



OAKLAND POLICE COMMISSION

REGULAR MEETING AGENDA

January 12, 2023

6:30 P.M.

The purpose of the Oakland Police Commission is to oversee the Oakland Police Department to ensure its policies, practices, and customs conform to national standards of constitutional policing, and to oversee the Office of the Inspector General, led by the civilian Office of Inspector General for the Department, as well as the Community Police Review Agency (CPRA), led by the Executive Director of the Agency, which investigates police misconduct and recommends discipline.

Pursuant to California Government Code Section 54953(e), 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.



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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/83381287600> 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 +1 669 444 9171 or +1 719 359 4580 or +1 253 215 8782 or +1 346 248 7799 or +1 646 931 3860

Webinar ID: 833 8128 7600

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 opc@oaklandcommission.org. 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 opc@oaklandcommission.org.

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I. **Call to Order, Welcome, Roll Call and Determination of Quorum**

Chair Tyfahra Milele

Roll Call: *Vice Chair Marsha Peterson; Commissioner Brenda Harbin-Forte; Commissioner Rudolph Howell; Commissioner Jesse Hsieh; Commissioner Regina Jackson; Commissioner David Jordan; Alternate Commissioner Angela Jackson-Castain; Alternate Commissioner Karely Ordaz*

II. **Adoption of Renewal Resolution Electing to Continue Conducting Meetings Using Teleconferencing in Accordance with California Government Code Section 54953(E), a Provision of AB-361.** The Commission will re-adopt findings to permit it to continue meeting via teleconference under the newly amended provisions of the Brown Act.

This is a recurring item. (Attachment 2)

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

III. **Open Forum Part 1** (2 minutes per speaker, 15 minutes total)

Members of the public wishing to address the Commission on matters that are not on tonight's agenda but are related to the Commission's work should raise their hands and they will be called on in the order their hands were raised. Comments regarding agenda items should be held until the agenda item is called for discussion. Speakers not able to address the Commission during this Open Forum will be given priority to speak during Open Forum Part 2.

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

The Commission will nominate and vote on the appointment of a Chairperson to serve from January 2023 until the next election in January 2024. ***This is a recurring item.***

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

V. **Election of Oakland Police Commission Vice Chairperson**

The Commission will nominate and vote on the appointment of a Vice Chairperson to serve from January 2023 until the next election in January 2024. ***This is a recurring item.***

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

OAKLAND POLICE COMMISSION

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6:30 P.M.

VI. Post-Retreat Report from Dr. Omowale Satterwhite

Dr. Satterwhite will discuss his post-retreat reports with the Commission. ([Attachment 6](#))

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

VII. Joint Presentation of C.A.R.E.S Navigation Center and La Familia

Deputy District Attorney Danielle London and Chief Program Officer Jason Toro will provide a guest presentation to the Commission, followed by a Q&A. ([Attachment 7](#))

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

VIII. Update from Oakland Police Department (OPD)

Representatives of the Oakland Police Department will provide an update. 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; and specific topics requested by the Commission.

This is a recurring item. ([Attachment 8](#))

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

IX. Update from Office of the Inspector General (OIG)

Inspector General Michelle N. Phillips will provide an update on the OIG's work. Topics discussed in the update may include project priorities under the City Charter; staffing updates; responses to Commission and community member questions. Shayleen Morris, Audit Manager will outline the auditing process. ***This is a recurring item.*** ([Attachment 9](#))

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

X. Committee Reports

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

This is a recurring item. ([Attachment 10](#))

Community Outreach

(Commissioners Howell, Hsieh, Jordan)

The objective of this Ad Hoc is to increase public awareness and knowledge of the Commission's work and ensure broad community voices, especially from the most marginalized, are elevated.

OAKLAND POLICE COMMISSION

REGULAR MEETING AGENDA

January 12, 2023

6:30 P.M.

Body Worn Camera Policy

(Commissioners Peterson, Harbin-Forte, Hsieh)

This Ad Hoc Committee is tasked with the review and revision of the Oakland Police Department's Body Worn Camera Policy.

CPRA Policies Ad Hoc Committee

(Commissioners Harbin-Forte, Jackson-Castain, Ordaz)

This ad hoc committee is tasked with reviewing and establishing standard operating procedures and policies for the Community Police Review Agency (CPRA).

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

XI. Open Forum Part 2 (2 minutes per speaker, 15 minutes total)

Members of the public wishing to address the Commission on matters that were not on tonight's agenda but are related to the Commission's work should raise their hands and they will be called on in the order their hands were raised.

XII. Consent Calendar

Meeting Minutes (2022): Approval of minutes from: April 14; May 12; May 26; June 2; June 9; June 23; July 14; July 28; August 25; September 8; September 16; and September 22.

This is a recurring item. (Attachment 12)

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

XIII. Upcoming/Future 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 13)***

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

XIV. Adjournment

OAKLAND POLICE COMMISSION

REGULAR MEETING AGENDA

January 12, 2023

6:30 P.M.

NOTICE: In compliance with the Americans with Disabilities Act, for those requiring special assistance to access the videoconference meeting, to access written documents being discussed at the Discipline Committee meeting, or to otherwise participate at Commission meetings, please contact the Police Commission's Chief of Staff, Kelly Yun, at kyun@oaklandca.gov for assistance. Notification at least 48 hours before the meeting will enable the Police Commission to make reasonable arrangements to ensure accessibility to the meeting and to provide any required accommodations, auxiliary aids or services.

OAKLAND POLICE COMMISSION

RESOLUTION NO. 22-13

ADOPT A RESOLUTION DETERMINING THAT CONDUCTING IN-PERSON MEETINGS OF THE OAKLAND POLICE COMMISSION AND ITS COMMITTEES WOULD PRESENT IMMINENT RISKS TO ATTENDEES' HEALTH, AND ELECTING TO CONTINUE CONDUCTING MEETINGS USING TELECONFERENCING IN ACCORDANCE WITH CALIFORNIA GOVERNMENT CODE SECTION 54953(e), A PROVISION OF AB-361.

WHEREAS, on March 4, 2020, Governor Gavin Newsom declared a state of emergency related to COVID-19, pursuant to Government Code Section 8625, and such declaration has not been lifted or rescinded. *See* <https://www.gov.ca.gov/wp-content/uploads/2020/03/3.4.20-Coronavirus-SOE-Proclamation.pdf>; and

WHEREAS, on March 9, 2020, the City Administrator in their capacity as the Director of the Emergency Operations Center (EOC), issued a proclamation of local emergency due to the spread of COVID-19 in Oakland, and on March 12, 2020, the City Council passed Resolution No. 88075 C.M.S. ratifying the proclamation of local emergency pursuant to Oakland Municipal Code (O.M.C.) section 8.50.050(C); and

WHEREAS, City Council Resolution No. 88075 remains in full force and effect to date; and

WHEREAS, the Centers for Disease Control (CDC) recommends physical distancing of at least six (6) feet whenever possible, avoiding crowds, and avoiding spaces that do not offer fresh air from the outdoors, particularly for people who are not fully vaccinated or who are at higher risk of getting very sick from COVID-19. *See* <https://www.cdc.gov/coronavirus/2019-ncov/prevent-getting-sick/prevention.html>; and

WHEREAS, the CDC recommends that people who live with unvaccinated people avoid activities that make physical distancing hard. *See* <https://www.cdc.gov/coronavirus/2019-ncov/your-health/about-covid-19/caring-for-children/families.html>; and

WHEREAS, the CDC recommends that older adults limit in-person interactions as much as possible, particularly when indoors. *See* <https://www.cdc.gov/aging/covid19/covid19-older-adults.html>; and

WHEREAS, the CDC, the California Department of Public Health, and the Alameda County Public Health Department all recommend that people experiencing COVID-19

symptoms stay home. See <https://www.cdc.gov/coronavirus/2019-ncov/if-you-are-sick/steps-when-sick.html>; and

WHEREAS, persons without symptoms may be able to spread the COVID-19 virus. See <https://www.cdc.gov/coronavirus/2019-ncov/prevent-getting-sick/prevention.html>; and

WHEREAS, fully vaccinated persons who become infected with the COVID-19 Delta variant can spread the virus to others. See <https://www.cdc.gov/coronavirus/2019-ncov/vaccines/fully-vaccinated.html>; and

WHEREAS, the City's public-meeting facilities are indoor facilities that do not ensure circulation of fresh / outdoor air, particularly during periods of cold and/or rainy weather, and were not designed to ensure that attendees can remain six (6) feet apart; and

WHEREAS, holding in-person meetings would encourage community members to come to City facilities to participate in local government, and some of them would be at high risk of getting very sick from COVID-19 and/or would live with someone who is at high risk; and

WHEREAS, in-person meetings would tempt community members who are experiencing COVID-19 symptoms to leave their homes in order to come to City facilities and participate in local government; and

WHEREAS, attendees would use ride-share services and/or public transit to travel to in-person meetings, thereby putting them in close and prolonged contact with additional people outside of their households; and

WHEREAS, on October 14, 2021 the Oakland Police Commission adopted a resolution determining that conducting in-person meetings would present imminent risks to attendees' health, and electing to continue conducting meetings using teleconferencing in accordance with California Government Code Section 54953(e), a provision of AB-361; now therefore be it:

RESOLVED: that the Oakland Police Commission finds and determines that the foregoing recitals are true and correct and hereby adopts and incorporates them into this resolution; and be it

FURTHER RESOLVED: that, based on these determinations and consistent with federal, state and local health guidance, the Oakland Police Commission renews its determination that conducting in-person meetings would pose imminent risks to the health of attendees; and be it

FURTHER RESOLVED: that the Oakland Police Commission firmly believes that the community's health and safety and the community's right to participate in local government, are both critically important, and is committed to balancing the two by continuing to use teleconferencing to conduct public meetings, in accordance with California Government Code Section 54953(e), a provision of AB-361; and be it

FURTHER RESOLVED: that the Oakland Police Commission will renew these (or similar) findings at least every thirty (30) days in accordance with California Government Code section 54953(e) until the state of emergency related to COVID-19 has been lifted, or the Oakland Police Commission finds that in-person meetings no longer pose imminent risks to the health of attendees, whichever occurs first.

ON JANUARY 12, 2023, AT A MEETING OF THE OAKLAND POLICE COMMISSION IN OAKLAND, CALIFORNIA

PASSED BY THE FOLLOWING VOTE:

AYES –

NOES –

ABSENT –

ABSTENTION –

ATTEST: _____

Oakland Police Commission
City of Oakland, California

OAKLAND POLICE COMMISSION

**SPECIAL MEETING REPORT
NOVEMBER 5, 2022**

PREPARED BY

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<p>OAKLAND POLICE COMMISSION SPECIAL MEETING REPORT NOVEMBER 5, 2022</p>

INTRODUCTION

On November 5, 2022, the Oakland Police Commission (OPC) held a planning retreat to discuss key issues regarding the future direction of the Commission. This was a special meeting of the OPC that was open to the public and conducted in accordance with the Brown Act and Oakland's Sunshine Ordinance. The OPC retreat was chaired by Commissioner Tafahra Milene and facilitated by Frank J. Omowale Satterwhite, President of Leadership Incorporated.

DESIRE OUTCOMES

The desired outcomes for the OPC retreat were:

- Shared understanding of OPC's legal mandate and the role of OPC Commissioners.
- Vision 2023 by Chief of Police Chief/OPD Sustainability Plan.
- Vision 2023 on the transition plan and operations of the Community Police Review Agency.
- Status report on corrective actions to address audit issues raised by the City Auditor.
- Consensus about OPC's 2022-23 strategic priorities and plan of action.
- Shared commitment to establish an OPC culture of respect and collaboration.

GROUND RULES

The OPC meeting norms for the retreat were:

- Mutual respect
- Active participation
- Big picture focus
- Community first
- Valuing the collective wisdom
- Assuming the positive
- Self-care

RETREAT AGENDA

The agenda for the OPC retreat is below:

- *Opening Session:* Overview of retreat purpose and agenda; review of Brown Act and Commission protocols; and icebreaker exercise. (OPC Chair Milele, Legal Counsel Bonny Garcia and Facilitator Satterwhite)
- *OPC's Legal Mandate and Role of OPC Commissioners:* Presentation and discussion of OPC's (1) Charter/Municipal Code duties and functions, (2) post-NSA (Negotiated Settlement Agreement) role; and (3) strategic priorities in 2023. (OPC Chair Milele, Legal Counsel Thuy Nguyen and Chief of Staff Kelly Yun)

- *Vision 2023 on OPD Sustainability Plan:* Presentation and discussion of report by the Chief of Police on the Oakland Police Department Sustainability Plan. (OPC Chair Milele and Chief Armstrong)
- *Guest Speaker: Samuel Sinyangwe, Founder of Mapping Police Violence:* PowerPoint presentation and discussion of research data on police violence in the United States. (Vice Chair Marsha Peterson and Samuel Sinyangwe)
- *Vision 2023 on the Community Review Police Agency:* Presentation and discussion of report by Interim Executive Director on CRPA transition issues and priority activities. (OPC Chair Milele and Interim Executive Director Aaron Zisser)
- *Status Report on OPC Audit Compliance:* Presentation and discussion of report by the Chief of Staff on OPC's actions to address issues identified in the City Attorney's audit report. (OPC Chair Milele and Chief of Staff Kelly Yun)
- *OPC Annual Planning:* A facilitated process (small groups/plenary) to develop 2023 goals and strategies in the areas of (1) Racial Profiling, (2) Budget: Staffing and Operations and (3) Policy Development Process. (OPC Chair Milele and Facilitator Satterwhite)
- *OPC Culture and Working Relationships:* A facilitated process (small groups/plenary) to share ideas and develop recommendations on how to strengthen OPC relationships (1) with the City (Mayor, Council, Administrator and City Attorney), (2) among OPC Commissioners and (3) with the community. (OPC Chair Milele and Facilitator Satterwhite)
- *Closing Session:* Closing remarks by the Facilitator and OPC Chair (OPC Chair Milele and Facilitator Satterwhite)

This report presents a summary of the main activities and outcomes of the OPC retreat.

HIGHLIGHTS OF THE PROCEEDINGS

Opening Session

Chair Milele convened the meeting, did a roll call, stated the desired outcomes of the retreat and reviewed the groundrules provided by Facilitator Satterwhite.

Legal Counsel Garcia shared information on required meeting practices for OPC to be in full compliance with the Brown Act and the Commission's protocols. Throughout his presentation, Attorney Garcia responded to questions and comments by Commission members.

Legal Counsel Garcia shared information about meeting practices that are required for OPC to be in full compliance with the Brown Act and the Commission's protocols. Throughout his presentation, Attorney Garcia responded to questions and comments by Commission members.

