



# OAKLAND POLICE COMMISSION

## REGULAR MEETING AGENDA

April 24, 2025 - 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 and encourages public participation in its meetings. Please review the options below for observing the meeting and providing public comment:

### OBSERVE THE MEETING

- Television:  
Watch the meeting on KTOP Channel 10 via:
  - Xfinity (Comcast)
  - AT&T Channel 99 (City of Oakland KTOP - Channel 10)
- Online (Zoom Video Conference):  
Join via video at the scheduled meeting time:  
<https://us02web.zoom.us/j/88294451366>  
Instructions: [Joining a Meeting by Video](#)
- Phone (Audio Only):  
Dial at the scheduled meeting time:
  - +1 669 444 9171, **Meeting ID: 882 9445 1366#**
  - +1 669 900 9128 (San Jose), Meeting ID: 882 9445 1366#*If prompted for a participant ID, press #.*

Note: Zoom may only be used to observe. Public comment will not be taken via Zoom.

### PROVIDE PUBLIC COMMENT IN PERSON

- To comment, complete a speaker card for each agenda item you wish to address.
- Speaker cards must be submitted before public comment begins for that item.
- Submit your speaker card to the Chief of Staff before being recognized.

### Guidelines:

- Comments must be specific to the written agenda item listed on the card.
- Comments not tied to a listed item will be designated as Open Forum.
- One comment per person per agenda item.
- Speaking time limit: 2 minutes per comment. Time is not transferable.
- Groups sharing the same position may designate a spokesperson (3-minute time limit).

### E-COMMENT (Written Submission Only)

- Submit written comments via the [Public Comment & Question Submission Form](#).
- E-comments must be submitted at least 24 hours before the meeting.
- Clearly indicate the agenda item your comment relates to.
- All comments are subject to a 2-minute time limit.
- Only one Open Forum comment per person will be accepted.



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- I. **Call to Order, Welcome, Roll Call, Determination of Quorum, and (Read-Out from Prior Meeting, if any)**  
**Chair:** Ricardo Garcia-Acosta  
**Roll Call:** Vice Chair Shawana Booker, Commissioners Wilson Riles, Shane Williams, Samuel Dawit, and Alternate Commissioner Omar Farmer  
**Excused:** *Angela Jackson-Castain*

- II. **Closed Session (approximately 5:30 PM - 6:30 PM)**  
The Police Commission will take Public Comment on the Closed Session items.

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

**CONFERENCE WITH LEGAL COUNSEL**

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

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

**PUBLIC EMPLOYEE DISCIPLINE/DISMISSAL/RELEASE**

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

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

- III. **Redetermination of Quorum and (Read-Out from Closed Session and/or announcements, if any)**  
**Chair:** Ricardo Garcia-Acosta  
**Roll Call:** Vice Chair Shawana Booker, Commissioners Wilson Riles, Shane Williams, Samuel Dawit, and Alternate Commissioner Omar Farmer  
**Excused:** *Angela Jackson-Castain*

- IV. **Open Forum Part 1 (2 minutes per speaker, 15 minutes total)**  
Members of the public wishing to address the Commission on matters not listed on tonight's agenda but related to the Commission's work should submit a speaker card before this item is addressed. Comments regarding agenda items should be reserved until the respective agenda item is called for discussion. Speakers unable 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. **OPC TRAINING: Civil Service Board and Other Relevant City Personnel Policies and Procedures**  
City of Oakland Director of Human Resources Management, Mary Hao, will provide an in-session training for the Oakland Police Commissioners relevant to Civil Service Board and Other Relevant City Personnel Policies and Procedures. This training is part of a group of mandatory Commissioner trainings that must be conducted live in Open Sessions (OMC 2.45.190(G)). *(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. **Ad Hoc Committee Reports**  
This is an opportunity for Chair Garcia-Acosta to provide general updates about ad hoc committees, if applicable, and for representatives from active or upcoming ad hoc committees to share updates on their work, upcoming meetings, events, etc. Please be advised that ad hoc committee meeting discussions are fluid and may not have an official agenda. Recordings of meetings and minutes can be found on the Commission's [YouTube Channel](#) and the Commission's [website](#). ***This is a recurring item.***

