



OAKLAND POLICE COMMISSION

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- Regina Jackson: Good evening. Welcome to the meeting of the Oakland Police Commission. This is Chair Regina Jackson, and I'm going to call the meeting to order. Commissioner Dorado, are you here?
- Jose Dorado: Presente.
- Regina Jackson: Thank you. Commissioner Gage?
- Henry Gage, III: Present.
- Regina Jackson: Thank you. Commissioner Garcia?
- Sergio Garcia: Present.
- Regina Jackson: Excellent. Commissioner Harbin-Forte?
- Brenda Harbin-Forte: Present.
- Regina Jackson: Thank you. I am present. Commissioner Singleton? Mr. Rus, can you check and see if she needs to be promoted from the other group? I think this happened last time. And Commissioner Smith?
- Thomas Lloyd Smith: Present.
- Regina Jackson: Very good, thanks.
- Juanito Rus: I do not see her in the attendee queue, unless she's on the telephone call number, then I don't know.
- Regina Jackson: Okay. Well, I think we'll go ahead and call the meeting to order. We've done the roll call and we have established a quorum. And I will see if we can reach out to her and figure out what's going on.
- Regina Jackson: So, if you can advance us to the Welcome, Purpose, and Open Forum. Okay. Thank you. So in terms of the welcome, good evening, I will begin with a statement regarding the search for the police chief position. We recently became aware of the need to do further due diligence in our search process. To allow the ad hoc committee additional time to do the necessary due diligence and complete our reference and background check process, we will be pulling item six from the agenda tonight. We will not make a decision regarding which candidates to forward for the police chief search at this meeting. It is important that we continue to manage the search process diligently and give proper weight to any information we receive. We will re-agendize and receive public comment when the ad hoc committee is ready to recommend for candidates. It is our goal to continue to move this process forward expeditiously.
- Regina Jackson: I also have another statement that is in response to some previous inquiries. This is to address public comments concerning a commissioner who is serving beyond the time limits of his initial



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term while a suitable replacement is under consideration. Commissioner Smith continues to serve as a voting member of this commission. While it was never in doubt to many of us, we have asked Council to consult all appropriate legal authorities, and we have confirmed that there is no prohibition in the city charter regarding a holdover commissioner serving until a successor is appointed. Our practice is consistent with all applicable laws and regulations. Thank you.

Regina Jackson: Those are the ends of my statements. And Mr. Rus, I would ask at this time for you to identify those that want to speak for a public comment. Thank you.

Juanito Rus: Thank you, Madam Chair. At this time, if any member of the public would like to speak in the Welcome and Open Forum portion of this meeting, please raise your hand in the Zoom queue, and you will be called in the order in which your hands are raised. The first hand I see in the queue, it belongs to Larry... Excuse me, while I switch the clock on. You'll have one minute. The first speaker in the queue is Larry White. Hello? Larry, can you hear us?

Larry White: Yes, I can hear you. Can you hear me?

Juanito Rus: We can hear you.

Larry White: Okay. Thank you. My name is Larry White. I am with the Coalition for Police Accountability. I am one of the principal authors of Measure LL and Measure S1. I want to speak to a ad that the OPOA put out basically telling the police commission that they should come up with a plan to fight violent crime in Oakland. This is not the job of the police commission. This is the job of the police department under the supervision of the city administrator and the mayor. And why the OPOA is trying to put the onus on the police commission to fight violent crime is another matter, and I obviously don't have time to talk about that. Just keep in mind that that is not your job. Keep the focus on constitutional policing. And thank you for your work.

Juanito Rus: Thank you, Mr. White. The next speaker in the queue is Kevin Cantu. Good evening, Mr. Cantu, can you hear us?

Kevin Cantu: Good evening. So those of you who've been paying attention to the news may have seen that nationally... Can you hear me? Am I talking-

Juanito Rus: Yeah. We can hear you. I'm sorry.

Kevin Cantu: Okay. Those of you who've been paying attention to the news have observed that nationally, even in races that were initially contested due to slow counts, it's not even been close. And in our local politics and our local elections, look at what happened here in Oakland, look at what happened down in Los Angeles. What is happening is that to those fake progressives, people like I have a feeling our police chief is, who say, "This is the best we can do, we're improving things as much as we possibly can," we need to listen to you and get rid of you and find somebody who can acTully reform our institutions. And I think the future will be bright.



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- Juanito Rus: Thank you, Mr. Cantu. The next speaker in the queue is Rashidah Grinage. Good evening, Ms. Grinage, can you hear us?
- Rashidah Grinage: Yes, I can. Thank you. I wanted to follow up on Larry White's comment. The ad in the East Bay Times, the OPOA spent \$9,000 on that ad claiming to support Measure S1 with the community as though there was some sort of an alliance created by having done that. I think the ad really needs to be scrutinized, because it is extremely troublesome. And I hope that each of the four candidates for the job of our next police chief will actually publicly disavow their support and agreement with the content of that ad. The next chief of police needs to be able to distance himself or herself from those kinds of deceptive and manipulative comments by the OPOA. Thank you.
- Juanito Rus: Thank you, Ms. Grinage. The last speaker in the queue on this item is Mrs. Ada Olugbala. Good evening, Mrs. Olugbala, can you hear us?
- Assata Olugbala: Yes.
- Juanito Rus: Whenever you're ready.
- Assata Olugbala: Yes. I'm concerned about... It appears that there's some type of sabotage going on with the police chief. I've heard from different people speaking to one of the candidates, defaming the candidate. And I don't like what I'm seeing. I don't know what's going on, but it's similar to what went on with Ginale Harris. I'm not going to call the name of the candidate, and I'm going to just see how this plays out. But I'm very aware that you're about the business, as well as the Coalition, in defaming Ms. Harris. And Singleton and Garcia, you ought to be ashamed of yourselves, understanding that this process for how you got on here was faulty. Now this police chief has a background that I support around accountability, around the fact that he was a whistleblower. But I'm going to see what you're going to do, because this is the person that needs to be here. And knowing your track record, you're just going to black dog and follow whoever gives you directions to select the police chief.
- Juanito Rus: Thank you, Ms. Olugbala. Your time has expired. At this time, I see no further hands in the queue. We also received one written public comment prior to tonight's meeting from Ms. Elise Bernstein. And with that, I'll turn the meeting back to you, Madam Chair.
- Regina Jackson: Thank you very much, Mr. Rus. And I want to say that although Commissioner Singletary's link was not working, she is now in. So if you can promote her to the commissioner's panel, then we can move forward, and I would like to acknowledge that she is in attendance now.
- Regina Jackson: With that, we can move forward to item number four, which is the update for the interim police chief.
- Chief Manheimer: Yes. Thank you. Can you hear me all right?



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Regina Jackson:

Yes.

Chief Manheimer:

Oh, thank you so much. Good evening, Chair, police commission, members of the public. I have, as always, attached our biweekly static reports from our crime stats. I do include these for context for you all, as this is something that we're seeing as a significant issue here, of course obviously, within our department and in our community. The one thing of note that I would share with you from this week as someone had mentioned earlier, we have reached the hundred mark for homicides. As you know, I don't like to speak about homicides or lives lost as a number. Each of those is a tragic loss to our community, to families, to loved ones, but I did want to bring to your attention that 94 of those total lives lost this year have been at the hands of violent crime. Another seven at this point have been other homicides through traffic or other means. Our gunfire is still showing increases, and we continue to be most alarmed at the level of firepower we're seeing out there. The 60 to 100 rounds fired at some scenes is just too much I think for a lot of our community to bear as they hear this night after night after night.

Chief Manheimer:

I am pleased to say that we've recovered nearly 1100 firearms this year. This is actually about 44% more than we've recovered over the previous year. Suffice to say that we are barely making a dent, and it is something that is of the highest priority for us. Of those 1100 recovered firearms, 860 thus far are related directly to crime, and we're grateful for the city council and the support of our policy leaders that we have an internal Crime Gun Intelligence Center where we're able to do a lot of tracing back. Chair Jackson and police commission, I know that you have a lot of other issues that you look for and hold accountable for the police department, but I do appreciate the ability to continue to raise this and bring this forward to you as it is something that our community is counting on for us to provide a level of safety out there. And the one thing that I want you to know we're focused on as we go through this is that we are intelligence led, that we will not go out there and just simply provide a presence of suppression, that we understand the harm that it creates within communities. And so we are focusing on those that we know are most responsible for the crimes and trying to intervene with violence interrupters and the Department of Violence Prevention. That's the news I have to share to you on the crime statistics update.

Chief Manheimer:

I did want to report to you that this last week, we did see, thankfully during the election, not a lot of demonstration and protests, that it was all peaceful. We did in fact see something that we saw early in May and June, which were some caravans of armed robbers. Unfortunately, during those incidents, we did have an officer involved shooting. I did want to bring that to you today that we are working with our IMT federal oversight team, and both some internal investigations as per our protocols will go through both our IAD, our internal affairs division, for the administrative investigation, to ensure that it was within policy, or if not, to hold accountability to that, also a criminal investigation surrounding that, and two parallel yet independent investigations as checks and balances, one with the district attorney's office and the other with the CPRA. We are moving forward with that investigation.

Chief Manheimer:

And then I have just one more thing that I'd like to share with you, and that is that in the near future, we are going to start reporting out to you in this sort of bi-weekly report, focus on our NSA tasks and those that are still outstanding, to focus in and make sure that we are being relentless



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to achieving that compliance and moving out of the NSA and more into a level of oversight from focus on you, the police commission, and your new incoming OIG.

Chief Manheimer: I think the only last thing that I would have to report to you today is that I did, at your request, bring in Mike Sena, Executive Director of the Northern California High Intensity Drug Trafficking Area and the Regional Intelligence Center. And I am prepared, when you are ready, to do an introduction of Mike Sena and have a presentation from him on white supremacy and hate crimes, as you're ready for that.

Regina Jackson: Okay. Thank you very much, Interim Commissioner. I would like to ask, I don't remember you saying anything about the status of the carotid order?

Chief Manheimer: Oh, yes. I'm sorry. Thank you so much. So we did in fact, have the final step within the carotid adoption after the policy went through the consensus process and the concurrence with you all. It went back to Council, Council did approve it, and then of course that final step, the meet and confer and the final look through with the IMT team and the city attorney, and I'm pleased to say that all of those steps have been completed, and we are moving forward with a training curriculum as well as implementation in very short order. As you know, Chair, we had removed the carotid some time ago, but there are other elements and pieces of this order that we want to make sure that we are training too, and so we expect that training cycle to take approximately two months to get through the entire department, and we will be ready to commence with that at that time.

