



OAKLAND POLICE COMMISSION

REGULAR MEETING AGENDA

August 22, 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/88522902024> 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,,88522902024# US+16699009128,,88522902024# US

Webinar ID: 885 2290 2024

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 opc@oaklandcommission.org. 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.

Commissioner Jackson-Castain via Teleconference at 22 Barkly Grove LS11 7HT, Leeds



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

- 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 Marsha Carpenter Peterson
Roll Call: Vice Chair Ricardo Garcia-Acosta; Commissioner Regina Jackson; Commissioner Wilson Riles; Commissioner
Angela Jackson-Castain; 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. **Commission Vote for Resolution Determining Outcome of Second Meeting in August**
The Commission will review and take action on approving a resolution to either hold a second meeting in August or not. *(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
- VIII. **Ad Hoc Committee Reports**
Representatives from Ad Hoc Committees will provide updates on their work. Following the presentation of all ad hoc committee updates, opportunities for discussion, public comment, and/or actions, if any, will be provided.
This is a recurring item.
- Inspector General Search Ad Hoc: Commissioners Jackson (Chair), Garcia-Acosta, Peterson**
The IG Search Ad Hoc committee is tasked with conducting a nationwide search for the civilian Inspector General for the City of Oakland, this Ad Hoc Committee will report to the Police Commission before announcing the nominee for the role.
- Staff Search Ad Hoc: Commissioners Jackson (Chair), Garcia-Acosta, Peterson**
The Staff Search Ad Hoc Committee is tasked with defining the role, attracting a diverse pool of qualified candidates, and managing a thorough and fair evaluation process. This includes screening applications, conducting interviews, and presenting the most suitable finalists to the hiring authority. The committee ensures an unbiased selection process, promotes diversity and inclusion, and assists with the onboarding of the chosen candidate.



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Community Policing Ad Hoc: Commissioners Riles (Chair), Garcia-Acosta, Jackson

The Community Policing Ad Hoc committee is dedicated to developing a new policy directing the Oakland Police Department's role in Community Policing. This project began in earnest in July 2021 in partnership with community leaders, activists, police officers, and city staff. OPD has resubmitted the policy with amendments for review by the Ad Hoc, which reconvened in June 2023.

Racial Profiling Ad Hoc: Commissioners Jackson (Chair), Garcia-Acosta, Peterson

The Racial Profiling Ad Hoc committee serves as a dedicated forum to address the complex issues of racial profiling while promoting community policing principles. The goal is to create lasting improvements in law enforcement practices and relationships between the police and the diverse communities they serve.

Retreat Ad Hoc: Commissioners Jackson-Castain (Chair), Jackson

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.

(Attachment 4)

NSA (Negotiated Settlement Agreement): Commissioners Peterson (Chair), Jackson, Jackson-Castain

The NSA Ad Hoc committee is tasked with: (1) Representing the Commission in all deliberations and discussions with other stakeholders pertaining to the Sustainability Period and efforts to resolve Court oversight; (2) Reviewing the status of OPD compliance with NSA Tasks 5 (investigations) and 45 (racial disparity in discipline) and make recommendations as to any policies that may be required to achieve compliance in these areas; and (3) Recommend policies and actions required to ensure that the constitutional policing mandated by the NSA continues beyond the Sustainability Period.

(Attachment 5)

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



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IX. Approval of Meeting Minutes

The Commission will review and potentially amend or approve the meeting minutes from June 13, June 27, July 11, and July 25, 2024. (*Attachment 6*)

- 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.

This is a recurring item.

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

XI. 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

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 videoconference meeting, to access written documents being discussed at the Discipline Committee meeting, or to otherwise participate at Commission meetings, please contact the Police Commission's departmental email at OPC@oaklandcommission.org for assistance. Notification at least 72 hours before the meeting will help enable reasonable arrangements to ensure accessibility to the meeting and to provide the required accommodations, auxiliary aids, or services.

Resolution A

Attachment 1

RESOLUTION TO DESIGNATE AUGUST 29, 2024 AS THE SECOND REGULAR MEETING FOR THE MONTH OF AUGUST

WHEREAS, the Oakland Police Commission is required to conduct its meetings in accordance with California’s Brown Act and the City’s Sunshine Ordinance, and a quorum of Commissioners is required to conduct Commission regular and special meetings and enable the Commission to discuss, deliberate, and vote on agenda items. California Government Code 54950 et seq., and Oakland Municipal Code 2.20.010 et seq.

WHEREAS, a quorum constitutes at least five members of the Commission; and when there is not a quorum of Regular Commissioners attending, the Chair may designate one or both Alternate Commissioners to establish quorum. Oakland Municipal Code 604(D)(3)

WHEREAS, prior to the posting of the August 8 Commission meeting, it was determined that there was not a quorum of Regular Commissioners and Alternate Commissioners able to attend. To comply with the Brown Act and the City’s Sunshine Ordinance, in addition to not wasting public funds to conduct a meeting to determine that a meeting cannot legally be conducted, the August 8 Commission meeting was cancelled and notice was sent to all individuals and entities that would have received the posted agenda.

WHEREAS, Oakland City Charter Section 604(d)(1) states that the Police Commission shall meet at least twice each month and Oakland Municipal Code Section 2.45.090 states that “[i]f the Commission determines, by a majority vote of those present at a regular meeting, that a second regular meeting in that month is not necessary, it shall provide public notice of the meeting cancellation as required by all applicable State and local laws.”

WHEREAS, city laws do not provide direct guidance as to how the Commission could comply with Municipal Code Section 2.45.090 when quorum cannot be established to vote on a cancellation, without violating the City’s own Sunshine Ordinance and the Brown Act.

BE IT RESOLVED that the Oakland Police Commission wishes to comply with the city law of having two regular meetings unless it determines “that a second regular meeting in that month is not necessary.”

BE IT FURTHER RESOLVED that the Oakland Police Commission designates *Thursday, August 29, 2024 as its second regular meeting for the month of August* and, by its vote tonight, determines that there will be a quorum of Commissioners in attendance on *August 29* starting at 5:30 pm if closed session is agendized and 6:30 pm if there is no closed session agendized.

Resolution B

RESOLUTION TO DETERMINE THAT AUGUST 29, 2024 MEETING IS NOT NECESSARY AS A REGULAR SECOND MEETING TO ADDRESS COMMISSION BUSINESS

WHEREAS, the Oakland Police Commission is required to conduct its meetings in accordance with California's Brown Act and the City's Sunshine Ordinance, and a quorum of Commissioners is required to conduct Commission regular and special meetings and enable the Commission to discuss, deliberate, and vote on agenda items. California Government Code 54950 et seq., and Oakland Municipal Code 2.20.010 et seq.

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WHEREAS, city laws do not provide direct guidance as to how the Commission could comply with Municipal Code Section 2.45.090 when quorum cannot be established to vote on a cancellation, without violating the City's own Sunshine Ordinance and the Brown Act.

BE IT RESOLVED that the Oakland Police Commission nevertheless wishes to comply with the city law of having two regular meetings unless the Commission determines "that a second regular meeting in that month is not necessary."

BE IT FURTHER RESOLVED that the Oakland Police Commission designates Thursday, August 29, 2024, as its second regular meeting for the month of August but determines that such *a second regular meeting is not necessary*.

OAKLAND POLICE DEPARTMENT REPORTING TEMPLATE
FOR POLICE COMMISSION MEETING

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

Prepared: 8/15/2024

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

Task	
Task 45: Disparity in Discipline	<p>7th IMT Sustainability Report (16 Apr 24): No compliance finding</p> <ul style="list-style-type: none"> • 2023 Internal Investigation Outcome and Discipline Report – published June 2024 on Dept website <ul style="list-style-type: none"> • No evidence of disparity in most of the tests conducted, with the exception of a couple of areas. • White sworn members were sustained at a statistically significant higher rate than Black sworn members. • The disparity between white and Black sworn member sustained rates appeared to be largely driven by the allegation of "Failure to Accept or Refer a Complaint." • Sergeants and Commanders were sustained at a statistically significant higher rate than Officers. <p>Failure to Accept or Refer Complaint (FTARC) and Supervisory Notes File (SNF) inspection – complete</p> <ul style="list-style-type: none"> • Patterns definition – collaboration meeting w/ OIG, CPRA, IMT on 19 Mar 24. • Revisions are underway based on the feedback provided by the CPRA and IMT. • 2nd Draft definition of "Patterns" provided 12 Aug 24: <ul style="list-style-type: none"> ○ <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> <p style="text-align: center;"><i>A recognized pattern mandates Internal Affairs notification as defined in DGO M-03."</i></p> • Next steps: OPD needs approval from the monitoring team and stakeholders before amending DGO M-03.
IMT Visit	12 Aug 24
Next CMC	4 Sep 24

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	

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

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
Sexual Misconduct Policy	Action plan agreed with OIG. DGO D-24 Sexual Harassment and Sexual Misconduct Prevention working draft internal review
Racial Profiling / Bias Policy (DGO M-19)	In OPC Ad Hoc. A draft MOR violation with description was provided to the Ad Hoc on 3 Apr 24. By the next meeting, the policy will have minimally bookmarked the areas where the six OIG recommendations will be inserted.
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.
SO 9216: Excited Delirium	Special order presented to OPC twice. Pending OPD approval.
Militarized Equipment Annual Report	Draft presented to the Police Commission on 11 Jul 24.

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

Topic													
Staffing & resource management	Sworn Staffing Authorized: 678 Filled: 694					Long-term leave: 76 sworn employees							
	Communications Dispatchers Authorized: 76 Filled: 69 (26 in training)					<ul style="list-style-type: none"> 41 Medical Leave 33 Admin Leave <ul style="list-style-type: none"> 1 Lieutenant 4 Sergeants of Police 28 Police Officers 2 Military Leave 							
	Professional Staffing Authorized: 303.50 Filled: 263					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:							
	Vacancies of note: Police Records Specialist (4) (6 Police Records Specialist positions are frozen) Police Communications Dispatcher (7)												
	As of Aug 12, 2024 (Sworn only)	Admin Leave	Medical Leave On-Duty Illness/ Injury	Medical Leave Personal Illness/ Injury	Military Leave					Admin Rank	Position	Cost	Total Cost
	2+ Years	3	4							Lieutenant of Police	1	355,644.00	355,644.00
	1-2 Years	11	8							Police Officer	10	264,060.00	2,640,600.00
	6 mo.– 1 Year	6	10	1	1					Total	11		2,996,244.00
2-6 months	10	10	3		Attrition Rate – 4/mo. (45 separated over past year)								
Less than 2 months	3	4	1	1	Reemployments – 6 pending approval								
Total	33	36	5	2	Retirement Projections for 2024: 85 possible								
					<ul style="list-style-type: none"> 4 Captains of Police 9 Lieutenants of Police 25 Sergeants of Police 								

		<ul style="list-style-type: none"> 47 Police Officers
Academy recruits	<p>Academy 193rd: 12 graduated on 10 May 24 – Currently in FTO 3rd Phase (3 weeks) Aug 2024.</p> <p>Academy 194th: Started June 2024. Chief Mitchell and Commissioner Jackson attended first day.</p> <ul style="list-style-type: none"> 33 OPD and 1 outside agency Scheduled to Graduate 20 Dec 24 <p>Academy 195th: TBD</p> <p>Academy 196th: Start 18 Jan 25</p>	
General Department functions (IAD)	<p>Skelly Data:</p> <ul style="list-style-type: none"> All trained Commanders and Managers can conduct Skelly's Changed to digital format Waiver for Officers <ul style="list-style-type: none"> Working with City Attorney to formalize Added personnel to assist 	<p>Number of pending Skelly's - 169</p> <p>Number of Skelly Officers – 45</p> <p>Wait time for each Skelly – Varies</p> <p>How are Skelly Officers selected (training, recusals, Etc.) - Must attend Skelly Hearing Officer Training</p> <p>A draft plan to address the backlog of Skelly's was provided to the chief's office for further review.</p>
IAD Cases	<p>2023</p> <p>2040 total cases</p> <p>114 Sustained cases</p> <p>348 sustained allegations</p>	<p>2024</p> <p>Total cases this year closed – 757 (as of 31 Jul 24)</p> <p>Total cases open – 1162 (as of 15 Aug 24)</p> <p>Total cases in IA – 74 (as of 15 Aug 24)</p> <p>Total cases in DLI – 125 (as of 15 Aug 24)</p>
SB 2	<p>https://post.ca.gov/Peace-Officer-Certification-Actions</p>	<p>SB 2 List: 2024 (Year-To-Date)</p> <p>3 total Oakland PD</p>
General Department functions (CID)	<p>SVS Juvenile Cases: 2024 (Year-To-Date)</p> <ul style="list-style-type: none"> Juvenile Arrests: 250 total juvenile arrests Referrals to restorative justice programs (i.e. NOAB): 1 YTD Restorative Justice Referrals:39 <p>Missing Persons: 2024 (Year-To-Date)</p> <ul style="list-style-type: none"> YTD MPU Cases: 745 YTD Closed MPU Cases: 603 <p>DVU Cases: 2024 (Year-To-Date)</p> <ul style="list-style-type: none"> Total cases: 2,133 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. Domestic Dispute - 512 243(e)(1) - 547 273.5 - 582 	<p>Hate Crimes: 2024 (Year-To-Date)</p> <ul style="list-style-type: none"> Total Cases: 19 New cases: 1 Hate Crime Investigators <ul style="list-style-type: none"> Ofc. Mae Phu Ofc. W. Earl Seay
Education and training	<p>Professional Development Wellness Unit (PDWU)</p>	

regarding job-related stress, PTSD, wellness	<p>Mission Statement Take a proactive and holistic approach in the PDWU by providing wellness services, mindfulness, and educational opportunities that foster mind, body, and resiliency.</p> <p>Vision Statement Our Vision is to continuously create a culture of wellness in our department.</p> <ul style="list-style-type: none"> Placed Veteran Suicide Prevention Forum event (Hayward) flyer throughout the Department and on the Wellness Monitor at PAB. POWR Grant recipient- Completed. On July 15-19th, three members of the Oakland Police Department (professional staff, communications, sworn) completed the Organizational Wellness Coordinator Training, P.O.S.T. certified. The training was put on by the University of California San Diego Centers for Integrative Health staff in Organizational Wellness. An additional officer will be certified in September. All paid for by P.O.S.T. Recruiting an advisory team that will include a team leader from each unit in the department for wellness. OPD Pulse- PDWU wellness newsletter- will be disseminated monthly highlighting wellness tips, events, and resources. <p>The Wellness Unit expects to complete its strategic plan by the end of August.</p>
Budget (QUARTERLY)	Last: Next:
Citywide Risk Management (QUARTERLY)	Last: 14 Apr 24 Next: 27 Aug 24

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 IAD 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 IAD to CPRA	Information sharing with the Transition Consultants Moel Lah Fakhoury Law Firm – Andrew Lah and Russell Bloom
Daily Complaint Log, Weekly IAD Meetings	Ongoing
Complaints & Mediation	Pending

"Patterns" definition	Collaboration meeting w/ OIG, CPRA, IMT on 19 Mar 24.
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VIII. Collaboration with Community

Project	
National Night Out	Tuesday, 6 Aug 24 4:00pm - 8:00pm
Blood Drive – Red Cross	Completed 23 Jul 24
Annual Tour	Community Annual Tour Jun/Jul/Aug
Community Mentorship	Two officers and our Wellness Coordinator were invited to attend an event in the community to mentor young girls along with PAL (Oakland Police Activities League) and Merritt College - July 26th.
Oakland Pride Festival	September 17 th – 18 th
Coffee with a Cop	13 Jun 24, from 11:00 AM to 1:00 PM at McDonald's (4514 Telegraph Avenue).

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. 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	In the process of gathering the information. Records enters crime data for UCR reporting.
Stop Data (GC 12525.5)	Annual report 2023 Stop data was transmitted to State – sent 11 Mar 24

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

Request	
Patterns Definition	• "Patterns" Definition – Lt. Hubbard
Skelly	• Update on Skelly – Act. Capt. Dorham
Wellness Unit	• Wellness Unit Update – Dr. Nettles
J-04 Pursuit Policy	• Presented on 31 Jul 24 at the Community Policing Ad Hoc Public Forum - Capt. Ausmus, A/Captain E. Perez-Angeles, and Sgt. Urquiza-Leibin

SB 2	<ul style="list-style-type: none"> Presented on 25 July 24 – Lt. Dorham
911 System Grand Jury Report Presentation	<ul style="list-style-type: none"> Presented on 11 July 24 – Deputy Director Suttle and Mgr. Cheng
MACRO Strategy Development	<ul style="list-style-type: none"> Presented on 11 July 24 – Deputy Director Suttle and Mgr. Cheng
MACRO Data (unable to get current data due to the installation of the new CAD system)	<p>January 2024 to 23 July 24:</p> <ul style="list-style-type: none"> 4521 potential calls (were not able to refer due to criteria) 295 calls referred 295 Number of calls MACRO actually went to OPD tracks duty hours and number of crews working for dispatching purposes
Paid Admin Leave Budget	<ul style="list-style-type: none"> Presented on 13 Jun 24 Manager Marshall and Chief Mitchell
MACRO Presentation	<ul style="list-style-type: none"> Presented on 23 May 24 Communications Manager – Mgr. Cheng
Ceasefire	<ul style="list-style-type: none"> Presented on 8 May 24 – A/C Valle
IAD/Skelly	<ul style="list-style-type: none"> Presented on 8 May 24 and 13 Jun 24 - Lt. Dorham
CHP	<ul style="list-style-type: none"> Govenor Newsom deployed CHP to Oakland to help “fight crime.” (https://www.sfgate.com/bayarea/article/newsom-deploys-chp-officers-to-oakland-18656944.php) OPD is working on a draft resolution for city council to request to enter an MOU with CHP. This initiative is similar to one that occurred in 2013: https://oakland.legistar.com/LegislationDetail.aspx?ID=1287123&GUID=303EB8E7-C23D-4A83-8012-D6BA29C03940

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



Skelly Backlog Progress Updates

Acting Captain Gordon Dorham
Internal Affairs Division



Agenda



- Update on the progress of the Oakland Police Department's Skelly Hearing backlog and Skelly Hearing Officer's training update and assignments.



