primarily Contract Contingencies like outside contractors - was over \$1 million. A substantial portion of those funds – about \$650,000 – is expected roll over from FY '19-'20. This substantial sum is the result of the City Council kindly passing a resolution allowing salary savings from the unfilled Inspector General positions in FY '19-'20 to be moved into discretionary spending to augment the Commission's power to hire contractors. \$450,000 of this amount was specifically set aside by the Council for contracting under the Commission's Municipal Code power to contract.

In FY '20-'21, a new sum of \$246,000 is allocated to CPRA, and also \$303,000 to the Commission directly, for discretionary spending. These sums are included in the above paragraph, but bear mentioning separately here because neither of these two sums are specifically set aside for contracting by the City Council. They could be spent in that manner if needed. But some of those sums could be set aside for personnel costs in a reorganization, as occurred last fiscal year when CPRA reorganized one Complaint Investigator II position into a Complaint Investigator III position, which required moving a small amount of discretionary spending to salary costs to cover the higher cost of the new position. Such use of these funds would then reduce the amount of discretionary spending available in the future, but in this budget cycle that would leave more than enough funds to cover anticipated expenses.

Inadequacy of Current Structure; Need for Two New Positions

The Police Commission budget has a three-part structure: one set of staff to serve the Commission's needs directly, one to work at CPRA on investigations, and one at the Inspector General's Office for examining trends in police behavior with audits and revising police policy. But this structure lacks two key staff positions: an Executive Commission Secretary for the Commission, and a Chief of Staff at CPRA. Both were proposed as new staff positions in CPRA's pre-COVID budget proposal for FY '20-'21, but due to COVID-related budget shortfalls, cannot be implemented without a reorganization.

1. CPRA Chief of Staff

Today, only one of these three structures is particularly staffed: CPRA investigations. Given the approximately 1500 public complaints annually, existing CPRA staff just barely covers the public complaints CPRA is mandated to investigate under the Charter. To date, CPRA has not been able to investigate any other kinds of cases, such as the administrative follow-up to criminal investigations into police officer misconduct or following up on civil claims against police officers with administrative investigations.

CPRA was also critiqued in the City Auditor's most recent audit for not having sufficient internal policies, training, and oversight with respect to its Charter-mandated caseload. Looking forward, as CPRA continues to evolve, it will also have to add policies, training and oversight as it expands to investigate other kinds of cases, like follow-up to criminal investigations into police officer misconduct. Moreover, CPRA now has more staff than CPRB ever had, and thus requires more management support for budget, expenses, hiring, performance evaluations, and other administrative support. Indeed, hiring for vacant positions over the last year has been substantially delayed by lack of dedicated personnel to handle the hiring process.

These tasks require a senior, experienced leader with deep understanding of the investigative process- not just the administrative process internally, but also the civil litigation process that often parallels our administrative cases, and the criminal cases involved. This staffer should also be able to act in the place of the Executive Director when needed with a similar level of judgement and institutional acumen. Such a leader would also have experience in managing an investigative agency, including HR and budget skills. Finally, such a staffer should also be able to take on complicated multi-year multi-agency projects, like a call-out agreement with OPD and the District Attorney to properly incorporate CPRA personnel in Officer Involved Shooting investigations at the scene.

For this reason, the CPRA Executive Director has proposed adding a Program Manager II (description attached) which would meet this need. This position requires three years of relevant subject matter experience – in this case, investigations – and the ability to lead, not just follow. Program Manager IIs are expected to work directly with senior management across Departments, create long and short term plans for the agency, and lead complicated projects (like reforming an agency) from start to finish independently. They are also expected to supervise and direct subordinate staff to accomplish those goals. Thus, this is the ideal classification for a CPRA Chief of Staff.

2. Executive Commission Secretary

On the Commission side, one other critical staff position is likewise missing – an Executive Commission Secretary.

The Police Commission has had only one Administrative Analyst II for the last year and a half. This is a mid-level administrative support position, designed to provide administrative services at the direction of more senior staff. Some job duties typically include managing Department expenses within an established budget, preparing staff reports, and managing contracts or grants.

During that time, the Commission was critiqued by the City Auditor for not being able to keep up with its many Charter-mandated responsibilities. The Auditor also noted that the Commission “cannot be expected to manage the daily requirements of the Commission,” and thus required “senior administrative staff to guide it in defining its mission, goals, and priorities to ensure full and timely compliance with the City Charter and the Municipal Code.” Some examples of the

complex work such a staffer would lead (and which the Auditor has called out) would include the annual Commission review of the Police Department budget, performance reviews of the Police Chief and CPRA Executive Director, and the organization of regular revisions for Police Department policies.

To date, the Commission has not been provided with such a senior staffer. CPRA staff have suggested, and the Police Commission approved, requesting more staff in FY '20-21 to address this shortage of staff, but those additions have not moved forward because of COVID budget shortfalls. In short, only one mid-level staff member – the Administrative Analyst – is tasked to Commission service, which has proven to be inadequate staffing for the needs of the Commission.

For this reason, the CPRA Executive Director has proposed adding a Program Manager II (description attached) which would meet this need. This position requires three years of relevant subject matter experience – in this case, a combination of service to a Commission and/or oversight of police policy – and the ability to lead, not just follow. Program Manager IIs are expected to work directly with senior management across Departments, create long and short term plans for the agency, and lead complicated projects (like reforming an agency) from start to finish independently. They are also expected to supervise and direct subordinate staff to accomplish those goals. Thus, this is the ideal classification for an Executive Commission Secretary.

Reorganization Proposal Approved by Personnel Committee

The City Charter (per Measure LL) provides the Commission the power to “organize, reorganize, and oversee [CPRA].” Reorganizations in California public agencies like the City of Oakland generally involve reassessing the needs of the agency and adding or deleting positions according to the organization’s needs. It is important to note that such organizations are not about, or reflective of, any particular individual employee (either current, former, or prospective), but rather about the business needs of the agency.

Here, there are two business needs currently lacking: an Executive Commission Secretary and a CPRA Chief of Staff. This reorganization would add both positions to meet the needs described above.

Simultaneously, there are several staff positions that are not currently serving the business needs of the organization:

- The Office Assistant II position is currently vacant. While administrative support has some utility, it is not critical compared to the need for the two new positions noted above. Moreover, many of the paper record office tasks usually completed by such a position are become less relevant in an era of increased electronic record keeping and telecommuting.

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- The Administrative Analyst II under the Commission is under-powered for the need. As the Auditor noted, this position is not designed to provide the “senior administrative staff” leadership needed for complicated tasks, like assessing the Police Department’s budget, requiring periodic reports on litigation from the City Attorney, assessing the performance of the Chief of Police and CPRA Executive Director, etc.... Administrative Analyst IIs are designed to provide support to such a leader, not provide that leadership themselves.
- The CPRB Policy Analyst was designed in 2014 to meet the needs of the CPRB long before Measure LL. That position was designed to create a database (since created), and provide policy advice based on CPRB cases (a job now housed at the Inspector General). These tasks are simply no longer needed at CPRA. Moreover, this position required no prior investigative experience, so this position cannot in fairness be expected to transition to filling CPRA’s need to refine its internal investigative policies and procedures and staff supervision.
- The Police Program and Performance Auditor in the Inspector General’s Office won’t be filled until at least FY ’21-’22, assuming it is even the correct classification for the work involved. To date, that position’s supervisor, the Inspect General, has not even been hired and likely will not be hired until well into 2021 given the state of proposed Charter revisions. Having that new Department Head then reconsider the needs of the nascent agency in the next budget cycle would be more appropriate than hosting a vacant position for a full year.

The CPRA Executive Director and the Personnel Committee recommend the two new positions noted above be created by elimination of three current positions: the Administrative Analyst II under the Commission, the CPRB Policy Analyst under CPRA, and the vacant Police Program and Performance Auditor under the Inspector General. This reorganization creates a net savings for the Commission budget of approximately \$27,000.

Potential Two-Step Alternative

Some City staff have since suggested that the Commission may not have the authority to delete the Police Program and Performance Auditor position because the Commission does not, by Charter, explicitly oversee the Inspector General. And the Inspector General, who might have such authority, is not yet hired. On the other hand, the Commission’s budget does include the Inspector General, which would appear to grant this authority.

In like sprit, some City staff have suggested that the Commission may not be able to delete the Administrative Analyst II position because it is not explicitly listed in the Charter as being supervised by the Commission. That said, the Administrative Analyst II does report to the CPRA Executive Director, is housed in CPRA, and has always appeared in the Commission’s budget. So if these voices were correct that the Commission couldn’t delete this position, it appears the CPRA Executive Director could.