 [Sign Up Here for Community Ad Hoc Participation](#)

 **Deadline: Tuesday, April 22 at 12:00 PM**

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

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

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



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VIII. **Upcoming/Future Agenda Items**

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

***This is a recurring item.*** [Upcoming / Future Agenda Items](#)

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

IX. **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

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

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

XI. **Adjournment**

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



# Overview of Civil Service and Workplace Policies

## Police Commission

April 24, 2025

Human Resources Management Department



# City of Oakland

## Agenda

- I. Civil Service Overview
- II. At-will vs. Permanent Civil Service status
- III. Skelly Rights
- IV. Skelly Hearing
- V. Post-Disciplinary Appeals Process
- VI. Just Cause Standards
- VII. Administrative Instructions



# City of Oakland

## Origins of Civil Service

- **Charter Section 900**
- **Personnel Manual of the Civil Service Board**
- **Exempt from Civil Service:**
  - Offices required by this Charter to be filled by election or to be appointed by the Mayor and City Council
  - Admin Assistants to City Administrator, Mayor, City Council, City Attorney and City Auditor
  - Department Heads and Assistants
  - Part-time employees
  - Additional positions recommended by City Council and approved by the CSB



# City of Oakland

## At-Will Positions

- Serve at the pleasure of the Appointing Authority
- Cannot be released for illegal reasons
  - Examples: Discrimination, retaliation, immigration status, whistleblowing and protected leave
- Limited Duration
- Provisional
- Contract Employees



# City of Oakland

## At-Will Positions

- OPD:
  - Sworn – Chief, Assistant Chief and Deputy Chief
  - Non-Sworn – Police Services Manager II, Police Communications Manager, Project Manager III, Crime Laboratory Manager, Trainee and Cadet
- Police Commission:
  - Executive Director, CPRA



# City of Oakland

## Permanent Positions

- Civil Service positions
  - Complete probation
    - Entry Probationary Period
      - Police Officer – 12 months, may extend 3 months
      - SEIU, Local 1021:
        - 9 months, may extend 3 months
        - 12 months for Police Communication Dispatcher, Police Communications Operator and Fire Communication Dispatcher
      - IFPTE, Local 21 – 12 months, may extend 3 months



# City of Oakland

## Permanent Positions

- Promotional probation – 6 months
  - Captain, Lieutenant, Sergeant and Officer
  - Complaint Investigator II and III



# City of Oakland

## Rule 4 – Applications, Recruitment, Examinations, Selection and Eligible Lists

- Job Announcements
- Type and Scope of Selection Process
- Administration of Exams
- Scoring of Exams
- Points – Veterans, Resident and Seniority
- Establishment of the Eligible List
- Appeal process



# City of Oakland

## Skelly Rights

- John Skelly, MD -- seven years as a permanent civil service state employee
- History of misconduct
- Dismissed from his position without “Due Process”
- 5th Amendment to the US Constitution
  - No person shall be deprived of life, liberty, or property, without due process of law
- Due Process needs to be Procedural and Substantive and occur **prior to** being effective
- Just Cause required



# City of Oakland

## Skelly Rights

- Administrative Process
- If wages affected, pre-deprivation Due Process required:
  - Discharge
  - Suspensions without Pay
  - Demotions



# City of Oakland

## Skelly Notice

- Clearly state the recommended action
- Cite Rules and/or Policies violated
- Describe the incident(s) the action is based on
- Recount previous relevant discipline
- Attach all documentation relied upon in the decision
- Notice goes through multiple reviews
- Hearing date and Skelly officer
- Notice provided to Employee and Union



# City of Oakland

## Skelly Hearing

- Administrative meeting
- Skelly Officer is typically high-level manager
- No cross-examination
- Opportunity for the employee to respond to the allegations orally, in writing or both
- Representation allowed
- Skelly Officer provides **RECOMMENDATION**



# City of Oakland

## Post Disciplinary Appeals Process

- Grievance Procedure **OR** Civil Service Board
  - Grievance Procedure:
    - Step 1 – Initial discussion
    - Step 2- Department Head
    - Step 3 – Employee Relations
    - Step 4 – Arbitration or Civil Service Board
  - Civil Service Board
    - Board or Hearing Officer
- Just cause standards



