



OAKLAND POLICE COMMISSION SPECIAL MEETING AGENDA

**February 11, 2021
5:30 PM**

Pursuant to the Governor's Executive Order N-29-20, members of the Police Commission, as well as the Commission's Counsel and Community Police Review Agency staff, will participate via phone/video conference, and no physical teleconference locations are required.



OAKLAND POLICE COMMISSION

SPECIAL MEETING AGENDA

February 11, 2021
5:30 PM

PUBLIC PARTICIPATION

The Oakland Police Commission encourages public participation in the online board meetings. The public may observe and/or participate in this meeting in several ways.

OBSERVE:

- To observe, the public may view the televised video conference by viewing KTOP channel 10 on Xfinity (Comcast) or ATT Channel 99 and locating City of Oakland KTOP – Channel 10
- To observe the meeting by video conference, please click on this link: <https://us02web.zoom.us/j/88596700643> at the noticed meeting time. Instructions on how to join a meeting by video conference are available at: <https://support.zoom.us/hc/en-us/articles/201362193>, which is a webpage entitled “Joining a Meeting”
- To listen to the meeting by phone, please call the numbers below at the noticed meeting time: Dial (for higher quality, dial a number based on your current location):

+1 669 900 9128 or +1 346 248 7799 or +1 253 215 8782 or +1 312 626 6799 or +1 646 558 8656 or +1 301 715 8592
Webinar ID: 885 9670 0643

After calling any of these phone numbers, if you are asked for a participant ID or code, press #. Instructions on how to join a meeting by phone are available at: <https://support.zoom.us/hc/en-us/articles/201362663>, which is a webpage entitled “Joining a Meeting By Phone.”

PROVIDE PUBLIC COMMENT: There are three ways to make public comment within the time allotted for public comment on an eligible Agenda item.

- Comment in advance. To send your comment directly to the Commission and staff BEFORE the meeting starts, please send your comment, along with your full name and agenda item number you are commenting on, to clove@oaklandca.gov. Please note that e-Comment **submissions close at 4:30 pm**. All submitted public comment will be provided to the Commissioners prior to the meeting.
- By Video Conference. To comment by Zoom video conference, click the “Raise Your Hand” button to request to speak when Public Comment is being taken on an eligible agenda item at the beginning of the meeting. You will then be unmuted, during your turn, and allowed to participate in public comment. After the allotted time, you will then be re-muted. Instructions on how to “Raise Your Hand” are available at: <https://support.zoom.us/hc/en-us/articles/205566129>, which is a webpage entitled “Raise Hand In Webinar.”
- By Phone. To comment by phone, please call on one of the above listed phone numbers. You will be prompted to “Raise Your Hand” by pressing STAR-NINE (“*9”) to request to speak when Public Comment is being taken on an eligible agenda item at the beginning of the meeting. Once it is your turn, you will be unmuted and allowed to make your comment. After the allotted time, you will be re-muted. Instructions of how to raise your hand by phone are available at: <https://support.zoom.us/hc/en-us/articles/201362663>, which is a webpage entitled “Joining a Meeting by Phone.”

If you have any questions about these protocols, please e-mail clove@oaklandca.gov.



OAKLAND POLICE COMMISSION

SPECIAL MEETING AGENDA

February 11, 2021
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I. **Call to Order**
Chair Regina Jackson

II. **Roll Call and Determination of Quorum**
Chair Regina Jackson

III. **Public Comment on Closed Session Items**

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

IV. **Closed Session**

CONFERENCE WITH LEGAL COUNSEL – EXISTING LITIGATION: 1 CASE – Govt. Code § 54956.9(d)(1)

Name of Case: *Sacks v. City of Oakland, Case No. RG 20078708* (Alameda Superior)(Filed 10/19/2020)

V. **Report out of Closed Session**

a. The Commission will report on any actions taken during Closed Session.

VI. **Welcome, Purpose, and Open Forum** (1 minute per speaker)

Chair Regina Jackson will welcome public speakers. The purpose of the Oakland Police Commission is to oversee the Oakland Police Department's (OPD) policies, practices, and customs to meet or exceed national standards of constitutional policing, and to oversee the Community Police Review Agency (CPRA) which investigates police misconduct and recommends discipline.

VII. **Welcome New Alternate Commissioner – Marsha Peterson**

The Commission will welcome and introduce Marsha Peterson as a member of the Police Commission. ***This is a new item.***

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

VIII. **Election of Oakland Police Commission Chairperson**

The Commission will nominate and vote on the appointment of a Chairperson to serve from February 2021 until the next election in February 2022. ***This is a recurring item.***

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

IX. Election of Oakland Police Commission Vice Chairperson

The Commission will nominate and vote on the appointment of a Vice Chairperson to serve from February 2021 until the next election in February 2022. ***This is a recurring item.***

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

X. Welcome Oakland Police Chief LeRonne Armstrong and Update from Police Chief

The Commission will welcome and introduce Oakland’s new Chief of Police LeRonne Armstrong. Chief Armstrong will provide an update on the Department. Topics discussed in the update may include crime statistics; a preview of topics which may be placed on a future agenda; responses to community member questions sent in advance to the Police Commission Chair; and specific topics requested in advance by Commissioners. ***This is a recurring item. (Attachment 10).***

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

XI. Military Equipment Training Bulletin Draft

The Commission will discuss the draft training bulletin that the Militarized Police Equipment Ad Hoc Committee developed and may vote to approve the draft. ***This is a new item. (Attachment 11).***

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

XII. Resolution for Parity in the Administration of COVID-19 Vaccinations for Front Line Public Safety Workers

The Commission will discuss, and may vote to approve, a resolution call for parity in the administration of COVID-19 vaccinations for front line public safety workers. ***This is a new item. (Attachment 12).***

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

XIII. Meeting Minutes Approval

The Commission will vote to approve minutes from January 28 and 30, 2021. ***This is a recurring item. (Attachment 13).***

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

XIV. Committee Reports

Representatives from Standing and Ad Hoc Committees will provide updates on their work. ***This is a recurring item. (Attachment 14).***

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

XV. Agenda Setting and Prioritization of Upcoming Agenda Items

The Commission will engage in a working session to discuss and determine agenda items for the upcoming Commission meeting and to agree on a list of agenda items to be discussed on future agendas. *This is a recurring item.* ([Attachment 15](#)).

