



**CITY OF OAKLAND
COMMUNITY POLICING ADVISORY BOARD**

REGULAR MEETING

Agenda

Wednesday, September 6, 2023

6:00 PM

Oakland City Hall
Hearing Room 2
1 Frank H. Ogawa Plaza, 1st Floor

Board Membership:

Chair, Creighton Davis (Mayoral), Vice Chair, Daniel Ettlinger (Mayoral)
Vacant (Dist. 2), Vacant (Dist. 1), Carol Wyatt (Dist. 3), Jenny Zilliac (Dist. 4),
Jorge Lerma (Dist. 5), Donald Dalke (Dist. 6), Jacqueline Long (Dist. 7),
Art Douglas Blacksher (At Large), Colleen Brown (NW),
Geraldine Wong (NW), Van Cedric Williams (OUSD), Ericka Parker (OHA),
Vacant (Mayoral)

1. Roll Call and Determination of Quorum
2. Open Forum/Public Comment
3. Oakland Police Department Report
4. Neighborhood Services Division Report
5. Presentation and Update on the Oakland Speaks Project
6. Agenda Building
7. Adjourn

Observe:

**CITY OF OAKLAND
COMMUNITY POLICING ADVISORY BOARD**

**Special Meeting Agenda
Wednesday, April 5, 2023
6:00 PM**

Oakland City Hall
Hearing Room 2
1 Frank H. Ogawa Plaza, 1st Floor

- To observe the meeting via Zoom, please click on this link:
<https://us02web.zoom.us/j/83505090768>
- To listen to the meeting by phone, please call one of these numbers:

Or One tap mobile :

US: +16699009128,85450993745# or +16694449171, 85450993745#

Comment in advance:

To send your comment directly to the Community Policing Advisory Board and staff BEFORE the meeting starts, please send your comment, along with your full name and agenda item number you are commenting on, to Felicia Verdin at fverdin@oaklandca.gov. Please note that eComment submissions close one (1) hour before posted meeting time. All submitted public comment will be provided to the Community Policing Advisory Board prior to the meeting.

In-person:

Each person wishing to speak on items must fill out and submit a speaker's card to staff prior to the meeting. Members of the public can address the Community Policing Advisory Board in-person only and shall state their name and the organization they are representing, if any.

**Community Resource Officer Assignments
As of August 2023**

Bureau of Field Operations 1 – Community Resource Officers

Lt Thomason, J 8238 SRS 1 Commander

Sgt Manguy, A 8717 CRO A Supervisor
Officer McKinney, D 9872 Beats 16, 14
Officer Abdellatif, M 9624 Beats 2, 5, 7
Officer Barrientos, I 9771 Beats 15, 4
Officer Villanueva, N 9854 Beats 1, 3, 6
Officer Le, T 9891 Beats 17
Officer Triana, S 9562 Beats 8, 13
Officer Mendez, E 9733 Beats 18, 19
Officer Estifanos, N 9946 Beats 11, 12

On Loan from Patrol to CROs

Officer Kino, J 9949 Beats 9, 10

Loaned out to CID

Sgt Kim, E 8822 (VCOG Acting Commander)

Bureau of Field Operations 2- Community Resource Officers

Officer A. Johnson 9580, Beats 20, 21, 22, 23, 24, and 25 Phone 510-407-0561 Area 4
Officer M. Viss 9916, 20, 21, 22, 23, 24, and 25 Phone 510 227-9641
Officer A. Andrews 9517, Beats 26, 27, 28, 29, and 30 Phone 510-504-6973 (Admin Leave)
Officer S. Sumpter 9482, Beats 26, 27, 28, 29, and 30 Phone 510-506-8765
Officer J. Endaya 9496, Beats 31, 32, 33, 34, and 35 Phone 510-773-1842
Officer C. Vasquez 9487 Beats 31, 32, 33, 34, and 35 Phone 510-407-2381

Supplemental:

Officer M. Smith 9196
Officer K. Gaskin 9325

Sgt. O. Vargas 9037, Phone 510-507-6035 (BFO Admin)
Sgt. R. Johnson 8383, Phone 510-908-2121

CITY OF OAKLAND

Memorandum

To: Community Policing Advisory Board
 Attn: Chair Creighton Davis
 From: Deputy Chief of Police James P. Beere 8115
 Date: 1 July 2023

Re: Patrol Staffing and Structure

Beats broken down by Area:

Area 1	Area 2	Area 3	Area 4	Area 5	Area 6
1-7	8-13	14-19	20-25	26-30	31-35

Overlap days occur on 1st and 3rd Watch only. 2nd Watch does not have overlap due to the 12 hour shifts.

- Area 1 Monday
- Area 2 Sunday
- Area 3 Saturday
- Area 4 Friday
- Area 5 Thursday
- Area 6 Friday

The graph below shows each Area overlaps:

Area 1	Sunday	Mon	Tues	Wed	Thurs	Friday	Sat
0600-1600		1A 0600	1A 0600	1A 0600	1A 0600		
	1B 0600	1B 0600				1B 0600	1B 0600
1400-0200			1A 1400	1A 1400	1A 1400	1A 1400	
	1B 1400	1B 1400	1B 1400				1B 1400
2100-0700		1A 2100	1A 2100	1A 2100	1A 2100		
	1B 2100	1B 2100				1B 2100	1B 2100
Area 2	Sunday	Mon	Tues	Wed	Thurs	Friday	Sat
0700-1700	2A 0700	2A 0700	2A 0700	2A 0700			
	2B 0700				2B 0700	2B 0700	2B 0700

1400-0200			2A 1400	2A 1400	2A 1400	2A 1400	
	2B 1400	2B 1400	2B 1400				2B 1400
2200-0800	2A 2200	2A 2200	2A 2200	2A 2200			
	2B 2200				2B 2200	2B 2200	2B 2200
Area 3	Sunday	Mon	Tues	Wed	Thurs	Friday	Sat
0600-1600				3A 0600	3A 0600	3A 0600	3A 0600
	3B 0600	3B 0600	3B 0600				3B 0600
1400-0200			3A 1400	3A 1400	3A 1400	3A 1400	
	3B 1400	3B 1400	3B 1400				3B 1400
2100-0700				3A 2100	3A 2100	3A 2100	3A 2100
	3B 2100	3B 2100	3B 2100				3B 2100
Area 4	Sunday	Mon	Tues	Wed	Thurs	Friday	Sat
0700-1700			4A 0700	4A 0700	4A 0700	4A 0700	
	4B 0700	4B 0700				4B 0700	4B 0700
1400-0200			4A 1400	4A 1400	4A 1400	4A 1400	
	4B 1400	4B 1400	4B 1400				4B 1400
2200-0800			4A 2200	4A 2200	4A 2200	4A 2200	
	4B 2200	4B 2200				4B 2200	4B 2200
Area 5	Sunday	Mon	Tues	Wed	Thurs	Friday	Sat
0600-1600		5A 0600	5A 0600	5A 0600	5A 0600		
	5B 0600				5B 0600	5B 0600	5B 0600
1400-0200			5A 1400	5A 1400	5A 1400	5A 1400	
	5B 1400	5B 1400	5B 1400				5B 1400
2100-0700		5A 2100	5A 2100	5A 2100	5A 2100		
	5B 2100				5B 2100	5B 2100	5B 2100
Area 6	Sunday	Mon	Tues	Wed	Thurs	Friday	Sat
0600-1600			6A 0700	6A 0700	6A 0700	6A 0700	
	6B 0700	6B 0700				6B 0700	6B 0700
1400-0200			6A 1400	6A 1400	6A 1400	6A 1400	
	6B 1400	6B 1400	6B 1400				6B 1400
2100-0700			6A 2200	6A 2200	6A 2200	6A 2200	
	6B 2200	6B 2200				6B 2200	6B 2200

Current Patrol Staffing:

There are 314 officers assigned to Patrol. Of that, 42 are off for various reasons such as medical leave and loans to units outside of Patrol.

