



# OAKLAND POLICE COMMISSION

## REGULAR MEETING AGENDA

December 12, 2024 - 5:30 PM

City Hall Council Chambers (1 Frank H. Ogawa Plaza, Oakland)

The purpose of the Oakland Police Commission is to oversee the Oakland Police Department to ensure its policies, practices, and customs conform to national standards of constitutional policing, and to oversee the Office of the Inspector General, led by the civilian Office of the Inspector General for the Department, as well as the Community Police Review Agency (CPRA), led by the Executive Director of the Agency, which investigates police misconduct and recommends discipline.

**Please note that Zoom links will be for observation only.**  
**Public participation via Zoom is not possible currently.**



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### PUBLIC PARTICIPATION

The Oakland Police Commission welcomes public participation. We are currently prohibited from implementing hybrid meetings. Please refer to how you can observe and/or participate below:

#### 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/89512026420> 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 web page 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):

+16694449171,,89512026420# US +16699009128,,89512026420# US (San Jose)

**Webinar ID: 895 1202 6420**

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 web page entitled "Joining a Meeting by Phone"

**Use of Zoom is limited to observing, public comment will not be taken via Zoom**

#### PROVIDE PUBLIC COMMENT IN PERSON:

- Public comment on each agenda item will be taken. Members of the public wishing to comment must fill out a speaker card for each item they wish to comment on. Speaker cards will be accepted up until Public Comment for each item. Please submit your cards to the Chief of Staff before being recognized by the presiding officer.
- Comments must be made on a specific agenda item covered in the meeting that the comment was submitted for, and that item must be written on the speaker card, or they will be designated Open Forum comments.
- Comments designated for Open Forum, either intentionally or due to the comments being outside of the scope of the meeting's agenda, and submitted without including a written agenda item, will be limited to one comment per person.

#### E-COMMENT:

- Please email written comments to [https://docs.google.com/forms/d/e/1FAIpQLScRaVVFQKhsnzMk\\_wa5Q1bPCwf-Osfv8nGB\\_I8ZwM6fVESZhw/viewform?usp=sf\\_link](https://docs.google.com/forms/d/e/1FAIpQLScRaVVFQKhsnzMk_wa5Q1bPCwf-Osfv8nGB_I8ZwM6fVESZhw/viewform?usp=sf_link). E-comments must be submitted at least **24 hours** before the meeting with the agenda item to which it pertains. Open Forum comments are limited to one per person.

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**I. Call to Order, Welcome, Roll Call, Determination of Quorum, and (Read-Out from Prior Meeting, if any)**

Chair: Ricardo Garcia-Acosta

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

**II. Closed Session (approximately 5:30 p.m. - 6:30 p.m.)**

The Police Commission will take Public Comment on the Closed Session items.

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

**CONFERENCE WITH LEGAL COUNSEL**

**EXISTING LITIGATION (Government Code Section 54956.9(d)(1))**

Delphine Allen et al., v. City of Oakland, et al. N.D. Cal No, 00-cv-4599-WHO

**PUBLIC EMPLOYEE DISCIPLINE/DISMISSAL/RELEASE**

**(Government Code Section 54957(b))**

**Title not disclosed under personnel privacy laws, California's Brown Act, and City's Sunshine Ordinance**

**III. Redetermination of Quorum and (Read-Out from Closed Session and/or announcements, if any)**

Chair: Ricardo Garcia-Acosta

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

**IV. Open Forum Part 1 (2 minutes per speaker, 15 minutes total)**

Members of the public wishing to address the Commission on matters that are not on tonight's agenda but are related to the Commission's work should submit a speaker card before this item. Comments regarding agenda items should be held until the agenda item is called for discussion. Speakers not able to address the Commission during this Open Forum will be given priority to speak during Open Forum Part 2.

***This is a recurring item.***

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

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V. **The Office of the City Clerk Oakland: Statement of Economic Interest (Form 700) Presentation & Training**

In a continued effort to inform and improve the Oakland Police Commission (OPC) members' compliance with the timely filing of the Statement of Economic Interest (Form 700), the Office of the City Clerk will provide a brief, informative presentation and training covering key aspects of Form 700. Topics will include who is required to file, when to file, how to file, and the ramifications and fees associated with non-compliance. This informational presentation aims to enhance OPC members' understanding and ensure timely filing of all Statement of Economic Interests. *(Attachment 1)*

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

VI. **Oakland Police Department Update**

Representatives of the Oakland Police Department will provide an update. Topics discussed in the update may include NSA Updates, risk analysis, crime response, a preview of topics that may be placed on a future agenda, responses to community member questions, and specific topics requested by the Commission.

***This is a recurring item.*** *(Attachment 2)*

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

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

Executive Director Mac Muir will provide updates on the CPRA to the extent permitted by state and local law. Topics discussed in the update may include the Agency's pending cases, completed investigations, staffing, and recent activities. ***This is a recurring item.*** *(Attachment 3)*

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

**OAKLAND POLICE COMMISSION**  
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**City Hall Council Chambers (1 Frank H. Ogawa Plaza, Oakland)**

**VIII. Ad Hoc Committee Reports**

This is an opportunity for Chair Garcia-Acosta to provide general updates about ad hoc committees, if applicable, and for representatives from active or upcoming ad hoc committees to share updates on their work, upcoming meetings, events, etc. Please be advised that ad hoc committee meeting discussions are fluid and may not have an official agenda. Recordings of meetings and minutes can be found on the Commission's YouTube channel (<https://www.youtube.com/@oaklandpolicecommission5962>) and the Commission's website (<https://www.oaklandca.gov/boards-commissions/police-commission#join-ad-hoc-committees>).

*This is a recurring item.*

**Staff Searches Ad Hoc: Commissioner Garcia-Acosta (Chair)**

The Staff Search Ad Hoc Committee defines the role, attracts a diverse pool of qualified candidates, and manages a thorough and fair evaluation process. This includes screening applications, conducting interviews, and presenting the most suitable finalists to the hiring authority. The committee ensures an unbiased selection process and promotes diversity and inclusion. Committee Chair Garcia-Acosta will provide an update about the search progress and next steps. *These meetings are not open to the public.*

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

**Discipline Matrix Ad Hoc: Commissioner Garcia-Acosta (Chair)**

The Discipline Ad Hoc committee is responsible for reviewing and providing guidance on the Oakland Police Department's Discipline Matrix to ensure it aligns with the objective of fair and consistent disciplinary practices. The committee works to ensure that the matrix, associated policies, and resulting disciplinary actions reflect contemporary industry standards for progressive discipline. This includes recommending updates, possibly reviewing cases for adherence to these standards, and ensuring transparency and accountability in the disciplinary process. Committee Chair Garcia-Acosta will provide an update on the status and/or next steps, if applicable. *These meetings are open to the public every Wednesday from 6 p.m. to 8 p.m.*

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

**Strategic Planning Retreat Ad Hoc: Commissioners Angela Jackson-Castain (Chair), Ricardo Garcia-Acosta, Omar Farmer**

The Retreat & Strategic Planning Ad Hoc committee will focus on organizing a strategic planning retreat and drafting a comprehensive plan to guide the commission's activities, initiatives, and decisions over a specified period. The strategic plan serves as a roadmap to help the police commission achieve its objectives, improve operations, and better serve the community.

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

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### **Handcuffing and Restraint Policy Ad Hoc: Commissioners Garcia-Acosta (Chair), Williams**

The Handcuffing & Restraint Policy Ad Hoc Committee is dedicated to reviewing and assessing policies and practices related to handcuffing and restraint within the Oakland Police Department. This committee will examine current procedures, consider best practices, and provide recommendations to ensure alignment with community standards and department accountability.

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

### **IX. Approval of Meeting Minutes**

The Commission will review and consider, as a slate, amendments to or approval of the draft Regular and \*Special Meeting Minutes for 9/26, \*10/4, 10/10, 10/24, 11/14, and \*12/4, 2024.

**This is a recurring item.** (*Attachment 4*)

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

### **X. Upcoming/Future Agenda Items**

The Commission will engage in a working session to discuss and determine agenda items for the upcoming Commission meeting and to agree on a list of agenda items to be discussed on future agendas. The Commission will work on creating a list of agenda items for future meetings.

To access the Upcoming/Future Agenda Items Tracking document, visit: <https://www.oaklandca.gov/boards-commissions/police-commission#upcoming-future-agenda-items>

**This is a recurring item.**

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

### **XV. Open Forum Part 2 (2 minutes per speaker, 15 minutes total)**

Members of the public wishing to address the Commission on matters that were not on tonight's agenda but are related to the Commission's work should submit a speaker card before the start of this item. Persons who spoke during Open Forum Part 1 will not be called upon to speak again without prior approval of the Commission's Chairperson. **This is a recurring item.**

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

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

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

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

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

**XVII. Adjournment**

**NOTICE:** In compliance with the Americans with Disabilities Act and Equal Access Ordinance, for those requiring special assistance to access the video conference meeting, to access written documents being discussed at the Discipline Committee meeting, or to otherwise participate at Commission meetings, please contact the Police Commission's departmental email at [OPC@oaklandcommission.org](mailto:OPC@oaklandcommission.org) for assistance. Notification at least 72 hours before the meeting will help enable reasonable arrangements to ensure accessibility to the meeting and to provide the required accommodations, auxiliary aids, or services

# **Greetings Board And Commission Members**

## **Form 700 Overview**

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**This Informational Presentation from the Office Of The City Clerk is intended to further inform and increase Member's compliance with the timely filing of all Statement of Economic Interests Statements. This Overview includes a breakdown of your responsibilities as a required filer commencing before you participate in public meetings, as well as your responsibilities once you separate as a member of this body.**

# Oath of Office

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- **Your first responsibility as a Board / Commission member is to take the Oath of Office. The Oath Of Office is administered by the Office of the City Clerk.**
- **THIS MUST BE COMPLETED BEFORE VOTING/PARTICIPATING IN A MEETING**
  - \*the Office of the City Clerk will create the Form 700 account during the Oath appointment

# Statement of Economic Interests (FPPC Form 700)

- **What is a Form 700?**

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- Form 700 is a public document intended to alert public officials and members of the public to the types of financial interests that may create conflicts of interests.
- Another name for Form 700 is Statement of Economic Interest

# Statement of Economic Interests

## (FPPC Form 700)

- The cover page is always required (pictured right), even if you “have nothing to report”.
- Each Section (1-5) should be completed accurately.
- List your Last Name, First Name & Middle
- **Section 1 Agency Name** is City of Oakland; **Division/Board** list the full name of your board/commission (no acronyms).
- **Section 2 Jurisdiction** is City of Oakland
- **Section 3 Type of Statement** depends on the filer’s timeline, see slide 5.
- **Section 4 Schedule Summary** – review each schedule and the corresponding instructions, check the box of the schedule(s) that apply to you and total your pages *OR* check None – No reportable interest
- **Section 5 Verification** – list up to date contact information, date your form and add your wet signature.

CALIFORNIA FORM 700 FAIR POLITICAL PRACTICES COMMISSION		STATEMENT OF ECONOMIC INTERESTS COVER PAGE A PUBLIC DOCUMENT		Date Initial Filing Received Filing Official Use Only
Please type or print in ink.				
NAME OF FILER (LAST)		(FIRST)	(MIDDLE)	
<b>1. Office, Agency, or Court</b>				
Agency Name (Do not use acronyms)				
Division, Board, Department, District, if applicable			Your Position	
► If filing for multiple positions, list below or on an attachment. (Do not use acronyms)				
Agency: _____		Position: _____		
<b>2. Jurisdiction of Office (Check at least one box)</b>				
<input type="checkbox"/> State	<input type="checkbox"/> Judge, Retired Judge, Pro Tem Judge, or Court Commissioner (Statewide Jurisdiction)			
<input type="checkbox"/> Multi-County	County of _____		<input type="checkbox"/> Other _____	
<input type="checkbox"/> City of _____				
<b>3. Type of Statement (Check at least one box)</b>				
<input type="checkbox"/> Annual: The period covered is January 1, 2019, through December 31, 2019.		<input type="checkbox"/> Leaving Office: Date Left _____/_____/_____ (Check one circle.)		
-or- The period covered is _____/_____/_____, through December 31, 2019.		<input checked="" type="checkbox"/> The period covered is January 1, 2019, through the date of leaving office.		
<input type="checkbox"/> Assuming Office: Date assumed _____/_____/_____		-or- <input type="checkbox"/> The period covered is _____/_____/_____, through the date of leaving office.		
<input type="checkbox"/> Candidate: Date of Election _____ and office sought, if different than Part 1: _____				
<b>4. Schedule Summary (must complete) ► Total number of pages including this cover page: _____</b>				
<b>Schedules attached</b>				
<input type="checkbox"/> Schedule A-1 - Investments – schedule attached	<input type="checkbox"/> Schedule C - Income, Loans, & Business Positions – schedule attached			
<input type="checkbox"/> Schedule A-2 - Investments – schedule attached	<input type="checkbox"/> Schedule D - Income – Gifts – schedule attached			
<input type="checkbox"/> Schedule B - Real Property – schedule attached	<input type="checkbox"/> Schedule E - Income – Gifts – Travel Payments – schedule attached			
-or- <input type="checkbox"/> None - No reportable interests on any schedule				
<b>5. Verification</b>				
MAILING ADDRESS	STREET	CITY	STATE	ZIP CODE
(Business or Agency Address Recommended - Public Document)				
DAYTIME TELEPHONE NUMBER		EMAIL ADDRESS		
( )				
I have used all reasonable diligence in preparing this statement. I have reviewed this statement and to the best of my knowledge the information contained herein and in any attached schedules is true and complete. I acknowledge this is a public document.				
I certify under penalty of perjury under the laws of the State of California that the foregoing is true and correct.				
Date Signed _____		Signature _____		
(month, day, year)		(File the originally signed paper statement with your filing official.)		
<a href="#">Clear Page</a>		<a href="#">Print</a>		
FPPC Form 700 - Cover Page (2019/2020) advice@fppc.ca.gov • 866-275-3772 • www.fppc.ca.gov Page - 5				

# Statement of Economic Interests (FPPC Form 700)

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- **What Financial Interests Are Involved?**

Financial Interest are disclosed within the applicable schedule(s) listed below

- Schedule A-1 : Investments
- Schedule A-2 : Business Entities/Trusts
- Schedule B : Oakland Rental Property
- Schedule C : Non-governmental salaries
- Schedule D : Gifts from public officials, businesses, vendors, or other contractors
- Schedule E : Travel payments or reimbursements made to you by someone other than your employer

\*see the back of each schedule for specific instructions on that particular schedule.