## Just Cause Standards

Judges/arbitrators use the following 7-part test to determine whether the employer has met its burden:

1. Did the employee violate a reasonable rule/policy?
2. Was the reasonable rule applied consistently?
3. Was the reasonable rule applied in a nondiscriminatory manner?
4. Was the employee aware that his/her actions amounted to a violation/misconduct for which he/she could receive discipline?
5. Was there a complete and fair investigation?
6. Did the investigation produce substantial evidence of the violation/misconduct?
7. Was the discipline issued reasonable, considering the nature of the violation and the employee's work history?



# City of Oakland

## Just Cause Standards

- Just cause relates to fundamental fairness in employment
- City carries burden of proof
- All 7 tests need to be met
- Arbitrator or Civil Service Board can rescind/reduce the discipline



# City of Oakland

## Progressive Discipline

- Ensures just cause is met by the City
- Provides employee with knowledge of the rule
- Rules are consistently applied
- Reasonableness of discipline
- Provides the employee with an opportunity to correct poor performance/behavior/attendance

**Discipline is corrective action, not a punitive measure**



# City of Oakland

## Administrative Instructions

- 596 – Code of Conduct
  - Courtesy
  - Customer Service
  - Confidentiality
  - Disruptive behavior – AI544: Violence in the Workplace
  - Alcohol and Drug use – AI577: Drug-Free Workplace
  - Dress Code
  - Conflict of Interest – CSRule 12: Conflict of Interests
  - Non-interference – Charter Section 218
  - Political Activities – AI590: Political Activity Restrictions
  - Discrimination – AI71: Equal Employment Opportunity/ Anti-Discrimination/ Non-Harassment Policy and Complaint Procedure
- 140 – Electronic Media



City of Oakland

# Questions and Discussion

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 4/16/2025

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

Task	
Tasks 2, 5, and 45	<p>The monitoring team has completed the Ninth NSA Sustainability Period Report of the Independent Monitor for the Oakland Police Department.</p> <ul style="list-style-type: none"> <li>▪ 9<sup>th</sup> IMT Sustainability Report (20 Dec 24):</li> <li>▪ Task 2: Timeliness Standards and Compliance with IAB Investigations <ul style="list-style-type: none"> <li>○ In compliance</li> </ul> </li> <li>▪ Task 5: Complaint Procedures for IAB <ul style="list-style-type: none"> <li>○ Not in compliance</li> </ul> </li> <li>▪ Task 45: Discipline Policy <ul style="list-style-type: none"> <li>○ No compliance Finding.</li> </ul> </li> </ul>
IMT Visit	26 Feb 25
Next CMC	10 Jul 25

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

Policy	
J-04 Pursuit Policy	In the OPC Community Policing Ad Hoc. Attended and presented at the Public Forum on 31 Jul 24. Presented at OPC 23 Jan 25.
BFO P&P 15-01 Community Policing	OPC approved the Draft First Reading – 25 Jul 24 Police Commission Reviewing Policy outcome from Ad Hoc. The approval of the Police Commission of language is pending.
Sexual Misconduct Policy	Under review with the City Attorney’s Office and IG. No timeline of completion was given as of 24 Sep 24.
Racial Profiling / Bias Policy (DGO M-19)	In Police Commission Ad hoc for review. Currently with the OPD Executive Team and City Attorney’s Office for review.
K-4: Reporting and Investigating the Use of Force. (SO 9214)	Sent to OPC on 5 Feb 25. OPD will present on 13 Mar 25, the new timelines for use of force reporting and investigations.
Discipline Matrix	Currently with the Police Commission Ad Hoc.
Militarized Equipment Annual Report	The 2023 report is completed and posted on the city website. <a href="https://www.oaklandca.gov/documents/opd-militarized-equipment-annual-report-2023">https://www.oaklandca.gov/documents/opd-militarized-equipment-annual-report-2023</a>

\* “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.