Regina Jackson: Great. Thank you very much, I appreciate that update. I want to make a general update to the public. I'm getting reports that there are broken links and people are having trouble accessing the meeting. I would like to suggest that you go to our commission website and use that link, or you can also access the KTOP link as well. The streaming looks like it's working. So hopefully one of those, one or the other, something that you can use to get into the meeting. I'm very sorry to hear about this, and we'll have to take a look, or our tech folks will have to take a look after the meeting, but want to make sure that you have a way in.

Regina Jackson: Back to Interim Commissioner Manheimer, do any of the other commissioners have any follow up questions on the update? Okay, hearing none, I think we need to go to public comment and then we will move forward to Mr. Sena.

Mike Sena: Thank you, Madam Chair. If any member of the public wishes to speak on item four on tonight's agenda, please raise your hand in the Zoom queue and you'll be called in the order in which your hands are raised. The first hand that I see in the queue tonight is Cathy Leonard. Good evening, Ms. Leonard, can you hear us?

Cathy Leonard: Yes, I can. I thought my hand was raised during public comments, so I'd like to make my statement about what I wanted to speak about. This is Cathy Leonard, born and raised in the city of Oakland, on the steering committee of the Coalition for Police Accountability and the founder of Oakland Neighborhoods for Equity. The voters did not join the Oakland Police Officers



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Association in voting for Measure S1. Voters joined the impacted communities in supporting this Measure. It seems that the Officers Association is trying to force their responsibilities upon the police commission. Their job is to stop crime. The police commission's job is to create policy that will prevent the police officers from committing crimes, and then mete out punishment in the event that they continue to commit crimes. Stop racially profiling. They need to get on board with getting out from under the federal monitorship, and stop haranguing the police commission. Thank you.

Juanito Rus: Thank you, Ms. Leonard. The next speaker in the queue is Tonya Love. Good evening, Ms. Love, can you hear us?

Tonya Love: Yes, I can. Thank you for allowing me to speak. I would like to second the previous commenter about the union asking for a plan for the police commission to stop crime. I would like to reiterate, that is not the police commission's job to do so. Secondly, I would like to comment on election night. I was out, I was helping volunteering for election night around the Lake Merritt voting center, and drove through downtown and saw a number of vans with officers waiting for something to happen in downtown Oakland. And then I go home in East Oakland, and I live in a mixed commercial development, to find that the stores had been broken into, and wondering, where was the police in my neighborhood in East Oakland? So I was very dismayed to see a majority of police officers downtown instead of in East Oakland where we're needed. So again, that just goes to the decision-making of the head of the department, and I find that to be highly problematic. Thank you.

Juanito Rus: Thank you, Ms. Love. The next speaker in the queue is Mrs. Ada Olugbala. Good evening, Ms. Olugbala, can you hear us?

Assata Olugbala: Yes. To the police chief, please do not respond to, because I know the time is not sufficient to address all of this. But it is my understanding that crime is increasing because the cartel has surfaced or has resurfaced or has increased. MS-13 has increased. And we have an agenda in this city that doesn't want to deal with the possibility that we have undocumented criminals in this city. I also am concerned, Chief, with the stop data of 2019, where the stops of African-Americans is at 51%. The NSA, I wish we could get more detailed, because we have one candidate saying we can end it in February. I don't think that's possible. Community policing, I've been looking at it, we're nowhere near where community policing needs to be. Staff data. Shots fired. Has shots fired worked to help solve crime? Ceasefire.

Juanito Rus: Thank you, Ms. Olugbala, your time is up. The next speaker in the queue is a telephone attendee with the last four digits, 0185. Good evening, 0185. Can you hear us?

Michele Lazaneo: This is Michelle Lazaneo, spokesperson for the Bandabaila family. On July 15th, 2020, Interim Chief Manheimer and Oakland Finance Director Adam Benson submitted an informational memo to the city administrator, mayor, and the city council. This memo includes an analysis regarding the budget and operations of the Oakland Police Department, and also specifies cost per service breakdown covering June 2019 to June 2020. These reports indicate that outstanding missing



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persons reports during this time are 1,270 people are still missing, yet the missing person's budget personnel cost is only at \$400,000, and the Ceasefire budget is \$10 million. The authorized sworn positions vacancies stacked as of June 15, 2020 includes a little note at the very bottom with an asterisk that includes nine sworn positions set to be frozen and replaced by civilian positions effective 1/1/2021. What is the purpose and benefit to the community of these nine civilian positions? How can you authorize adding nine civilian positions, yet adding no detectives to your understaffed missing persons unit?

Juanito Rus: As of now, your time has expired. The next speaker in the queue is Kevin Cantu. Good evening, Mr. Cantu, can you hear us?

Kevin Cantu: Yes. So I think it was Cathy Leonard's comment about where police were on election night reminded me that the next evening in my neighborhood over in Maxwell Park, there were like a half dozen unmarked police cars, including a creepy kidnapping style minivan, driving around with the doors open, full of cops, for what seemed to me like no apparent reason in my neighborhood. So I don't know, I just want to say thank you OPD for reassuring me that you're just as creepy as the creepiest police departments elsewhere.

Juanito Rus: Thank you, Mr. Cantu.

Chief Manheimer: Chair Jackson, can I respond to a couple of the comments, questions?

Regina Jackson: Sure.

Chief Manheimer: Okay, great. Thank you. So where were the police on election night? We did cancel days off for all Oakland police officers so they could be in that night, away from their families, to ensure that our community was safe that night. And thank goodness that we did, because I'm going to report to you that the police department was divided up, and they were early on present in the downtown area to ensure that, and all areas of the city, to ensure that our voting precincts, our voting areas, and individuals within the city were safe, and democracy was prevailing. We were not there actually in terms of trying to have a suppressive presence, we were there to have a reassuring presence. But very soon, in fact, Oakland was overtaken with arm caravans of robbers, and we split the city up into different quadrants and had all of those officers, including taking some off of the beats, to respond to over 88 priority calls in which we had shootings, ShotSpotter activations, armed robberies, burglaries, kidnappings, three hot prowls robberies, burglaries, and traumatic threats to life/safety. I'm pleased to say that we were able to make over 32 arrests, recover over 20 guns, and that we were there on the streets that night as officers and individuals. Both security guards and those of private citizens were getting injured.

Chief Manheimer: And so, we thankfully had enough resources out there to handle a lot of these calls. Unfortunately, there were another 60 calls for eight high priority situations that we simply did not have the resources for. But I'm very thankful, the next night in fact, we had some of these caravans of looters return to our city. They first tried to hit down the 880 Corridor in San Leandro at their mall, in Emeryville, at the big box stores. They ended up coming up to Oakland and ended



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up in some of our neighborhoods, looking again to loot and rob some of our stores, particularly focusing in on some of those that were our marijuana grows that are guarded by other security guards and tend to end up in some shootings. And so we were there, and Mr. Cantu, I will try and just sort of keep this at a high level, because I know you have been a little disrespectful of the police, but I want to assure you that we are there for you and all of our other community members, not trying to be creepy, sir, but trying to ensure that these individuals who would come into Oakland and threaten and rob and shoot people will not prevail in our neighborhoods and in terms of just reassuring this community yet again, and I understand to Olugbala , I don't have time to address all this, and I'm happy to bring any topics back up that you'd like me to address in the future, that we are intelligence led, that we are trying to focus on those and do interventions for those who would do shootings and robberies in our community, the person's crimes. And focus on those, not in areas where we're going to provide presence and perhaps some harm to communities but focus on those we know are involved in the shootings. Provide intervention and if that intervention won't work, then provide enforcement.

Chief Manheimer: I think that were all the questions that we had and I'm happy to address at another time if you like, the whole idea of missing persons and how we are woefully understaffed there. I fully concur with the band of value family on that. Thank you.

Regina Jackson: Thank you very much, interim chief. At this time are there any questions from the commissioners? Okay, well I will propose one of my own. Interim chief it would really be nice to see these updates in writing. So if you could provide us a narrative for the future sessions that we have, I think that it would be a lot easier for folks to follow. I see commissioner Dorado's hand up. You have been un-muted commissioner Dorado.

Jose Dorado: Yes. Thank you. It's not so much a question as a comment. It's always disappointing to hear attacks on immigrants, especially from a person of color. If there had been any research done in the question of undocumented criminals, it would be clear that in fact the crimes committed by the undocumented and immigrants are far lower than those native born. So, it's just another example of divisiveness and between people of color that serves no purpose and has no place in this discussion and in the police commission meetings. Thank you.

Chief Manheimer: I am sorry, is that for me chair?

Regina Jackson: Sure. No I don't think so.

Jose Dorado: No, that was just a comment.

Regina Jackson: Thank you. Are there any other comments or questions from the commissioners? Okay. Seeing none, we will move ahead to the special report on violent extremists and hate groups in the Bay area.

Chief Manheimer: [inaudible 00:33:25], I would be introducing Mike Sena.



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Regina Jackson: That's fine.

Chief Manheimer: Very briefly.

Regina Jackson: That's fine.

Chief Manheimer: Thank you. So, Mr. Sena has joined us this evening at the request of several commissioners and I'm very pleased to have him here briefly. He is the executive director of the Northern California Regional Intelligence Center. Which also includes the Northern California high-intensity drug trafficking area. He has a diverse career serving in law enforcement as a veteran investigator through the State of California with the department of alcoholic beverage control at the Department of Justice. He's worked out of the San Mateo County Sheriff's Office and the District Attorney's Office. He does serve as the president of the National Fusion Center Association and I bring that to you because he is really a nationally noted expert.

Chief Manheimer: And I have been proud to work with him over the years in hosting a lot of information to our various communities, especially communities of color and those who have great concerns about intelligence gathering and those who would have hate and crime targeted against them. And I want to recognize and thank him for being open and for wanting to provide public education and information. I have asked him here today, particularly as your request was to speak on threats locally to Oakland and the region on hate crimes, extremist groups and sort of in the aftermath of the election. Anything else that would be of importance to us. He is here with a brief presentation of slides and remains available for any questions. Thank you, Mike please take it away and he'll be sharing his screen. I believe he does have a brief PowerPoint.

Mike Sena: Thank you, chief Manheimer and members of the commission and actually it'll just be my voice today, but I'm happy to provide you with an overview of some of the larger threats that we have in our region, the issues that we've got with hate crimes within the area and kind of a national perspective that goes along with our local perspective. So over the last 27 years of my career, I've spent 23 of those years working on task forces and really because our nation is separated into 18,000 law enforcement jurisdiction, and trying to bring those law enforcement organizations together. That way we can use information, information sharing and intelligence to focus the efforts on those that create the greatest harm to communities. And my experience has been with organized crime groups, drug trafficking organizations and terrorist organizations, along with working on the hate crimes task forces as well.