# Did You Know That There Are Many Different Times You Are Required To File A Form 700?

Types of Statements	Due Date
Assuming Office	Within 30 Days of Assuming Office Date
Annual Statement	April 1st Every Year (excluding weekends and holidays)
Leaving Office*	Within 30 Days of Separation
Amendments	Immediately Upon Discovery Of Error

\*contact the Office of the City Clerk with your Leaving Office Date

# Statement of Economic Interests (FPPC Form 700)

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- **How to File?**

- File an electronic form via NetFile here: <https://netfile.com/filer>  
Please Note: new filers are not able to create their own account. The City Clerk's Office will create the account.
- File a hardcopy with **wet signature**, by visiting <https://www.oaklandca.gov/services/file-a-statement-of-economic-interest-form-700>,

Complete the form and mail or drop off to

City of Oakland  
Office of the City Clerk  
ATTN: SEI  
1 Frank H. Ogawa Plaza  
Oakland, CA 94612

**PLEASE NOTE YOU CANNOT SUBMIT A SCAN OR COPY**

# Statement of Economic Interests (FPPC Form 700)

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- **Enforcement:**

- Late statements are subject to a fine of \$10 per day for each day the statement is late, up to \$100.
- Failing to file can result in referral to the California Fair Political Practices Commission (FPPC), additional fines and possible prosecution.
- Failure to file may be cause for removal of an appointed member

# QUESTIONS

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If you have questions related to Form 700

Please contact Elections Services:

[electionservices@oaklandca.gov](mailto:electionservices@oaklandca.gov)



OAKLAND POLICE DEPARTMENT REPORTING TEMPLATE  
FOR POLICE COMMISSION MEETING

*There hereby is established the Oakland Police Commission (hereinafter, Commission), which shall oversee the Oakland Police Department (hereinafter, Department) in order to ensure that its policies, practices, and customs conform to national standards of constitutional policing. \* - Oakland City Charter Section 604(a)(1)*

Prepared: 12/05/2024

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

Task	
Task 2, 5, 24, 25 and 45	<ul style="list-style-type: none"> <li>• 8<sup>th</sup> IMT Sustainability Report (2 Aug 24): Task 2: Timeliness Standards and Compliance with IAB Investigations                             <ul style="list-style-type: none"> <li>▪ In compliance</li> </ul> </li> <li>• Task 5: Complaint Procedures for IAB                             <ul style="list-style-type: none"> <li>▪ Not in compliance</li> </ul> </li> <li>• Task 24: Use of Force Reporting Policy and Task 25: Use of Force Investigations and Report Responsibility                             <ul style="list-style-type: none"> <li>▪ In compliance</li> </ul> </li> <li>• Task 45: Consistency of Discipline Policy                             <ul style="list-style-type: none"> <li>▪ No compliance Finding.</li> </ul> </li> </ul> <p>The Eighth NSA Sustainability Period Report of the Independent Monitor for the Oakland Police Department has been completed by the monitoring team.</p> <p>Failure to Accept or Refer Complaint (FTARC) and Supervisory Notes File (SNF) inspection – complete.</p> <ul style="list-style-type: none"> <li>• Patterns definition – collaboration meeting w/ OIG, CPRA, IMT on 19 Mar 24.</li> <li>• Revisions are underway based on the feedback provided by the CPRA and IMT.</li> <li>• 2<sup>nd</sup> Draft definition of “Patterns” provided 12 Aug 24:                             <ul style="list-style-type: none"> <li>▪ <i>“A pattern of behavior is defined as three or more related incidents of a similar nature, committed by an employee within two years (730 days). This behavior is characterized by regularity, suggesting a systematic or habitual nature rather than isolated events. Identifying a pattern is based on the frequency, consistency, and similarity of the behaviors or actions under comparable circumstances.</i></li> </ul> <p style="text-align: center;"><i>A recognized pattern mandates Internal Affairs notification as defined in DGO M-03.”</i></p> </li> <li>• Next steps: OPD needs approval from the monitoring team and stakeholders before amending DGO M-03.</li> </ul> <p>Case Management Conference (CMC) – 4 Sep 24 (Summary below)</p> <ul style="list-style-type: none"> <li>• Court oversight shall continue.</li> <li>• IAD shall be a “direct report” to the Chief of Police. The commander of IAD shall hold the rank of Deputy Chief of Police. (The Internal Affairs Division has transitioned to the Internal Affairs Bureau (IAB).                             <ul style="list-style-type: none"> <li>○ Effective Saturday, 14 Sep 24, Deputy Chief Mendoza will oversee IAB, and directly report to Chief Mitchell.</li> </ul> </li> <li>• The mayor, or a mayoral representative, the City Administrator, a representative of the Office of the City Attorney, the Chief of Police, and a</li> </ul>

\* “Constitutional Policing Matters” include: Use of force; Use of force review boards; Profiling based on any of the protected characteristics identified by Federal, State, or local law; First Amendment assemblies; Use of militarized equipment; and Elements expressly listed in Federal court orders or Federal court settlements such as the Negotiated Settlement Agreement.

	<p>representative from the Monitoring Team are required to meet every two weeks.</p> <ul style="list-style-type: none"> <li>• The City filed the Status Report on 8 Oct 24 to explain how the court order has been implemented.</li> <li>• Tasks 24 and 25 will no longer be subject to active monitoring.</li> </ul> <p>OPD is scheduled to present an update on the NSA to the council during the Public Safety Commission on 10 Dec 24.</p> <p>OPD will also present the Stanford University Data Sharing Agreement. The Agreement will continue a ten-year collaboration with Dr. Jennifer Eberhardt, a distinguished professor from Stanford University, that has led to updated police policies and training, reducing disparity in police stops and contributing to OPD's sustained compliance with critical Negotiated Settlement Agreement (NSA) tasks.</p> <p>The City's partnership with Stanford has been praised by the Court, and at the September 2024 Case Management Conference. The Court urged the City to finalize a data agreement between Stanford and the City. The Agreement will allow Stanford to analyze BWC video and other police data to evaluate police-community interactions, police enforcement practices, and the impact of Department-level interventions and approaches. Stanford's analysis aims to shape law enforcement culture in ways that improve outcomes for law enforcement personnel and the community members they serve.</p>
IMT Visit	14 Nov 24
Next CMC	8 Jan 25

**II. Policies Related to Constitutional Policing Matters – Status Update, Charter 604(b)(2) and 604(b)(4)-(5)**  
**III. Any Other Policy, Procedure, Custom, or General Order Regardless of Its Topic – Status Update, Charter 604(b)(2) and 604(b)(6)**

Policy	
J-04 Pursuit Policy	In OPC Community Policing Ad Hoc. Attended and presented at the Public Forum on 31 Jul 24.
BFO P&P 15-01 Community Policing	OPC approved Draft First Reading – 25 Jul 24 Police Commission Reviewing Policy outcome from Ad Hoc. Pending Police Commission approval of language.
Sexual Misconduct Policy	Under review with the City Attorney's Office. No timeline of completion was given as of 24 Sep 24.
Racial Profiling / Bias Policy (DGO M-19)	In Police Commission Ad hoc for review. Currently with the OPD Executive Team and City Attorney's Office for review.
K-4: Reporting and Investigating the Use of Force. (SO 9214)	OCA review complete. Executive Team review for final submission. Pending scheduling for Chief presentation and review.
Discipline Matrix	Currently with Police Commission Ad Hoc
SO 9216: Excited Delirium	Special order presented to OPC twice. Pending Chief review.
Militarized Equipment Annual Report	The 2023 report is completed and posted on the city website. <a href="https://www.oaklandca.gov/documents/opd-militarized-equipment-annual-report-2023">https://www.oaklandca.gov/documents/opd-militarized-equipment-annual-report-2023</a>

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

Topic	

<p>Staffing &amp; resource management</p>	<p>Sworn Staffing Authorized: <b>600</b> Filled: <b>675</b></p> <p><i>Communications Dispatchers Authorized: 78</i> Filled: 71 (7 new Dispatcher Trainees started on Oct. 28<sup>th</sup>. 25 are currently in training)</p> <p><i>Professional Staffing</i> Authorized: <b>298.50</b> Filled: 260</p> <p><i>Vacancies of note:</i> Police Records Specialist (4) (<b>8</b> Police Records Specialist positions are frozen) Police Communications Dispatcher (7)</p> <table border="1" data-bbox="414 609 933 1165"> <thead> <tr> <th>As of Oct 15, 2024 (Sworn only)</th> <th>Admin Leave</th> <th>Medical Leave On-Duty Illness/ Injury</th> <th>Medical Leave Personal Illness/ Injury</th> <th>Military Leave</th> </tr> </thead> <tbody> <tr> <td>2+ Years</td> <td>3</td> <td>3</td> <td></td> <td></td> </tr> <tr> <td>1-2 Years</td> <td>15</td> <td>11</td> <td>1</td> <td></td> </tr> <tr> <td>6 mo.– 1 Year</td> <td>10</td> <td>15</td> <td>1</td> <td></td> </tr> <tr> <td>2-6 months</td> <td>3</td> <td>14</td> <td>2</td> <td></td> </tr> <tr> <td>Less than 2 months</td> <td>2</td> <td>8</td> <td>3</td> <td></td> </tr> <tr> <td>Total</td> <td>33</td> <td>51</td> <td>7</td> <td>0</td> </tr> </tbody> </table>	As of Oct 15, 2024 (Sworn only)	Admin Leave	Medical Leave On-Duty Illness/ Injury	Medical Leave Personal Illness/ Injury	Military Leave	2+ Years	3	3			1-2 Years	15	11	1		6 mo.– 1 Year	10	15	1		2-6 months	3	14	2		Less than 2 months	2	8	3		Total	33	51	7	0	<p><i>Long-term leave: 91</i> sworn employees</p> <ul style="list-style-type: none"> <li>• <b>58</b> Medical Leave</li> <li>• <b>33</b> Admin Leave             <ul style="list-style-type: none"> <li>○ 1 Lieutenant</li> <li>○ 4 Sergeants of Police</li> <li>○ <b>28</b> Police Officers</li> </ul> </li> <li>• <b>24 Sworn on Modified Duty</b></li> <li>• 0 Military Leave</li> <li>• <b>9 Active Military Reservist</b></li> </ul> <p>Of the 32 sworn personnel on admin leave, 11 have been off for 1-2 years. The annual cost associated with those 11 employees is \$2,996,244. The cost breakdown is below:</p> <table border="1" data-bbox="974 630 1477 840"> <thead> <tr> <th>Admin Rank</th> <th>Position</th> <th>Cost</th> <th>Total Cost</th> </tr> </thead> <tbody> <tr> <td>Lieutenant of Police</td> <td>1</td> <td>355,644.00</td> <td>355,644.00</td> </tr> <tr> <td>Police Officer</td> <td>10</td> <td>264,060.00</td> <td>2,640,600.00</td> </tr> <tr> <td>Total</td> <td>11</td> <td></td> <td>2,996,244.00</td> </tr> </tbody> </table> <p><i>Attrition Rate – 4/mo.</i> (45 separated over the past year)</p> <p><i>Reemployments – 6</i> pending approvals</p> <p><i>Retirement Projections for 2024: 82 possible</i></p> <ul style="list-style-type: none"> <li>• 3 Captains of Police</li> <li>• 8 Lieutenants of Police</li> <li>• 25 Sergeants of Police</li> <li>• 46 Police Officers</li> </ul>	Admin Rank	Position	Cost	Total Cost	Lieutenant of Police	1	355,644.00	355,644.00	Police Officer	10	264,060.00	2,640,600.00	Total	11		2,996,244.00
As of Oct 15, 2024 (Sworn only)	Admin Leave	Medical Leave On-Duty Illness/ Injury	Medical Leave Personal Illness/ Injury	Military Leave																																																	
2+ Years	3	3																																																			
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Total	11		2,996,244.00																																																		
<p>Academy Recruits</p>	<p>Academy 193<sup>rd</sup>: 12 graduated on 10 May 24 – All 12 officers completed the FTO phase (18 weeks) and were assigned to patrol. Academy 194<sup>th</sup>: Started June 2024. Chief Mitchell and Commissioner Jackson attended the first day.</p> <ul style="list-style-type: none"> <li>• 24 OPD and 1 outside agency (Alameda PD) - <b>Week 24</b></li> <li>• Scheduled to Graduate 20 Dec 24             <ul style="list-style-type: none"> <li>○ The next step will be a 4-week transitional class, then assigned to FTO.</li> </ul> </li> </ul> <p>Academy 195<sup>th</sup>: <b>TBD</b> Academy 196<sup>th</sup>: <b>TBD</b></p>																																																				
<p>General Department functions (Internal Affairs Bureau IAB)</p>	<p><b>Skelly Data:</b></p> <ul style="list-style-type: none"> <li>• All trained Commanders and Managers can conduct Skelly's.</li> <li>• Changed to digital format</li> <li>• Waiver for Officers             <ul style="list-style-type: none"> <li>○ Working with City Attorney to formalize</li> </ul> </li> <li>• Added personnel to assist</li> </ul>	<p>Number of pending Skelly's - <b>159</b> (-1) Number of Skelly Hearing Officers – 31 Number of Skelly awaiting assignment - 0 Wait time for each Skelly – Varies How are Skelly Officers selected (training, recusals, etc.) - Must attend Skelly Hearing Officer Training A Skelly Unit dashboard is currently being created for tracking, estimated soft launch <b>in December- next meeting 5 DEC 24 for beta test.</b></p>																																																			