After opening remarks about the retreat planning process, Facilitator Satterwhite reviewed the retreat agenda that had been developed with Chair Milele and Chief of Staff Yun.

Icebreaker Exercise

Individual Commissioners were asked to give brief self-introductions and also state "What I Can Contribute to OPC". Below is a summary of Commissioner's responses:

Impact

- Establishing a constitutional, equal-justice oversight process for the Oakland Police Department (OPD).
- Addressing the impacts of oppressive systems on poor people and people of color.
- Ensuring public access to, transparency of and accountability by the OPC.
- Informing, guiding and supporting OPC to fulfill its public mandate.

Approach

- Ensuring fairness for all stakeholders.
- Working directly with people, cutting through the "double speak" and getting to the heart of issues.
- Broadening and deepening relationships within the City of Oakland (i.e., community members, organizations and city officials).
- Networking with other jurisdictions across the country on criminal justice issues
- Being an informational resource about the history of OPC.
- Providing executive leadership in serving OPC and the City of Oakland.
- Having love, compassion for and commitment to the City of Oakland.

Knowledge Transfer

- Knowledge and expertise developed during professional careers in the fields of criminal justice, public policy, community relations and systems change.
- Knowledge and experience gained from lived experience as a victim and survivor of the criminal justice system.

OPC's Legal Mandate and Role of OPC Commissioners

OPC Chair Milele, Legal Counsel Thuy Nguyen and Chief of Staff Yun¹

OPC Chair Milele stated the agenda topic and introduced Legal Counsel Thuy Nguyen.

Attorney Nguyen did a PowerPoint presentation titled "*Priorities During Sustainability Period & Post NSA/Court Oversight*"². During the presentation, Attorney Nguyen discussed three main topics:

1. What are the Commission's Duties Under the City Charter and the Municipal Code that it must complete within the '22-'23 fiscal year?
2. What next steps should the Commission consider if the City of Oakland stays on track with sustainability and Court oversight ends?
3. How can the Police Commission prioritize its work and resources (including budget development) to ensure strong reform oversight continues after Court oversight ends?

Attorney Nguyen recommended that the Police Commission focus on the following four priorities:

1. Exercise all functions and duties that the voters of Oakland and City Council vested in the Commission in the Charter and the Municipal Code.
2. Enhance its own proactive policy work and streamline its work approving/modifying OPD's proposed policies.
3. Develop a mechanism for OPC to support and track OPD's compliance with the NSA's tasks during the Sustainability Period and after court oversight ends.
4. Communicate budget needs to the City in order to expand the capacity of its own staff and strengthen the Departments under its direct oversight (CPRA and OIG).

After the PowerPoint presentation, there was a discussion period where Commissioners shared ideas and questions that were addressed by Attorney Nguyen.

Vision 2023 on OPD Sustainability Plan

OPC Chair Milele and Chief LeRonne Armstrong

OPC Chair Milele stated the agenda topic and introduced Chief Armstrong.

¹ Due to time constraints, Chief of Staff Yun indicated that she would make comments on this topic during a later agenda session on OPC's Audit Compliance.

² The PowerPoint, "*Priorities During Sustainability Period & Post NSA/Court Oversight*", was originally presented to OPC at a meeting on October 27, 2022.

Chief Armstrong gave a status report on OPD's Sustainability Plan. Specifically, Chief Armstrong reported on the following NSA tasks that have been/are now being addressed by OPD:

- Task 25: Use of Force Investigations and Report Responsibility
- Task 26: Force Review Board
- Task 30: Executive Force Review Board
- Task 31: Officer-Involved Shooting Investigations Review Protocol
- Task 34: Vehicle Stops, Field Investigations and Detentions *and* Task
- Task 41: Use of Personnel Assessment System and Risk Management
- Task 45: Consistency of Discipline Policy

After Chief Armstrong's presentation, he responded to comments and questions by Commissioners about the following topics:

- OPD staffing and the OPD Police Academy.
- NSA tasks during the Sustainability Period and after court oversight ends.
- Professional development/training at Harvard University for OPD's executive team.
- Priority policies that the OPC will be asked to review including (1) use of force reporting policy; (2) pursuit policy; and (3) body camera policy.
- Goals and operations of the Officer Wellness Center.
- Diversity of the OPD staff and executive team (race, gender and age).
- Onboarding of new police officers.
- Documentation of police activity.

Guest Speaker: Samuel Sinyangwe, Founder of Mapping Police Violence

Vice Chair Marsha Peterson and Samuel Sinyangwe

Vice Chair Peterson introduced the guest speaker and shared information about his professional background.

Mr. Sinyangwe described his organization and how he got involved in mapping police violence. He then did a PowerPoint presentation and shared information/data on the following topics:

- Overall police violence in the USA.
- Annual police killings by race and locale.
- Types of situations and places where police violence most often occurred.
- The concentration of police violence in certain police departments and certain officers who use deadly force at higher rates.
- The low rate of citizen complaints that are sustained after investigations.
- Promising practices in the field.
- The need to change the narrative about crime in the USA.

After the PowerPoint presentation, there was an interactive discussion about the informative report by Mr. Sinyangwe.

Vision 2023 on the Community Review Police Agency (CRPA)

OPC Chair Milele and Interim Executive Director Aaron Zisser

OPC Chair Milele stated the agenda topic and introduced Interim Executive Director Zisser.

Mr. Zisser did a PowerPoint presentation on key issues that the Commission should address during CRPA's leadership transition period. Specifically, Mr. Zisser recommended that OPC focus on the following transition priorities:

- Fidelity to the charter: Independence and thoroughness.
- Commitment to community: Outreach/awareness, engagement and transparency.
- Meeting deadlines: Ensuring thoroughness.
- Cultural and collaboration: Servant leadership.

After the PowerPoint presentation, there was a brief discussion where Commissioners shared ideas about the CRPA report by Mr. Zisser.

Status Report on OPC Audit Compliance:

OPC Chair Milele and Chief of Staff Kelly Yun

OPC Chair Milele stated the agenda topic and introduced Chief of Staff Yun.

Chief of Staff Yun reported on OPC's progress in addressing various issues identified in the City Attorney's audit report. Her report titled "*Status Report on OPC Audit Compliance*" contained a list of the City Auditor's recommendations.³ For each recommendation, there was a status report, target completion date, links to and attachments of related documents and other relevant information.

After the presentation by Chief of Staff Yun, there was a brief discussion by Commissioners about topics covered in her report.

OPC Annual Planning

OPC Chair Milele and Facilitator Satterwhite

OPC Chair Milele stated the agenda topic and introduced Facilitator Satterwhite.

Facilitator Satterwhite indicated that the goal of the OPC planning session was to begin the process of developing a 2023 action plan. He stated that the planning session would consist of three small group meetings followed by a plenary for small group reports and feedback. The three small groups were: (1) Racial Profiling, (2) Budget: Staffing and Operations and (3) Policy Development Process. The three small groups were asked to complete the following tasks:

³ See Attachment 1 for a list of the City Auditor's recommendations.

1. Clearly define the topic or issue.
2. State desired outcome(s) in the assigned area of work.
3. Identify 3-5 strategies to achieve the desired outcomes.
4. State the key deliverables when the work is completed.

After the small group meetings, there was a general session where the three groups shared reports and OPC members gave feedback. Following is a summary of the information reported by the three small groups:

Group 1: Racial Profiling

Definition of Topic

Racial profiling perpetuates the belief that individuals of a particular race are more dangerous and more likely to commit crimes. It is an ineffective and inefficient law enforcement tool; it damages and erodes the important connections and trust police need to have with communities they served. The outcome is to reduce and ultimately eliminate the deliberate or unconscious employ of racial profiling in policing practices by/in the Oakland Police Department.

Desired Outcome

Reduction/moving toward abolishment of the structural and cultural factors that feed into racial profiling.

Strategies

- Identify causes of profiling behaviors.
- Define determinants of racial profiling.
- Deal with the negative stories contributing to racial profiling (change the narrative).
- Increase and improve data systems.
 - # of complaints and types of profiling
 - Stop and arrest disparities
 - OPC outreach
- Expand the types of data reported on racial profiling.
- Take advantage of other thought leaders in this area.
- Develop policies to reduce/prevent racial profiling in Oakland.

Deliverables

None reported.

Group 2: Budget: Staffing and Operations

Definition of Topic

Define staffing and operations for the OPC – i.e., what does staffing look like for the Commission, CPRA and OIG?

Desired Outcome

Deliver to the Mayor on time a robust and balanced budget.

Strategies

- Hire the following additional staff (contingent on approved budget): Policy Analyst, Contract/Budget/Finance person, Data analyst, Social Media/Marketing person and Outreach/Community Engagement staff (Note: Our wish list)
- Allocate funding (contingent on approved budget) to contract with national experts, attend conferences, sponsor community forums and pay Commissioner stipends.
- Be strategic about using the dollars available after federal oversight ends – e.g., request that funds used for federal monitoring be allocated to OPC after monitoring ends.
- Do better alignment between OIG and CPRA.
- Consider going to the voters for authorization to hire an Executive Director.
- Make a case for additional funding from the City of Oakland.

Deliverables

- High and low wish lists for the Commission.
- Staffing and budget analysis.

Group 3: Policy Development Process*Definition of Topic*

Clarify the OPC policy development process.

Desired Outcomes

An improved policy development process and increased transparency about what happens to policies adopted by OPC.

Strategies

- Identify policies now being worked on by OPC.
- Provide quarterly reports on policies being worked on by OPC.
- Provide updates on the status of policies adopted by OPC (when approved by OPC, when approved by City Council and implementation plan).
- Clarify what should happen when a policy is approved by OPC.
- Capture/address all policies that are within OPC's purview.
- Identify policies that individual commissioners want to work on
- Align commissioner knowledge and skills to policy work.
- Develop a process for prioritizing which policies to work on.
- Develop a master list of all OPC policies.
- Have the Chief of Police give quarterly reports on policies being working on by OPD.
- Create a Commission-led process for submitting policies.
- Clarify what happens to policies that don't come to the Commission
- Create a policy tracker for internal use and the website

Deliverables

None reported.

OPC Culture and Working Relationships

OPC Chair Milele and Facilitator Satterwhite

OPC Chair Milele stated the agenda topic and introduced Facilitator Satterwhite.

Facilitator Satterwhite indicated that the goal of this session was to examine ways to improve working relationships with the City, among Commissioners and with the community. He stated that the planning session would consist of three small group meetings followed by a plenary for small group reports and feedback. The three small groups were: (1) Relationships with the City ((Mayor, Council, Administrator and City Attorney), (2) Relationships among OPC Commissioners and (3) Relationships with the community.

The three small groups were asked to complete the following tasks:

1. Clearly define the topic or issue.
2. State desired outcome(s) in the assigned area of work.
3. Identify 3-5 strategies to achieve the desired outcomes.
4. State the deliverables when the work is completed.

After the small group meetings, there was a general session where the three groups shared reports and OPC members gave feedback. Following is a summary of the information reported by the three small groups:

Group 1: Relationship with the City (Mayor, Council, Administrator and Attorney)

Definition of Topic

Developing a mutual understanding of OPC's work and how the Commission communicates with various entities in the City.

Desired Outcome

Clear definition and mutual understanding of the OPC's oversight role and how the Commission works with and communicates with the City.

Strategies

- Engage in regular communication with the City.
 - Clarify how OPC communicates with various entities in the City (i.e., whom do we go to for what)
 - Mutually define and clarify points of contact and communication and decision-making protocols
- Have regular presentations by the City Council Public Safety Committee Chair, Mayor, City Administrator, other commissions or designees.
- Maintain positive relationships with the Mayor, City Council and other City entities.
- Stay informed about the work other entities and how OPC's decisions impacts their work.

Deliverables

Defined, documented and institutionalized relationships with the City and clarification of OPC's authority.

Group 2: Relationships among Commissioners*Definition of Topic*

Developing stronger working relationships among commissioners.

Desired Outcome

More cohesiveness, positive communication and teamwork among Commissioners.

Strategies

- Prioritize holding Commission meetings in the community.
- Create opportunities for Commissioners to “touch taste and feel” and meet with each other via...
 - Trainings
 - Graduations
 - Promotion celebrations
 - Commissioner outings / attendances at events / invitations
- Provide more opportunities for Commissioners to meet informally.
- Do more trainings and teambuilding activities with Commissioners.
- Allocate funds for Commissioners to attend conferences (NACOLE) .
- Encourage social outings between/among Commissioners.
- Get legal clarification about meeting protocols outside of Commission meetings.
- Assign onboarding buddies to new Commissioners.
- Develop strategy to stay connected with former Commissioners and keep them involved.

Deliverables

None reported.

Group 3: Relationships with the Community*Definition of Topic*

Ensuring transparency and access to information by community members.

Desired Outcome

Engaging at the highest level with the community.

Strategies

- Improve access for the public to find information on website.
- Develop process for getting feedback from community members and responding to that feedback.
- Clarify what should happen to calls received by Commissioners.

- Utilize existing communication tools better.
- Increase public engagement, especially with people whose voices are not being heard.
 - Make sure that OPC has diverse voices informing our work
 - Ensure equal access to those who don't speak English
- Define rules on how community members connect with the OPC.
- Develop a calendar of community events for Commissioners to attend.

Deliverables

None reported.

Closing Session

OPC Chair Milele and Facilitator Satterwhite

After brief closing remarks by Facilitator Satterwhite, OPC Chair Milele adjourned the special meeting.

ATTACHMENT 1
OPC PROGRESS ON AUDIT RECOMMENDATIONS
CHIEF OF STAFF KELLY YUN

Following is a list of audit recommendations shared by Chief of Staff Yun during the afternoon session on *“Status Report on OPC Audit Compliance”*

1. Propose to add a senior level staff to assist the Commission in implementing its annual work plan and strategic plan, in addition to managing the day to day responsibilities of the Commission.
2. Develop formal goals and objectives to measure whether the Commission is having a positive effect on policing in Oakland.
3. Develop a strategic plan that identifies what the Commission needs to do to achieve its goals and objectives, including implementing all City Charter and Municipal Code requirements and including a plan for outreach to the community.
4. Develop annual workplans to address its strategic plan goals.
5. Develop policies and procedures for its agenda management process, including compliance with the Brown Act and ensure agenda items are within its jurisdiction and are prioritized.
6. Develop policies and procedures, or by-laws, for conducting all aspects of the Commission’s oversight function, including:
 - a. Establishing by-laws that govern how the Commission should operate, including defining the roles of the Chair, the Vice- Chair, and its committees.
 - b. Developing an effective process to review OPD’s policies, practices, customs, and General Orders, to identify and prioritize areas for improvement and prioritize new policies and practices.
 - c. Monitoring the training requirements of Commission members and consider providing some trainings online so that Commissioners can take them at their convenience.
 - d. Requesting and reviewing reports from the Chief of Police and the City Attorney.
 - e. Evaluating the Chief of Police and Agency Director at least annually.
 - f. Reviewing and commenting on the education and training of OPD’s sworn employees regarding the signs and symptoms of stress, drug abuse, alcoholism, and emotional health issues.
 - g. Reviewing and approving administrative closures and dismissal of cases.
 - h. Reviewing OPD’s budget to ensure that it aligns with OPD’s policies, procedures, customs, and General Orders.
 - i. Ensuring full-compliance with the Brown Act.
 - j. Meeting, as a body, at least twice per year outside of City Hall.
 - k. Providing guidance to the Agency on how to prioritize cases.
 - l. Establishing a mediation program for complaints.
 - m. Releasing audio and video tapes of Class I alleged offense.
7. Prepare an annual report summarizing the Commission’s progress in achieving its goals and objectives, as well its progress in implementing its strategic plan and annual workplans. This information should be included on the Commission’s website.
8. Develop a budget proposal including sufficient resources to assist the Commission and Agency in carrying out duties.