Mike Sena: And when we look at the task force environment, bringing those folks together to really fill in the gaps where inter-jurisdictional crime occurs, that's kind of a large part of what we do. In our center, which is located here in San Francisco it covers from Monterey County up to the Oregon border. We see all types of different crimes. We see all types of different groups that are engaged in extremist violent behavior. And when we look at Oakland specifically, and the last three major incidents over the last several years, two of those incidents were really designed in the mindset of the individuals to start a civil war. Basically to really tear apart communities by inciting folks to act and commit violence on their fellow citizens. And it goes back to the idea of those folks that have



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an extreme hatred for one group or one ethnicity or one focus of groups of people based on attributes that they can't change.

Mike Sena: So when we look at kind of the groups that we have in our own region and the threats that we've seen, it's been everything from those that affiliate with terrorist organizations, such as ISIS and Hezbollah and even individuals that have aligned themselves with what they believe are the Taliban to blow up buildings in the city of Oakland. For those that had planned on using narcotics laced with poison to kill people, to individuals that looked as using fire as a weapon in the community in the Berkeley and Oakland Hills. And more recently, when we look at the attack on May 29th at the around the [DAMS 00:38:03] federal building, where a security officer was murdered and one was injured by gunfire. Again, a case where an individual who had a belief and not specifically individuals that have a specific identification or affiliation.

Mike Sena: And in the case of the attack on May 29th, it was a person that affiliated themselves with a Boogaloo movement, which really the only group that was looking at them prior to that incident was the Anti-Defamation League. We'd actually been looking at them as a potential violent group since 2018, but a lot of these groups and a lot of these folks that affiliate with groups, it's not an organization. And that's our biggest threat in our region is these individuals, these lone offenders, unaffiliated sometimes, homegrown violent extremists. Folks that take on radical ideologies and tie those in with a violent ends or goal to create this thread on the community. Whether it be a mass casualty shooting, whether it be a bomb, whether it be ramming, using vehicles as a ramming tool to injure people, or whether it be hand guns and knives.

Mike Sena: And we have seen that a lot of these folks are meeting online. That's kind of where their initial starting point is, but unfortunately like other hate groups that we've had in the past or extremist groups where they've had an organizational structure, they've had a membership criteria, a lot of these folks that are meeting online today and we as law enforcement, we as the government, our goal is not to monitor all citizens and hate speech does not always equate to criminal speech or something that can elevate to a matter that the government can get involved. But once it crosses the line and to directing that hate speech, that ideology into criminal actions or planning for criminal acts, that's where the government can become engaged in it. And a lot of what we do in my operation, we've got 80 folks in our intelligence center, our task forces that work within the high intensity drug trafficking area. We have about 300 task force personnel.

Mike Sena: And our goal is to identify those greatest threats to each of the communities that we serve. And looking at that from the perspective of coordinating that information sharing when threats do arise. So when Steven Korea and Robert Justice who were accused currently and pending charges and going through the court process right now, but when that attack occurred on the federal building in Oakland, on that night and May 29th they were looking at the cover of the events that were going on in the community to really attack the government. Which is in many of these extremist ideologies that people have, it is a hatred for the government. It's a hatred for the police. It's a hatred for the State and some of these groups such as the group that Stephen Korea affiliated himself with, they focus on this ideology, that the government is going to take your weapons away from you and that the future path is that a civil war will occur.



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Mike Sena: And many of these folks want to, and I shouldn't say many, but a small fraction of these folks want to incite a civil war. They want to incite that strike. They want to go out there and cause such a spectacular attack and it's not just those that may have an ideological position with the movement of the Boogaloos. We have others that focus on the Jewish community, the black community. We also have had folks from the African-American community that have also targeted groups in hatred, like philosophy that we look at more often white supremacist type groups. One thing that we find in common is that hatred doesn't have one ethnicity, one group, but there are extremists that once they're identified, once we can figure out that their plan is violence, that we can start that gathering of information, that sharing of information.

Mike Sena: But we also want to make sure that, and we stress this with law enforcement is that sometimes there are indicators that person may have an affiliation with a group that may have some extremist and violent extremist ideologies, but that does not mean that they themselves are criminals or that they are extremists themselves, just because they have a belief. Right after the attack on Steven Korea, there was a lot of information flowing about Boogaloos. A lot of it online, a lot of folks were posting information. And so we did brief up our law enforcement. We tell them this is what the general ideological beliefs that folks follow that claim or self-identify as members of Boogaloo or I shouldn't call them members because it's not really a group but affiliated with Boogaloos. And the first thing that came up was, well, they all wear Hawaiian shirts.

Mike Sena: And well, we can't just stop people because of the type of shirt that they wear or whether they wear a blue shirt, a red shirt, whatever it may be. So we try to educate law enforcement and what it means. And the group really came to the attention of the Anti-Defamation league because of some of the extremists talk languages, that violent language that they were using online. And the other part was they were oftentimes being seen at BLM movement events. And they were oftentimes seen trying to affiliate themselves but one of the things that many of them had were long guns and weapons and tactical gear which really turned off a lot of folks that they tried to affiliate themselves with. But then we saw progression of violence of that groups all across the country and where they were oftentimes later identified or people within that group identified as using weapons against law enforcement facilities, shooting into those facilities.

Mike Sena: And that really started bringing it more and more to our perspective of being able to collect information, at least on those extremists. But the problem we've got is that many of these extremists, if they operate in small cell, they're very insulated. And oftentimes we have individuals within that group that don't even tell the other members of the group, that they are planning something and very similar to the attack on May 29th, where there was very little prior notification to any of the context, what he was planning or going to do. And until that night individuals didn't know exactly what was going to happen until after it happened. But luckily we get great support from communities, great support from residents that see these types of incidents. And if it's a hate crime incident, being able to get that reporting and get law enforcement on scene as quickly as possible for potential follow up. Our goal is to make sure that communities are safe and that if there is a hate group or group involved in some type of hate crime activity or planning violence that we're able to intercede as soon as possible.



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Mike Sena: But we have, , kind of a large group of things that we're dealing with right now in our region. Part of that is related to gun violence and proliferation of weapons. So we have large amounts of weapons, there are ghost guns that are being shipped into California. These are weapons that have no serial numbers. These are weapons that are manufactured overseas, and these are weapons that are also providing modifications to existing weapons that are criminal elements and our violent extremists elements may have and making those weapons fully automatic. And more and more, we're seeing a large proliferation of these weapons combined with individuals that are for the pure sake of profit, procuring weapons legally, and then redistributing, I shouldn't call it redistributing, but actually selling them to anyone who will buy them illegally. And one individual case that we had resulted in 285 handguns being sold that way by one person.

Mike Sena: And this happened recently in the last few months. So those weapons are currently in the hands of a lot of bad people doing a lot of bad things and all it takes with someone with these radicalized ideologies towards violence to get the supplies that they need to cause more chaos, to harm more members of the public. On top of that, as chief Manheimer said, during election night, we have the armed caravans of a hundred plus individuals, multiple vehicles using tactics that we have never seen criminal groups like these used before that also cause a great risk to the community. But we have seen in some of these cases where some of these extremists that you would not think would affiliate with groups like Hezbollah, Hamas, these organizations overseas, but they have very similar ideologies. We've also seen where individuals that are here in California are going overseas to affiliate with white supremacist type organizations and also engaging in real-world type scenarios where they are working onsite militia type training. Learning how to use explosives, learning how to use hand guns and firearms tactically.

Mike Sena: We have a grave concern because these individuals are returning to California and recently in Southern California in this last year our partners at the FBI and our partners and local law enforcement were able to make some arrests related to that training. Many of these groups that we're dealing with are raising funds off of weapons trafficking. They're raising money off of narcotics trafficking and they're raising money off of human trafficking. And we've also in the past had individuals that raise funds for their extremist activity by doing armed robberies. And again, not to say that the individuals that we had in Oakland and actually throughout the East Bay, including Contra Costa and Alameda counties, that these groups were involved in that but we have seen individuals that have attempted to raise funds by robbing people basically.

Mike Sena: But until we figure out kind of what the ideological background is on a person, either by their direct communication of why they want to do something or were able to get electronic devices, which they explained what they were planning on doing, we're oftentimes in the dark until that point. And a lot of that is because these people do not give their plans prior to the attack. And we've seen attacks where some of these extremist individuals have only posted their manifesto two minutes before they do an attack. That's making a very difficult for us, but we've got to rely on our community members to help us to identify those folks that may have violent radicalization, extremist ideologies towards violence and are acquiring supplies. And I do have to say that the arrest of Steven Korea would not have happened if someone didn't report the vehicle and report that he was armed.



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- Mike Sena: And even with that information, that there was a vehicle with weapons and bombs in it. We still lost a Sergeant and from Sena Cruz Sheriff's office when they were trying to make the arrest on him. And he was throwing bombs at those responding CHP officers and Sheriff's personnel. And he was using a ghost gun, a nine millimeter AR nine, looks like an AR 15 or the M4, which maybe many of you have seen on TV, but he built that and there are others right now. There are building similar weapons that are not traceable, but with the Crime Gun Intelligence Centers throughout our region, we're working with multi-state coordination between, right now Nevada and California, to identify these weapons that are getting in the hands of extremists. And those people that are motivated by hate to commit crime, to try to identify those folks as quickly as we can and to use all the methods that we have in law enforcement to stop those threats from coming to your city. So thank you much for the invitation and I'm available if you have any questions.
- Regina Jackson: Thank you very much, Mr Sena. I'm sorry that we couldn't get your slides coordinated in advance. Hopefully you can send them over to us anyway, and we can share them. Are there any questions from commissioners? I saw a hand. So we have commissioner Dorado followed by commissioner Garcia. Commissioner Dorado, you are un-muted.
- Jose Dorado: Mr Sena, thank you for your presentation and thank you for our previous meeting that we will be continuing regarding white supremacist organizations and connections within and without OPD. So the question I have is that there's a number of think tanks that exists that explore white nationalists and white supremacists. And of course the Southern poverty law center is just one of them. There's also others called the... there's one called the Armed Conflict Location and Event Data Project, there's another one study of terrorism and response to terrorism and a third that I ran across called the Center for Strategic and International Studies. Do you have any contact with these organizations at all? Is any of their material useful to your work?
- Mike Sena: It is. Oftentimes in my world because we work in a criminal intelligence environment, many of them share their studies and the research, which is research that we can't do on hate groups, because hate speech, doesn't equal criminal hate speech. So I often use their information and material to better understand what may be a threat later on that we can follow up on.
- Jose Dorado: Is there any of the three that I mentioned that are particularly useful? AC, LED, START and CSIS?
- Mike Sena: START is probably one of the ones that I follow the most, but they all share information with me. So I would say that over the years that they all have individual products that have been useful. But when we talk about the hate crime and hate groups, specifically Southern law poverty centers probably got the longest history of the work on that than any other group. So they're one of the groups that have a good repertoire of material available. And again, the Anti-Defamation League, they have a handful of analysts, but they do an amazing job.
- Jose Dorado: Thank you so much for your presentation. I look forward to us continuing our conversation with the commission and yourself and police chief. Thank you.
- Mike Sena: You're welcome.