IAB Cases	<b>2023</b> 2040 total cases 114 Sustained cases 348 sustained allegations	<b>2024</b> Total cases this year closed – 1301 (as of 5 Dec 24) Total cases open – 1665 (as of 5 Dec 24) Total cases in IA – 95 (as of 5 Dec 24) Total cases in DLI – 207 (as of 5 Dec 24)
SB 2	<a href="https://post.ca.gov/Peace-Officer-Certification-Actions">https://post.ca.gov/Peace-Officer-Certification-Actions</a>	<b>SB 2 List:</b> 2024 (Year-To-Date) 3 total Oakland PD
General Department functions (CID)	<p><b>SVS Juvenile Cases:</b> (Year-To-Date)</p> <ul style="list-style-type: none"> <li>Juvenile Arrests: 315 total juvenile arrests</li> <li>YTD Referrals to restorative justice programs (i.e. NOAB, CW): <ul style="list-style-type: none"> <li>NOAB - 27</li> <li>Community Works West Referrals - 30</li> </ul> </li> </ul> <p><b>Missing Persons:</b> 2024 (Year-To-Date)</p> <ul style="list-style-type: none"> <li>YTD MPU Cases: 1168</li> <li>YTD Closed MPU Cases: 1019</li> </ul>	<p><b>Hate Crimes:</b> 2024 (Year-To-Date)</p> <ul style="list-style-type: none"> <li>Total Cases: 21</li> <li>New cases: 0</li> <li>Hate Crime Investigators <ul style="list-style-type: none"> <li>Ofc. J. Finley</li> <li>Ofc. W. Seay</li> </ul> </li> </ul> <p><b>DVU Cases:</b> 2024 (Year-To-Date)</p> <ul style="list-style-type: none"> <li>Total cases: 3,654</li> <li>Clearance rate on DV cases is near 100%: These are named suspect cases. All I/C and Out-of-custody cases get reviewed by an investigator.</li> <li>Domestic Dispute – 1,066</li> <li>Domestic Battery, 243(e)(1) - 941</li> <li>Inflict corporate Injury Spouse/cohabitant 273.5 - 981</li> </ul>
Education and training regarding job-related stress, PTSD, Wellness	<p>For the month of November, the Peer Support Team sent out information/resources on the topic of Supporting Officer Safety Through Family Wellness and the importance of Nurturing Relationships</p> <ul style="list-style-type: none"> <li>Materials provided by the IACP International Association of Chiefs of Police</li> </ul>	
Budget QUARTERLY	Last: Next:	
Citywide Risk Management QUARTERLY	Last: 26 Nov 24 Next: 25 Feb 25	

#### V. Collaboration with OIG

Project	Status
NSA Inspections Tasks: 3, 4, 7,8, 9, 11, and 13	Meetings and data sharing.
OPD Staffing Study	Biweekly meetings with OIG and PFM. Ongoing data collection and sharing.
M-19 Audit Response	Completed and provided to the Ad Hoc on 3 Apr 24.
Review of IAB Cases 07-0538, 13-1062, and 16-0146	In progress. Due 24 Apr 24.
Sexual Misconduct Policy	Policy: see policy section.
"Patterns" definition	Collaboration meeting w/ OIG, CPRA, IMT on 19 Mar 24.

OIG Document on OPD Policy Types	Created by OIG and OPD completed review.
FTO Study	Completed.

**VI. Collaboration with CPRA****VII. Rules and Procedures for Mediation and Resolution of Complaints of Police Misconduct, OMC 2.45.070(N)**

Project	Status
Transition of IAB to CPRA	Information sharing with the Transition Consultants Moel Lah Fakhoury Law Firm – Andrew Lah and Russell Bloom
Daily Complaint Log, Weekly IAB Meetings	Ongoing
Complaints & Mediation	Pending
“Patterns” definition	Collaboration meeting w/ OIG, CPRA, IMT on 19 Mar 24.

**VIII. Collaboration with Community**

	<p>OPD proudly honors four retiring chaplains for their unwavering dedication to the Department. Since the launch of the Oakland Police and Clergy Together (OPACT) program in 1995, Chaplain Rufus Watkins, Chaplain William Beatty, Chaplain Constantino Donatien, and Chaplain Arthur King have shown exceptional commitment, work ethic, and professionalism to our community members and the Department.</p> <p>Their services range from hospital visits to supporting and counseling injured or grieving officers and OPD’s professional staff, offering counsel and assistance whenever needed.</p> <p>Chief Mitchell met with the Oakland Rotary Club on November 14<sup>th</sup>.</p> <p>Coffee with a Cop – McDonald's (1300 Jackson Street) November 12<sup>th</sup> 11:00 am to 1:00 pm</p> <p>The Bureau of Risk Management and Human Resources Section donated toys to the Oakland Chinatown Christmas Toy Drive.</p> <p>November 4<sup>th</sup> –December 9<sup>th</sup>, OPD’s Victims Services Unit (Ms. Brigitte Cook, Victims Specialist) is collecting toys, clothes or gift cards for children who were victims of a crime. The drop box is located at the PAB in the Criminal Investigation Division.</p>
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**IX. Status of Submitting Records/Files Requested by Commission, Charter 604(f)(2)**

File	Status
None	

**X. New Laws Affecting OPD**

Law	
2024 New Laws Generally	Training plan to OPC 8 Feb 24. Training Bulletin being drafted. The training was published on 2 Apr 24.

2806.5 VC / Citation Update (AB 2773)	Update sent 19 Mar 24. • tell detainees the reason for the stop, prior to any questioning related to a criminal investigation or traffic violation • document the reason for the stop on citations and reports associated with the stop
AB 360: “Excited Delirium”	See policy section.

**XI. Required Reporting to the California Department of Justice / Attorney General**  
**XII. Policy/Practice on Publishing Department Data Sets, OMC 2.45.070(P)**

Report	Status
OIS or SBI (GC 12525.2)	Annual report: sent 26 Jan 24
DOJ Clearance Rates	OPD Records Division provides monthly validated crime data to the DOJ. Uniform Crime Reporting (UCR). <a href="https://openjustice.doj.ca.gov/exploration/crime-statistics/crimes-clearances">https://openjustice.doj.ca.gov/exploration/crime-statistics/crimes-clearances</a>
Stop Data (GC 12525.5)	Annual report 2023 Stop data was transmitted to State – sent 11Mar 24

**XIII. Any Commission Requests Made by Majority Vote of Commission – Status Update, Charter 604(b)(8)**  
**XIV. Report from the Department via City Administrator or designee, on Issues Identified by Commission through the Commission’s Chair, OMC 2.45.070(R)**

Request	
Youth Services	<ul style="list-style-type: none"> <li>• Presented on 24 Oct 24 – Lieutenant Campos <ul style="list-style-type: none"> <li>○ Juvenile Arrest Referrals</li> <li>○ NOAB</li> </ul> </li> </ul>
Encampment Management	<ul style="list-style-type: none"> <li>• Presented on 10 Oct 24 - Captain Eriberto Perez- Angeles</li> </ul>
Missing Persons	<ul style="list-style-type: none"> <li>• Presented on 10 Oct 24 – Lieutenant Campos</li> </ul>
Ceasefire	<ul style="list-style-type: none"> <li>• Presented on 26 Sep 24 - Director Reverend Damita Davis <ul style="list-style-type: none"> <li>○ Ceasefire</li> </ul> </li> </ul>
30x30 - OPOA Women’s Committee	<ul style="list-style-type: none"> <li>• Presented on 19 Sep 24 - Lt. Alexis Nash <ul style="list-style-type: none"> <li>○ 30x30</li> <li>○ OPOA Women’s Committee</li> <li>○ Women Leaders in Law Enforcement Symposium (WLLE)</li> </ul> </li> </ul>
Patterns Definition	<ul style="list-style-type: none"> <li>• Presented on 22 Aug 24 - “Patterns” Definition – Lt. Hubbard</li> </ul>
Skelly	<ul style="list-style-type: none"> <li>• Presented on 22 Aug 24 - Update on Skelly – Act. Capt. Dorham</li> </ul>
Wellness Unit	<ul style="list-style-type: none"> <li>• Presented on 22 Aug 24 - Wellness Unit Update – Dr. Nettles</li> </ul>
J-04 Pursuit Policy	<ul style="list-style-type: none"> <li>• Presented on 31 Jul 24 at the Community Policing Ad Hoc Public Forum - Capt. Ausmus, A/Captain E. Perez-Angeles, and Sgt. Urquiza-Leibin</li> </ul>
SB 2	<ul style="list-style-type: none"> <li>• Presented on 25 July 24 – Lt. Dorham</li> </ul>
911 System Grand Jury Report Presentation	<ul style="list-style-type: none"> <li>• Presented on 11 July 24 – Deputy Director Suttle and Mgr. Cheng</li> </ul>
MACRO Strategy Development	<ul style="list-style-type: none"> <li>• Presented on 11 July 24 – Deputy Director Suttle and Mgr. Cheng</li> </ul>
MACRO Data	<ul style="list-style-type: none"> <li>• November 2024 bi-weekly data:</li> <li>• 102 calls were referred from OPD Dispatch to MACRO</li> <li>• 96 Number of calls MACRO handled (5 of those calls MACRO TIME OUT- MACRO was not able to handle, 1 of those calls OFC Denied call from OPD.</li> </ul>

- 380 potential calls were **not** referred to MACRO due to the below criteria (radio code and description):

415 (Disturbing the Peace)	415J (Disturbing the Peace – Juvenile)	912 (Possible Suspicious Person)	EVAL (Evaluate the scene/person)
415C (Disturbing the Peace – Investigate)	647B (Prostitution)	5150 (Possible Mental Health Crisis)	OMC (Oakland Municipal Code)
415D (Disturbing the Peace – Drinking)	647C (aggressive panhandling)	602L (trespassing)	SLEEP (evaluate/person sleeping)
415F (disturbing the Peace – Family/Domestic Disturbance)	601I (incorrigible juvenile)	922 (person drunk on the street)	WELCK (conduct a welfare check on someone)
415E (Disturbing the Peace – Music Party)	647F (person possibly drunk)	314 (indecent exposure)	SENILE (evaluate the scene, welfare check, could be a missing person unable to care for themselves)

- Below is a sample of 10 calls that were not eligible to be sent to MACRO due to the details provided by the reporting person calling dispatch. These calls included details such as:
  - the incident occurring inside a dwelling.
  - mention of a crime and/or threats of violence

# of Calls	Call Type	Reason not Referred
3	415	1. Creating and making threats. 2. Subject inside business. 3. Creating and throwing trash everywhere
1	415F	1. Subject Known to have a rifle
1	WELCK	1. Subject inside vehicle.
2	602L	1. Abandoned home occupied by suspect. 2. Subjects pull pepper spray.
1	5150	1. Subject was inside the business bathroom- Inside the dwelling.
1	912	1. Subject swinging stick at passing residents
1	647	1. Subject inside dwelling