In either event, these issues would be resolved with the completion of the Charter amendments currently pending for the fall. For this reason, it may be wise to divide this reorganization into the following steps:

1. Create the CPRA Chief of Staff position now, and delete the superfluous and outdated CPRB Policy Analyst position. This change results in a cost of roughly \$57,000, which could be closed either by allocating CPRA discretionary spending to match, or by eliminating the vacant Office Assistant II position for a savings of about \$36,000. This move involves only CPRA personnel, so is clearly within current Charter and budget authority. If this option is selected, staff recommends that discretionary spending be reduced as the preferred option, but that the Commission agree to let the CPRA Executive Director delete the vacant Office Assistant II position if the Department of Finance should see any administrative barrier to spending discretionary funding.
2. Create the Executive Commission Secretary position after the Charter amendment is resolved. Likely this move would be noncontroversial with respect to the Charter language issues noted above by that time. At that time, the cost of deleting the Administrative Analyst II and the Police Program and Performance Auditor position would more than cover the new position.

This two-step approach would reduce any conflicts over the Commission's authority in the short term, and would create a delay of only a few months in the creation of the Executive Commission Secretary position.

Conclusion

As noted by the Auditor, substantial work remains in implementing the vision of Measure LL. The experience of the Police Commission to date, and a close analysis of the staff positions provided, show that a reorganization is necessary. Thus, staff recommends that the Commission consider the re-organization proposals above, and move forward as quickly as possible on July 9 with action on these proposals.

Attachments:

Exhibit A – Current CPRA positions.

Exhibit B - A costing chart for the revision proposed by the Personnel Committee.

Exhibit C - Position descriptions for the positions at issue in the reorganization:

- Office Assistant II
- Administrative Analyst II
- Police Program and Performance Auditor
- CPRB Policy Analyst
- Program Manager II

Org & Desc	Job	Sum of FTE	Sum of Amount
66111 - Police	Administrative Analyst II.AP106	1.00	153,042
66111 - Police Commission Total		1.00	153,042
66211 - Comm	Complaint Investigator II.AP146	1.00	188,658
		1.00	188,658
		1.00	190,339
		1.00	188,658
		1.00	190,339
		1.00	170,261
	Complaint Investigator III.AP144	1.00	197,121
		1.00	197,121
	CPRB Policy Analyst.AP400	1.00	228,777
	Executive Director CPRA.EM229	1.00	297,603
	Intake Technician.AP434	1.00	130,407
		1.00	140,792
		1.00	133,742
	Office Assistant II.SS153	1.00	93,827
66211 - Community Police Review Agency Total		14.00	2,536,303
66311 - Inspec	Executive Director CPRA.EM229	1.00	299,803
	Police Pgrm & Perf Audit Sup.AP291	1.00	217,319
66311 - Inspector General Total		2.00	517,122
Grand Total		17.00	3,206,467

Action	FTE	Position	Savings / (Cost)	
Delete	1.0	Administrative Analyst II	\$	153,042
Delete	1.0	CPRB Policy Analyst	\$	228,777
Delete	1.0	Police Pgrm & Perf Audit	\$	217,319
Add	1.0	Project Manager II	\$	(286,100)
Add	1.0	Project Manager II	\$	(286,100)
		Balance	\$	26,938



CITY OF OAKLAND

CITY OF OAKLAND
Established Date: Jun 27, 1996

ADMINISTRATIVE ANALYST II

Class Code:
AP106Bargaining Unit: TW1 - Local 21 Admin, Prof,
Technical & Other

SALARY RANGE

\$6,530.37 - \$8,018.19 Monthly
\$78,364.44 - \$96,218.28 Annually

DEFINITION:

To perform professional budgetary, personnel, and administrative work in support of division or department operations; and to supervise assigned staff.

DISTINGUISHING CHARACTERISTICS:

Receives general supervision from the Management Assistant, Division Manager, Director, Deputy Director, or Administrative Services Manager. Exercises direct and indirect supervision over Administrative Analyst I and assigned technical and clerical personnel.

EXAMPLES OF DUTIES:

- Assist in developing and monitoring the division or department budget.
- Perform division or departmental recruiting, classification, training, payroll, employee relations and personnel rules and regulations; act as division or departmental liaison with the Personnel Department.
- Administer grant programs; develop and monitor required procedures.
- Supervise and evaluate assigned personnel in administrative, personnel, payroll or assigned program functions.
- Develop and implement computer systems and applications.
- Perform division or department fiscal operations including payroll, accounts payable and receivable, purchase orders, loan servicing and loan accounts, and review and development of fiscal policies, procedures and handling of funds.
- Develop policies and procedures for departmental operations; assist in development of short and long term planning.
- Assist in reviewing and preparing City Council agenda materials; prepare staff reports.
- Prepare and analyze complex reports.
- Assist in negotiating and administering contracts.
- Develop and maintain record maintenance systems.
- Direct and participate in public information projects.
- Perform related duties as assigned.

MINIMUM QUALIFICATIONS:

Any combination of education and experience that is equivalent to the following minimum qualifications is acceptable.

Education:

Bachelor's degree from an accredited college or university in public or business administration, economics, accounting, or related field. A Master's degree is desirable.

Experience:

Three years of experience performing progressively responsible administrative work.

KNOWLEDGE AND ABILITIES:**Knowledge of:**

- Budget development and administration.
- Principles, practices and methods of administrative and organizational analysis.
- Applications and implementation of computer systems.

Ability to:

- Establish, evaluate and implement administrative/operational policies, practices and procedures.
- Prepare and administer a complex budget system.
- Coordinate functions and activities between departments and outside agencies.
- Prepare and analyze complex reports.
- Communicate effectively and persuasively in both oral and written form.
- Analyze and solve problems.
- Establish and maintain effective work relationships with those contacted in the performance of required duties.

LICENSE OR CERTIFICATE / OTHER REQUIREMENTS:

None required.

CLASS HISTORY:

Established: 6-27-1996; CSB Reso#: 44358



CITY OF OAKLAND

CITY OF OAKLAND
Established Date: Aug 21, 2014

CPRB POLICY ANALYST

Class Code:
AP400Bargaining Unit: UM2 - Local 21 Management
Employees (Civil Service)

SALARY RANGE

\$9,273.53 - \$11,385.24 Monthly
\$111,282.36 - \$136,622.88 Annually

DEFINITION:

Under general supervision in the Office of the City Administrator, plans and coordinates administrative functions, provides policy direction and engages in community outreach to advance the goals and objective of the Citizens' Police Review Board (CPRB). The incumbent works with Citizens' Police Review Board, Citizens' Police Review Board staff, Oakland Police Department, other City departments, community organizations, Oakland Police Officer's Association, the Mayor and City Council, and the general public. Performs other duties as assigned.

DISTINGUISHING CHARACTERISTICS:

This professional classification is responsible for analyzing policies and practices as related to citizen's complaints regarding police misconduct and Oakland Police Department operations. The incumbent is responsible for tracking and monitoring trends in alleged police misconduct. The incumbent receives supervision from the Citizens' Police Review Board Executive Director.

EXAMPLES OF DUTIES:

Duties may include, but are not limited to the following:

- Design and maintain complaint database.
- Write Annual and Semi-annual reports.
- Monitor and conduct follow up on CPRB recommendations to Oakland Police Department.
- Create a comprehensive community outreach plan with youth engagement and community forums on current issues.
- Prepare written staff reports for the CPRB Executive Director and Public Safety Committee.
- Maintain CPRB website; develop and distribute organizational brochures and other materials.
- Review and analyze existing police policies, training materials, and recommend improvements.
- Make policy recommendations on improving police and community relations.
- Build contacts and relationships with existing community organizations to help recruit potential Board members and inform the community of the CPRB's services.
- Conduct special studies and research on other agency practices.

MINIMUM QUALIFICATIONS:

Any combination of education and experience that is equivalent to the following minimum qualifications is acceptable.

Education:

Bachelor's degree in public administration, public policy, criminal justice, or a related field from an accredited college or university. Master's degree in public policy or related field is highly desirable.

Experience:

Three years of professional experience in public interest work in a related field that includes experience with statistics and data collection. Legal experience is desirable.

KNOWLEDGE AND ABILITIES:

Knowledge of:

- Principles and practices of public policy formulation.
- Police Department administration and department organization.
- Data collection and statistical analysis methods.
- Criminal justice processes and mediation (alternative dispute resolution).
- Public relations principles including public speaking and public presentations.
- Advanced personal computer applications particularly spreadsheet and database software.
- Policies and practices of civilian oversight of law enforcement agencies.
- Role of local Boards and Commissions.

Ability to:

- Maintain accurate records and files.
- Design, manage and troubleshoot databases.
- Interpret rules, laws and regulations pertaining to police conduct.
- Analyze and compile data.
- Prepare well-written analytical reports based on findings.
- Communicate effectively orally and in writing.
- Make oral presentation to both large and small groups.
- Maintain confidentiality and handle sensitive situations with tact and diplomacy.
- Work effectively with employees, elected officials, boards and commissions and the general public.
- Apply strong analytical skills to use data to identify patterns and trends.