Background



- There is a backlog spanning four years and over one hundred sustained cases against OPD personnel with Skelly hearing rights before intended discipline is finalized and served by personnel.
- Each sustained OPD personnel has Due Process - Skelly hearing rights before intended discipline is finalized and served.



Objective



- To proactively reduce the current backlog of Skelly cases, identifying and training additional personnel within the Oakland Police Department (Deputy Chiefs, Captains and Lieutenants) to include other city department heads who can assist by serving as Skelly Hearing Officers.
- The updated training is in collaboration with the Oakland City Attorney's office (OCA) and the Oakland Police Department.
- The OPD Executive Team has also received the updated Skelly Hearing Training in collaboration with the OCA.



Key Points



- The Skelly Hearing process requires an extensive collection of confidential materials and associated case documents that require redaction and final review prior to assignment from the Oakland City Attorney's Office. Due to the sensitive nature of materials as it is related to Skelly, there are layers of supervisory review that occur in the process.
- Staffing IAD with Skelly trained personnel is instrumental in addressing the current backlog. Retirements have had an impact on this process. The Department has assigned additional personnel who are on modified duty to assist in the Skelly case preparation processes.
- The OPD has completed recent Skelly Hearing Training updates in May 2024 to increase its Skelly Hearing Officer Roster for assignment.
- IAD has also improved the process of assignment(s) of Skelly Hearings and the tracking of Skelly Hearing Reports once they are approved and signed off by the Chief of Police and the Community Police Review Agency (when applicable) to ensure timeliness and the Due Process next steps.



Current Staffing in IAD to assist in the Skelly Processes



- A temporary solution was found by re-allocating “modified duty” officers from Patrol, CID and Communications to IAD. There are currently 4 officers and 1 sergeant that have been re-allocated to IAD Administration to assist with Skelly case processing.
- There is 1 Police Record Specialist assigned to coordinate and track the Skelly packet progress and dissemination. There is 1 police officer on loan to IAD Administration who also assists with Skelly packet production and redaction. There is 1 Police Records Supervisor assigned to IAD Administration who, in addition to other regular duties, also performs Skelly reviews.



Progress Updates



- With the extra personnel re-allocated to IAD, the Skelly team has made significant progress in assigning Skelly packets to the assigned Skelly Hearing Officer to schedule the respective Skelly Hearings.
- In June 2024, 33 cases have made significant progress and are in various phases of compiling, reviewing, disseminating Skelly case packets or receiving completed Skelly reports.
- The current strategy for addressing cases is to prioritize the cases with the highest levels of discipline, in order of dates, (oldest to most recent).



Next Steps



- Since the completion of the Executive Team Skelly Hearing Training updates (16 Aug 2024), the cases with the most serious discipline and incidents involving multi-officers have been designated for assignment. Within these cases, other city department heads will assist OPD serving as Skelly Hearing Officers.
- A comprehensive Skelly Hearing Officer Roster and Skelly Hearing Tracking system has been implemented in the Bureau of Risk Management for the purpose of maintaining the timeliness and due dates of all Skelly Hearing processes moving forward.



Conclusion



- The short-term goal is to immediately address the Skelly Backlog, ensure that personnel are appropriately trained and fully understand the Skelly Hearing Officer's roles and responsibilities while maintaining communications and coordination with the Office of the City Attorney.
- Long-term goal is to increase the staffing levels within the IAD to improve processing and completion of Skelly cases to avoid backlogs to the extent possible.



End of Presentation



PDWU Strategic Plan

Dr. Rechelle Nettles
Wellness Coordinator



Agenda



- Updated Mission and Vision Statement
- Main Objective of PDWU
- 2024 Survey results
- SWOT analysis
- Key Points
- Recommendations
- Next steps
- Conclusion



Mission and Vision Statement



- Take a **proactive** and **holistic** approach in the PDWU by providing wellness services, mindfulness, and educational opportunities that foster **mind, body, and resiliency**.
- Our vision is to continuously create a culture of wellness in our agency.



Objective



- Commit to maintaining a PDWU where we help our staff to prioritize their:
- physical health,
- emotional wellness,
- financial acumen
- and mental well-being.



Data and Analysis





Challenges



STRENGTHS

- + The Wellness Unit is in place.
- + PDWU Food services
- + LD-14 officer wellness
- + Peer Support Chaplaincy
- + In house therapist
- + Gym
- + CrossFit
- + Meditation room
- + Lactation rooms

WEAKNESSES

- Morale
- Culture
- Support from all ranks
- Overworked

OPPORTUNITIES

- Lineups to promote awareness
- Partner with external businesses who offer discounts
- The Wellness Coordinator attends command staff meeting
- Build advisory board
- OPD Pulse- News Letter

THREATS

- Financial
- Participation
- Logistics
- Permanent staff





Key Points



- Lack of trust in executive staff
- Increased stress and burnout due to decrease in staff
- Rise in physical and mental health risk
- Limited full-time staff to mitigate occupational stressors
- Budget highly dependent on grants limiting programs and resources
- No permanent staff dedicated PDWU jeopardizes the growth and stabilization of support services



Recommendations



- Increase in support from City budget dedicated to wellness
- Hiring of permanent Wellness Manager
- Two full-time wellness staff specializing in alcohol and substance abuse and physical fitness
- Reduce stigma around mental health by increasing touch points
- Strategic communications plan to increase trust, morale, and confidence



Next Steps



- Allocate budget for PDWU
- Executive staff advocate for officer and professional staff wellness
- Police Commission to advocate for OPD at City Council Meeting
- Ensure permanent staff is hired
- Continue to grow wellness program so staff will feel safe, valued, and heard



Conclusion



- The Professional Development Wellness Unit has made significant progress over the past two years in providing wellness services to the staff.
- To sustain and expand the program, it is imperative that the recommendations be moved forward, particularly those focused on staffing and establishing a budget.



Attachment 2



Thank You



Professional Development Wellness Unit

Oakland Police Department

Five Year Strategic Plan

2023-2028

DRAFT



As the Wellness Coordinator at Oakland Police Department, I am honored to lead the charge of building a robust wellness program where we prioritize our employee's well-being. We are committed to building a culture of wellness where our employees are valued, feel safe, and can grow immensely in their roles while serving the community and their personal lives. Our wellness strategic plan is a multi-year project built upon the department's direction to continuously create a culture of wellness in the agency. The goals and objectives that have been outlined will focus on administration, operations, and culture. At OPD, we strive to promote excellence within the department's tenets with our entire staff. Law enforcement is a stressful working environment, and we are tasked with building a resilient staff to keep our community safe.

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DRAFT

Building a Culture of Wellness

The culture of an organization is critical to its identity and success. It embodies the mission and values, guiding and shaping the behavior and decision-making of its members. Culture influences every aspect of the organization, from how work is done to how people interact and pursue goals. It includes formal training and development programs as well as resource allocation to foster and sustain it.

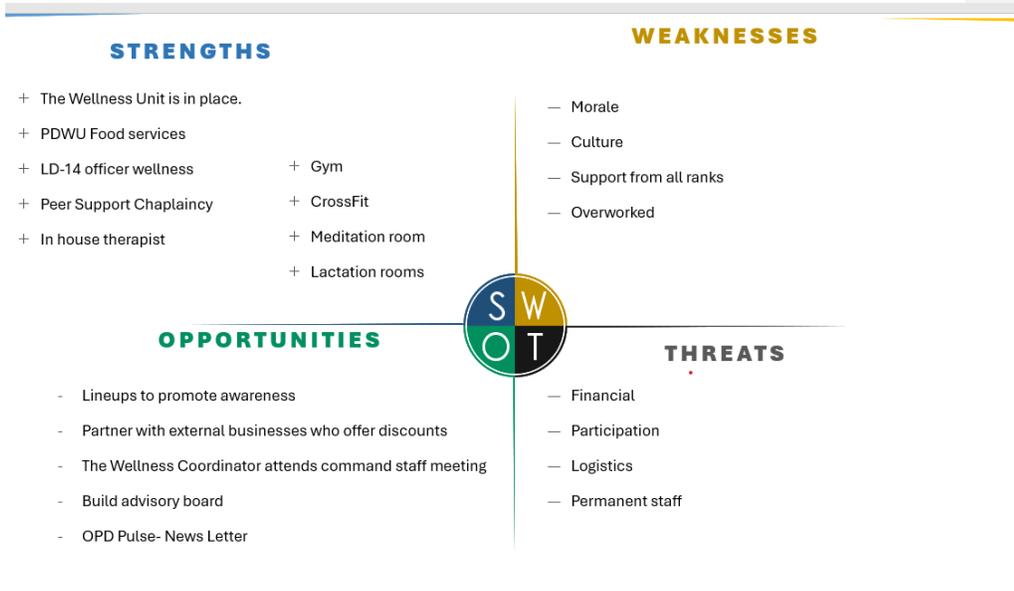
A commitment to wellness throughout the agency requires the support of every employee. Therefore, wellness services and resources should be available to all department personnel. Exposure to trauma is not limited to sworn employees—civilian employees, such as dispatchers and crime scene technicians, face unique stressors and should have access to wellness resources and support systems. It's important to assess their status to ensure they can bring about a significant positive change.

To create or improve a successful wellness program, it is crucial for every organization to have a deep understanding of the importance and potential of wellness. Agency assessments and employee surveys can help develop this understanding. Another important point for agencies that are just starting out is that to effectively promote the health of department members, wellness must be integrated into the agency's culture. At the same time, substantial changes can be made through the commitment of a small group of leaders and early adopters and influencers, and then spread throughout the system.

Assessing Our Needs

Current State of Wellness at Our Agency

To create or enhance a successful wellness program, it is essential for every organization to have a deep understanding of the importance and possibilities of wellness. We began by assessing our current state, to understand perceptions and needs, agency culture, what has been done before to support wellness, what has worked and not worked, and why. Understanding these key foundational areas helps to set up the organization for significant positive change and helps people to feel heard and recognized. This information can be gathered through two surveys: 1) a needs assessment from agency stakeholders (command staff/leadership, HR/risk management, unions/associations, wellness unit leads, peer support leads, etc.) and 2) agency-wide anonymous culture of wellness survey for all employees. This information should be reviewed with agency stakeholders to ensure alignment. **We have completed both.**



MEET THE TEAM



Dr. Rechelle Nettles

*Professional Development and
Wellness Unit Coordinator*

Meet Dr. Nettles our Wellness Leader. Dr. Nettles enjoys reading, hiking, solving problems and cooking. Food is her love language along with acts of service. If you need a problem solved reach out to her.



510-238-3508



RNettles@oaklandca.gov



Jaala Murphy

*Professional Development and
Wellness Unit Student Intern*

Meet Jaala Murphy she is a senior at San Francisco State University. She enjoys crocheting, gardening and hiking with friends.



510-269-7241



Jmurphy@oaklandca.gov

Purpose and Application

The Professional Development and Wellness Unit is designed to serve as a liaison to bridge the gap between professional resources and employees. It is also responsible for raising awareness and support, developing resources and collaborations and evaluating and adjusting to the needs of OPD members.

The Unit organizes training and programs related to health and fitness and coordinates events and activities organized by staff to increase camaraderie and improve employee morale. In addition, the Unit offers access to peer support, a mental health professional, police chaplains, and Department and City-sponsored training. The Unit offers professional programs to assist employees and their families through the Managed Health Network for sworn staff and the Claremont Employee Assistance Program for professional staff.

Proactive/Preventive Wellness Plan in PDWU

The Unit offers diverse, continuous, and beneficial services and activities that employees can rely on as credible and trustworthy. In the PDWU at OPD we are proactive in supporting employee health and well-being. Preventive practices such as having a strong sense of purpose and self-awareness, being physically fit, getting proper sleep and nutrition, and fostering deep personal connections support the health, well-being, and resiliency of employees. In September of 2024, the Unit will launch 720° Health (720health.ucsd.edu), a program that provides an open-source, robust training experience and resource library in these six domains of health and well-being. All employees will have free access to these resources, in addition to our mental health app with *Lexipol* and *Burnalong*.

Setting Priorities and Goals

Vision Statement

Our vision is to continuously create a culture of wellness in our agency.

Mission Statement

Take a proactive and holistic approach in the Professional and Development Wellness Unit (PDWU) by providing wellness services, mindfulness, and educational opportunities that foster mind, body, and resiliency.



Values

Fairness

We value fairness in our dealings with our community and with each other. Fairness is the opportunity to deliver services to our community and make decisions that are impartial, equitable, and just.

Integrity

Though it includes consistency between our statements and our actions, integrity is more than service to the truth. Integrity encompasses transparency and accountability that are born from a desire to do the right thing, even when times are difficult.

Respect

Mutual respect begins at home; we value respect throughout our organization, both up and down the chain of command. How we treat each other will be reflected in the way every staff member will be expected to treat every member of our community.

Service

Our decisions are constantly guided by our mission of providing services focused on public safety and quality of life, while also ensuring that our services are provided in an efficient and effective manner.

Teamwork

The Purpose of the mission and adherence to values are best drawn out from employees who are supported, valued, and developed. Whether through peer, supervisory, or command support and mutual respect, OPD expects that our staff all work together to achieve our common goal.

Wellness Team, Stakeholders, and Organizational Structure

Characteristics to look for when selecting members of a wellness team.

- Nonjudgmental. Someone who knows how to make people feel cared for and who understands that the role of the wellness team is supporting others, not passing judgment on them.
- Compassionate. Someone who is empathetic and cares for others.
- Experienced. Someone who is familiar with the department and has a personal understanding of the stress associated with working in a law enforcement agency.

- Proven legitimacy. Someone whom members of the department already gravitate toward when they are seeking assistance, advice, or support.
- Trustworthy. Someone who does not gossip about others.
- Demonstrates wellness. Someone who attends to his or her own emotional and physical health and models that for others.

Confidentiality

- Concern about confidentiality is a significant barrier to seeking support, especially mental health support, and when the support is provided by the police department. The Unit will work to overcome officers' reluctance to seek services by writing and publicizing a clear confidentiality policy and strictly adhering to it.
- The Professional Development and Wellness Unit's *confidentiality policy* will make it clear that the success of the Unit is predicated upon maintaining the confidentiality of employees who use services. It will require that the 'strictest confidentiality shall be maintained, within the guidelines of the program.'
- While the Unit has a physical location with set hours, staff members will be free to meet with employees in need at any time and in any place. Members of the Professional Development and Wellness Unit *providing wellness services* will be available and reachable 24/7.

Critical Incident Response Plan

In the PDWU we have an action plan for the following areas.

- Critical incident exposure or response
- Psychological debriefing for critical incidents
- Officer-involved shootings
- Peer support
- In-custody deaths
- Child abuse, drownings, deaths, etc.
- Response to an employee in crisis (on and off duty)
- Suicide prevention

Deployment

In the event of critical incidents, PDW Unit staff members will dispatch service providers, and respond immediately to the incident. This deployment also extends to the scene itself. For process and details of deployment (Call-Out), see companion document, *Peer Support, Critical Incident Response and Chaplaincy Program Policy and Procedures; Oakland Police Department, 2019.*



Background

In 2014, following a report and recommendation by 100 Black Men of the Bay Area¹ requesting psychological testing and support for officers, the City Council appropriated \$400,000 to create a wellness program at OPD. The City Council appropriated an additional \$200,000 annually for ongoing funding. OPD received funds for staff support services for FY 2015-17 to be implemented through a Wellness Unit residing in the Personnel Department. Services were identified along with the cost and funding source for implementation. OPD's research, in preparation for the development of a Wellness Unit, included an in-depth look at the San Francisco Police Department Behavioral Science Unit (SFPD BSU) and the San Jose Police Department Crisis Management Unit (SJPD CMU). This research guided OPD's decisions about framework, services, partners, and structure for the establishment of the Wellness Unit.

While the Department has long offered wellness-related programs such as peer support, a psychologist, police chaplains, and access to City-sponsored training, these services were minimal, decentralized, and did not address the needs of the law enforcement profession. There were no members of OPD who proactively attended to the physical, emotional, mental, and spiritual wellness of OPD's officers and professional staff or coordinated the delivery of help services or developed wellness programming to respond to Department members' needs.

Survey

In July of 2018, OPD sent the *Officer and Agency Health and Wellness Survey* to all members of the Department. The survey asked Department members a variety of specific questions about stress and trauma inside the agency and in the field; organizational focus and training on stress and trauma;

¹ Report to Oakland Public Safety Committee, Tucker, 2014

opportunities to engage in health and wellness activities; departmental support; and opportunities for input on programs, protocols, and policies for addressing overall well-being.

