



CITY OF OAKLAND

Oakland Police Commission

Office of the Inspector General

## AGENDA REPORT

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**TO:** Oakland Police Commission

**FROM:** Michelle Phillips  
Inspector General

**SUBJECT:** Office of the Inspector General (OIG)  
Progress Report

**DATE:** January 12, 2023

### **PURPOSE**

The Inspector General reports to the Police Commission and members of the public. This report outlines updates from the OIG since the Inspector General last reported out on November 10, 2022. This is an informational report. Information comprised in this report is intended to answer OIG specific questions raised at the last Police Commission meeting.

### **CITY CHARTER AND NEGOTIATED SETTLEMENT AGREEMENT (NSA, MEASURE S1 OIG MANDATE)**

#### Case Management Conference Information

The next case management conference for Delphine Allen, et al., v. City of Oakland, et al. is scheduled for January 24, 2023. Members of the public can observe the conference via zoom at <https://cand-uscourts.zoomgov.com/j/1611812513?pwd=anFJWCtUaHVhY2RYLzNtVDMxU3NVQT09>. The OIG will be in attendance.

#### Task 42 Audit Review

The Field Training Officer (FTO) program, outlined in Task 42, is an important area for review for the OIG. The FTO program review is of significance as it presents new officers the first opportunity to work in the field, post-academy.<sup>1</sup> It is also a critical aspect of training for new officers in department culture, community interactions, and job execution. The OIG has completed the fieldwork stage of the audit and has begun the data analysis process and will begin the report drafting phase soon. The Task 42 Audit Review is active and on-track for an anticipated public release of April 2023.

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<sup>1</sup> Negotiated Settlement Agreement with stipulations regarding pattern and practice claims revised December 2008 can be found at <https://oaklandca.s3.us-west-1.amazonaws.com/government/o/OPD/a/publicreports/oak060142.pdf>

### Proposed Upcoming NSA Audits and Reviews

The OIG is hopeful that staffing will double by April 2023, and we will be able to have multiple projects going simultaneously. However, it is important to note that the following priorities are subject to change based on current and projected staffing resources and rapidly evolving issues seen in policing. The OIG will announce the official launch of any OPD audit via an engagement letter, in accordance with generally accepted auditing standards. Current areas of interest for the OIG are the following:

1. IAD and CPRA referral process for potential criminal cases (Task 29)
2. The effectiveness of DGO R-02 searches of individuals on supervised release (Task 34)
3. IAD's complaint control system (Task 4)
4. Officer Wellness and Retention

The OIG will begin the first phase of each audit or inspection –gathering background information and research as soon as possible. The OIG with the cooperation of the Bureau of Risk Management have received NSA Task compliance timelines, which outlined active and inactive tasks as well as task compliance status. Based on this information the OIG will identify additional NSA tasks for inspection. The OIG will also ensure information is gathered that may not correlate to a particular task but is required by Municipal Code 2.45.

### CITY COUNCIL AUDIT

At the request of the City Council, the OIG is currently looking into the need for a possible Calls for Service Review or Audit for OPD. However, research has shown that it may be more prudent to complete a staffing study for OPD prior to the completion of a calls for service review or audit. The OIG will continue to conduct research and collect relevant empirical data to help determine the best method and timing for the study and recommend authors for such a study.

### THE BEY MATTER

The Oakland Police Commission voted in November of 2021, prior to the appointment of the current Inspector General, to refer the Bey matter to the newly created OIG. The expressed goal was to review specific records and report to the Commission any policy recommendations for changes to procedures and practices going forward. The review is active and ongoing therefore, the OIG will not be able to provide any lessons learned or recommendations until the review is complete. This review is in the report drafting phase. There are no additional updates on this matter currently.

### OIG STAFF UPDATE

The OIG welcomed Ms. Kiana Gums on January 9, 2023. Ms. Gums is an exempt limited duration employee and will be working as the OIG's Director of Communications and Engagement Officer. Ms. Gums is a skilled public relations professional with experience in internal and external communications. She also has strong creative and project management skills as well as strategic planning expertise. Ms. Gums will bring her knowledge to the OIG by focusing on internal and external communications, social media and website updates, community outreach and engagement and special projects. Additionally, Ms.