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

Topic																																																					
<p>Staffing &amp; resource management</p>	<p><i>Sworn Staffing</i> Authorized: 600 Filled: <b>675</b> Operation Strength: <b>551</b></p> <p><i>Communications Dispatchers</i> Authorized: 78 Filled: 65 (7 new Dispatcher Trainees started on Oct. 28<sup>th</sup>. 18 are currently in training)</p> <p><i>Professional Staffing</i> Authorized: <b>253</b> Filled: <b>241</b></p> <p><i>Vacancies of note:</i> All vacant positions are frozen, with the exception of the Police Communication Dispatchers. Police Communications Dispatcher (13)</p> <table border="1" data-bbox="412 831 930 1413"> <thead> <tr> <th>As of Apr 15, 2025 (Sworn only)</th> <th>Admin Leave</th> <th>Medical Leave On-Duty Illness/Injury</th> <th>Medical Leave Personal Illness/Injury</th> <th>Military Leave</th> </tr> </thead> <tbody> <tr> <td>2+ Years</td> <td>8</td> <td>2</td> <td></td> <td></td> </tr> <tr> <td>1-2 Years</td> <td>10</td> <td>15</td> <td>1</td> <td></td> </tr> <tr> <td>6 mo.– 1 Year</td> <td>8</td> <td>14</td> <td></td> <td></td> </tr> <tr> <td>2-6 months</td> <td>9</td> <td>13</td> <td>4</td> <td></td> </tr> <tr> <td>Less than 2 months</td> <td>10</td> <td>4</td> <td>3</td> <td>1</td> </tr> <tr> <td>Total</td> <td>45</td> <td>48</td> <td>8</td> <td>1</td> </tr> </tbody> </table>	As of Apr 15, 2025 (Sworn only)	Admin Leave	Medical Leave On-Duty Illness/Injury	Medical Leave Personal Illness/Injury	Military Leave	2+ Years	8	2			1-2 Years	10	15	1		6 mo.– 1 Year	8	14			2-6 months	9	13	4		Less than 2 months	10	4	3	1	Total	45	48	8	1	<p><i>Long-term leave:</i> 101 sworn employees</p> <ul style="list-style-type: none"> <li>• <b>56</b> Medical Leave</li> <li>• <b>45</b> Admin Leave                             <ul style="list-style-type: none"> <li>○ 5 Sergeants of Police</li> <li>○ <b>40</b> Police Officers</li> </ul> </li> <li>• 22 Sworn on Modified Duty</li> <li>• <b>1</b> Military Leave</li> <li>• 9 Active Military Reservists</li> </ul> <p>Of the 42 sworn personnel on admin leave, 11 have been off for 1-2 years. The annual cost associated with those 11 employees is \$2,996,244. The cost breakdown is below:</p> <table border="1" data-bbox="972 758 1482 972"> <thead> <tr> <th>Admin Rank</th> <th>Position</th> <th>Cost</th> <th>Total Cost</th> </tr> </thead> <tbody> <tr> <td>Lieutenant of Police</td> <td>1</td> <td>355,644.00</td> <td>355,644.00</td> </tr> <tr> <td>Police Officer</td> <td>10</td> <td>264,060.00</td> <td>2,640,600.00</td> </tr> <tr> <td>Total</td> <td>11</td> <td></td> <td>2,996,244.00</td> </tr> </tbody> </table> <p><i>Attrition Rate</i> – 5/mo. (45 separated over the past year)</p> <p><i>Reemployments</i> – 6 pending approvals</p> <p><i>Retirement Projections for 2025:</i> 71 possible</p> <ul style="list-style-type: none"> <li>• 1 Assistant Chief of Police</li> <li>• 1 Deputy Chief of Police</li> <li>• 3 Captains of Police</li> <li>• 7 Lieutenants of Police</li> <li>• 24 Sergeants of Police</li> <li>• 35 Police Officers</li> </ul>	Admin Rank	Position	Cost	Total Cost	Lieutenant of Police	1	355,644.00	355,644.00	Police Officer	10	264,060.00	2,640,600.00	Total	11		2,996,244.00
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<p>Academy Recruits</p>	<p>194<sup>th</sup> Academy graduated on 20 Dec 24. 24 OPD</p> <ul style="list-style-type: none"> <li>• On 18 Jan 25, the officers began their first week in patrol assigned to a Field Training Officer (FTO). Upon successful completion of the FTO phase (16 weeks), the officers will then be assigned to patrol as solo officers on 10 May 25.</li> </ul> <p>195<sup>th</sup> Academy: TBD (July 2025) 196<sup>th</sup> Academy: TBD</p>																																																				
<p>General Department functions (Internal Affairs Bureau, IAB)</p>	<p><b>Skelly Data:</b></p> <ul style="list-style-type: none"> <li>• All trained Commanders and Managers can conduct Skelly's.</li> <li>• Changed to digital format</li> <li>• Waiver for Officers                             <ul style="list-style-type: none"> <li>○ Working with the City Attorney to formalize</li> </ul> </li> </ul>	<p># of pending Skelly by Subject: <b>148</b> (+3) # of pending Skelly by Case: <b>106</b> Number of Skelly Hearing Officers: <b>24</b> (-1)</p> <ul style="list-style-type: none"> <li>• Upcoming retirements and reassignments</li> </ul> <p># of Skelly awaiting dissemination – <b>16</b> (-2) Wait time for each Skelly – Varies</p>																																																			