Of the 1,058 employees surveyed, 845 (over 79%) responded. Survey results indicate that staff members are uncertain as to whether the Department's culture, (as reflected by existing policies and practices), supports health and wellness. They reported that wellness activities are limited. Respondents did not highly rate the Department's use of protocols for addressing organizational stress. They also reported that they do not feel included in the development or evaluation of programs, practices, and policies.

The results also reflected core strengths that a trauma-informed approach might draw upon: such as pride in the work performed, mutual trust and commitment within the Department, zero tolerance for interpersonal violence and discrimination, and an appreciation for diversity in all forms. Staff members also reported that they feel comfortable discussing Department concerns with supervisors.

Reorganization

In 2019, through collaboration with the IACP, local experts, staff survey analysis by Urban Institute, and examination of national research, we realized that the Wellness Unit developed by OPD was a good beginning but was not meeting the health and well-being needs of OPD staff or the organization.

The development of a robust, holistic program would have training at its core. It would offer employees the services, information, tools, and opportunities to manage their own well-being. The new program would connect professional development and wellness and would be managed by the Training Department.

In October 2022, Dr. Rechelle Nettles was hired in the role of Wellness Coordinator for the Police Department. Since then, PDWU we have expanded our services to include:

- Grab and Go Food Services at all three locations: **PAB; Eastmont Substation; and Communications**
- The launch of two wellness apps, including Burnalong.

Burnalong a comprehensive wellness program with over 30,000 classes in: Physical Fitness, Mental Health, Financial Wellness, Mindfulness, and Aging Resources.

Survey

In June 2023, OPD sent out an agency-wide survey. This broad anonymous survey is part of the POWR grant with POST and the University of California San Diego Centers for Integrative Health. The survey asked Department members a variety of specific questions about stress and trauma inside the agency and in the field, organizational focus and training on stress and trauma, opportunities to engage in health and wellness activities, departmental support, and opportunities for input on programs, protocols, and policies for addressing overall well-being. We learned that our staff is aware of our wellness services.

Survey results

10% of the staff participated in the survey.

70 sworn.

30 professional staff.

Additional data analysis obtained from Burnalong wellness app.

Total Enrolled	178
Total Classes	58
Total minutes	495
Users who added sub accounts	18
Sub accounts	29

Lexipol

This data shows your organization the number of log ins occurring over time. This number can be closely related to the number of potential users utilizing the application within your org.

Year Month

Login Count

2024-03 1

2024-02 1

2024-01 5

2023-12 13

2023-11 3

2023-09 7

Planning a Wellness Culture

It is difficult for individuals to achieve wellness without a culture of wellness. We must consider, what is the current culture when it comes to health and well-being at your agency? How do people talk about health and well-being? Is wellness a priority? Is time, attention, space, and budget allocated to wellness?

Included in our stakeholder survey (as part of the needs assessment phase) are these six questions, which have been developed to help leaders manage change. Leaders must believe in and understand the change so that they can lead others through it. Even better, when a leader “owns” it, and when change is their idea, they feel the most invested in change and see its value. Here are six essential questions every leader should answer so that change can come from within. They help leaders decide the right change to implement and understand it deeply so that they can bring others to a consensus.

Commented [TS1]: Not sure what this Lexipol section is supposed to explain?

1. What is changing?
2. Why is it changing?
3. Why is it changing NOW? (What circumstances have influenced the timing for this change?)
4. What is not changing?
5. What are the expected organizational and individual benefits and risks of the change?
6. What is the risk of not changing?

Planning Wellness Training

Resiliency Training:

As a result of OPD being accepted as a participating agency with the POST-UC San Diego Organizational Wellness Initiative, our agency now has access to additional resources, training, and mentorship to support the development of the wellness program and to support individual well-being and resiliency. These will be open to all employees (sworn and professional staff).

One option is 720° Health (720health.ucsd.edu), a three-month intensive personalized training designed to meet an individual's personal health goals across six domains of health and well-being: purpose, mindfulness, movement, nutrition, sleep, and connection. Employees may opt-in to participate in this culturally competent program designed by law enforcement, for law enforcement, including the following options:

- Our employees can enroll in the three-month intensive 720° Health training including a personalized learning pathway, a personal web-based health portal, a blend of live, online, video, and text-message health training for LE professionals, and measurement of improvement in individual and agency-wide health outcomes over time, with an optional wearable device option to track health behaviors.
- Our wellness team can be trained to facilitate up to 24 hours of 720° Health sessions and will leave with a multimedia toolkit to be able to facilitate wellness sessions in the six domains throughout your agency and beyond on an ongoing basis.
- Our entire agency can have access to an open-source 720° Health library.

In addition, we offer wellness training through:

- **Learning Domain 14: Officer Wellness**
- **Critical Incident Training**
- **Advanced Officer Training Wellness Block**
- **Continuing Professional Training (CPT)**
- **Professional Staff Development**
- **Peer Support**

Wellness Resources

Referral and Resource Network

- JT2 Integrated Resources
- Claremont EAP
 - (800)-843-3373
- Kaiser Permanente
- Lexipol
- National Suicide Prevention Lifeline 1800 Suicide 24/7
- Police Suicide Prevention Center
- Peer Support - [POST Certified](#)
- Summit Foods
- Burnalong
- Officer Involved Shooting (OIS) Peer Support
- In-Custody Death Support
- Critical Incident Debriefs
- Chaplain Program - [POST Certified](#)
- Michael Palmertree - Therapist (415) 309-4106

DRAFT

LAW ENFORCEMENT PROFESSIONAL
720° HEALTH: MIND + BODY RESILIENCE



720HEALTH.UCSD.EDU

UC San Diego
CENTERS FOR INTEGRATIVE HEALTH

What is 720° Health?

720° Health is a wellness and resilience training program for sworn and professional law enforcement personnel in California. The program is supported by a collaboration between the UC San Diego Centers for Integrative Health and the California Commission on Peace Officers Training.

720° Health Summary

- Personalized
- Online + in-person courses
- Videos + texts
- Measures outcomes
- Optional wearables
- 3 months
- Leadership training
- Resources

- Mentorship

Curriculum

- The 720° Health Program begins with a **personal health goals** survey.
- Participants then:
 - participate in a series of trainings and modules reflecting their personalized learning needs
 - receive regular text message tips and reminders.
- Participants assess their progress through the 12-week program with midpoint and endpoint wellness surveys.

Law Enforcement Professionals will demonstrate:

- Satisfaction and engagement with the program
- Increased direct targets of
 - mindfulness/stress reduction
 - purpose and meaning
 - better sleep/reduced insomnia
 - better physical activity/exercise
 - better nutrition/eating

 - better social connection and support

Customized	Evidenced-Based	Culturally Competent
Technology Enhanced	Data-Driven	Collaborative

Infrastructure and Personnel

Critical to the success of the Professional Development and Wellness program are five components:

1. Staffing
2. Multi-Level Training and Education
3. Resources
4. Collaboration
5. Evaluation

Assessment and Evaluation

Metrics for Success

Metrics for success will be based upon:

- Participant breadth, depth, and satisfaction; and
- Organizational support and impacts including career development and retention, health, and performance.

Metrics for Evaluation of Training and Services, Urban Institute, 2019.

Evaluation

The Professional Development and Wellness Unit will adopt methods to test and evaluate areas of focus for individual services, agency-wide activities and services, and interdisciplinary/inter-agency services and activities. The Unit will measure utilization, effectiveness, program progress and performance, and include a means for participants to provide feedback.

Metrics for Evaluation of Training and Services, Urban Institute, 2019.

Adaptation

The goal of evaluation is not necessarily to sustain all the Unit's components over time, but rather to sustain the *most effective* components and their benefits to OPD staff and ultimately the communities served. This requires flexibility, adaptation to changing conditions, and quality improvement within the program.

Using the Unit's evaluation data and current evidence-base, we can ensure that the Professional Development and Wellness Unit effectively uses resources and continues to produce the desired outcomes.

Reporting

Wellness Utilization Reports Wellness Utilization Reports

Monthly utilization reports will be prepared by PDW staff and be submitted to the Unit Manager at the end of each month. The reports will document the number of wellness contacts and contain comprehensive information on individuals served, including type of service, demographic information, and general description of the issue. The reports will not include identifying information about the members who use mental health services.

Quarterly Wellness Management Report

The Unit manager will prepare and submit a quarterly report to the Captain of the Training Division every quarter. It will document the number of employees who provided wellness assistance, the number of employees who received services, issue areas and/or activities and events, training conducted by the Unit and help services provided, new or ongoing projects and community partnerships, emerging issues, and summaries of critical incidents.

Annual Report

The Unit manager will prepare and submit an annual report to the Captain of the Training Division for submission as part of the Training Division Annual Report. This document will include, at a minimum:

- number of employees who engaged in services of *Department MHP*,
- number of service (contractual) hours provided by *Department MHP*,
- number of employees who received Peer Support,
- number of Peer Support Team Members actively providing services,
- general issue areas (see defined categories) for Peer Support requests,
- number of employees who received referrals for (any category) services,
- general issue areas (see defined categories) for referral for services,
- category and number of activities and events,
- number of participants benefitting from activities and events,
- training delivered by Unit and number of participants,
- training sponsored by Unit and number of participants,
- number of active community partnerships,
- summary of new and ongoing projects
- summary of emerging issues and,

- summary of critical incidents

The overall goal is to provide employees with practical tools and resources to assist them in managing their own development and well-being.

Officers' reluctance to seek assistance

The nature of police work makes officers susceptible to physical and mental health risks. Despite the prevalence of these concerns, many officers are reluctant to seek help. Among officers experiencing Post Traumatic Stress Disorder (commonly referred to as PTSD), depression, and alcohol abuse problems, *fewer than half seek mental health services.*² Cultural standards among police departments often stigmatize asking for help as a sign of weakness, especially for addiction or emotional problems³.

Supporting Professional Staff

Services to promote the development and well-being of professional staff are often under-communicated or misunderstood. Many professional staff positions require response and exposure to stressful situations. For example, communication dispatchers, crime scene technicians, jobs requiring connections to community members or responsibility for others, can also produce anxiety and stress.

Goals of the Professional Development and Wellness Unit

1. Raise Department *awareness* around the concept of wellness and trauma-informed care.
2. Raise administration and community *support* for Trauma-Informed Policing.
3. Provide ongoing *wellness training*, activities, educational opportunities, support, and resources for all employees.
4. Provide learning opportunities that promote professional growth and long-term career goals and support career advancement and retention.
5. *Evaluate* and report on progress and effectiveness of the program.
6. Incorporate development, wellness and trauma-informed practices into *policies*, reviews, and evaluations; and
7. *Collaborate* and partner with academic institutions, professional organizations and health and wellness providers.

² Fox et al., "Mental-Health Conditions."

³ IACP, Break the Silence

Overview of Programs and Services

Programs, services, and activities are based on a proactive approach to a holistic development and wellness program that engages employees and encourages them to manage their own growth and wellness. The Professional Development and Wellness Unit will provide increased access and engagement and promote overall participation by OPD members. Development of the Professional Development and Wellness Unit will include additional support, assistance, training, resources, increased wellness activities, and agency-wide communication regarding development and wellness issues and opportunities. They largely fall into three categories:

1. Individuals
2. Agency-wide
3. Interagency/interdisciplinary

Services will be available directly to all Department members. Members are not required or expected to notify their supervisors or ask for permission to use *wellness services*.

Wellness Services for Individuals

Priority One: The Unit's first broad category of duties is to provide individualized support for members of the Oakland Police Department. Employees who are in crisis or are experiencing a specific personal or professional issue should be able to access the Professional Development and Wellness Unit services directly. Wellness Unit members will be expected to be proactive about engagement of staff who are experiencing crisis or a particularly stressful issue.

To further the Unit's mission to support the emotional and physical health of OPD employees, the Unit will offer a range of specific services and activities. If an employee requests a referral to a wellness service provider or other expert (such as a financial planner or a nutritionist), staff members will be trained to connect them with the appropriate resources.

Action Item: Provide financial wellness classes during open enrollment and spring of each year.

Agency-wide Activities and Services

Priority Two: The second type of services the Unit will provide are directed toward the entire Department (or groups within the Department). This includes:

- Developing and delivering, managing, coordinating, and deploying all *help resources*, including police chaplains, peer support employees, and psychological services personnel;

- Providing educational *seminars and workshops* on professional development and wellness-related issues.
- Providing *development and wellness-related training* and activities to Department members; and families.

Action Item: Build out a calendar of events reflective of a comprehensive wellness unit.

Priority Three: Resiliency Training:

As a result of **OPD** being accepted as a participating agency with the POST-UC San Diego Organizational Wellness Initiative, our agency now has access to additional resources, training, and mentorship to support the development of your agency's wellness program and to support individual well-being and resiliency. These will be open to all employees (sworn and professional staff).

One option is 720° Health (720health.ucsd.edu): a three-month intensive personalized training designed to meet an individual's personal health goals across six domains of health and well-being: purpose, mindfulness, movement, nutrition, sleep, and connection. Employees may opt-in to participate in this culturally competent program designed by law enforcement, for law enforcement, including the following options:

- Our employees can enroll in the three-month intensive 720° Health training including a personalized learning pathway, a personal web-based health portal, a blend of live, online, video, and text-message health training for LE professionals, and measurement of improvement in individual and agency-wide health outcomes over time, with an optional wearable device option to track health behaviors.
- Our wellness team can be trained to facilitate up to 24 hours of 720° Health sessions and will leave with a multimedia toolkit to be able to facilitate wellness sessions in the six domains on an ongoing basis.
- Our entire agency can have access to our open-source 720° Health library.

In addition, we offer wellness training through:

- **Learning Domain 14 Officer Wellness**
- **Critical Incident Training**
- **Advanced Officer Training Wellness Block**
- **Continuing Professional Training (CPT)**
- **Professional Staff Development**
- **Peer Support**

Action Item: Launch The 720° Health Wellness plan through email communication and schedule trainings with the wellness team to personalized learning pathway.

Priority Four: Establish a PDWU Advisory Board.

Wellness Advisory Team

The Professional Development and Wellness Unit shall establish a Wellness Advisory Team.

Appointment and Composition:

Members shall:

- Be appointed by the Training Commander and approved by the Chief of Police.
- Members shall have experience or a relationship to law enforcement policy, health and wellness or community engagement.
- Members shall include but are not limited to, medical professional(s), training officer, peer support officer, personnel leadership, community representative, chaplain, academic, and Union representative.
- Members serve staggered 2-year terms

Duties:

The Team shall provide:

- Guidance and input on programs, plans and policies
- Support and recommendations for activities and events
- Input on funding issues
- Feedback on data provided by required reporting

Meetings:

The Team shall meet six (6) times per calendar year.

Removal:

A member may be removed for:

- Ethics violation (see Gov't Ethics Act 2019)
- Two (2) months or more with no input or engagement with Team

PDWU Employee Wellness Advisory and Engagement Team

Members shall:

- Be volunteers and be approved by the Training Commander
- Provide an employee voice for the professional development, health and wellness of *all* staff
- Represent the best interest of *all* OPD employees
- Provide guidance and input on PDW services, activities, events and policies.

Action Item: send out email requests for volunteers from each unit for any employee who wants to become a wellness advisor. The employee must receive approval from the manager.

Priority Five: Launch OPD Pulse- OPD Pulse is an internal newsletter developed by PDWU ad Peer Support. We will keep you updated on the wellbeing resources, activities, and the benefits of staying healthy in a stressful working environment monthly.

Action Item: Recruit advisory board comprised of an employee from every unit in the agency. Advisory board will contribute content selection for OPD Pulse.

Maintaining and Sustaining the Wellness Program

To support long-term sustainability, it is helpful to demonstrate that wellness support saves money and adds tangible and intangible value to the organization. Measuring impact is one way to support this goal. Another is to collect testimonials and stories from people who value the wellness program. Infusing wellness at many levels of the organization and among leaders and influencers is the other key to growing and sustaining the wellness program. Below are a few other ways to continue to infuse wellness and build community.