Gums will work on strengthening internal and external partnerships and expanding the reach of the OIG via collaborative efforts as one of the OIG liaisons.

The Oakland Human Resources Department posted the Inspector General Performance Auditor and Inspector General Policy Analyst positions on December 9, 2022, and December 14, 2022, respectively. The job postings will close in early January. The OIG remains optimistic that the additional four staff members will be hired by April 2023. The OIG job specification for the Deputy Inspector General position has been presented to Human Resources for review, approval, and next steps. This process is still ongoing. For reference, the Deputy Inspector General position will replace the Chief of Staff position, which will be removed from the OIG organizational structure pending approval of the Deputy Inspector General position job specifications. As the OIG builds and continually assesses its needs possible organizational changes may be requested in the future.

For questions regarding this report, please contact Michelle N. Phillips, Inspector General, at [OIG@oaklandca.gov](mailto:OIG@oaklandca.gov).

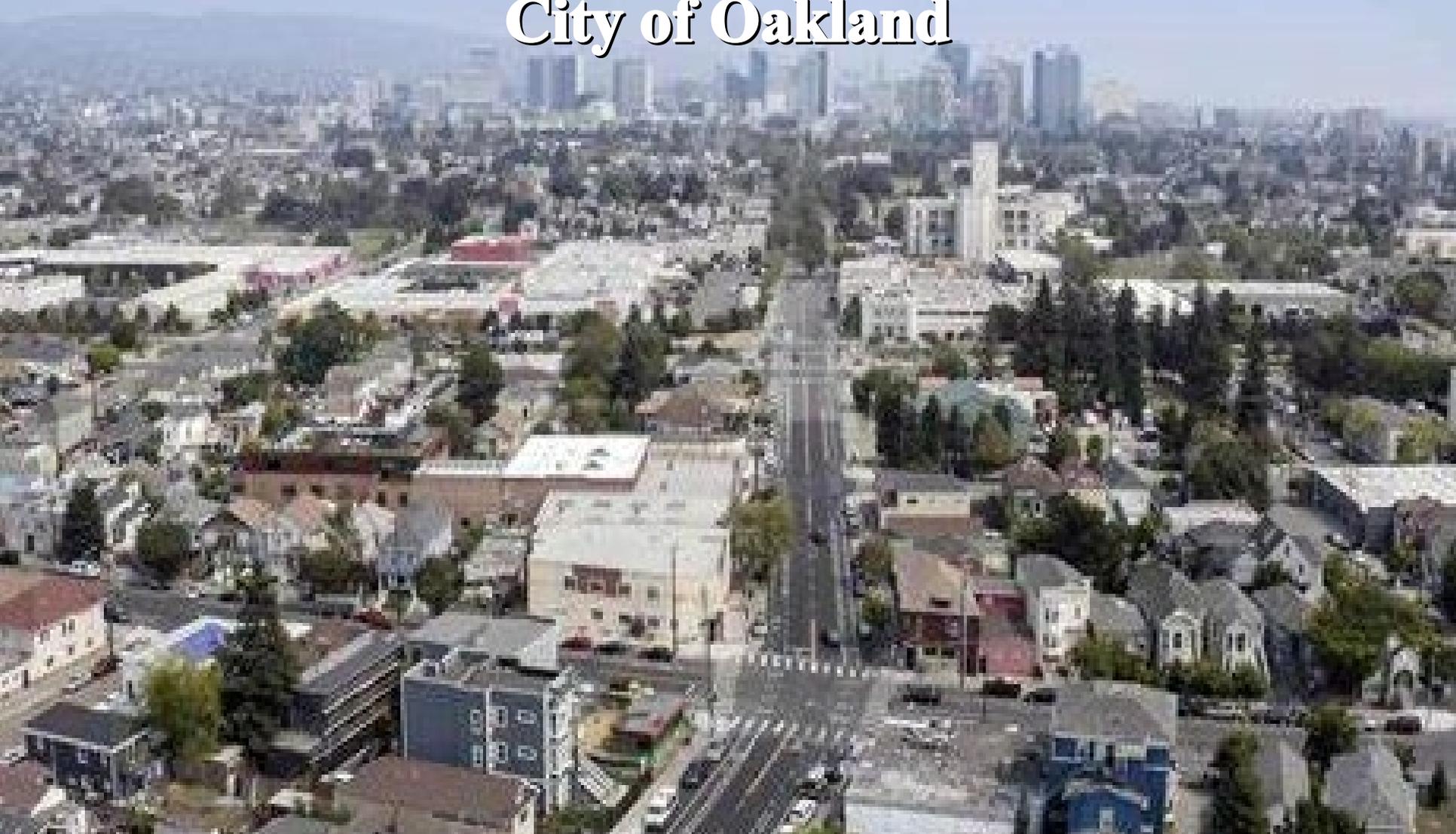
Respectfully submitted,



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Michelle N. Phillips  
Inspector General  
Office of the Inspector General

# Office of the Inspector General City of Oakland



**Michelle N. Phillips, Inspector General**

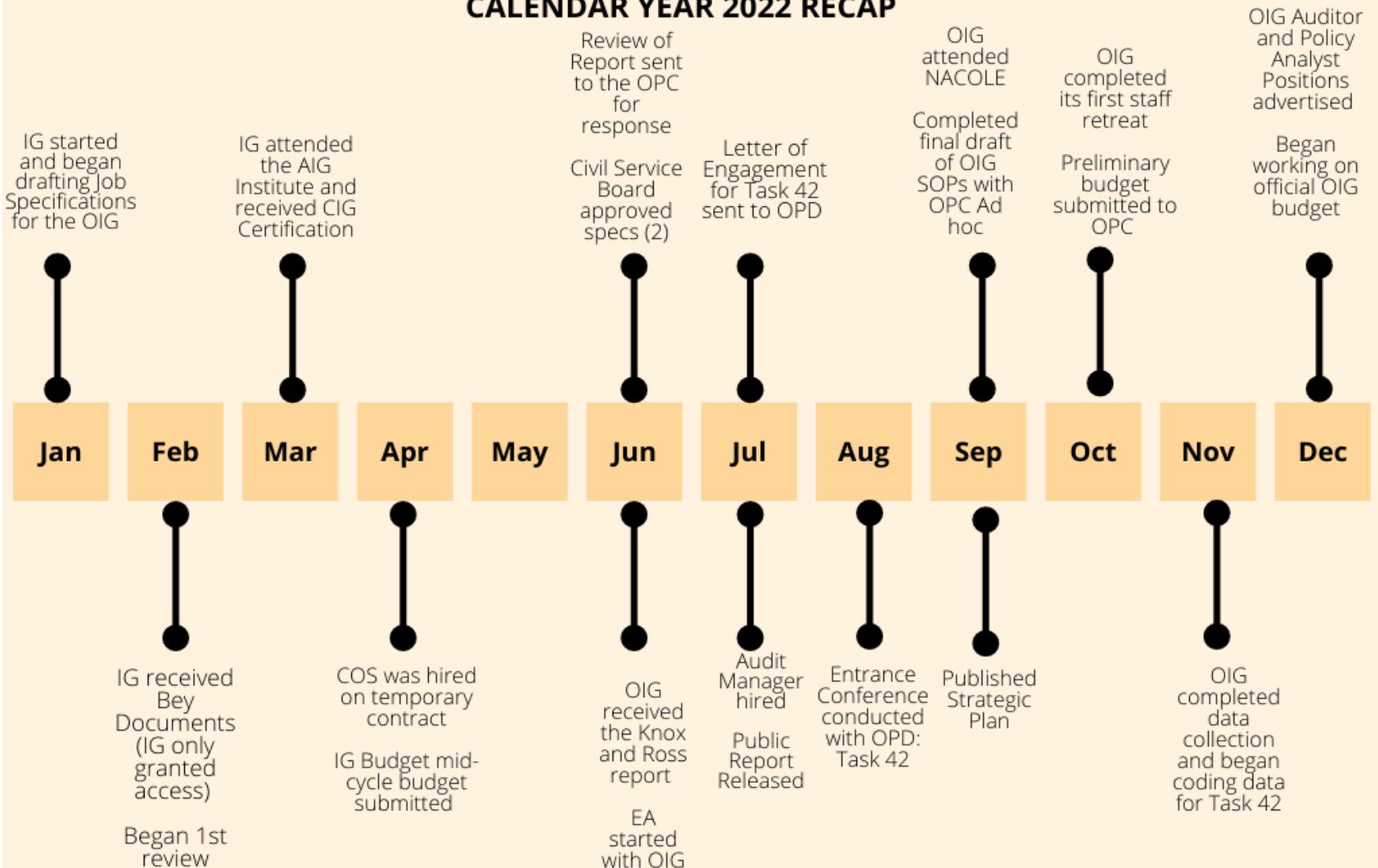
150 Frank H. Ogawa Plaza Oakland, CA 94612