	<ul style="list-style-type: none"> <li>Added personnel to assist</li> </ul>	How are Skelly Officers selected (training, recusals, etc.) - Must attend Skelly Hearing Officer Training & be of appropriate rank
IAB Cases	<p><b>2024</b> Total cases closed – 1508 (126) Sustained cases (235) Sustained allegations</p> <p><b>2025</b> (as of <b>17 Apr 25</b>) Total cases closed YTD – <b>489</b> Total cases opened in Intake YTD- <b>404</b> Total Cases assigned to Intake (not yet assigned to an investigator) - <b>113</b></p> <p><b>Case Load</b> Total investigations assigned to IAB - <b>112</b> Total investigations assigned as DLIs – <b>142</b></p> <p>Total cases currently open - <b>515</b> This number represents all open cases, including those awaiting CPRA concurrence and Skelly hearing results. It should be noted that this number does not indicate that the IAB investigation is not completed, only that the case is not completely closed out.</p>	
SB 2	<a href="https://post.ca.gov/Peace-Officer-Certification-Actions">https://post.ca.gov/Peace-Officer-Certification-Actions</a>	<b>SB 2 List:</b> 2025(Year-To-Date) 3 total Oakland PD
General Department functions (CID)	<p><b>SVS Juvenile Cases:</b> 2025 (Year-To-Date)</p> <ul style="list-style-type: none"> <li>Juvenile Arrests: <b>88</b> total juvenile arrests</li> <li>YTD Referrals to restorative justice programs: <b>19</b> <ul style="list-style-type: none"> <li>Neighborhood Opportunity &amp; Accountability Board (NOAB) - <b>18</b></li> <li>Community Works West Referrals – <b>1 (No longer in service as of January 2025)</b></li> </ul> </li> </ul> <p><b>Missing Persons:</b> 2025 (Year-To-Date)</p> <ul style="list-style-type: none"> <li>YTD MPU Cases: <b>415</b></li> <li>YTD Closed MPU Cases: <b>340</b></li> </ul>	<p><b>Hate Crimes:</b> 2025 (Year-To-Date)</p> <ul style="list-style-type: none"> <li>Total Cases: 2</li> <li>New cases: 0</li> </ul> <p><b>DVU Cases:</b> 2025 (Year-To-Date)</p> <ul style="list-style-type: none"> <li>Total cases: <b>1,230</b></li> <li>The clearance rate on DV cases is nearly 100%: These are named suspect cases. An investigator reviews all I/C and Out-of-custody cases.</li> <li>Domestic Dispute – <b>414</b></li> <li>Domestic Battery, 243(e)(1) - <b>307</b></li> <li>Inflict corporate Injury Spouse/cohabitant 273.5 - <b>291</b></li> </ul>
Education and training regarding job-related stress, PTSD, Wellness	<p><b>National Public Safety Telecommunicators Week, AKA Dispatcher Appreciation Week, is 13 Apr 25 - 19 Apr 25.</b></p> <p><b>2025 Dispatcher of the Year</b> It is with great pleasure that we announce the recipient of this year's Dispatcher of the Year award, PCD <b>Sonia Gonzalez #58</b>, who has been honored by her peers for her outstanding service and dedication. With over 12 years of exemplary service to the Oakland Police Department, Sonia has consistently demonstrated an unwavering commitment to excellence in her role. Her colleagues and trainees both describe her as helpful, patient, and an overall positive presence in the workplace. Sonia has a unique ability to make even the most challenging days more manageable, creating an environment that is not only</p>	