- Field Training Officer (FTO) Training - Agency-specific Wellness Training
- First Line Supervisor Training on Wellness
- Leadership / Command Staff Training
- Networks
 - Peer Support
 - OWC Network
 - 720° Health Trainers

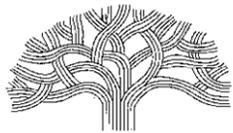
Additional Resources and Referrals

- 988 Suicide & Crisis Lifeline
- Copline
- Crisis Text Line
- Balance Financial Coaching
- 1st Help
- Badge of Life
- Blue H.E.L.P.
- Breaking the Silence: Preventing Suicide in LE
- Cops Alive
- Crisis Intervention Team

- The Counseling Team International
- Force Science Institute
- Serve & Protect
- First Responder Wellness
- Throttle & Thrive
- West Coast Post Trauma Retreat
- Mighty Oaks
- Fearless Resilience
- Heart Math
- Mindful Badge
- Mindful Responder
- RxList
- Police One
- Saddles in Service
- Save a Warrior

Recommended Reading

- Emotional Survival for Law Enforcement: A Guide for Officers and Their Families by Kevin M. Gilmartin
- I Love a Cop: What Police families Need to Know by Ellen Kirschman
- The Price They Pay by Jeffrey M. McGill
- Hearts Beneath the Badge by Karen Solomon and Mary Sutton
- Armor Yourself: How to Survive a Career in Law Enforcement by John Marx
- The New Guardians: Policing in America's Communities For the 21st Century by Cedric L. Alexander
- The POWER Manual: A Step-by-Step Guide to Improving Police Officer Wellness, Ethics, and Resilience by Daniel Blumberg PhD



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

Page 1 of 6
 Total Pending = 124 (+7.8%)

Case #	Incident Date	Date Received IAD	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)
24-0593	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
24-0582	04/17/2024	04/20/2024	04/17/2024	Investigator	YH	10/14/2024	Tolled	Use of Force	1	2	2	Use of Force
23-1781	11/07/2023	04/17/2024	11/07/2023	Investigator	YH	05/05/2024	Tolled	Use of Force	1	1	1	Use of Force
23-1602	03/29/2022	10/02/2023	10/15/2023	Investigator	YH	03/30/2024	Tolled	Truthfulness	1	2	1	Truthfulness, Obedience to Laws
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
22-1102	08/23/2022	10/17/2022	04/19/2023	Investigator	YH	02/19/2023	Tolled	Other	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
22-1379	10/17/2022	10/17/2022	10/17/2022	Investigator	JS	04/15/2023	Tolled	Use of Force	1	7	8	Use of Force, Supervision
23-1522	09/16/2023	09/16/2023	09/17/2023	Investigator	KP	03/14/2024	09/14/2024	Use of Force	1	4	8	Use of Force, Demeanor, Discrimination
23-1521	09/16/2023	09/16/2023	09/17/2023	Investigator	EM	03/14/2024	09/14/2024	Use of Force	1	1	1	Use of Force
23-1544	09/18/2023	09/19/2023	09/21/2023	Investigator	EM	03/16/2024	09/16/2024	Use of Force	1	1	6	Use of Force, Demeanor
23-1595	10/01/2023	10/01/2023	10/01/2023	Investigator	AL	05/29/2023	10/01/2024	Use of Force	1	16	48	Use of Force, Performance of Duty
24-1130	10/06/2023	10/06/2023	10/10/2023	Investigator	JS	04/03/2024	10/04/2024	Use of Force	1	3	6	Use of Force, Demeanor, Performance of Duty, Failure to Accept or Refer a Complaint
23-1665	10/09/2023	10/09/2023	10/11/2023	Investigator	JS	04/06/2024	10/07/2024	Use of Force	1	8	16	Use of Force, Demeanor
23-1722	10/19/2023	10/19/2023	10/24/2023	Investigator	KP	04/21/2024	10/22/2024	Discrimination	1	2	4	Discrimination/Demeanor
23-1754	10/26/2023	10/26/2023	10/30/2023	Investigator	JS	04/27/2024	10/24/2024	Use of Force	1	3	6	Use of Force, Performance of Duty, Demeanor
23-1786	11/03/2023	11/03/2023	11/07/2023	Investigator	EM	05/01/2024	11/01/2024	Truthfulness	1	3	1	Truthfulness
23-1795	11/04/2023	11/03/2023	11/07/2023	Investigator	AY	05/24/2024	11/02/2024	Other	1	1	1	Obedience to Laws
23-1804	11/08/2023	11/08/2023	11/10/2023	Investigator	DB	05/06/2024	11/07/2024	Discrimination	1	5	7	Search and Seizure, Discrimination
23-1834	11/14/2023	11/14/2023	11/17/2023	Investigator	DB	05/12/2024	11/12/2024	Discrimination	1	2	2	Discrimination
23-1857	11/18/2023	11/18/2023	11/21/2023	Investigator	AL	05/16/2024	11/16/2024	Use of Force	1	1	5	Use of Force
23-1851	11/19/2023	11/19/2023	11/21/2023	Investigator	AY	05/17/2024	11/17/2024	Use of Force	1	4	3	Use of Force, Performance of Duty

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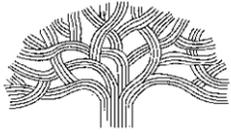


CITY OF OAKLAND
COMMUNITY POLICE REVIEW AGENCY
Pending Cases as of Month Year
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 Total Pending = 124 (+7.8%)

Case #	Incident Date	Date Received IAD	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)
23-1914	11/29/2023	11/29/2023	12/01/2023	Investigator	JS	05/27/2024	11/27/2024	Use of Force, Discrimination	1	6	18	Use of Force, Discrimination, Performance of Duty
23-1947	12/04/2023	12/04/2023	12/07/2023	Investigator	DB	06/01/2024	12/02/2024	Use of Force	1	10	21	Use of Force, Performance of Duty, Demeanor
23-2039	12/26/2023	12/26/2023	12/28/2023	Investigator	AL	06/23/2024	12/24/2024	Use of Force	1	3	8	Use of Force
23-2063	12/05/2023	12/26/2023	02/06/2024	Investigator	AY	06/26/2024	12/27/2024	Use of Force	1	3	4	Use of Force, Performance of Duty
24-0067	01/11/2024	01/11/2024	01/16/2024	Investigator	AY	07/10/2024	01/10/2025	Use of Force	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
24-0151	01/26/2024	01/28/2024	01/29/2024	Investigator	CH	07/27/2024	01/27/2025	Use of Force	1	1	5	Use of Force, Performance of Duty, Harassment
24-0187	09/27/2003	01/30/2024	01/31/2024	Investigator	AY	07/29/2024	01/29/2025	Use of Force	1	2	6	Use of Force, Prohibited Activities On Duty, General Conduct, Compromising Criminal Cases, Service Complaint, Reports and Bookings
24-0198	02/02/2024	02/02/2024	03/01/2024	Investigator	KP	07/31/2024	01/31/2025	Discrimination	2	1	1	Discrimination
24-0229	02/12/2024	02/02/2024	02/14/2024	Investigator	AY	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
24-0734	02/21/2024	02/17/2024	05/20/2024	Investigator	AL	08/19/2024	02/19/2025	Use of Force	1	1	1	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
24-0324	02/26/2024	02/26/2024	02/28/2024	Investigator	KP	08/24/2024	02/24/2025	Other	2	4	1	False Arrest
24-0353	03/01/2024	02/24/2024	03/05/2024	Investigator	YH	08/28/2024	02/28/2025	Use of Force	1	1	3	Use of Force, Reports and Bookings, Obedience to Laws
24-0365	03/04/2024	03/04/2024	03/05/2024	Investigator	AL	08/31/2024	03/03/2025	Discrimination	1	1	3	Discrimination
24-0357	01/01/2024	03/04/2024	03/05/2024	Investigator	EM	08/31/2024	03/03/2025	Use of Force	1	1	1	Use of Force

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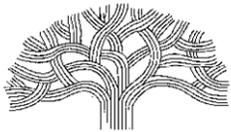


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24-0380	03/06/2024	03/04/2024	03/07/2024	Investigator	CH	08/31/2024	03/05/2025	Discrimination	1	1	1	Discrimination
24-0384	03/07/2024	03/06/2024	03/08/2024	Investigator	EM	09/03/2024	03/06/2025	Use of Force	1	2	2	Use of Force
24-0138	01/19/2024	03/07/2024	03/07/2024	Investigator	YH	09/02/2024	03/06/2025	Truthfulness	1	1	1	Truthfulness
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
24-0398	03/11/2024	03/11/2024	03/11/2024	Investigator	DB	09/07/2024	03/10/2025	Other	1	1	1	Sexual Misconduct
24-0405	03/12/2024	03/12/2024	03/13/2024	Investigator	CH	09/08/2024	03/11/2025	Use of Force	1	1	1	Use of Force, Conduct Towards Others
24-0417	03/14/2024	03/14/2024	03/15/2024	Investigator	CH	09/10/2024	03/13/2025	Discrimination	1	1	1	Discrimination-Race
24-0414	11/07/2021	03/14/2024	03/14/2024	Investigator	CH	09/10/2024	03/13/2025	Use of Force	1	1	4	Use of Force, Performance of Duty
24-0422	03/16/2024	03/16/2024	03/19/2024	Investigator	CH	11/21/2024	03/15/2025	Discrimination	1	2	4	Discrimination, False Arrest
24-0423	03/17/2024	03/17/2024	03/18/2024	Investigator	CH	09/13/2024	03/16/2025	Use of Force	1	4	3	Use of Force, False Arrest, Demeanor
24-0430	03/13/2024	03/17/2024	03/13/2024	Investigator	CH	09/15/2024	03/18/2025	Use of Force	1	1	1	Use of Force
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
24-0466	03/22/2024	03/22/2024	03/28/2024	Investigator	CH	09/18/2024	03/21/2025	Other	1	4	5	Obedience to Laws, False Arrest
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
24-0495	03/29/2024	03/29/2024	03/28/2024	Investigator	CH	09/25/2024	03/28/2025	Use of Force	1	2	1	Use of Force
24-0497	03/30/2024	03/30/2024	04/02/2024	Investigator	CH	09/26/2024	03/29/2025	Use of Force	1	1	1	Use of Force
24-0504	03/30/2024	03/30/2024	04/03/2024	Investigator	CH	09/28/2024	03/31/2025	Use of Force	1	1	1	Use of Force
24-0533	04/03/2024	04/03/2024	04/09/2024	Investigator	CH	09/30/2024	04/02/2025	Use of Force	1	3	1	Use of Force
24-0635	09/23/2023	04/03/2024	05/02/2024	Investigator	CH	10/12/2024	04/04/2025	Other	1	3	3	Performance of Duty
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

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24-0543	04/03/2024	04/16/2024	04/10/2024	Investigator	CH	10/05/2024	04/07/2025	Use of Force	1	1	1	Use of Force
24-0566	04/14/2024	04/14/2024	04/16/2024	Investigator	KP	10/09/2024	04/11/2025	Use of Force	1	2	4	Use of Force, Performance of Duty
24-0565	04/12/2024	04/15/2024	04/16/2024	Investigator	AL	10/09/2024	04/11/2025	Use of Force	1	2	2	Use of Force
24-0574	04/15/2024	04/15/2024	04/16/2024	Investigator	CH	10/12/2024	04/14/2025	Use of Force	1	2	2	Use of Force
24-0595	04/18/2024	04/18/2024	04/19/2024	Investigator	CH	10/15/2024	04/17/2025	Use of Force	1	3	3	Use of Force, False Arrest, Performance of Duty, Consumption of Intoxicants
24-0592	04/19/2024	04/19/2024	04/23/2024	Investigator	CH	10/16/2024	04/18/2025	Use of Force	1	3	3	Use of Force
24-0600	04/20/2024	04/20/2024	04/23/2024	Investigator	CH	10/17/2024	04/19/2025	Use of Force	1	1	1	Use of Force
24-0587	04/20/2024	04/23/2024	04/23/2024	Investigator	CH	10/17/2024	04/19/2025	Use of Force	1	1	1	Use of Force
24-0588	04/21/2024	04/21/2024	04/23/2024	Investigator	CH	10/18/2024	04/20/2025	Other	1	1	3	Obedience to Laws, False Arrest, Performance of Duty
24-0609	04/22/2024	04/22/2024	04/24/2024	Investigator	CH	10/19/2024	04/21/2025	Use of Force	1	1	1	Use of Force
24-0597	04/17/2024	04/22/2024	04/24/2024	Investigator	AL	10/19/2024	04/21/2025	Other	2	1	1	Performance of Duty
24-0591	04/20/2024	04/22/2024	04/23/2024	Investigator	CH	10/17/2024	04/23/2025	Discrimination	1	1	1	Discrimination
24-0629	04/27/2024	04/27/2024	04/30/2024	Investigator	CH	10/24/2024	04/26/2025	Other	1	1	1	Obedience to Laws
24-0664	05/04/2024	05/04/2024	05/07/2024	Investigator	CH	10/31/2024	05/03/2025	Use of Force	1	1	2	Use of Force, Demeanor
24-0667	05/05/2024	05/05/2024	05/07/2024	Investigator	CH	11/01/2024	05/04/2025	Use of Force	1	4	8	Use of Force, Demeanor
24-0663	05/06/2024	05/06/2024	05/07/2024	Investigator	CH	11/02/2024	05/05/2025	Use of Force	1	2	2	Use of Force
24-0701	03/06/2024	05/06/2024	05/14/2024	Investigator	CH	11/05/2024	05/08/2025	Other	2	1	3	Performance of Duty General, False Arrest, Care of Property
24-0713	05/13/2024	05/13/2024	05/14/2024	Investigator	CH	11/09/2024	05/12/2025	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
24-0730	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
24-0737	05/18/2024	05/18/2024	05/20/2024	Investigator	CH	11/14/2024	05/17/2025	Use of Force	1	2	4	Use of Force, Performance of Duty
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
24-0746	03/28/2024	05/19/2024	05/21/2024	Investigator	AL	11/15/2024	05/18/2025	Use of Force	1	3	7	Use of Force
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

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24-0739	03/28/2024	05/19/2024	05/30/2024	Investigator	AL	11/15/2024	05/18/2025	Use of Force	1	2	10	Use of Force, Conduct Towards Others, Performance of Duty, Failure To Accept or Refer a Complaint
24-0749	05/20/2024	05/20/2024	05/21/2024	Investigator	CH	11/16/2024	05/19/2025	Use of Force	1	5	15	Use of Force, False Arrest, Demeanor
24-0770	05/21/2024	05/21/2024	05/30/2024	Intake	KC	11/17/2024	05/20/2025	Use of Force	1	2	2	Use of Force
24-0754	02/05/2024	05/21/2024	05/21/2024	Investigator	CH	11/17/2024	05/20/2025	Use of Force	1	3	5	Use of Force, Performance of Duty
24-0782	Unknown	05/21/2024	05/23/2024	Investigator	AL	11/19/2024	05/22/2025	Other	1	2	2	Truthfulness
24-0767	05/09/2024	05/24/2024	05/23/2024	Investigator	CH	11/19/2024	05/22/2025	Discrimination	1	1	3	Discrimination, Harassment
24-0763	05/23/2024	05/23/2024	05/28/2024	Intake	KC	11/19/2024	05/22/2025	Discrimination	1	1	4	Discrimination, Demeanor
24-0768	05/24/2024	05/24/2024	05/28/2024	Investigator	CH	11/20/2024	05/23/2025	Use of Force	1	1	1	Use of Force
24-0769	05/27/2024	05/27/2024	05/28/2024	Investigator	CH	11/23/2024	05/26/2025	Use of Force	1	2	4	Use of Force
24-0799	05/31/2024	05/31/2024	06/03/2024	Investigator	CH	11/27/2024	05/30/2025	Use of Force	1	4	4	Use of Force
24-0793	05/30/2024	05/31/2024	05/31/2024	Investigator	CH	11/26/2024	05/30/2025	Use of Force	1	1	1	Use of Force
24-0803	06/01/2024	06/01/2024	06/04/2024	Investigator	CH	11/28/2024	05/31/2025	Use of Force	1	3	3	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
24-0831	05/09/2024	06/04/2024	06/05/2024	Intake	KC	12/02/2024	06/04/2025	Use of Force	1	1	2	Use of Force, Performance of Duty
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	Intake	KC	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	Intake	KC	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
24-0949	05/01/2024	06/26/2024	07/05/2024	Investigator	AL	12/29/2024	07/01/2025	Use of Force	1	1	2	Use of Force, Performance of Duty
24-0935	07/01/2024	07/02/2024	07/05/2024	Intake	DC	12/29/2024	07/01/2025	Discrimination	1	1	2	Discrimination
24-0953	07/03/2024	07/03/2024	07/05/2024	Intake	SH	12/30/2024	07/02/2025	Use of Force	1	1	1	Use of Force
24-0986	07/04/2024	07/04/2024	07/10/2024	Intake	SH	12/31/2024	07/03/2025	Other	1	1	2	Obedience to Laws
24-0964	07/05/2024	07/05/2024	07/08/2024	Intake	DC	01/01/2025	07/04/2025	Use of Force	1	1	2	Use of Force
24-0978	01/01/2019	07/09/2024	07/10/2024	Intake	SH	01/05/2025	07/08/2025	Other	1	1	2	Obedience to Laws
24-0988	07/03/2024	07/10/2024	07/12/2024	Intake	SH	01/06/2025	07/09/2025	Other	1	1	2	Performance of Duty

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



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

Page 6 of 6
 Total Pending = 124 (+7.8%)

Case #	Incident Date	Date Received IAD	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)
24-1009	07/13/2024	07/13/2024	07/16/2024	Intake	KC	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	Intake	SH	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	Intake	KC	01/16/2025	07/19/2025	Use of Force	1	2	6	Use of Force, Performance of Duty
24-1094	08/01/2024	08/01/2024	08/06/2024	Intake	KC	01/28/2025	07/31/2025	Other	1	1	2	Gifts, Gratuities - Soliciting or Accepting
24-1101	08/01/2024	08/01/2024	08/06/2024	Intake	SH	01/28/2025	07/31/2025	Use of Force	1	1	2	Use of Force, False arrest
24-1104	08/01/2024	08/01/2024	08/01/2024	Intake	SH	01/28/2025	07/31/2025	Other	1	1	3	Obediance to Laws, Reports and Bookings, Truthfulness
24-1120	08/02/2024	08/02/2024	08/02/2024	Intake	SH	01/29/2025	08/01/2025	Other	1	1	1	Performance of Duty
24-1113	07/25/2024	08/02/2024	08/06/2024	Intake	SH	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	Intake	SH	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	Intake	SH	02/02/2025	08/05/2025	Truthfulness	1	1	1	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.