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- Regina Jackson: So next up is commissioner Garcia followed by commissioner Harvin Forte. Commissioner Garcia, you have been un-muted.
- Sergio Garcia: Thank you, Mr Sena for that report. I look forward to receiving more data on your important work. One of the things that I was thinking of during your presentation is how relevant government authorities like the OPD can do more to address this extraordinary risk posed to individuals and communities in Oakland and throughout the country. How can we be better at tracing or mapping out these extremists groups so that we can better understand how they introduced themselves to our communities, how they get into our public places, like what you described in downtown Oakland. How do they get into the public discourse and how do they recruit new members? All of these things are very important. So I'm wondering if you have developed some recommendations based on your work that we can start to better understand so that we're not just responding after the fact when the risk has already been posed when life has already been lost, the lives have already been lost.
- Sergio Garcia: I think the important thing would be to get in front of this because there's only so much we can do on the cyber hate part and development enforcement of cyber aid policies, regulating technology companies, et cetera. But once they enter your town, once they come to Oakland, that's when I think it may actually be too late because the risk has already been presented and lives could be lost. So I'm looking forward to hearing more about your research. I Really think it's important work and if you could just give us a little better understanding of how we could do better today, based on the information you've been able to gather.
- Regina Jackson: Thank you, commissioner Garcia, next up is commissioner Harbin-Forte. You have been un-muted.
- Brenda Harbin-Forte: Thank you, Madam chair. Thank you, Mr Sena for that report. I have a question and it may be identical to what commissioner Garcia is talking about. What is a local police department such as the Oakland police department to do, to protect itself or to be prepared for the threat that is posed? And along with that question is, one of the newest groups where a lot of things are planned and vicious and mean things are said, it's just group of Parlor or a lot of people seem to be moving. A lot of people who believe in white supremacy, who believe in planning for civil war, who are calling for violence, they're on this platform Parlor. Is there anything that local police agencies can do, for example, to monitor any posts on Parlor, just on some kind of regular basis to see perhaps even if anyone that they know in their local community is posting things or making threats? What can the local police do to be proactive rather than reactive to this threat?
- Mike Sena: Chair Jackson would you like me to reply?
- Brenda Harbin-Forte: I'm sorry. Yes, that's a question.
- Regina Jackson: Absolutely.
- Mike Sena: Okay. As far as the online communities and believe me, there's a lot of them, it's nearly impossible to be on all these forms and you wouldn't want law enforcement to be on all the social



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media forums either. They don't have the time for it but the other problem is that there is a lot of threat data. So what we have done is we've developed at least a relationship with many of the companies out there to say, if you're seeing the threat type language, if you're seeing something that you believe may be an immediate threat to public safety, please pass that information to us. And then we in turn, pass that to agencies like the Oakland police department. And then once we have a known threat, then law enforcement can focus their efforts rather than throwing a wide net out, going out there with a spear fishing going out there with that spear to get that fish, that may be a problem in your community.

Mike Sena:

Now, the other problem is that a lot of these folks that are online, it is hard to identify where they are in the country, let alone the world. So we use a lot of resources to try to identify where are these threats may be coming from, and then giving them to the local agency. The other thing that is a huge, and actually saves the public from harm, and also saves the law enforcement from harm is immediate data sharing on identified threats. And there's no doubt in my mind, acTully, I did hear this from local police chiefs that when chief Manheimer was having the issue with these armed caravans, we immediately, I put out a notification for our call with our chiefs and I gave them less than two hours to get on the call and I had 188 of our sheriffs and chiefs-to be briefed by Chief Manheimer and her command staff and her sergeants and lieutenants on what the threat was within the region. And I have to tell you that one of these smaller departments in our area, not as large as Oakland PD, said that it saved their officers' lives, saved the members of the public from being harmed. Now, it still meant that a crew of 15 to 20 armed individuals took over a CVS store in their city and pistol whipped a CVS employee, but nobody died that night. And it was at least at that incident because they were well prepared with information. So our goal was to make sure that if we see a threat that's coming, that we bring all of our executives together to understand the threat and focus their efforts on those threats and try to mitigate them the best way that we can.

Mike Sena:

So, I give a lot of kudos to interim Chief Manheim and our team for being willing to hop on a call with very short notice to brief everybody. But the other part is, and this goes back to the question of those individuals that have extremist ideologies that move into, or are already in town because they've been radicalized online, there are people in that community that will see this. There are people that know them that will see this. And the only way to get them to report things is to have trusted networks. And this goes back to that problem oriented policing that we talked about years ago, about law enforcement getting to know their community and being able to understand the community and have the trust of the community to come forward and say when things are not quite right. And then from there for those folks that they report to, to send that information to me and my center.

Mike Sena:

And we have a methodology developed to do that so we can triage it and see if there's any other pieces out there that are connected. Information sharing is the key. And it also involves automated information of records management systems, because one person that's planning a plot in Oakland attacking other cities in our area.



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Regina Jackson: Thank you very much, Mr. Sena. I have a question, a follow up based upon your recommendations around dissemination. I wonder if there is a, I don't know, a graphic for lack of a better word, that can help us understand how many different organizations are in Oakland let's say as of November 13th. And then if we were to have you come back and present quarterly or twice a year to monitor whether that number is increasing or reducing. It would seem to me that our community in educating us tonight, people have ears to the ground. Perhaps we are all better able to keep our eyes wide open and know what signs to look for, or to monitor on social media spaces and things like that. It's not that we're trying to do your job, but I think that some of us can be assisted supports, but I am particularly interested in knowing if you can provide that level of detail and then we can compare and contrast a few months out.

Mike Sena: And that is something that I can follow up on. I will have to work with our partners in the Joint Terrorism Task Force, because ultimately the data that's collected and identified as potential threats is oftentimes a part of their records, but I can work with them on that.

Regina Jackson: I think that, I know I would appreciate it. And given the number of commissioner's questions, I imagine that we might all appreciate it. And then of course I would imagine that the public would greatly appreciate it as well, because we are all concerned about this and we just all need to be moving in one direction to ensure that these folks understand that Oakland's not having it.

Mike Sena: Absolutely. And that's what we need from every community, because ultimately those folks that are the violent extremists, are living among folks in the community. And they're going to be the first ones to see something that doesn't look right.

Regina Jackson: Yes. Okay, well I will- [crosstalk 01:04:46] Yes, Commissioner Manheimer?

Chief Manheimer: I just wanted to suggest that we could do something in coordination with Mike and the police commission on something around a campaign against hate or indicators of hate crimes. Mike has some great... I've done that in other communities where how to report, what are indicators, what to be aware of. And we could do it as a whole, put a public information campaign against hate something like that. So if you're interested in [crosstalk 01:05:18] great information.

Regina Jackson: Yeah, no. I think that would be great, but I also think that it will be helpful to us to understand where we are today. And then look again, maybe in March or April so that we can monitor, keep a update on who's where, or how many there are, what their names are, what have you, and then continue to compare and contrast. So I liked the idea of providing the reporting and all that stuff too. So, thanks.

Mike Sena: I was also just going to suggest that if you want to go to ncric.org and cric.org on your phone, the second button is a report a hate crime. So we do have that there as well as a location that ultimately we want law enforcement to be the ones that do that, but there's a spot there and you can see what that button looks like and what the data sets we look to collect are.

Regina Jackson: Okay, you said that a little fast. Can you repeat the different ones?



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- Mike Sena: Absolutely. It's NCRIC.org and CRIC.org. And if you do that on your phone, it'll take you right to a mobile optimized screen that lists what suspicious activity reporting is, the elements that we're looking for and a reporting button for a hate crime as well.
- Regina Jackson: Excellent. And then you said CRAAP as well?
- Mike Sena: Oh, no, it's just one site. It's just NCRIC.org.
- Regina Jackson: Okay. I was wondering what crap was. Okay. Very good. Thank you.
- Mike Sena: They all sound the same.
- Regina Jackson: We have one... So we have one more, Commissioner Dorado has another follow-up question. Commissioner, you have been un-muted.
- Jose Dorado: Thank you Chair Jackson. I just wanted to make sure that we did not stray from the idea that there has to be a substantive effort by OPD to identify those with white supremacists leanings connections, etc., within the force. I didn't want that to be put aside. That's still a item on the table for a further discussion. So I wanted just to confirm that that's an expectation that we would-
- Regina Jackson: [crosstalk 01:07:50] Absolutely. Absolutely Commissioner Dorado. And my apologies. I was focusing my questions on the external, but I think we are both very interested in any leanings, as you mentioned, toward any internal groupings or even individuals who are exposing supremacy behaviors or statements or anything of that like.
- Chief Manheimer: And I'd just like to reinforce if Commissioner Dorado or anyone else has information about any individual or individuals that they have information on that appears to have any leanings one way or the other, we would absolutely act on that immediately. So we do have systems and processes in place for both identifying and addressing it. So look forward to further conversation on that, but Commissioner Dorado, again, should you have any information or have any indication of that, we would move on that immediately sir, as that would be a violation internally as well as externally. So thank you. And we worked with the NCRIC on a regular basis on that.
- Regina Jackson: Thank you. Again, Mr. Sena, thank you very much for your time. If you would just hold on while we go to public comment, there may be some questions from the public that I might direct your way.
- Mike Sena: Okay.
- Regina Jackson: Okay. Thank you. Mr. Rus.
- Juanito Rus: Thank you, Madam Chair. If any member of the public wishes to make comment on item five on tonight's agenda, please raise your hand in the Zoom queue and you will be called in the order in



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which your hands are raised. At this time I see five hands in the queue. The first speaker is Jennifer Tu. Good evening, Ms. Tu. Can you hear us?

Jennifer Tu: Hi. Yes. Thank you, Mr. Rus.

Juanito Rus: Whenever you're ready.

Jennifer Tu: Great. Thank you. Hi, this is Jennifer Tu from district three. I'm speaking in favor of Commissioner Dorado's point about addressing the white supremacy from within the force. When I was listening to Mr. Sena's report, he mentioned a very wide range of hate groups, including some homegrown white supremacist groups, but also giving a lot of his time to foreign extremist groups. I'm curious out of these groups, which groups Mr. Sena is recommending for OPD to focus its efforts on whether it's the foreign extremist groups or the domestic terrorist groups? I'm particularly interested in hearing whether OPD is focusing on white supremacist threats and that OPD is considering the threat of white supremacy from both inside and outside the force itself, especially given the recent ignorance around [inaudible 01:10:37] boys' attire and how it has manifested with an OPD. Thank you.

Juanito Rus: Thank you, Ms. Tu. The next speaker in the queue is a telephone attendee with the last four digits, 9997. Good evening, 9997. Can you hear us?

9997: Hello?

