



AGENDA REPORT

TO: Oakland Police Commission

FROM: Michelle N. Phillips
Inspector General

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

DATE: May 11, 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 reported out on March 9, 2023. This informational report is intended to answer OIG specific questions raised at the last meeting, by members of the public and the Police Commission.

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

Task 42 Compliance Evaluation

The Field Training Officer (FTO) program, outlined in Task 42, is an important area of review for the OIG. The FTO program is the first opportunity for new officers to work in the field, post-academy¹ and provides critical training in department culture, community interactions, and job execution. Since the last update, the OIG sent OPD two additional information requests to ensure the Task 42 compliance evaluation was thorough and complete. The OIG anticipates providing the report to OPD by the end of May for review and response.

Office of the Inspector General and Office of Internal Accountability (OIA) Work Group

The OIG has initiated a work group with members of OIA to determine how the entities will engage, communicate, and collaborate on current and future work products. This group will also establish a work plan, cross sectional procedures and a subsequent policy to govern interactions moving forward. This process will assist in effective oversight and accountability of OPD. The first meeting was conducted on May 3, 2023 and will be ongoing.

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

CITY COUNCIL AUDIT

The OIG reviewed the original request from the City Council and met with Council President Nikki Fortunato-Bas and her staff over several months. The OIG conducted internal and external research, as well as collected relevant empirical data to help provide the appropriate scope and recommendation to the City Council. Ultimately, the OIG provided a memorandum with its recommendations to the City Council and Police Commission on March 22, 2023. The OIG recommended that the City of Oakland allocate funding resource for a staffing study and resources analysis for OPD. This type of comprehensive evaluation will allow the City to understand what is currently allocated and what is needed for optimal functionality, response, training, and support.

The OIG recognizes the City of Oakland is facing fiscal challenges, and that this request must align with funding availability. The memo provided to the City Council and the Commission has been attached to this packet.

THE BEY MATTER

Prior to the appointment of the current Inspector General, in November of 2021, the Oakland Police Commission voted 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. At this time the Inspector General is still the only individual authorized to review subpoenaed documents associated with this matter, resulting in the Inspector General being the only OIG staff member assigned to review. The review is progressing; however, in the last two weeks there has been additional information that needed to be reviewed associated with complaint 07-0553. Currently, the Inspector General has determined that 07-0553 will need additional time for review. This complaint, and resulting investigation, is extremely complex and will require sufficient time for a proper inspection.

The Inspector General will proceed with the reviews of the other complaints, with plans to provide a singular report on 07-0553 later. It must be noted that the Inspector General does not have a timeline for completion of this review, given the limited resources of the office. While there has been significant progress made on the Bey Matter, the OIG has Charter, Municipal Code and administrative duties that must also be prioritized.

OTHER OIG PROJECTS

The Commission has requested information and/or updates regarding the OIG’s progress in fulfilling its requirements as outlined in the enabling ordinance. With minimal resources and staffing, the OIG is working diligently to complete the tasks. The OIG has prioritized the following tasks as required by the enabling ordinance:

Enabling Ordinance Requirements: OIG	OIG Updates
OIG Annual Report	Anticipated completion September 2023 (18 months-January 2022 to June 2023)
Monitor/evaluate # of officers receiving training on profiling, implicit bias, de-escalation, and other key topics	This information has been received from OPD and reviewed. This project will be assigned to the next available staff member.
Monitor/evaluate/make recommendations re: OPD Policies the Commission seeks to create or modify	The OIG is working with OIA and the Policy and Publications unit to get an exhaustive list of all Department General Orders and Training Bulletins
Monitor/evaluate/make recommendations re: OPD’s risk mgmt. practices	The OIG has started to review the Risk management policies and practices and will assigned to the policy analyst once they are hired and onboarded
Develop and present a plan to the Commission to measure the performance of each element of the Department’s discipline process for sworn officers	All measurement tools provided by the Independent Monitoring team are under review for edits and updates
Complete all audits/reviews requested by the Mayor, City Administrator, City Council	The OIG submitted a memo with recommendations to the City Council regarding their requested audit in March 2023 The OIG submitted an informational report to the Public Safety Committee in March 2023 regarding there request for a review of the Bey Matters
Monitor/evaluate/make recommendations re: Recruiting and hiring sworn personnel	The OIG will assign this task once a staff member is available

The OIG has also finalized a draft strategic plan for fiscal years 2024 and 2025. The OIG has three community forums scheduled to receive input and will distribute drafts to stakeholders for any comments.