LICENSE OR CERTIFICATE / OTHER REQUIREMENTS:

Individuals who are appointed to this position will be required to maintain a valid California Driver's License throughout the tenure of employment OR demonstrate the ability to travel to various locations in a timely manner as required in the performance of duties.

CLASS HISTORY:

Established: 08/21/2014; CSB Reso #: 44734



CITY OF OAKLAND

CITY OF OAKLAND

OFFICE ASSISTANT II

Class Code:
SS153Bargaining Unit: SD1 - Local 1021 Office and
Technical Employees

SALARY RANGE

\$22.24 - \$27.30 Hourly
\$3,614.00 - \$4,436.25 Monthly
\$43,368.00 - \$53,235.00 Annually

DEFINITION:

Under direction, performs a wide variety of general clerical and/or operational support duties; types forms, memoranda, correspondences, reports; performs data entry; assists callers and visitors by supplying information personally or directing information requests according to established procedures; sorts, logs and maintains records and other documents; performs basic payroll duties; and performs related duties as assigned.

DISTINGUISHING CHARACTERISTICS:

This is a classification in which incumbents are distinguished from the Office Assistant I level by performing the full range of Office Assistant duties. Incumbents make decisions regarding changes in procedures and exceptions to rules, where there are minimal consequences of error. Incumbents receive general supervision from the supervisory and/or management staff within a framework of standard policies and procedures and may receive technical direction from Administrative Assistant I.

EXAMPLES OF DUTIES:

Duties may include, but are not limited to the following:

- Utilize word processors, type, proofread and process a variety of documents including general correspondences, council and commission reports, memos, fliers and statistical charts from rough drafts, dictaphone recordings or verbal instructions.
- Use a word processor to input or retrieve data such as in the maintenance of mailing lists and participant or client registrations; design and develop flyers and brochures.
- Determine proper spelling, grammar, and paragraphing; develop proper formats for forms, charts and reports; edit and review documents as necessary; print final documents and distribute; operate peripheral office automation equipment.
- Maintain petty cash, daily cash and daily revenue records; submit daily records to Finance Department.
- Maintain employee time cards; check account number charges and time-off requests; file daily attendance reports.
- Perform a variety of general accounting operations including payroll, receivables, payables and bank deposits.
- Input and retrieve data from the computer; maintain general mailing lists, class registrations and other information; design flyers and brochures.
- Perform non-police/fire radio dispatch, operate 2-way radio, dispatch people, equipment or

- vehicles to locations; prioritize calls; follow general customer service procedures.
- Process City maintenance service requests; maintain files and notify supervisors of incomplete work orders.
 - Process purchase orders; type purchase and check requisitions.
 - Make reservations for City facilities; maintain master calendar; type reservation contracts.
 - Maintain centralized department records including contracts, project files, tract maps, plans and specifications.
 - Receive and process applications for permits and licenses.

MINIMUM QUALIFICATIONS:

Any combination of education and experience that is equivalent to the following minimum qualifications is acceptable.

Education:

Equivalent to the completion of the twelfth grade.

Experience:

One year of experience performing standard clerical duties including some public contact.

KNOWLEDGE AND ABILITIES:

Working knowledge of:

- Modern office methods and equipment including business correspondences and filing.
- Word processing equipment and use.
- Correct English usage, spelling, grammar and punctuation.
- Public contact skills.

Ability to:

- Deal tactfully and effectively with the public.
- Learn the organization, procedure and operation details of the City.
- Proofread typed material; type accurately.
- Perform clerical work including maintenance of appropriate records and extract data from these records for report purposes.
- Learn the operation of the City's word processing equipment and software.
- Understand and follow both oral and written instructions.
- Perform routine mathematical calculations accurately.
- Establish and maintain effective work relationships with those contacted in the performance of required duties.

LICENSE OR CERTIFICATE / OTHER REQUIREMENTS:

None required.

OTHER REQUIREMENTS:

Proof of ability to type 35 words per minute may be required for positions responsible for a high volume of word-processing duties.

CLASS HISTORY:

Revised: 11-08-2007; CSB Reso#: 44498
Established: 08-13-2003; CSB Reso#: 44266



CITY OF OAKLAND

POLICE PERFORMANCE AUDITOR

Class Code:
AP210Bargaining Unit: TW1 - Local 21 Admin, Prof,
Technical & OtherCITY OF OAKLAND
Established Date: Jun 8, 1995
Revision Date: Jul 16, 2015

SALARY RANGE

\$7,265.16 - \$8,920.20 Monthly
\$87,181.92 - \$107,042.40 Annually

DEFINITION:

Under general supervision in the Oakland Police Department, conduct financial, compliance and performance audits and reviews of Police Department procedures, operations and systems; and perform related duties as assigned.

DISTINGUISHING CHARACTERISTICS:

This is a professional civilian classification whose incumbents perform various audit functions. The Police Performance Auditor receives general supervision from a Police Program and Performance Auditor, other civilian managers or sworn command staff and may provide lead direction or supervision to assigned technical or clerical staff.

EXAMPLES OF DUTIES:

Duties may include, but are not limited to, the following:

- Conduct compliance and performance audits and reviews of Police operations; assess police operations and programs for effectiveness, efficiency and economy.
- Assess whether Police operations are in compliance with applicable laws, regulations, charter provisions, ordinances, grant provisions, contract requirements, and established policies and procedures.
- Evaluate and assess areas of risk, determine if effective controls are in place, and suggest approaches for addressing risk.
- Develop audit objectives, scope, and methodologies; perform appropriate audit tests to assess performance; and test accuracy of data being audited.
- Collect data through interviews, observations, and other appropriate research methods. Compile, evaluate, analyze and interpret data regarding the efficiency of the department in meeting established compliance standards.
- Conduct entrance and exit conferences with auditees.
- Prepare work papers, forms and reports to support conclusions and recommendations; determine

- adequacy of record systems and procedures; modify audit programs with approval.
- Prepare audit reports, including specific findings and recommendations.
 - Communicate audit results to supervisors.
 - Perform follow-up on implementation of management recommendations; assist in monitoring the implementation of external auditors' and stakeholder recommendations.
 - May assign, review, participate in and coordinate the work of subordinate staff; may orient, train and supervise subordinate staff.

MINIMUM QUALIFICATIONS:

Any combination of education and experience that is equivalent to the following minimum qualifications is acceptable:

Education:

Bachelor's degree from an accredited college or university in accounting, business administration, public administration, public policy, economics or a related field. If degree is not in accounting, must have completed and be able to show proof of advanced course work in accounting or auditing. A Master's Degree in a related field is desirable.

Experience:

Two years of progressively responsible experience as an auditor in a public or private setting.

KNOWLEDGE AND ABILITIES:

Knowledge of:

- General auditing principles and procedures including Generally Accepted Government Auditing Standards (GAGAS).
- Governmental accounting, auditing and reporting standards.
- Law enforcement and public safety organizations including principles, practices, methods and equipment; legal and government auditing practices.
- Computerized accounting and tracking systems.
- Performance evaluation systems, program evaluation, and performance and procedural analysis.
- Program and budget management.
- Statistical methods and research techniques.
- Report writing.
- English syntax, language mechanics, punctuation and grammar.
- Personal computer applications including word processing, spreadsheet, database, and presentation software programs; basic accounting and budgeting applications.
- Principles and methods of supervision, training, and evaluation.

Ability to:

- Conduct financial and/or performance audits and investigations.
- Gather and analyze financial, program and statistical data.
- Perform accounting tasks related to the audit process.
- Research, interpret and apply laws, regulations, administrative policies and procedures.
- Conduct best practice research.
- Use personal computers and software applications.
- Develop sound recommendations to correct deficiencies regarding internal controls and operating procedures.
- Identify potential risk exposures to the City; assist with making recommendations to rectify situations.
- Communicate clearly and concisely in oral and written form.
- Prepare clear and concise reports.
- Work effectively as a member of a team and independently.

- Work in stressful situations and under strict deadlines.
- Work in a confidential environment and maintain discretion.
- Work collaboratively with sworn and civilian staff, elected officials, representatives from other organizations and the general public.
- Provide lead direction or supervision to subordinate support staff.
- Establish and maintain effective work relationships with those contacted in the performance of required duties.

LICENSE OR CERTIFICATE / OTHER REQUIREMENTS:

Individuals who are appointed to this position will be required to maintain a valid California Driver's License throughout the tenure of employment.

Possession of a professional designation as a Certified Public Accountant (CPA), Certified Internal Auditor (CIA), Certified Government Auditing Professional (CGAP), Certified Internal Control Auditor (CICA), Certified Fraud Examiner (CFE), Certified Information Systems Auditor (CISA) or Certified Government Financial Manager (CGFM) is highly desirable.

OTHER REQUIREMENTS

Must pass a thorough background investigation.