Juanito Rus: Hello. We can hear you. You have one minute whenever you're ready.

9997: Thank you. Okay. I'm very, I don't know what I'm more offended by, the commission constantly wasting the time of the public and the precious time that the commission has on things that can affect that are ancillary to its mission. That's the first problem. The second problem is that this person you invited mixed so many different ideas and things that have nothing to do with white supremacist extremist groups. There has never been a documented attack from Hezbollah or Hamas on American soil. And there is no documented connection between any white supremacist group and those groups. This was frankly stupid. This person doesn't know what he's talking about. Please end this and continue on the work that you were put on this commission to do and stop insulting the public and people like me who are really offended by what's going on here.

Juanito Rus: Thank you. The next speaker in the queue is Anne Janks. Good evening, Ms. Janks, can you hear us?

Anne Janks: I'm really quite confounded by this presentation. I understand the temptation to present as if there's a balance somehow, but I'm racking my brain trying to recall African-American terrorism targeting other groups. There was something that happened in Texas, but that was, I mean a complete lone wolf with no real ideology. And our history in Oakland is much more of law enforcement spending a lot of time and resources focusing on Black Lives Matter and our Muslim neighbors to no obvious reason while not spending any time paying attention to hate speech,



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which can lead to severe problems within the government, military or law enforcement or the actual white supremacist groups. And ADL is not the only people who have been tracking [inaudible 00:01:13:18]. I know this because I'm on Twitter. Thank you.

Juanito Rus: Thank you, Ms. Janks. The next speaker in the queue is Ms. Olugbala. Good evening, Ms. Olugbala. Can you hear us?

Assata Olugbala: Yes. To the speaker referencing your pursuit of the Joint Terrorism Task Force. The City of Oakland no longer has a relationship with the Joint Terrorism Task Force. They severed that relationship recently, which I think is crazy when you're talking about domestic and international terrorism in this city. So don't pursue that for Oakland. We don't have a relationship with the Joint Terrorism Task Force. Southern Law Poverty Center says there are 88 hate groups in California alone. Of the ones that are in the Bay Area are Sacramento, San Francisco and San Diego. I'm concerned about the gangs that are in the police department. The Executioners, the Bandinos, that are in Compton, the Vikings, the Reapers, the Cowboys, the 200,000 Boys, the 3000 Boys, the Jump Out Boys. These are all police gangs.

Juanito Rus: Thank you [crosstalk 01:14:42] your time has expired. The next speaker in the queue is Kevin Cantu. Good evening, Mr Cantu. Can you hear us?

Kevin Cantu: Yes. I think all the previous commenters have made good points. I'd like to say that I appreciate the nuance in Sena's overview and I hope that OPD can pick up some of that nuance. Yield my time.

Juanito Rus: Thank you, Mr. Cantu. The next speaker in the queue is Rica Jay. Good evening, Rica. Can you hear us?

Rica Jay: Yes. Thank you again. I think this is an interesting topic, but I don't understand why it's here. I want the time that you all are spending to root out the racist problems within the police department. And I don't see how this conversation moves that goal. I know the chief keeps saying it doesn't exist, but we know it does. So I want to hear what is happening. What hiring policy changes are going to happen in order to make sure we hire people who are actively going to work against systemic racism. You're volunteer folks with a full plate. I don't... And these meetings go long and I don't understand why we continue to spend time on crime statistics and stuff like this. It's not really your purview. Thanks.

Juanito Rus: Thank you. The final speaker in the queue on this site item is Cathy Leonard. Good evening, Ms. Leonard. Can you hear us?

Cathy Leonard: Yes. Good evening. I pretty much agree with everything that has been said previously, but I also found it interesting that Mr. Sena said that you can't stop people because they wear a Hawaiian printed shirt and he chuckled. Yet in Oakland, the Oakland Police Department is stopping black people because of the color of their skin. So apparently that's okay, but you can't stop people because they're wearing a Hawaiian shirt? I think it's all absolutely ridiculous. I don't believe you



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should stop anybody because they wear a Hawaiian shirt. But I also don't believe that the police department should be stopping black people because of the color of their skin. So let's really get to the crux of the matter here. This conversation has been useless. I agree with everyone else that we need to move on to the situation at hand. And we're not covering that. Thank you.

Juanito Rus: Thank you. At this time, seeing no other hands raised in the queue, Madam Chair, we turn the meeting to you.

Regina Jackson: Okay. Thank you. The next item up is the CPRA inspector general reorganization. Mr. Alden.

John Alden: Good evening Madam Chair. Are you able to hear me okay?

Regina Jackson: Yes.

John Alden: Great. So members of the commission, this agenda item is one we've talked about a little bit before. For those of you who are newer, it might be new to you individually. So I'll cover this as succinctly as I can. And then I'm happy to answer questions. Back over the summer pursuant to some conversations that we've been having here at the commission and at CPRA over the last year, we discussed a reorganization proposal. And over the summer, the commission asked me to divide that reorganization proposal into two phases. The first one relating to creating a chief of staff position within CPRA and the second relating to staffing for the commission directly. So that first phase we believe we've now completed subject to this commission's approval tonight. In your packet, you have an agenda report from me describing that proposal in a little more detail, then I'll provide here verbally. And also that packet includes a resolution memorializing the reorganization.

John Alden: I should say right off the top, but it's not absolutely necessary, I think as a matter of law, that there'd be a resolution, but for a decision of this level of importance, we at the staff level thought it was important to make sure the commission had a resolution so that we can ensure that we've memorialized this decision carefully and also had an opportunity to be sure that we're all communicating clearly about exactly what it is. So in short, our goal here is to create a chief of staff position at CPRA because CPRA has historically lacked enough mid-level management. We are at about 14 employees and over the next year, I'm anticipating that number is only going to increase. And I would not be surprised if we got up to somewhere closer to 20. And historically we had only the executive director of managing anyone. So obviously a flat structure like that isn't going to work moving forward. This chief of staff position we're creating provides some of the mid-level management that we need for a staff this size.

John Alden: In order to create that position, we are going to make a couple changes to staff. These are detailed that page 15 of the agenda, which is the second page of the staff report. And it basically breaks as follows. The proposal right now is to move the CPRB policy analysts. Right now, that position is held by Juanita Rus. We moved that over to the Inspector General's office now. There has been some direction from council to do that in the long run. And that is one of the things that we were planning on doing out into the future once the inspector General's office is staffed. So,



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under this proposal, Mr. Rus would over there now, along with that same classification he's in now and start work there. In the short term, he'd have to be supervised by me as the executive director of CPRA because they don't have other staff at the Inspector General's office yet. Once the Inspector General's office is staffed of course, he would report to inspector general.

John Alden: Second step is to delete a position that's over at the Inspector General's office, the police program and performance auditor position. That's a vacant position. So that creates the funds to make this reorganization work. The third step then is to create the CPRA chief of staff position at CPRA using the existing classification called Project Manager II. There is some funding that's needed still to make all this happen. And I'm pleased to say others in the city, including Department of Finance and City Administrator's Office really were very flexible and creative with us about finding some additional funding out of some contract contingencies budget that the commission has, which we don't expect to expend to this year anyways.

John Alden: So, this proposal, I think, resolves that entire first phase we've been talking about for the last four to five months. We still will be talking about the second phase, let's say staff and through a meet and confer process with the applicable union out into the next few months. So I will be coming back to you with regards to the commission staffing in that part of the reorg. But the question tonight is, does the reorganization proposal I just described meet with the commission's approval? And if so, would the commission as part of this agenda item tonight approve the attached resolution?

John Alden: Not to get too far ahead of myself here, but I do want to thank some people who were really instrumental in making this reorganization plan happen. It has been very challenging to accomplish. While the commission has reorganization power here in the City of Oakland, that is an unusual power among city commissions. And our reorganization needs are likewise, fairly unusual. Measure LL gives us a lot of power and also a lot of responsibility. And so staffing up to meet, to fulfill those powers and duties and also do them in responsible ways is also likewise challenging. And I appreciate those who've helped out. I want to call out in particular, the folks at Human Resources Management, particularly Director Ian Appleyard and Deputy Director Alison Cook. I want to thank our partners in labor at IFPPE Local 21, particularly Sharon Jenkins and Jesse Cacho, who helped with this.

John Alden: Also, at the City Administrator's office, of course, Ed Riskin to provide a lot of leadership and making sure this happened in a thoughtful and creative way and his assistant Richard Luna, who has been helping quite a bit as well. I also want to thank the folks at the Department of Finance, especially Bradley Johnson who's assigned to CPRA and the commission to help us figure out our finances. He worked very creatively to make sure that we had a thoughtful way to fund these positions. I also want to thank the folks at the Office of the City Attorney, Ryan Richardson in particular helped us out.

John Alden: And really importantly, I want to thank this commission's council, Natasha Sani and Conor Kennedy. This was an experience that really highlighted for me, how incredibly useful and powerful it is for a commission like this to have its own independent council. I really appreciated



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their help. And so I'm grateful that the commission brought them on board. So with that, my ask to the commission is, would the commission please approve the resolution 20-04 attached to tonight's packet at attachment seven? And if there are any questions, I'd be happy to answer them.

Regina Jackson: Thank you, Mr. Alden. Commissioners, do we have any questions? I know that we have talked about bits and pieces of this over probably a six month period, but if there are any questions, would you please raise your hand? Commissioner Harbin-Forte, you have been un-muted.

Brenda Harbin-Forte: Thank you, Madam Chair. I actually don't have a question. I will make a motion that we approve the resolution. That we approve the resolution.

Regina Jackson: Thank you very much. It's been moved and I see Commissioner Dorado's hand is up. You have been un-muted.

Jose Dorado: I second the motion.

Regina Jackson: Okay. It has been moved and seconded. I believe we need to take public comment before we take a vote. So I think we should go ahead and do that. Mr. Rus.

Juanito Rus: Thank you, Madam Chair. At this time, if any member of the public wishes to comment on item seven on tonight's agenda, please raise your hand in the Zoom queue. The first hand in the queue is Rashidah Grinage. Good evening Ms. Grinage. Can you hear us?

Rashidah Grinage: I think I didn't lower my hand before. I don't think I raised it this time, but I certainly support the resolution. So thank you.

Juanito Rus: Very well, thank you. Excuse me, I was muted. Thank you, Ms. Grinage. The next speaker in the queue is Ms. Olugbala. Good evening, Ms. Olugbala Can you hear us?

Assata Olugbala: Yes. You continue to insult me. I cannot understand why you would have the Police Program and Performance Audit eliminated or deleted, which will conduct financial compliance and performance audit and which will deal with the programming, the procedures, operations and systems review, will look at the effectiveness, efficiency and economy of what's going on in the policing and collected data. This is important that we have audits, performance and program audits, and nobody is saying anything to say, "When are we going to supplement this once we delete it?" This is an important aspect. Audits to confirm performance audits, fiscal audit. What's wrong with you? Why are we not asking or [inaudible 01:27:59] of you ask and you just going along with the go along. Where is the Coalition for Police Accountability saying something about this? This is ridiculous. You have to have some form of confirming what is going on related to fiscal compliance performance, as well as procedure operations and systems.