Paid Admin Leave Budget	<ul style="list-style-type: none"> <li>• Presented on 13 Jun 24 Manager Marshall and Chief Mitchell</li> </ul>
MACRO Presentation	<ul style="list-style-type: none"> <li>• Presented on 23 May 24 Communications Manager – Mgr. Cheng</li> </ul>
Ceasefire	<ul style="list-style-type: none"> <li>• Presented on 8 May 24 – A/Capt. Valle</li> </ul>
IAD/Skelly	<ul style="list-style-type: none"> <li>• Presented on 8 May 24 and 13 Jun 24 - Lt. Dorham</li> </ul>
CHP	<ul style="list-style-type: none"> <li>• The draft has been sent to the Police Commission for review.</li> <li>• Governor Newsom deployed CHP to Oakland to help “fight crime.” (<a href="https://www.sfgate.com/bayarea/article/newsom-deploys-chp-officers-to-oakland-18656944.php">https://www.sfgate.com/bayarea/article/newsom-deploys-chp-officers-to-oakland-18656944.php</a>)</li> <li>• This initiative is similar to one that occurred in 2013: <a href="https://oakland.legistar.com/LegislationDetail.aspx?ID=1287123&amp;GUID=303EB8E7-C23D-4A83-8012-D6BA29C03940">https://oakland.legistar.com/LegislationDetail.aspx?ID=1287123&amp;GUID=303EB8E7-C23D-4A83-8012-D6BA29C03940</a></li> </ul>

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



December 2024 Partial Completed Investigations

Inv.	Case #	Incident Date	Received Date	Completion Date	1-Year Goal	Officer	Allegation	Finding/Conclusion
DB	23-1947	12/4/2023	12/7/2023	12/4/2024	12/2/2024	Subject 1	Performance of Duty	Within OPD Policy
							Use of Physical Force	Within OPD Policy
						Subject 2	Performance of Duty	Within OPD Policy
							Use of Physical Force	Within OPD Policy
						Subject 3	Use of Physical Force	Within OPD Policy
						Subject 4	Use of Physical Force	Within OPD Policy
						Subject 5	Custody of Prisoners	Unfounded
							Custody of Prisoners	Sustained
						Subject 6	Custody of Prisoners	Unfounded
							Use of Physical Force	Within OPD Policy
Subject 7	Custody of Prisoners	Sustained						
Subject 8	Custody of Prisoners	Sustained						
Subject 9	Custody of Prisoners	Sustained						
Subject 10	Use of Physical Force	Unfounded						
CH	24-0770	5/21/2024	5/30/2024	12/4/2024	5/20/2025	Subject 1	Use of Physical Force	Within OPD Policy
						Subject 2	Use of Physical Force	Within OPD Policy
CH	24-0737	5/18/2024	5/20/2024	12/4/2024	5/17/2025	Subject 1	Performance of Duty - Miranda Violation	Within OPD Policy



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***December 2024 Partial Completed Investigations***

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(Total Completed = 3)

Inv.	Case #	Incident Date	Received Date	Completion Date	1-Year Goal	Officer	Allegation	Finding/Conclusion
							Performance of Duty - Unintentional/Improper Search, Seizure, Or Arrest	Within OPD Policy
							Performance of Duty - Unintentional/Improper Search, Seizure, Or Arrest	Within OPD Policy
							Use of Physical Force	Within OPD Policy
							Use of Physical Force	Within OPD Policy
						Subject 2	Use of Physical Force	Within OPD Policy
							Use of Physical Force	Within OPD Policy
						Subject 3	Performance of Duty - Miranda Violation	Within OPD Policy
							Performance of Duty - Unintentional/Improper Search, Seizure, Or Arrest	Within OPD Policy
							Performance of Duty - Unintentional/Improper Search, Seizure, Or Arrest	Within OPD Policy
							Use of Physical Force	Within OPD Policy
							Use of Physical Force	Within OPD Policy



**December 2024 Partial Completed Investigations**

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(Total Completed = 3)

**Other Cases No Longer Pending:**

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

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

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**Finding Definitions:**

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

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

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

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

**Additional Definitions:**

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

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

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

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

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

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

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(Total Completed = 11)

Inv.	Case #	Incident Date	Received Date	Completion Date	1-Year Goal	Officer	Allegation	Finding/Conclusion	
SD	24-0763	5/23/2024	5/28/2024	11/20/2024	5/22/2025	Subject 1	Conduct Toward Others-Harassment and Discrimination/Race	Not Sustained	
							Refusal to Supply Name and Serial Number	Sustained	
CH	24-0592	4/19/2024	4/23/2024	11/7/2024	4/18/2025	Subject 1	Use of Physical Force	Within OPD Policy	
							Use of Physical Force	Within OPD Policy	
						Subject 2	Use of Physical Force	Within OPD Policy	
							Subject 3	Use of Physical Force	Within OPD Policy
CH	24-0663	5/6/2024	5/7/2024	11/18/2024	5/5/2025	Subject 1	Use of Physical Force	Not Sustained	
							Use of Physical Force	Unfounded	
							Use of Physical Force	Not Sustained	
YH	23-1851	11/19/2023	11/21/2023	11/18/2024	11/17/2024	Subject 1	Performance of Duty – Unintentional/Improper Search, Seizure, or Arrest	Not Sustained	
							Subject 2	Use of Physical Force	Within OPD Policy
								Subject 3	Performance of Duty – Unintentional/Improper Search, Seizure, or Arrest
SD	23-1914	11/29/2023	12/1/2023	11/18/2024	11/27/2024	Subject 1	Performance of Duty – Unintentional/Improper Search, Seizure, or Arrest	Within OPD Policy	
							Use of Physical Force	Within OPD Policy	
							Performance of Duty – Unintentional/Improper Search, Seizure, or Arrest	Within OPD Policy	
						Subject 2	Performance of Duty – Unintentional/Improper Search, Seizure, or Arrest	Within OPD Policy	
							Use of Physical Force	Within OPD Policy	



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(Total Completed = 11)

Inv.	Case #	Incident Date	Received Date	Completion Date	1-Year Goal	Officer	Allegation	Finding/Conclusion
							Performance of Duty – Unintentional/Improper Search, Seizure, or Arrest	Within OPD Policy
CH	24-0768	5/24/2024	5/28/2024	11/19/2024	5/23/2025	Subject 1	Use of Physical Force	Within OPD Policy
							Conduct Toward Others-Harassment and Discrimination/Race	Unfounded
						Subject 2	Use of Physical Force	Within OPD Policy
							Conduct Toward Others-Harassment and Discrimination/Race	Unfounded
						Subject 3	Use of Physical Force	Within OPD Policy
							Use of Physical Force	Within OPD Policy
CH	24-0769	5/27/2024	5/28/2024	11/19/2024	5/26/2025	Subject 1	Use of Physical Force	Within OPD Policy
							Performance of Duty – Unintentional/Improper Search, Seizure, or Arrest	Within OPD Policy
CH	24-0803	5/30/2024	5/31/2024	11/25/2024	5/30/2025	Subject 1	Use of Physical Force	Within OPD Policy
						Subject 2	Use of Physical Force	Within OPD Policy
CH	24-0793	6/1/2024	6/4/2024	11/26/2024	5/31/2025	Subject 1	Use of Physical Force	Unfounded
CH	24-0813	6/3/2024	6/5/2024	11/27/2024	6/2/2025	Subject 1	Use of Physical Force	Within OPD Policy
						Subject 2	Use of Physical Force	Within OPD Policy
						Subject 3	Use of Physical Force	Within OPD Policy
CH	24-0831	5/9/2024	6/5/2024	11/27/2024	6/4/2025	Subject 1		Administrative Closure (Not OPD Officer)



**November 2024 Partial Completed Investigations**

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**Other Cases No Longer Pending:**

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

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

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**Finding Definitions:**

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

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

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

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

**Additional Definitions:**

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

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

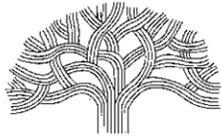
**Service Related:** The allegation pertains to the level of service provided by the Department as opposed to the misconduct of a single sworn officer.

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

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

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

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CITY OF OAKLAND  
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Case #	Incident Date	Date Received IAB	Date Received CPRA	Intake or Investigator	Assigned Staff	180-Day Goal	1-Year Goal	Type (604(f)(1) or Other)	Class	Subject Officers	Allegation Count	Allegation(s)
24-1104	08/01/2024	08/01/2024	08/01/2024	Investigator	AL	01/28/2025	Tolled	Other	1	1	3	Obedience to Laws, Reports and Bookings, Truthfulness
23-0510	04/12/2023	04/12/2023	04/12/2023	Investigator	DB	10/09/2023	Tolled	Use of Force	1	4	8	Use of Force, Performance of Duty, Obedience to Laws, Truthfulness
24-0593	04/20/2024	04/20/2024	04/23/2024	Investigator	DB	10/17/2024	Tolled	Other	1	4	10	Obedience to Laws, Use of Force, Performance of Duty
24-0988	07/03/2024	07/10/2024	07/12/2024	Investigator	DB	01/06/2025	Tolled	Other	1	1	2	Performance of Duty
22-1379	10/17/2022	10/17/2022	10/17/2022	Investigator	YH	04/15/2023	Tolled	Use of Force	1	7	8	Use of Force, Supervision
23-1655	10/06/2023	10/06/2023	10/06/2023	Investigator	JS	04/03/2024	Tolled	Other	1	1	1	Obedience to Laws
24-0815	06/03/2024	06/04/2024	06/05/2024	Investigator	SD	12/01/2024	Tolled	Other	1	1	1	Obedience to Laws
22-0622	05/25/2022	08/23/2022	05/25/2022	Investigator	YH	11/21/2022	Tolled	Use of Force	1	14	1	Use of Force
22-1102	08/23/2022	10/17/2022	04/19/2023	Investigator	YH	02/19/2023	Tolled	Other	1	1	1	Obedience to Laws
23-1602	03/29/2022	10/02/2023	10/15/2023	Investigator	YH	03/30/2024	Tolled	Truthfulness	1	2	1	Truthfulness, Obedience to Laws
23-1781	11/07/2023	11/07/2024	11/07/2023	Investigator	YH	05/05/2024	Tolled	Use of Force	1	1	1	Use of Force
24-0138	01/19/2024	01/19/2024	03/07/2024	Investigator	YH	07/17/2024	Tolled	Truthfulness	1	1	1	Truthfulness
24-0353	03/01/2024	03/01/2024	03/05/2024	Investigator	YH	08/28/2024	Tolled	Use of Force	1	1	3	Use of Force, Reports and Bookings, Obedience to Laws
24-0582	04/17/2024	04/20/2024	04/17/2024	Investigator	YH	10/14/2024	Tolled	Use of Force	1	2	2	Use of Force
24-0608	12/26/2023	04/22/2024	04/24/2024	Investigator	YH	10/19/2024	Tolled	Truthfulness	1	2	4	Obedience to Laws, Truthfulness, Performance of Duty - General, Supervisors - Authority and Responsibilities
24-1107	Multiple dates	08/01/2024	08/01/2024	Investigator	YH	01/28/2025	Tolled	Other	1	1	5	Obedience to Laws, Conduct Towards Others-Demeanor, Conduct Towards Others-Relationship, Conduct Towards Others-Harassment and Discrimination
24-0696	Multiple dates	05/09/2024	05/09/2024	Investigator	YH	11/05/2024	Tolled	Other	1	1	1	Obedience to Laws
23-2039	12/26/2023	12/26/2023	12/28/2023	Investigator	AL	06/23/2024	12/24/2024	Use of Force	1	3	7	Use of Force
24-0067	01/11/2024	01/11/2024	01/16/2024	Investigator	SD	07/10/2024	01/10/2025	Use of Force, Other	1	2	1	Use of Force
24-0156	01/26/2024	01/26/2024	01/30/2024	Investigator	EM	07/24/2024	01/24/2025	Use of Force	1	2	2	Use of Force, False Arrest
24-0155	01/28/2024	01/28/2024	01/30/2024	Investigator	EM	07/26/2024	01/26/2025	Discrimination	1	2	3	Discrimination
24-0229	02/12/2024	02/02/2024	02/14/2024	Investigator	CH	08/10/2024	02/10/2025	Use of Force	1	2	2	Use of Force
24-0226	02/12/2024	02/12/2024	02/14/2024	Investigator	EM	08/10/2024	02/10/2025	Use of Force	1	3	7	Use of Force, False Arrest, Unlawful Search, Care of Property
24-0258	02/17/2024	02/12/2024	02/20/2024	Investigator	DB	08/15/2024	02/15/2025	Discrimination	1	1	1	Discrimination