January 12, 2023



# Office of the Inspector General

## CALENDAR YEAR 2022 RECAP



# Negotiated Settlement Agreement: OIG Updates

## Task 42: FTO Program

- ▶ Field training is a critical aspect of training for new officers in department culture, community interactions, and job execution
- ▶ The OIG has completed the fieldwork stage of the audit and has begun the data analysis process and will begin the report drafting phase soon
- ▶ The Task 42 Audit Review is active and on-track for an anticipated public release of April 2023

# PERFORMANCE AUDIT PROCESS

## OFFICE OF THE INSPECTOR GENERAL



# OIG Proposed Upcoming Projects



## TASK 29

IAD and CPRA referral process for potential criminal cases



## TASK 34

The effectiveness of DGO R-02 searches of individuals on supervised release



## TASK 4

IAD's complaint control system



## NATIONAL AREA OF CONCERN

Officer Wellness and Retention



Contingent upon the hiring and onboarding of staff  
OIG audit and policy analyst staff  
Projected to be April 2023

# OIG staffing Progression Snapshot

JAN 2022	APRIL 2022	JUNE 2022	JULY 2022	JAN 2023
OIG Office Size: 1 FTEs Inspector General	OIG Office Size: 1 FTE Inspector General 1 ELDEs Chief of Staff	OIG Office Size: 1 FTE Inspector General 2 ELDEs Chief of Staff Executive Assistant	OIG Office Size: 1 FTE Inspector General 3 ELDEs Chief of Staff Executive Assistant Audit Manager	OIG Office Size: 1 FTE Inspector General 4 ELDEs Chief of Staff Executive Assistant Audit Manager Director of Comms./Engagement

# OIG STAFFING UPDATE

## KIANA GUMS, DIRECTOR OF COMMUNICATIONS AND ENGAGEMENT

- **Relevant Experience and Skills**
  - **Director of Communications**
    - Public Sector
    - Superintended all communications platforms
  - **Public Affairs**
    - Composition of reports, proposals and presentations
  - **Outreach Coordination**
    - Preparation and editing of external communications
    - Community event coordination and education



# OIG TRAINING

2023

- Association of Inspector General Institute (*State and Local*)
  - Certified Inspector Generals Audit
  - Certified Inspector Generals Evaluator/Inspector
- Council of Inspectors General on Integrity and Efficiency (*Federal*)
  - Effective Communication When Conducting Audits, Evaluations, and Inspections
  - Jumpstarting performance audits
  - Message Development and Report Writing



# OIG Contact Information



City of Oakland



Office of the Inspector



General

## OIG@Oaklandca.gov

<https://www.oaklandca.gov/departments/inspector-general>

All Social Platforms continue to be a work in progress