



OAKLAND POLICE COMMISSION

AGENDA

February 28, 2019

6:30 PM

City Council Chamber, 3rd Floor

1 Frank H. Ogawa Plaza, Oakland, CA 94612

I. Call to Order

Regina Jackson

II. Roll Call and Determination of Quorum

Regina Jackson

III. Welcome, Purpose and Open Forum (2 minutes per speaker)

Regina Jackson will welcome Alternate Commissioner Tara Anderson (subject to the approval of the City Council at their February 26th meeting) and call public speakers. The purpose of the Oakland Police Commission is to oversee the Oakland Police Department's policies, practices, and customs to meet or exceed national standards of constitutional policing and to oversee the Community Police Review Agency that investigates police misconduct and recommends discipline.

IV. Election of Alternate Commissioner to Fill Commission Vacancy

The Commission will elect Alternate Police Commissioner Tara Anderson to fill the vacancy created by Commissioner Benson's resignation. This action is pending the City Council's confirmation of Tara Anderson's appointment to the position of Alternate Commissioner at the Council's February 26th meeting.

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

V. Meeting Minutes Approval

The Commission will vote to approve meeting minutes from February 14, 2019. (Attachment 5)

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

VI. Oakland Police Department Report on Pawlik Investigation

Chief Anne Kirkpatrick will provide all publicly reportable information on the investigation and findings in the police involved shooting of Joshua Pawlik on March 11, 2018.

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

VII. Oakland Police Department Report on Managing Job-Related Stress

Chief Anne Kirkpatrick will provide her proposed budget and timeline recommendations to the Commission for providing education and training to OPD sworn employees regarding the management of job-related stress, and regarding the signs and symptoms of post-traumatic stress disorder, drug and alcohol abuse, and other job-related mental and emotional health issues. She will also identify what services OPD currently provides. (Attachment 7)

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

VIII. Notice to the Commission of Community Police Review Agency Cases Proposed for Discipline Committee Review or Case Closure

Interim Executive Director Karen Tom will provide notice to the Commission of cases she plans to refer to the discipline committee and/or propose for case closure as well as other issues relevant to case closure. (Attachment 8)

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

IX. Recess (8 minutes)

X. Removal of Hiring Freeze on Community Police Review Agency

The Commission will vote to remove the hiring freeze on vacant positions in the agency.

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

XI. Vote to Approve and Submit Quarterly Informational Progress Report

The Commission will review the Quarterly Informational Progress Report and vote to approve and submit to the Public Safety Committee. (Attachment 11)

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

XII. Standing and Ad Hoc Committee Assignments and Updates

The Commission will discuss and vote on a requirement for each commissioner to serve on at least one standing committee or ad hoc committee. (Attachment 12)

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

XIII. Task Force/Summit on Community Policing Update

José Dorado will provide a verbal update on the progress he has made with this ad hoc committee.

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

XIV. Reimbursement of Expenses for Public Hearing on Policing in the Homeless Community

The Commission will vote on the reimbursement of certain funds expended for the Public Hearing on Policing in the Homeless Community. (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. (Attachment 15)

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

XVI. Adjournment



This meeting location is wheelchair accessible. To request disability-related accommodations or to request an ASL, Cantonese, Mandarin or Spanish interpreter, please e-mail ktom@oaklandca.gov or call 510-238-7342 or TDD/TTY 510-238-2007 at least five working days before the meeting. Please refrain from wearing scented products to this meeting as a courtesy to attendees with chemical sensitivities.

Esta reunión es accesible para sillas de ruedas. Si desea solicitar adaptaciones relacionadas con discapacidades, o para pedir un intérprete de en español, Cantones, Mandarín o de lenguaje de señas (ASL) por favor envíe un correo electrónico a ktom@oaklandca.gov o llame al 510-238-7342 o 510-238-2007 por lo menos cinco días hábiles antes de la reunión. Se le pide de favor que no use perfumes a esta reunión como cortesía para los que tienen sensibilidad a los productos químicos. Gracias.

會場有適合輪椅出入設施。需要殘障輔助設施, 手語, 西班牙語, 粵語或國語翻譯服務, 請在會議前五個工作天電郵 ktom@oaklandca.gov 或致電 (510) 238-7401 或 510-238-2007 TDD/TTY。請避免塗搽香氛產品, 參加者可能對化學成分敏感。

Because some persons are sensitive to certain chemicals, persons attending this meeting are requested to refrain from wearing scented products.



**CITY OF OAKLAND
OAKLAND POLICE COMMISSION**

Meeting Minutes

Thursday, February 14, 2019

6:30 PM

City Hall, 1 Frank H. Ogawa Plaza, Council Chamber
Oakland, CA 94612

I. Call to Order
Thomas Lloyd Smith

The meeting started at 6:31 p.m.

II. Roll Call and Determination of Quorum
Thomas Lloyd Smith

Commissioners Present: Mubarak Ahmad, Maureen Benson, José Dorado, Ginale Harris, Regina Jackson, Edwin Prather, and Thomas Smith. Quorum was met.

Counsel for this meeting: Sergio Rudin

III. Welcome, Purpose and Open Forum (2 minutes per speaker)

Comments were provided by the following public speakers:
Rashidah Grinage
Oscar Fuentes
Lorelei Bosserman
Cathy Leonard
Bruce Schmiechen
Pamela Drake
John Bey
Saleem Bey

IV. Meeting Minutes Approval

The Commission will vote to approve meeting minutes from January 10 and 24, 2019.

Comments were provided by the following public speakers:
No public comment.