9. Establish a formal orientation program which includes the following:
 - Meetings with the local government manager and other Commissioners.
 - Orientation notebook.
 - Department presentations.
 - Organizational/departmental videos.

The orientation program should also cover issues relevant to Commissioners such as:

 - Legal requirements and conflicts of interest.
 - Expectations regarding ethical conduct.
 - Provisions regarding sunshine laws or open meeting laws.
 - City norms, policies, procedures, and by-laws.
 - Meeting protocols (seating, use of technology on the dais, meeting etiquette, Robert's Rules of Order).
 - Commissioners' roles regarding its own committees and serving on other boards and committees.
 - Media relations (including social media).
 - Contact and Communication with staff

In addition, the City should assign a liaison to the Commission and other bodies to mentor them in the matters described above.
10. Convene working sessions to discuss their differences, clarify their respective roles, understand respective boundaries, and develop some solutions to improve their working relationship. If matters cannot be resolved, the City should consider hiring a mediator to assist the City Administration and the Commission in working out their differences.
11. Use a more systematic approach for addressing racial profiling in law enforcement in Oakland. This approach should include, but not be limited to acknowledging racial profiling as a reality, engaging the communities affected, adopting policy guidance to address and end racial profiling, implementing data collection of race data to measure progress in reducing racial disparities in law and monitoring progress to assess whether new policies are having a positive effect on reducing racial profiling.
12. Obtain training on conducting and managing public meetings, including how to address public comments in general.
13. Ensure agenda items are consistent with the Commission's mission and enforce limits on public comments.
14. Develop a written code of conduct policy. This policy should address the desired behavior and values that the Commission should be promoting. The policy should also address the enforcement of the policy such as censure or removal from the Commission if the Commissioners do not comply with the code of conduct.
15. Develop a comprehensive social media policy that explains restrictions on how Commissioners can use social media.
16. Develop the following protocols:
 - Guidance reminding staff to not respond to Commissioners without authorization and for notifying department officials of when Commissioners contact staff directly
 - Guidance addressing situations when Commissioners contact staff directly
 - Guidance elevating the matter to the Commission, the City Council, or to the City Attorney



**OAKLAND POLICE COMMISSION
POST-RETREAT INTERVIEW REPORT
JANUARY 12, 2023
Submitted by Frank J. Omowale Satterwhite, Ph.D.
President, Leadership Incorporated**

INTRODUCTION

In October 2022, the Oakland Police Commission (OPC) contracted with Leadership Incorporated (LI) to co-design and facilitate a planning retreat that was held on November 5, 2022. One of the main tasks in the LI contract was development of a *draft* 2023 OPC Annual Plan.

Toward this end, LI conducted individual interviews with 7 Commissioners and the Chief of Staff to ascertain their views about OPC's priority goals and activities in 2023. The interviewees were: Tyfahra Milele (Chair); Marsha Peterson (Vice Chair); Brenda Harbin-Forte (Commissioner); Jesse Hsieh (Commissioner); Regina Jackson (Commissioner); Angele Jackson-Castain (Alternate Commissioner); Karely Ordaz (Alternative Commissioner); and Kelly Yun (Chief of Staff). Each interviewee was asked four main questions: (1) What is your vision for OPC? (2) What are three main goals that you want OPC to accomplish in 2023? (3) What are 3-4 key activities for each goal? (4) What is the target date for completing each goal (by the end of Q1, Q2, Q3 or Q4)? Based on the OPC interviews, LI drafted two statements: (1) an integrated vision summary and (2) a discussion draft of a 2023 Annual Plan.

INTEGRATED VISION SUMMARY

Following is an integrated summary of the ideas shared about the vision for OPC:

- OPC leads the nation in establishing policies and protocols for constitutional policing.
- OPC completes all N.S.A. requirements, assumes full responsibility for monitoring OPD and exceeds N.S.A. oversight standards in carrying out its legal mandate.
- OPC is a mission-focused organization with the resources, personnel and infrastructure to function as an independent entity.
- OPC, CPRA and the IG work together to fulfill OPC's mission of providing effective police oversight in the City of Oakland.
- OPC develops policy and procedures on racial profiling and other constitutional policing issues in the City of Oakland.
- OPC addresses priority issues raised by the general public and has a high level of continuous engagement with the community.
- OPC Commissioners communicate, collaborate and work together for the good of the entire Commission and the City of Oakland.
- OPC has internal operating procedures that are understood, valued and practiced by all Commissioners.

OAKLAND POLICE COMMISSION DISCUSSION DRAFT: 2023 PROPOSED GOALS AND STRATEGIES							
PRIORITY ISSUES	GOALS	KEY ACTIVITIES	TARGET DATES				LEADERSHIP RESPONSIBILITY
			Q1 3/31/23	Q2 6/30/23	Q3 9/30/23	Q4 12/31/23	
Negotiated Settlement Agreement	1. Develop/implement plan to end N.S.A. oversight and transition to independent status	<i>N.S.A.</i>					
		a. Create an ad hoc group to monitor implementation of the OPD Sustainability Plan and guide the N.S.A. transition process	X				
		b. Hold regular N.S.A. ad hoc group meetings with OPD, IG and CPRA	X	X	X	X	
		c. Complete all N.S.A. tasks as required	X	X	X	X	
		d. Provide regular reports to OPC on the status of the sustainability plan	X	X	X	X	
		<i>Post-N.S.A.</i>					
		a. Advocate for a larger budget and the transfer of current N.S.A. funding to the OPC	X	X			
		b. Develop transition plan to function independently after N.S.A. oversight	X	X			
		c. Develop infrastructure (staffing, structure and operating procedures) to fulfill the N.S.A. monitoring role		X	X	X	
		d. Review/redefine the ad hoc structure as needed for OPC to fulfill its post N.S.A. monitoring role		X	X	X	
		e. Maintain the highest sustainability standards and practices after N.S.A. oversight				X	

OAKLAND POLICE COMMISSION							
DISCUSSION DRAFT: 2023 PROPOSED GOALS AND STRATEGIES							
PRIORITY ISSUES	GOALS	KEY ACTIVITIES	TARGET DATES				LEADERSHIP RESPONSIBILITY
			Q1 3/31/23	Q2 6/30/23	Q3 9/30/23	Q4 12/31/23	
Organizational Development	2. Stabilize the Commission, improve relationships among Commissioners and develop the infrastructure to function as an independent, high-performing organization	<i>Stabilization</i>					
		a. Define OPC's current staffing needs and hire	X	X			
		b. Hire OPC staff with budget approval	X	X	X	X	
		c. Hire permanent CPRA and IG staff	X	X	X	X	
		<i>Commissioner Relationships</i>					
		a. Improve internal communication among Commissioners	X	X	X	X	
		b. Improve the working relationship between the Chair and Vice Chair	X	X	X	X	
		c. Define protocols/procedures for staff report backs when formal requests are made by Commissioners	X	X			
		d. Define protocols/procedures for officers/staff to report on their external activities on behalf of OPC	X	X			
		e. Define protocols/procedures for engaging the entire Commission in setting the strategic direction of OPC	X	X			
f. Amend the Code of Conduct to state how inter-personal conflict is to be resolved among Commissioners	X	X					
g. Develop schedule of activities for social interactions by Commissioners outside of regular meetings		X	X	X			

OAKLAND POLICE COMMISSION							
DISCUSSION DRAFT: 2023 PROPOSED GOALS AND STRATEGIES							
PRIORITY ISSUES	GOALS	KEY ACTIVITIES	TARGET DATES				LEADERSHIP RESPONSIBILITY
			Q1 3/31/23	Q2 6/30/23	Q3 9/30/23	Q4 12/31/23	
		<p><i>Infrastructure Development</i></p> <p>a. Redefine the current ad hoc structure as needed for OPC to fulfill its post-N.S.A. monitoring role, deal with constitutional policing issues and address other strategic priorities</p> <p>b. Engage in data-informed decision-making Form ad hoc data group to monitor what/how data is collected and reported by OPD</p> <p>c. Seek authority to hire an Executive Director either by ballot measure and/or City Council Ordinance - If/when authorized, conduct executive search and hire an OPC Executive Director</p> <p>d. Contract with a legal firm that has human resources expertise</p> <p>e. Contract with a professional firm that has project management expertise</p> <p>f. Develop//implement strategy to inform and engage the public during the organizational transition process</p> <p><i>Organizational Planning</i></p> <p>a. Develop a 2023 annual plan based on strategic priorities, budget and staff capacity</p> <p>b. Develop an OPC strategic plan with SMART goals</p>	X	X	X	X	
			X	X	X	X	
			X	X	X	X	
				X	X	X	
				X	X	X	
			X	X			
			X	X	X	X	

OAKLAND POLICE COMMISSION							
DISCUSSION DRAFT: 2023 PROPOSED GOALS AND STRATEGIES							
PRIORITY ISSUES	GOALS	KEY ACTIVITIES	TARGET DATES				LEADERSHIP RESPONSIBILITY
			Q1 3/31/23	Q2 6/30/23	Q3 9/30/23	Q4 12/31/23	
Constitutional Policing	3. Develop/implement plan to address public concerns about racial profiling and other constitutional policing issues	a. Define work scope and Issue RFP to hire a consulting firm to facilitate OPC's planning and policy development process	X	X			
		b. Review/assess current OPC activities dealing with racial profiling and related constitutional policing issues	X	X			
		c. Collect baseline data for future program planning, development and evaluation	X	X			
		d. Develop and Initiate plan of action to develop policies and protocols based on racial profiling plan previously presented to OPC		X	X	X	
Community Engagement	4. Better inform the community about OPC and increase community participation	a. Rethink/redefine the current community education/engagement strategy to inform the public about OPC	X	X			
		b. Define protocols/ procedures for staff follow-up and report backs to OPC regarding issues raised by community members during the Open Forum period at OPC meetings	X	X			
		c. Involve each Commissioner in the community education/ engagement process	X	X	X	X	
		d. Create a calendar of community events that Commissioners can attend to share information about OPC	X	X	X	X	

OAKLAND POLICE COMMISSION							
DISCUSSION DRAFT: 2023 PROPOSED GOALS AND STRATEGIES							
PRIORITY ISSUES	GOALS	KEY ACTIVITIES	TARGET DATES				LEADERSHIP RESPONSIBILITY
			Q1 3/31/23	Q2 6/30/23	Q3 9/30/23	Q4 12/31/23	
Quality of Life	5. Prioritize key issues and work with the OPD to improve the quality of life in Oakland	a. Review/assess current OPD activities to address the following quality of life issues: (1) homeless encampments; (2) catalytic converters; and (3) violent property thefts b. Collect baseline data for future program planning, development and evaluation c. Develop and initiate plan to address high-priority, quality of life issues in partnership with OPD	X	X			
CRPA	6. Develop rules and procedures for performing OPC's oversight role with CPRA	a. Continue the work of the CRPA ad hoc group to develop internal operating procedures for CPRA b. Define policies and procedures for discretionary investigations conducted by CPRA	X	X	X	X	
City Audit	7. Develop/implement plan to complete all tasks recommended by the City Auditor	a. Create an ad hoc group to track work on the City Auditor's recommendations b. Develop checklist and monitor progress on resolving the city auditor's recommendations	X	X	X	X	
Commissioner Trainings	8. Provide a variety of learning opportunities for OPC Commissioners	a. Identify the learning needs/ interests of OPC Commissioners and conduct relevant trainings b. Develop an orientation program for new commissioners	X	X	X	X	

SPEAKER BIOS

Danielle London

DEPUTY DISTRICT ATTORNEY, ALAMEDA COUNTY

Danielle London is a Deputy District Attorney from Alameda County and has spent her entire legal career thus far there for the past 24 years. She is currently assigned to the mental health unit and has been there for the last two years specializing in SVP, MDO, NGI and IST litigation. Prior to that, she ran a variety of diversion and collaborative courts including Behavioral Health, Drug and Veterans treatment courts. She also specializes in domestic violence prosecution. Danielle received her bachelor's degree from Tufts University and her J.D. from Hastings College of the Law. Teaching experience includes 40-Hour Interpersonal Violence Training presenter in area of domestic violence laws and prosecution, as well as Drug Endangered Children (DEC) law enforcement training. Danielle is on the board of Alameda Education Foundation and Safe Alternatives to Violent Environments.