- d. Discussion
- e. Public Comment
- f. Action, if any

XVI. Adjournment

OPD CRITICAL POLICY TRACKING CHART

POLICY NUMBER & TITLE	OPD DRAFT SUBMITTED & REQUEST FOR AD HOC COMMITTEE COLLABORATION	FIRST AD HOC COMMITTEE MEETING DATE & SCHEDULE	CONCURRENCE, SUBMITTED TO CITY ATTORNEY (AND MONITORING TEAM IF APPROPRIATE)	NO CONCURRENCE, SUBMITTED TO CITY COUNCIL	OPD DRAFT SUBMITTED FOR APPROVAL PURSUANT TO CHARTER SEC. 604(b)(5)	120-DAY DATE (SEC. 604(b)(5))	MEET & CONFER COMPLETED (Y/N)	PUBLICATION DATE	OTHER DEADLINES OR SPECIAL CONSIDERATIONS
DGO K-03 (Use of Force)	Nov. 1, 2019		Oct. 10, 2020		N/A – ad hoc draft submitted and approved 8 Oct 20	N/A	N – submitted to Employee Relations 16 Nov 20 1 st Session tentative 2 nd week February		
TB III P.1 (Armed/ Unresponsive)	17 Jan 20 (email from Chief Kirkpatrick to Vice Chair Harris and Comm. Anderson)	1 st meeting: unknown Current Schedule: Mondays, 1800-2000 Approved by Ad Hoc for movement to full Commission – 28 Dec 2020	Approved unanimously by PC 7 Jan 21 CAO review complete 12 Jan 21		N/A – ad hoc		Submitted to ER 12 Jan 21 ER Requested OPOA/OPMA response by 22 Jan 21 Complete – no response from Union	Published 8 Feb 21 with effective date 1 Mar 21 (training cadre has met, training development begun)	Court stated policy should be “implemented and enacted certainly by February 22, [2021]. ” <i>Allen Hrg. Tr. at 7 (Sept. 22, 2020).</i>
TB III-P.03 (DAT)	17 Jan 20 (email from Chief Kirkpatrick to Vice Chair Harris and Comm. Anderson)	1 st meeting: unknown Current Schedule: Mondays, 1800-	Approved unanimously by PC 7 Jan 21		N/A – ad hoc		Submitted to ER 12 Jan 21 ER Requested OPOA/OPMA	Published 8 Feb 21 with effective date 1 Mar 21 (training cadre has met, training	Court stated policy should be “implemented and enacted certainly by February 22, [2021]. ”

POLICY NUMBER & TITLE	OPD DRAFT SUBMITTED & REQUEST FOR AD HOC COMMITTEE COLLABORATION	FIRST AD HOC COMMITTEE MEETING DATE & SCHEDULE	CONCURRENCE, SUBMITTED TO CITY ATTORNEY (AND MONITORING TEAM IF APPROPRIATE)	NO CONCURRENCE, SUBMITTED TO CITY COUNCIL	OPD DRAFT SUBMITTED FOR APPROVAL PURSUANT TO CHARTER SEC. 604(b)(5)	120-DAY DATE (SEC. 604(b)(5))	MEET & CONFER COMPLETED (Y/N)	PUBLICATION DATE	OTHER DEADLINES OR SPECIAL CONSIDERATIONS
		2000 (concurrent w/ TB III-P.01) Approved by Ad Hoc for movement to full Commission – 4 Jan 2021	CAO review complete 12 Jan 21				response by 22 Jan 21 Complete – no response from Union	development begun)	<i>Allen</i> Hrg. Tr. at 7 (Sept. 22, 2020).
TB III-P.04 (Armored Vehicles)	17 Jan 20 (email from Chief Kirkpatrick to Vice Chair Harris and Comm. Anderson)	1 st meeting: unknown Current Schedule: Mondays, 1800-2000 (concurrent w/ TB III-P.01)	Ad hoc forwarded policy to Full Police Commission on 8 Feb 21 for 11 Feb 21 meeting OPD requesting one edit to ad hoc draft following review by CAO and Plaintiff’s Attorney		N/A – ad hoc				Court stated policy should be “implemented and enacted certainly by February 22, [2021]. ” <i>Allen</i> Hrg. Tr. at 7 (Sept. 22, 2020).
SO 9205 (Positional Asphyxia)				Concurrence reached on 15 Oct 20 Mutually agreed upon draft approved by City Council 20 Oct 20			Y	6 Jan 21	
BFO P&P 15-01 (Community Policing)									Separate Stakeholders – CPAB, SSOC
IAD P&P	Submitted to Commission by email on 9 Feb 21								Priority deliverable from <i>Pawlik</i> EFRB. Work to publish by February 22, 2021 court hearing.
CID P&P 19-01 (Level 1 Use of	Pending – still in drafting								Priority deliverable from <i>Pawlik</i> EFRB. Work to

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Force Investigation Manual)									publish by February 22, 2021 court hearing.
DGO J-04 (Vehicle Pursuits)	Pending – still in drafting								
Admin Leave – Level 1 (COP Memo)	Pending – in drafting								Priority deliverable from <i>Pawlik</i> EFRB. Work to publish by February 22, 2021 court hearing.
DGO I-15.1 (Body-Worn Cameras [BWC])	Pending – in drafting								PAC and PC Stakeholders
DGO X-XX (Member Social Media Use)	Pending – in drafting								

References

OPD Submission of proposed policies to Police Commission (City Charter 604(b)(5))

604 (b) **Powers and Duties.** The powers and duties of the [Police] Commission are as follows:

5. **Approve or reject** the Department's proposed changes to all policies, procedures, customs, and General Orders of the Department which govern

- **use of force,**
 - **use of force review boards,**
 - **profiling based on any of the protected characteristics identified by federal, state, or local law, or**
 - **First Amendment assemblies,**
 - **or which contains elements expressly listed in federal court orders or federal court settlements which pertain to the Department and are in effect at the time this Charter Section 604 takes effect.**
- If the Commission **does not approve or reject** the Department's proposed changes within one hundred and twenty (120) days of the Department's submission of the proposed changes to the Commission, the Department's proposed changes will become final.
 - If the Commission **rejects** the Department's proposed changes, notice of the Commission's rejection, together with the Department's proposed changes, shall be submitted by the Commission Chair or her or his designee to the City Council for review.
 - The City Council shall consider the Commission's decision within one hundred and twenty (120) days of the Commission's vote on the Department's proposed changes, and may approve or reject the decision. If the Council does not approve or reject the Commission's decision, the Commission's decision will become final.

(emphasis added, format changed for readability)



CITY OF OAKLAND

CITY HALL • 1 FRANK H. OGAWA PLAZA • OAKLAND, CALIFORNIA 94612

Police Commission

To: Oakland Police Commission
 From: Militarized Equipment Ad Hoc Committee
 Date: 11 February 2021
 RE: TB III-P.04 – Armored Vehicles

Dear Colleagues on the Oakland Police Commission and Members of the Public,

RECOMMENDATION

The Militarized Equipment Ad Hoc Committee (hereinafter “Committee”) recommends that the Oakland Police Commission (hereinafter “Commission”) vote to adopt the attached Training Bulletin.