Juanito Rus: [crosstalk 01:28:27] Thank you, Ms. Olugbala. Your time has expired.



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- Assata Olugbala: [crosstalk 01:28:30] ridiculous.
- Juanito Rus: At this time, seeing no other hands in the queue, Madam Chair, I return the meeting to you.
- Regina Jackson: Thank you. I'd like to have Mr. Alden respond to the question that Ms. Olugbala just posed, just for clarification before we take a vote.
- John Alden: Yeah, absolutely. Thank you for that question. That is a really thoughtful point that Ms. Olugbala makes. Eventually the Inspector General's office is going to need more staff than just the policy analyst and inspector general. But for the last couple of fiscal years, the City of Oakland has been carrying the inspector general position and this audit position we just described on the books and funding it, but not filling it because we realized that we needed to make some changes to charter language in order to fill any of those positions really.
- John Alden: Those issues got resolved with the passage of S1 just this last week. I'll talk about that some more in my next report, but I think the short answer to the question is that it's true. The inspector General's office will need more stuff down the pipe. And I think our strategy has been to, now that S1 has passed, get the inspector general hired. And then once we get the inspector general hired, have that person give us some advice about what staff they need and make sure that that's part of the next budget cycle in the spring. Clearly, we wouldn't be hiring this audit position until we get the inspector-General hired, and that's going to take some time. So, I think it makes best use of the funding in the short term, and then we'll definitely have to staff up the Inspector General down the pike.
- Regina Jackson: Also, Mr. Alden, I think that we moved forward on ensuring that the Inspector General job description part of this is moving forward. Is that correct? The civil service-
- John Alden: Yeah, that's right. We have started working on that, while the county has not yet certified the results of the election. I think it's clear that even though there's still some ballots being counted, that S1 has passed by a wide margin. So, we're already starting work on moving the Commission's preferred job description for the Inspector General through the civil service process, which would be the first step in getting that position hired. And this proposal retains the funding for hiring that Inspector General this fiscal year, to get that person on staff quite soon.
- Regina Jackson: Excellent. Thank you very much. So, now that we have a motion on the floor that's been properly seconded and we have heard public comment, I think we're ready to take a vote. So, Commissioner Dorado.
- Jose Dorado: Aye.
- Regina Jackson: Thank you. Commissioner Gage.
- Henry Gage, III: Yes.



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- Regina Jackson: Commissioner Garcia, you've been unmuted.
- Sergio Garcia: Aye.
- Regina Jackson: Thank you. Commissioner Harbin-Forte.
- Brenda Harbin-Forte: Aye.
- Regina Jackson: Thank you. Aye, for myself. Commissioner Singleton.
- Tyfahra Singleton: Yes.
- Regina Jackson: Thank you. Commissioner Smith.
- Thomas Lloyd Smith: Yes.
- Regina Jackson: Thank you. The vote is unanimous in support of the reorg and the resolution. Congratulations, Mr. Alden.
- John Alden: Thank you so much, members of the Commission. I appreciate that essential support. I'll let you know as soon as we hire that chief of staff.
- Regina Jackson: Wonderful. I think that the next item is also yours, a report on CPRA.
- John Alden: Yes, that's right. Our next report about CPRA has a couple of parts. First, I'd like to talk a little bit about S1. As I mentioned earlier, it appears S1 has passed by a very wide margin, similar to that received by Measure LL. We're really excited about that over at CPRA, I'm sure the Commissioners are too. One of the things that is just fantastic for us in that regard is that it clarifies some of our access to disciplinary records, which is a key part of our work. That's going to really make our work at CPRA much more efficient and raises, also, the quality of the work.
- John Alden: So, I think we'll be following best practices in terms of looking at past behavior as part of investigating cases where appropriate. So, I'm really grateful to the voters for having passed S1. There are many other very positive aspects of S1, as the Commission knows.
- John Alden: One of the things that I do want to make sure, in the long run, that we discuss collectively between CPRA and the Commission, is that S1 is going to increase workload for the Commission in certain ways. There will be some kinds of cases under the new language in S1 that we'll have to bring to the Commission chair, in some instances, and others that we'll need to bring to the Commission as a whole to approve when they're resolved.
- John Alden: So, out into the future, once S1 becomes law, I'm anticipating we'll probably need some closed session items to periodically review some of those cases and get Commission approval. There might be other ways to handle that. And so, I would certainly suggest that the Commission, as it's



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considering having a retreat, also consider during that retreat, having some conversations about how to manage these new duties under S1.

John Alden: I think they are great changes, and I think one of the things we'll plan to do at CPRA along, with the Commission's council, is try to put together a presentation at a future meeting about what some of those changes might look like, and some ideas about how the Commission might handle them.

John Alden: Second thing that I wanted to mention is about the inspector General's office. As I mentioned in the earlier item, we are moving the position description for the inspector General's office through the Civil Service Commission. For those of you who have been on the Commission for some time, you'll remember that there was some disagreement between the previous City Administrator and this Commission about what that job description should look like. So, I've been working with the Chair, Chair Jackson, to make sure we're moving the Commission's preferred version of that job description to the civil service process.

John Alden: And I'm happy to say that the folks at the City Administrator's office and Human Resources Management have been super helpful in that regard, and this is getting fast tracked. Once we get that done, then we'll be in a position to start figuring out the hiring process for the Inspector General. While that position is parallel to me, ultimately, and not someone that would report to the Executive Director at CPRA, I'm trying to make sure that I'm moving forward the hiring of that person as quickly as possible. And the Chair and I will continue to bring updates back to the Commission about how that process is going.

John Alden: Third thing I wanted to mention has to do with a couple of our pending cases. You heard a little bit earlier tonight, I believe, about an officer involved shooting that happened recently. I can't talk much about the details of that case in a public forum like this at this point, because the case is still pending and there's some personnel matters there. I think eventually there will be some publicly available information about our investigation, but that's going to be quite some time yet.

John Alden: We can say right now that I've been very pleased with the level of notification and cooperation that we got from the police department. And I wanted to thank the Chief and the folks at Internal Affairs, particularly Captain Lau for all of the help we've been getting in that regard and the transparency we received about that case. We're already doing work on it, and I'm thankful for the collaboration that I'm seeing in that regard to get us the material that we need.

John Alden: We continue to investigate the protests from last year. We have a couple of investigators on that, especially for that purpose. We still have a fairly high case load, as you can see, from the reports we submitted tonight with this agenda item. That is primarily because we have fair backlog that developed in the intake section for our office.

John Alden: For those of you who've heard some of my presentations before, you'll recall that when we get a new case and our intake technicians help take a statement from the complainant and get initial information about the case, and then it's forwarded on to our investigators to do a deeper dive.



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And it's that first step at intake, that's gotten a bit jammed up. We had, of our three intake technicians, all three had some leave over the summer. And at one point actually all three of them were out simultaneously. Two are back now, and we have two temporary intake technicians and it's really speeding up the processing of those cases.

- John Alden: And so, I'm anticipating that we're going to see that backlog come down pretty quickly, now that we've got four people in the office all working on that, instead of our usual three. So, hopefully in the next few reports, we'll see those numbers coming back down to a well manageable number. Those are the key things that I wanted to make sure to report to you in this report. I'm happy to have questions about those issues or any other items that the Commission might want to ask about.
- Regina Jackson: Thank you very much. I recognize Vice Chair Gauge, his hand has been up for a while. You've been unmuted.
- Henry Gage, III: Thank you, Chair. Question through the Chair, for counsel. I know there's going to be a number of changes as a result of S1. I'm curious about the effective date of that measure.
- Regina Jackson: Counsel? I'm not sure who wants to respond.
- Conor Kennedy: Mr. Gauge, just so I understand the question you're asking, what is the effective date of S1?
- Henry Gage, III: Yes. I'm trying to determine on what date measure S1 becomes effective on.
- Conor Kennedy: Yeah, I don't know that off the top of my head. I can look that up and get right back to you.
- John Alden: If you don't mind, Madam Chair, I could fill in a little bit about that. This is Mr. Alden, again.
- Regina Jackson: Mr. Alden, please do.
- John Alden: Not to, again, say anything Mr. Kennedy might find down the pike, but it has been my past experience that when cities have a measure like this that passes, there are a couple of steps. The registrar of voters have to certify the election, which usually doesn't happen until roughly a month after the election itself. So, we're looking at late November, early December.
- John Alden: Those results are sent to the Secretary of State's Office, is my understanding. And the Secretary of State then has to notify the city involved that that charter amendment has been received and basically logged, if you will, by the Secretary of State, and then it becomes effective. So, just based on my past experience with these, I'd say it's usually about six to seven weeks after the election occurs. So, I think we're looking at mid-December or so.
- Regina Jackson: Commissioner Gauge.



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- Henry Gage, III: Thank you, Chair. Director, I'm curious. I know for non-emergency legislation adoption takes effect, I believe it's 30 days after it's been forwarded to the Secretary of State for enrollment. You believe that similar process would work for a charter change for a charter city?
- John Alden: Yeah. My understanding, having done this in other charter cities, a lot has changed recently, which I'm sure Mr. Kennedy would let us know about that in a future meeting, if that's the case. There's a specific provision for logging charter changes to the Secretary of State, and usually a Secretary of State then sends a notification back to the applicable city that they've recorded the change in the charter. I worked on a process like that in San Francisco, about four years ago. And they basically send a mailed notice back to the city telling you what your effective date is.
- John Alden: So, I wouldn't expect to see that until mid-December. It's similar to the process you described, but I believe there's a separate government code section that creates a process for charter cities. So, soon. We have perhaps a month before this is effective, and probably not much longer than that.
- Henry Gage, III: Thank you. Thank you, Chair.
- Regina Jackson: Certainly. Are there any other questions from the Commissioners of Mr. Alden and this report? Okay, I see no hands. So, we will go to Mr. Rus for public comment.
- Juanito Rus: Thank you, Madam Chair. If any member of the public wishes to speak on item eight on tonight's agenda, please raise your hand in the Zoom queue and you will be called in the order in which your hands are raised. The first hand in the queue belongs to Assata Olugbala. Good evening, Ms. Olugbala, can you hear us?
- Assata Olugbala: Yes. I ask you not to answer any questions, please respect my request. It's a little bit insulting that you decide to have a report where you show the cases associated with the public demonstration. There's no reason to do that. What we really need to see other cases associated with African-American people, since we are disproportionately harassed by the police.
- Assata Olugbala: In your report, you have mostly allegations of use of force as the number one thing. You have discrimination, harassment, racial profiling, racism, unlawful detention, false arrest, and you'll find all of your findings in your report were exonerated, un-finded, no findings. And the report tonight have cases that were sustained. That is ridiculous, and this is the common way that you report. Your agency is doing nothing that reflects having responsibility held on these officers.
- Juanito Rus: Excuse my mute. Thank you, Ms. Olugbala. The next speaker in the queue is a telephone attendee with the last four digits 1362. Good evening 1362, can you hear us? 1362, can you hear us? It appears that we are not hearing from 1362.
- Regina Jackson: Perhaps we can come back later.
- Juanito Rus: I return the meeting to you, Madam Chair.