A motion was made by Edwin Prather, seconded by Jose Dorado, to approve the January 10, 2019 minutes. The motion carried by the following vote:

Aye: Ahmad, Dorado, Harris, Jackson, Prather, and Smith
Abstain: Benson

A motion was made by Edwin Prather, seconded by Jose Dorado, to approve the January 24, 2019 minutes. The motion carried by the following vote:

Aye: Dorado, Harris, Jackson, Prather, and Smith
Abstain: Ahmad and Benson

V. Election of Oakland Police Commission Chairperson

The Commission will nominate and vote on the appointment of a Chairperson to serve from February 2019 until the first regular meeting of January 2020. The Commission will also discuss and vote on the role and duties of the Chairperson.

Nominations for Chairperson:

Edwin Prather nominated Regina Jackson (Accepted)

Jose Dorado nominated Ginale Harris (Accepted)

Comments were provided by the following public speakers:

Andrea Dooley

Saleem Bey

John Bey

Cathy Leonard

Rashidah Grinage

Oscar Fuentes

The vote for Chairperson was as follows: Jackson – Aye: 4; Harris – Aye: 3. Ahmad (Jackson), Benson (Harris) Dorado (Harris), Harris (Harris), Jackson (Jackson), Prather (Jackson), and Smith (Jackson).

Regina Jackson was elected as the new Chairperson and took command.

VI. Election of Oakland Police Commission Vice Chairperson

The Commission will nominate and vote on the appointment of a Vice Chairperson to serve from February 2019 until the first regular meeting of January 2020.

The Commission will also discuss and vote on the role and duties of the Vice Chairperson.

Nominations for Vice Chairperson:

Edwin Prather nominated Maureen Benson (Declined)

Thomas Smith nominated Jose Dorado (Declined)

Regina Jackson nominated Ginale Harris (Declined)

Ginale Harris nominated Mubarak Ahmad (Declined)

Thomas Smith nominated Edwin Prather (Accepted)

Comments were provided by the following public speakers:

Saleem Bey

Rashidah Grinage

Cathy Leonard

Bruce Schmiechen

Nino Parker

Henry Gage III

Councilmember Noel Gallo

Commissioner Ginale Harris left at 7:53 p.m.

Commissioner Maureen Benson resigned and left at 8:08 p.m.

Edwin Prather withdrew his acceptance for nomination; he doesn't mind doing the work without the title.

A motion was made by Jose Dorado, seconded by Thomas Smith, to table this Item until the next meeting. The motion carried by the following vote:

Aye: Ahmad, Dorado, Jackson, Prather, and Smith

VII. Reimbursement of Expenses for Proclamation for former Alternate Commissioner Andrea Dooley

The Commission will vote on allocating funds to reimburse Commissioner Benson for a proclamation for former Alternate Commissioner Andrea Dooley.

Comments were provided by the following public speaker:
Nino Parker

A motion was made by Edwin Prather, seconded by Jose Dorado, to reimburse whoever paid the amount of \$393.00 for the Proclamation (he believes it is Commissioner Benson). The motion carried by the following vote:

Aye: Ahmad, Dorado, Jackson, Prather, and Smith

VIII. Recess (8 Minutes)

IX. Personnel Standing Committee Update

The Personnel Standing Committee will provide an update of their inaugural meeting on February 4, 2019 which may include action items for the Commission.

Chair Jackson gave an update (since Commissioners Benson and Harris not present). She did not have information on the ED search. Interim Director Tom is out and will be back in advance before the next Committee meeting.

Comments were provided by the following public speakers:
Rashidah Grinage

X. Ad Hoc Committees Update

The following Ad Hoc Committees will provide updates on their work which may include action items for the Commission. Budget; OPD Police Chief's Goals for Annual Performance Evaluation; Probation and Parole Policy DGO R-02; Public Hearing on Policing and the Homeless; Task Force/Summit on Community Policing.

Budget - no report since Commissioners Benson and Harris are not present.
A report will be presented at another time.

Chair Jackson said she worked minimally on the OPD Police Chief's Goals for Annual Performance Evaluation; primarily worked on by Commissioners Benson and Harris and they are not present.

Chair Jackson did work on the Probation and Parole Policy DGO-R-02 but deferred to Edwin Prather and he gave a report (a draft to be received from OPD in approximately a week).

Thomas Smith reported that there will be an upcoming public hearing on policing in the homeless community on February 16th; it is a special meeting for the Commission (he confirmed five Commissioners who will attend to meet quorum).

Jose Dorado gave a report on the Task Force/Summit on Community Policing. He will report back at the next meeting and provide an update.

At the last meeting Chair Jackson requested a Summit on racial profiling (June/July), and commenced working on it with Mubarak Ahmad.

Comments were provided by the following public speakers:

Anne Janks
Rashidah Grinage
Oscar Fuentes

XI. 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.

Joshua Pawlik
Quarterly Report (Draft Update)
Unfreezing the Investigators Role
Update – Committee Staffing
Legal Opinion for two Vice Chairpersons, if available

Comments were provided by the following public speakers:

Henry Gage III
Rashidah Grinage
Lorelei Bosserman

XII. Adjournment

A motion was made by Jose Dorado, seconded by Edwin Prather, to adjourn. The motion carried by the following vote:

Aye: Ahmad, Dorado, Jackson, Prather, and Smith

The Commission adjourned the meeting at 9:14 p.m.

Collective Healing Initiative

Oakland has developed a **Trauma-Informed Policing Plan (TIPP)** that will integrate the understanding of Trauma-Informed Policing into all aspects of OPD's service delivery. Trauma-Informed Policing is an approach that explicitly acknowledges the impact of trauma on those served as well as on the workforce providing services. This approach promotes recovery, healing, and resilience and actively avoids re-traumatization. This document was prepared in response to a request for additional information regarding officer (trauma/stress) training and wellness. The *Overview of the Collective Healing Initiative* identifies related goals; 1) provide vicarious trauma training and 2) develop the Wellness Unit.