Must be willing to work irregular days and hours as needed.

CLASS HISTORY:

Revision date: 07/16/2015; CSB Reso#: 44770

Established: 06/08/1995; CSB Reso#: 44337



CITY OF OAKLAND

CITY OF OAKLAND
Established Date: Feb 21, 2013

PROJECT MANAGER II

Class Code:
EM211Bargaining Unit: UM2 - Local 21 Management
Employees (Civil Service)

SALARY RANGE

\$11,835.25 - \$14,531.99 Monthly
\$142,023.00 - \$174,383.88 Annually

DEFINITION:

Under general direction, use a full range of professional and supervisory level skills to organize, manage and direct the work of a medium sized City project requiring input from at least one department or the community; consult with the user department's executive management staff; prepare short and long-range plans; train and supervise assigned staff; and perform related duties as assigned.

DISTINGUISHING CHARACTERISTICS:

Project Manager II is a management level classification in which incumbents may be responsible for limited term or on-going projects. This class is distinguished from the higher level Deputy, Associate or Assistant Director classifications in that the incumbents of the latter classifications exercise direction over professional, technical and clerical staff in an entire department or division. It is distinguished from the Project Manager III classification, which typically supervises large-scale projects that have citywide impact.

Incumbents receive direction from a Deputy, Associate or Assistant Director or other executive management staff, and exercise supervision and direction over assigned professional, technical and clerical staff.

EXAMPLES OF DUTIES:

- Plan, organize, manage, participate in and direct the work of a project including the development, successful implementation, and quality control aspects of each project.
- Prepare long-range plans in coordination with city departments, other divisions and other public agencies; develop policies and procedures for establishing costs, schedule controls and coordinating activities.
- Negotiate and administer contracts with project participants and service providers; resolve conflicts in a timely manner satisfying the clients needs, the designer's concepts and in keeping with the budgetary constraints and established schedule.
- Analyze proposed and current project management regulations and develop recommendations for implementation compliance.

- Prepare or review staff reports and resolutions for the City Administrator, City Council or commissions.
- Work closely with the City Council, public and private groups, professional groups and citizens to explain or coordinate plans for proposed projects and solicit their support.
- Direct the preparation and administration of project budgets; prepare cost forecasts, variances and critical paths including project closeout procedures.
- Maintain master schedule and inform management of potential conflicts.
- Manage, assign, supervise and evaluate assigned staff; provide training and staff development.

MINIMUM QUALIFICATIONS:

Any combination of education and experience that is equivalent to the following minimum qualifications is acceptable:

Education:

Bachelor's degree from an accredited college or university in public or business administration or other relevant degree for particular project assignment. A Master's degree is desirable.

Experience:

Three (3) years of progressively responsible experience in area(s) related to the particular project assignment. Supervisory experience is desirable.

KNOWLEDGE AND ABILITIES:

Knowledge of:

- The area(s) of interest of the particular project.
- Principles and practices of project management.
- Administrative organization principles.
- Principles and practices of management and staff supervision.
- English punctuation, syntax, language mechanics and spelling.
- Contract negotiation and administration; conflict resolution techniques.
- Principles of budget development and monitoring including development of control measures to remain within budget.
- Computer systems and applications.
- Principles and techniques for persuasive presentation of ideas and concepts in both oral and written formats.
- Municipal government and organization.

Ability to:

- Plan and coordinate project work, timelines, roles and responsibilities; establish, evaluate and implement administrative/operational policies, practices and procedures; assess, develop and administer appropriate organizational and staffing structures.
- Supervise and direct multiple and diverse functions.
- Prepare, develop and administer a large and complex budget system; negotiate and administer a variety of contracts; employ cost containment strategies.
- Develop and maintain positive relationships with community leaders, organizations, businesses and staff; coordinate a variety of projects and activities inter-departmentally and with outside agencies; plan, organize, direct and coordinate a variety of functional specialties and activities with overlapping work areas.
- Provide leadership and direction to staff; supervise and direct subordinate professional and support staff; interpret and enforce administrative/operational policies, practices and procedures;

analyze and solve problems of a complex nature; maintain departmental and state safety standards.

- Analyze complex technical, administrative information and/or telecommunications systems problems, evaluate alternative solutions and recommend or adopt effective courses of action.
- Communicate effectively and persuasively in both oral and written format; speak in large and small group settings; prepare and analyze comprehensive reports; conduct staff meetings.
- Exercise sound independent judgment within general policy guidelines.
- Establish and maintain effective work relationships with those contacted in the performance of required duties.

LICENSE OR CERTIFICATE / OTHER REQUIREMENTS:

Individuals who are appointed to this position will be required to maintain a valid California Driver's License throughout the tenure of employment OR demonstrate the ability to travel to various locations in a timely manner as required in the performance of duties.

Additional licensing or certification may be required based upon project needs or requirements, as applicable.

CLASS HISTORY:

Established: 02-21-2013; CSB Reso#: 44610

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

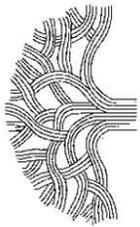
CITY OF OAKLAND
COMMUNITY POLICE REVIEW AGENCY
Cases Associated with Public Demonstrations 5/29/20 – 6/1/20 (41 Cases Total)

Case #	Incident Date	Assigned Staff	180-day Goal	1-year Goal	Type* (604(f)(1) or Other)	Allegation(s)
20-0662	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	11/25/2020	5/28/2021	Use of Force, 1st Amendment Assembly	Use of Force, Performance of Duty, Service Related

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)
20-0957	6/1/2020	N/A	11/28/2020	5/29/2021	Use of Force, 1 st Amendment: Assembly	Use of Force, Crowd Control
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.

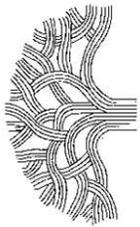


CITY OF OAKLAND
COMMUNITY POLICE REVIEW AGENCY
Pending Cases (Sorted by 1-year Goal)

11/6/2020
 Page 1 of 2
 (Total Pending = 105)

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)
19-1328	5/31/19	12/31/19	11/27/19	Investigator	MM	5/31/19	11/25/20	Profiling/Discrimination	1	6	5	Harassment and Discrimination; Performance of Duty; Truthfulness, Reports & Bookings
19-1391	12/13/19	12/19/19	12/13/19	Investigator	JS	6/14/20	12/11/20	Use of Force	1	2	14	Use of Force; Demonor; PDD
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	12/27/19	12/24/19	Investigator	AL	6/24/20	12/22/20	Use of Force	1	4	6	Use of Force
20-0084	11/02/20	11/05/20	11/02/20	Investigator	JS	7/13/20	11/6/21	Other	1	3	3	Conduct towards others
20-0051	11/20/19	11/20/19	11/20/19	Investigator	JS	7/14/20	11/1/21	Other	1	1	1	Inaccurate report
20-0106	1/29/20	1/31/20	1/30/20	Investigator	ED	7/28/20	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	Use of Force; Improper Search or Seizure
20-0258	3/22/20	3/30/20	3/22/20	Intake	RM	8/31/20	3/22/21	Other	2	2	6	Performance of Duty/Unlawful Search
20-0274	3/4/20	3/5/20	3/4/20	Investigator	JS	8/28/20	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	1/5/20	3/17/20	3/15/20	Investigator	AN	9/13/20	Use of Force	1	4	10	Use of Force, False Arrest, Care of Property	
20-0432	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, Demonor
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	3/31/20	Investigator	AN	9/28/20	4/1/21	Other	1	5	22	Performance of Duty, Truthfulness
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	Demonor
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
20-0438	4/16/20	4/16/20	4/16/20	Investigator	AN	10/13/20	4/15/21	Use of Force	1	17	17	Use of Force (Level 1, Level 4), Performance of Duty
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	10/26/20	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	11/2/20	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	11/2/20	5/2/21	Use of Force	1	5	5	Use of Force, unlawful arrest, demonor
20-0507	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
20-0522	5/6/20	5/8/20	5/6/20	Intake	ED	11/4/20	5/6/21	Profiling / Harassment	1	1	2	Profiling / Harassment, demonor
20-0528	5/7/20	5/13/20	5/7/20	Intake	JS	11/9/20	5/7/21	Profiling	1	4	1	Profiling
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
20-0539	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
20-0547	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
20-0548	5/5/20	5/13/20	5/11/20	Intake	AL	11/9/20	5/11/21	Use of Force	1	2	2	Use of Force
20-0556	5/12/20	5/14/20	5/13/20	Investigator	AL	11/9/20	5/12/21	Use of Force	1	2	6	Use of Force, Performance of Duty
20-0570	5/15/20	5/15/20	5/15/20	Intake	MM	11/10/20	5/14/21	Other	2	2	6	Conduct Towards Other/Performance of Duty
20-0581	5/17/20	5/20/20	5/17/20	Intake	JS	11/11/20	5/14/21	Other	1	1	1	Conduct towards others
20-0589	5/19/20	5/21/20	5/19/20	Intake	ED	11/16/20	5/16/21	Profiling / Harassment	1	2	6	Profiling / Harassment, performance of duty
20-0693	5/20/20	5/22/20	5/21/20	Investigator	AN	11/17/20	5/16/21	Profiling/Discrimination	1	1	1	Conduct towards others; Harassment and Discrimination
20-0603	5/21/20	5/23/20	5/21/20	Intake	JS	11/23/20	5/21/21	Other	2	12	23	Performance of Duty
20-0607	5/20/20	5/27/20	5/21/20	Intake	RM	11/23/20	5/29/21	Racial Profiling/Discrimination	1	2	3	Performance of Duty, Conduct Towards Others
20-0635	5/19/20	6/1/20	5/28/20	Investigator	AL	11/29/20	5/29/21	Use of Force	1	2	5	Use of Force; Performance of Duty
20-0644	5/31/20	5/31/20	5/31/20	Intake	MB	11/27/20	5/31/21	Use of Force	1	1	2	Use of Force
20-0646	5/31/20	6/2/20	5/31/20	Investigator	ED	11/29/20	5/31/21	Use of Force	1	1	2	Use of force, failure to provide name and serial number
20-0688	5/20/20	6/2/20	5/20/20	Investigator	AN	11/29/20	6/2/21	Other	1	1	2	Obedience to Laws
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
20-0721	6/13/20	6/17/20	6/13/20	Intake	AN	12/14/20	6/15/21	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; Performance of Duty
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
20-0900	6/27/20	6/28/20	6/27/20	Intake	ED	12/28/20	6/27/21	Use of Force	1	4	4	Use of Force
20-0939	6/28/20	7/1/20	6/28/20	Intake	JS	12/28/20	6/27/21	Other	1	1	1	Conduct towards others
20-0979	7/11/20	7/15/20	7/11/20	Intake	MM	11/1/21	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	11/1/21	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	11/1/21	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	11/6/21	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	11/8/21	7/18/21	Profiling/Discrimination, Use of Force	1	4	12	Performance of Duty, Conduct Towards Others; Harassment and Discrimination
20-0956	6/1/20	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	Investigator	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	8/10/20	8/10/20	8/5/20	Investigator	JS	2/10/21	8/4/21	Racial Profiling	1	2	1	Racial Profiling
20-1005	8/5/20	8/10/20	8/5/20	Intake	JS	2/6/21	8/4/21	Racial Profiling	1	2	1	Racial Profiling