- Area 1 – 56 assigned, 2 on transitional assignment, 1 on medical leave.
- Area 2 – 51 assigned, 2 on transitional assignment, 3 on medical leave, 3 on loan.
- Area 3 – 49 assigned, 1 on transitional assignment, 1 on medical leave, 1 on loan, 1 on military leave.
- Area 4 – 58 assigned, 5 on medical leave, 4 on loan, 3 on admin leave.
- Area 5 – 48 assigned, 2 on transitional assignment, 1 on medical leave, 1 on loan, 1 on admin leave.
- Area 6 – 52 assigned, 2 on medical leave, 4 on loan, 4 on admin leave.

Tac Units:

If a squad is full at the max of 8 working officers, there will be officers available to work as tac units depending on how many beats that Area has. For example, a full squad in Area 1 that has 7 beats, 1 officer would be available to work as a tac unit. This number fluctuates daily with factors such as long and short term medical leaves, training and time off such as vacation leave.

K9s:

There are 5 K9s assigned to Patrol. 1 is on medical leave and 1 is on loan.

Sworn Technicians:

There are 3 sworn technicians assigned to Patrol.

Civilian Police Evidence Technicians:

There are 15 civilian evidence technicians assigned to Patrol. 1 is on medical leave and 1 is on loan.

Police Services Technician II:

There are 15 PST IIs assigned to Patrol. 2 are on loan.

Projected Retirements Next 2 Years:

81 possible retirees in 2023

- 1 Deputy Chief
- 4 Captains of Police
- 5 Lieutenants of Police

- 27 Sergeants of Police
- 44 Police Officers

31 possible retirees in 2024

- 1 Assistant Chief of Police
- 2 Deputy Chiefs of Police
- 2 Captains of Police
- 6 Lieutenants of Police
- 6 Sergeants of Police
- 14 Police Officers

The Oakland Police Department’s Current Staffing as of 1 Jul 2023:

Sworn

Total Filled: 719

Total Funded Authorized: 712 (Reduced from a previously authorized strength of 741 on June 30, 2023)

192nd Academy

Total Filled: 28

Total Funded Authorized: 33

193 rd Academy	
Recycled	0
Pre-Hired	0
Cleared for Hire	0
Pending Review	0
Pending Chief’s Interview	0
Pending Chief’s Interview Clearance	0
Pending Clearance	1
Total	1

Total filled for the 192nd Academy: 28

James P. Beere 8115
 Deputy Chief of Police
 Bureau of Field Operations 1
 Oakland Police Department

OPD SARA PROJECTS

As of August 2023

Area 1 has the following SARA projects:

Beat 05Y - 1614 Campbell St.

-Addressing burglaries and mail theft occurring in and around the area.

Beat 06X - 925 Brockhurst St.

-Addressing narcotics sales in front of an elder center.

Beat 07X - 32nd St. and Magnolia St.

-Addressing the increase in sales of narcotics and violent crimes in the area.

Area 2 has the following SARA projects:

Beat 12X - 4354 Telegraph Ave.

-Addressing the high amount of repeated auto burglaries and business burglaries in the area.

Beat 12X - 557 47th St.

-Addressing vehicle theft and narcotic activity from unhoused encampments in the area.

Beat 12X - 4615 Manila Ave.

-Addressing a nuisance residence believed to be involved in narcotic activity.

Beat 10Y - 800 block of 59th St.

-Addressing the community's concerns regarding firearms and vehicle theft in the area.

Beat 08X - 370 W Macarthur Blvd.

-Addressing prostitution, vehicle theft, and violent crime associated to motel.

Area 3 has the following SARA projects:

Beat 19X - 1st Ave to 8th Ave. along the International Blvd. and E 12th St. Corridors

-Addressing an increase in violent crimes in the area.

Beat 19X - 1045 E 12th St.