BACKGROUND

On September 22, 2020, representatives of the City of Oakland appeared before United States District Court Judge William H. Orrick for a Status Conference in the ongoing matter of Allen, et al v. City of Oakland, et al (Case No.: 00-cv-04599-WHO), more popularly known as the “Riders Scandal”.

After reviewing and considering the report of the Federal Monitor, the Court issued a Minute Order, directing the Oakland Police Department (hereinafter “Department”) to adopt and implement three policies identified in the Monitor’s August 17, 2020 Report. The Department was further directed to ensure that these policies were adopted and implemented by the next Status Conference, scheduled for February 22, 2021.

Two of these policies, Designated Arrest Teams (TB III-P.03), and Armed & Unresponsive Persons (TB III-P.01), were revised and approved by the Commission during the Commission’s January 07, 2021 Special Meeting. The policy now before the Commission, TB III-P.04 – Armored Vehicles, is the third policy that the Department has been directed to adopt and implement by February 22, 2021.

LEGISLATIVE SUMMARY

The primary concepts of the proposed Training Bulletin (hereinafter “TB”) are as follows:

1. The TB specifically defines authorized uses for Department armored vehicles. All other uses are prohibited. Authorized uses under this policy include:
 - Use of armored vehicles as mobile physical cover in incidents involving actual or threatened violence, or when reasonable suspicion, based on articulable facts, exists that violence will occur using firearms or explosives.
 - Use of armored vehicles for “vehicle blocking” during incidents involving armed and unresponsive persons in vehicles (Reference Training Bulletin III-P.01, Armed & Unresponsive Persons).

- Use of armored vehicles during medical emergencies and disaster responses, when the armored vehicle's capabilities are necessary to prevent loss of life.
 - Oversight and informational purposes, as authorized by the Police Commission
2. The TB provides specific direction to Department Commanders who are considering the deployment of armored vehicles pursuant to the abovementioned authorized uses. These considerations include, but are not limited to the analysis of:
 - Whether the use of an alternative operation location would diminish the need to use an armored vehicle.
 - Whether the targeted person(s) have a history (within a time period relevant to the suspected crime) involving the criminal use of firearms or other weapons.
 - The potential presence of minors, elderly, medically compromised, people with physical, mental or intellectual disabilities, people with limited English proficiency, or other vulnerable people. (This variable is to be given special consideration due to the potential for trauma.
 3. The TB requires that officers undergo training on the proper operation of armored vehicles, and that records of trainings be maintained by the Department.
 4. The TB requires that officers operating armored vehicles ensure that video recording devices are deployed with the armored vehicle and activated appropriately, that recordings are uploaded to the appropriate system, and that video recording devices are returned to their charging stations.
 5. The TB requires that officers document all uses of armored vehicles, forward notifications of authorized deployments to specified Department Commanders and oversight authorities by email, and notify the public of deployments by disseminating notifications through the Department Public Information Officer, and through Department social media channels.

ANALYSIS

The Committee convened a Community Comment session on January 11, 2021, during which members of the public were encouraged to comment on proposed authorized and prohibited uses of armored vehicles by the Department. Many members of the public spoke in favor of prohibiting all uses of armored vehicles and expressed concerns about the detrimental effects of armored vehicle deployments.

This TB does not prohibit all uses of armored vehicles by the Department. Instead, it limits future uses of armored vehicles to incidents where the vehicle's specific capabilities allow officers to use non-force options to safely resolve incidents involving actual, threatened, or reasonably suspected violence using firearms or explosives.

The Committee notes that the adopting of the attached TB is a first step, consistent with federal court requirements. However, the Commission must ensure that the Department abides by the policy restrictions on the use of armored vehicles. Regular reporting on future uses, and the continuing analysis of the appropriateness of authorized uses is a critical component of engaged oversight.

If the Oakland City Council enacts the Controlled Equipment Ordinance previously endorsed by the Commission in June 2020, the Department will be required to prepare and present evidence justifying its need for continued use of armored vehicles. Additionally, the proposed ordinance would ensure that future requests for continued use of specialized police equipment are subject to appropriate vetting and accompanied by data demonstrating necessity and effectiveness.

CONCLUSION

As additional information becomes available, the Commission will continue to examine the effect of armored vehicle deployments on members of our community, and continue to consider whether, when, and what kind of armored vehicles are appropriate for civilian law enforcement.

For questions regarding this report, please email the Ad Hoc Committee, at:

Regina Jackson, Commission Chair
rjackson@oaklandcommission.org

Henry Gage III, Commission Vice Chair
hgage@oaklandcommission.org

David Jordan, Alternate Commissioner
djordan@oaklandcommission.org

Oakland Police Commission
11 February 2021
Item: _____

TRAINING



BULLETIN

Effective Date:
XX XX 19

Index Number: III-P.04
Alpha Index: High Risk Incidents
Barricaded Subject Incidents
Critical Incidents

Evaluation Coordinator: Training Division
Automatic Revision Cycle: 3 Years

“Department Training Bulletins shall be used to advise members of current police techniques and procedures and shall constitute official policy.”

ARMORED VEHICLES

Overview

The purpose of this Training Bulletin is to serve as a guideline for the safe use and deployment of any armored vehicle allowed to operate in the Department's jurisdiction. This Training Bulletin applies to all armored vehicle deployments by the Department through mutual aid to other jurisdictions, and to armored vehicle deployments by other agencies operating in Oakland under the Department's control. The Department's armored vehicles include a Lenco BearCat and an armored Chevrolet Suburban (Armored Suburban).

An armored vehicle is a piece of law enforcement equipment that may allow officers to use non-force options to safely resolve incidents involving actual, threatened, or reasonably suspected violence using firearms or explosives. The protective capabilities of an armored vehicle greatly exceed those of a patrol vehicle and proper deployment of armored vehicles may increase the safety of the public, law enforcement officers, and other first responders. Armored vehicles provide improved cover for officers, are stocked with tools that might be needed during a critical incident, and increase the options for a safe resolution.

Deployment of an armored vehicle might result in the safe apprehension of an engaged person in a timely manner. The Department recognizes that the deployment or appearance of certain armored vehicles may escalate tension, provoke fear, prevent clear communication, or increase distrust. The Department therefore restricts deployment of armored vehicles to those situations where the benefits of deployment outweigh the potential detrimental effects.

Authorized Uses of Armored Vehicles

Command officers (at the rank of Lieutenant of above) may authorize the deployment of an armored vehicle for:

- Use as mobile physical cover in incidents involving actual or threatened violence, or when reasonable suspicion, based on articulable facts, exists that violence will occur using firearms or explosives.
- Vehicle blocking for incidents involving armed and unresponsive persons in vehicles (Reference Training Bulletin III-P.01).