Vicarious Trauma training focuses on the signs and symptoms of trauma, how it affects families, staff, and others we encounter, both personally and professionally. With the support of the U.S. DOJ/OVC and with the assistance of the International Association of Chiefs of Police (IACP), Oakland developed the *Introduction to Vicarious Trauma* training. The material for this class was developed (primarily) from the DOJ/OVC Vicarious Trauma Toolkit (VTT). In December 2018, the training was presented to OPD administrators by OPD Training and Collective Healing staff, BAWAR Director Dr. Sarai Crain, and Katherine Manners, technical advisor to the IACP on stress and trauma and a designer of the VTT. It has been presented to OPD Sergeant's as part of their Continuing Professional Training (CPT). We will present this training to Communication Dispatchers and Specialized Units in 2019. This training is required for all staff.

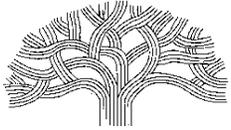
This class is intended to introduce the concept of vicarious trauma and the process of psychological, physical and spiritual change that can occur as a result. Content, exercises and discussion encourage the student to become aware of stressors, triggers, symptoms and signs of stress and trauma. Participants are encouraged to learn coping strategies and practice techniques to promote self-care and resilience.

Develop Wellness Unit The goals of the Collective Healing Initiative include the development of a robust Health and Wellness Program that will provide increased access and promote overall participation by OPD employees. Further development of the existing Health and Wellness Unit will include additional support, assistance, training, resources, increased wellness activities and agency-wide communication regarding health and wellness issues. The Wellness Unit programs and activities will be designed to assist employees in managing personal and professional crisis, as well as the everyday stress experienced in the law enforcement profession. More than a reaction to an immediate need, the Unit will take a proactive and holistic approach to wellness by providing tools to prepare employees to effectively recognize and process emotional trauma and stress.

Our goal in 2019 is to build on OPD's existing Wellness framework and construct a program that will provide employees with practical tools and resources to assist them in managing their overall well-being.

Goals of the Wellness Unit include:

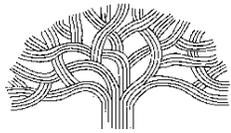
1. Raise Department awareness around the concept of wellness and trauma-informed care;
2. Raise administration and community support for Trauma-Informed Policing;
3. Provide ongoing wellness training, activities, educational opportunities, support and resources for all employees;
4. Incorporate wellness and trauma-informed practices into policies, reviews and evaluations; and
5. Collaborate with academic institutions, health and wellness providers.



CITY OF OAKLAND
COMMUNITY POLICE REVIEW AGENCY
Pending Cases

2/20/2019
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 (Total Pending = 40)

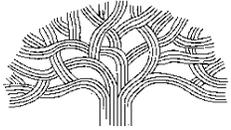
Case #	Incident Date	Rcv'd CPRA	Rcv'd IAD	Assigned Inv.	180-day Goal	3304 Deadline	Type (604(f)(1) or Other)	Description
17-0283	03/30/17	04/04/17	03/30/17	NG	10/02/17	03/14/19	Other	Coercion via duress/fear to engage in sexual intercourse.
18-0249	03/11/18	03/13/18	03/12/18	JS	09/10/18	03/11/19	Use of Force	Officer-involved shooting.
18-0302	02/27/18	04/11/18	03/26/18	ED	10/09/18	11/20/19	Other	Inappropriate sexual contact.
18-0303	09/06/17	04/11/18	03/27/18	NG	10/09/18	03/26/19	Use of Force	Excessive force.
18-0335	04/04/18	04/12/18	04/04/18	JS	10/09/18	04/03/19	Use of Force	Use of Taser; PDRD violation.
18-0345	04/09/18	04/12/18	04/09/18	NG	10/09/18	04/08/19	Use of Force	Excessive force.
18-0346	04/08/18	04/10/18	04/08/18	NG	10/09/18	04/07/19	DUI	Officer arrested for DUI.
18-0354	04/09/18	04/11/18	04/09/18	AL	10/09/18	04/18/19	Use of Force	Excessive force.
18-0509	05/14/18	05/29/18	05/15/18	AL	11/26/18	05/14/19	Use of Force	Excessive force.
18-0516	05/17/18	05/29/18	5/17/2018	ED	11/26/18	05/16/19	Use of Force	Excessive force.
18-0524	05/21/18	05/29/18	05/19/18	ED	07/07/19	01/07/20	Other	Unlawful activity.
18-0538	05/06/18	05/29/18	5/23/2018	NG	11/26/18	05/22/19	Use of Force	Handcuffs too tight; false arrest; delay in Miranda Rights admonition; inaccurate police report.
18-0583	06/05/18	06/08/18	6/4/2018	ED	12/05/18	06/04/19	Use of Force	Excessive force during false placement on psychiatric hold; damage to property; sexual assault during pat search.
18-0612	06/06/18	06/14/18	6/8/2018	AL	12/11/18	06/07/19	Other	Illegal detention; PDRD violation.
18-0678	06/21/18	07/03/18	6/27/2018	JS	12/31/18	06/26/19	Use of Force	Excessive force; false arrest; performance of duty.