Jason Toro

CHIEF PROGRAM OFFICER, LA FAMILIA

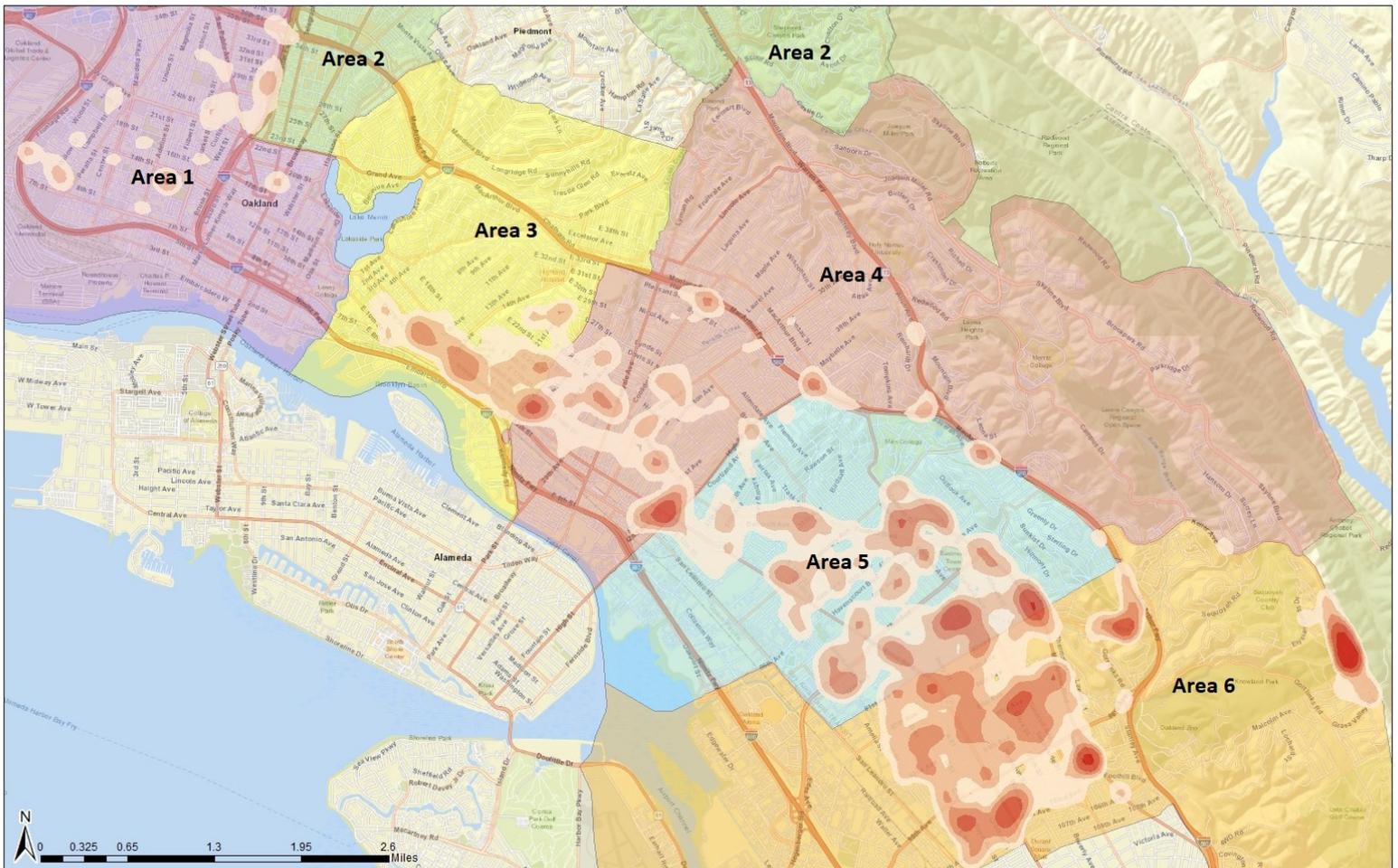
Jason Toro has over twenty years of senior management and program development experience in community health, workforce development and criminal justice reform. During this time he has been committed to equity and restorative justice as a means of addressing the barriers faced by underserved communities, ensuring they have the necessary tools to move beyond trauma and empower themselves to success. Jason's passion for criminal justice reform stems from over ten years of system involvement, from foster care to state prison. Mr. Toro earned his bachelor's degree from the University of San Francisco in 2009, where he was awarded the Ignation Service Award. In 2016, he was awarded the Local Hero Award by Assemblymember Rob Bonta. Jason enjoys spending time with his wife and children.



End of Year ShotSpotter Activations Report — Citywide

01 Jan. – 31 Dec., 2022

ShotSpotter Activations	YTD 2020	YTD 2021	YTD % Change 2020 vs. 2021
Citywide	8,275	7,561	-9%
Area 1	1,826	773	-58%
Area 2	565	213	-62%
Area 3	680	757	11%
Area 4	1,189	1,314	11%
Area 5	2,110	2,146	2%
Area 6	1,905	2,358	24%



All data sourced via ShotSpotter Investigator.



Weekly Crime Report — Citywide

26 Dec., 2022 – 01 Jan., 2023

Part 1 Crimes <i>All totals include attempts except homicides.</i>	Weekly Total	YTD 2021	YTD 2022	YTD 2023	YTD % Change 2022 vs. 2023	3-Year YTD Average	YTD 2023 vs. 3-Year YTD Average
Violent Crime Index (homicide, aggravated assault, rape, robbery)	88	29	25	13	-48%	22	-42%
Homicide – 187(a)PC	2	1	1	1	0%	1	0%
Homicide – All Other *	-	-	-	-	PNC	-	PNC
Subtotal - 187(a)PC + all other	2	1	1	1	0%	1	0%
Aggravated Assault	52	21	16	10	-38%	16	-36%
Assault with a firearm – 245(a)(2)PC	4	2	1	-	-100%	1	-100%
Subtotal - Homicides + Firearm Assault	6	3	2	1	-50%	2	-50%
Shooting occupied home or vehicle – 246PC	6	7	3	2	-33%	4	-50%
Shooting unoccupied home or vehicle – 247(b)PC	-	4	3	-	-100%	2	-100%
Non-firearm aggravated assaults	42	8	9	8	-11%	8	-4%
Rape	2	2	-	-	PNC	1	-100%
Robbery	32	5	8	2	-75%	5	-60%
Firearm	12	3	6	1	-83%	3	-70%
Knife	2	-	1	-	-100%	0	-100%
Strong-arm	13	1	-	-	PNC	0	-100%
Other dangerous weapon	-	1	-	-	PNC	0	-100%
Residential robbery – 212.5(a)PC	3	-	1	1	0%	1	50%
Carjacking – 215(a) PC	2	-	-	-	PNC	-	PNC
Burglary	119	11	15	5	-67%	10	-52%
Auto	91	6	11	1	-91%	6	-83%
Residential	5	3	2	1	-50%	2	-50%
Commercial	17	2	2	1	-50%	2	-40%
Other (Includes boats, aircraft, and so on)	3	-	-	-	PNC	-	PNC
Unknown	3	-	-	2	PNC	1	200%
Motor Vehicle Theft	143	14	21	14	-33%	16	-14%
Larceny	63	14	13	2	-85%	10	-79%
Arson	1	2	-	-	PNC	1	-100%
Total	414	70	74	34	-54%	59	-43%

THIS REPORT IS HIERARCHY BASED. CRIME TOTALS REFLECT ONE OFFENSE (THE MOST SEVERE) PER INCIDENT.

These statistics are drawn from the Oakland Police Dept. database. They are unaudited and not used to figure the crime numbers reported to the FBI's Uniform Crime Reporting (UCR) program. This report is run by the date the crimes occurred. Statistics can be affected by late reporting, the geocoding process, or the reclassification or unfounding of crimes. Because crime reporting and data entry can run behind, all crimes may not be recorded.

* Justified, accidental, foetal, or manslaughter by negligence. Traffic collision fatalities are not included in this report.
PNC = Percentage not calculated — [Percentage cannot be calculated.](#)
All data extracted via Coplink Analytics.



Weekly Gunfire Summary

26 Dec., 2022 – 01 Jan., 2023

Citywide <i>All totals include attempts except homicides.</i>	Weekly Total	YTD 2021	YTD 2022	YTD 2023	YTD % Change 2022 vs. 2023	3-Year YTD Average	YTD 2023 vs. 3-Year YTD Average
Homicide – 187(a)PC	2	1	1	1	0%	1	0%
Homicide – All Other *	-	-	-	-	PNC	-	PNC
Subtotal - 187(a)PC + all other	2	1	1	1	0%	1	0%
Assault with a firearm – 245(a)(2)PC	4	2	1	-	-100%	1	-100%
Subtotal - 187 + 245(a)(2)	6	3	2	1	-50%	2	-50%
Shooting occupied home or vehicle – 246PC	6	7	3	2	-33%	4	-50%
Shooting unoccupied home or vehicle – 247(b)PC	-	4	3	-	-100%	2	-100%
Subtotal - 187 + 245(a)(2) + 246 + 247(b)	12	14	8	3	-63%	8	-64%
Negligent discharge of a firearm – 246.3PC	36	19	21	8	-62%	16	-50%
Grand Total	48	33	29	11	-62%	24	-55%

Area 1 <i>All totals include attempts except homicides.</i>	Weekly Total	YTD 2021	YTD 2022	YTD 2023	YTD % Change 2022 vs. 2023	3-Year YTD Average	YTD 2023 vs. 3-Year YTD Average
Homicide – 187(a)PC	-	-	1	-	-100%	0	-100%
Homicide – All Other *	-	-	-	-	PNC	-	PNC
Subtotal - 187(a)PC + all other	-	-	1	-	-100%	0	-100%
Assault with a firearm – 245(a)(2)PC	1	-	-	-	PNC	-	PNC
Subtotal - 187 + 245(a)(2)	1	-	1	-	-100%	0	-100%
Shooting occupied home or vehicle – 246PC	-	-	-	-	PNC	-	PNC
Shooting unoccupied home or vehicle – 247(b)PC	-	1	1	-	-100%	1	-100%
Subtotal - 187 + 245(a)(2) + 246 + 247(b)	1	1	2	-	-100%	1	-100%
Negligent discharge of a firearm – 246.3PC	1	-	1	-	-100%	0	-100%
Grand Total	2	1	3	-	-100%	1	-100%

THIS REPORT IS HIERARCHY BASED. CRIME TOTALS REFLECT ONE OFFENSE (THE MOST SEVERE) PER INCIDENT.

These statistics are drawn from the Oakland Police Dept. database. They are unaudited and not used to figure the crime numbers reported to the FBI's Uniform Crime Reporting (UCR) program. This report is run by the date the crimes occurred. Statistics can be affected by late reporting, the geocoding process, or the reclassification or unbounding of crimes. Because crime reporting and data entry can run behind, all crimes may not be recorded.

* Justified, accidental, foetal, or manslaughter by negligence. Traffic collision fatalities are not included in this report.
PNC = Percentage not calculated — [Percentage cannot be calculated.](#)
All data extracted via Coplink Analytics.



Weekly Gunfire Summary

26 Dec., 2022 – 01 Jan., 2023

Area 2 <i>All totals include attempts except homicides.</i>	Weekly Total	YTD 2021	YTD 2022	YTD 2023	YTD % Change 2022 vs. 2023	3-Year YTD Average	YTD 2023 vs. 3-Year YTD Average
Homicide – 187(a)PC	-	-	-	-	PNC	-	PNC
Homicide – All Other *	-	-	-	-	PNC	-	PNC
Subtotal - 187(a)PC + all other	-	-	-	-	PNC	-	PNC
Assault with a firearm – 245(a)(2)PC	1	-	-	-	PNC	-	PNC
Subtotal - 187 + 245(a)(2)	1	-	-	-	PNC	-	PNC
Shooting occupied home or vehicle – 246PC	-	-	-	-	PNC	-	PNC
Shooting unoccupied home or vehicle – 247(b)PC	-	-	-	-	PNC	-	PNC
Subtotal - 187 + 245(a)(2) + 246 + 247(b)	1	-	-	-	PNC	-	PNC
Negligent discharge of a firearm – 246.3PC	2	1	-	2	PNC	1	100%
Grand Total	3	1	-	2	na	1	100%

Area 3 <i>All totals include attempts except homicides.</i>	Weekly Total	YTD 2021	YTD 2022	YTD 2023	YTD % Change 2022 vs. 2023	3-Year YTD Average	YTD 2023 vs. 3-Year YTD Average
Homicide – 187(a)PC	1	-	-	-	PNC	-	PNC
Homicide – All Other *	-	-	-	-	PNC	-	PNC
Subtotal - 187(a)PC + all other	1	-	-	-	PNC	-	PNC
Assault with a firearm – 245(a)(2)PC	-	-	-	-	PNC	-	PNC
Subtotal - 187 + 245(a)(2)	1	-	-	-	PNC	-	PNC
Shooting occupied home or vehicle – 246PC	-	1	1	-	-100%	1	-100%
Shooting unoccupied home or vehicle – 247(b)PC	-	-	-	-	PNC	-	PNC
Subtotal - 187 + 245(a)(2) + 246 + 247(b)	1	1	1	-	-100%	1	-100%
Negligent discharge of a firearm – 246.3PC	3	2	3	-	-100%	2	-100%
Grand Total	4	3	4	-	-100%	2	-100%

THIS REPORT IS HIERARCHY BASED. CRIME TOTALS REFLECT ONE OFFENSE (THE MOST SEVERE) PER INCIDENT.

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All data extracted via Coplink Analytics.



Weekly Gunfire Summary

26 Dec., 2022 – 01 Jan., 2023

Area 4 <i>All totals include attempts except homicides.</i>	Weekly Total	YTD 2021	YTD 2022	YTD 2023	YTD % Change 2022 vs. 2023	3-Year YTD Average	YTD 2023 vs. 3-Year YTD Average
Homicide – 187(a)PC	-	1	-	-	PNC	0	-100%
Homicide – All Other *	-	-	-	-	PNC	-	PNC
Subtotal - 187(a)PC + all other	-	1	-	-	PNC	0	-100%
Assault with a firearm – 245(a)(2)PC	-	-	-	-	PNC	-	PNC
Subtotal - 187 + 245(a)(2)	-	1	-	-	PNC	0	-100%
Shooting occupied home or vehicle – 246PC	-	2	-	-	PNC	1	-100%
Shooting unoccupied home or vehicle – 247(b)PC	-	-	1	-	-100%	0	-100%
Subtotal - 187 + 245(a)(2) + 246 + 247(b)	-	3	1	-	-100%	1	-100%
Negligent discharge of a firearm – 246.3PC	4	4	5	2	-60%	4	-45%
Grand Total	4	7	6	2	-67%	5	-60%

Area 5 <i>All totals include attempts except homicides.</i>	Weekly Total	YTD 2021	YTD 2022	YTD 2023	YTD % Change 2022 vs. 2023	3-Year YTD Average	YTD 2023 vs. 3-Year YTD Average
Homicide – 187(a)PC	1	-	-	1	PNC	0	200%
Homicide – All Other *	-	-	-	-	PNC	-	PNC
Subtotal - 187(a)PC + all other	1	-	-	1	PNC	0	200%
Assault with a firearm – 245(a)(2)PC	2	1	-	-	PNC	0	-100%
Subtotal - 187 + 245(a)(2)	3	1	-	1	PNC	1	50%
Shooting occupied home or vehicle – 246PC	4	2	-	2	PNC	1	50%
Shooting unoccupied home or vehicle – 247(b)PC	-	3	1	-	-100%	1	-100%
Subtotal - 187 + 245(a)(2) + 246 + 247(b)	7	6	1	3	200%	3	-10%
Negligent discharge of a firearm – 246.3PC	12	5	6	1	-83%	4	-75%
Grand Total	19	11	7	4	-43%	7	-45%

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All data extracted via Coplink Analytics.