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August Partial 2024 Completed Investigations

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(Total Completed = 8)

Inv.	Case #	Incident Date	Received Date	Completion Date	1-Year Goal	Officer	Allegation	Finding/Conclusion
DB	21-1410	11/20/2021	11/20/2021	8/7/2024		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
						Subject 4	Use of Physical Force	Within OPD Policy
						Subject 5	Use of Physical Force	Within OPD Policy
						Subject 6	Use of Physical Force	Within OPD Policy
						Subject 7	Use of Physical Force	Within OPD Policy
						Subject 8	Use of Physical Force	Within OPD Policy
						Subject 9	Use of Physical Force	Within OPD Policy
						Subject 10	Use of Physical Force	Within OPD Policy
						Subject 11	Use of Physical Force	Within OPD Policy
						Subject 12	Use of Physical Force	Within OPD Policy
						Subject 13	Use of Physical Force	Within OPD Policy
YH	23-0558	1/23/2023	1/25/2023	8/7/2024		Subject 1	Use of Physical Force	Within OPD Policy
						Subject 2	Use of Physical Force	Within OPD Policy
JS	23-1348	8/7/2023	8/15/2023	8/7/2024	8/12/2024	Subject 1	Performance of Duty – Unintentional/Improper Search, Seizure, or Arrest	Within OPD Policy
							Performance of Duty – Unintentional/Improper Search, Seizure, or Arrest	Within OPD Policy



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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
							Conduct Toward Others - Harassment, Discrimination, or Profiling by Race or Ethnicity	Unfounded
							Conduct Towards Others – Demeanor	Unfounded
						Subject 2	Conduct Towards Others – Demeanor	Unfounded
							Performance of Duty – Unintentional/Improper Search, Seizure, or Arrest	Within OPD Policy
						Subject 3	Conduct Towards Others – Demeanor	Unfounded
							Performance of Duty – Unintentional/Improper Search, Seizure, or Arrest	Within OPD Policy
						Subject 4	Conduct Towards Others – Demeanor	Unfounded
						Subject 5	Conduct Towards Others – Demeanor	Unfounded
						Subject 6	Conduct Towards Others – Demeanor	Unfounded
CH	24-0372	3/4/2024	3/4/2024	8/6/2024	3/3/2025	Subject 1	Conduct Toward Others – Harassment, Discrimination, or Profiling by Gender	Administrative Closure (Lacks Specificity)
YH	23-1361	8/14/2023	8/16/2023	8/12/2024	8/14/2024	Subject 1	Performance of Duty – General	Within OPD Policy
						Subject 2	Performance of Duty – General	Within OPD Policy
						Subject 3	Use of Physical Force	Sustained
						Subject 4	Performance of Duty – Intentional Search, Seizure, or Arrest	Within OPD Policy



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(Total Completed = 8)

Inv.	Case #	Incident Date	Received Date	Completion Date	1-Year Goal	Officer	Allegation	Finding/Conclusion
MM	24-0015	8/11/2023	1/8/2024	8/13/2024	1/3/2025	Subject 1	Conduct Toward Others— Unprofessional Conduct in Violation of AI 71	Sustained
						Subject 2	Conduct Toward Others— Unprofessional Conduct in Violation of AI 71	Sustained
CH	24-0304	2/24/2024	3/4/2024	8/13/2024	2/22/2025	Subject 1	Performance of Duty – Unintentional/Improper Arrest	Within OPD Policy
							Performance of Duty – PDRD	Within OPD Policy
							Use of Physical Force	Within OPD Policy
						Subject 2	Conduct Toward Others - Harassment, Discrimination, or Profiling by Race or Ethnicity	Unfounded
							Performance of Duty – Unintentional/Improper Arrest	Within OPD Policy
							Performance of Duty – PDRD	Within OPD Policy
							Use of Physical Force	Within OPD Policy
							Conduct Toward Others - Harassment, Discrimination, or Profiling by Race or Ethnicity	Unfounded
MM	23-1423	8/25/2023	8/25/2023	8/14/2024	8/23/2024	Subject 1	Conduct Towards Others – Demeanor	Sustained
							Use of Physical Force	Within OPD Policy
							Use of Physical Force	Unable to Determine
							Conduct Towards Others – Demeanor	Unable to Determine
						Subject 2	Custody of Prisoners, Treatment and Maintaining control	Within OPD Policy
							Use of Physical Force	Within OPD Policy



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Inv.	Case #	Incident Date	Received Date	Completion Date	1-Year Goal	Officer	Allegation	Finding/Conclusion
							Use of Physical Force	Unable to Determine
							Conduct Towards Others – Demeanor	Unable to Determine
							Custody of Prisoners, Treatment and Maintaining control	Within OPD Policy

CPRA Made the following Training Recommendations with Respect to Investigations in this Report:

- Officer training regarding the documentation of a search.
- Officer use procedural justice principles when speaking to members of the community.

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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:

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/Unable to Determine: 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



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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 = 2)

Inv.	Case #	Incident Date	Received Date	Completion Date	1-Year Goal	Officer	Allegation	Finding/Conclusion	
YH	24-0633	3/12/2024	4/30/2024	7/26/2024	4/28/2025	Subject 1	Contact Towards Others – Harassment, Discrimination, or Profiling by Race or Ethnicity	Duplicate	
							Subject 2	Supervisors - Authority and Responsibilities	Duplicate
								Contact Towards Others – Harassment, Discrimination, or Profiling by Race or Ethnicity	Duplicate
FK	24-0223	2/8/2024	2/20/2024	7/29/2024	2/8/2025	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	Contact Towards Others – Harassment, Discrimination, or Profiling by Race or Ethnicity	Unfounded	
							Performance of Duty – Unintentional/Improper Search, Seizure, or Arrest	Within OPD Policy	
							Contact Towards Others – Harassment, Discrimination, or Profiling by Race or Ethnicity	Unfounded	



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Other Cases No Longer Pending:

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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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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



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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.

OAKLAND POLICE COMMISSION

RESOLUTION NO. 24-01

RESOLUTION AUTHORIZING THE COMMUNITY POLICE REVIEW AGENCY (CPRA) EXECUTIVE DIRECTOR TO ENTER INTO A PROFESSIONAL SERVICES AGREEMENT WITH LEADERSHIP INCORPORATED TO PROVIDE FACILITATION SERVICES FOR A POLICE COMMISSION RETREAT FOR AN AMOUNT NOT-TO-EXCEED \$25,000.

WHEREAS, the voters of the City of Oakland voted yes for Measure LL on November 8, 2016, which established the Oakland Police Commission; and

WHEREAS, Measure LL amended the Oakland City Charter to add section 604, entitled "Police Commission;" and

WHEREAS, the Oakland City Council adopted Ordinance No. 2.04.022 on July 9, 2019, amending Oakland Municipal Code Chapter 2.04 Purchasing System, to add section 2.04.022 to authorize the Police Commission to enter Professional Service Agreements necessary to fulfill its duties as defined in Measure LL, codified in section 604 of the Oakland City Charter; and

WHEREAS, every official act of the Commission shall be adopted by a majority vote of the Commissions present at the meeting and eligible to vote; and

WHEREAS, the Community Police Review Agency (CPRA) Executive Director is authorized on behalf of the City of Oakland to enter into Professional Services Agreements properly approved by the Commission and shall be the contract administrator; and

WHEREAS, all contracts approved by the Police Commission are subject to the competitive and other processes and procedures required under Oakland Municipal Code Chapter 2.04 Purchasing System; and

WHEREAS, the Police Commission received proposals from Leadership Incorporated, and solicited bids from Blaze Consulting, Community Boards (Ryan Lamberton & Tammy Appling), and Walker and Associates Consulting, LLC; and

WHEREAS, on August 22, 2024 the Police Commission voted to direct the CPRA Executive Director to engage the services of Leadership Incorporated to provide facilitation services for a Police Commission retreat; now, therefore be it

RESOLVED, that the Oakland Police Commission authorizes the CPRA Executive Director to enter into a Professional Services Agreement with Leadership Incorporated to provide facilitation services for a Police Commission retreat; and be it

FURTHER RESOLVED, the total amount of the Agreement shall be for a not-to exceed amount of \$25,000; and be it

FURTHER RESOLVED, that the CPRA Executive Director has identified available funding in the amount of \$25,000 in General Purpose Fund (1010), Police Commission Organization (66111), Administrative Project (1003737), Program (IP06); and be it

FURTHER RESOLVED, that the CPRA Executive Director is authorized to negotiate and finalize the scope of professional services for said contract with Leadership Incorporated to provide facilitation services for a Police Commission retreat.

IN POLICE COMMISSION MEETING, on August 22, 2024, in OAKLAND, CALIFORNIA,

PASSED BY THE FOLLOWING VOTE:

AYES –

NOES –

ABSENT –

ABSTENTION –

ATTEST: Mykah Montgomery
MYKAH MONTGOMERY
Chief of Staff
Oakland Police Commission
City of Oakland, California

THE OAKLAND POLICE COMMISSION'S STATEMENT

I. Introduction

The Oakland Police Commission (“Commission”) welcomes the opportunity to share the community’s perspective on the status of the Oakland Police Department’s (“OPD” or the “Department”) readiness to transition from court oversight. Marked by its civilian leadership and its commitment to the community it serves, the Commission stands as a distinctive oversight body that represents the formal community voice in matters concerning OPD oversight.

During the Negotiated Settlement Agreement (“NSA”) Case Management Conference (“CMC”) held on January 23, 2024, this Court asked all NSA stakeholders to respond to the question of “whether [it is] appropriate to end the monitorship ..., to change its form or to ... maintain the status quo.” (CMC Transcript at 6:5-7). Some months later, the Court similarly asked the stakeholders to “provide a more knowledgeable perspective about the need for or future of federal court oversight (either continuing the monitorship, revising it, or dissolving it).” Order Continuing Case Management Conference, Delphine Allen v. City of Oakland (June 4, 2024).

The Commission has considered the Court’s question thoroughly. While the Commission applauds the improvements and successes of OPD’s compliance to date, several obstacles must be overcome before an end to court monitorship would be prudent. The Commission identified the following essential areas for improvement which still need to be addressed before ending court oversight:

- Stabilize Incoming OPD Leadership
- Strengthen Oakland Police Commission Capacity
- Improve Stakeholder Communication and Cooperation
- Change OPD Culture
- Sustain Compliance

Of these, the most important and most difficult is ongoing OPD resistance to culture change. Recounting the City saying that it would be in compliance by December 31, 2005, the distinguished jurist Thelton Henderson, overseeing the NSA, said in 2010, “Today we have a new Chief, a new monitoring team and the benefit of five years time... Yet I am unconvinced that the promise of

1 change is any more real today than it was then.” ALI WINSTON AND DARWIN BONDGRAHAM, THE
2 RIDERS COME OUT AT NIGHT 272 (2023).

3 Ongoing and chronic cases of misconduct, scandals and cover ups in the ensuing years
4 prompted current NSA Judge William Orrick to comment that “[i]t’s this lack of integrity, this
5 culture that plays favorites, that undercuts constitutional policing.” Natalie Hanson, *Judge Narrows*
6 *Federal Monitoring of Oakland Police Department Despite Concerns*, COURTHOUSE NEWS (April
7 11, 2023) ([https://www.courthousenews.com/judge-narrows-federal-monitoring-of-oakland-police-](https://www.courthousenews.com/judge-narrows-federal-monitoring-of-oakland-police-department-despite-concerns/)
8 [department-despite-concerns/](https://www.courthousenews.com/judge-narrows-federal-monitoring-of-oakland-police-department-despite-concerns/)).

9 Independent Monitor Robert Warshaw’s most recent Report shows NSA Task 5, Complaint
10 Procedures for IAD, is not in compliance. Following the investigative findings of both the
11 Community Policing Review Agency (“CPRA”) and an outside agency, Warshaw’s Report notes
12 that “[b]oth investigations resulted in serious sustained findings and discipline and revealed
13 systemic deficiencies in the Department. Deficiencies in internal investigations have unfortunately
14 repeated themselves and need to be rectified. We find this to be both serious and troubling.”
15 WARSHAW, EIGHTH NSA SUSTAINABILITY PERIOD REPORT OF THE INDEPENDENT MONITOR FOR THE
16 OAKLAND POLICE DEPARTMENT 16 (August 2, 2024).

17 The Commission’s judgment that there is room for improvement in OPD’s compliance with
18 the NSA does not signal that the Commission believes that the OPD should remain under
19 monitorship for the long-term. However, in the short term, the Department must address these
20 challenges for an exit from court monitorship into full civilian oversight to be feasible.
21

22 **II. Charting the Path**

23 A. Stabilize Incoming OPD Leadership.

24 At the time of the January 23rd CMC, the City of Oakland had not chosen a new chief to
25 lead the OPD. Since then, the Commission worked to pare down potential candidates. The
26 Commission hosted a public forum for community members to hear from the candidates and share
27 their opinions with the Mayor about what they wished to see from a new chief. The Commission
28 presented a slate of four highly-qualified, diverse candidates on March 1, 2024, on time and as

1 promised. On March 22, 2024, the Mayor announced the selection of Floyd Mitchell as the new
2 Chief of the Oakland Police Department. The Commission is proud to have brought only the most
3 qualified candidates to the City’s attention and looks forward to working with Chief Mitchell to
4 achieve the constitutional policing and reforms required to ensure fairness and justice for all the
5 residents of Oakland.

6 With the appointment of a new chief, the OPD entered a transitional phase. Most of the
7 Chief’s high-level command staff retired soon after his appointment and, like any new chief from
8 outside of Oakland, he will need time to acclimate, understand, and commit to the constitutional
9 policing and civilian oversight objectives overseen by the NSA and supported by independent
10 authority of the Oakland Police Commission. While the Community is confident that Chief Mitchell
11 is up to the task, the Commission does not expect immediate resolve to the outstanding issues.
12 Dissolving the monitorship right now would not benefit the community as OPD transitions to new
13 leadership.

14 B. Strengthen Oakland Police Commission Capacity.

15 Oakland’s Police Commission is a more recent participant in OPD’s movement toward
16 reform. Created by an overwhelming majority of Oakland voters in 2016, the Commission is
17 comprised of community members and operates independently from the City of Oakland. As a
18 volunteer, community-led body authorized to resolve disputes regarding police misconduct
19 allegations, the Commission values and actively seeks community input and champion community
20 oversight priorities. Since the Court’s January CMC, the Commission had several significant
21 successes, including:

- 22 • Collaborated with the OPD to have the Department modify its policies to increase to 45 the
23 number of pre-disciplinary due process (“Skelly”) hearing officers available to address the
24 backlog of 171 Skelly hearings in an effort to decrease the \$3 million per year spent on
25 officers on paid administrative leave,
- 26 • Sustained the first-ever racial profiling allegation of police misconduct through its
27 Community Police Review Agency (“CPRA”),
- 28 • Prepared a racial profiling cultural accountability statement,

- 1 • Created a reporting template to guide the OPD in tailoring its twice monthly reports to the
- 2 Commission toward matters of constitutional policing oversight within the Commission’s
- 3 jurisdiction, rather than sharing general information on local crime,
- 4 • Directed the OPD to redefine “pattern” for the purposes of identifying repeated instances of
- 5 police misconduct,
- 6 • Addressed the 192nd and 193rd Policy Academies’ graduation, and
- 7 • Attended the Orientation of the 194th Police Academy.

8 These accomplishments aside, the Commission found itself with a vacancy with Inspector
9 General Michelle N. Phillips announcing her resignation to lead Minneapolis’ Department of Civil
10 Rights. The Office of the Inspector General (“OIG”) is responsible for program and performance-
11 based audits, evaluations, inspections, and reviews of both the OPD and the Commission’s CPRA to
12 reduce instances of racial profiling and discriminatory policing practices. Inspector General Phillips
13 takes with her a depth of experience about the OPD and the Commission’s essential role in civilian
14 oversight. While the Commission is far along in the hiring process, the fact remains that the next
15 Inspector General will have large shoes to fill. Once the NSA sunsets, the OIG will take
16 responsibility for overseeing OPD’s ongoing compliance with the NSA’s 52 Task. The new IG will
17 need time to acclimate, understand, and commit to the constitutional policing and civilian oversight
18 objectives overseen by the NSA and supported by independent authority of the Oakland Police
19 Commission.

20 Even once the new IG begins, the OIG will face an additional challenge: Oakland finances.
21 Although the City of Oakland regularly experiences deficits, the current budget shortfall affects the
22 Commission’s ability to perform its duties. Recently, the Commission sought to request the IG to
23 conduct a review audit of OPD’s compliance with NSA Tasks 5 and 45 and provide any necessary
24 policy recommendations specifically about OPD and CPRA’s investigation process and procedures
25 with regard to Internal Affairs Case No. 23-04. The IG responded that she could not coordinate the
26 review audit because the City had not funded the OIG’s audit function. As this Court is aware, the
27 Monitor found the Department out of compliance with Task 5. The inability to audit the associated
28

1 investigation (even its own CPRA investigation) stymies the OIG's – and therefore the
2 Commission's – power to aid the OPD in reaching and sustaining NSA compliance.