CITY OF OAKLAND
COMMUNITY POLICE REVIEW AGENCY
Pending Cases

2/20/2019
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 (Total Pending = 40)

Case #	Incident Date	Rcv'd CPRA	Rcv'd IAD	Assigned Inv.	180-day Goal	3304 Deadline	Type (604(f)(1) or Other)	Description
18-0695	06/29/18	07/02/18	6/29/2018	JS	12/31/18	06/28/19	Other	Sleeping in vehicle while on duty.
18-0942	08/27/18	08/27/18	08/27/18	NG	02/23/19	08/26/19	Use of Force	Excessive force; improper search.
18-0949	08/06/18	09/07/18	8/30/2018	AL	03/06/19	08/29/19	Other	False arrest; improper search; illegal tow of vehicle.
18-0954	08/30/18	09/17/18	8/30/2018	NG	03/18/19	08/29/19	Use of Force	Pointing of firearm during arrest.
18-0964	09/03/18	09/03/18	9/3/2018	AL	03/04/19	09/02/19	Other	General conduct.
18-0970	09/04/18	09/04/18	9/4/2018	NG	03/04/19	09/03/19	Other	Racial slur.
18-0971	09/04/18	09/17/18	9/4/2018	NG	03/18/19	09/03/19	Use of Force	Excessive force; racial slurs; disrespectful conduct.
18-0977	09/05/18	09/17/18	9/6/2018	NG	03/18/19	09/05/19	Use of Force	Excessive force.
18-0989	09/09/18	09/09/18	9/9/2018	JS	03/08/19	09/08/19	Use of Force	Excessive force; harassment; illegal tow.
18-0991	09/09/18	09/12/18	9/9/2018	ED	03/11/19	09/08/19	Profiling	Racial profiling; lying to complainant.
18-0997	08/03/18	09/13/18	9/12/2018	JS	03/12/19	09/11/19	Other	Wrongful detention and arrest; property damage.
18-0999	09/12/18	09/12/18	9/17/2018	JS	03/11/19	09/11/19	Other	Rudeness.
18-1013	09/17/18	09/17/18	09/17/18	JS	03/18/19	09/16/19	DUI	Officer arrested for DUI.
18-1016	09/14/18	09/17/18	9/15/2018	ED	03/18/19	09/14/19	Other	Racial bias; care of property.
18-1030	09/16/18	09/20/18	9/16/2018	AL	03/19/19	09/15/19	Use of Force	Excessive force.



CITY OF OAKLAND
COMMUNITY POLICE REVIEW AGENCY
Pending Cases

2/20/2019
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 (Total Pending = 40)

Case #	Incident Date	Rcv'd CPRA	Rcv'd IAD	Assigned Inv.	180-day Goal	3304 Deadline	Type (604(f)(1) or Other)	Description
18-1049	09/23/18	09/23/18	09/23/18	ED	03/22/19	09/22/19	Use of Force	Excessive force; demeanor.
18-1054	09/25/18	10/15/18	09/25/18	NG	04/13/19	09/24/19	Use of Force	Excessive force; demeanor.
18-1095	10/03/18	10/15/18	10/03/18	JS	04/13/19	10/02/19	Use of Force	Excessive force.
18-1137	09/01/18	10/18/18	10/18/18	AL	04/16/19	10/17/19	Use of Force	Excessive force.
18-1218	11/01/18	11/01/18	11/01/18	ED	04/30/19	10/31/19	Other	PDRD
16-0703	08/03/16	08/05/16	08/03/16	NG	N/A	Tolled	Use of Force	Excessive force.
17-1009	09/03/17	10/17/17	10/11/17	ED	N/A	Tolled	Use of Force	Excessive force; PDRD and Taser policy violations.
18-0202	02/01/18	02/23/18	02/20/18	AL	N/A	Tolled	Use of Force	Excessive force.
18-0214	02/24/18	02/27/18	02/24/18	JS	08/27/18	Tolled	Use of Force	Improper pointing of firearm; false arrest.
18-0972	09/04/18	09/07/18	9/4/2018	ED	N/A	Tolled	Use of Force	Attacked by officers.

ANALYSIS AND POLICY ALTERNATIVES

At the time of consideration by the City Council of this Progress Report, the Police Commission will have been in existence for approximately 15 months. During that time, the Commission has met many tasks and includes several highlights:

- Conducted three elections (2017, 2018 and 2019) for the positions of Chair and Vice Chair;
- Drafted and adopted a Rules of Procedure;
- Trained individual Commissioners on various topics relevant to the Police Commission's operation and as required by the Enabling Ordinance;
- An Administrative Analyst II was hired to provide support to the Commission;
- Created a Police Commission website;
- Considered, reviewed and provided feedback on multiple Police Department procedures and policies, including redrafting of the Police Department's Policy on Probation and Parole Searches;
- Analyzed and edited the Police Commission's Enabling Ordinance for submission to the City Council;
- Developed and approved an outreach and social media policy;
- Held two Police Commission planning and training retreats;
- Conducted a special meeting at the East Oakland Youth Development Center, which centered on a presentation from attorney John Burris on the "Legal Rights of Citizens When Dealing with Police"; and
- Held a public hearing on the Police Department's practices of policing the homeless community;

The Commission has currently identified other pressing issues currently underway which include:

- Posting the job requirements for, and working with the City Attorney's Office, to hire a General Counsel to the Police Commission;
- Creating the job requirements for, and working with the City Administrator to hire, an Inspector General to the Police Commission;
- Planning for the conducting of a performance review for the Chief of Police;

Item: _____

- Any relevant disciplinary issues;
- Submission of a proposed budget to the Mayor regarding training and education for Department sworn employees regarding management of job-related stress;
- Drafting an annual report for the Mayor, City Council and the public; and
- Further review of issues regarding the Police Department raised by the Public.