Weekly Gunfire Summary

26 Dec., 2022 – 01 Jan., 2023

Area 6 <i>All totals include attempts except homicides.</i>	Weekly Total	YTD 2021	YTD 2022	YTD 2023	YTD % Change 2022 vs. 2023	3-Year YTD Average	YTD 2023 vs. 3-Year YTD Average
Homicide – 187(a)PC	-	-	-	-	PNC	-	PNC
Homicide – All Other *	-	-	-	-	PNC	-	PNC
Subtotal - 187(a)PC + all other	-	-	-	-	PNC	-	PNC
Assault with a firearm – 245(a)(2)PC	-	1	1	-	-100%	1	-100%
Subtotal - 187 + 245(a)(2)	-	1	1	-	-100%	1	-100%
Shooting occupied home or vehicle – 246PC	2	2	2	-	-100%	1	-100%
Shooting unoccupied home or vehicle – 247(b)PC	-	-	-	-	PNC	-	PNC
Subtotal - 187 + 245(a)(2) + 246 + 247(b)	2	3	3	-	-100%	2	-100%
Negligent discharge of a firearm – 246.3PC	14	7	6	3	-50%	5	-44%
Grand Total	16	10	9	3	-67%	7	-59%

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2023 Year-to-Date Recovered Guns

Recoveries through 01 Jan., 2023

Grand Total	1,391
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Crime Recoveries	
Felony	793
Felony - Violent	191
Homicide	30
Infraction	0
Misdemeanor	41
Total	1,055

Crime Gun Types	Felony	Felony - Violent	Homicide	Infraction	Misdemeanor	Total
Machine Gun	8					8
Other	4					4
Pistol	655	137	27		33	852
Revolver	23	13	1		2	39
Rifle	65	28	2		3	98
Sawed Off	4					4
Shotgun	12	9			3	24
Sub-Machinegun	1					1
Unknown/Unstated	21	4				25
Total	793	191	30	0	41	1,055

Non-Criminal Recoveries	
Death Investigation	16
Found Property	238
SafeKeeping	82
Total	336

Non-Criminal Gun Types	Death Investigation	Found Property	SafeKeeping	Total
Machine Gun				0
Other		4	1	5
Pistol	11	82	42	135
Revolver	3	43	9	55
Rifle	1	62	18	81
Sawed Off		2		2
Shotgun		31	10	41
Sub-Machinegun		3		3
Unknown/Unstated	1	11	2	14
Total	16	238	82	336



2023 vs. 2022 — Year-to-Date Recovered Guns

Recoveries through 01 Jan.

Gun Recoveries	2022	2023	Difference	YTD % Change 2022 vs. 2023
Grand Total	1,209	1,391	182	15%

Crime Recoveries	2022	2023	Difference	YTD % Change 2022 vs. 2023
Felony	664	793	129	19%
Felony - Violent	227	191	-36	-16%
Homicide	36	30	-6	-17%
Infraction	0	0	0	PNC
Misdemeanor	37	41	4	11%
Total	964	1,055	91	9%

Non-Criminal Recoveries	2022	2023	Difference	YTD % Change 2022 vs. 2023
Death Investigation	21	16	-5	-24%
Found Property	117	238	121	103%
SafeKeeping	107	82	-25	-23%
Total	245	336	91	37%

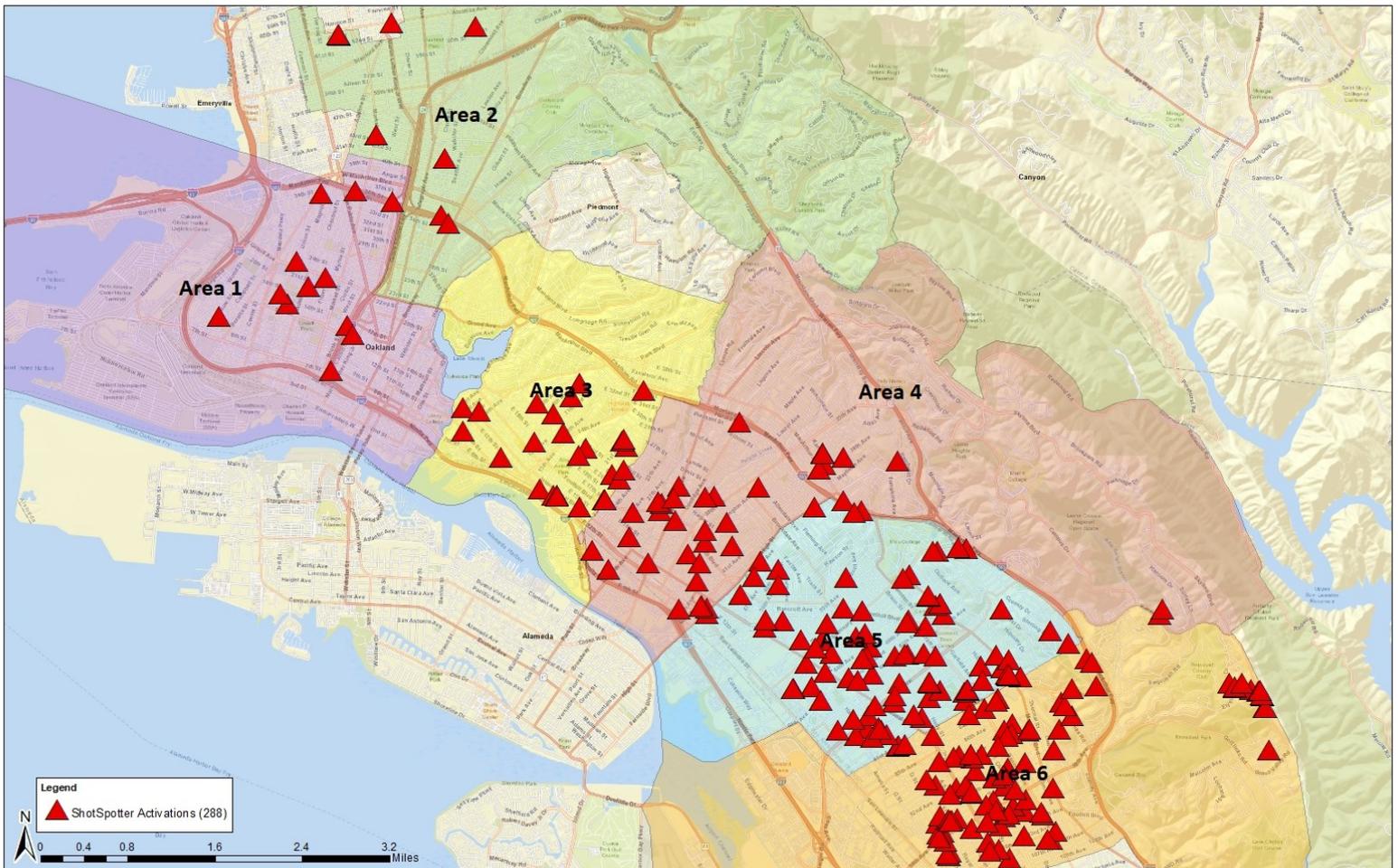
PNC = Percentage not calculated
[Percentage cannot be calculated.](#)



Weekly ShotSpotter Activations Report — Citywide

26 Dec., 2022 – 01 Jan., 2023

ShotSpotter Activations	Weekly Total	YTD 2020	YTD 2021	YTD 2022	YTD % Change 2021 vs. 2022	3-Year YTD Average	YTD 2022 vs. 3-Year YTD Average
Citywide	288	6,728	8,990	7,561	-16%	7,760	-3%
Area 1	26	612	922	773	-16%	769	1%
Area 2	6	232	283	213	-25%	243	-12%
Area 3	28	680	964	757	-21%	800	-5%
Area 4	57	1,189	1,489	1,314	-12%	1,331	-1%
Area 5	94	2,110	2,760	2,146	-22%	2,339	-8%
Area 6	77	1,905	2,572	2,358	-8%	2,278	3%



All data sourced via ShotSpotter Insight.

Produced by the Oakland Police Dept. Crime Analysis Unit.



End of Year Gunfire Summary

01 Jan. – 31 Dec., 2022

Citywide <i>All totals include attempts except homicides.</i>	2018	2019	2020	2021	2022	Percentage Change 2021 vs. 2022	5-Year Average	2022 vs. 5-Year Average
Homicide – 187(a)PC	67	75	102	123	118	-4%	97	22%
Homicide – All Other *	8	3	7	11	2	-82%	6	-68%
Subtotal - 187(a)PC + all other	75	78	109	134	120	-10%	103	16%
Assault with a firearm – 245(a)(2)PC	276	287	499	605	456	-25%	425	7%
Subtotal - Homicides + Firearm Assault	351	365	608	739	576	-22%	528	9%
Shooting occupied home or vehicle – 246PC	217	244	426	541	337	-38%	353	-5%
Shooting unoccupied home or vehicle – 247(b)PC	84	117	216	267	158	-41%	168	-6%
Subtotal - 187 + 245(a)(2) + 246 + 247(b)	652	726	1,250	1,547	1,071	-31%	1,049	2%
Negligent discharge of a firearm – 246.3PC	438	688	1,360	1,843	1,568	-15%	1,179	33%
Grand Total	1,090	1,414	2,610	3,390	2,639	-22%	2,229	18%

Area 1 <i>All totals include attempts except homicides.</i>	2018	2019	2020	2021	2022	Percentage Change 2021 vs. 2022	5-Year Average	2022 vs. 5-Year Average
Homicide – 187(a)PC	13	14	9	16	30	88%	16	83%
Homicide – All Other *	3	-	1	1	1	0%	1	-17%
Subtotal - 187(a)PC + all other	16	14	10	17	31	82%	18	76%
Assault with a firearm – 245(a)(2)PC	54	48	65	85	81	-5%	67	22%
Subtotal - Homicides + Firearm Assault	70	62	75	102	112	10%	84	33%
Shooting occupied home or vehicle – 246PC	38	49	55	83	49	-41%	55	-11%
Shooting unoccupied home or vehicle – 247(b)PC	7	13	28	38	25	-34%	22	13%
Subtotal - 187 + 245(a)(2) + 246 + 247(b)	115	124	158	223	186	-17%	161	15%
Negligent discharge of a firearm – 246.3PC	38	80	121	139	127	-9%	101	26%
Grand Total	153	204	279	362	313	-14%	262	19%

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End of Year Gunfire Summary

01 Jan. – 31 Dec., 2022

Area 2	2018	2019	2020	2021	2022	Percentage Change 2021 vs. 2022	5-Year Average	2022 vs. 5-Year Average
<i>All totals include attempts except homicides.</i>								
Homicide – 187(a)PC	6	2	2	7	5	-29%	4	14%
Homicide – All Other *	1	-	1	1	-	-100%	1	PNC
Subtotal - 187(a)PC + all other	7	2	3	8	5	-38%	5	0%
Assault with a firearm – 245(a)(2)PC	8	11	26	43	33	-23%	24	36%
Subtotal - Homicides + Firearm Assault	15	13	29	51	38	-25%	29	30%
Shooting occupied home or vehicle – 246PC	9	7	14	18	8	-56%	11	-29%
Shooting unoccupied home or vehicle – 247(b)PC	3	8	2	9	3	-67%	5	-40%
Subtotal - 187 + 245(a)(2) + 246 + 247(b)	27	28	45	78	49	-37%	45	8%
Negligent discharge of a firearm – 246.3PC	17	17	24	45	31	-31%	27	16%
Grand Total	44	45	69	123	80	-35%	72	11%

Area 3	2018	2019	2020	2021	2022	Percentage Change 2021 vs. 2022	5-Year Average	2022 vs. 5-Year Average
<i>All totals include attempts except homicides.</i>								
Homicide – 187(a)PC	7	10	12	24	20	-17%	15	37%
Homicide – All Other *	-	1	-	1	-	-100%	0	PNC
Subtotal - 187(a)PC + all other	7	11	12	25	20	-20%	15	33%
Assault with a firearm – 245(a)(2)PC	19	27	73	95	79	-17%	59	35%
Subtotal - Homicides + Firearm Assault	26	38	85	120	99	-18%	74	35%
Shooting occupied home or vehicle – 246PC	13	27	29	38	34	-11%	28	21%
Shooting unoccupied home or vehicle – 247(b)PC	9	9	24	29	19	-34%	18	6%
Subtotal - 187 + 245(a)(2) + 246 + 247(b)	48	74	138	187	152	-19%	120	27%
Negligent discharge of a firearm – 246.3PC	37	69	141	199	190	-5%	127	49%
Grand Total	85	143	279	386	342	-11%	247	38%

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 All data extracted via Coplink Analytics.



End of Year Gunfire Summary

01 Jan. – 31 Dec., 2022

Area 4	2018	2019	2020	2021	2022	Percentage Change 2021 vs. 2022	5-Year Average	2022 vs. 5-Year Average
<i>All totals include attempts except homicides.</i>								
Homicide – 187(a)PC	9	8	19	18	20	11%	15	35%
Homicide – All Other *	4	-	1	1	1	0%	1	-29%
Subtotal - 187(a)PC + all other	13	8	20	19	21	11%	16	30%
Assault with a firearm – 245(a)(2)PC	39	37	56	87	58	-33%	55	5%
Subtotal - Homicides + Firearm Assault	52	45	76	106	79	-25%	72	10%
Shooting occupied home or vehicle – 246PC	31	25	66	80	61	-24%	53	16%
Shooting unoccupied home or vehicle – 247(b)PC	16	16	29	36	27	-25%	25	9%
Subtotal - 187 + 245(a)(2) + 246 + 247(b)	99	86	171	222	167	-25%	149	12%
Negligent discharge of a firearm – 246.3PC	83	113	245	304	242	-20%	197	23%
Grand Total	182	199	416	526	409	-22%	346	18%

Area 5	2018	2019	2020	2021	2022	Percentage Change 2021 vs. 2022	5-Year Average	2022 vs. 5-Year Average
<i>All totals include attempts except homicides.</i>								
Homicide – 187(a)PC	19	18	29	28	19	-32%	23	-16%
Homicide – All Other *	-	2	-	2	1	-50%	1	0%
Subtotal - 187(a)PC + all other	19	20	29	30	20	-33%	24	-15%
Assault with a firearm – 245(a)(2)PC	62	77	137	131	89	-32%	99	-10%
Subtotal - Homicides + Firearm Assault	81	97	166	161	109	-32%	123	-11%
Shooting occupied home or vehicle – 246PC	67	76	144	183	99	-46%	114	-13%
Shooting unoccupied home or vehicle – 247(b)PC	31	35	67	86	40	-53%	52	-23%
Subtotal - 187 + 245(a)(2) + 246 + 247(b)	179	208	377	430	248	-42%	288	-14%
Negligent discharge of a firearm – 246.3PC	121	182	381	575	475	-17%	347	37%
Grand Total	300	390	758	1,005	723	-28%	635	14%