	productive but enjoyable. Her professionalism, coupled with her warm demeanor, continues to inspire those around her.
Budget <b>QUARTERLY</b>	Last: Next:
Citywide Risk Management <b>QUARTERLY</b>	Last: 26 Nov 24 Next: 4 Mar 25

**V. Collaboration with OIG**

Project	Status
NSA Inspections Tasks: 3, 4, 7,8, 9, 11, and 13	Meetings and data sharing.
OPD Staffing Study	Biweekly meetings with OIG and PFM. Ongoing data collection and sharing.
M-19 Audit Response	Completed and provided to the Ad Hoc on 3 Apr 24.
Sexual Misconduct Policy	Policy: see policy section.
"Patterns" definition	Collaboration meeting with OIG, CPRA, IMT on 19 Mar 24.
OIG Document on OPD Policy Types	Created by OIG and OPD, completed review.
FTO Study	Completed.

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

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

**VIII. Collaboration with the Community**

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**IX. Status of Submitting Records/Files Requested by Commission, Charter 604(f)(2)**

File	Status
None	

**X. New Laws Affecting OPD**

Law	
2025 New Laws	<ul style="list-style-type: none"> <li>Presented on 27 Feb 25 - Lieutenant Dorham</li> </ul>

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

Report	Status
OIS or SBI (GC 12525.2)	Annual report: sent 26 Jan 24
DOJ Clearance Rates	OPD Records Division provides monthly validated crime data to the DOJ. Uniform Crime Reporting (UCR). <a href="https://openjustice.doj.ca.gov/exploration/crime-statistics/crimes-clearances">https://openjustice.doj.ca.gov/exploration/crime-statistics/crimes-clearances</a>
Stop Data (GC 12525.5)	Annual report 2024 Stop data was transmitted to State – sent 11Mar 25

**XIII. Any Commission Requests Made by Majority Vote of Commission – Status Update, Charter 604(b)(8)**

**XIV. Report from the Department via City Administrator or designee, on Issues Identified by Commission through the Commission’s Chair, OMC 2.45.070(R)**