-
- Medical emergencies and disaster responses, when the armored vehicle's capabilities are necessary to prevent loss of life.
 - Oversight and informational purposes, as authorized by the Police Commission

Commanders shall only authorize the deployment of armored vehicles when the specific capabilities of the BearCat or Armored Suburban are necessary to bring an incident to a safe conclusion. Any authorized departure from an armored vehicle's place of storage shall be considered a deployment.

Safe use of armored vehicles during authorized deployments:

Vehicle deployments will necessarily vary depending on the circumstances at hand. All uses of armored vehicles should be consistent with Department training and procedures and include:

- Maintaining adequate cover. The armored vehicle's capabilities greatly exceed those of any patrol vehicles and should be maximized.
- Restricting persons' movement. The armored vehicle may give an advantage over conventional patrol vehicles for such maneuvers as blocking in another vehicle.
- Allowing for peaceful negotiations. Armored vehicles may allow officers to get into position to safely negotiate while still maintaining cover.
- The armored vehicle should be placed in such a way as to maximize the position of protection for officers or others at risk of harm, to allow all reasonable means for resolving the incident peacefully.
- Protecting Life. Armored vehicles may be able to operate in situations (e.g. active shooter) where personnel driving conventional vehicles would be at risk.
- Assessing the threat posed by the armed person, and proportional force options to respond to immediate contingencies if necessary. Depending on the ability of officers to mitigate the immediate threat posed by an armed person to officers and the public, officers may not need to necessarily use force pre-emptively even if the person moves or awakens and does not immediately disarm themselves.

Pre-planned Operation of Armored Vehicles

All pre-planned deployments of armored vehicles must be authorized by a command officer at the rank of Captain or above. Commanders shall ensure that an operations plan (Reference Training Bulletin III-Q and TF -3116 Operations Plan and Risk Assessment Overview) is completed for all pre-planned deployments.

Commanders shall make every effort to avoid the deployment of armored vehicles in the presence of minors, the elderly, medically compromised people, people with physical, mental or intellectual disabilities, people with limited English proficiency, or other vulnerable people. (Reference DGO K-3 Use of Force for definition of "vulnerable people".)

Commanders shall determine whether to deploy an armored vehicle based on credible intelligence, and consider the following variables when determining whether to deploy an armored vehicle, and the type of armored vehicle to deploy:

-
- Whether the use of an alternative operation location would diminish the need to use an armored vehicle.
 - Potential presence of minors, elderly, medically compromised, people with physical, mental or intellectual disabilities, people with limited English proficiency, or other vulnerable people. (Note: This variable should be given special consideration due to the potential for trauma.)
 - Potential presence of uninvolved persons. (Note: This variable should be given special consideration due to the potential for trauma.)
 - Potential traumatic effect of an armored vehicle's presence on neighbors and other bystanders.
 - Lack of knowledge on relevant characteristics of the operation location and persons present.
 - Reliability of intelligence source for information on the operation location and persons present.
 - For night-time operations, potential effects on sleeping or just-awakened persons.
 - Potential presence of firearms (including caliber and type), explosives, chemical agents, edged weapons.
 - Potential skills of persons present to use firearms or other weapons, including experience in law enforcement, military, or other armed groups.
 - Whether the targeted person(s) have a history (within a time period relevant to the suspected crime) involving the criminal use of firearms or other weapons.
 - Geographic factors, such as barriers, locked gates, water, thick brush, and narrow roads, and other factors that limit the maneuverability of the armored vehicle.
 - Presence and type of animals present.

Prohibited Uses of Armored Vehicles

All uses that are not authorized by this policy are prohibited. For purposes of clarity, the following are specifically noted as prohibited uses:

- Recruitment, public relations, or promotional activities
- Crowd control
- Routine patrol operations
- Attachment of a weapon
- Attachment of a ram (outside of use during natural disasters or medical emergencies)

Operation of Armored Vehicles

Armored vehicles shall only be operated by officers¹ certified by the Tactical Operations Team commander. This includes, but is not limited to, all members of the Entry Team and Sniper Team elements. It also includes all Patrol Rifle Officers (PRO's).

¹ "Officers" includes all sworn members of all ranks and is used for brevity.

Vehicle and Operations Training

All officers authorized to operate armored vehicles shall participate in training sessions for their proper operation, which shall be conducted by a member of the Department's Training Staff. Periodic training shall include a review of the essential features of the vehicle, and a driving, operational and tactical maneuvering assessment, to ensure all operators are proficient in its use, and aware of emergency procedures. The records of such training shall be maintained by the Department's Training Staff.

Armored vehicles shall also be included in scenario-based training, to provide officers who respond to critical incidents with continued familiarization to ensure the safe operation and effectiveness of these vehicles. Scenario and classroom-based training also offer the opportunity to screen for, monitor, and assess an officer's mental and physical readiness to conduct critical incident operations prior to deployment in such operations.

Use of an armored vehicle for training purposes shall be considered a "use" for purposes of reporting.

Use of Video Recording Devices with Armored Vehicles

Officers operating an armored vehicle shall utilize any video recording devices assigned to that vehicle² in accordance with Departmental policy for the use of portable digital recording devices (e.g. Departmental General Order I-15.1). This means that absent exigent circumstance (e.g. active shooter) the recording devices shall be attached to the armored vehicle and activated prior to initiating the circumstances enumerated in policy (e.g. detentions and arrests, serving a search or arrest warrant). Additionally, recording devices shall not be deactivated until allowed per policy.

Once an armored vehicle is deployed to the scene, the on-scene supervisor of the officers utilizing the armored vehicle (e.g. Team Leader of the Designated Arrest Team) shall ensure the cameras are positioned towards the person or the location of interest when it is feasible to do so safely.

The officer operating the armored vehicle is responsible for ensuring video recording devices are deployed with the armored vehicle and activated appropriately, recordings are uploaded to the appropriate system, and video recording devices are returned to their charging stations. These duties may be assigned to other personnel by the incident commander as necessary.

After Action and Documentation of Deployments

Commanders authorizing deployment of an armored vehicle shall notify their chain of command of the deployment as soon as is practical after the incident has been resolved. A

² This includes the portable video recording devices assigned each of the Department's armored vehicles, but might include additional devices purchased for armored vehicles in the future.

commander who authorizes the deployment of an armored vehicle for purposes other than training or maintenance shall email notification to all OPD commanders (e.g. DL – OPD Command). The email shall include a brief synopsis of the incident along with at least the following details:

- Date, time, and location
- Report and incident numbers
- Incident commander and tactical commander (if applicable)
- Scene supervisor(s)
- Which armored vehicle(s) were used
- Justification for deployment of the armored vehicle(s)
- Other specialized resources used (e.g. helicopter, canine)
- Demographic information about persons engaged at the target location (e.g., gender, race, age, membership in a vulnerable population)

- Presence or absence of media
- Description of arrests, injuries, uses of force, complaints, and/or property damage

Notifications of deployment shall include dissemination of information to the Department PIO and through Department social media channels. The commander of the Special Operations Section shall maintain a record of all deployments and ensure that information about all deployments (both callout and pre-planned), including for each of the above data points, is included in the division's Annual Management Report. Dispatch shall make a log entry in incident notes when an armored vehicle is deployed in a call-out (i.e. not pre-planned), for tracking and documentation purposes.