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End of Year Gunfire Summary

01 Jan. – 31 Dec., 2022

Area 6 <i>All totals include attempts except homicides.</i>	2018	2019	2020	2021	2022	Percentage Change 2021 vs. 2022	5-Year Average	2022 vs. 5-Year Average
Homicide – 187(a)PC	13	23	31	30	24	-20%	24	-1%
Homicide – All Other *	-	-	4	5	-	-100%	2	PNC
Subtotal - 187(a)PC + all other	13	23	35	35	24	-31%	26	-8%
Assault with a firearm – 245(a)(2)PC	86	81	126	146	94	-36%	107	-12%
Subtotal - Homicides + Firearm Assault	99	104	161	181	118	-35%	133	-11%
Shooting occupied home or vehicle – 246PC	58	58	111	135	86	-36%	90	-4%
Shooting unoccupied home or vehicle – 247(b)PC	17	33	65	64	42	-34%	44	-5%
Subtotal - 187 + 245(a)(2) + 246 + 247(b)	174	195	337	380	246	-35%	266	-8%
Negligent discharge of a firearm – 246.3PC	138	222	421	561	473	-16%	363	30%
Grand Total	312	417	758	941	719	-24%	629	14%

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End of Year Crime Report — Citywide

01 Jan. – 31 Dec., 2022

Part 1 Crimes <i>All totals include attempts except homicides.</i>	2018	2019	2020	2021	2022	Percentage Change 2021 vs. 2022	5-Year Average	2022 vs. 5-Year Average
Violent Crime Index (homicide, aggravated assault, rape, robbery)	5,518	5,842	6,060	6,629	6,118	-8%	6,033	1%
Homicide – 187(a)PC	67	75	102	123	118	-4%	97	22%
Homicide – All Other *	8	3	7	11	2	-82%	6	-68%
Subtotal - 187(a)PC + all other	75	78	109	134	120	-10%	103	16%
Aggravated Assault	2,650	2,745	3,318	3,609	3,177	-12%	3,100	2%
Assault with a firearm – 245(a)(2)PC	276	287	499	605	456	-25%	425	7%
Subtotal - Homicides + Firearm Assault	351	365	608	739	576	-22%	528	9%
Shooting occupied home or vehicle – 246PC	217	244	426	541	337	-38%	353	-5%
Shooting unoccupied home or vehicle – 247(b)PC	84	117	216	267	158	-41%	168	-6%
Non-firearm aggravated assaults	2,073	2,097	2,177	2,196	2,226	1%	2,154	3%
Rape	233	205	220	170	170	0%	200	-15%
Robbery	2,568	2,817	2,420	2,727	2,653	-3%	2,637	1%
Firearm	857	1,035	805	1,120	1,095	-2%	982	11%
Knife	174	140	173	113	99	-12%	140	-29%
Strong-arm	1,202	1,252	972	794	772	-3%	998	-23%
Other dangerous weapon	87	88	78	73	88	21%	83	6%
Residential robbery – 212.5(a)PC	72	99	89	98	63	-36%	84	-25%
Carjacking – 215(a) PC	176	203	303	529	536	1%	349	53%
Burglary	10,612	14,989	8,706	10,580	11,687	10%	11,315	3%
Auto	8,229	12,364	6,231	8,477	9,092	7%	8,879	2%
Residential	1,615	1,809	1,251	1,104	1,011	-8%	1,358	-26%
Commercial	606	623	962	757	1,334	76%	856	56%
Other (includes boats, aircraft, and so on)	129	169	191	177	135	-24%	160	-16%
Unknown	33	24	71	65	115	77%	62	87%
Motor Vehicle Theft	6,209	6,477	8,737	9,349	9,859	5%	8,126	21%
Larceny	6,630	7,774	5,985	6,587	7,958	21%	6,987	14%
Arson	196	152	194	173	164	-5%	176	-7%
Total	29,173	35,237	29,689	33,329	35,788	7%	32,643	10%

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For Immediate Release: December 22, 2022

OPD News

‘Toys for the Town’ A Huge Hit



Today, the Oakland Police Department (OPD) held its first annual **“Toys for the Town”** holiday celebration. As part of OPD Acts of Kindness and in the spirit of the holiday season, OPD staff made the holidays a bit brighter for Oakland families.

“Today was important for me because I remember as a kid my mother needing to go to local churches and organizations to get presents for our family,” said Oakland Police Chief LeRonne L. Armstrong. “I’m grateful to lead an organization that is so generous to give back to the community in which they serve.”

Last month, Chief Armstrong asked the members of the department to donate 1,000 gifts. The outpour of support was tremendous, and the department far exceeded the Chief’s request. “I was proud that members were so willing to step up and more than double our original goal of 1,000 gifts,” says Chief Armstrong.

More than 2,300 children and adults took part in the joyous event of free activities, including food, a giant state-fair sized slide, bouncy houses, face painting and of course free gifts,

The women and men of OPD are proud to take part in this opportunity to give back to our Oakland community.

We would like to thank all the families who attended and can’t wait to see them at next year’s **“Toys for the Town”** celebration.



CITY OF OAKLAND
Oakland Police Commission
Office of the Inspector General

AGENDA REPORT

TO: Oakland Police Commission

FROM: Michelle Phillips
Inspector General

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

DATE: January 12, 2023

PURPOSE

The Inspector General reports to the Police Commission and members of the public. This report outlines updates from the OIG since the Inspector General last reported out on November 10, 2022. This is an informational report. Information comprised in this report is intended to answer OIG specific questions raised at the last Police Commission meeting.

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

Case Management Conference Information

The next case management conference for Delphine Allen, et al., v. City of Oakland, et al. is scheduled for January 24, 2023. Members of the public can observe the conference via zoom at <https://cand-uscourts.zoomgov.com/j/1611812513?pwd=anFJWCtUaHVhY2RYLzNtVDMxU3NVQT09>. The OIG will be in attendance.

Task 42 Audit Review

The Field Training Officer (FTO) program, outlined in Task 42, is an important area for review for the OIG. The FTO program review is of significance as it presents new officers the first opportunity to work in the field, post-academy.¹ It is also a critical aspect of training for new officers in department culture, community interactions, and job execution. The OIG has completed the fieldwork stage of the audit and has begun the data analysis process and will begin the report drafting phase soon. The Task 42 Audit Review is active and on-track for an anticipated public release of April 2023.

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

Proposed Upcoming NSA Audits and Reviews

The OIG is hopeful that staffing will double by April 2023, and we will be able to have multiple projects going simultaneously. However, it is important to note that the following priorities are subject to change based on current and projected staffing resources and rapidly evolving issues seen in policing. The OIG will announce the official launch of any OPD audit via an engagement letter, in accordance with generally accepted auditing standards. Current areas of interest for the OIG are the following:

- 1. IAD and CPRA referral process for potential criminal cases (Task 29)
- 2. The effectiveness of DGO R-02 searches of individuals on supervised release (Task 34)
- 3. IAD’s complaint control system (Task 4)
- 4. Officer Wellness and Retention

The OIG will begin the first phase of each audit or inspection –gathering background information and research as soon as possible. The OIG with the cooperation of the Bureau of Risk Management have received NSA Task compliance timelines, which outlined active and inactive tasks as well as task compliance status. Based on this information the OIG will identify additional NSA tasks for inspection. The OIG will also ensure information is gathered that may not correlate to a particular task but is required by Municipal Code 2.45.

CITY COUNCIL AUDIT

At the request of the City Council, the OIG is currently looking into the need for a possible Calls for Service Review or Audit for OPD. However, research has shown that it may be more prudent to complete a staffing study for OPD prior to the completion of a calls for service review or audit. The OIG will continue to conduct research and collect relevant empirical data to help determine the best method and timing for the study and recommend authors for such a study.

THE BEY MATTER

The Oakland Police Commission voted in November of 2021, prior to the appointment of the current Inspector General, to refer the Bey matter to the newly created OIG. The expressed goal was to review specific records and report to the Commission any policy recommendations for changes to procedures and practices going forward. The review is active and ongoing therefore, the OIG will not be able to provide any lessons learned or recommendations until the review is complete. This review is in the report drafting phase. There are no additional updates on this matter currently.

OIG STAFF UPDATE

The OIG welcomed Ms. Kiana Gums on January 9, 2023. Ms. Gums is an exempt limited duration employee and will be working as the OIG’s Director of Communications and Engagement Officer. Ms. Gums is a skilled public relations professional with experience in internal and external communications. She also has strong creative and project management skills as well as strategic planning expertise. Ms. Gums will bring her knowledge to the OIG by focusing on internal and external communications, social media and website updates, community outreach and engagement and special projects. Additionally, Ms.

Gums will work on strengthening internal and external partnerships and expanding the reach of the OIG via collaborative efforts as one of the OIG liaisons.

The Oakland Human Resources Department posted the Inspector General Performance Auditor and Inspector General Policy Analyst positions on December 9, 2022, and December 14, 2022, respectively. The job postings will close in early January. The OIG remains optimistic that the additional four staff members will be hired by April 2023. The OIG job specification for the Deputy Inspector General position has been presented to Human Resources for review, approval, and next steps. This process is still ongoing. For reference, the Deputy Inspector General position will replace the Chief of Staff position, which will be removed from the OIG organizational structure pending approval of the Deputy Inspector General position job specifications. As the OIG builds and continually assesses its needs possible organizational changes may be requested in the future.

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

Respectfully submitted,



Michelle N. Phillips
Inspector General
Office of the Inspector General



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

Current Committees

Standing Committee	Commissioners
*NSA Transition – Post NSA <i>(Consideration to request Council)</i>	Harbin-Forte, Hsieh, Jackson

Ad Hoc Committee	Commissioners
Budget	Milele, Jordan, Jackson-Castain
Body Worn Camera Policy	Peterson, Harbin-Forte, Hsieh
Community Outreach	Howell, Hsieh, Jordan
Contracts	Peterson, Howell, Ordaz
OIG Policies	Peterson, Harbin-Forte, Jackson
CPRA Policies	Harbin-Forte, Jackson-Castain, Ordaz
Militarized Equipment Policy	Hsieh, Jackson-Castain, Jordan
Racial Profiling Policy	Committee of the Whole
Rules of Procedure	Hsieh, Howell, Jackson-Castain
Staff Searches (CPRA, CoS)	Milele, Jordan, Howell
Staff Evaluations (CPRA, IG, CoP, CoS)	Milele, Peterson, Ordaz
OBOA Association	Harbin-Forte, Jackson, Ordaz

Recently Completed/Paused/Dormant

Ad Hoc Committee	Commissioners
Annual Report	Milele, Jackson
Antidiscrimination Policy	Harbin-Forte, Hsieh, Jackson
Electronic Communication Devices	Howell, Harbin-Forte, Peterson
Police Chief Goals and Evaluation	Milele, Peterson, Jackson
Risk Management Policy	Peterson, Harbin-Forte, Howell
Social Media Policy	Milele, Hsieh, Jackson
White Supremacists and Other Extremist Groups	Harbin-Forte, Jackson
Community Policing (15-01)	Harbin-Forte, Howell, Hsieh

For a roster of current Commissioners and their emails, visit:
<https://www.oaklandca.gov/teams/police-commission>



OAKLAND POLICE COMMISSION

SPECIAL MEETING MINUTES

April 14, 2022
5:30 PM

I. Call to Order, Welcome, Roll Call and Determination of Quorum

Chair Tyfahra Milele called the meeting to order at approximately 5:32 p.m. and took roll.

Roll Call:

Present: Chair Tyfahra Milele, Vice Chair Marsha Peterson; Commissioner Brenda Harbin-Forte; Commissioner Rudolph Howell; Commissioner Regina Jackson; Alternate Commissioner Jesse Hsieh. Commissioner David Jordan joined the meeting late.

Absent: None (Commissioner Henry Gage resigned before the meeting date).

II. Adoption of Renewal Resolution Electing to Continue Conducting Meetings Using Teleconferencing in Accordance with California Government Code Section 54953(E), a Provision of AB-361.

A motion was made by Vice Chair Peterson and seconded by Commissioner Jackson to adopt the renewal resolution. Following public comments by 2 persons (Bey; Olugbala), the motion carried by the following vote:

Ayes: 6 - Milele, Peterson, Harbin-Forte, Howell, Jackson, Jordan
Nays: 0
Excused: 0

III. Closed Session item

PUBLIC EMPLOYEE PERFORMANCE EVALUATION (California Government Code Section 54957(b))
Title: Inspector General

PUBLIC EMPLOYEE PERFORMANCE EVALUATION (California Government Code Section 54957(b))
Title: Interim Executive Director, Community Police Review Agency

Following public comments made by 2 persons (Olugbala; Bey), the Police Commission adjourned to closed session.

IV. Call to Order and Re-Determination of Quorum

Chair Tyfahra Milele called the meeting to order and took roll.

Roll Call: Chair Tyfahra Milele, Vice Chair Marsha Peterson; Commissioner Brenda Harbin-Forte; Commissioner Rudolph Howell; Commissioner Regina Jackson, Commissioner David Jordan, Alternate Commissioner Jesse Hsieh

Absent: None.

V. Open Forum Part 1

Public comments were made by 2 persons (Grinage; Janks).

VI. Update from Police Chief

Oakland Police Department Chief LeRonne Armstrong and staff members provided an update and answered questions from the Commission.

Public comments were made by 4 persons (Bey; Olugbala; Stylus; Janks).

MODIFICATIONS TO THE CONSENT CALENDAR

No Commissioners requested modifications to the Consent Calendar.

VII. Consent Calendar

V. (a) Approve Minutes From January 13, 2022 Meeting

V. (b) Cancel Thursday April 28, 2022 Meeting

V. (c) Final approval of Annual Report revisions from March 10, 2022 Regular Meeting

Commissioner Jackson made a motion, seconded by Commissioner Harbin-Forte, to approve all consent items. Following public comment from 1 person (Stylus) the motion carried by the following vote:

Ayes: 6 - Milele, Peterson, Harbin-Forte, Howell, Jackson, Jordan
Nays: 0
Excused: 0

VIII. Update from the Inspector General's Office

Inspector General Michelle Phillips reported on the Inspector General's Office work and answered questions from the Commission.

Public comments were made by 3 persons (Stylus; Grinage; Jaffe).

IX. Consider Approval of Revised Policy for Electronic Communication Devices (DGO R-01)

The Electronic Communication Devices Ad Hoc Committee, consisting of Commissioners Howell (Chair), Harbin-Forte and Peterson, led the discussion on whether to approve the Police Department's revised policy (DGO R-01).