Request	
Update on Pursuit Policy	<ul style="list-style-type: none"> <li>• Chief Mitchell – 13 Mar 25</li> </ul>
Special Order 9214	<ul style="list-style-type: none"> <li>• Use of Force Timelines – DC Ausmus on 13 Mar 25</li> </ul>
Update on 2025 New Laws	<ul style="list-style-type: none"> <li>• Presented on 27 Feb 25 - Lieutenant Dorham</li> </ul>
Update on Pursuit Policy	<ul style="list-style-type: none"> <li>• Presented 23 Jan 25 – Chief Michell               <ul style="list-style-type: none"> <li>○ History of the Pursuit Policy since 2014</li> </ul> </li> </ul>
Sanctuary Ordinance	<ul style="list-style-type: none"> <li>• Presented on 23 Jan 25 – Lieutenant Dorham               <ul style="list-style-type: none"> <li>○ Sanctuary Ordinance Training for OPD</li> </ul> </li> </ul>
Pursuit Policy	<ul style="list-style-type: none"> <li>• Presented on 9 Jan 25 and on 15 Jan 25 - Acting Deputy Chief Ausmus and Sergeant Urquiza</li> </ul>
Youth Services	<ul style="list-style-type: none"> <li>• Presented on 24 Oct 24 – Lieutenant Campos               <ul style="list-style-type: none"> <li>○ Juvenile Arrest Referrals</li> <li>○ NOAB</li> </ul> </li> </ul>
Encampment Management	<ul style="list-style-type: none"> <li>• Presented on 10 Oct 24 - Captain Eriberto Perez- Angeles</li> </ul>
Missing Persons	<ul style="list-style-type: none"> <li>• Presented on 10 Oct 24 – Lieutenant Campos</li> </ul>
Ceasefire	<ul style="list-style-type: none"> <li>• Presented on 26 Sep 24 - Director Reverend Damita Davis               <ul style="list-style-type: none"> <li>○ Ceasefire</li> </ul> </li> </ul>
30x30 - OPOA Women’s Committee	<ul style="list-style-type: none"> <li>• Presented on 19 Sep 24 - Lt. Alexis Nash               <ul style="list-style-type: none"> <li>○ 30x30</li> <li>○ OPOA Women’s Committee</li> <li>○ Women Leaders in Law Enforcement Symposium (WLLE)</li> </ul> </li> </ul>
Patterns Definition	<ul style="list-style-type: none"> <li>• Presented on 22 Aug 24 - “Patterns” Definition – Lt. Hubbard</li> </ul>
Skelly	<ul style="list-style-type: none"> <li>• Presented on 22 Aug 24 - Update on Skelly – Act. Capt. Dorham</li> </ul>
Wellness Unit	<ul style="list-style-type: none"> <li>• Presented on 22 Aug 24 - Wellness Unit Update – Dr. Nettles</li> </ul>
J-04 Pursuit Policy	<ul style="list-style-type: none"> <li>• Presented on 31 Jul 24 at the Community Policing Ad Hoc Public Forum - Capt. Ausmus, A/Captain E. Perez-Angeles, and Sgt. Urquiza-Leibin</li> </ul>
SB 2	<ul style="list-style-type: none"> <li>• Presented on 25 July 24 – Lt. Dorham</li> </ul>
911 System Grand Jury Report Presentation	<ul style="list-style-type: none"> <li>• Presented on 11 July 24 – Deputy Director Suttle and Mgr. Cheng</li> </ul>
MACRO Strategy Development	<ul style="list-style-type: none"> <li>• Presented on 11 July 24 – Deputy Director Suttle and Mgr. Cheng</li> </ul>
MACRO Data	<ul style="list-style-type: none"> <li>• April 1<sup>st</sup> - 15<sup>th</sup> 2025 monthly data:</li> <li>• 41 calls were referred from OPD Dispatch to MACRO</li> </ul>

- (6) incidents were initially coded other than MACRO-5150, 602L, ENCMP, 647x2, 922 (Dispo: MACRO); (35 Incidents coded as MACRO)
- 1 incident was returned from OFD (MACRO-99) and sent back to OPD to handle
- No incidents timed out from MACRO (Dispo: MACR1)
- 177 potential calls **not** referred to MACRO due to the below criteria (radio code/description):

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

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

# of Calls	Call Type	Reason not Referred
1	5150	1. RP no contact; Subj stabbing vegetation w/small knife, appears to be having mental breakdown.
3	602L	1. Subj and pit bull blocking apt door, refusing to leave. 2. Neighbors report multiple subj going into 905 house, chronic problem. 3. Subj w/backpack near lobby trying to gain access
1	912	1. Subj walking up/down the street armed w/axe. Not waving it at anyone or being aggressive.
2	647C	1. Drug dealers IFO, selling drugs and blocking w/ vehicle. No weapons seen today, seen in past. 2. Subj in drive-thru blocking w/pitbull dog, asking for money.
2	415	1. RP adv transient driving a forklift filled w/junk down the street. Unk if weapons. 2. Subj yelling at passing cars and making threats, advising armed w/ a knife. None seen.
1	415J	1. RP adv teenagers are being “disrespectful”, 417’ing passing citizens with fake guns

Paid Admin Leave Budget	● Presented on 13 Jun 24, Manager Marshall and Chief Mitchell
MACRO Presentation	● Presented on 23 May 24 Communications Manager – Mgr. Cheng
Ceasefire	● Presented on 8 May 24 – A/Capt. Valle
IAD/Skelly	● Presented on 8 May 24 and 13 Jun 24 - Lt. Dorham

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