3 The Commission's Community Police Review Agency ensures vigorous police oversight by
4 providing independent investigations of community members' allegations of misconduct against
5 sworn OPD officers. Supervised by the Commission, the CPRA will also serve as the body that
6 investigates OPD officer misconduct, should the Department's own Internal Affairs Division be
7 abolished. Due to City budget deficits, CPRA's allocated staff positions are frozen, threatening the
8 pace at which it can intervene as the impartial investigative body for OPD misconduct when
9 monitorship ends.

10 Despite these setbacks, the Commission is strengthening its processes to perform its duties
11 as effectively as possible as it prepares for the NSA's completion. As always, the community's
12 voice is vital to these efforts. The Commission's Enabling Ordinance Ad Hoc Committee is
13 currently endeavoring to amend the City Council's proposed revisions to the Oakland Municipal
14 Code that would fundamentally alter the Commission's powers. Along with the Commission, a
15 small team of dedicated community members on the Ad Hoc Committee is laboring to preserve the
16 Commission's powers, remove outdated terms, and propose new, clarifying language.

17 In recent months, the Commission has also been the target of additional proposed changes.
18 Several of its central functions (including the oversight of the OIG and its authority to weigh in on
19 the hiring and termination of the Chief of Police) were marked for repeal by a City Council Charter
20 amendment. In the wake of substantial community outrage, the authoring Councilmember withdrew
21 the proposal. This result demonstrates the Oakland community's continued commitment to strong
22 civilian oversight of the OPD and its intention to guard the authority granted the Commission.

23 The Commission routinely strives to peel back the layers of OPD culture. In a recent report
24 before the Commission, OPD advised that sworn officers had been on paid administrative leave for
25 one to two years while they awaited the assignment of a Skelly Officer and/or an attorney of their
26 choice to represent them. OPD cheerfully reported that, because Skelly hearings have no deadline,
27 these officers could remain on administrative leave indefinitely at an annual cost of \$2.9 million to
28 the Department. Until the Commission called attention to the wastefulness of allowing officers to

1 remain on open-ended paid leave rather than pursuing Skelly hearings, the Department appeared
2 oblivious to the problematic nature of squandering millions of dollars in OPD funds.

3 Despite (or due to) the Commission’s successes, the Office of the City Attorney continues to
4 refuse the Commission access to essential documents necessary to assess the Monitor’s conclusion
5 that:

6 “[T]he Department is out of compliance with Task 5, following the
7 findings of investigations conducted by both the Community Police
8 Review Agency (CPRA) and an outside investigator into the actions
9 of senior members of the Department with regard to an earlier IAD
10 investigation. Both investigations resulted in serious sustained findings
11 and discipline and revealed systemic deficiencies in the Department.
12 Deficiencies in internal investigations have unfortunately repeated
13 themselves and need to be rectified. We find this to be both serious
14 and troubling.”

15 WARSHAW, EIGHTH NSA SUSTAINABILITY PERIOD REPORT OF THE INDEPENDENT MONITOR FOR THE
16 OAKLAND POLICE DEPARTMENT 16 (August 2, 2024).

17 The inability to access the IAD and CPRA investigative documents prevents the
18 Commission from executing its duty of due diligence to review and ensure that OPD has not
19 engaged in disparate discipline under Task 45. In fact, the City Attorney’s actions deny the
20 Commission the opportunity to review the adequacy of its own CPRA investigation under Task 5.

21 Although it has accomplished much, the Commission could achieve even more if it were
22 fully staffed. Due to City budget constraints, the Commission faces an uphill battle to receive the
23 administrative staff positions necessary to support its mission. Long-term Commission vacancies
24 similarly undercut the Commission’s ability to achieve its objectives. To accomplish its goals, the
25 Commission needs a full slate of active Commissioners. Without the requisite seven Commissioners
26 and two alternates, the current Commissioners must labor twice as hard to discharge its
27 jurisdictional obligations. The Commission can function at full capacity only when the selection
28 authorities fill the existing Commission vacancies.

29 This Court recognizes that, not only the OPD and the City, but also the Commission (and its
30 divisions: OIG and CPRA) are “integral to the success of the NSA.” (CMC Tr. 43:15-16). Despite
31 great effort and progress, the Commission’s OIG and CPRA, along with the OPD, are currently in a

1 state of flux. The Commission expects each entity will continue to build on their foundations as the
2 OPD turns into the final stretch of NSA compliance.

3 C. Change OPD Culture.

4 This Court observed the need for the City to demonstrate that “the OPD has embraced the
5 spirit as well as the letter of the NSA.” (CMC Tr. 6:8-11). More than any gauge, an internal
6 transformation in culture will indicate that OPD is prepared to move forward without backsliding
7 once the Court terminates its oversight. Although the NSA has been the greatest driving force for
8 improvement in OPD’s standards, the Department continues to struggle with a culture that lacks
9 transparency, accountability, and integrity. Past incidents of racial profiling, an absence of empathy,
10 and lack of professionalism eroded public trust significantly and the repercussions linger within the
11 community. To align the Department’s practices with the letter and spirit of NSA compliance, a
12 substantial cultural shift remains necessary.

13 The Commission recognizes that the cultural challenges embedded in NSA Tasks 5 and 45
14 transcend policy adjustments and a “moment-in-time” compliance. Rather, true compliance is
15 rooted in “sustainability and organizational culture.” (Former Interim Chief Darren Allison, CMC
16 Tr. 13:12-13). The Commission’s recommendations for cultural change within the Department
17 stand as a testament to our belief in the power of community-led change and our collective
18 commitment to achieving a future where the OPD’s culture aligns with the values of the Oakland
19 community.

20 Viewing the OPD’s culture from the public’s perspective, the opportunity for positive
21 transformation is evident. The Court consistently emphasized the importance of OPD’s evolution to
22 an entity that can self-regulate, hold itself and its officers accountable, and uphold the principles of
23 integrity and constitutional policing. Specifically, in April 2023, the Court observed that there was
24 “a cultural inability of OPD to police itself, to hold itself and its officers accountable without fear or
25 favor; a culture that lacks integrity; a culture that plays favorites and protects wrongdoers that
26 undercuts the foundations of constitutional policing.” These observations highlighted several facets
27 of the current culture that continue to require attention:
28

- 1 1. **Addressing Historical Challenges:** Acknowledging a historical backdrop of racial
2 profiling and racial disparities, which regrettably persist in certain aspects of the
3 department's culture.
- 4 2. **Fostering Empathy:** Encouraging the development of empathy towards the
5 community that OPD serves, recognizing that true understanding and compassion are
6 essential.
- 7 3. **Upholding Professionalism:** Elevating professionalism within the ranks to ensure
8 that officers represent the highest standards of law enforcement.
- 9 4. **Rebuilding Trust:** Taking deliberate actions to rebuild trust within the community,
10 as past actions have, at times, contributed to a sense of mistrust.

11 To promote ethical behavior within the OPD's culture, the integration of comprehensive
12 training programs that include the Department's historical context and current ethical standards is
13 mission critical. Such training should be mandatory for all officers, including non-sworn personnel,
14 and should be a significant component of promotional exams and field training.

15 The underlying goal here is to transform OPD's culture by promoting transparency and
16 fairness in discipline procedures. By thoroughly examining and addressing these concerns, OPD can
17 ensure that instances of policy violations are met, not with officers evading consequences through
18 policy loopholes, but with appropriate disciplinary actions that dispel any perceptions of
19 leniency. The OPD should not be distrustful of oversight – whether by the Monitor or the
20 Commission – and any corresponding discipline. Culture change is more difficult to achieve when
21 accountability is seen as punitive. Only when accountability and discipline are viewed as restorative
22 (providing recompense to the injured community after which the offender is offered a second
23 chance) will sworn officers welcome transparency and a collective desire to improve behavior.

24 The enhancement of discipline policies and the discipline matrix is not about punitive
25 measures, but rather upholding the highest standards of conduct and sending a clear message that
26 officers will be held accountable for misconduct. Structural disciplinary changes, rather than mere
27 appeals to morality and ethics, will ensure that officers modify their behavior. This approach fosters
28 a culture of accountability where commanding officers feel empowered to administer appropriate

1 discipline and all members of OPD understand the importance of adhering to policies and ethical
 2 guidelines. As discipline is consistently and fairly applied, it acts as a deterrent against future policy
 3 violations. By eliminating ambiguity and ensuring that consequences align with the severity of the
 4 misconduct, OPD can pave the way for a culture defined by responsibility and integrity.

5 The OPD should conduct department-wide training to all staff, sworn and non-sworn, on
 6 every scandal and major failure since the NSA began. This training should include the historic facts,
 7 the violations of policy, the ethical problems underlying those violations, and the changes to policy
 8 and practice that have resulted from officer misconduct.

9 Trainers should be

- 10 • Qualified credentialed, non-credentialed, and/or have lived experience from the Department
- 11 and/or from the community to teach the subject matter;
- 12 • Reputable with a demonstrated track record;
- 13 • Free of conflicts of interest;
- 14 • Intergenerationally representative;
- 15 • Gender representative; and
- 16 • Racially-inclusive.

17 The following non-OPD source experts are qualified to develop an integrated and
 18 comprehensive training curriculum:

- 19 • Jennifer Eberhardt: author of previous studies and reports on the OPD and
- 20 Co-Director of the Stanford SPARQ program.
- 21 • Keith Ellison, Minnesota Attorney General and author of *BREAK THE WHEEL:*
- 22 *ENDING THE CYCLE OF POLICE VIOLENCE.*
- 23 • Jim Chanin and John Burris, Plaintiffs' Attorneys in the *Delphine Allen v. Oakland* case.
- 24 • Ali Winston and Darwin BondGraham, authors of *THE RIDERS COME OUT AT*
- 25 *NIGHT.*
- 26 • Darlene Flynn, Executive Director of the Race and Equity Department in the City of
- 27 Oakland.
- 28 • CURYJ – violence interrupters.

- 1 • Kevin Grant, Oakland Unite’s Violence Prevention Coordinator.
- 2 • Reygen Cunningham, Co-Director at The California Partnership for Safe Communities,
- 3 former City of Oakland Ceasefire Project Manager.
- 4 • Former OPD Captain Ersie Joyner.
- 5 • Pastor Michael McBride, Live Free USA.
- 6 • Family Violence Law Center.
- 7 • Reimagining Public Safety Task Force Report recommendation #32 - MOR and
- 8 Discipline Matrix both need to undergo a comprehensive update.
- 9 • Contact person: Christina Petersen (christina.r.petersen@hotmail.com), OPD
- 10 Organization and Culture, Accountability/Discipline WG.

11 The Oakland community is a critical partner that the OPD must consider at every point in
 12 training development. Community-designed and implemented training modules, specifically
 13 focused on impressing upon incoming recruits the need to reshape the department’s culture, will
 14 ensure that trainings are effective. To secure community engagement, OPD should implement some
 15 of these courses out in the community where direct policing occurs.

16 The OPD possesses valuable training modules that can be adapted to accommodate a new
 17 department wide educational initiative for all staff. The existing smaller module for police academy
 18 recruits, featuring insights from respected figures like Jim Chanin, investigative reporters and
 19 authors Ali Winston, and Darwin BondGraham, is a solid starting point. Additionally, Project Reset,
 20 a four-week course introduced in 2021 and aimed at empowering officers as culture change agents,
 21 presents a promising framework.

22 D. Improve Stakeholder Communication and Cooperation.

23 Persistent obstacles exist to securing clear paths of communication and cooperation among
 24 key stakeholders to ensure the OPD’s smooth transition from the NSA to civilian oversight. For
 25 instance, the Commission took the lead in repeatedly reaching out to the NSA parties per the
 26 Court’s January CMC directive that all stakeholders “meet and discuss whether it is appropriate to
 27 end the monitorship at that time to retain its form or to retain the status – maintain the status quo.”
 28 (CMC Tr. 6:4-7). Although disappointed that its efforts to meet about and discuss this fundamental

1 issue were rebuffed by some and ignored by others, the Commission invited Senior Deputy City
2 Attorney Brigid Martin to attend the July 2nd meeting of the NSA Ad Hoc committee to share the
3 City's position on whether the Department should exit the NSA. Senior Deputy City Attorney
4 Martin joined the meeting but would not disclose the City's position. The Commission Chair has
5 not been successful in scheduling regular meetings to discuss Commission matters, in general, with
6 Mayor Sheng Thao. Only after the newest member of the NSA Ad Hoc committee brokered a
7 meeting with the Mayor on behalf of the NSA Ad Hoc, was Commission Chair Peterson and
8 members of the NSA Ad Hoc able to have its first meeting this calendar year with Mayor Thao.

9 Such lack of coordination is evidence of troubling concerns. The failure to collaborate
10 hinders the Commission's ability to effectively monitor and be a partner in guiding the OPD's
11 progress toward the NSA goals. If indispensable stakeholders to the OPD's transition to civilian
12 oversight are unable to coordinate while under the Court's watchful eye, it is unlikely that they will
13 work together productively when the OPD is no longer subject to court oversight. Until all
14 stakeholders are fully committed to cooperating with every partner in the goal of lasting reform, the
15 OPD will not be ready to exit court monitorship.

16 E. Sustain Compliance

17 The Court inquired whether the OPD is doing what is necessary to ensure that it can
18 permanently sustain NSA compliance once court oversight ends. (CMC Tr. 12: 20-25). The Court's
19 inquiry strikes at the heart of the OPD's desire to maintain compliance beyond a "moment-in-time"
20 snapshot.

21 The NSA is responsible for the greatest improvements in OPD culture to date. However,
22 NSA compliance should not be mere box-checking or passively moving through a specific calendar
23 period. Instead, an enduring compliance requires that the OPD integrate the NSA's 52 Tasks into its
24 cultural identity and practice them *every day*. To date, however, there has not been a defined
25 compliance metric or systemic data measurement to verify sustainability. The Department's
26 sustainability period should include an internal program that requires OPD to remain proactive in
27 fulfilling NSA mandates. The following measures would help to create a culture of accountability
28 and transparency to ensure the NSA reforms are fully implemented and maintained indefinitely.

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1. Develop an educational campaign on the NSA and its history at all department levels, including the Academies: Every OPD employee, sworn or not, should know about and understand the NSA. Education and awareness promotes accountability that endures.

Desired Outcome: Reduction in fear among officers of being chastised for taking actions necessary to shift culture and move OPD towards NSA compliance.

2. Address oversight resistance through training, education, and discipline:

Oversight resistance is inherent in OPD culture and should be approached with persistent classes, training, education, and discipline.

Desired Outcome: Reduction in fear among officers of being chastised for taking actions necessary to shift culture and move OPD towards NSA compliance.

3. Analyze public complaints to identify patterns: Review all public complaints (sustained or not) to identify and address any patterns in alleged misconduct.

Desired Outcome: Continued understanding of concurrent community needs proactively identifying and remediating those issues.

4. Assess the effectiveness of disciplinary actions: Measuring accountability by reviewing cases of administered discipline and their effectiveness.

Desired Outcome: Attention to trends and patterns around whether and how disciplinary actions shift culture, deter misconduct, and model accountability.

5. Establish an annual public assessment of police disciplinary actions.

Desired Outcome: Continued understanding of concurrent community needs proactively identifying and remediating those issues.

1 **6. Ensure a fully supported Office of Inspector General:** A fully staffed and
2 supported Police Commission Office of the Inspector General equipped to take over
3 NSA monitoring responsibilities.

4 Desired Outcome: Places power structures within the City and moves toward civilian
5 oversight.

6
7 **7. Reduce Civil Monetary Awards Due to Police Misconduct:** Set a goal to reduce
8 civil monetary awards to settle or pay civil judgements due to police misconduct – an
9 estimated \$57 million from 2001 to 2011 and \$35 million from January 2011 to
10 December 2021.

11 Desired Outcome: Budget realignment; a metric that demonstrates a culture shift.

12
13 **8. Establish a Sustainability Period with Robust Metrics Gathering:** An 18-month
14 sustainability period (with quarterly CMC evaluations to include all stakeholders) will
15 allow evaluation of OPD misconduct during two successive summers – the time period
16 with the most citizen-police interaction.

17 Desired Outcome: Establishing data that can reveal whether a shift in culture has
18 occurred.

19
20 **9. Restructure Monitor Fee During the Sustainability Period:** Allow the Monitor to
21 actively participate in the sustainability effort at a lower fee rate.

22 Desired Outcome: Places power structures within the City and moves closer to civilian
23 oversight.

24
25 **10. Work Collaboratively with Stakeholders:** Ensure all entities' essential
26 perspectives are taken into account.

27 Desired Outcome: A shared vision of the problem(s) and solution(s).
28

1 **III. Conclusion**

2 In January 2024, the Court requested NSA stakeholders evaluate the current and future role
3 of federal court oversight in Oakland. After much consideration, the Commission developed a
4 statement guided by three overarching questions:

- 5 1. Is it appropriate to end the monitorship, change its form or maintain the status quo?
6 2. Has the OPD achieved NSA task compliance for a sustained period of time?
7 3. Has the OPD demonstrated the ability and desire to systematically and structurally
8 make the culture changes necessary to hold itself accountable?
9

10 Having grappled with these questions, we offer the following:

- 11
12 • The need for a clear and defined assessment metric,
13 • The need for an ascertainable period of sustainability,
14 • The need for a fully seated Police Commission, IG and CPRA, all supported by a
15 complete staff,
16 • The need to fill the Inspector General position,
17 • The need to address continued and troubling misconduct investigations, and
18 • The need to assess the acclimation of the new chief of police.
19

20 And for these reasons, this body recommends that the OPD enter a new and restructured 18-
21 month sustainability period with the intent of documented, measurable cultural change. We
22 recommend maintaining the NSA until there is a sustainable change from within the rank and file of
23 the Department.
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1 It is our hope that with the strong civilian oversight of the Police Commission, this new
2 period will result in permanent culture change that establishes transparency, promotes truthfulness
3 and accountability without fear or favor.