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24-0734	02/21/2024	02/17/2024	05/20/2024	Investigator	AL	08/19/2024	02/19/2025	Use of Force	1	1	2	Use of Force
24-0278	02/21/2024	02/21/2024	02/23/2024	Investigator	DB	08/19/2024	02/19/2025	Discrimination	1	2	3	False Arrest, Discrimination, Demeanor
24-0264	02/16/2024	02/22/2024	02/27/2024	Investigator	JS	08/20/2024	02/20/2025	Use of Force	1	1	4	Use of Force, False Arrest, Care of Property, Performance of Duty
24-0384	03/07/2024	03/06/2024	03/08/2024	Investigator	EM	09/03/2024	03/06/2025	Use of Force	1	2	2	Use of Force
24-0398	03/11/2024	03/11/2024	03/11/2024	Investigator	DB	09/07/2024	03/10/2025	Other	1	1	1	Sexual Misconduct
24-0494	03/11/2024	03/11/2024	03/11/2024	Investigator	YH	09/07/2024	03/10/2025	Discrimination	1	3	4	Discrimination, Failure To Report, Conduct Towards Others, Supervisor Authority and Responsibilities
24-0448	03/21/2024	03/21/2024	03/22/2024	Investigator	EM	09/17/2024	03/20/2025	Use of Force	1	1	4	Use of Force, False Arrest, Performance of Duty, Consumption of Intoxicants
24-0452	09/09/2023	03/22/2024	03/25/2024	Investigator	DB	09/18/2024	03/21/2025	Use of Force	1	2	4	Use of Force, Performance of Duty, Conduct Toward Others
24-0459	03/23/2024	03/23/2024	03/26/2024	Investigator	DB	09/19/2024	03/22/2025	Use of Force	1	1	1	Use of Force
24-0475	03/25/2024	03/25/2024	03/28/2024	Investigator	EM	09/21/2024	03/25/2025	Use of Force	1	1	1	Use of Force
24-0481	01/01/1999	03/25/2024	03/29/2024	Investigator	AY	09/24/2024	03/27/2025	Use of Force	1	1	2	Use of Force, Refusal to Provide Name/Serial Number
24-0504	03/30/2024	03/30/2024	04/03/2024	Investigator	SD	09/28/2024	03/31/2025	Use of Force	1	1	1	Use of Force, Demeanor, Discrimination
24-0576	02/16/2024	04/15/2024	04/15/2024	Investigator	CH	10/04/2024	04/06/2025	Use of Force	1	1	1	Use of Force
24-0565	04/12/2024	04/15/2024	04/16/2024	Investigator	AL	10/09/2024	04/11/2025	Use of Force	1	3	21	Use of Force, Performance of Duty
24-0653	04/29/2024	04/29/2024	05/02/2024	Investigator	YH	10/26/2024	04/28/2025	Use of Force	1	2	2	Use of Force, Performance of Duty
24-0730	05/17/2024	05/17/2024	05/20/2024	Investigator	DB	11/13/2024	05/16/2025	Use of Force	1	1	1	Use of Force
24-0729	05/17/2024	05/17/2024	05/20/2024	Investigator	EM	11/13/2024	05/16/2025	Use of Force	1	2	2	Use of Force
24-0735	05/17/2024	05/18/2024	05/20/2024	Investigator	CH	11/14/2024	05/17/2025	Use of Force	1	1	1	Use of Force
24-0739	03/28/2024	05/19/2024	05/30/2024	Investigator	AL	11/15/2024	05/18/2025	Use of Force	1	2	5	Use of Force, Conduct Towards Others, Performance of Duty, Failure To Accept or Refer a Complaint
24-0742	05/19/2024	05/19/2024	05/21/2024	Investigator	CH	11/15/2024	05/18/2025	Use of Force	1	2	4	Use of Force, Performance of Duty
24-0749	05/20/2024	05/20/2024	05/21/2024	Investigator	SD	11/16/2024	05/19/2025	Use of Force	1	5	15	Use of Force, False Arrest, Demeanor
24-0799	05/31/2024	05/31/2024	06/03/2024	Investigator	DB	11/27/2024	05/30/2025	Use of Force	1	4	4	Use of Force
24-0817	06/04/2024	06/04/2024	06/05/2024	Investigator	DB	12/01/2024	06/03/2025	Other	1	1	1	Performance of Duty, Miranda Violation

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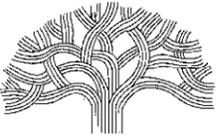


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Case #	Incident Date	Date Received IAB	Date Received CPRA	Intake or Investigator	Assigned Staff	180-Day Goal	1-Year Goal	Type (604(f)(1) or Other)	Class	Subject Officers	Allegation Count	Allegation(s)
24-0862	06/13/2024	06/13/2024	06/18/2024	Investigator	CH	12/10/2024	06/13/2025	Discrimination	1	3	6	Discrimination, Performance of Duty
24-0876	06/17/2024	06/17/2024	06/18/2024	Investigator	CH	12/14/2024	06/16/2025	Use of Force	1	2	2	Use of Force
24-0903	02/12/2024	06/17/2024	06/27/2024	Investigator	CH	12/22/2024	06/24/2025	Use of Force	1	1	2	Use of Force, Performance of Duty
24-0909	06/26/2024	06/26/2024	06/28/2024	Investigator	CH	12/23/2024	06/25/2025	Use of Force	1	2	2	Use of Force
24-0935	07/01/2024	07/02/2024	07/05/2024	Investigator	AL	12/29/2024	07/01/2025	Discrimination	1	6	8	Discrimination, Performance of Duty, Conduct Towards Others Service Complaint
24-0949	05/01/2024	06/26/2024	07/05/2024	Investigator	AL	12/29/2024	07/01/2025	Use of Force	1	1	3	Use of Force, Performance of Duty
24-0953	07/03/2024	07/03/2024	07/05/2024	Investigator	CH	12/30/2024	07/02/2025	Use of Force	1	1	1	Use of Force
24-0964	07/05/2024	07/05/2024	07/08/2024	Investigator	CH	01/01/2025	07/04/2025	Use of Force	1	1	2	Use of Force
24-1009	07/13/2024	07/13/2024	07/16/2024	Investigator	CH	01/09/2025	07/12/2025	Use of Force, Discrimination	1	2	6	Use of Force, Discrimination, Performance of Duty
24-1016	07/14/2002	07/14/2024	07/16/2024	Investigator	CH	01/10/2024	07/13/2025	Other	1	1	2	Conduct Towards Others, Obedience to Laws Felony
24-1040	07/20/2024	07/20/2024	07/23/2024	Investigator	CH	01/16/2025	07/19/2025	Use of Force	1	2	6	Use of Force, Performance of Duty
24-1101	08/01/2024	08/01/2024	08/06/2024	Investigator	AY	01/28/2025	07/31/2025	Use of Force	1	1	2	Use of Force, False Arrest
24-1094	08/01/2024	08/01/2024	08/06/2024	Investigator	CH	01/28/2025	07/31/2025	Other	1	1	2	Gifts, Gratuities - Soliciting or Accepting
24-1113	07/25/2024	08/02/2024	08/06/2024	Investigator	CH	01/29/2025	08/01/2025	Truthfulness	1	2	2	Reports and Bookings, Performance of Duty
24-1114	08/04/2024	08/04/2024	08/06/2024	Investigator	AY	01/31/2025	08/03/2025	Use of Force	1	2	2	Use of Force
24-1133	08/06/2024	08/06/2024	08/07/2024	Investigator	YH	02/02/2025	08/05/2025	Truthfulness	1	1	1	Truthfulness
24-1136	08/01/2024	08/07/2024	08/08/2024	Intake	DC	02/03/2025	08/06/2025	Use of Force	1	4	4	Use of Force, Performance of Duty
24-1141	08/08/2024	08/09/2024	08/09/2024	Investigator	CH	02/05/2025	08/08/2025	Discrimination	1	4	8	Discrimination
24-1150	08/11/2024	08/11/2024	08/13/2024	Investigator	CH	02/07/2025	08/10/2025	Use of Force	1	2	2	Use of Force
24-1155	04/26/2024	08/12/2024	08/14/2024	Investigator	CH	02/08/2025	08/11/2025	Other	1	1	1	Reports and Bookings
24-1183	08/20/2024	08/20/2024	08/21/2024	Investigator	JS	02/16/2025	08/19/2025	Use of Force	1	2	6	Use of Force
24-1212	08/21/2024	08/21/2024	08/23/2024	Investigator	CH	02/17/2025	08/20/2025	Use of Force	1	1	2	Use of Force, Performance of Duty
24-1223	08/24/2024	08/24/2024	08/27/2024	Investigator	CH	02/20/2025	08/23/2025	Use of Force	1	2	2	Use of Force, Performance of Duty
24-1232	08/21/2024	08/27/2024	08/28/2024	Investigator	CH	02/23/2025	08/26/2025	Use of Force, Harassment	1	1	4	Use of Force, Harassment, Performance of Duty
24-1237	08/01/2024	08/27/2024	08/28/2024	Investigator	CH	02/23/2025	08/26/2025	Harassment	1	1	2	Harassment, Performance of Duty

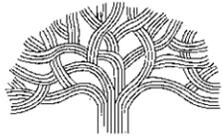
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24-1243	08/20/2024	08/28/2024	08/29/2024	Investigator	CH	02/24/2025	08/27/2025	Use of Force	1	2	2	Use of Force, Performance of Duty
24-1241	08/27/2024	08/28/2024	08/28/2024	Investigator	CH	02/24/2025	08/27/2025	Use of Force	1	1	1	Use of Force
24-1271	09/01/2024	09/01/2024	09/04/2024	Investigator	CH	02/28/2025	08/31/2025	Use of Force	1	3	6	Use of Force, Performance of Duty
24-1283	09/03/2024	09/03/2024	09/04/2024	Investigator	AL	03/02/2025	09/02/2025	Use of Force	1	2	2	Use of Force, Performance of Duty
24-1313	09/10/2024	09/10/2024	09/12/2024	Investigator	CH	03/09/2025	09/09/2025	Use of Force	1	1	2	Use of Force
24-1320	09/11/2024	09/11/2024	09/12/2024	Investigator	CH	03/10/2025	09/10/2025	Use of Force	1	5	7	Use of Force, Performance of Duty, Demeanor
24-1323	07/06/2024	09/12/2024	09/13/2024	Investigator	AL	03/11/2025	09/11/2025	Use of Force	1	3	7	Use of Force
24-1377	09/23/2024	09/23/2024	09/24/2024	Intake	SH	03/22/2025	09/22/2025	Use of Force	1	2	2	Use of Force
24-1408	09/30/2024	09/30/2024	09/30/2024	Intake	DC	03/29/2025	09/29/2025	Discrimination	1	1	3	Discrimination, Performance of Duty, Service Complaint
24-1406	10/01/2024	10/01/2024	10/01/2024	Investigator	CH	03/30/2025	09/30/2025	Use of Force	1	2	3	Use of Force, False Arrest, Demeanor
24-1427	09/11/2023	10/04/2024	10/07/2024	Intake	KC	04/02/2025	10/03/2025	Truthfulness	1	1	1	Truthfulness
24-1431	10/04/2024	10/04/2024	10/07/2024	Intake	SH	04/02/2025	10/03/2025	Use of Force	1	3	6	Use of Force, False Arrest
24-1429	10/06/2024	10/06/2024	10/08/2024	Intake	DC	04/04/2025	10/05/2025	Use of force	1	1	2	Use of Force, Demeanor
24-1451	10/10/2024	10/10/2024	10/11/2024	Investigator	CH	04/08/2025	10/09/2025	Use of Force	1	2	6	Use of Force, Demeanor, Performance of Duty, Discrimination
24-1449	10/10/2024	10/10/2024	10/10/2024	Intake	DC	04/08/2025	10/09/2025	Use of Force	1	2	4	Use of Force, Demeanor
24-1464	10/14/2024	10/14/2024	10/15/2024	Intake	SH	04/12/2025	10/13/2025	Use of Force	1	1	3	Use of Force, Demeanor, Discrimination
24-1474	10/15/2024	10/15/2024	10/17/2024	Intake	SH	04/13/2025	10/14/2025	Discrimination	1	2	1	Discrimination, Care of Property
24-1471	10/12/2024	10/16/2024	10/16/2024	Intake	KC	04/14/2025	10/15/2025	Use of Force	1	4	4	Use of Force
24-1479	10/17/2024	10/17/2024	10/18/2024	Intake	KC	04/15/2025	10/16/2025	Use of Force	1	2	2	Use of Force
24-1481	10/17/2024	10/17/2024	10/18/2024	Intake	SH	04/15/2025	10/16/2025	Use of Force	1	3	5	Use of Force, Demeanor, Performance of Duty, Discrimination
24-1520	Unknown	10/20/2024	10/20/2024	Intake	SH	04/18/2025	10/19/2025	Truthfulness	1	1	1	Truthfulness
24-1515	10/24/2024	10/24/2024	10/25/2024	Intake	SH	04/22/2025	10/23/2025	Use of Force	1	1	2	Use of Force, Demeanor
24-1522	10/14/2024	10/25/2024	10/28/2024	Intake	DC	04/23/2025	10/24/2025	Use of Force	1	3	3	Use of Force
24-1525	10/25/2024	10/25/2024	10/28/2024	Intake	KC	04/23/2025	10/24/2025	Use of Force	1	1	2	Use of Force, Performance of Duty
24-1547	10/28/2024	10/28/2024	10/28/2024	Intake	SH	04/26/2025	10/27/2025	Discrimination	1	1	1	Discrimination
24-1569	11/05/2024	11/07/2024	11/06/2024	Intake	SH	05/05/2025	11/05/2025	Use of Force	1	1	3	Use of Force, Demeanor, Authority and Responsibilities
24-1589	11/09/2024	11/10/2024	11/12/2024	Intake	SH	05/09/2024	11/09/2025	Racial Profiling	1	2	3	Racial Profiling, Service Complaint

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24-1618	11/20/2024	11/20/2024	11/21/2024	Intake	KC	05/19/2025	11/19/2025	Use of Force	1	2	4	Use of Force, Performance of Duty
24-1620	11/21/2024	11/21/2024	11/21/2024	Intake	DC	05/20/2025	11/20/2025	Truthfulness	1	1	3	Truthfulness

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



**OAKLAND POLICE COMMISSION**

**SPECIAL DISCIPLINE COMMITTEE MEETING MINUTES**

December 4, 2024

Hearing Room 2 - (1 Frank Ogawa Plaza, Oakland)

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**Discipline Committee Special Meeting Minutes**

**Date:** December 4, 2024

**Time:** 8:05 a.m. – 10:59 a.m.

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**1. Call to Order**

**Chair:** Vice Chair Ricardo Garcia-Acosta

- Vice Chair Garcia-Acosta called the meeting to order at 8:05 a.m.
  - Roll call was conducted, and an ad hoc committee quorum was established.
  - **Attendees:**
    - Vice Chair Commissioner Ricardo Garcia-Acosta
    - Commissioner Wilson Riles
    - Alternate Commissioner Omar Farmer
    - Chief of Staff Montgomery
- 

**2. Public Comment**

- No public comments were submitted at the start of the meeting.
- 

**3. Closed Session**

- The committee moved into Closed Session immediately following the roll call and quorum confirmation.