After public comment were made by 2 persons (Grinage; Olugbala), Commissioner Harbin-Forte made a motion, seconded by Commissioner Jackson, to approve the revised policy. The motion carried by the following vote:

Ayes: 5 - Milele, Harbin-Forte, Howell, Jackson, Jordan
Nays: 0
Excused: 1- Vice Chair Peterson

X. Selection of Alternate Commissioner to Fill Vacancy

Commissioner Jackson made a motion, seconded by Commissioner Harbin-Forte, to accept Commissioner Henry Gage's resignation and to appoint Alternate Commissioner Jesse Shieh to fill the vacancy. Following public comments made by 5 persons (Grinage; Olugbala; Janks; Bernstein; Contreras) the motion carried by the following vote:

Ayes: 5 - Milele, Harbin-Forte, Howell, Jackson, Jordan

Nays: 0

Excused: 1 - Vice Chair Peterson

XI. Committee Reports

Before hearing committee reports, Chair Milele announced a new ad hoc committee for selection of a new Commission Chief of Staff, in view of Rania Adwan's upcoming departure. The committee members are Chair Milele and Commissioners Jackson and Jordan.

Chair Milele also announced that the Community Outreach Standing Committee will be converted to an Ad Hoc committee with the following members: Commissioners Howell (Chair), Hsieh, and Jordan.

Community Policing
(Commissioners Harbin-Forte, Howell, Hsieh)

Commissioners Hsieh (Chair) Harbin-Forte, and Howell provided an update on the Community Policing Ad Hoc Committee.

No public comments were made.

XII. Open Forum Part 2

Public comments were made by 1 person (Beck).

XIII. Upcoming/Future Agenda Items

The Commission discussed and determined agenda items for the upcoming Commission meeting.

Public comments were made by 1 person (Olugbala).

XIV. Adjournment

Chair Milele adjourned the meeting at approximately 9:05 p.m.



OAKLAND POLICE COMMISSION

REGULAR MEETING MINUTES

May 12, 2022
6:30 PM

I. Call to Order, Welcome, Roll Call and Determination of Quorum

Chair Tyfahra Milele called the meeting to order at approximately 6:35 p.m. and took roll.

Roll Call:

Present: Chair Tyfahra Milele; Vice Chair Marsha Peterson; Commissioner Brenda Harbin-Forte; Commissioner Rudolph Howell; Commissioner David Jordan; Commissioner Jesse Hsieh; Commissioner Regina Jackson

Absent: None

II. Adoption of Renewal Resolution Electing to Continue Conducting Meetings Using Teleconferencing in Accordance with California Government Code Section 54953(E), a Provision of AB-361.

After hearing public comment from 2 persons (Cantu; Farmer), Commissioner Jackson made a motion, seconded by Commissioner Hsieh, to adopt the renewal resolution. The motion carried by the following vote:

Ayes: 7 - Milele, Peterson, Harbin-Forte, Howell, Hsieh, Jackson, Jordan

Nays: 0

III. Open Forum Part 1

Public comments were made by 4 persons (Beck; Keller; Poland; Atwell).

MODIFICATIONS TO THE CONSENT CALENDAR

No Commissioners requested modifications to the Consent Calendar.

IV. Consent Calendar

VI. (a) Approve Minutes from January 27, February 10 and 24, 2022 Meetings

Commissioner Harbin-Forte made a motion, seconded by Vice Chair Peterson, to approve all consent items. After no public comments were made, the motion carried by the following vote:

Ayes: 7 - Milele, Peterson, Harbin-Forte, Howell, Hsieh, Jackson, Jordan

Nays: 0

V. Update from Police Chief

Oakland Police Department Police Chief Armstrong provided an update and answered questions from the Commission.

Public comments were made by 9 persons (Stylus; Farmer; Poland; Olugbala; Grinage; Janks; “Jen F.”; Leonard; Bey).

VI. Update from the Inspector General’s Office

Inspector General Michelle Phillips reported on the Inspector General’s Office work and answered questions from the Commission.

Public comment was received from 8 persons (Grinage; Stylus; Olugbala; Farmer; Bey; Janks; Bossaman; Leonard).

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

Interim Executive Director Aaron Zisser reported on CPRA Pending Cases, Completed Investigations, Staffing, and Recent Activities, and introduced his new Chief of Staff Charlotte Jones to the Commission.

Public comment was received from 8 persons (Stylus; Grinage; Olugbala; Bey; Vale; Bernstein; Janks; Cantu).

VIII. Personnel Item Action Resolution: Compensation for Inspector General

The Commission discussed the compensation for the Inspector General.

Commissioner Harbin-Forte made a motion, seconded by Chair Milele, to approve the Resolution: Compensation for Inspector General. After public comments from 1 person (Grinage), the motion carried by the following vote:

Ayes: 7 - Milele, Peterson, Harbin-Forte, Howell, Hsieh, Jackson, Jordan

Nays: 0

IX. Committee Reports

Before hearing committee reports, Chair Milele announced the formation of three new ad hoc committees and asked for volunteers.

The OIG Policies Ad Hoc Committee members will be Commissioners Jackson, Harbin-Forte, and Peterson.

The Body Worn Cameras Ad Hoc Committee will be Commissioners Hsieh, Peterson, and Harbin-Forte.

The Militarized Equipment Ad Hoc Committee will be Commissioners Jordan and Hsieh.

Community Policing

(Commissioners Harbin-Forte, Howell, Hsieh)

Commissioners Hsieh, Harbin-Forte, and Howell provided an update on the Community Policing Ad Hoc Committee.

Community Outreach
(Commissioners Howell, Hsieh and Jordan)

Commissioners Howell, Hsieh, and Jordan provided an update on the Community Outreach Ad Hoc Committee.

Public comments were made by 3 persons (Olugbala; Vale; Bey).

X. Open Forum Part 2

Public comments were made by 2 persons (Olugbala; Bey).

XI. Upcoming/Future Agenda Items

The Commission discussed and determined agenda items for the upcoming Commission meeting.

Public comments were made by 3 persons (Olugbala; Poland; Bey).

XII. Adjournment

Chair Milele adjourned the meeting at approximately 9:45 p.m.



OAKLAND POLICE COMMISSION

SPECIAL MEETING MINUTES

May 26, 2022
5:30 PM

I. Call to Order, Welcome, Roll Call and Determination of Quorum

Chair Tyfahra Milele called the meeting to order at approximately 5:30 p.m. and took roll.

Roll Call:

Present: Chair Tyfahra Milele; Vice Chair Marsha Peterson; Commissioner Brenda Harbin-Forte; Commissioner David Jordan; Commissioner Jesse Hsieh; Commissioner Regina Jackson
Commissioner Rudolph Howell joined the meeting at approximately 5:35 p.m.

Absent: None

II. Adoption of Renewal Resolution Electing to Continue Conducting Meetings Using Teleconferencing in Accordance with California Government Code Section 54953(E), a Provision of AB-361.

A motion was made by Commissioner Jackson, seconded by Commissioner Jordan, to adopt the renewal resolution. After no public comments were made, the motion carried by the following vote:

Ayes: 6 - Milele, Peterson, Harbin-Forte, Hsieh, Jackson, Jordan

Nays: 0

Excused: 1- Howell

III. Closed Session item

PUBLIC EMPLOYEE PERFORMANCE EVALUATION

(California Government Code Section 54957(b))

Title: Interim Executive Director, Community Police Review Agency

Following public comment from 2 persons (Olugbala; Bey), the Commission adjourned to closed session.

After the closed session, Chair Milele reported that there was nothing to report out. Chair Milele also announced that Commissioner Howell had joined the meeting at approximately 5:35 pm.

Chair Milele then called the meeting back to order and took roll.

Roll Call: Chair Milele; Vice Chair Peterson; Commissioner Harbin-Forte; Commissioner Hsieh; Commissioner Howell; Commissioner Jordan.

Excused: Commissioner Jackson.

Before moving to the next agenda item, Chair Milele announced that a single topic closed session would be scheduled for June 2 to discuss litigation against the City of Oakland, Sachs v. City of

Oakland. Chair Milele also announced that a jury verdict had just come down in the matter of Kirkpatrick v. City of Oakland, and that while the Commission disagreed with the verdict, the Commission would not be discussing the matter at tonight's meeting.

IV. Open Forum Part 1

Public comments were made by 2 persons (Bosserman; Dorado).

MODIFICATIONS TO THE CONSENT CALENDAR (Chair to Hear Any Requests to Move Items from Consent to Non-Consent)

No Commissioners requested modifications to the Consent Calendar.

V. Consent Calendar

VI. (a) Approve Minutes from March 10, 24 and 31, 2022 Meetings

VI. (b) Adopt Amendment to Resolution Adopted on May 12, 2022 to Make Salary Increase for IG Phillips Effective As of January 1 of this calendar year (Attachments: Attachments 5a, 5b)

A motion was made by Commissioner Harbin-Forte, seconded by Commissioner Hsieh, to approve all consent agenda items. After no public comments were made, the motion carried by the following vote:

Ayes: 6 - Milele, Peterson, Harbin-Forte, Howell, Hsieh, Jordan

Nays: 0

Excused: 1 - Jackson.

VI. SB 1421 & 16 Training. The Commission welcomes American Civil Liberties Union of Northern California Staff Attorney Allyssa Victory back to another Commission meeting to conduct a training on SB 1421 and SB 16.

The Commission received training from Ms. Victory on SB 1421 & 16.

Public comments were made by 1 person (an unidentified speaker).

VII. Update from Police Chief

Oakland Police Department Assistant Chief Houser provided an update and answered questions from the Commission.

Public comments were made by 3 persons (Tu; Olugbala; Janks).

VIII. Consider Approval of the Revised Community Policing Policy (DGO- 15-01)

The Community Policing Ad Hoc Committee, consisting of Commissioners Hsieh (Chair), Harbin-Forte and Howell, opened the discussion with a presentation from former Police Commissioner Jose Dorado.

Public comments were made by 2 persons (Jaffe; Olugbala).

A motion was made by Vice Chair Peterson, seconded by Commissioner Harbin-Forte, to approve the Revised Community Policing Policy (DGO- 15-01). The motion carried by the following vote:

Ayes: 6 - Milele, Peterson, Harbin-Forte, Howell, Hsieh, Jordan

Nays: 0

Excused: 1 - Jackson.

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

Interim Executive Director Aaron Zisser presented a report of the CPRA Pending Cases, Completed Investigations, Staffing, and Recent Activities.

Public comments were made by 2 persons (Olugbala; Janks).

X. Vote on Extension of Local Deadline for OPD's Compliance with Militarized Equipment Ordinance No. 13657

Following a presentation from Assistant Chief Houser requesting an extension of OPDs deadline for complying with the local Deadline for OPD's Compliance with Militarized Equipment Ordinance No. 13657, the Commission discussed extension of the deadline.

Public comments were made by 7 persons (Tu; Olugbala; Beck; Vandiver; Falstage; Poland; Janks).

A motion was made by Commissioner Hsieh, seconded by Commissioner Harbin-Forte, to request an Ad Hoc Committee for the militarized equipment ordinance, and to grant OPD a three month extension. The motion carried by the following vote:

Ayes: 6 - Milele, Peterson, Harbin-Forte, Howell, Hsieh, Jordan

Nays: 0

Excused: 1 - Jackson

Following Open Forum Part 2, the Commission revisited this agenda item to get clarity on the exact new deadline, and what the new deadline would be for. A motion was made by Commissioner Harbin-Forte, seconded by Commissioner Hsieh, to reconsider the prior motion to grant the extension. The motion carried by the following vote:

Ayes: 6 - Milele, Peterson, Harbin-Forte, Howell, Hsieh, Jordan

Nays: 0

Excused: 1 - Jackson

A motion was then made by Commissioner Hsieh, seconded by Commissioner Harbin-Forte, to extend the July 6 deadline for OPD's compliance with Militarized Equipment Ordinance No. 13657 for three months, from July 6, 2022 to October 6, 2022, for OPD to submit its compliance plan to the City Council. The motion carried by the following vote:

Ayes: 6 - Milele, Peterson, Harbin-Forte, Howell, Hsieh, Jordan

Nos: 0

Excused: 1 - Jackson

XI. Open Forum Part 2

Public comments were made by 2 persons (Poland; Cleveland).

XII. Upcoming/Future Agenda Items

The Commission discussed and determined agenda items for the upcoming Commission meeting.

Public comments were made by 3 persons (Tu; Olugbala; Janks).

XIII. Adjournment

Chair Milele adjourned the meeting at approximately 9:35 p.m.



OAKLAND POLICE COMMISSION SPECIAL MEETING MINUTES

June 2, 2022
5:30 PM

I. Call to Order, Welcome, Roll Call and Determination of Quorum

Chair Tyfahra Milele called the meeting to order at approximately 5:30 p.m. and took roll.

Roll Call:

Present: Chair Tyfahra Milele; Vice Chair Marsha Peterson; Commissioner Brenda Harbin-Forte; Commissioner Rudolph Howell; Commissioner Jesse Hsieh; Commissioner Regina Jackson; Commissioner David Jordan

Absent: None

II. Closed Session item

**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**

No public comments were made and the Commission adjourned to closed session.

After the closed session, Chair Milele reported that there was nothing to report out.

III. Call to Order and Re-Determination of Quorum

Roll Call: Chair Tyfahra Milele; Vice Chair Marsha Peterson; Commissioner Brenda Harbin-Forte; Commissioner Rudolph Howell; Commissioner Jesse Hsieh; Commissioner Regina Jackson; Commissioner David Jordan

IV. Adjournment

Chair Milele adjourned the meeting at approximately 7:00 p.m.



OAKLAND POLICE COMMISSION REGULAR MEETING MINUTES

June 9, 2022
6:30 PM

I. Call to Order, Welcome, Roll Call and Determination of Quorum

Vice Chair Marsha Peterson called the meeting to order at 6:38 pm and took roll.

Roll Call:

Present: Vice Chair Marsha Peterson; Commissioner Brenda Harbin-Forte; Commissioner Rudolph Howell; Commissioner Jesse Hsieh.

Absent: Chair Tyfahra Milele; Commissioner David Jordan; Commissioner Regina Jackson

II. Adoption of Renewal Resolution Electing to Continue Conducting Meetings Using Teleconferencing in Accordance with California Government Code Section 54953(E), a Provision of AB-361.

A motion was made by Commissioner Harbin-Forte and seconded by Commissioner Hsieh to adopt the renewal resolution. Following public comment from 2 persons (The Big Robert; Massey) the motion carried by the following vote:

Ayes: 4 - Peterson, Harbin-Forte, Howell, Hsieh

Nays: 0

Absent: 3 - Milele; Jordan; Jackson

III. Open Forum Part 1

Public comments were made by 3 persons (Massey; Jones; Bosserman).

IV. Update from Police Chief

Oakland Police Department Chief Armstrong and staff provided an update and answered questions from the Commission.