* 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.

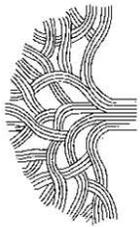


CITY OF OAKLAND
COMMUNITY POLICE REVIEW AGENCY
Pending Cases (Sorted by 1-year Goal)

11/6/2020
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 (Total Pending = 105)

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)
20-1005	8/5/20	8/7/20		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	6	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	8/20/20	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	ED	2/16/21	8/20/21	Profiling/Discrimination	1	2	6	Use of Force, Conduct Toward Others
20-1092	8/25/20	8/26/20	8/21/20	Investigator	FC	2/23/21	8/25/21	Use of Force	1	1	1	Profiling/discrimination; unlawful Search; false arrest
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
20-1113	8/28/20	9/2/20	8/28/20	Intake	DC	3/1/21	8/27/21	Use of Force	1	1	1	Use of Force
20-1116	8/29/20	9/2/20	8/29/20	Intake	DC	3/1/21	8/28/21	Use of Force	1	1	1	Use of Force
20-1124	8/30/20	9/2/20	8/30/20	Intake	DC	3/1/21	8/29/21	Unintentional/Improper Search, Use of Force	2	4	4	Unintentional/Improper Search, Use of Force
20-1118	8/31/20	9/2/20	8/31/20	Intake	DC	3/1/21	8/30/21	Unintentional/Improper Search, Intentional Search, Use of Force	2	5	5	Unintentional/Improper Search, Intentional Search, Use of Force
20-1129	9/1/20	9/2/20	9/1/20	Intake	DC	3/1/21	8/31/21	Other, Unintentional/Improper Search, Use of Force, Failure to Accept	2	5	5	Other, Unintentional/Improper Search, Use of Force, Failure to Accept
20-1158	8/29/20	9/5/20	9/5/20	Intake	DC	3/4/21	9/4/21	Use of Force, Care of Property	2	2	2	Use of Force, Care of Property
20-1147	9/6/20	9/9/20	9/6/20	Intake	DC	3/6/21	9/5/21	Use of Force	1	1	1	Use of Force
20-1164	9/6/20	9/16/20	9/10/20	Intake	DC	3/15/21	9/9/21	Use of Force	1	1	1	Use of Force
20-1213	9/10/20	9/23/20	9/23/20	Intake	DC	3/22/21	9/11/21	Racial Profiling	1	2	2	Profiling/Discrimination
20-1176	9/12/20	9/16/20	9/12/20	Intake	DC	3/15/21	9/11/21	Conduct toward others, Biased	1	1	2	Conduct toward others, Biased
20-1170	9/13/20	10/7/20	9/13/20	Intake	AN	3/12/21	9/13/21	Other	2	2	6	Performance of Duty
20-1182	9/15/20	9/17/20	9/15/20	Intake	DC	3/16/21	9/14/21	Use of Force	1	2	2	Use of Force
20-1198	9/16/20	9/23/20	9/16/20	Intake	DC	3/22/21	9/15/21	Use of Force, Unintentional/Improper Search	2	3	3	Use of Force, Unintentional/Improper Search
20-1198	9/16/20	9/23/20	9/16/20	Intake	RM	3/22/21	9/15/21	Use of Force	1	1	3	Use of Force, Unintentional/Improper Search
20-1212	9/21/20	9/23/20	9/22/20	Intake	DC	3/22/21	9/20/21	Use of Force	1	1	1	Use of Force
20-1252	9/25/20	10/1/20	9/25/20	Intake	RM	3/30/21	9/24/21	Profiling/Discrimination	1	1	3	Profiling/Discrimination, Performance of Duty
20-1270	9/30/20	10/8/20	9/30/20	Intake	RM	3/31/21	9/29/21	Profiling/Discrimination	1	6	6	Profiling/Discrimination
20-1259	10/4/20	10/8/20	10/4/20	Intake	RM	4/6/21	10/3/21	Gender Profiling/Discrimination	1	2	4	Conduct Toward Other/Performance of Duty
20-1277	10/4/20	10/8/20	10/5/20	Intake	CD	4/6/21	10/4/21	Racial Profiling/Discrimination	1	2	2	Conduct Toward Other, Performance of Duty
20-1283	10/6/20	10/8/20	10/6/20	Intake	CD	4/6/21	10/5/21	Racial Discrimination/Demeanor	1	3	6	Conduct Toward Others
20-1282	9/28/20	10/8/20	10/6/20	Intake	RM	4/6/21	10/5/21	Other	2	1	5	Demeanor, Unintentional/Improper Search
20-1299	10/6/20	10/14/20	10/9/20	Intake	CD	4/12/21	10/8/21	Use of Force / Unintentional /improper search, seizure, or arrest	1	1	2	Use of force, Performance of Duty
20-1298	10/8/20	10/29/20	10/10/20	Intake	CD	4/26/21	10/9/21	Discrimination	0	6	6	Discrimination
20-1327	10/14/20	10/16/20	10/15/20	Intake	CD	4/14/21	10/14/21	Use of Force/Conduct towards others	1	1	2	Use of Force/Demeanor
20-1367	10/23/20	10/29/20	10/23/20	Intake	CD	4/26/21	10/22/21	Use of Force/Conduct towards others/Performance of Duty/Serv.	1	4	4	Use of Force; Demeanor; Miranda Violation
20-1406	11/3/20	11/3/20	11/3/20	Investigator	AN	5/2/21	11/3/21	Use of Force	1	1	1	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	Blurred - use of force, false arrest, discrimination

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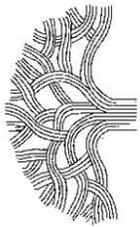


CITY OF OAKLAND
COMMUNITY POLICE REVIEW AGENCY
Pending Cases (Sorted by Assigned Staff)

11/6/2020
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 (Total Pending = 105)