- Vice Chair Garcia-Acosta announced that the committee would reconvene and report out after Closed Session.
- 

#### **4. Reconvening and Roll Call**

- The meeting reconvened after Closed Session, with all attendees present.
  - Roll call was conducted to confirm attendance.
- 

#### **5. Public Comment on Closed Session**

- No public comments were submitted.
- 

#### **6. Closed Session Report-Out**

- Vice Chair Garcia-Acosta reported that there were no reportable items from the Closed Session.
- 

#### **7. Adjournment**

- The meeting was adjourned at 10:59 a.m.



OAKLAND POLICE COMMISSION

REGULAR MEETING MINUTES

November 14, 2024

City Hall Council Chambers (1 Frank H. Ogawa Plaza, Oakland)

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**1. Call to Order, Welcome, Roll Call, and Determination of Quorum (5:34 p.m.)**

**Chair:** Ricardo Garcia-Acosta

**Roll Call:** Commissioners Wilson Riles, Shawana Booker, Shane Williams, Samuel Dawit, Angela Jackson-Castain; Alternate Commissioner Omar Farmer

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**2. Closed Session (5:34 p.m. – 6:38 p.m.)**

**Topics Discussed:**

- **Existing Litigation:** Delphine Allen et al. v. City of Oakland, et al., N.D. Cal No. 00-cv-4599-WHO
- **Public Employee Discipline/Dismissal/Release**

**Read-Out:** None

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**3. Redetermination of Quorum and Read-Out from Closed Session**

**Chair:** Ricardo Garcia-Acosta

**Roll Call:** Same as initial roll call

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**4. Open Forum Part 1**

**Public Comments: (Mandal, Cleveland)**

**1. Transparency and Accountability:**

- Concerns were raised about a lack of transparency in complaint investigations involving police misconduct.
- Suggestions included more frequent updates to complainants to mitigate uncertainty.

**2. Trust in Process and Potential Bias:**

- Public speakers highlighted perceived biases against marginalized communities in investigations of racial profiling or discrimination.

### 3. **Subpoena Power Advocacy:**

- Speakers emphasized the need for the Commission to actively use its subpoena power and suggested pursuing legal action for OPD's non-compliance with information requests.

#### **Commission Response:**

- Chair Garcia-Acosta acknowledged the concerns and emphasized the Commission's commitment to leveraging all tools, including legal avenues, to ensure OPD accountability and transparency.
- 

## **5. Oakland Police Department Update**

### **Topics Discussed:**

1. **Discipline Matrix Ad Hoc Progress:** Weekly meetings are being held to update manual rule violations, focusing on clarity and reducing ambiguity. Collaboration with acting OPD leadership is ongoing to finalize the discipline matrix.
2. **CHP Reports and Data Analyst Requests:** There is a push to ensure receipt of CHP reports and a request for OPD's data analyst to present on data collection processes, particularly around demographics.
3. **Strategic Plan Updates:** Upcoming efforts to streamline OPD-related ad hocs, assign commissioners, and set priorities for reviewing militarized equipment and other policies.
4. **Community Engagement Strategies:** Suggestions were made for OPD to enhance its outreach efforts, particularly for events like "Coffee with a Cop," by leveraging social media and community partnerships.
5. **Data Collection and Reporting:** Plans were discussed for inviting OPD's data analysts to present on methodologies for data collection and demographic reporting.
6. **Militarized Equipment Oversight:** Preparations to reconvene the Militarized Equipment Ad Hoc Committee to address pending reports and review equipment replacement timelines were outlined.

**Commissioner Comments:**

- Commissioners expressed the need for stronger accountability, transparency, and improved community engagement efforts.
- Commissioner Riles inquired about the specifics of OPD’s collaboration with the California Highway Patrol (CHP), including roles, responsibilities, and alignment with public safety objectives.

**Public Comments: (Mandal, Cleveland, Janks, Singleton)**

- Emphasis on timely reporting, improved community engagement, and adherence to community policing standards.

**6. Update from Office of the Inspector General**

**Presented by:** Charlotte Jones (on behalf of IG Zurvohn Maloof, excused absence)

**Topics Discussed:**

1. **Annual Report Release:**
  - The OIG published its 2022–2023 Annual Report, summarizing its activities and findings.
2. **Staffing and Budget Enhancements:**
  - The OIG expanded from two to eight full-time positions and increased its budget.
3. **Community Engagement Initiatives:**
  - Efforts to engage communities affected by police misconduct were highlighted, utilizing digital and in-person outreach.
4. **Strategic Planning:**
  - The 2024–2027 Strategic Plan was discussed, focusing on strengthening accountability, transparency, and community trust.

**Public Comments:** None

**7. Community Police Review Agency (CPRA) Update****Topics Discussed:**

1. **Case Management Improvement:**
  - Updates on reducing case backlogs and improving timelines.
2. **Public Reporting Enhancements:**
  - Plans for clearer and more accessible reporting formats to improve transparency.

### 3. Outreach Efforts:

- Strategies to increase public awareness of CPRA services were discussed.

### 4. Staffing Challenges:

- The impact of staff shortages on CPRA's operations was addressed.

### Commissioner Comments:

- Commissioners emphasized the need for timely investigations, improved public communication, and strategies to address staffing shortages.

### Public Comments: None

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## 8. Adoption of Resolution Revising Garcia Hernandez Sawhney LLP's Contract

A motion was made and passed to revise the GHS contract for budget alignment and Charter compliance.

- **Motion Made By:** Commissioner Riles
  - **Seconded By:** Commissioner Jackson-Castain
  - **Vote:**
    - **Ayes (5):** Commissioners Garcia-Acosta, Riles, Jackson-Castain, Williams, Booker
    - **Nays (0)**
    - **Abstentions (1):** Commissioner Dawit
- 

## 9. Ad Hoc Committee Reports

### Topics Discussed:

- **Discipline Matrix Ad Hoc:** Weekly reviews continue to align policies with NSA requirements.
- **Handcuffing and Restraint Policy Ad Hoc:** New ad hoc formed for policy reviews.
- **Militarized Equipment Ad Hoc:** Recommended for reconvening to address compliance and reporting issues.

### Public Comments:

- Inquiries about the progress of the Discipline Matrix Ad Hoc Committee and opportunities for community input.
-

## 10. Commission Vote to Create Handcuffing and Restraint Policy Ad Hoc

A motion was made and passed to establish a Handcuffing and Restraint Policy Ad Hoc Committee.

- **Motion Made By:** Commissioner Williams
- **Seconded By:** Vice Chair Riles
- **Vote:**
  - **Ayes (5):** Commissioners Garcia-Acosta, Riles, Jackson-Castain, Williams, Booker
  - **Nays (0)**
  - **Abstentions (1):** Commissioner Dawit

### Public Comments:

- Ann Janks offered her expertise, emphasizing the importance of oversight in policy review.
- 

## 11. Upcoming/Future Agenda Items

### December 12th Meeting:

- Presentation from City Clerk's Office on Form 700 requirements
- Monthly CPRA report
- Inspector General reporting schedule updates

### January and Beyond:

- Budget 101 presentation
  - Data collection methodology review with OPD analysts
  - Revival of Militarized Equipment Ad Hoc Committee
- 

## 12. Open Forum Part 2

### Public Comments: (Singleton, Janks, Black Homeless Advocate)

- Concerns about inadequate promotion of community events like "Coffee with a Cop."
  - Calls for improved communication and public involvement in case handling.
- 

## 13. Re-Adjourn to Closed Session (if needed) and Read-Out

**Read-Out:** None

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**14. Adjournment**

The meeting adjourned at 9:19 p.m.

Draft



## OAKLAND POLICE COMMISSION

## REGULAR MEETING MINUTES

October 10, 2024

City Hall Council Chambers (1 Frank H. Ogawa Plaza, Oakland)

**1. Call to Order, Welcome, Roll Call, and Determination of Quorum: (5:42 PM)****Chair:** Marsha Carpenter Peterson**Roll Call:** Vice Chair Ricardo Garcia-Acosta, Commissioners Wilson Riles; Regina Jackson, Commissioner Angela Jackson-Castain, Alternate Commissioner Omar Farmer

- *Commissioner Angela Jackson-Castain via teleconference at 22 Barkly Grove LS11 7HT, Leeds*
- *Alternate Commissioner Omar Farmer was elevated to Commissioner.*

**2. Closed Session (approximately 5:42 p.m. - 6:42 p.m.)****Topics:**

- PUBLIC EMPLOYEE APPOINTMENT (Government Code Section 54957(b)) Title: Inspector General
- Existing Litigation: *Delphine Allen et al. v. City of Oakland, et al.*, N.D. Cal No. 00-cv-4599-WHO
- Public Employee Discipline/Dismissal/Release

**Readout from Closed Session**

In Closed Session, on a motion made by Commissioner Riles and seconded by Commissioner Farmer, the Commission voted unanimously to issue a subpoena for documents related to IAD case numbers 22-1102 and 23-0459 (the Phong Tran matter), as referenced by the court during the Case Management Conference on September 4, 2024, in *Delphine Allen v. City of Oakland*.

This decision aligns with the Commission's authority to oversee the department, as outlined in Section 604(A)(1), and to review, comment on, and propose departmental policies, procedures, customs, and general orders under Charter Sections 604(B)(4) to 604(B)(6). Additionally, the subpoena will support a review audit of the Oakland Police Department's compliance with Task 5 and Task 45 of the Negotiated Settlement Agreement, enabling the Commission to determine the most reasonable next steps, which

may include referring the matter to the Inspector General for proposed recommendations, as well as overseeing the Inspector General and the agency per Section 604(B)(1).

The Commission may also recommend changes to the municipal code pursuant to Charter Section 604(H).

- The vote was held during Closed Session.
- Commissioner Riles made the motion, and Commissioner Farmer seconded it.
- The vote was unanimous.

### 3. Redetermination of Quorum and Read-Out from Closed Session

**Chair:** Marsha Carpenter Peterson

**Roll Call:** Same as initial roll call

### 4. Commission Updates: Thank You and Farewell to Chair Marsha Carpenter Peterson & Chair Emerita Regina Jackson

- During the Oakland Police Commission meeting on October 10, 2024, Vice Chair Ricardo Garcia Acosta read a resolution honoring Chair Marsha Carpenter Peterson and Chair Emerita Regina Jackson for their dedicated service. The resolution highlighted their significant contributions to the Commission and the Oakland community, acknowledging their leadership and commitment to public safety and police oversight. The reading of the resolution was met with appreciation from fellow commissioners and attendees, marking a moment of recognition for their impactful tenure.

#### Commissioner Comments:

- **Commissioner Appreciation:** Multiple commissioners expressed deep gratitude for the contributions of Chair Marsha Carpenter Peterson and Chair Emerita Regina Jackson. They acknowledged their leadership, dedication, and tireless efforts in advancing the commission's mission and supporting its values.
- **Legacy of Leadership:** Commissioners highlighted the legacy that both Peterson and Jackson would leave behind. They recognized the transformative impact of their leadership on the commission's structure, direction, and policies.
- **Commitment to Justice:** Several commissioners spoke to the unwavering commitment both Peterson and Jackson demonstrated toward social justice and community engagement, especially in challenging moments for the commission.
- **Personal Anecdotes:** Some commissioners shared personal anecdotes and experiences working alongside Peterson and Jackson, illustrating their kindness, resilience, and mentoring qualities.
- **Encouragement for Future:** Commissioners expressed hope that future commission members would continue to embody the same spirit and dedication, following the example set by Peterson and Jackson.
- **Emotional Farewells:** The farewells were emotional, with commissioners conveying their respect and admiration. They emphasized that Peterson and Jackson would be greatly missed and expressed well-wishes for their future endeavors.

**Public Comments:** (Haley Hester presented a resolution from the City Council; Contreras; Grinage; Janks; Prather; Singleton; Smith)

**Comment Overview:**

- Expressed gratitude for the leadership of Chair Peterson and Chair Emerita Jackson, recognizing their dedication to improving community-police relations.
- Highlighted appreciation for their service and the positive impact of their work on local policies and community trust.
- Acknowledged the challenges faced by the chairs and their commitment to addressing them with transparency and accountability.
- Emphasized the importance of the chairs' contributions in strengthening the Commission's role in promoting fair and effective policing.
- Shared hopes that the Commission will continue building on the foundation laid by the outgoing chairs to enhance community engagement and safety.