-Addressing an illegal gambling establishment.

Beat 16Y - 800 block of Alma Place

-Addressing catalytic converter thefts and auto burglaries.

Beat 16X - 3200 block of Grand Ave. and 3200 block of Lakeshore Ave.

-Addressing traffic enforcement concerns.

Beat 18Y - E 33rd St. and 14th Ave.

-Addressing traffic enforcement concerns.

Beat 17Y - Park St. and Macarthur Blvd.

-Addressing traffic enforcement concerns.

Beat 14Y - 3200 block of Lakeshore Ave. and 3200 block of Grand Ave.

-Addressing the high amount of auto burglaries and business burglaries.

DISTRICT 4 – Ofc A Johnson

2783 E12th St (Beat 20X)

- Nuisance Property; assisting owner with eviction of squatters on property

E15th St & Miller Ave (Beat 20X)

- Homeless Encampment Closure; abandoned Vehicles; nuisance abatement

2030 25th Ave (Beat 21X)

- Nuisance Abatement; illegal Gambling on property

3200-3700BLK E9th St (Beat 23X)

- Traffic Enforcement

700blk of 37th Ave (Beat 23X)

- Homeless Encampment Closure

DISTRICT 5 – Ofc S Sumpter

E12th St & 47th Ave (Beat 26X)

- Homeless encampment closure

1200blk 73rd Ave – Dolphin Park Cul-de-Sac (Beat 26Y)

- Homeless encampment closure; cul-de-Sac redesign to reduce illegal parking

2560 Courtland Ave (Beat 27X)

- Cul-de-sac redesign project to curb illegal activity on the street (abandoned stripped/dumped vehicles)

Arroyo Viejo Park (Beat 30X)

- NEST Team project with City of Oakland partners

DISTRICT 6 – Ofc J Endaya

149 Louvaine Ave (Beat 31Z)

- Nuisance Property; squatters on property; Request from Beat 31YZ Neighborhood Council

11000 San Leandro St (Beat 32X)

- Abandoned apartment building overtaken by squatters; reported criminal activity linked to squatters

9915 MacArthur Blvd (Beat 32Y)

- Nuisance property; Criminal activity at location; squatters involved in violent crime/shootings at location

Beat 33X/34X

- Community Outreach/Quality of Life

2261/2263 85th Ave (Beat 35X)

- Problem residence; multiple shootings related to occupants of property; working on nuisance eviction

DISTRICT 6 – Ofc C Vasquez

9200blk Crest Ave (Beat 35X)

- Roadway redesign to help with criminal activity/nuisance behavior on the block

Skyline Blvd between Grass Valley Rd and Keller Ave (Beat 35Y)

- Roadway redesign/parking restriction to curb illegal activity (loitering, shootings, illegal dumping)

Scope of Work
Oakland Speaks Project
Schedule A

Project Leads, Goals and Timeframe

Three Bay Area community leaders will bring our extensive experience and community connections to the Oakland Speaks project: Ana-Marie Jones, Originator of the Oakland Speaks project, will serve as Content Lead; Ira Armstrong of Peace Out Loud will serve as the Community Lead; and Karen Fleshman, Founder of Racy Conversations, will serve as Administrative Lead. Our bios and responsibilities are included in this proposal.

Contractor will initiate the Oakland Speaks project for the City of Oakland in the summer of 2023 (July 2023-October 30, 2023). Our goal is to reduce violent crime in Oakland by:

- embracing conflict resolution and de-escalation techniques as Oakland's shared community language
- building community power of individual and collective words and actions
- saving lives and transforming a negative perception into a positive reality

Contractor will strive to make the project succeed and raise additional funds to sustain it.

Project Leaders' Bios and Responsibilities

Ana-Marie Jones, Content Lead

Ana-Marie Jones helps people create more positive, connected, and effective work and social environments. She is an author, keynote speaker, consultant and trainer, and a winner of 3 Cable Telly awards. Ana-Marie was inducted into the Women in Emergency Management and Homeland Security Hall of Fame as a recognized expert on culturally competent sustainable preparedness, response, public safety, and community resilience. She originally developed the Oakland Speaks Project.