FISCAL IMPACT

There are no direct fiscal costs associated with this report.

PUBLIC OUTREACH / INTEREST

No additional public outreach was deemed necessary for this report other than the standard posting of the City Council Agenda.

SUSTAINABLE OPPORTUNITIES

Economic: There are no economic opportunities associated with this report.

Environmental: There are no environmental opportunities associated with this report.

Social Equity: There are no social equity opportunities associated with this report.

ACTION REQUESTED OF THE CITY COUNCIL

Staff Recommends That The City Council Receive A Quarterly Progress Report From The Oakland Police Commission.

For questions regarding this report, please contact Regina Jackson, Chair of the Oakland Police Commission, at 510-238-2187.

Respectfully submitted,

REGINA JACKSON
Chair, Oakland Police Commission

Item: _____

Public Safety Committee
March 19, 2019

<u>Standing Committees</u>
Community Outreach
Ahmad
Dorado
Personnel
Jackson

<u>Ad Hoc Committees</u>	
Annual Report	Probation and Parole
Prather	Jackson
Smith	Prather
	Smith
Appeals Plan/New	
Evidence Discovery on Bey	
Case	
Dorado	Public Hearing on Data Re: Racial Profiling
	Ahmad
	Jackson
Budget	Public Hearing on Policing and
Jackson	the Homeless
	Dorado
Chief's Goals	Rules, Bylaws
Dorado	Prather
Jackson	
	Task Force/Summit on Community Policing
	Dorado

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10% Discount 77334 -0.45
NABISCO BARNUM'S 4.00 F
8 @ 2 FOR 1.00
10% Discount 77334 -0.40
ORGANIC WHEAT GOLD 2.98 F
2 @ 1.49
10% Discount 77334 -0.30
PEACH & MANGO IN 2.98 F
2 @ 1.49
10% Discount 77334 -0.30
Deli
STRING CHS MOZZ 3.99 F
10% Discount 77334 -0.40

BALANCE DUE 16.57

SUB TOTAL 16.57
TOTAL TAX 0.00
TOTAL 16.57

Credit Type :VISA \$16.57
Ref# 066128

02/12/2019 11:01:47
CHASE VISA Entry Method: Chip
CARD #: XXXXXXXXXXXX4065
PURCHASE - APPROVED
AUTH CODE:06821D

Mode: Issuer
AID: A0000000031010
TVR: 0080008000
IAD: 06010A03A02002
TSI: E800
ARC: 00
TC: 70D0B7C31771FEE5
MID: 948592 TID: 001 SEQ: 066128
Total: USD\$ 16.57

CHANGE 0.00

Cashier Name: Linda
Cashier :0303 Store: 0003
POS:006 Transaction:0179
Tuesday, 12 February, 2019 11:01 AM

THANK YOU FOR SHOPPING WITH US!
Questions please call (510) 465-5649

2900 Broadway
Oakland, CA 94611

Returns are gladly accepted with a receipt within 30 days of purchase for a full cash refund (or credit to the applicable credit or EBT card)

Your Savings Today!

Coupon Savings

Advertised Savings 34.22
Promotion Savings 1.85

OAKLAND COPY PRINT
4124 MACARTHUR BLVD
OAKLAND, CA 94619

01/28/2019 15:13:28

CREDIT CARD
VISA SALE

Card # XXXXXXXXXXXX4065
Chip Card: CHASE VISA
AID: A0000000031010
ATC: 010E
ARQC: E7F7557564DA80C6
SEQ #: 7
Batch #: 1629
INVOICE 7
Approval Code: 09855D
Entry Method: Chip Read
Mode: Issuer

SALE AMOUNT \$65.42

CUSTOMER COPY

RECEIPT

Rental Agreement Number: 330766166
Vehicle Number: 90352636

YOUR INFORMATION

JANKS, ANNE
AVIS DISC: COMPETITOR WALKUP
PAYMENT METHOD: VISA XX4065

YOUR RENTAL

Picked up: OAK
Date/Time: FEB 15, 2019@06:40PM
Returned: OAK
Date/Time: FEB 16, 2019@05:55PM
Veh Group: Mini-Van
Veh Charged: Mini-Van
Vehicle: DODGE GRAND CARAVAN
Odometer Out: 651
Odometer In: 1000
Fuel Reading: Full

YOUR VEHICLE CHARGES

MINIMUM CHARGE 100.00
YOUR TIME AND MILEAGE: 100.00

YOUR TAXABLE FEES

**11.11% FEE 18.22
COUNTER PRODUCTS 7.99
VEH LIC RECOUP 1.88/DY 1.88

YOUR SUBTOTAL

TAXABLE SUBTOT 128.09
TAX 9.250% 11.85

YOUR NON TAXABLE ITEMS

LOSS DAMAGE WAIVER: 30.99
PAI/PEP/ALI CHG 25.01
CUST FAC CHARGE 10.00/RN 10.00
TOF 3.50

TOTAL CHARGES 209.44
NET CHARGES USD 209.44
YOUR TOTAL DUE: 0.00

PAID ON VISA XX4065
**CONCESSION RECOVERY FEE

ADR 1@ .00/DY EA=
RSN 1@ 7.99/DY EA= 7.99*T

THANK YOU FOR RENTING WITH AVIS

#3 Grocery Outlet #3

GROCERY OUTLET Bargain Market

225 2682 452 2259

Deli

POTATO SALAD 23.96 F
4 @ 5.99

BALANCE DUE 23.96

SUB TOTAL 23.96
TOTAL TAX 0.00
TOTAL 23.96

Credit Type :VISA \$23.96
Ref# 038597

02/15/2019 16:56:01
CHASE VISA Entry Method: Chip
CARD #: X:XXXX:XXXXX4065
PURCHASE - APPROVED
AUTH CODE:08468D

Mode: Issuer
AID: A0000000031010
TVR: 0080008000
IAD: 06010A03A0A002
TSI: E800
ARC: 00
TC: 31AAE705E3C5CA40
MID: 948592 TID: 00 SEQ 038597
Total: USD\$ 23.96