**5. Open Forum Part 1**

- Open forum for public comments on non-agenda items related to the Commission's work.

**Public Comments:** (Grinage; Lazaneo; Leonard)

**Comment Overview:**

- Appreciation for the Commission's dedication to police oversight and transparency.
- Suggestions for additional community engagement initiatives to foster trust between the public and the Oakland Police Department.
- Concerns regarding police accountability and calls for continued reforms within the department.
- Requests for more proactive approaches in addressing racial profiling and use of force policies.
- Expressions of gratitude for the service of Chair Marsha Carpenter Peterson and Chair Emerita Regina Jackson, emphasizing the positive impact of their leadership.
- Encouragement for the Commission to focus on youth outreach and support programs to prevent crime and support at-risk populations.
- Calls for the Commission to prioritize the timely hiring and training of officers committed to community-oriented policing.

## 6. Oakland Police Department Update

### Topics Discussed:

- **New Leadership:** Floyd Mitchell appointed as Chief of Police focusing on crime reduction and improved response times.
- **Staffing:** OPD working to increase staffing via lateral academies and retention strategies.
- **Community Engagement:** Initiated 'Coffee with a Cop' sessions and participated in Yemen Town Hall with city officials to strengthen community ties.
- **Crime Trends:** Violent crime down 33% YOY; however, robberies (+11%) and residential burglaries (+118%) need attention.
- **Illegal Gambling Crackdown:** Recent successful raids on illegal gambling venues following community complaints.
- **Federal Oversight Compliance:** Chief Mitchell committed to reform for eventual end to federal oversight.
- **Public Safety Resolutions:** City Council passed measures to improve 911 response and collaborate with state agencies to address rising crime.

### Commissioners' Comments and Questions:

- **Garcia Acosta:** Commended OPD's community engagement and crime reduction efforts; urged focus on robbery and burglary uptick.
- **Jackson Castaine:** Stressed the value of OPD's presence at community events, especially in underserved areas, to build trust.
- **Riles:** Praised violent crime reduction but noted concerns on response times and staffing; recommended a recruitment timeline.
- **Farmer:** Recognized OPD's action on illegal gambling; encouraged collaboration with neighborhood groups.
- **Chair Peterson:** Thanked Chief Mitchell for transparency and emphasized the importance of reform and public trust.

**Public Comments:** (Lazaneo; Grinage; Cleveland; Janks; Contreras; Singleton)

### Comment Overview:

- Appreciation for OPD's efforts in reducing violent crime.
- Concerns were raised about response times, especially in high-crime neighborhoods.
- Support for more proactive engagement with community groups.
- Request for an increased police presence to address recent car break-ins and burglaries spikes.
- The desire for OPD to improve transparency and communication with the public.
- Acknowledgment of the need for more resources allocated to mental health crisis response.
- Questions about progress on police accountability measures and reforms.

## 7. Community Police Review Agency (CPRA) Update

### Topics Discussed:

- **Case Statistics:** The CPRA reported on the number of cases received, closed, and currently under investigation, offering insights into their workload and efficiency.
- **Policy Recommendations:** The agency presented recent policy recommendations aimed at enhancing police practices and accountability within the Oakland Police Department.
- **Community Engagement:** Efforts to increase community outreach and involvement were discussed, emphasizing the importance of public participation in the oversight process.
- **Staffing and Resources:** Updates on staffing levels and resource allocation were provided, addressing how these factors impact the agency's capacity to perform its duties effectively.

### Commissioner Comments and Questions:

- **Commendation on Community Outreach Efforts:** Commissioners acknowledged CPRA's work in enhancing community outreach and stressed its importance in building trust with the public.
- **Case Backlog Concerns:** Some commissioners raised concerns about the current caseload and backlog, asking for details on strategies CPRA is implementing to improve case resolution timelines.
- **Policy Recommendation Implementation:** Commissioners inquired about the process for implementing CPRA's policy recommendations within the Oakland Police Department, seeking clarification on follow-up measures to ensure adoption and effectiveness.
- **Staffing and Resources:** There was a discussion regarding CPRA's staffing needs, with commissioners questioning if current resources are sufficient to manage their caseload and community engagement goals effectively.
- **Request for Regular Data Updates:** Commissioners requested more frequent and detailed updates on case statistics, broken down by category, to better understand trends and assess CPRA's progress.
- **Training for Investigators:** Some commissioners asked about training programs for CPRA investigators to ensure their methods and approaches align with best practices.

### Public Comments: (Grinage; Singleton)

#### Comment Overview:

- **Support for Mediation:** Community members appreciated the new mediation program for fostering better police-community relations.
- **Concerns on Backlogs:** Frustration was expressed about delays in case processing, with calls for more timely resolutions.
- **Transparency Needs:** Commenters urged for clearer updates and accessible reports on case outcomes.

- **More Community Engagement:** Suggestions included holding more public sessions to inform the community about their rights and complaint processes.
- **Policy Reform Advocacy:** There were calls for prioritizing policy changes, especially around racial profiling and use-of-force.
- **Gratitude for CPRA's Efforts:** Some expressed thanks for CPRA's commitment to accountability and reform.

## 9. Ad Hoc Committee Reports

### Topics Discussed:

#### Inspector General Search Ad Hoc:

- Announced the successful completion of the search process, with Mr. Zurvohn Maloof appointed as the new Inspector General, set to begin on November 12.

#### Staffing Search Ad Hoc:

- Provided updates on the Administrative Analyst search, aiming to extend an offer by the end of October. The Chief of Staff role was also in progress, with competencies and job descriptions being finalized in collaboration with HR.

#### Racial Profiling Ad Hoc:

- Reported on the recent adoption of updated policies on racial profiling. The ad hoc is drafting letters to POST (Police Officer Standards and Training) and the Department of Justice to share the new policy, hoping to set a potential standard for other agencies.

#### Discipline Matrix Ad Hoc:

- Announced significant progress in reviewing and updating the Discipline Matrix, shifting to weekly meetings to expedite the process. The committee has been meticulously evaluating each rule to ensure they align with accountability and disciplinary standards.

**Rules Ad Hoc:**

- Presented proposed updates to the Commission's Rules and Procedures to enhance clarity and operational effectiveness.
- **Vote:**
  - **Motion:** Commissioner Wilson Riles moved to approve the Rules and Procedures as presented, seconded by Commissioner Regina Jackson.
  - **Result:** Unanimously approved by all Commissioners present.

**CPRA Manual of Operations Ad Hoc:**

- Shared the completed draft of the CPRA Manual, which outlines investigative and operational protocols for the agency.
- **Vote:**
  - **Motion:** Commissioner Regina Jackson moved to approve the CPRA Manual, pending any final modifications from the City Attorney's review. Seconded by Vice Chair Ricardo Garcia Acosta.
  - **Result:** Unanimously approved by all Commissioners present.

**Strategic Planning Retreat Ad Hoc:**

- Updated on plans for the Commission's strategic planning retreat. The ad hoc is working with Dr. Satterwhite as the consultant, who will conduct interviews with current and former commissioners, key community members, and partner organizations to gather input. Final contract adjustments are pending Dr. Satterwhite's return on October 13, with an anticipated timeline shift for the retreat to accommodate the finalized contract.

**Public Comments:** No Public Comment

## 10. Upcoming/Future Agenda Items

- **Planning of Handcuffing Ad Hoc:** To discuss the establishment of an ad hoc committee focused on policies surrounding handcuffing.
- **Juvenile Community Referrals:** Exploration of ways to improve referrals to community-based programs for juveniles.
- **CPRA Update:** Continued regular updates from the Community Police Review Agency.
- **New Commissioners Welcome:** Introduction and welcome for newly appointed commissioners Shane Thomas Williams, Shawana Booker, and Samuel Dewitt.
- **Interim Chair Vote:** A scheduled vote to select an interim chair for the commission.
- **Ad Hoc Updates:** Regular updates from established ad hoc committees, including those related to current projects and initiatives.

**Public Comments:** (Cleveland)

## 12. Open Forum Part 2

- No Public Comments

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

- No additional closed session was required.

## 14. Adjournment

- The meeting adjourned at 9:46 P.M.



OAKLAND POLICE COMMISSION

REGULAR MEETING MINUTES

October 24, 2024

City Hall Council Chambers (1 Frank H. Ogawa Plaza, Oakland)

### 1. Call to Order, Welcome, Roll Call, and Determination of Quorum: (5:32 PM)

**Chair:** Ricardo Garcia-Acosta

**Roll Call:** Commissioners Wilson Riles; Shawana Booker, Shane Williams, Samuel Dawit,

- Excused Absences: Alternate Commissioner Omar Farmer, Commissioner Angela Jackson-Castain

### 2. Closed Session (approximately 5:34 p.m. - 6:43 p.m.)

#### Topics:

- Existing Litigation: *Delphine Allen et al. v. City of Oakland, et al.*, N.D. Cal No. 00-cv-4599-WHO
- Public Employee Discipline/Dismissal/Release

#### Readout from Closed Session

In a motion moved by Commissioner Wilson Riles and seconded by Commissioner Shawana Booker, we voted unanimously to pursue a 604(F)(2) request for files associated with case files 22-1102 and 23-0459. The nexus for this request is pursuant to the Commission's powers to oversee the Department as codified in Section 604(A)(1) and to review, comment on, and propose departmental policies, procedures, customs, and general orders pursuant to Charter Sections 604(B)(4) to 604(B)(6). Additionally, it is to conduct a review audit of OPD's compliance with Task 5 and Task 45 of the Negotiated Settlement Agreement, enabling the Commission to determine the most reasonable steps, including but not limited to referring the matter to the Inspector General for proposed recommendations, and to oversee the Inspector General and the agency as codified in Section 604(B)(1).

- The vote was held during Closed Session.
- Commissioner Riles made the motion, and Commissioner Booker seconded it.
- The vote was unanimous.

### 3. Redetermination of Quorum and Read-Out from Closed Session

**Chair:** Ricardo Garcia-Acosta

**Roll Call:** Same as initial roll call

### 4. Welcome New Commissioners: Shawana Booker, Shane Williams, and Samuel Dawit

- Commissioners Shawana Booker, Shane Williams, and Samuel Dawit offered brief remarks as they were welcomed to the Commission.

### 5. Vote for Vice-Chair of the Commission

- Commissioner Riles made a motion nominating himself as Vice Chair.
- Commissioner Williams seconded the motion.
- The vote was unanimous.
- Congratulations to our new Vice Chair, Commissioner Wilson Riles.

### 6. Open Forum Part 1

- Open forum for public comments on non-agenda items related to the Commission's work.

**Public Comments:** (Janks, Mandal, Maloof, Contrera, Parker)

#### Comment Overview:

- **Transparency and Accountability:** Speakers voiced concerns over the lack of transparency in complaint investigations involving police misconduct. They emphasized a need for consistent updates and clear communication throughout the investigative process.
- **Follow-Up and Interim Communication:** There were calls for more frequent interim updates for complainants to avoid long periods of silence and uncertainty regarding the status and outcome of cases.
- **Trust in the Process and Potential Bias:** Public speakers expressed a perceived lack of accountability, particularly for complaints involving racial profiling or discrimination, with suggestions that complainants from marginalized communities may face additional challenges in receiving fair outcomes.
- **Direct Access to Leadership for Resolution:** One speaker recommended that complainants might consider approaching high-ranking officials directly to address grievances, as they felt that formal channels did not adequately meet their needs for resolution and justice.

- **Systemic Improvements Suggested:** Suggestions were made to enhance feedback mechanisms and establish regular updates to maintain transparency and improve trust in the complaint handling and review process.

## 7. Oakland Police Department Update

### Topics Discussed:

- **Chief's Report:** The Chief provided an overview of recent activities and developments within the department.
- **Crime Statistics:** An update on current crime trends and statistics was presented.
- **Staffing Levels:** Information regarding the department's staffing, including the number of officers and recruitment efforts, was shared.
- **Community Engagement:** Initiatives aimed at strengthening community relations and engagement were discussed.
- **Policy Updates:** Recent changes or proposed updates to departmental policies were reviewed.
- **Crime Statistics:** OPD presented recent crime data, highlighting trends and areas of concern within the community.
- **Training Programs:** OPD shared details about training initiatives designed to enhance officer skills and knowledge, particularly in areas such as de-escalation and cultural competency.

### Commissioners' Comments and Questions:

- **Clarification on Crime Data:** Commissioners sought more detailed information on crime statistics and trends.
- **Staffing Challenges:** Questions were raised about current staffing levels and recruitment challenges.
- **Policy Implementation:** Commissioners inquired about the implementation and impact of recent policy changes.
- **Community Feedback Mechanisms:** There was interest in understanding how the department collects and responds to community feedback.

**Public Comments:** (Smith; Parker/Black Homeless Advocate; Contreras; Singleton)

### Comment Overview:

- **Accountability and Transparency:** Some speakers emphasized the importance of OPD's accountability in handling complaints, investigations, and use of force incidents, calling for greater transparency in reporting outcomes to the public.