Case #	Incident Date	Rcv'd CPRA	Rcv'd IAD	Intake or Investigator	Assigned Staff	180-day Goal	1-year Goal	Type (604(f)(1) or Other)	Class	Subject Officers	Allegation Count	Allegation(s)
20-1308	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	12/27/19	12/24/19	Investigator	AL	6/14/20	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	10/26/20	4/28/21	Other	2	6	12	Performance of Duty
20-0546	5/13/20	5/13/20	5/13/20	Investigator	AL	10/26/20	5/13/21	Use of Force	1	2	6	Use of Force, Performance of Duty
20-0636	6/19/20	6/19/20	6/19/20	Investigator	AL	11/26/20	6/29/21	Use of Force	1	2	5	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, Per. 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	1/15/20	3/17/20	3/15/20	Investigator	AN	9/13/20	3/15/21	Use of Force	1	4	10	Use of Force, False Arrest, Care of Property
20-0379	3/11/20	3/31/20	3/31/20	Investigator	AN	9/26/20	4/1/21	Other	1	5	22	Performance of Duty, Truthfulness
20-0438	4/16/20	4/16/20	4/16/20	Investigator	AN	10/13/20	4/15/21	Use of Force	1	17	17	Use of Force (Level 1, Level 4), Performance of Duty
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	1/17/20	5/21/21	Other	2	12	23	Performance of Duty
20-1406	11/3/20	11/3/20	11/3/20	Investigator	AN	5/2/21	11/3/21	Use of Force	1	1	1	Use of Force
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
20-1085	8/20/20	8/26/20	8/20/20	Investigator	ED	2/16/21	8/20/21	Profiling/Discrimination	1	2	6	Profiling/discrimination; unlawful Search; false arrest
19-1391	12/13/19	12/19/19	12/13/19	Investigator	JS	6/14/20	12/11/20	Use of Force	1	2	14	Use of Force; Demanor; PDRD
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.
20-1005	8/5/20	8/10/20	8/5/20	Investigator	JS	2/10/21	8/4/21	Racial Profiling	1	2	1	Racial Profiling
19-1328	5/9/19	12/3/19	1/27/19	Investigator	MM	5/31/19	11/25/20	Profiling/Discrimination	1	6	5	Harassment and Discrimination, Performance of Duty; Truthfulness, Reports & Bookings
20-0711	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
20-0322	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, Demanor
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
20-0978	7/30/20	8/5/20	7/30/20	Investigator	MM	1/26/21	7/30/21	Profiling/Discrimination	1	2	6	Profiling/Discrimination, Performance of Duty, Unlawful Search & Seizure
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
20-0727	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
20-0877	7/11/20	7/15/20	7/11/20	Intake	AL	1/11/21	7/11/21	Use of Force	1	1	1	Use of Force
20-0816	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
20-0538	5/9/20	5/13/20	5/9/20	Intake	AN	11/8/20	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	6/22/21	Use of Force	1	2	2	Use of Force
20-0905	6/26/20	7/1/20	6/26/20	Intake	AN	12/29/20	6/25/21	Other	1	2	2	Conduct towards others
20-1170	9/13/20	10/13/20	9/13/20	Intake	AN	3/12/21	9/13/21	Other	2	2	6	Performance of Duty
20-1270	10/4/20	10/8/20	10/4/20	Intake	CD	4/6/21	10/3/21	Gender Discrimination	1	2	4	Conduct Towards Other Performance of Duty
20-1277	10/4/20	10/8/20	10/5/20	Intake	CD	4/6/20/21	10/4/21	Racial Profiling/Discrimination	1	2	2	Conduct Towards Other; Performance of Duty
20-1283	10/6/20	10/8/20	10/6/20	Intake	CD	4/6/21	10/5/21	Racial Discrimination/Demanor	1	3	6	Conduct Towards Others
20-1298	10/8/20	10/29/20	10/29/20	Intake	CD	4/12/21	10/9/21	Discrimination	0	6	6	Discrimination
20-1299	10/6/20	10/14/20	10/9/20	Intake	CD	4/12/21	10/9/21	Use of Force / Unintentional/improper search, seizure, or arrest	1	1	2	Use of Force, Performance of Duty;
20-1367	10/14/20	10/16/20	10/15/20	Intake	CD	4/14/21	10/14/21	Use of Force/Conduct towards others	1	1	2	Use of Force/Demanor
20-1113	8/28/20	9/2/20	8/28/20	Intake	CD	4/26/21	10/22/21	Use of Force/Conduct towards others/Performance of Duty/Sex	1	4	4	Use of Force; Demanor; Miranda Violation
20-1116	8/28/20	9/2/20	8/28/20	Intake	DC	3/1/21	8/27/21	Use of Force	1	1	1	Use of Force
20-1118	8/31/20	9/2/20	8/31/20	Intake	DC	3/1/21	8/28/21	Use of Force	1	1	1	Use of Force
20-1124	8/30/20	9/2/20	8/30/20	Intake	DC	3/1/21	8/30/21	Unintentional/improper Search, Intentional Search, Use of Force	2	5	5	Unintentional/improper Search, Intentional Search, Use of Force
20-1129	9/1/20	9/2/20	9/1/20	Intake	DC	3/1/21	8/29/21	Unintentional/improper Search, Use of Force	2	4	4	Unintentional/improper Search, Use of Force
20-1147	9/6/20	9/6/20	9/6/20	Intake	DC	3/8/21	9/5/21	Other/Unintentional/improper Search, Use of Force, Failure to f	2	5	5	Other/Unintentional/improper Search, Use of Force, Failure to Accept
20-1156	8/29/20	9/5/20	9/5/20	Intake	DC	3/4/21	9/4/21	Use of Force, Care of Property	2	2	2	Use of Force, Care of Property
20-1164	9/6/20	9/10/20	9/6/20	Intake	DC	3/15/21	9/9/21	Use of Force	1	1	2	Use of Force
20-1176	9/12/20	9/16/20	9/12/20	Intake	DC	3/15/21	9/11/21	Conduct toward others, Biased	1	1	2	Conduct toward others, Biased
20-1182	9/15/20	9/17/20	9/15/20	Intake	DC	3/16/21	9/14/21	Conduct toward others, Biased	1	1	2	Use of Force
20-1195	9/16/20	9/23/20	9/16/20	Intake	DC	3/22/21	9/15/21	Use of Force, Unintentional/improper Search	2	3	3	Use of Force, Unintentional/improper Search
20-1212	9/21/20	9/23/20	9/21/20	Intake	DC	3/22/21	9/20/21	Use of Force	1	1	1	Use of Force
20-1213	9/10/20	9/23/20	9/21/20	Intake	DC	3/22/21	9/8/21	Racial Profiling	1	2	2	Profiling/Discrimination
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, demanor
20-0522	5/6/20	5/8/20	5/6/20	Intake	ED	11/2/20	5/6/21	Profiling / Harassment	1	2	2	Profiling / Harassment, demanor
20-0548	5/11/20	5/13/20	5/11/20	Intake	ED	11/19/20	5/16/21	Use of Force	1	2	2	Use of Force
20-0581	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
20-0600	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
20-0941	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	6/1/20	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

* 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.

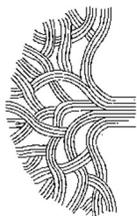


CITY OF OAKLAND
COMMUNITY POLICE REVIEW AGENCY
Pending Cases (Sorted by Assigned Staff)

11/6/2020
 Page 2 of 2
 (Total Pending = 105)