CHANGE 0.00

Cashier Name: Carmen
Cashier :0113 Store: 0303
POS:033 Transaction:0230
Friday, 15 February, 2019 04:55 PM

THANK YOU FOR SHOPPING WITH US!
Questions please call (510) 465-5649

2900 Broadway
Oakland, CA 94611
Returns are gladly accepted with a
receipt within 30 days of purchase for
a full cash refund (or credit to the
applicable credit or EBT card)

Your Savings Today:

Coupon Savings

Advertised Savings 1.00
Promotion Savings

**TODAY YOU SAVED
\$4.00**

#3 Grocery Outlet #3

GROCERY OUTLET Bargain Market

225 2692 251 2251

Frozen Ta
ICE

1.49 T F

BALANCE DUE 1.63

SUB TOTAL 1.49
TOTAL TAX 0.14
TOTAL 1.63

Cash 2.00

CHANGE 0.37

Cashier Name: Charita'e
Cashier :0116 Store: 0303
POS:033 Transaction:0039
Saturday, 16 February, 2019 09:30 AM

THANK YOU FOR SHOPPING WITH US!
Questions please call (510) 465-5649

2900 Broadway
Oakland, CA 94611
Returns are gladly accepted with a
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a full cash refund (or credit to the
applicable credit or EBT card)

Your Savings Today:

Coupon Savings

Advertised Savings 1.50
Promotion Savings

**TODAY YOU SAVED
\$1.50**

Milage

A Janks visiting encampments	3/10 - 3/15	47 miles	27.26
A Janks hearing transportation	3/16	21 miles	12.18
Jean Moses hearing transportation	3/16	54 miles	31.32

Fed reimbursent 58¢

Ann Jal 2/20/19

**Police Commission
Pending Agenda Matters List**

Pending Agenda Matter	Date Placed on List	Duties/Deliverables	Additional Information/Details	Priority Level	Timeline/Deadline	Scheduled	Lead Commissioner(s), if any
Annual Report	1/1/2018	Submit Commission's first annual report to the Mayor, City Council and the public		High	4/17/2019		Prather, Smith
Quarterly Informational Progress Report	1/31/2019	Submit to Public Safety Committee a Quarterly Informational Progress Report	At the January 31, 2019 Rules and Legislation Committee, the Committee approved a request from Councilmember Noel Gallo to schedule a quarterly informational progress report from the Oakland Police Commission. This is the first quarterly report submitted to the Public Safety Committee.	High	3/6/2019	2/28/2019	Prather
Commissioner Training, Part 1	1/1/2018	Complete the training described in section 2.45.190(A) through (H)	The training described in subsections (G) and (H) must be done in open session. The one-year deadline only applies to the first group of Commissioners and alternates; all other Commissions must complete this training within six months of appointment.	High	10/17/2018		Ahmad, Dorado
Commissioner Training, Part 2	1/1/2018	Complete the training described in section 2.45.190(I) through (M)	The eighteen-month deadline only applies to first group of Commissioners and alternates; all other Commissioners must complete this training within twelve months of appointment.	High	4/17/2019		Ahmad, Dorado
Election of Vice Chair	2/14/2019	Members shall elect a Vice-Chairperson	A new Chairperson was elected on 2.14.19; Commission is awaiting response from City Attorney's office regarding the potential of having two Vice Chairpersons.	High	Annually; first regular meeting of each year after February 1, 2019		
Finalize hiring of CPRA full-time Executive Director			Decide on 2-3 candidates to submit to City Administrator.	High			Personnel Committee
Follow up on appeals plan and/or discovery of new evidence for Bey Case	10/2/2018		This was added as a result of a motion and action on 10.11 commission meeting. How can we alert NSA? How can we confirm if there is an active case?	High			Dorado
Follow up on Parole and Probation Policy	10/10/2018		We have the authority, since this is connected to racial profiling, to write a new policy.	High		3/14/2019	Jackson, Prather, Smith

**Police Commission
Pending Agenda Matters List**

Pending Agenda Matter	Date Placed on List	Duties/Deliverables	Additional Information/Details	Priority Level	Timeline/Deadline	Scheduled	Lead Commissioner(s), if any
Hire Inspector General (IG)	1/14/2019	Hire IG once the job is officially posted	HR staff is completing a compensation study for the position. Since this position is new to the City's Salary Ordinance, this step is required so the IG can be properly funded. Concurrently, HR staff has been conforming the IG job description approved by the Police Commission to fit a class specification for the position. HR staff anticipates this work to be completed in the coming weeks. The next two immediate steps are: 1) The Civil Service Board will need to approve the class specification, which staff anticipates will happen in February; and 2) The salary ordinance will then need to be approved by the City Council. The IG position will become open after these two steps are completed.	High			Personnel Committee
Joshua Pawlik Follow-Up	10/6/2018			High		2/28/2019	
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