- **Community Policing and Engagement:** Speakers voiced their support for more community-oriented policing strategies, suggesting that OPD should prioritize engagement with residents, especially in underserved neighborhoods, to build trust and improve community relations.
- **Racial Profiling Concerns:** Concerns were raised regarding potential racial profiling within OPD practices. Some speakers called for more data on racial demographics related to stops and complaints, asking the department to address any implicit bias in policing.
- **Officer Training:** Several speakers highlighted the need for enhanced training, particularly around de-escalation techniques and cultural sensitivity, to reduce the likelihood of confrontations escalating into violence.
- **Budget Prioritization:** Some community members questioned how OPD's budget is allocated, particularly regarding investments in non-violent intervention resources and whether the funds could be better used to address root causes of crime, like poverty and mental health.

## 8. Community Police Review Agency (CPRA) Update

### Topics Discussed:

- **Case Management:** The CPRA reported on the current status of cases, including the number of open investigations, cases closed since the last meeting, and any backlog issues.
- **Investigative Timelines:** The agency discussed the average duration of investigations and efforts to adhere to mandated timelines, highlighting challenges in meeting deadlines and strategies to address them.
- **Complaint Trends:** An analysis of recent complaints was presented, identifying common themes or patterns, such as specific types of alleged misconduct or recurring issues within certain units or areas.
- **Outreach and Engagement:** The CPRA outlined recent community outreach initiatives aimed at increasing public awareness of the agency's role and encouraging the filing of complaints when necessary.
- **Policy Recommendations:** Based on findings from investigations, the CPRA proposed recommendations for policy changes or training enhancements within the Oakland Police Department to prevent future incidents of misconduct.

### Commissioners' Comments and Questions:

- Commissioners requested demographic data related to complaints and investigations to ensure equitable treatment across different community groups.
- Inquiries were made about the status of the community feedback loop, seeking clarity on its development and implementation timeline.

### Public Comments: (Parker; Contreras)

### Comment Overview:

- **Demands for Transparency and Accountability:** Speakers called for enhanced transparency in the complaint review process, emphasizing the need for timely and thorough updates for complainants regarding case progress and outcomes.

**Racial Demographic Data:** Several community members highlighted the importance of racial demographic data in assessing the fairness and effectiveness of CPRA investigations, urging the CPRA to track and report racial data related to complaints.

**Concerns about Investigative Outcomes and Follow-Up:** Concerns were raised regarding whether complainants, particularly from marginalized communities, receive sufficient follow-up from the CPRA about case findings and outcomes. Some speakers shared personal experiences, citing a lack of clarity about the status of their cases and the process itself.

**Support for Community Engagement Initiatives:** Speakers expressed interest in CPRA's efforts to increase community accessibility and presence, such as working from community locations like the Fruitvale area. There was an appreciation for CPRA's initiative to create physical spaces for civilian oversight and community engagement, but some urged more consistent outreach and open channels for feedback.

## 9. Ad Hoc Committee Reports

### Topics Discussed:

#### Staff Search Ad Hoc Update:

- The committee reported that an offer was extended to a candidate for the Administrative Analyst II position. They are awaiting final confirmation from the city to officially onboard the candidate, with optimism about the additional support this role will bring.

#### Discipline Matrix Ad Hoc Progress:

- The committee has been meeting weekly to review the Police Department's Discipline Matrix. The committee is currently focused on updating the mission, vision, and values section, as well as revising the preamble.
- They have been analyzing frequently occurring and severe rule violations to ensure the language and corresponding disciplinary actions are clear, relevant, and appropriately aligned.
- Acknowledgements were given to Acting Captain Hubbard, Lieutenant Durham, and Commissioner Emerita Regina Jackson for their contributions to the review process.

**Ad Hoc Assignments for New Commissioners:**

- With recent additions to the commission, there was discussion about reassigning ad hoc committee roles to ensure each committee is staffed effectively. New commissioners will be assigned roles that leverage their skills and interests to support ongoing committee work.
- The commission will explore creating new ad hoc committees based on emerging community needs and topics raised during meetings.

**Public Comments:** None

### **10. Commission Vote for Template Resolution Confirming Elevation to Permanent Commissioner, Elevation to Chair, and Appointment to Vice Chair**

**Purpose of the Template Resolution:**

- The commission discussed the need for a standardized template resolution to document transitions in leadership positions, such as elevations to full commissioner, chair, and vice-chair roles. This template is intended to provide a formal record for the city's administrative records, ensuring clarity and consistency for future transitions.
- The template, proposed by Chief of Staff Montgomery, included details of recent elevations, specifically those of Chair Garcia-Acosta.

**Clarifications and Future Use:**

- Commissioner Dawit and other members asked questions to clarify that the template would serve as a reusable, standardized format for recording future changes in commission leadership, with names and dates updated as applicable.
- The Chief of Staff confirmed that the resolution will be filed with both the City Council and the City Administrator's office for official record-keeping purposes.

**Motion and Vote:**

- Commissioner Riles made a motion to adopt the template, seconded by Commissioner Williams.
- The vote passed unanimously, formalizing the adoption of the resolution template for current and future use.

**Public Comments:** None

## 11. Upcoming/Future Agenda Items

- **Office of Inspector General Report** – Scheduled for the upcoming meeting to provide updates on recent findings and ongoing initiatives.
- **CPRA Demographic Data Update** – CPRA to present demographic data related to cases, as requested by the commission for a more comprehensive understanding of case distribution and outcomes.
- **Strategic Planning Retreat Update** – A briefing on the progress of planning for the upcoming commission retreat.
- **Vote on Handcuffing Ad Hoc Committee** – Proposed vote to establish a new ad hoc committee to address concerns and policies surrounding handcuffing practices.
- **Data on NOAB Referrals** – OPD to provide updated statistics on referrals to the Neighborhood Opportunity and Accountability Board (NOAB) for youth diversion programs.
- **OPD Staffing and Measure NN** – OPD to report on current staffing levels in relation to the 700-officer floor required.
- **Community Feedback Loop Implementation by CPRA** – Discussion on CPRA's efforts to improve feedback loops with the community, including potential options for tracking and reporting progress.
- **Pursuit Policy Follow-Up** – Review of the status and next steps regarding the pursuit policy recommendations sent to the Public Safety Committee.

## 12. Open Forum Part 2

- No Public Comments

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

- No additional closed session was required.

## 14. Adjournment

- The meeting adjourned at 9:03 P.M.



**OAKLAND POLICE COMMISSION**

**SPECIAL DISCIPLINE COMMITTEE MEETING MINUTES**

October 4, 2024

Hearing Room 2 - (1 Frank Ogawa Plaza, Oakland)

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**Discipline Committee Special Meeting Minutes**

**Date:** October 4

**Time:** Called to Order at 8:47 AM; Adjourned at 11:26 AM

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**Attendees:**

- Vice Chair Commissioner Ricardo Garcia-Acosta
- Commissioner Wilson Riles
- Alternate Commissioner Omar Farmer
- Chief of Staff Montgomery

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**1. Call to Order**

**Chair: Vice Chair Ricardo Garcia-Acosta**

- **Vice Chair Garcia-Acosta called the meeting to order at 8:47 a.m.**
- **Roll call was conducted, and an ad hoc committee quorum was established.**
- **Attendees:**
  - Vice Chair Commissioner Ricardo Garcia-Acosta
  - Commissioner Wilson Riles
  - Alternate Commissioner Omar Farmer
  - Chief of Staff Montgomery

## 2. Public Comment

- No public comments were submitted at the start of the meeting.
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## 3. Closed Session

- The committee moved into Closed Session immediately following the roll call and quorum confirmation.
  - Vice Chair Garcia-Acosta announced that the committee would reconvene and report out after Closed Session.
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## 4. Reconvening and Roll Call

- The meeting reconvened after Closed Session, with all attendees present.
  - Roll call was conducted to confirm attendance.
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## 5. Public Comment on Closed Session

- Upon reconvening, an opportunity for public comment on the Closed Session was provided.
  - No public comments were submitted.
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## 6. Closed Session Report-Out

- Vice Chair Garcia-Acosta reported that there were no reportable items from the Closed Session.
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## 7. Adjournment

- The meeting was adjourned at 11:26 a.m.



OAKLAND POLICE COMMISSION

REGULAR MEETING MINUTES

September 26, 2024

City Hall Council Chambers (1 Frank H. Ogawa Plaza, Oakland)

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**1. Call to Order, Welcome, Roll Call, and Determination of Quorum (5:46 p.m.)**

- **Chair:** Marsha Carpenter Peterson  
**Roll Call:** Vice Chair Ricardo Garcia-Acosta; Commissioner Regina Jackson; Commissioner Wilson Riles; Commissioner Angela Jackson-Castain; Alternate Commissioner Omar Farmer
- Commissioner Jackson-Castain attended via teleconference at 22 Barkly Grove, LS11 7HT, Leeds.
- Alternate Commissioner Farmer was elevated to Commissioner.

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**2. Closed Session (5:47 p.m. – 6:36 p.m.)**

**Topics Discussed:**

- **Existing Litigation:** Delphine Allen et al. v. City of Oakland, et al., N.D. Cal No. 00-cv-4599-WHO
- **Public Employee Discipline/Dismissal/Release**

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**3. Redetermination of Quorum and Read-Out from Closed Session**

**Chair:** Marsha Carpenter Peterson

**Roll Call:** Same as initial roll call

**Read-Out:** None

#### 4. Open Forum Part 1

**Public Comments: Public Comments: Mandal; Community members submitted comments electronically.**

- **Pursuit Policy:** A representative of the 350 homes in the Glen Arms and Glen Highland neighborhoods in Montclair, as well as the Public Safety Committee of the North Hills Community Association, expressed concerns about restrictions on police pursuits. They advocated for a review and potential revision of these policies to enhance public safety.

**Commission Response:**

- **Commission Response:** Commissioners acknowledged the concerns raised about restrictions on police pursuits. They noted that these policies aim to balance public safety with minimizing risks during pursuits and suggested this topic could be reviewed further in alignment with community safety priorities.
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#### 5. Update from Office of the Inspector General (Charlotte Jones)

**Topics Discussed:**

1. **Inspector General Hiring Process:**
  - Acknowledgment of public survey contributions and community input.
  - Confirmation that the process is in its final stages through Human Resources (HR).
  - Target date for onboarding a candidate: October 30, 2024.
2. **Community Involvement:**
  - Emphasis on inclusion, transparency, and credibility throughout the process.

**Next Steps:**

- Coordination with HR to finalize the hiring process.
- Announcement of the selected candidate at a future Commission meeting.

**Commissioner Comments:**

- Appreciation for transparency and inclusiveness.
- Emphasis on meeting the October 30, 2024, target date.
- Recognition of valuable community participation.

**Public Comments:** None

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## 6. Oakland Police Department Update

### Topics Discussed:

1. **Macro Program and Dispatch Numbers:** Concerns about the transfer of calls between Macro and OPD, and potential workload issues.
2. **California Highway Patrol (CHP) Collaboration:** Updates on deployments to address gun and gang violence, including extended hours and high-crime areas.
3. **Ceasefire Program:** Acknowledgment of success in reducing shootings and homicides.

### Commissioner Comments:

- Concerns about Macro generating additional calls for OPD.
- Praise for Ceasefire's impact and requests for data transparency.
- Questions about CHP deployment and effectiveness.

### Public Comments: (Cleveland; Janks; Mandal)

- Praise for Ceasefire's success.
  - Questions about sustainability and long-term effectiveness.
- 

## 7. Community Police Review Agency (CPRA) Update

### Topics Discussed:

- **Case Reduction:** Pending cases reduced by 40% year-over-year.
- **Staffing:** Increased to 15 full-time employees; recruitment continues.
- **Mediation Program:** Training completed; implementation within three weeks.
- **Community Engagement:** Field presence in Fruitvale and plans for increased visibility at BART stations.

### Commissioner Comments:

- Encouragement for progress in case reductions.
- Concerns about Latino representation in staffing.
- Support for increased community visibility.

### Public Comments: (Janks)

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## 8. Ad Hoc Committee Reports

- **Inspector General Search Ad Hoc:**
  - Survey contributions acknowledged.
  - Offer expected by October 30, 2024.
- **Staff Hiring Ad Hoc:**
  - Chief of Staff recruitment underway.
- **Racial Profiling Ad Hoc:**
  - Approval of a cultural accountability statement related to DGO M-19.
  - **Votes Taken:**
  - Motion to approve the cultural accountability statement: **Unanimous approval.**
- **Discipline Matrix Ad Hoc:**
  - Weekly reviews of updates to the discipline matrix.
- **Negotiated Settlement Agreement (NSA) Ad Hoc:**
  - Weekly stakeholder meetings to address compliance issues.
- **Budget Ad Hoc:**
  - Monthly meetings scheduled for financial accountability.

**Public Comments:** None

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## 9. Upcoming/Future Agenda Items

- CPRA updates, including the annual report.
  - Consultant presentation on the Internal Affairs Division transition project.
  - Updates on homelessness encampment management policy.
  - Progress reports on juvenile arrest referrals.
  - Inspector General hiring announcement.
  - Rules Committee updates.
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## 10. Open Forum Part 2

**Public Comments:** None

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## 11. Re-Adjourn to Closed Session and Read-Out (if needed)

- No additional closed session required.
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**12. Adjournment**

The meeting adjourned at 9:23 p.m.

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