OAKLAND POLICE COMMISSION

RESOLUTION NO. 21-03

RESOLUTION FOR PARITY IN THE ADMINISTRATION OF COVID 19 VACCINATIONS FOR FRONT LINE PUBLIC SAFETY WORKERS

WHEREAS, Oakland Police Department (“OPD”) sworn officers play a critical role in public safety for the City of Oakland; and

WHEREAS, to date, our sworn officers have yet to receive the opportunity to take COVID-19 vaccinations, which, if taken would protect our sworn officers’ personal safety, as well as the safety of the residents they contact on a daily basis in carrying out their duties; and

WHEREAS, according to the Alameda County Public Health Department, the State of California prioritized the Oakland Fire Department (“OFD”) employees when it received COVID-19 vaccinations in mid-January of 2021 because OFD can administer vaccinations; and

WHEREAS, the City of Oakland and the State of California should ensure there is capacity to arrange to administer vaccinations for the sworn officers of the City of Oakland; and

WHEREAS, as of February 11, 2021, OPD has not been notified of a date certain when they can receive vaccinations; now, therefore be it

RESOLVED, the Oakland Police Commission calls for an immediate roll out of vaccination opportunities prioritized for all OPD sworn officers, both for their protection and the protection of residents of the City of Oakland; and be it

FURTHER RESOLVED, the Oakland Police Commission calls on the State of California to update its priorities to ensure parity amongst front line public safety workers as a matter of protecting them as well as the public they serve; and be it

FURTHER RESOLVED, the State of California should provide an implementation plan for all front line public safety workers with dates certain; and be it

FURTHER RESOLVED, that facemasks and personal protective equipment will continue to be an essential interim safety measure that our front line sworn officers must use at all times unless and until public health professionals advise otherwise.

IN POLICE COMMISSION MEETING, February 11, 2021, OAKLAND, CALIFORNIA,

PASSED BY THE FOLLOWING VOTE:

AYES –

NOES –

ABSENT –

ABSTENTION –

ATTEST: _____

CHRISSE LOVE
Administrative Analyst, II
Community Police Review Agency
City of Oakland, California

DRAFT



OAKLAND POLICE COMMISSION

MEETING MINUTES - DRAFT

January 28, 2021

6:30 PM

I. **Call to Order**

Chair Regina Jackson

The meeting began at 6:31 pm.

II. **Roll Call and Determination of Quorum**

Chair Regina Jackson

Commissioners Present: José Dorado, Henry Gage, III, Sergio Garcia, Brenda Harbin-Forte, Regina Jackson, and Tyfahra Singleton. Quorum was met.

Alternate Commissioners Present: David Jordan

Counsel for this meeting: Conor Kennedy and Nitasha Sawhney

III. **Welcome, Purpose, and Open Forum**

Comments were provided by the following public speakers:

Michele Lazaneo

Megan Steffen

Assata Olugbala

Saleem Bey

Anne Janks

Kevin Cantu

IV. **Welcome New Commissioner - James Jackson**

Chair Jackson announced that James Jackson was unable to join the Commission.

Comments were provided by the following public speakers:

Assata Olugbala

Saleem Bey

No action was taken on this item.

V. **Update from Interim Police Chief**

OPD Interim Chief Manheimer provided an update on Department activities including crime statistics.

Comments were provided by the following public speakers:

Ginale Harris

Michele Lazaneo

Assata Olugbala

Anne Janks
Saleem Bey

No action was taken on this item.

VI. Selection of a Consultant for the Oakland Black Officers Association (OBOA) Allegations Investigation

The Commission discussed the selection process for a consultant to investigate the OBOA's allegations and voted to select a consultant.

Comments were provided by the following public speakers:

Ginale Harris
Saleem Bey
Assata Olugbala
Anne Janks

A motion was made by Brenda Harbin-Forte, seconded by Sergio Garcia, to select the StoneTurn firm to conduct the investigation of the OBOA allegations. The motion carried by the following vote:

Aye: Gage, Garcia, Harbin-Forte, Jackson, and Singleton
No: Dorado

A second motion was made by Brenda Harbin-Forte, seconded by Sergio Garcia, to approve draft resolution 21-02 with the insertion of the selected consultant. The motion carried by the following vote:

Aye: Gage, Garcia, Harbin-Forte, Jackson, and Singleton
No: Dorado

VII. OPD Budget Submission Review

Chief Manheimer discussed the status of the Department's budget proposal which will be submitted to the City Administrator in February.

Comments were provided by the following public speakers:

Kevin Cantu
Ginale Harris
Assata Olugbala
Speaker did not identify themselves
Michele Lazaneo
Mariano Contreras

No action was taken on this item.

VIII. Effects of Measure S1

The Commission discussed the effects of Measure S1 which was overwhelmingly passed by Oakland voters on November 3, 2020.

Comments were provided by the following public speakers:

Rashidah Grinage

Assata Olugbala

No action was taken on this item.

IX. Report on and Review of CPRA Pending Cases, Completed Investigations, Staffing, and Recent Activities

Executive Director John Alden reported on the Agency's pending cases, completed investigations, staffing, and recent activities.

Comments were provided by the following public speakers:

Assata Olugbala

Ginale Harris

Kevin Cantu

No action was taken on this item.

X. Commission Retreat

The Commission discussed details of the upcoming retreat on January 30, 2021

Comments were provided by the following public speakers:

Assata Olugbala

No action was taken on this item.

XI. Meeting Minutes Approval

The Commission voted to approve minutes from January 7 and 14, 2021.

No public comments were provided on this item.

A motion was made by Sergio Garcia, seconded by Brenda Harbin-Forte, to approve the minutes from January 7, 2021. The motion carried by the following vote:

Aye: Dorado, Garcia, Harbin-Forte, Jackson, and Singleton

No: 0

A second motion was made by José Dorado, seconded by Sergio Garcia, to approve the minutes from January 14, 2021. The motion carried by the following vote:

Aye: Dorado, Garcia, Harbin-Forte, Jackson, and Singleton

No: 0

XII. Committee Reports

Representatives from Standing and Ad Hoc Committees provided updates on their work.