OIG STAFF UPDATE

The OIG has been working closely with the City’s Human Resources Department and City Administration to ensure the OIG is able to move forward with filling the positions of Inspector General Performance Auditor and Inspector General Policy Analyst. The City of Oakland initiated a hiring freeze in April 2023 regarding positions funded by the general fund. This included all OIG vacant positions. The OIG requested an exemption from the City Administrators Office, and it was granted. The interview and hiring process for both positions are still ongoing.

The review of the OIG job specifications for the Deputy Inspector General position has been put on hold at this time. The OIG is prioritizing the recruitment of a permanent Chief of Audits and Evaluations. The primary staffing goal at this point is to ensure all OIG staff are in permanent positions in accordance with the civil service rules. As the OIG builds and assesses its needs, possible organizational changes may be requested in the future.

OIG COMMUNITY ENGAGEMENT AND OUTREACH

The OIG continues to expand its outreach and engagement with the community via social media, service projects, and strategic partnerships. From speaking at neighborhood council meetings, to hosting educational discussions, the office is determined to combine both the substantive work with robust and easily accessible communications. Additionally, the OIG released its first quarterly newsletter in March 2023. The newsletter was created to be transparent with community about how the OIG is delivering on its mission.

Currently, the OIG has three social campaigns that have been designed to educate members of the public, while also uplifting their perspectives. These weekly campaigns include:

- #CandidConversation – In alignment with our office’s mission to build community trust and enhance transparency, we are elevating community members’ direct thoughts on Oakland’s current public safety conditions and police accountability.
- #TheMoreYouKnow – At the OIG we understand that one of the best ways to ensure that OPD officers are compliant with their departmental policies is to make the community aware of the rules they should be following when interacting with the public.
- #FAQFriday – This campaign allows us to educate residents about police oversight, by answering their most common questions.