Case #	Incident Date	Rcv'd CPRA	Rcv'd IAD	Intake or Investigator	Assigned Staff	180-day Goal	1-year Goal	Type (604(f)(1) or Other)	Class	Subject Officers	Allegation Count	Allegation(s)
20-00971	7/29/20	8/30/20	7/29/20	Intake	FC	2/28/21	7/28/21	Use of Force, Profiling/Discrimination	1	4	8	Conduct Towards Others, Use of Physical Force
20-00986	7/31/20	8/3/20	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	8/12/20	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	4	5	Use of Force, Service Complaint
20-1076	8/21/20	8/20/20	8/20/20	Intake	FC	2/17/21	8/19/21	Profiling/Discrimination	1	5	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	8/26/20	8/21/20	Intake	FC	2/22/21	8/20/21	Use of Force	1	1	1	Use of Force, Performance of Duty
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
20-0507	5/4/20	5/7/20	5/4/20	Intake	JS	1/19/20	5/3/21	Other	2	1	3	Conduct towards others/bias/failure to take a report
20-0528	5/7/20	5/13/20	5/7/20	Intake	JS	1/19/20	5/7/21	Profiling	1	4	1	Profiling
20-0570	5/15/20	5/15/20	5/15/20	Intake	JS	1/11/20	5/14/21	Other	1	1	1	Conduct towards others
20-0603	5/21/20	5/23/20	5/21/20	Intake	JS	1/12/20	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	1/22/20	6/27/21	Other	1	1	2	Conduct towards others
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
20-1005	8/5/20	8/10/20	8/5/20	Intake	JS	2/6/21	8/4/21	Racial Profiling	1	2	1	Use of Force
20-0644	5/30/20	5/31/20	5/31/20	Intake	MB	1/30/21	8/4/21	Discrimination/Unlawful detention	1	2	2	Discrimination and Unlawful Detention
20-0648	6/1/20	6/2/20	6/1/20	Intake	MB	1/12/20	5/30/21	Use of Force	1	2	2	Use of Force
20-0416	4/10/20	4/16/20	4/10/20	Intake	MM	1/12/20	6/2/21	Use of Force	1	1	2	Use of Force
20-0556	5/12/20	5/14/20	5/13/20	Intake	MM	1/10/20	4/10/21	Other	2	1	1	Demeanor
20-0728	6/9/20	6/24/20	6/16/21	Intake	MM	12/21/20	5/12/21	Other	2	2	6	Conduct Toward Other/Performance 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	1	6	Use of Force; Performance of Duty;
20-0258	3/2/20	3/4/20	3/3/20	Intake	RM	8/31/20	3/2/21	Use of Force	1	2	3	Performance of Duty, Use of Force; Improper/Unlawful Search & Seizure
20-0391	4/3/20	4/7/20	4/3/20	Intake	RM	10/4/20	4/2/21	Other	2	2	8	Performance of Duty/Unlawful Search
20-0426	2/16/19	4/14/20	4/14/20	Intake	RM	10/11/20	4/13/21	Use of Force	1	3	3	Use of Force
20-0455	4/21/20	4/23/20	4/21/20	Intake	RM	10/20/20	4/20/21	Profiling/Discrimination	2	1	1	Performance of Duty
20-0471	4/26/20	4/29/20	4/26/20	Intake	RM	10/28/20	4/25/21	Profiling/Discrimination	1	1	2	Discrimination
20-0480	4/28/20	4/29/20	4/28/20	Intake	RM	10/28/20	4/28/21	Other	2	1	2	Conduct towards other/Performance of Duty/Harassment and Discrimination
20-0498	5/1/20	5/6/20	5/1/20	Intake	RM	11/2/20	4/30/21	Profiling/Discrimination	1	1	2	Performance of Duty
20-0539	5/9/20	5/13/20	5/9/20	Intake	RM	11/9/20	5/8/21	Felony/Serious Misdemeanor	1	1	2	Conduct Towards Others; Performance of Duty, Harassment and Discrimination
20-0689	5/19/20	5/21/20	5/19/20	Intake	RM	11/17/20	5/18/21	Profiling/Discrimination	1	1	1	Obedience to laws
20-0697	5/20/20	5/27/20	5/21/20	Intake	RM	11/23/20	5/21/21	Racial Profiling/Discrimination	1	1	1	Conduct towards others, Harassment and Discrimination
20-0918	7/17/20	7/22/20	7/17/20	Intake	RM	11/8/21	7/16/21	Racial Profiling/Discrimination	1	1	3	Performance of Duty, Conduct Towards Others
20-1198	9/16/20	9/23/20	9/16/20	Intake	RM	3/2/21	9/15/21	Use of Force	1	1	1	Conduct towards others, Harassment and Discrimination
20-1252	9/25/20	10/1/20	9/25/20	Intake	RM	3/30/21	9/24/21	Profiling/Discrimination	1	1	3	Use of Force, Unintentional/Improper Search
20-1259	9/30/20	10/2/20	9/30/20	Intake	RM	3/31/21	9/29/21	Profiling/Discrimination	1	6	6	Profiling/Discrimination, Performance of Duty
20-1282	9/28/20	10/6/20	10/6/20	Intake	RM	4/6/21	10/5/21	Other	2	1	5	Demeanor, Unintentional/Improper Search

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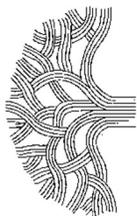


CITY OF OAKLAND
COMMUNITY POLICE REVIEW AGENCY

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

11/4/20
Page 1 of 7
 (Total Completed = 8)

Assigned Inv.	Case #	Incident Date	Completion Date	1-year goal	Officer	Allegation	Finding
ED	20-0050	1/14/20	11/3/20		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	<i>Exonerated</i>
						Performance of Duty – General	<i>Exonerated</i>
						Performance of Duty – Unintentional/ Improper Search Seizure or Arrest	<i>Exonerated</i>
						Performance of Duty – Miranda	<i>Exonerated</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	<i>Exonerated</i>
						Performance of Duty – General	<i>Unfounded</i>
						Performance of Duty – Unintentional/ Improper Search Seizure or Arrest	<i>Exonerated</i>
						Performance of Duty – Miranda	<i>Exonerated</i>
					Subject Officer 3	Performance of Duty – Unintentional/ Improper Search Seizure or Arrest	<i>Exonerated</i>

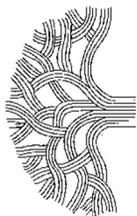


CITY OF OAKLAND
COMMUNITY POLICE REVIEW AGENCY

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

11/4/20
Page 2 of 7
 (Total Completed = 8)

Assigned Inv.	Case #	Incident Date	Completion Date	1-year goal	Officer	Allegation	Finding
					Subject Officer 4	Performance of Duty – Unintentional/ Improper Search Seizure or Arrest	Exonerated
					Subject Officer 5	Performance of Duty – Unintentional/ Improper Search Seizure or Arrest	Exonerated
					Subject Officer 6	Performance of Duty – Unintentional/ Improper Search Seizure or Arrest	Exonerated
AL	19-1320	11/24/2019	10/9/2020		Subject Officer 1	Use of Force (Level 4)	Unfounded
					Subject Officer 2	Conduct Toward Others – Harassment and Discrimination	Unfounded
JS	19-1390	12/8/2019	9/25/20		Subject Officer 1	Performance of Duty – Unintentional/ Improper Search Seizure or Arrest	Exonerated
						Use of Force (Level 4)	Exonerated
					Subject Officer 2	Use of Force (Level 4)	Exonerated
					Subject Officer 3	Use of Force (Level 4)	Exonerated
					Subject Officer 4	Use of Force (Level 4)	Exonerated
						Performance of Duty – General	Exonerated
MM	19-1153	10/17/20	9/23/20		Subject Officer 1	Performance of Duty – Unintentional/ Improper Search Seizure or Arrest	Exonerated
						Performance of Duty – General	Exonerated

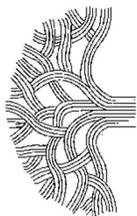


CITY OF OAKLAND
COMMUNITY POLICE REVIEW AGENCY

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

11/4/20
Page 3 of 7
 (Total Completed = 8)

Assigned Inv.	Case #	Incident Date	Completion Date	1-year goal	Officer	Allegation	Finding
					Subject Officer 2	Performance of Duty – General	<i>Unfounded</i>
						Performance of Duty – Unintentional/ Improper Search Seizure or Arrest	<i>Unfounded</i>
						Use of Force (Any)	<i>Unfounded</i>
						Performance of Duty – Care of Property	<i>Unfounded</i>
						Performance of Duty – General	<i>Unfounded</i>
					Subject Officer 3	Performance of Duty – Unintentional/ Improper Search Seizure or Arrest	<i>Unfounded</i>
						Use of Force (Any)	<i>Unfounded</i>
						Performance of Duty – Care of Property	<i>Unfounded</i>
						Performance of Duty – General	<i>Unfounded</i>
JS	20-0573	5/11/2020	10/7/2020		Subject Officer 1	Performance of Duty – Unintentional/ Improper Search Seizure or Arrest	<i>Exonerated</i>
					Subject Officer 2	Performance of Duty – Unintentional/ Improper Search Seizure or Arrest	<i>Exonerated</i>
					Subject Officer 3	Performance of Duty – Unintentional/ Improper Search Seizure or Arrest	<i>Exonerated</i>
					Subject Officer 4	Performance of Duty – Unintentional/ Improper Search Seizure or Arrest	<i>Exonerated</i>



CITY OF OAKLAND
COMMUNITY POLICE REVIEW AGENCY

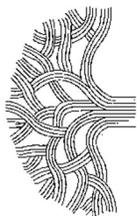
Recently Completed Investigations
(Allegations in bold were discovered by CPRA investigators)

11/4/20

Page 4 of 7

(Total Completed = 8)

Assigned Inv.	Case #	Incident Date	Completion Date	1-year goal	Officer	Allegation	Finding
					Subject Officer 5	Performance of Duty – Unintentional/ Improper Search Seizure or Arrest	<i>Exonerated</i>
					Subject Officer 6	Performance of Duty – Unintentional/ Improper Search Seizure or Arrest	<i>Exonerated</i>
					Subject Officer 7	Performance of Duty – Unintentional/ Improper Search Seizure or Arrest	<i>Exonerated</i>
					Subject Officer 8	Performance of Duty – Unintentional/ Improper Search Seizure or Arrest	<i>Exonerated</i>
					Subject Officer 9	Performance of Duty – Unintentional/ Improper Search Seizure or Arrest	<i>Exonerated</i>
					Subject Officer 10	Performance of Duty – Unintentional/ Improper Search Seizure or Arrest	<i>Exonerated</i>
						Use of Force (Level 4)	<i>Exonerated</i>
					Subject Officer 11	Performance of Duty – Unintentional/ Improper Search Seizure or Arrest	<i>Exonerated</i>
					Subject Officer 12	Performance of Duty – Unintentional/ Improper Search Seizure or Arrest	<i>Exonerated</i>
						Performance of Duty – Unintentional/ Improper Search Seizure or Arrest	<i>Exonerated</i>
ED	20-0622	4/25/20	11/2/20	5/25/21	Subject Officer 1	Conduct Toward Others – Harassment and Discrimination	<i>Unfounded</i>
						Use of Force	<i>Exonerated</i>