Community Policing OPD 15-01 – edits on the policy have been completed, and community input will be incorporated; **Militarized Police Equipment** – training bulletin is under review and a final draft will be ready for Commission review on February 11th; **Rules of Procedure** – a revised set of rules will be discussed at the Commission’s retreat on January 30th.

Comments were provided by the following public speakers:

Rachel Beck

Assata Olugbala

No action was taken on this item.

XIII. Agenda Setting and Prioritization of Upcoming Agenda Items

The Commission engaged in a working session to discuss and determine agenda items for upcoming Commission meetings: OPD Social Media Policy Ad Hoc; Inspector General Search Ad Hoc; Investigative Process Report; Militarized Equipment training bulletin for consideration; Community Policing OPD 15-01 update.

Comments were provided by the following public speakers:

Assata Olugbala

Anne Janks

No action was taken on this item.

XIV. Adjournment

A motion was made by Sergio Garcia, seconded by Brenda Harbin-Forte, to adjourn the meeting at 10:01 pm. The motion carried by the following vote:

Aye: Dorado, Garcia, Harbin-Forte, Jackson, and Singleton

No: 0



OAKLAND POLICE COMMISSION
SPECIAL MEETING MINUTES - DRAFT
January 30, 2021
10:00 AM

I. Call to Order

Chair Regina Jackson

The meeting began at 10:02 am.

II. Roll Call and Determination of Quorum

Chair Regina Jackson

Commissioners Present: José Dorado, Henry Gage, III, Sergio Garcia, Brenda Harbin-Forte, Regina Jackson, and Tyfahra Singleton. Quorum was met.

Alternate Commissioners Present: David Jordan

Counsel for this meeting: Nitasha Sawhney

III. Welcome, Purpose, and Open Forum

Comments were provided by the following public speakers:

Assata Olugbala

IV. Police Commission Retreat

The Police Commission Retreat was facilitated by Frank J. Omowale Satterwhite, Ph.D., President, Leadership Incorporated.

a. Opening Session

- The Chair stated the purposes of the retreat, previewed the agenda, and reviewed Brown Act and Commission Protocols.
- The facilitator engaged in an icebreaker exercise where Commission members stated, "What I value about the OPC."

b. OPC's Legal Mandate, Charge and Accomplishments

- The Chair reviewed Measure LL, OPC's Purpose and OPC's Accomplishments.

c. Reports from the Consultant

- The facilitator delivered a PowerPoint presentation summarizing the main findings in the "Report on Police Boards/Commissions in Five Metropolitan U.S. Cities."
- The facilitator delivered a PowerPoint presentation summarizing the main findings in the "OPC Pre-Retreat Interview Report."

- d. OPD Policy Review Process
 - Former Commissioner Tara Anderson presented a report on “Recommendations for Policy Development and Implementation” for review by OPC.
- e. Code of Conduct
 - Former Commissioner Edwin Prather presented a report with proposed “Code of Conduct” recommendations for review by OPC.
- f. Chief of Police Evaluation Criteria
 - Chair Regina Jackson presented a report with proposed “Chief of Police Evaluation Criteria” for review by OPC.
- g. OPC Orientation Program
 - Chair Regina Jackson and Alternate Commissioner David Jordan presented a report with proposed recommendations for an “OPC Orientation Program” for review by OPC.
- h. Rules of Order
 - Vice Chair Henry Gage, III and Commissioner Brenda Harbin-Forte presented proposed updates to the Rules of Order for review by OPC.
- i. 2021 Action Plan
 - The facilitator presented a draft 2021 Action Plan for review and action by OPC.
- j. Closing Exercise and Remarks
Commissioners were given the opportunity to reflect on the retreat and what Commissioners have gained and will take with them as they move toward the work ahead.

Comments were provided by the following public speakers:

Assata Olugbala
Reisa Jaffe
Lorelei Bosserman
Anne Janks
John Lindsay-Poland
Rashidah Grinage
Cathy Leonard

V. **Adjournment**

The meeting was adjourned at 4:07 pm.



CITY OF OAKLAND | POLICE COMMISSION
 250 FRANK H. OGAWA PLAZA, SUITE 6302 • OAKLAND, CA 94612

Current Committees

Standing Committee	Commissioners
Outreach	Dorado
Personnel	Jackson

Ad Hoc Committee	Commissioners
Annual Report	Jackson
Budget	Dorado, Jackson
Community Policing OPD 15-01	Dorado, Harbin-Forte, Jackson
Mental Health Model	Dorado
Militarized Police Equipment	Gage, Jackson, Jordan
Missing Persons Policy	Jackson, Jordan
OBOA Allegations Investigation	Harbin-Forte, Jackson
Rules of Procedure	Gage, Garcia, Harbin-Forte

Police Commission Pending Agenda Matters List

	A	B	C	D	E	F	G	H
1	Pending Agenda Matter	Date Placed on List	Duties/Deliverables	Additional Information/Details	Priority Level	Timeline/D deadline	Scheduled	Lead Commissioner(s), if any
2	Commissioner Trainings	1/1/2018	<p>Complete trainings mandated by City Charter section 604 (c)(9) and Enabling Ordinance section 2.45.190</p> <p>Some trainings have deadlines for when they should be completed (within 3 months, 6 months, etc.)</p> <p>Several trainings were delivered in open session and have been recorded for future use</p>	<p>The following trainings must be done in Open Session:</p> <ol style="list-style-type: none"> 1. California's Meyers Miliias Brown Act (MMBA) and Public Employment Relations Board's Administration of MMBA (done 3.12.20) 2. Civil Service Board and Other Relevant City Personnel Policies and Procedures (done 2.27.20) 3. Memoranda of Understanding with Oakland Police Officers Association and Other Represented Employees (rescheduled due to COVID-19 health emergency - maybe reschedule for March 2021) 4. Police Officers Bill of Rights (done 12.12.19) 	High	Ongoing		

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1	Pending Agenda Matter	Date Placed on List	Duties/Deliverables	Additional Information/Details	Priority Level	Timeline/D deadline	Scheduled	Lead Commissioner(s), if any
3	Confirming the Process to Hire Staff for the Office of Inspector General	5/17/2019	Per the Enabling Ordinance: The City shall allocate a sufficient budget for the OIG to perform its functions and duties as set forth in section 2.45.120, including budgeting one (1) full-time staff position comparable to the position of Police Program and Audit Supervisor. Within thirty (30) days after the first Inspector General is hired, the Policy Analyst position and funding then budgeted to the Agency shall be reallocated to the OIG. All OIG staff, including the Inspector General, shall be civil service employees in accordance with Article IX of the City Charter.	This will require information presented from the City Administrator's Office.	High			
4	Finalize Bylaws and Rules	1/24/2019			High			Gage
5	Hire Inspector General (IG)	1/14/2019	Hire IG once the job is officially posted	Pending Measure LL revisions to be included in the November 2020 ballot. Recruitment and job posting in process.	High			Personnel Committee