4
5 Respectfully Submitted,

6
7 Marsha Carpenter Peterson

8 Chair, Oakland Police Commission

9 Chair, NSA Ad Hoc Committee

10
11 NSA Ad Hoc Members:

12 Commissioner Regina Jackson

13 Commissioner Angela Jackson-Castain

14 José Dorado (former OPC Commissioner)

15 Karely Ordaz (former OPC Commissioner)

16 Mariano Contreras

17 Nikki Dinh

18 Reisa Jaffe

19 Cathy Leonard

20 Deacon Reginald Lyles

21 Walter Riley

22 Rev. Dr. Jacqueline Thompson

23 Mary Vail

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DRAFT



OAKLAND POLICE COMMISSION

REGULAR MEETING MINUTES

June 13, 2024 - 5:30 P.M.

City Hall Council Chamber (1 Frank Ogawa Plaza, Oakland)

1. Call to Order, Welcome, Roll Call, Determination of Quorum

(5:44 P.M.)

- **Chair:** Marsha Carpenter Peterson
- **Commissioners Present:** Vice Chair Karely Ordaz, Regina Jackson, Wilson Riles, Ricardo Garcia-Acosta, Angela Jackson-Castian

Commissioner Jackson-Castain via Teleconference at LS12 2NX, Leeds, UK

2. Closed Session (5:45 P.M. to 6:41 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**
- **Public Employee Appointment/Employment: Title:** Inspector General

No Public Comments

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

- **Chair:** Marsha Peterson
- **Roll Call:** Same as initial roll call.

Public Comment:

- *(Grinage)*

4. Open Forum Part 1

Public Comments:

- Various public speakers addressed topics outside the agenda but related to the Commission's work.
- (*Mandal; Haleem; Grinage*)

5. PUBLIC FORUM HEARING: Discussion of the Mayor's Budget for the Oakland Police Department

The Commission invited public feedback and discussion of the Mayor's budget for OPD to inform the Commission's recommendations to the Mayor and City Council.

Oakland Charter §604(b)7

Review the Mayor's proposed budget to determine whether budgetary allocations for the Department are aligned with the Department's policies, procedures, customs, and General Orders. The Commission shall conduct at least one public hearing on the Department budget per budget cycle and forward any recommendations for change to the City Council.

Topics:

- **Skelly Hearings and Staffing:** Discussion on the need to increase the number of officers available to conduct Skelly hearings, streamline the process, and reduce administrative leave times.
- **Mental Health Budget:** Motion to increase the mental health budget by 20% due to increased stress on officers.
- **Public Comments:** Community members voiced concerns about the Mayor's budget proposal, particularly regarding staffing shortages and its impact on public safety and response times.

Next Steps:

- **Reporting:** The Oakland Police Department is expected to provide details on pending Skelly cases, including the number of cases, the duration they've been pending, and the reasons for delays.
- **Follow-up Meetings:** Continue discussions on improving the efficiency of the Skelly hearing process, with potential exploration of contracting outside Skelly officers.
- **Mental Health Budget Implementation:** The increased budget proposal will be further discussed and implemented as needed.

Commissioner Comments:

- **Support for Mental Health Budget Increase:** Commissioners unanimously supported increasing the mental health budget by 20%, recognizing the growing stress and pressure on officers.
- **Concerns About Skelly Hearing Process:** Commissioners expressed concerns about the delays in Skelly hearings, urging for more streamlined processes and better utilization of available officers.
- **Cultural Shift and Community Engagement:** Several commissioners emphasized the need for ongoing cultural changes within the Oakland Police Department, particularly in addressing systemic issues and ensuring constitutional policing.
- **Future Focus:** The commission highlighted the importance of continuing to monitor and improve internal processes, ensuring that the department's operations align with community expectations and legal requirements.

Public Comments for Public Forum Hearing:

(Mandal; Grinage; Singleton)

- **Concern Over Budget Cuts:** Multiple community members expressed concerns about potential budget cuts to the Oakland Police Department, particularly regarding civilian positions like evidence technicians and criminalists, emphasizing the negative impact on public safety and crime scene processing.
 - **Call for Efficient Resource Use:** Commenters suggested reallocating resources, such as moving internal investigations to civilian oversight bodies, to free up officers for public safety duties.
 - **Support for Increased Mental Health Resources:** There was public support for the proposed increase in the mental health budget, highlighting the importance of addressing officer wellness and its impact on job performance.
 - **Accountability and Cultural Change:** Some speakers highlighted the need for ongoing accountability and cultural shifts within the department, noting past issues and the importance of adhering to constitutional policing standards.
-

6. Update from Oakland Police Department (OPD)

Topics:

- **Staffing and Resource Allocation:** Discussions on increasing the number of officers and investigators to address backlogs in Skelly hearings and reduce administrative leave durations.
- **Budget Concerns:** Consideration of the financial impact of maintaining officers on administrative leave and the potential reallocation of resources.
- **Cultural and Procedural Changes:** Emphasis on addressing the internal culture and improving processes related to discipline and due process.

Next Steps:

- **Increase Skelly Hearing Officers:** Actively recruit and assign more officers as Skelly hearing officers to reduce case backlogs.
- **Evaluate and Adjust Procedures:** Review and potentially revise procedures related to Skelly hearings, particularly in determining whether officers wish to appeal disciplinary actions.
- **Expand Administrative Roles for Officers on Leave:** Explore opportunities for officers on administrative leave to take on light or modified duty assignments.
- **Engage in Ongoing Cultural and Structural Reviews:** Continue efforts to address and evolve the internal culture of the department, especially in alignment with constitutional policing standards.

Public Comments:

- *(Grinage)*

7. Ad Hoc Committee Reports

Negotiated Settlement Agreement (NSA) Ad Hoc: (Commissioners Peterson (Chair), Jackson, Ordaz)

Topics:

- **Meeting Judge's Order:** The Ad Hoc Committee is focused on complying with the judge's order to discuss the future of the NSA, including whether the monitors should stay, be eliminated, or have their duties modified.
- **Cultural Accountability:** Continued focus on addressing cultural issues within the Oakland Police Department, including racial profiling and broader implications on constitutional policing.
- **Sustainability of Reforms:** Discussion on the sustainability of reforms implemented under the NSA and how they can be maintained after the monitors' potential departure.

Next Steps:

- **Develop NSA Statement:** Finalize the Commission's statement to the Federal Monitor, incorporating community feedback and concerns about cultural accountability.
- **Organize Key Stakeholder Meeting:** Work towards organizing the meeting as directed by the judge, involving all relevant parties to discuss the future of the NSA and its monitoring processes.
- **Continue Community Engagement:** Keep engaging community members in discussions about the NSA and its impact, ensuring their input is reflected in the Commission's actions and recommendations.

Enabling Ordinance Ad Hoc: (Commissioners Peterson (Chair), Garcia-Acosta, Jackson)**Topics:**

- **Review of City Council Edits:** The Ad Hoc Committee is focused on reviewing the recent edits made by the City Council to the enabling ordinance that governs the Commission's work.
- **Feedback and Recommendations:** The committee is working on providing feedback, comments, and recommendations to the City Council regarding these edits.
- **Meetings with Council Members:** Planning to meet with the council members who endorsed these edits to discuss potential revisions and improvements.

Next Steps:

- **Finalize Comments:** Continue reviewing the ordinance edits and finalize the committee's comments and questions.
- **Engage with Council Members:** Set up meetings with the relevant council members to discuss the committee's feedback and reach a consensus on any necessary revisions.
- **Draft Final Recommendations:** Prepare and submit the committee's final recommendations to the City Council for consideration.

Racial Profiling Ad Hoc: (Commissioners Jackson (Chair), Garcia-Acosta, Peterson)

Topics:

- **Update of Racial Profiling Policy (M-19):** The committee is focused on updating the existing racial profiling policy to include stronger accountability measures.
- **Cultural Accountability Statement:** Development of a cultural accountability statement to address historical and systemic issues related to racial profiling.
- **Discipline Recommendations:** Establishing clear discipline protocols for violations of the racial profiling policy.
- **Training Document:** Creating a comprehensive training document in collaboration with Dr. Eberhardt to support the updated policy.

Next Steps:

- **Complete Training Document:** Finalize the training document with Dr. Eberhardt's guidance.
- **Consult Stakeholders:** Engage with community members and stakeholders for additional input.
- **Review and Approval:** Submit the final policy, accountability statement, and training document for approval by the Commission and OPD leadership.
- **Implementation:** Plan the implementation and monitoring of the updated policy and training across the department.

Community Policing Ad Hoc: (Commissioners Riles (Chair), Jackson, Garcia-Acosta)

Topics:

- **Review of Pursuit Policy:** The ad hoc will review the existing pursuit policy, particularly in response to concerns from retail shops and community members about aggressive pursuits.
- **Community Involvement in Pursuit Tracking:** Exploring alternative methods for community involvement in tracking suspects that do not involve vehicle pursuits.
- **Potential Role in Reviewing AB 2773:** Assessing the relevance of AB 2773 regarding police stops and whether this should be included in their scope of work.

Next Steps:

1. **Schedule and Conduct Review:** The ad hoc committee is set to begin its work with a meeting scheduled for June 19th.
2. **Engage with Community:** Involve community groups and neighborhood associations in discussions about non-vehicle pursuit tracking methods.
3. **Prepare Report for City Council:** Draft and submit a report to the City Council by early September with recommendations based on their findings and community input.

Staff Searches Ad Hoc: Inspector General: (Commissioners Jackson (Chair), Garcia-Acosta, Peterson)

Topics:

- **Recruitment for Inspector General (IG):** Focused on filling the IG position following the current IG's departure to Minneapolis.
- **Administrative Analyst and Project Manager Positions:** Recruitment and hiring processes for these roles are ongoing.
- **Utilizing Subject Matter Experts:** Involvement of experts in oversight and accountability to assist in the IG recruitment process.

Next Steps:

- **Finalize IG Recruitment:** Complete the recruitment process by the end of June, with a goal to have interviews and possibly a hire by the time of the September CMC.
- **Hire Administrative Analyst:** Begin reviewing resumes and proceed with hiring within the next month or six weeks.
- **Select Project Manager:** Continue the selection process with the aim to have the project manager onboard by mid to late September.

Annual Report Ad Hoc: (Commissioner Peterson(Chair), Ordaz, Jackson)

Topics:

- **Drafting the 2023 Annual Report:** Review and revision of the draft report, which outlines the Commission's work and accomplishments.
- **Collaboration:** Input from Commissioner Ordaz, Commissioner Jackson, and the Chair, supported by the Chief of Staff, Mykah Montgomery.
- **Finalization:** Preparation of the report for presentation to the full Commission before it is finalized and sent to print.

Next Steps:

- **Complete Review:** Finalize the draft and incorporate any necessary changes.
- **Commission Review:** Present the final draft to the full Commission for approval.
- **Publication:** Prepare the report for printing and public distribution.

Public Comments:

- (*Grinage*)

8. Cancellation of Commission Meetings on September 12, 2024; November 28, 2024; December 26, 2024

- **Motion Made by:** Commissioner Jackson
 - **Motion:** To cancel Commission meetings scheduled for September 12, 2024, November 28, 2024, and December 26, 2024.
- **Seconded by** Commissioner Garcia-Acosta

No Public Comments

Vote:

- **Ayes:** All Commissioners present
- **Nays:** None

Result: The motion passed unanimously; the specified meetings were canceled.

9. Upcoming / Future Agenda Items

- **Rules and Procedures Ad Hoc:**
 - Transition from Enabling Ordinance Ad Hoc to Rules and Procedures after current tasks are completed.
- **Discipline Matrix Ad Hoc:**
 - Transition from the Racial Profiling Ad Hoc to focus on the Discipline Matrix.
- **Senate Bill 2 (SB 2):**
 - Continued discussion and monitoring of SB 2 implementation.
- **Paid Leave Policy:**
 - Ongoing discussions regarding the OPD's paid leave policy.
- **Police Chief Evaluation:**
 - Formation of an ad hoc committee for the upcoming police chief evaluation.
- **Retreat Planning:**
 - Scheduling and planning for the Commission retreat.
- **Staff Searches Updates:**
 - Continuous updates on the Inspector General search and related staffing matters.

Public Comments:

- *(Janks)*

10. Open Forum Part 2

No Public Comments

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

No additional closed session was required.

12. Adjournment

- The meeting adjourned at 8:47 P.M.



OAKLAND POLICE COMMISSION

REGULAR MEETING MINUTES

June 27, 2024 - 5:30 P.M.

City Hall Council Chamber (1 Frank Ogawa Plaza, Oakland)

1. Call to Order, Welcome, Roll Call, Determination of Quorum

(5:41 PM)

- **Chair:** Marsha Carpenter Peterson
- **Commissioners Present:** Vice Chair Karely Ordaz, Regina Jackson, Wilson Riles, Ricardo Garcia-Acosta, Angela Jackson-Castina; Alternate Commissioner Farmer (Elevated to Commissioner)

Commissioner Ordaz arrived after the roll call.

Commissioner Jackson-Castain via Teleconference at LS12 2NX, Leeds, UK

2. Closed Session (5:41 P.M. to 6:55 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**
- **Public Employee Appointment/Employment:** Title: Inspector General

No Public Comments

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

- **Chair:** Marsha Carpenter Peterson
- **Roll Call:** Same as initial roll call.

Vice Chair Ordaz present

Alternate Commissioner Farmer (de-elevated to Alternate Commissioner)

4. Open Forum Part 1

Public Comments:

- Various public speakers addressed topics outside the agenda but related to the Commission's work.
- *(Olugbala; Grinage; Leonard)*

5. Welcome Alternate Commissioner Farmer

Public Comments:

- *(Leonard; Olugbala; Grinage; Kramer)*

6. Thank You and Farewell to Vice Chair Ordaz for Service on the Oakland Police Commission from Oct 2022 - June 2024.

Public Comments:

- *(Leonard; Contreras; Grinage; Singleton)*

7. Oakland Police Department Update

Topics:

- **Use-of-Force Trends & Data Transparency:**
 - Concerns were raised about the frequency and transparency of use-of-force incidents, specifically regarding racial data tracking.
- **Budget Cuts:**
 - The OPD and CPRA face a 37% budget cut, leading to concerns about staffing and the ability to maintain essential services, including community policing and mentorship programs.
- **Transition of Internal Affairs (IA) to CPRA:**
 - Ongoing efforts to transition IA responsibilities to CPRA, including the hiring of consultants for strategic planning and workload assessment.

Suggestions:

- **Data Transparency:**
 - Implement a new database system to track better and report use-of-force incidents by race and other demographics.
- **Consultation on Budget Impact:**
 - Engage with community stakeholders to explore alternative funding models or program adjustments in light of budget cuts.

Next Steps:

- **Future Agenda Items:**
 - Include discussions on juvenile arrests, the impact of budget cuts on community policing, and a review of the police chief's evaluation process.

Public Comments:

- *(Olugbala; Kramer; Grinage; Cleveland; Janks; Contreras; Singleton)*

8. Community Police Review Agency (CPRA) Update

Topics:

1. **Pending Cases and Caseload Management:**
 - Discussion on reducing average case closure time.
 - Improvement in investigative efficiency.
2. **Budget and Staffing Concerns:**
 - Impact of budget cuts on CPRA's ability to expand.
 - Delay in hiring due to budget constraints.
3. **CPRA Manual:**
 - Progress on drafting the manual.
 - Importance of community outreach and easy-to-understand materials.
4. **Mediation Program:**
 - Implementation of best practices.
 - Collaboration with community boards.

Suggestions:

- Focus on streamlining the investigation process to maintain or further reduce case closure times.
- Continue advocacy for budget and staffing needs to avoid operational disruptions.
- Ensure community involvement in finalizing the CPRA Manual.
- Strengthen the mediation program by incorporating lessons from other jurisdictions.
- **Community Engagement:**
 - Consider a "CPRA Roadshow" to increase community awareness of police oversight activities.

Next Steps:

- Finalize and present the CPRA Manual by August 1st.
- Monitor the budget situation and its impact on CPRA operations.
- Launch the mediation program after final discussions with stakeholders.
- Continue tracking pending cases and aim for consistent case management improvements.
- **Data Reporting:**
 - Director Muir to consult with legal counsel on the feasibility of reporting racial data for complainants in use-of-force cases.
- **Consultant Reports:**
 - The hired consultants will conduct a workload assessment for IA and CPRA, with findings expected to guide future staffing and operational strategies.

Public Comments:

- *(Grinage; Olugbala)*

9. Ad Hoc Committee Reports

Negotiated Settlement Agreement (NSA) Ad Hoc: (Commissioners Peterson (Chair), Jackson, Ordaz)

Topics:

1. Weekly Meetings:

- Regular meetings are needed to develop the Compliance Management Court (CMC) addendum.
- Collaboration with Brigid Martin from the Office of the City Attorney.

2. Addendum to CMC:

- Focus on refining and finalizing the content for the NSA addendum.
- Addressing outstanding questions related to the addendum.