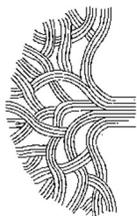


CITY OF OAKLAND
COMMUNITY POLICE REVIEW AGENCY

Recently Completed Investigations
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11/4/20
Page 5 of 7
 (Total Completed = 8)

Assigned Inv.	Case #	Incident Date	Completion Date	1-year goal	Officer	Allegation	Finding
					Subject Officer 2	Conduct Toward Others – Harassment and Discrimination	<i>Unfounded</i>
						Use of Force	<i>Exonerated</i>
					Subject Officer 3	Conduct Toward Others – Harassment and Discrimination	<i>Unfounded</i>
						Use of Force	<i>Exonerated</i>
					Subject Officer 4	Conduct Toward Others – Harassment and Discrimination	<i>Unfounded</i>
						Use of Force	<i>Exonerated</i>
					Subject Officer 5	Conduct Toward Others – Harassment and Discrimination	<i>Unfounded</i>
						Use of Force	<i>Exonerated</i>
						Performance of Duty – Unintentional/ Improper Search Seizure or Arrest	<i>Exonerated</i>
					Unidentified Officer	Performance of Duty – General	<i>No Finding</i>
RM	20-0523	5/7/20	10/28/20	5/6/2021	Subject Officer 1	Use of Force	<i>Unfounded</i>
RM	20-0268	2/28/20	10/16/20	2/26/21	No Officer	Service Complaint	<i>Service Complaint</i>
					Subject Officer 1	Conduct Toward Others – Harassment and DiscriminationMer	<i>Unfounded</i>

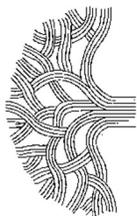


CITY OF OAKLAND
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11/4/20
Page 6 of 7
(Total Completed = 8)

Assigned Inv.	Case #	Incident Date	Completion Date	1-year goal	Officer	Allegation	Finding
						Performance of Duty - General	<i>Unfounded</i>
						Performance of Duty – General	<i>Unfounded</i>
						Performance of Duty – General	<i>Unfounded</i>



CITY OF OAKLAND
COMMUNITY POLICE REVIEW AGENCY
Recently Completed Investigations
(Allegations in bold were discovered by CPRA investigators)

11/4/20
Page 7 of 7
(Total Completed = 8)

CPRA Made the following Training Recommendations with Respect to Investigations in this Report	
Training Recommendation(s)	The CPRA recommends that officers receive additional training related to the proper positioning of handcuffs.
	The CPRA recommends that officers receive additional training related to the potential intersection of 5150 evaluations and Miranda warnings.
	The CPRA recommends that officers receive additional training on how to assess someone who may be experiencing a mental health crisis or other related mental or bodily trauma
	The CPRA recommends that the OPD review training around finding out whether a detainee requires additional services or referrals related to mental health or domestic violence.
	The CPRA recommends that the Department review its policies and training around issues surrounding menstruation during traffic stops and detentions.
	The CPRA recommends a review of officer sentiment regarding the use of additional safety protocols when dealing with individuals who do not pose any clear danger to themselves or others.



OAKLAND POLICE COMMISSION SPECIAL MEETING MINUTES - DRAFT

October 22, 2020
5:30 PM

I. Call to Order

Chair Regina Jackson

The meeting began at 5:33 pm.

II. Roll Call and Determination of Quorum

Chair Regina Jackson

Commissioners Present: José Dorado, Henry Gage, III, Sergio Garcia, Brenda Harbin-Forte, Regina Jackson, Tyfahra Singleton, and Thomas Lloyd Smith. Quorum was met.

Alternate Commissioners Excused: David Jordan

Counsel for this meeting: Conor Kennedy

III. Public Comment on Closed Session Items

Comments were provided by the following public speakers:

Gene Hazzard

Assata Olugbala

The Commission adjourned to closed session. The open session section of the meeting commenced at 7:07 pm.

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

There were no reportable actions on this item.

VI. Welcome, Purpose, and Open Forum

Comments were provided by the following public speakers:

Michele Lazaneo

Speaker did not identify themselves

Assata Olugbala

Megan Steffen

Kevin Cantu

Saleem Bey

Lorelei Bosserman

Rachel Beck

VII. Welcome New Commissioners – Sergio Garcia and Tyfahra Singleton

The Commission welcomed and introduced Sergio Garcia and Tyfahra Singleton as members of the Police Commission.

Comments were provided by the following public speakers:

Saleem Bey

Reisa Jaffe

Kevin Cantu

Assata Olugbala

Michele Lazaneo

Mariano Contreras

No action was taken on this item.

VIII. 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:

Saleem Bey

Jasmine Fallstich

Michele Lazaneo

Megan Steffen

Assata Olugbala

Jennifer Tu

Kevin Cantu

Reisa Jaffe

No action was taken on this item.

IX. Presentation from the Department of Violence Prevention

Department of Violence Prevention Chief Guillermo Cespedes, Deputy Director Sarai Crain, and Manager Peter Kim delivered a presentation on department's work and how they collaborate with other departments.

Comments were provided by the following public speakers:

Ms. Bandabaila
Lorelei Bosserman
Kevin Cantu
Speaker did not identify themselves
Assata Olugbala
Saleem Bey
Megan Steffen
Bruce Schmiechen
Omar Farmer

No action was taken on this item.

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

**Aye: Dorado, Gage, Garcia, Harbin-Forte, Jackson, Singleton, and Smith
No: 0**

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

Special Counsel Ryan Richardson from the Office of the City Attorney (OCA) presented a report summarizing recent efforts by the OCA to help improve the police discipline process and data on arbitration decisions.

Comments were provided by the following public speakers:

Anne Janks
Lorelei Bosserman
Rashidah Grinage
Assata Olugbala
Saleem Bey

No action was taken on this item.

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

The Commission discussed OPD Policy 15-01.

Comments were provided by the following public speakers:

Megan Steffen
Assata Olugbala
Jasmine Fallstich

No action was taken on this item.

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

Aye: Dorado, Gage, Garcia, Harbin-Forte, Jackson, Singleton, and Smith

No: 0

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

Executive Director John Alden reported on the Agency's pending cases, completed investigations, staffing, and recent activities.

Comments were provided by the following public speakers:

Assata Olugbala

A motion was made by José Dorado, seconded by Thomas Lloyd Smith, to bring this item back to the next meeting in closed session. The motion carried by the following vote:

Aye: Dorado, Gage, Garcia, Harbin-Forte, Jackson, Singleton, and Smith

No: 0

XIII. Meeting Minutes Approval

The Commission voted to approve minutes from October 8 and 15, 2020.

Comments were provided by the following public speakers:

Assata Olugbala

Kevin Cantu

A motion was made by Brenda Harbin-Forte, seconded by Henry Gage, III, to approve the minutes of October 8, 2020. The motion carried by the following vote:

Aye: Dorado, Gage, Garcia, Harbin-Forte, Jackson, Singleton, and Smith

No: 0

A motion was made by José Dorado, seconded by Henry Gage, III, to approve the minutes of October 15, 2020. The motion carried by the following vote:

Aye: Dorado, Gage, Garcia, Harbin-Forte, Jackson, Singleton, and Smith

No: 0

XIV. 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 closed session on CPRA cases.

Comments were provided by the following public speakers:

Assata Olugbala

Megan Steffen

No action was taken on this item.

XV. Adjournment

A motion was made by Thomas Lloyd Smith, seconded by José Dorado, to adjourn the meeting at 11:50 pm. The motion carried by the following vote:

Aye: Dorado, Gage, Garcia, Harbin-Forte, Jackson, Singleton, and Smith

No: 0

DRAFT

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 - maybe reschedule for February 2021) 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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1								
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 First one done 10.22.20 Next one should be April, 2021		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	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			

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34	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			
35	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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36	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			
37	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			
38	Outreach Committee: Work with Mayor's Office and City Admin to Publicize CPRA App	10/10/2018			Low			
39	Overtime Usage by CPD 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			
40	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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41	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		
42	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		
43	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
44	Revisit Standing and Ad Hoc Committee Assignments	10/29/2019			Low			
45	Social Media Communication Responsibilities, Coordination, and Policy	7/30/2019		Decide on social media guidelines regarding responsibilities and coordination.	Low			