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1	Pending Agenda Matter	Date Placed on List	Duties/Deliverables	Additional Information/Details	Priority Level	Timeline/D deadline	Scheduled	Lead Commissioner(s), if any
6	Notification of OPD Chief Regarding Requirements of Annual Report	1/1/2018	Commission must notify the Chief regarding what information will be required in the Chief's annual report	<p>The Chief's report shall include, at a minimum, the following:</p> <ol style="list-style-type: none"> 1. The number of complaints submitted to the Department's Internal Affairs Division (IAD) together with a brief description of the nature of the complaints; 2. The number of pending investigations in IAD, and the types of Misconduct that are being investigated; 3. The number of investigations completed by IAD, and the results of the investigations; 4. The number of training sessions provided to Department sworn employees, and the subject matter of the training sessions; 5. Revisions made to Department policies; 6. The number and location of Department sworn employee-involved shootings; 7. The number of Executive Force Review Board or Force Review Board hearings and the results; 8. A summary of the Department's monthly Use of Force Reports; 9. The number of Department sworn employees disciplined and the level of discipline imposed; and 10. The number of closed investigations which did not result in discipline of the Subject Officer. <p>The Chief's annual report shall not disclose any information in violation of State and local law regarding the confidentiality of personnel records, including but not limited to California Penal Code section 832.7</p>	High	June 14, 2018 and June 14 of each subsequent year		Dorado
7	OPD to Provide a 30 Day Snapshot on the Effectiveness of SO 9202	2/27/2020		On 2.27.20, at the request of OPD the Commission considered and approved SO 9202 which amends the section in SO 9196 regarding Type 32 reportable force	High			

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8	Performance Reviews of CPRA Director and OPD Chief	1/1/2018	Conduct performance reviews of the Agency Director and the Chief	The Commission must determine the performance criteria for evaluating the Chief and the Agency Director, and communicate those criteria to the Chief and the Agency Director one full year before conducting the evaluation. The Commission may, in its discretion decide to solicit and consider, as part of its evaluation, comments and observations from the City Administrator and other City staff who are familiar with the Agency Director's or the Chiefs job performance. Responses to the Commission's requests for comments and observations shall be strictly voluntary.	High	Annually; Criteria for evaluation due 1 year prior to review		
9	Recommendations for Increasing Communication Between CPRA and IAD	10/6/2018		Review of existing communication practices and information sharing protocols between departments, need recommendations from stakeholders about whether a policy is needed. Ensure prompt forwarding of complaints from IAD to CPRA and prompt data sharing.	High			
10	Reports from OPD	10/6/2018	Commission to decide on what reports are needed prior to receiving them.	Receive reports from OPD on issues such as: response times; murder case closure rates; hiring and discipline status report (general number for public hearing); any comp stat data they are using; privacy issues; human trafficking work; use of force stats; homelessness issues; towing cars of people who sleep in their vehicles	High	Ongoing as appropriate		

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11	Request City Attorney Reports	1/1/2018	Request the City Attorney submit semi-annual reports to the Commission and the City Council	<p>Request the City Attorney submit semi-annual reports to the Commission and City Council which shall include a listing and summary of:</p> <ol style="list-style-type: none"> 1. To the extent permitted by applicable law, the discipline decisions that were appealed to arbitration; 2. Arbitration decisions or other related results; 3. The ways in which it has supported the police discipline process; and 4. Significant recent developments in police discipline. <p>The City Attorney's semi-annual reports shall not disclose any information in violation of State and local law regarding the confidentiality of personnel records, including but not limited to California Penal Code 832.7</p>	High	Semi-annually First one done 10.22.20 Next one should be April, 2021		Smith
12	Community Policing Task Force/Summit	1/24/2019			Medium			Dorado
13	CPAB Report			Receive any and all reports prepared by the Community Policing Advisory Board (hereinafter referred to as "CPAB") and consider acting upon any of the CPAB's recommendations for promoting community policing efforts and developing solutions for promoting and sustaining a relationship of trust and cooperation between the Department and the community.	Medium			
14	Determine Outstanding Issues in Meet and Confer and the Status of M&C on Disciplinary Reports	10/6/2018		Need report from police chief and city attorney. Also need status report about collective bargaining process that is expected to begin soon.	Medium			

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1	Pending Agenda Matter	Date Placed on List	Duties/Deliverables	Additional Information/Details	Priority Level	Timeline/D deadline	Scheduled	Lead Commissioner(s), if any
15	Develop Plan for Quarterly Reports in Relation to Annual Report that is Due April 17th of Each Year	12/6/2019		The Commission is required to submit an annual report each year to the Mayor, City Council and the public. Preparing quarterly reports will help with the coordination and preparation of an annual report.	Medium			
16	Free Gun Trace Service	1/27/2020		This service was mentioned at a meeting in 2019.	Medium			Dorado
17	Modify Code of Conduct from Public Ethics Commission for Police Commission	10/2/2018		On code of conduct for Commissioners there is currently a code that was developed by the Public Ethics Commission.	Medium			
18	Offsite Meetings	1/1/2018	Meet in locations other than City Hall	The offsite meetings must include an agenda item titled "Community Roundtable" or something similar, and the Commission must consider inviting individuals and groups familiar with the issues involved in building and maintaining trust between the community and the Department.	Medium	Annually; at least twice each year		Dorado, Harris, Jackson
19	OPD Supervision Policies	10/2/2018		Review existing policy (if any) and take testimony/evidence from experts and community about best practices for supervisory accountability. Draft policy changes as needed. In addition, IG should conduct study of supervisor discipline practices. In other words, how often are supervisors held accountable for the misconduct of their subordinates.	Medium			
20	Public Hearing on OPD Budget	1/1/2018	Conduct at least one public hearing on the Police Department's budget	Tentative release date of Mayor's proposed budget is May 1st of each year.	Medium	Spring, 2021		
21	Receive a Report from the Ad Hoc Committee on CPRA Appellate Process	6/13/2019	Once the Commission has an outside counsel, work with them on determining an appellate process	When a draft process is determined, bring to the Commission for a vote.	Medium			Brown, Gage, Prather