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- Regina Jackson: Okay. Thank you very much. So, the next item is public comment on closed session items. Mr. Russo.
- Juanito Rus: If any member of the public would like to comment on closed session items, please raise your hand in the queue and you'll be called in the order in which your hands are raised. The first speaker in the queue is Ms. Assata Olugbala. Good evening, Ms. Olugbala. Can you hear us?
- Assata Olugbala: Yes. Point of clarification, according to the procedures of meetings, once an item has been removed from the agenda, you still have to allow that public comment on that item. So, the item that reflects the police chief should have allowed, it's item six I think, a chief of police candidate, we should have had public comment on that. You should check with your lawyer on public comment, excuse me?
- Thomas Lloyd Smith: I said you're correct.
- Assata Olugbala: Thank you Mr. Smith. I really appreciate you helping me on that. Public comment on closed session, my time's not moving, sir.
- Juanito Rus: My apologies, Ms. Olugbala.
- Assata Olugbala: Okay? Okay. Thank you. Chief of Police, Interim Chief of Police, I'm going to repeat this, there is something going on, like it was with Ginale Harris. Is some underhanded tactics to get people in that you want, or the mayor wants, or the council wants, or some of you members of the Commission want, to trying to decide who's going to be the Police Chief without going through a fair process and legitimacy of what's going on. Just like what happened with Ginale Harris, just like Singleton and Garcia sitting up there, who don't have no right to be up there because of a defective process.
- Assata Olugbala: So, this whole thing right now, I don't know what's going on, it's going to come out and I'm going to keep talking about it. You have no rights to put a person in there unless they went through a legitimate process. And I didn't like that the Chief had the answers or the questions before they answered it. That's not the way interrogate people.
- Juanito Rus: Thank you, Ms. Olugbala. Your time is up. The next speaker in the queue is Megan Steffen. Good evening, Ms. Steffen. Can you hear us?
- Megan Steffen: Yes, I can. I am having a little bit of trouble with this part of the agenda. Sorry, can you hear me?
- Juanito Rus: We can hear you. Yes, sorry.
- Megan Steffen: Oh, you just hadn't started my time yet.
- Juanito Rus: No, no. My apologies.



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- Megan Steffen: I wanted to say on the closed session items, it looks like you're going to be appointing a Chief of Police. I went to the public, I guess, talk session with them. It's really hard with something like this because I think it's really hard to get to the point in your career where you're being considered for Chief of Police, especially when you've been working in an institution like OPD and not come a lot of baggage. For the Commission's consideration, I just want to say that I only began seriously engaging with these things and calling and commenting because DC Armstrong kept lying about protestors murdering the federal agent during the last protest. So, it would just be nice to get a fresh start. Thank you.
- Juanito Rus: Thank you. There are no other speakers in the queue at this time. Madam Chair, I return this meaning to you.
- Regina Jackson: Thank you. I made an error on item six. We should take public comment on item six now, and then we will go to closed session.
- Juanito Rus: Very well. If any member of the public would like to speak on item six, please raise your hand in the queue. And you will be called in the order in which your hands are raised. The first speaker in the queue is Assata Olugbala. Good evening, Ms. Olugbala. Can you hear us?
- Assata Olugbala: Yes. Thank you, sir. I do not like a process where you're looking at a candidate for Police Chief, and you give them the questions ahead of time. So, they are just reading, in some cases, the answers. If you're going to do that, you should have at least had some questions where the individual had to know that they would be answering questions that they would have to give an answer off the top of their head.
- Assata Olugbala: This is not a fair process. The process all total needs to be thrown out, if you are not going to allow the correct way of doing it. The correct way of doing it is to be fair, not to put Armstrong in there because that's who you want, his wife in there because that's who you want. You got some legitimate issues going on in this whole process and people are calling me and telling me about stuff going on that police department, and we need to fix it. You can't fix it if you've been there and you haven't done anything about it all this time. So, get it right.
- Juanito Rus: Thank you, Ms. Olugbala. The next speaker in the queue is Jennifer Tu. Good evening, Ms. Tu. Can you hear us?
- Jennifer Tu: Yes. Thank you, Mr. Russo. I just wanted to follow up on Megan Stephen's comment from earlier, and just raise for the Commission, that there has been very little opportunity for the public to weigh in on the process for selecting the Police Chief. I know that the Mayor's town hall on the topic is not something run by the Police Commission, but that was there was no opportunity for Oakland residents to offer up questions or have any of their questions addressed. So, I hope that the Commission will take that into consideration of how we might be able to raise more community voices around this very important process. Thank you.



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- Juanito Rus: Thank you. The next speaker in the queue is Rachel Beck. Good evening, Ms. Beck, can you hear us?
- Rachel Beck: Yes. Hi, thank you. I share Jennifer Tu's concern that the public were invited to attend a town hall on the Police Chief candidates, and then essentially not given any opportunity for input. I had concerns about multiple candidates. If Pittsburgh's Ethics Commission thought it was a conflict of interest to have a chief who owns a for-profit LEA training program, I want to know if Oakland feels the same way.
- Rachel Beck: I want to know if it's going to be a problem that the two Oakland candidates are spouses and that one might have to report to the other if one is hired and the other isn't. I understand this is ultimately the mayor's call, it just felt frustrating and insulting to have a town hall at which we had no opportunity to weigh in meaningfully. Thank you.
- Juanito Rus: Thank you, Ms. Beck. The next speaker in the queue is Reisa J. Good evening, Reisa. Can you hear us?
- Reisa Jaffe: Yes. Thank you. I've asked before whether there was any legal reason that the process couldn't have been made more public. I understand it's the mayor's ultimate choice, but the part getting up to the four candidates was all on you. And you did not provide an opportunity for public to ask questions. As other people have said on the forum that the mayor made public, there was an opportunity to input questions on one of those little fancy little apps they provide. But none of the questions, Chair Jackson didn't ask any of the questions that were submitted through there. This process has been terrible. It doesn't give me confidence that we'll end up with somebody who's any better than the people we've had previously. I'm really concerned about this. Thank you.
- Juanito Rus: Thank you. The next speaker in the queue is Kevin Cantu. Good evening, Mr. Cantu, can you hear us?
- Kevin Cantu: Yep. So, that inability to ask questions of these candidates was disappointing. But I think, that aside, the forum was a good opportunity to hear from these candidates, and we could hear that some are more qualified than others. There's one in particular that frustrates me to listen to. And I think that Ms. Olugbala is right, that if the mayor chooses, the way we are afraid the mayor will choose, the fix is in. That'll make you guys look bad. So, yeah, I don't know. It's an interesting process. Cheers.
- Juanito Rus: Thank you, Mr. Cantu. Those are all of the speakers on that item, Madam Chair. I return the meeting to you.
- Regina Jackson: Thank you, very much. So, at this time, since we heard public comment on the closed session items and as well as the item six, which I had overlooked, we will now adjourn to closed session, and we will be back just as soon as we can for the last couple of items. So, Commissioners, please locate your other link, and then we will meet in closed session. Thank you.



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- Regina Jackson: Okay. Terrific. Thank you very much. So, I'm on a motion by Commissioner Harbin-Forte and a second by Commissioner Garcia, the Commission voted 7-0 to grant approval to extend Oakland Police Interim Chief Susan Manheimer's appointment to February 8th, 2021. The Oakland Police Commission does not approve the appointment to extend beyond February 8th, 2021. The votes were unanimous. Chair Jackson, Yes. Vice-chair Gage, yes. Commissioner Dorado, yes. Commissioner Garcia, yes. Commissioner Harbin-Forte, yes. Commissioner Singleton, yes. Commissioner Smith, yes. No other reportable action was taken. So, if we can move forward to the next item. Okay. Meeting minutes approval. Does anyone need a few minutes? Otherwise, I'm happy to take a motion to approve or... Commissioner Gage, your hand is up.
- Henry Gage, III: Thank you, Chair. I'll move [inaudible 00:02:37:42].
- Regina Jackson: Thank you very much. It has been moved. Is there a second?
- Jose Dorado: Second.
- Regina Jackson: Thank you. It has been seconded by Commissioner Dorado. So, we can go to public comment and then take a vote.
- Juanito Rus: Very well. If any member of the public wishes to comment on this item, please raise your hand in the Zoom queue, and you will be called in the order in which your hands are raised. This time, I see one hand in the queue for Ms. Assata Olugbala. Good evening, Ms. Olugbala. Can you hear us?
- Assata Olugbala: Yes. How are you going to go and give this report out of closed session? And usually when you have a report out a closed session, you have public comment, but I don't need it. I just need to know, don't you think the prudent thing to do is to give an explanation to the public of why you're extending that contract? You said you extended it to December. Now you extended it to February. Give us some kind of idea of what the hell you're doing, because that's why you there. You are there so that the public can better understand what's going on with the Police Department to make sure it's being done correctly. That's one of the main reasons why you're there, but it's not happening. You're acting like you're a secret society sometimes. Tell us why you're extending the contract to February.
- Regina Jackson: I'd like to go ahead and respond to that. As I mentioned at the beginning of the meeting, we need additional time to do the necessary due diligence and complete our reference and background check process. Since we have not made a decision to forward candidates to the Police Chief at this meeting, it's important that we manage that search process diligently and give proper weight to any information we receive. We will re-agendize when the committee's ready. We anticipate that it could take up to two months, so we have taken action to extend the appointment of Interim Chief Manheimer so that the Oakland Police Department is not without leadership or without an Interim Police Chief. So, that is the answer, and hopefully that works. Thank you, Mr. Rus.
- Juanito Rus: Thank you, madam chair. That was the only speaker in the queue. I return the item to you.



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Regina Jackson: Thank you very much. Commissioner Gage, I'm not sure if your hand is up from another time or if this is new.

Henry Gage, III: No, Chair. It's still up.

Regina Jackson: Okay. Terrific. Thank you very much. So, it has been properly moved and seconded. We've taken public comment. I think we are ready to vote on the meeting minutes approval. Commissioner Dorado?

Jose Dorado: Aye.

Regina Jackson: Thank you. Commissioner Gage?

Henry Gage, III: Yes.

Regina Jackson: Thank you. Commissioner Garcia?

Sergio Garcia: Aye.