**Police Commission
Pending Agenda Matters List**

Pending Agenda Matter	Date Placed on List	Duties/Deliverables	Additional Information/Details	Priority Level	Timeline/Deadline	Scheduled	Lead Commissioner(s), if any
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		
Preliminary Budget Development Dates & Milestones	10/11/2018		Per a memo received 9.27 from Mr. Finnell (who received it from the city), "Attached is the preliminary timeline for the FY 2019-21 Biennial Budget development. The memorandum highlights the key dates that departments should keep in mind for planning/scheduling purposes. Future communications from the Budget Bureau will provide additional instructions to departments as deadlines/milestones approach. " We should give this item to the budget committee and request they work with Mr. Finnell to create a timeline of action items. This is for CPRA (and any suggestions for OPD?) to have a final budget request to department by Feb 13, 2019.	High			Budget Ad Hoc Committee
Process to review allegations of misconduct by a commissioner	10/2/2018		Maureen Benson has named concerns/allegations about a sitting commissioner since early in the year, but no process exists which allows for transparency or a way to have those concerns reviewed. I'd suggest 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?	High			Jackson

**Police Commission
Pending Agenda Matters List**

Pending Agenda Matter	Date Placed on List	Duties/Deliverables	Additional Information/Details	Priority Level	Timeline/Deadline	Scheduled	Lead Commissioner(s), if any
Proposal For Staff Positions for Commission and CPRA	1/1/2018	Provide the City Administrator with its proposal for staff positions needed for Commission and Agency to fulfill its functions and duties		High	June 14, 2018, and on an ongoing basis as appropriate		
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.	High	Annually; April 15 of each year		
Review taser policy per outcome of Marcellus Toney	10/10/2018		In the report we were given, we were told that officers have choice as to where to deploy a taser. Commission to review these policies and make recommendations and/or find if there is connection to NSA.	High			

**Police Commission
Pending Agenda Matters List**

Pending Agenda Matter	Date Placed on List	Duties/Deliverables	Additional Information/Details	Priority Level	Timeline/Deadline	Scheduled	Lead Commissioner(s), if any
Revise employment contracts with CPRA and Commission legal counsels	10/10/2018		The employment 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.	High			
Set Agendas for Future Meetings	1/10/2019		This should be done at each meeting. Review priority list and schedule items.	High			
Stop Data and Racial Profiling	1/1/2018		We need regular reporting on stop data and racial profiling directly from research, and coordinate from NSA team with IG for data and policy recommendations. Do a deep dive on racial profiling.	High		5/23/2019	Jackson
Removal of Hiring Freeze of CPRA Complaint Investigator II Positions	2/14/2019		The Commission will vote on removing the hiring freeze that is currently in effect on CPRA Complaint Investigator II positions	High		2/28/2019	
Vote needed on utilizing funds to replace Commissioner Benson's laptop that was destroyed at a Commission meeting	10/2/2018		Commission needs to vote to use available funds to reimburse Commissioner Benson for the laptop which was destroyed at an offsite meeting.	High			
Review OPOA Email re. "No Af-Am"	2/11/2019		See e-mail thread	Medium			

**Police Commission
Pending Agenda Matters List**

Pending Agenda Matter	Date Placed on List	Duties/Deliverables	Additional Information/Details	Priority Level	Timeline/Deadline	Scheduled	Lead Commissioner(s), if any
Ad-Hoc Discipline Committees for Each Discipline or Termination Case	1/1/2018	Discipline Committees may not decide disputes until the following training is completed: * Department operations, policies and procedures, including but not limited to discipline procedures for Misconduct, and * Training described in section 2.45.190(A) through (F) of the enabling ordinance	Establish on an as-needed basis	Medium			
Brian Hoefler case: review video	10/11/2018		Response to allegation was officer was Just and Honorable, when allegations were the officer was untrue. All of the issues, despite what the officer said, was a deportation matter. Chief stated that people were charged with crimes, when they were not.	Medium			
Community Policing Task Force/Summit	1/24/2019			Medium			Dorado
CPAB Report			Oakland Municipal Code §2.45.070 (O) 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			
De-escalation Policy	1/1/2018		Review existing policy (if any) and take testimony/evidence from experts and community about best practices for de-escalation. Draft policy changes as needed.	Medium			
Determination of Number of CPRA Investigators	1/1/2018	Determine number of Agency investigators (no fewer than one line investigator for every 100 sworn officers)	January 9, 2019 is the tentative budget cycle start date.	Medium	Annually; beginning of each budget cycle		K. Tom w/ G.Harris

**Police Commission
Pending Agenda Matters List**

Pending Agenda Matter	Date Placed on List	Duties/Deliverables	Additional Information/Details	Priority Level	Timeline/Deadline	Scheduled	Lead Commissioner(s), if any
Executive session for confidential reports on open investigations, disciplinary matters and legal issues, including the status of bargaining with OPOA and open meet and confer issues			Schedule as needed	Medium			
Finalize Bylaws and Rules	1/24/2019			Medium			Prather
Follow up on Najiri Smith Case	10/10/2018		Community members representing Najiri claim the officer lied re. the time of interaction, which makes the citation (loud music after 10pm) invalid. They claimed he was engaged by OPD around 9.10pm.	Medium			
NACOLE Northern California Regional Conference on May 3rd at BART	1/28/2019		Determine Commissioners' attendance at event and cost.	Medium	5/3/2019		
Need for an easy to read process to determine if Commission can open or re-open an investigation	10/2/2018		We've been hearing a lot from community members about concerns about what the commission's power actually is. We've passed a few motions to ask for legal advice on whether we have the authority to open an investigation, but an easy to read flow chart or checklist format might be easier to digest by the community. We are suggesting a flow chart for what our parameters are and resources for where we can send people if we can't help them.	Medium			

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Pending Agenda Matters List**