Responsibilities:

Administrative:

- create talking points and 1-page funding proposal to share with prospective funders with input from Ira and Karen

- work with City of Oakland, Ira and Karen to determine future of project

Resource Repository Website:

- collaborate with Ira and Karen to research and identify tip sheets, pamphlets, wallet cards, handouts, basic training material videos, research studies and web content
- vet all material and decide what we want to include on website
- identify organizations that provide in-depth trainings on conflict resolution and de-escalation to include in resource repository
- attend trainings, workshops, and otherwise consume resources on conflict resolution, de-escalation, and related topics
- create new curricula and materials as needed
- develop other materials

Trainings:

- work with Ira and the young people to decide on training curriculum, who will train, how to train
- practice offering the training with Ira, the young people, and Karen
- work with committed community stakeholders, City of Oakland, and media partners to publicize the trainings
- serve as a trainer
- conduct Plus/Delta debriefs to monitor effectiveness of trainings and continuously improve

Public Awareness Campaign:

- work with Ira and the young people to create digital content
- evaluate effectiveness of public awareness campaign and continuously improve

Ira X. Armstrong, Community Lead

Ira (they/he) is a founder at PEACE Out Loud, a queer, Black, Brown, and poor people-led Social Permaculture enterprise in the San Francisco Bay Area, and they are dedicated to Self Determination, Outdoor and Freedom Education, and building Consent Culture.

Responsibilities:

Administrative:

- convene critical subject matter partner agencies
- administer stipends for young people working on the project

Resource Repository Website:

- hire young people to develop the Oakland Speaks brand identity (logo, colors, look and feel) and resource repository website
- collaborate with Ana-Marie and Karen to research and identify tip sheets, pamphlets, wallet cards, handouts, basic training material videos, research studies and web content
- vet all material and decide what we want to include on website
- seek permission from material creators to post to website
- identify organizations that provide in-depth trainings on conflict resolution and de-escalation to link to on website
- work with young people to develop additional materials
- launch and host resource repository website

Trainings:

- identify training times and locations for three hybrid and two online trainings
- work with the Neighborhood Services Division (NSD) and the Community Policing Advisory Board (CPAB) to publicize the trainings
- serve as a trainer
- evaluate effectiveness of training and continuously improve

Public Awareness Campaign:

- meet with local organizations, including young people and mature audiences and diverse cultural groups to ideate what will work
- work with young people to develop content for and launch social media campaign and make it go viral

Karen Fleshman, Administrative Lead

Karen Fleshman, Esq. (she her hers) is a mentor, activist, entrepreneur, attorney, author, educator, proud San Franciscan, and a single soccer mom. In 2014, she founded Racy Conversations, a workplace workshop facilitation company, to inspire the antiracist generation. Hundreds of workplaces nationwide have benefitted from Racy Conversations workshops, including Johnson & Johnson, AMGEN, Pixar, the San Francisco Public Library, the San Francisco Public Defender, and the San Francisco Public Utilities Commission. Karen's passion project is building interracial sisterhood.

Programmatic:

- support, but not lead, the development of the resource repository website, trainings, and public awareness campaign by providing direction and feedback

- collaborate with Ana-Marie and Ira to research and identify tip sheets, pamphlets, wallet cards, handouts, basic training material videos, research studies and web content
- serve as a trainer
- provide direction and feedback on the public awareness campaign materials
- oversee translation of the materials by City of Oakland translators

Payment Schedule:

Racy Conversations requests an initial investment of \$49,999.99:

- A start-up payment upon contract award of \$27,500.00
- A close-out payment upon completion of the project of \$22,499.99

Racy Conversations will administer the project and serve as City of Oakland's contactor. Each Lead will be paid \$15,000 and Peace Out Loud will hire young people to work on the project and pay them \$5000 in stipends.