Regina Jackson: Commissioner Harbin-Forte?

Brenda Harbin-Forte: Aye.

Regina Jackson: Aye for myself. Commissioner Singleton?

Tyfahra Singleton: Yes.

Regina Jackson: Commissioner Smith?

Thomas Lloyd Smith: Yes.

Regina Jackson: Excellent. So, we have a unanimous adoption of the meeting minutes. Mr. Rus, can we move on to the next item, please? So, as you all know, our next meeting is actually scheduled for Thanksgiving, so if there are any questions, I'm happy to entertain them, but otherwise, I would like to receive a motion to cancel the Thanksgiving meeting.

Sergio Garcia: So moved.

Regina Jackson: Thank you, Commissioner Garcia. Is there a second?

Tyfahra Singleton: I'll second.

Regina Jackson: Thank you very much, Commissioner Singleton. It's just fine. It's been properly moved and seconded. We can go to public comment and then take our vote.



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Juanito Rus: Thank you. Any member of the public who wishes to speak on this item, please raise your hand in the Zoom queue. The only speaker on this item is Kevin Cantu. Good evening, Mr. Cantu. Can you hear us?

Kevin Cantu: Hi. I have a question about the previous item. Is Manheimer's contract extended to February 28th or February 8th? I was talking with someone who one of us misheard.

Regina Jackson: February 8th.

Kevin Cantu: Thank you very much.

Regina Jackson: Thank you.

Juanito Rus: That is the only speaker on this item.

Regina Jackson: Oh, thank you very much. So, now that it's been moved and seconded and we've taken public comment, I'd like to take a vote. Commissioner Dorado?

Jose Dorado: Aye.

Regina Jackson: Commissioner Gage?

Henry Gage, III: Yes.

Regina Jackson: Commissioner Garcia?

Sergio Garcia: Aye.

Regina Jackson: Commissioner Harbin-Forte?

Brenda Harbin-Forte: Aye.

Regina Jackson: Aye for myself. Commissioner Singleton?

Tyfahra Singleton: Yes.

Regina Jackson: Commissioner Smith?

Thomas Lloyd Smith: Yes.

Regina Jackson: Excellent. Thank you. We will not meet on Thanksgiving. I hope that you all will have a wonderful dinner with your families. And to the next item, an agenda setting. We have quite a few things backing up, but some of the most urgent are launching ad hocs for the policies that were identified at the last NSA case management conference for February 21 approval. One of those ad



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hocs had already been created armed and unresponsive, so for December 12th, we will staff the other two policies. One is for DAT teams, and the other's for militarized weapons. We will have proposals from all three facilitators in order to set our retreat. Are there some other suggestions? I know that we are also interested in getting a report out on re-imagining public safety. I imagine that they're down the road a little bit, so it might be nice to hear from Commissioner Harris on an update. Are there some other things that the commissioners would like to suggest? I see a hand up from Commissioner Dorado.

Jose Dorado: Yeah. Just for an FYI, our discussion around the OPD draft policy 15-01, I have no problem with that being put on a back burner, but I just wanted to let the Commission know and the public know that that's still something that's going to be worked on.

Regina Jackson: Absolutely.

Jose Dorado: And that we're going to determine a process by which the public can be engaged in that discussion. It's certainly not something that's being ignored. It's just not something that we're going to agendize very, very soon. It's something that's going to be worked on and will be agendized down the road, but definitely work on. Just an FYI.

Regina Jackson: Thank you, Commissioner Dorado. Obviously, we have a prioritization based upon the judge's requirements, so I'm hoping that we will be able to get those policies in place by the end of January. And hopefully, then, you'll be able to launch your ad hoc immediately thereafter. Very important policy. We want to make sure we get to it. Are there any other suggestions? I certainly have a laundry list of things I can go down, but I wanted to ask if anybody else had any burning recommendations. Okay. Well, thank you very much for the commentaries. Why don't we go to public comment and see what suggestions are out there. Okay.

Juanito Rus: Any member of the public who wishes to speak on item 14, please raise your hand in the Zoom queue. The first hand in the queue is Kevin Cantu. Good evening, Mr. Cantu. Can you hear us?

Kevin Cantu: I did not know my hand was raised, but yes, take care.

Juanito Rus: All right. Thank you. The next speaker in the queue is Rashidah Grinage. Good evening, Ms. Grinage. Can you hear us?

Rashidah Grinage: Yes, I can. I wanted to follow up on some of the other public comments about the candidates for Police Chief. And now that you are delaying the process beyond December, I'm hoping that you can provide another opportunity for the four candidates to be presented and to allow for the public to be engaged in asking questions, or at least submitting questions with a more interactive opportunity than was provided the last time. In addition to your continuing to reference their background, I think more public engagement is called for, and I'm hoping that you will provide that opportunity now that you have postponed forwarding the names to the mayor. Thank you.



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- Regina Jackson: I'd like to respond to that before you go to the next person, Mr. Rus. I have previously requested that any questions be sent to me. I hadn't gotten any thus far, so please have at it and send me any questions as we deliberate around what else we will be able to do now that we've delayed our process, and we may not be able to do anything until the process is moving forward again. Thank you.
- Juanito Rus: Thank you, Madame Chair. The next speaker in the queue is Megan Steffen. Good evening, Ms. Steffen. Can you hear us?
- Megan Steffen: Yes. Hi, thanks so much. I'm sorry if I missed this. I wasn't able to join at the beginning of the meeting because of the bad Zoom link in the PDF. But I did want to follow up, in a previous meeting, I had asked if OPD could provide any policies they have relating to the public information officer and what the requirements are for officers who speak with the public. In the current community policing policy draft, there's a lot of language about needing stories to be positive or having to share things and report back on meetings with the public. And I know the Commission is really busy, so I don't necessarily suggest that this being an agenda item, but if there was a way for the Commission to make that policy available to the public, I think it would be really helpful, especially with the work on the re-imagining public safety task force. Thank you so much.
- Juanito Rus: Thank you, Ms. Steffen.
- Regina Jackson: I just want to clarify, I think what Ms. Steffen requested was that the community policing policy be made available. Is that what you heard, too, Mr. Rus?
- Juanito Rus: And public information.
- Regina Jackson: And public information. Okay. I think that we can make the community policing policy, we can probably go ahead and put it up on our website. I'll have to do a little bit more work on the public information piece. Hopefully Interim Chief Manheimer can help me with that. Thank you. You can go back.
- Juanito Rus: Thank you. The next speaker in the queue is Jennifer Tu. Good evening, Ms. Tu.
- Jennifer Tu: Thank you. I just wanted to echo what Ms. Grinage and what Ms. Steffen said earlier. I'm also very interested in learning more about the Police Chief candidates, and I'm curious about what forms might be available for us to learn more about the candidates and how to submit questions. And I'm also curious about the public information officer policy, as well. Thank you.
- Regina Jackson: Thank you, Ms. Tu. We have a candidate's background information on the Police Commission website, along with a few other responses to questions. We can certainly also put the public information policy, once we get it, up there, and you may send those questions to me at the Commission address. And again, if you go to the Police Commission website, you can see all our email addresses. Thank you very much. We'll look forward to it. Back to you, Mr. Rus.



OAKLAND POLICE COMMISSION

MEETING TRANSCRIPT

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- Juanito Rus: Thank you. The final speaker on this item is Ms. Assata Olugbala. Good evening, Ms. Olugbala.
- Assata Olugbala: Yes. There are two policies I've been concerned with quite some time. One is the Amber Alert policy. About three years ago, we had a three year old child who was taken by a drug user, and for 32 hours, they would not put out an Amber Alert because California highway patrol has to first approve the Amber Alert before it's implemented for anybody in the city of Oakland. The second thing is the whistleblower policy. A whistleblower policy is extremely important to try to encourage officers to reveal inappropriate behavior within their ranks. And how that policy works to incentivize that process needs to be reviewed, as well.
- Regina Jackson: Thank you very much, Ms. Olugbala. We will put that on our list.
- Juanito Rus: Seeing no further hands raised in the queue on this item, Madam Chair, I returned it to you.
- Regina Jackson: Thank you very much. So, the last item for the agenda is adjournment. I don't think that we have any questions about it, so I'm very interested in getting a motion.
- Jose Dorado: Motion to adjourn.
- Regina Jackson: Thank you. Commissioner Dorado, is there a second?
- Tyfahra Singleton: I'll second.
- Regina Jackson: Thank you, Commissioner Singleton. It has been properly moved and seconded. I don't think we need to take public comment. We could try. Does somebody want to comment on adjournment?
- Juanito Rus: I see no hands.
- Regina Jackson: Excellent. I think that we are adjourned. Thank you everyone. Please be safe out there.
- Thomas Lloyd Smith: [inaudible 02:54:13] take a vote? Vote, vote, vote.
- Regina Jackson: Oh, oh, vote. Excuse me. Thank you, Thomas. Commissioner Dorado?
- Jose Dorado: Aye.
- Regina Jackson: Commissioner Gage?
- Henry Gage, III: Yes.
- Regina Jackson: Commissioner Garcia?
- Sergio Garcia: Aye.



OAKLAND POLICE COMMISSION

MEETING TRANSCRIPT

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Regina Jackson: Commissioner Harbin-Forte?

Brenda Harbin-Forte: Aye.

Regina Jackson: Aye for myself. Commissioner Singleton?

Tyfahra Singleton: Yes.

Regina Jackson: And Commissioner Smith?

Thomas Lloyd Smith: Yes.

Regina Jackson: And we are out. Thank you so much.

Thomas Lloyd Smith: Bye, everybody.

Regina Jackson: Bye-bye.

From: [Elise Bernstein](#)
To: [Love, Christine \(Chrissie\)](#)
Subject: My public comment with all Police Commissioners Re: Item V
Date: Thursday, November 12, 2020 12:17:36 PM

[EXTERNAL] This email originated outside of the City of Oakland. Please do not click links or open attachments unless you recognize the sender and expect the message.

Ms Love,
Please share with all Police Commissioners and alternate Police Commissioners.

Greetings Police Commissioners,

Regarding Item 5;

I'm glad to see that all will become better informed about the great threat to the Bay Area that is presented by violent extremists and hate groups. At a recent commission meeting it seemed that only Interim Police Chief Mannheimer and her officers were unaware of the threat. Her ignorance was to the point that she stated that the OPD officer who sported the favorite clothing of a local white supremacist group simply liked the style. How naive or untruthful of her and her department.

I have always assumed that one of the responsibilities of local law enforcement is to remain constantly updated on current trends in crime and threats to public safety. How could they not be aware?

Certainly everyone in the Commission audience is aware of the national threat of such groups who have been supported by the now outgoing administration.

Thank you for providing today's Item 5 to update our audience as well as our law enforcement of this danger.

Elise

[REDACTED]

Oakland D6

[REDACTED]