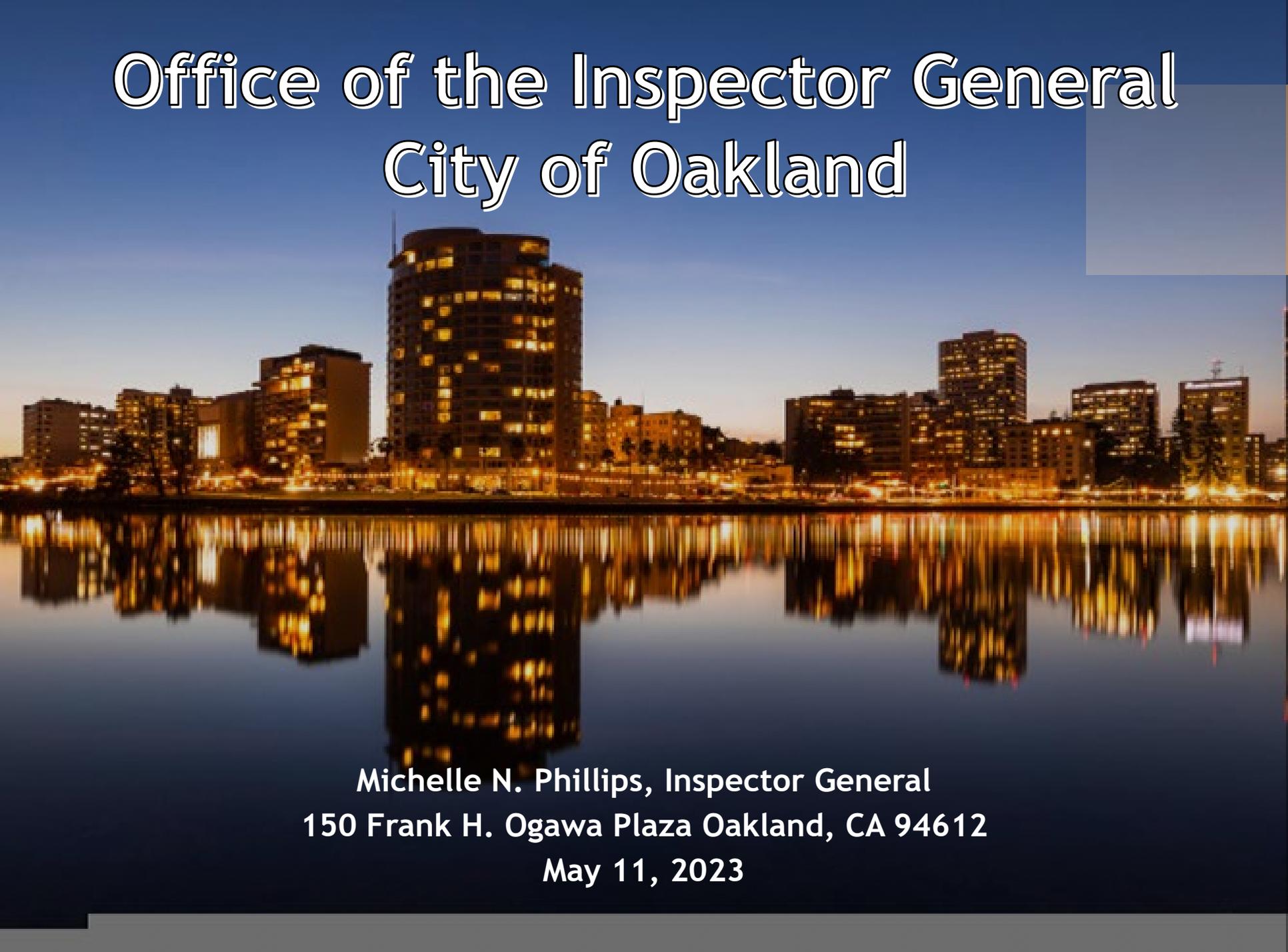
Additionally, in partnership with the Bay Area Urban League, The Unity Council, and Allen Temple Baptist Church’s Public Ministry, the OIG is hosting a series of strategic planning sessions, to provide the community the opportunity to help shape the office’s path forward. On May 13, 2023, at 10:00 a.m., the OIG is also partnering with Higher Ground, East Oakland Youth Development Center, Building Opportunity for Self Sufficiency, and Youth Uprising to host a Youth Safety Conference.

For questions regarding this report, please contact Michelle N. Phillips, Inspector General, at OIG@oaklandca.gov.

Respectfully submitted,

Michelle N. Phillips
Inspector General
Office of the Inspector General

Office of the Inspector General City of Oakland

A nighttime photograph of a city skyline, likely Oakland, with several illuminated buildings and their lights reflected in a body of water in the foreground. The sky is a deep blue, and the water is dark, creating a clear reflection of the city lights.

Michelle N. Phillips, Inspector General
150 Frank H. Ogawa Plaza Oakland, CA 94612
May 11, 2023