Next Steps:

1. Continue weekly meetings to finalize the addendum to the CMC.
2. Work with Brigid Martin to resolve outstanding legal questions and refine the content.
3. Present the finalized NSA addendum to the Commission for approval before submitting it to the City Council.

Enabling Ordinance Ad Hoc: (Commissioners Peterson (Chair), Garcia-Acosta, Jackson)

Topics:

● Weekly Meetings:

- Ongoing weekly meetings to review and refine revisions to the enabling ordinance.
- Focus on ensuring that all necessary changes and comments are incorporated before submission.

● Final Review:

- Currently in the final review phase of revisions and comments to be sent back to the City Council.

Next Steps:

- Finalize the review of revisions and comments.
- Prepare the final document for submission to the City Council.
- Schedule a Commission vote on the revised ordinance before sending it to the Council.

Racial Profiling Ad Hoc: (Commissioners Jackson (Chair), Garcia-Acosta, Peterson)**Topics:**

- **Policy Updates:**
 - Continued review of the Monitoring Report (MOR) and updates to policies related to racial profiling.
- **Cultural Accountability Statement:**
 - Development and finalization of a statement designed to enhance cultural accountability within the police department.
- **Collaboration with Experts:**
 - Ongoing collaboration with Dr. Jennifer Eberhardt and other experts to design and implement a comprehensive training curriculum on racial profiling.

Next Steps:

- **Review and Finalize Training Curriculum:**
 - Finalize and review the training curriculum with input from external experts.
- **Review Discipline Matrix:**
 - Begin the process of reviewing the discipline matrix for cases related to racial profiling.
- **Recommendations to POST and DOJ:**
 - After completing the internal processes, racial profiling training should be recommended to POST (Peace Officer Standards and Training) for statewide implementation, and findings should be shared with the Department of Justice (DOJ) for potential national consideration.
- **Next Meeting:**
 - The next meeting is scheduled for July 10th. The focus will be reviewing the training curriculum and preparing for subsequent tasks related to the discipline matrix and external recommendations.

Community Policing Ad Hoc: (Commissioners Riles (Chair), Jackson, Garcia-Acosta)

Topics:

- **Upcoming Community Forum on Police Pursuit Policy:**
 - Discussions on organizing a community meeting focused on police pursuit policy, including the history, statistics, and community perspectives.
 - Collaboration with the Police Department and Inspector General's Office to provide comparative analysis during the forum.
- **Review of Community Resource Officers' General Orders:**
 - Examination of new general orders related to Community Resource Officers (CROs) and may include differences between the community's preferences and the department's current practices.

Next Steps:

- **Schedule Community Forum:**
 - Work with the Chief of Staff to organize the community forum, potentially scheduled for July 17th or 31st.
- **Prepare for CRO General Orders Discussion:**
 - Obtain and review the new general orders report from the former Commissioner, Jesse Hsieh, and address any points of contention between the department and community expectations.
- **Collaboration and Outreach:**
 - Continue working with the Coalition and other community partners to ensure comprehensive representation of community voices in discussions regarding policing policies.

Staff Searches Ad Hoc: Inspector General (Commissioners Jackson (Chair), Garcia-Acosta, Peterson)

Topics:

- **Inspector General Position:**
 - The Inspector General job description was posted successfully, and six applicants received it shortly after posting.
 - Discussion on the selection process and timeline, including interviews and public forums.
- **Administrative Analyst and Project Manager Positions:**
 - Updates on the requisitions for these positions are currently pending due to budget approval and other administrative delays.

Next Steps:

- **Continue the Hiring Process for Inspector General:**
 - Review applicants and conduct interviews to present final candidates in a public forum by August 4th.
- **Monitor and Expedite Other Position Requisitions:**
 - Follow up on the requisitions for the Administrative Analyst and Project Manager positions, with an aim to proceed with interviews and hiring by September.
- **Adapt to Budgetary Constraints:**
 - Continue to work within the limitations imposed by the budget while pushing forward with critical staffing needs.

Retreat Ad Hoc: (Commissioners Jackson-Castain (Chair), Ordaz, Jackson)**Topics:**

- **Consultant Selection for Second Phase of Retreat:**
 - Discussion on the RFP process, which has been open for nearly a month. One bid received with another expected.
 - Consideration of presentations on the IAD and Skelly process as part of the retreat.

Next Steps:

- **Review and Select a Consultant:**
 - Evaluate received proposals and select a consultant within the next two weeks.
- **Finalize Retreat Agenda:**
 - Include presentations on the IAD and Skelly process to enhance understanding during the second phase of the retreat.
- **Proceed with Retreat Planning:**
 - Once a consultant is selected, finalize plans and schedule the second phase of the retreat, ensuring alignment with the Commission's goals.

CPRA Ad Hoc: (Commissioners Ordaz (Chair), Garcia-Acosta, Jackson-Castain)

Topics:

- **Review and Establishment of Policies and Procedures:**
 - Focus on reviewing the proposed outline of the CPRA Manual, which includes investigations, due process, community values, and outreach.
 - Emphasis on creating a community-targeted document with FAQs and visuals.
- **Impact of Budget Cuts:**
 - Discussion on how the proposed 37% budget cut might affect the IAD transition to CPRA.

Next Steps:

- **Finalize CPRA Manual:**
 - Target completion by August 1st, including a review by the Director of Race and Equity.
- **Continue Monitoring Budget Impact:**
 - Assess how the budget cuts may influence the CPRA's operations and the IAD transition.
- **Community Outreach Document:**
 - Develop a separate, simplified version of the manual for public distribution.

Public Comments:

- (*Contreras*)

10. Upcoming / Future Agenda Items

- **Tracking Ad Hoc and Ongoing Initiatives:**
 - Continue to monitor and report on the progress of various ad hoc committees, including Negotiated Settlement Agreement, Enabling Ordinance, and Racial Profiling.
- **Senate Bill 2 Presentation:**
 - Prepare for the Senate Bill 2 presentation, scheduled for July 25th.
- **Community Policing and Policy Discussions:**
 - Plan discussions on the community policing and police pursuit policy updates.
- **Inspector General Search:**
 - Continue tracking and facilitating the search for the new Inspector General.
- **Annual Report Draft:**
 - Aim to have the draft of the annual report ready for review by the July 11th meeting.
- **Handcuffing Ad Hoc Discussion:**
 - Address the proposal for a handcuffing ad hoc committee at the next meeting.
- **Community Resource Officers General Orders:**
 - Review and discuss new general orders for community resource officers.
- **Juvenile Arrests and Diversion Programs:**

- Consider inviting NOAB to present on juvenile arrests and diversion programs, exploring ways to improve referrals to community-based programs.

Public Comments:

- *(Olugbala)*

11. Open Forum Part 2

Public Comments:

- *(Cleveland)*

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

- No additional closed session was required.

16. Adjournment

- The meeting adjourned at 9:32 P.M.



OAKLAND POLICE COMMISSION

SPECIAL MEETING MINUTES

July 11, 2024 - 5:30 P.M.

Allen Temple Baptist Church (8501 International Blvd, Oakland)

1. Call to Order, Welcome, Roll Call, Determination of Quorum, and Read-Out from Prior Meeting

(5:37 PM)

- **Chair:** Marsha Carpenter Peterson
- **Commissioners Present:** Regina Jackson, Wilson Riles, Ricardo Garcia-Acosta, Alternate Commissioner Farmer (Elevated to Commissioner)

Commissioner Angela Jackson-Castain (absent)

2. Closed Session (5:37 p.m. - 6:30 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**
- **Public Employee Appointment/Employment:** Title: Inspector General

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

- **Chair:** Marsha Carpenter Peterson
- **Roll Call:** Same as initial roll call.

4. Introduction to the Oakland Police Commission

Comments:

- Overview of the commission's role and responsibilities.

Public Comments:

- *(Hester)*

5. Welcome Chief Mitchell – Welcome Reception

Comments:

- Community members and commissioners welcomed Chief Mitchell and discussed future collaboration and community engagement.
-

6. Community Roundtable

Panel Speakers:

- Discussed NSA/Community Policing, Pursuit Policy, Racial Profiling, CPRA, and OIG.

Main Topics:

- Community policing strategies
- Building trust between the community and the Department

Public Comments:

- Various community members shared their experiences and suggestions for improving community-police relations.
 - *(Forte; Olugbala; Cleveland; Sandford)*
-

7. Oakland Police Department Update

Presenter: Oakland Police Department Representatives

Topics Discussed:

- NSA Updates
- Risk analysis
- Crime response
- Preview of future agenda topics
- Responses to community member questions

Public Comments:

- Community members asked questions and provided feedback on the updates.
- *(Nelson; Lindsay-Poland; Cleveland; Janks; Olugbala; Singleton; Walls-Brown; Contreras)*

There was a vote to move items 8, 9, and 12 to the next meeting on July 25th.

- **Motion** made by Commissioner Jackson
 - **Agenda Item # 8 Approval of the Community Policing Policy (First Reading):**
 - This was moved to allow for further review and incorporation of feedback.

Public Comment: *(Dorado)*
 - **Agenda Item # 9 Annual Report Draft Approval:**
 - This item was postponed to finalize and include the most recent data and analysis.
 - **Agenda Item # 12 Ad Hoc Committee Updates:**
 - Moved due to time constraints to ensure thorough discussion and updates at the next meeting.
- **Seconded:** Commissioner Garcia-Acosta seconded the motion.
- **Vote:** Unanimous in favor.
- **Result:** Items 8, 9, and 12 were moved to the next meeting.

8. Open Forum Part 1

Comments:

- Various public speakers addressed topics outside the agenda but related to the Commission's work.
- *(Leonard; Preteet; Janks; Sanford; Peterson; Johnson Sr.; Hall; Rivera; Breaux; Thompson; Taylor; Nelson; Lockhart-Nero)*

9. Election of Oakland Police Commission Vice Chair

Motion: Commissioner Jackson-Castain moved to nominate Commissioner Ricardo Garcia-Acosta as the next Vice Chair.

Seconded: Commissioner Wilson Riles seconded the motion.

- The vote was unanimous in favor.
- Commissioner Ricardo Garcia-Acosta expressed his gratitude, saying, "Thank you all for believing in me. I'm here to serve."

10. Upcoming/Future Agenda Items

- **Discussion:** Future agenda items were proposed, including community engagement strategies and updates on ongoing projects.
 -
- **Community Policing Policy:**
 - Further review and final approval of the Community Policing Policy.
 - Addressing the feedback and suggestions provided by the community and commissioners.
- **Annual Report Finalization:**
 - Final review and approval of the updated Annual Report.
- **Presentation by Lieutenant Durham on Senate Bill 2:**
 - Detailed presentation and discussion on the implications and implementation of Senate Bill 2.
- **Retreat Planning:**
 - Updates and planning for the upcoming Commission retreat.
- **Meeting Minutes Approval:**
 - Approval of the meeting minutes from previous regular meetings.
- **Staffing Study Presentation:**
 - Presentation by the Office of Inspector General on the findings of the staffing study.
 - Discussion on staffing needs and strategies for the Oakland Police Department.
- **Introduction to IID to SIPRA Transition Consultant:**
 - Presentation and discussion on the transition from IID to SIPRA.
 - Introduction of the consultant facilitating the transition.
- **Macro Program Updates:**
 - Updates and discussion on the implementation and effectiveness of the Macro Program.
 - Review of resource allocation and impact on community policing.
- **Homelessness and Encampment Management Policy:**
 - Discussion on the new policy and its implementation.
 - Coordination with city administration and the unhoused unit at OPD.

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

- No additional closed session was required.

12. Adjournment

- The meeting adjourned at 9:30 P.M.



OAKLAND POLICE COMMISSION

REGULAR MEETING MINUTES

July 25, 2024 - 5:30 P.M.

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

1. Call to Order, Welcome, Roll Call, Determination of Quorum, and Read-Out from Prior Meeting

(5:36 PM)

Chair: Marsha Carpenter Peterson

Commissioners Present: Vice Chair Ricardo Garcia-Acosta; Commissioner Regina Jackson; Commissioner Wilson Riles; Commissioner Angela Jackson-Castain; Alternate Commissioner Farmer

Commissioner Jackson-Castain via Teleconference at LS12 2NX, Leeds, UK

2. Closed Session (approximately 5:36 p.m. - 6:35 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**
- **Public Employee Appointment/Employment: Title:** Inspector General

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

Chair: Marsha Carpenter Peterson

Roll Call: Same as initial roll call.

4. Open Forum Part 1

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

Public Comments:

- *(Olugbala; Sanford)*

5. Community Police Review Agency (CPRA) Update

Presenter: Executive Director Mac Muir

Topics Discussed:

- CPRA pending cases
- Completed investigations
- Staffing updates
- Recent activities
- Introduction of consultants for IAD to CPRA transition

Public Comments:

- *(Olugbala; Grinage)*

6. Update from Office of the Inspector General

Presenter: Interim Inspector General Charlotte Jones

Topics Discussed:

- Project priorities under the City Charter
- Staffing updates
- Community engagement and outreach

Public Comments:

- *(Olugbala)*

7. Oakland Police Department Update

Presenter: Oakland Police Department Representatives

Topics Discussed:

- NSA updates
- Risk analysis
- Crime response
- Preview of future agenda topics
- Responses to community member questions

Public Comments:

- *(Olugbala; Janks; Grinage; Kramer)*

Action Items:

- Consideration of feedback for future policy adjustments.

8. Senate Bill 2 (SB2) Presenta on

Presenter: LT. Gordon Dorham

Topics Discussed:

- Implementation and impact of SB2 on police decertification due to misconduct
- Training on stops for police officers

Public Comments:

- *(Janks; Olugbala; Grinage)*

9. Approval to Prioritize for the Office of Inspector General to Conduct a Review Audit and Provide Policy Recommendations Regarding OPD and CPRA's Internal Affairs Case No. 23-0459

Discussion:

- Directed the Inspector General to conduct a review audit of OPD's compliance with Task 5 and Task 45 of the Negotiated Settlement Agreement regarding Internal Affairs Case No. 23-0459.
- Requested policy recommendations before the Commission's statement to the Court (September 4, 2024, Case Management Conference).

- **Motion** made by Commissioner Ricardo Garcia-Acosta
- **Seconded:** Commissioner Wilson Riles
- **Public Comment:**
 - *(Grinage)*
- **Vote:**
 - **In Favor:** Unanimous
 - **Result:** Motion passed

- **Action Items:** Conduct review audit and provide policy recommendations regarding OPD and CPRA's Internal Affairs Case No. 23-0459 .

10. Approval of the Community Policing Policy First Reading

Discussion:

- Reviewed the first reading of the Community Policing Policy.

Motion:

- **Made by:** Commissioner Regina Jackson
- **Seconded by:** Commissioner Wilson Riles

Public Comment:

- *(Grinage)*

Vote:

- **In Favor:** Unanimous
- **Result:** Motion passed

Action Items:

- Proceed to second reading and further discussion in a future meeting.

11. Approve Annual Report Draft

Discussion:

- Reviewed and discussed the draft of the annual report.

Motion:

- Made by: Commissioner Ricardo Garcia-Acosta
- Seconded by: Commissioner Angela Jackson-Castain

Vote:

- **In Favor:** Unanimous
- **Result:** Motion passed

Action Items:

- Finalize and publish the annual report incorporating Commissioner Jackson-Castain's recommendations.

12. Ad Hoc Committee Reports

Staff Searches Ad Hoc: Inspector General:

- **Chair:** Commissioner Jackson
- **Members:** Commissioners Garcia-Acosta, Peterson
- **Updates:** Recruitment and hiring of staff vacancies, including but not limited to the Inspector General.

Enabling Ordinance Ad Hoc:

- **Chair:** Commissioner Marsha Peterson
- **Members:** Commissioners Garcia-Acosta, Jackson
- **Updates:** Progress on reviewing City Council's revisions and staff searches.
- The Enabling Ordinance Ad Hoc committee has been working on reviewing and incorporating revisions suggested by the City Council. They have been meeting regularly to finalize the language and ensure the ordinance aligns with the Commission's objectives and legal requirements.

Motion: To approve Enabling Ordinance Draft for submission to Councilmen Kalb and Jenkins

- **Made by:** Commissioner Ricardo Garcia-Acosta
- **Seconded by:** Commissioner Regina Jackson

Discussion / Proposal by Commissioner Jackson-Castain: Allow the selection panel to fill vacancies if the Mayor's office does not act within a specified time.

Decision: Acknowledged but will not be incorporated into the enabling ordinance due to jurisdictional constraints.

Vote:

- **In Favor:** Unanimous

Result: Motion passed

Next Steps:

- The finalized ordinance will be reviewed one last time by the ad hoc committee and then presented to Councilmen Kalb and Jenkins for approval.

13. Upcoming/Future Agenda Items

Discussion:

- Future agenda items proposed, including community engagement strategies and updates on ongoing projects.
- Review of NSA compliance and updates.
- Community engagement strategies.
- Update on CPRA's ongoing investigations and activities.
- Progress report on the Inspector General's audits and reviews.
- Implementation and training updates on SB2.
- Annual report review and feedback integration.
- Policy recommendations based on audit findings.

Public Comments:

- *(Janks)*

14. Open Forum Part 2

- No Public Comments

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

- No additional closed session was required.

16. Adjournment

- The meeting adjourned at 9:30 P.M.