Pending Agenda Matter	Date Placed on List	Duties/Deliverables	Additional Information/Details	Priority Level	Timeline/Deadline	Scheduled	Lead Commissioner(s), if any
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. (OMC § 2.45.090(B).)	Medium	Annually; at least twice each year		Ahmad, Dorado, Jackson
Plan for Policy Assignments	1/10/2019		Plan which go to Ad Hoc Committees and which are for long-term based on OPD.	Medium			
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 1, 2019.	Medium	Biennial, per budget cycle	5/9/2019	
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		
Reports from OPD on such issues 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	10/6/2018			Medium			
Review budget and resources of IAD	10/10/2018		In our discipline training we learned that many "lower level" investigations are outsourced to direct supervisors and sergeants. We spoke with leaders in IAD ad they agreed that it would be helpful to double investigators and stop outsourcing to supervisors/sgts. Commissioners have also wondered about an increase civilian investigators. Do we have jurisdiction over this?	Medium			
Standing and Ad-Hoc Committee Reports	1/10/2019		As needed. Committees report on work plans and deadlines.	Medium			

**Police Commission
Pending Agenda Matters List**

Pending Agenda Matter	Date Placed on List	Duties/Deliverables	Additional Information/Details	Priority Level	Timeline/Deadline	Scheduled	Lead Commissioner(s), if any
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			
What are the outstanding issues in meet and confer and what is the status of the M&C on the 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			
CPRA report on pending cases and completed investigations on a monthly basis	2/13/2019		CPRA Interim Executive Director will provide a report on pending and completed investigations	Medium		2/28/2019	
1421 bill – Should we have a policy on supporting state legislation + AB 931: use of deadly force (Webber)	10/6/2018		In effect January 1 (1421) and July (931) 2019. As to broader question about legislation, not time sensitive until next legislative session.	Low			
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			
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			
Consider creating a list of ways to be engaged with OPD so that Commission can clearly state what issues should be addressed.	2/6/2019			Low			
CPRA report on app usage	10/10/2018		Report from staff on usage of app.	Low			

**Police Commission
Pending Agenda Matters List**

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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			
Discipline: based on review of MOU	10/6/2018		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? o 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?	Low			
Discipline: Second Swanson Report recommendations – have these been implemented?	10/6/2018		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 (why not use CPRA attorney who knows the detailed investigation and is already paid for?) Reports on how OCA is supporting OPD in discipline matters and reports on arbitration Public report on police discipline from mayor's office (Why not from CPRA? The history is that it was included in the annual CPRB report provided to City Council.) OIG audit includes key metrics on standards of discipline	Low			

**Police Commission
Pending Agenda Matters List**

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Do Not Call list issues – cops whose untruthfulness prevents them from testifying	10/6/2018		This is impacted by SB1421 and will require legal analysis.	Low			
Executive session for confidential reports on open investigations, disciplinary matters and legal issues, including the status of bargaining with OPOA and open meet and confer issues	10/6/2018			Low			
Feedback from Youth on CPRA app	10/10/2018		We want to get some feedback from youth as to what ideas, concerns, questions they have about its usability. We've already cleared a process with CPRA, just wanted to get this on the list of items to calendar in the future (ideally early 2019)	Low			
Modify Code of Conduct from Ethics Commission for Police Commission	10/2/2018		On code of conduct for commissioners there is currently a code that was developed by the Ethics Commission. It is pretty solid, so perhaps we should use portions of it and add a process for engagement with city staff and community.	Low			
OPD Data and Reporting			Oakland Municipal Code §2.45.070(P) 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			
Outreach Committee: work with Mayor's Office and City Admin to publicize app	10/10/2018			Low			

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Outreach Plan Discussion, including use of social media	10/6/2018			Low			
Overtime Usage by OPD (cost and impact on personnel health + moonlighting for AC Transit)	1/1/2018		Request Office of Inspector General conduct study of overtime usage and "moonlighting" practices.	Low			
Performance Audit and Financial Audit of Commission and CPRA	1/1/2018	City Auditor to conduct a performance audit and a financial audit of the Commission and the Agency	No later than two (2) years after the City Council has confirmed the first set of Commissioners and alternates, the City Auditor shall conduct a performance audit and a financial audit of the Commission and the Agency. Nothing herein shall limit the City Auditor's authority to conduct future performance and financial audits of the Commission and the Agency.	Low	10/17/2019		
Policy on Tasers			Policy on the discretion of tasers, review with Cunningham	Low			
Promotions of officers who have committed crimes	10/6/2018			Low			
Protocol on how OPC handles serious incidents	10/6/2018			Low			
Protocol on how to handle issues that are non-critical	10/6/2018			Low			
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	Coalition for Police Accountability is helping with this.	Low	Annually; at least once per year		Dorado
Recommendations for increasing communication between CPRA and IAD (ensure prompt forwarding of complaints from IAD to CPRA and prompt data sharing)	10/6/2018		Review of existing communication practices and information sharing protocols between departments, need recommendations from stakeholders about whether a policy is needed.	Low			

**Police Commission
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Request City Attorney Reports	1/1/2018	Request the City Attorney submit semi-annual reports to the Commission and the City Council	<p>Oakland Municipal Code 2.45.070(I). 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"> To the extent permitted by applicable law, the discipline decisions that were appealed to arbitration; Arbitration decisions or other related results; The ways in which it has supported the police discipline process; and 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>	Low	Semi-annually		Smith
Select Topics and Facilitators for Retreat				Low			
Supervision Policies	1/1/2018		<p>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.</p>	Low			
What does "insufficient evidence" mean and what is the basis of challenges to the template?	10/6/2018		This is a CPRA report issue that will hopefully be improved by SB1421.	Low			