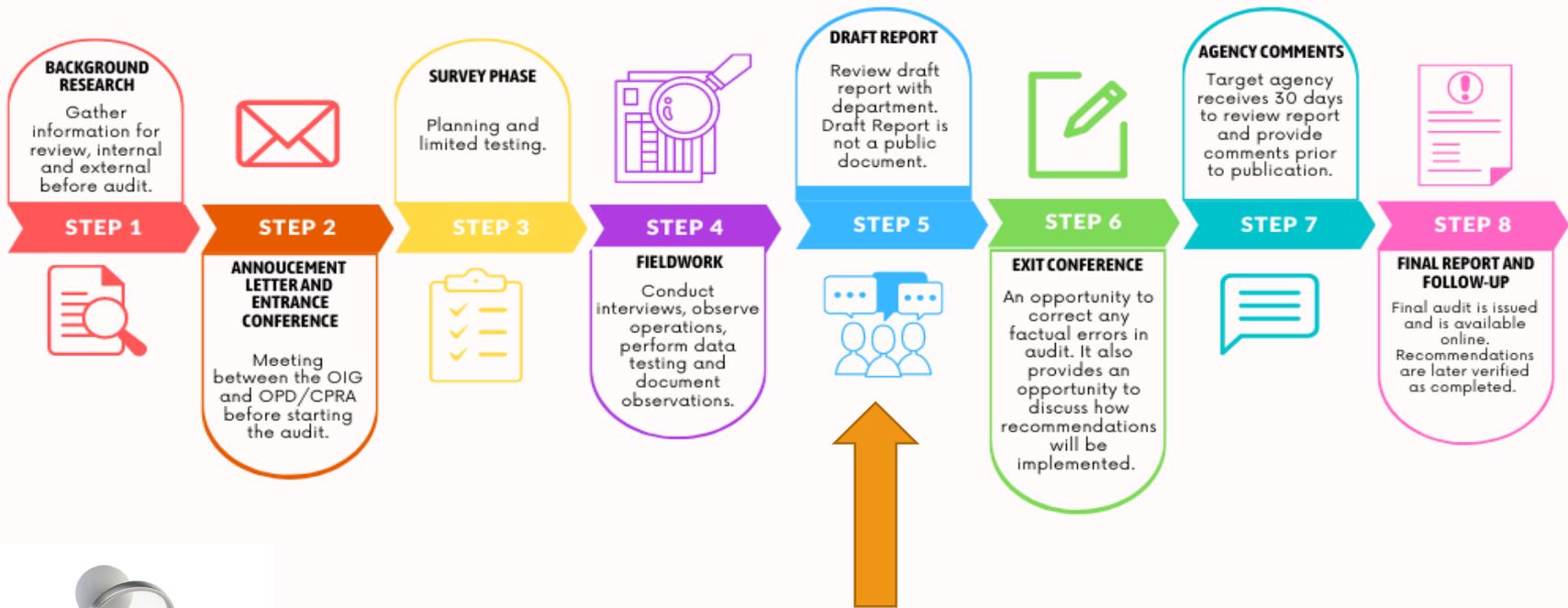
Negotiated Settlement Agreement Tasks: Task 42 - FTO Program

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- Field Training is an important area of review, as it is the officer's first time working on the streets, post academy
- The OIG sent OPD two additional information requests to ensure the Task 42 compliance evaluation was thorough and complete.
- The OIG team anticipates providing OPD the report by the end of May. (Step 5 of the Performance Audit Process)

PERFORMANCE AUDIT PROCESS

OFFICE OF THE INSPECTOR GENERAL



Negotiated Settlement Agreement Tasks: OIG and OIA Work Group

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- OIG has initiated a work group with members of OIA to determine how the entries will engage, communicate, and collaborate on current and future work products.
- This group will establish a work plan, cross sectional procedures and a subsequent policy to govern interactions moving forward.
- The first meeting was conducted on May 3, 2023 and will be ongoing.

Current Projects Update

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City Council Audit

- The OIG provided a memorandum with its recommendations to the City Council and Police Commission on March 22, 2023.
- The OIG recommended that the City of Oakland allocate funding resource for a staffing study and resources analysis for OPD.

Current Projects Update

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The Bey Matter

- The OIG's review is progressing; however, in the last two weeks there has been additional information that needed to be reviewed associated with complaint 07-0553.
- Currently, the Inspector General has determined that 07-0553 will need additional time for review and does not have a timeline for completion of this review, given the limited resources of the office.

Current Projects Update

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Enabling Ordinance Requirements

Enabling Ordinance Requirements: OIG	OIG Updates
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OIG Staffing Update

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- The OIG has been working closely with City's HRM and City Administration to ensure the OIG is able to move forward with filling the positions of Inspector General Performance Auditor and Inspector General Policy Analyst.
- The review of the OIG job specifications for the Deputy Inspector General position has been put on hold at this time. The OIG is prioritizing the recruitment of a permanent Chief of Audits and Evaluations.
- The goal at this point is to ensure all OIG staff are in permanent positions in accordance with the civil service rules.