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1	Pending Agenda Matter	Date Placed on List	Duties/Deliverables	Additional Information/Details	Priority Level	Timeline/D deadline	Scheduled	Lead Commissioner(s), if any
22	Report from OPD Regarding Found/Confiscated Items	7/12/2019	OPD will report on the Department's policy for disposition of found/confiscated items.	This came about through a question from Nino Parker. The Chief offered to present a report at a future meeting.	Medium			
23	Report Regarding OPD Chief's Report	1/1/2018	Submit a report to the Mayor, City Council and the public regarding the Chief's report in addition to other matters relevant to the functions and duties of the Commission	The Chief's report needs to be completed first.	Medium	Annually; once per year		
24	Review Budget and Resources of IAD	10/10/2018		In Discipline Training it was noted that many "lower level" investigations are outsourced to direct supervisors and sergeants. Leaders in IAD have agreed that it would be helpful to double investigators and stop outsourcing to Supervisors/Sgts. Commissioners have also wondered about an increase civilian investigators. Does the Commission have jurisdiction over this?	Medium			
25	Review Commission's Agenda Setting Policy	4/25/2019			Medium			
26	Review Commission's Code of Conduct Policy	4/25/2019			Medium			Prather
27	Review Commission's Outreach Policy	4/25/2019			Medium			Dorado
28	Revise Contracts with CPRA and Commission Legal Counsels	10/10/2018		The contract posted on the Commission's website does not comport with the specifications of the Ordinance. As it stands, the Commission counsel reports directly to the City Attorney's Office, not the Commission. The Commission has yet to see the CPRA attorney's contract, but it, too, may be problematic.	Medium			

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1	Pending Agenda Matter	Date Placed on List	Duties/Deliverables	Additional Information/Details	Priority Level	Timeline/D deadline	Scheduled	Lead Commissioner(s), if any
29	Amendment of DGO C-1 (Grooming & Appearance Policy)	10/10/2018		DGO C-1 is an OPD policy that outlines standards for personal appearance. This policy should be amended to use more inclusive language, and to avoid promoting appearance requirements that are merely aesthetic concerns, rather than defensible business needs of the police department.	Low			
30	Annual Report	1/1/2018	Submit an annual report each year to the Mayor, City Council and the public		Low	Spring, 2021		Prather, Smith
31	Assessing Responsiveness Capabilities	10/6/2018		Review OPD policies or training regarding how to assess if an individual whom police encounter may have a disability that impairs the ability to respond to their commands.	Low			
32	CPRA Report on App Usage	10/10/2018		Report from staff on usage of app.	Low			
33	Creation of Form Regarding Inspector General's Job Performance	1/1/2018	Create a form for Commissioners to use in providing annual comments, observations and assessments to the City Administrator regarding the Inspector General's job performance. Each Commissioner shall complete the form individually and submit his or her completed form to the City Administrator confidentially.	To be done once Inspector General position is filled.	Low			

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1	Pending Agenda Matter	Date Placed on List	Duties/Deliverables	Additional Information/Details	Priority Level	Timeline/D deadline	Scheduled	Lead Commissioner(s), if any
34	Discipline: Based on Review of MOU	10/6/2018		<p>How often is Civil Service used v. arbitration? How long does each process take? What are the contributing factors for the length of the process? How often are timelines not met at every level? How often is conflict resolution process used? How long is it taking to get through it? Is there a permanent arbitration list? What is contemplated if there's no permanent list? How often are settlement discussions held at step 5? How many cases settle? Is there a panel for Immediate dispute resolution? How many Caloca appeals? How many are granted? What happened to the recommendations in the Second Swanson report?</p>	Low			
35	Discipline: Second Swanson Report Recommendations – Have These Been Implemented?	10/6/2018		<p>Supervisor discipline Process for recommending improvements to policies, procedures and training, and to track and implement recommendations Tracking officer training and the content of training Comparable discipline imposed – database of discipline imposed, demonstrate following guidelines IAD civilian oversight for continuity in IAD Improved discovery processes Permanent arbitration panel implemented from MOU OPD internal counsel Two attorneys in OCA that support OPD disciplines and arbitration Reports on how OCA is supporting OPD in discipline matters and reports on arbitration Public report on police discipline from Mayor's office OIG audit includes key metrics on standards of discipline</p>	Low			

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1	Pending Agenda Matter	Date Placed on List	Duties/Deliverables	Additional Information/Details	Priority Level	Timeline/D deadline	Scheduled	Lead Commissioner(s), if any
36	Feedback from Youth on CPRA App	10/10/2018		Get some feedback from youth as to what ideas, concerns, questions they have about its usability.	Low			
37	OPD Data and Reporting			Review and comment on the Department's police and/or practice of publishing Department data sets and reports regarding various Department activities, submit its comments to the Chief, and request the Chief to consider its recommendations and respond to the comments in writing.	Low			
38	Outreach Committee: Work with Mayor's Office and City Admin to Publicize CPRA App	10/10/2018			Low			
39	Overtime Usage by OPD - Cost and Impact on Personal Health; Moonlighting for AC Transit	1/1/2018		Request Office of Inspector General conduct study of overtime usage and "moonlighting" practices.	Low			
40	Process to Review Allegations of Misconduct by a Commissioner	10/2/2018		Maureen Benson named concerns/allegations about a sitting Commissioner early in 2018, but no process exists which allows for transparency or a way to have those concerns reviewed. It was suggested to hold a hearing where anyone making allegations presents evidence, the person named has an opportunity to respond and then the Commission decides if there's sanctions or not. *Suggestion from Regina Jackson: we should design a form...check box for the allegation...provide narrative to explain..hearing within 4 weeks?	Low			Jackson

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1	Pending Agenda Matter	Date Placed on List	Duties/Deliverables	Additional Information/Details	Priority Level	Timeline/D deadline	Scheduled	Lead Commissioner(s), if any
41	Proposed Budget re: OPD Training and Education for Sworn Employees on Management of Job-Related Stress	1/1/2018	Prepare for submission to the Mayor a proposed budget regarding training and education for Department sworn employees regarding management of job-related stress. (See Trauma Informed Policing Plan)	Review and comment on the education and training the Department provides its sworn employees regarding the management of job-related stress, and regarding the signs and symptoms of posttraumatic stress disorder, drug and alcohol abuse, and other job-related mental and emotional health issues. The Commission shall provide any recommendations for more or different education and training to the Chief who shall respond in writing consistent with section 604(b)(6) of the Oakland City Charter. Prepare and deliver to the Mayor, the City Administrator and the Chief by April 15 of each year, or such other date as set by the Mayor, a proposed budget for providing the education and training identified in subsection (C) above.	Low	4/15/2021		
42	Public Hearings on OPD Policies, Rules, Practices, Customs, General Orders	1/1/2018	Conduct public hearings on Department policies, rules, practices, customs, and General Orders; CPRA suggests reviewing Body Camera Policy		Low	Annually; at least once per year		Dorado
43	Revisit Standing and Ad Hoc Committee Assignments	10/29/2019			Low			
44	Social Media Communication Responsibilities, Coordination, and Policy	7/30/2019		Decide on social media guidelines regarding responsibilities and coordination.	Low			