Community Engagement & Outreach

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Activities Recap

- 10+ community events attended
- Activities included a book signing, neighborhood council meeting, planning sessions, business, and community meetings, and service events

Social Media Campaigns

- #CandidConversations, will elevate various perspectives from the community with the goal to have constructive conversation
- #TheMoreYouKnow, community awareness to OPD rules they should be following when interacting with the public
- #FAQFriday, allows OIG the opportunity to answer commonly asked questions from the community

Community Engagement & Outreach

- The OIG released its first quarterly newsletter in March 2023. The newsletter was created to be transparent with community about how the OIG is delivering on its mission.
- To subscribe to our mailing list visit, <https://tinyurl.com/OakOIGMailingList>



Friday, April 7, 2023

Dear Oaklanders,

The Office of the Inspector General (OIG) is proud to bring you the first edition of our quarterly newsletter! With the Oakland voter's overwhelming support and approval of **Measure S1**, in 2020, the OIG was created to serve as the independent civilian auditing arm of our city's police oversight structure.

Since our inception, we have been delivering on our mission to ensure accountability, enhance community trust, and increase transparency via fair and thorough assessments of OPD's compliance with the law and departmental policies. As the City of Oakland's newest department, we will continue to build our agency in partnership with community.

Moving forward, this newsletter will serve as community member's one-stop shop for all things OIG – so, don't forget to **join our mailing list!** Additionally, for more timely updates, be sure to follow us on **Facebook**, **Instagram**, **LinkedIn**, and **Twitter!**

Inside this newsletter, you will learn more about the OIG's:

1. Recommendations & Updates
2. Forthcoming Projects
3. Inspector General (IG) Phillips in Action
4. Service to Oakland
5. Social Media Campaigns
6. Upcoming Events

With Oakland Love,

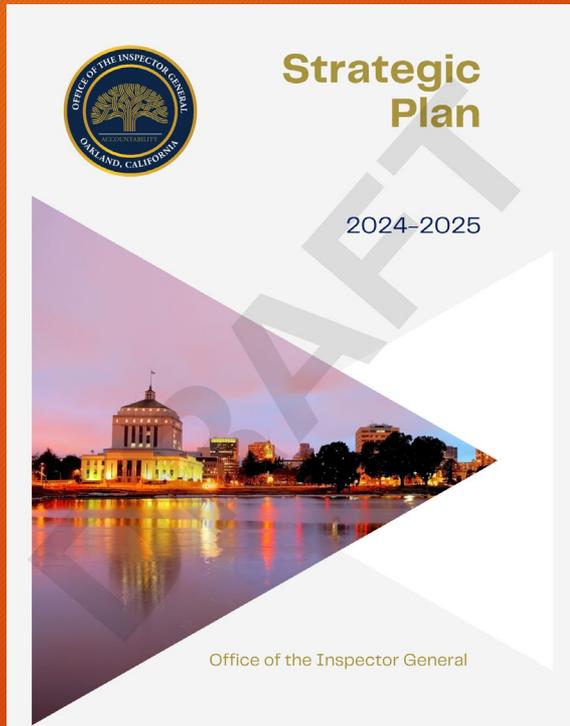
A handwritten signature in cursive script that reads "Michelle N. Phillips".

Michelle N. Phillips
Inspector General



Community Engagement & Outreach

- The OIG has finalized a draft strategic plan for fiscal years 2024 and 2025. The OIG has three community forums scheduled to receive input.



2024-2025 STRATEGIC PLANNING SESSIONS

Help us build out effective police oversight in Oakland!

MAY

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Fruitvale Senior Center
3301 E 12th St., Suite 201
6:00PM – 7:30PM

Co-Host: The Unity Council

The Unity Council will also share more about their ongoing activities, services and resources. Spanish translation will be available.

MAY

20

Allen Temple Baptist Church
8501 International Blvd.
12:00PM – 1:30PM

Co-Host: Allen Temple Baptist Church's Public Ministry

Come learn more about Allen Temple Public Ministry's upcoming discussions and service ventures.

MAY

23

Bay Area Urban League Office
1221 Broadway, Lower Level #48
5:30PM – 7:00PM

Co-Host: Urban League of the Greater San Francisco Bay Area

Urban League President Ken Maxey will also provide opening remarks and an overview of the organization's upcoming initiatives.

Register now at <https://tinyurl.com/OIGPlanningSessions>

Questions? Email OIG@oaklandca.gov



OIG Contact Information



City of Oakland,
Office of the Inspector



General



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

All social platforms are a work in progress