Public comments were made by 3 persons (Jones; Olugbala; Bey).

V. Update from the Inspector General's Office

Inspector General Michelle Phillips reported on the Inspector General's Office work and answered questions from the Commission.

Public comments were made by 4 persons (Bey; Olugbala; Jones; Massey).

VI. Committee Reports

Before Committee reports began, Commissioner Hsieh announced that the Militarized Equipment Ad Hoc Committee had held an initial meeting and will meet every Monday.

**Community Outreach
(Commissioners Howell, Hsieh, Jordan)**

Commissioners Howell (Chair) and Hsieh provided an update on the Community Outreach Ad Hoc Committee.

**OBOA Allegations Investigation
(Commissioners Harbin-Forte, Jackson)**

Commissioner Harbin-Forte provided an update regarding OBOA Allegations Investigation Ad Hoc Committee.

Public comments were made by 2 persons (Olugbala; Bey).

VII. Open Forum Part 2

Public comments were made by 2 persons (Olugbala; Bey).

VIII. Upcoming/Future Agenda Items

The Commission discussed and determined agenda items for the upcoming Commission meeting.

Public comments were made by 2 persons (Olugbala; Bey).

IX. Adjournment

Vice Chair Peterson adjourned the meeting at approximately 8:15 p.m.



OAKLAND POLICE COMMISSION

SPECIAL MEETING MINUTES

June 23, 2022

5:30 PM

I. Call to Order, Welcome, Roll Call and Determination of Quorum

Chair Tyfahra Milele called the meeting to order at approximately 5:35 p.m. and took roll.

Roll Call:

Present: Chair Tyfahra Milele; Vice Chair Marsha Peterson; Commissioner Brenda Harbin-Forte; Commissioner Rudolph Howell; Commissioner Jesse Hsieh; Commissioner Regina Jackson; Alternate Commissioner Angela Jackson-Castain; Alternate Commissioner Karely Ordaz
Commissioner David Jordan joined the meeting shortly after roll call.

Absent: None

II. Adoption of Renewal Resolution Electing to Continue Conducting Meetings Using Teleconferencing in Accordance with California Government Code Section 54953(E), a Provision of AB-361.

A motion was made by Commissioner Jackson, seconded by Commissioner Harbin-Forte, to adopt the renewal resolution. After no public comment was offered, the motion carried by the following vote:

Ayes: 7 - Milele, Peterson, Harbin-Forte, Howell, Hsieh, Jackson, Jordan

Nays: 0

Absent: 0

III. Closed Session item

CONFERENCE WITH LEGAL COUNSEL – EXISTING LITIGATION (Government Code Section 54956.9(d)(1))

Name of Case: Kirkpatrick v City of Oakland, Case No. 20-cv-05843 JSC

Following public comments made by 3 persons (Olugbala; Vale; Leonard), the Police Commission adjourned to closed session.

After closed session, Chair Milele reported that on a motion made by Commissioner Harbin-Forte, and seconded by Commissioner Jackson, the Commission voted unanimously to direct the preparation of a statement to be released to the public as soon as possible.

IV. Call to Order and Re-Determination of Quorum

Chair Tyfahra Milele called the meeting to order and took roll.

Roll Call: Chair Tyfahra Milele; Vice Chair Marsha Peterson; Commissioner Brenda Harbin-Forte; Commissioner Rudolph Howell; Commissioner Jesse Hsieh; Commissioner Regina Jackson; Commissioner David Jordan; Alternate Commissioner Angela Jackson-Castain; Alternate Commissioner Karely Ordaz

Absent: None

V. Open Forum Part 1

No public comments were made.

VI. Welcome new Alternate Commissioners

The Commissioners welcomed new Alternate Commissioner Karely Ordaz (a Mayoral Appointee filling the alternate's seat previously held by Mayoral Appointee Vice Chair Peterson) and Ms. Angela Jackson-Castain (a Selection Panel Appointee filling the alternate's seat previously held by Selection Panel Appointee Commissioner Hsieh)

Public comments were successfully made by 6 persons (Eaton/Lowds[ph]; Olugbala; Grinage; Vale; Contreras; Janks)

VII. Update from Police Chief

Oakland Police Department Chief Armstrong provided an update and answered questions from the Commission.

Public comments were made by 4 persons (Olugbala; Beck; Stylus; Gabe).

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

Interim Executive Director Aaron Zisser reported on CPRA Pending Cases, Completed Investigations, Staffing, and Recent Activities.

Public comments were made by 3 persons (Grinage; Olugbala; Janks).

IX. Issue RFP to Hire Consultant to Plan Transition of Resources from IAD to CPRA

Interim Executive Director Aaron Zisser updated the Commission on the status of an RFP to hire a consultant to assist in the transition of resources from OPD's Internal Affairs Division to CPRA.

Public comment was received from 1 person (Olugbala).

No action was taken on this item.

X. Committee Reports**Body Worn Camera Policy**

(Commissioners Peterson, Harbin-Forte, Hsieh)

Vice Chair Peterson, Commissioner Harbin-Forte and Commissioner Hsieh provided an update on the Oakland Police Department's Body Worn Camera Policy Ad Hoc Committee.

**Militarized Equipment Policy
(Commissioners Hsieh, Jordan)**

Commissioners Hsieh and Jordan provided an update on drafting and updating policies regulating the acquisition and use of militarized equipment by the Oakland Police Department in accordance with the City of Oakland's Controlled Equipment Ordinance (OMC 9.65) and state law (AB 481; Gov Code 7070 et seq.)

**Racial Profiling
(Commissioners Milele, Jackson, Jordan)**

Chair Milele and Commissioners Jackson and Jordan provided an update on the policy to effectively reduce racial profiling.

Commission Chief of Staff Rania Adwan made a slide presentation on a suggested framework for the Commission to address this issue. Commission Counsel Garcia advised that the Commission could form a Committee of the Whole to give the Commission flexibility to involve all Commissioners in the work rather than just three commissioners normally permitted on ad hoc committees. No action was taken on this item.

Chair Milele announced that tonight would be Chief of Staff Adwan's last meeting. The Commissioners thanked Chief of Staff Adwan for her outstanding service to the Commission.

Public comments were made by 6 persons (Grinage; Olugbala; Jaffe; Janks; Bosserman; Contreras).

XI. Open Forum Part 2

Public comments were made by 2 persons (Beck; Olugbala).

XII. Upcoming/Future Agenda Items

The Commission discussed and determined agenda items for the upcoming Commission meeting.

Public comments were made by 3 persons (Olugbala; Janks; Bosserman).

XIII. Adjournment

Chair Milele adjourned the meeting at approximately 9:30 p.m.



OAKLAND POLICE COMMISSION

REGULAR MEETING MINUTES

July 14, 2022

6:30 PM

I. Call to Order, Welcome, Roll Call and Determination of Quorum

Chair Tyfahra Milele called the meeting to order at approximately 6:35 p.m. and took roll.

Roll Call:

Present: Chair Tyfahrah Milele; Vice Chair Marsha Peterson; Commissioner Brenda Harbin-Forte; Commissioner Rudolph Howell; Commissioner Jesse Hsieh; Commissioner Regina Jackson; Alternate Commissioner Angela Jackson-Castain; Alternate Commissioner Karely Ordaz
Commissioner David Jordan joined the meeting shortly after roll call.

Absent: None

II. Open Forum Part 1

Public comments were made by 2 persons (Jenks; Vale).

III. Update from Police Chief

OPD Assistant Police Chief Allison and staff members provided an update and answered questions from the Commission.

Public comments were made by 6 persons (Stylus; Grinage; Olugbala; Leonard; Jenks; Jaffe).

IV. Update from the Office of the Inspector General (OIG)

Inspector General Michelle Phillips provided an update on the OIG's. The OIG also briefed the Commission on a recommendation that the Commission exercise its oversight powers and direct the Community Police Review Agency (CPRA) to discontinue the practice of sharing Internal Affairs Division (IAD) reports and investigative analysis with the Community Police Review Agency (CPRA), and answered questions from the Commissioners.

Public comments were made by 5 persons (Grinage; Olugbala; Vale; Leonard; Bey).

V. Review and Consideration of Response to the Office of the Inspector General (OIG) Memorandum

Commission Counsel Mr. Bonifacio "Boony" Garcia provided some guidance to the Commission regarding the adoption of the IG recommendations mentioned in Agenda Item IV. Commissioner Jackson made a motion, seconded by Vice Chair Peterson, to adopt the IG's recommendations, After public comments were made by 3 persons (Grinage; Olugbala; Stylus), the motion carried by the following vote:

Ayes: 7 - Milele, Peterson, Harbin-Forte, Howell, Hsieh, Jackson, Jordan

Nays: 0

Absent: 0

VI. Presentation from Commission Counsel

This agenda item was withdrawn and tabled.

Public comments were made by 3 persons (Olugbala; Bey; Grinage).

VII. Committee Reports**Body Worn Camera Policy****(Commissioners Peterson, Harbin-Forte, Hsieh)**

Commissioners Harbin-Forte, Peterson, and Hsieh provided an update on the Body Worn Camera Policy Ad Hoc Committee.

Community Outreach**(Commissioners Howell, Hsieh, Jordan)**

Commissioners Howell, Hsieh and Jordan provided an update on the Community Outreach Ad Hoc Committee.

Chief of Staff Search**(Commissioners Milele, Jackson, Jordan)**

Chair Milele and Commissioners Jackson and Jordan provided an update on recruitment efforts for a new Police Commission Chief of Staff.

Racial Profiling**(Committee of the Whole)**

Chair Tyfahra Milele and Vice chair Peterson provided an update on the work of the Racial Profiling Committee of the Whole

Before moving on the next agenda item, Chair Milele announced that a new Ad Hoc Committee for the CPRA Executive Director Search would be formed with Chair Milele, Vice Chair Peterson, and Commissioner Jackson as members.

Chair Milele also announced that Alternate Commissioner Ordaz would be appointed to the OBOA Complaint Investigation Ad Hoc Committee, and that Alternate Commissioner Jackson-Castain would be appointed to the Militarized Equipment Ad Hoc Committee.

Public comments were made by 2 persons (Olugbala; Bey).

VIII. Open Forum Part 2

Public comments were made by 3 persons (Olugbala; Bey; Jenks).

Upcoming/Future Agenda Items

The Commission discussed and determined agenda items for the upcoming Commission meeting.

Public comments were made by 7 persons (Bey; Olugbala; Bernstein; Leonard; Jenks; Jenkins; Cleveland).

IX. Adjournment

Chair Milele adjourned the meeting at approximately 9 p.m.



**OAKLAND POLICE COMMISSION
REGULAR MEETING MINUTES
July 28, 2022
6:30 PM**

I. Call to Order, Welcome, Roll Call and Determination of Quorum

Vice Chair Marsha Peterson called the meeting to order at approximately 6:31 p.m. and took roll. **Roll Call:**

Vice Chair Marsha Peterson; Commissioner Brenda Harbin-Forte; Commissioner Rudolph Howell; Commissioner Jesse Hsieh; Commissioner Regina Jackson; Commissioner David Jordan; Alternate Commissioner Angela Jackson-Castain; Alternate Commissioner Karely Ordaz;

Excused Absence: Chair Milele

II. Adoption of Renewal Resolution Electing to Continue Conducting Meetings Using Teleconferencing in Accordance with California Government Code Section 54953(E), a Provision of AB-361.

A motion was made by Commissioner Jackson, seconded by Commissioner Harbin-Forte, to adopt the renewal resolution. After public comments made by 1 person (Nicky), the motion carried by the following vote:

Ayes: 6 - Peterson, Harbin-Forte, Hsieh, Howell, Jackson, Jordan

Nays: 0

Excused: 1- Milele

III. Open Forum Part 1

Public comments were made by 3 persons (Vale; Nicky; Parker).

IV. Update from Police Chief

OPD Chief Armstrong provided an update on the current staffing including the retention plan for the department, compliance efforts and crime rate. NSA compliance, missing persons, and other matters, and answered questions from the Commissioners. In addition, Dr. Grossman gave an overview of the quarterly risk analysis report; Lieutenant Jeff Thomason presented on data regarding traffic stops, non-dispatch, non-intel led traffic stops and violation; and Lieutenant Sean Flemming presented on the most dangerous driving behaviors that account for the severe crashes in the City of Oakland, as well as the High Injury Network (HIN).

Public comments were made by 8 persons (Nicky; Warren, Beck, Cleveland, Parker; Olugbala; Leonard; Jenks).

V. Presentation from Restorative Justice for Oakland Youth (RJOY)

RJOY Executive Director Teiahsha Bankhead gave a presentation on the organization's efforts regarding incarceration by promoting restorative justice practices and policies in schools, communities, and the juvenile justice system, and answered questions from Commissioners.

Public comments were made by 2 persons (Olugbala; Parker).

VI. Presentation from The Mobile Assistance Community Responders of Oakland (MACRO), Elliot Jones, Program Manager.

Program Manager Mr. Elliott Jones gave a presentation on the Mobile Assistance Community Responders of Oakland (MACRO), a community response program within the Fire Department for non-violent, non-emergency 911 calls, and answered Commissioners' questions.

Public comments were made by 5 persons (Leonard; Cleveland; Jaffe, Jenks; Olugbala; Parker).

VII. Update from the Interim CPRA Director (Aaron Zisser)

Interim CPRA Executive Director Mr. Aaron Zisser provided a report on CPRA's work, including policies yet to be adopted, staffing levels, compliance with 180-day and 250-day deadlines, and whether all mandated investigation cases are or will be assigned to investigators, and answered questions from Commissioners.

Public comments were made by 4 persons (Vale; Cleveland; Olugbala; Leonard).

VIII. Committee Reports

**Oakland Black Officers Association (OBOA)
(Commissioners Jackson, Harbin-Forte, Ordaz)**

Commissioner Jackson provided an update on the Ad Hoc Committee's work with the outside firm investigating whether OPD engages in racially discriminatory hiring and promotions.

**Chief of Staff Search
(Commissioners Milele, Jackson and Jordan)**

Commissioner Jordan provided a report on the Ad Hoc Committee's efforts to recruit for the open Commission Chief of Staff position.

**Militarized Equipment
(Commissioners Hsieh, Jordon, Jackson-Castain)**

Commissioner Hsieh provided an update on the Militarized Equipment Ad Hoc Committee's work.

**CPRA Executive Director Search
(Commissioners Milele, Jackson and Peterson)**

Commissioner Jackson provided an update on the Ad Hoc committee's efforts to recruit for the open CPRA Executive Director position.

Public comments were made by 2 persons (Olugbala; Parker).

IX. Cancel an August Meeting

On motion made by Commissioner Jackson to cancel the August 11, 2022 meeting, seconded by Commissioner Harbin-Forte, and after no public comments were made, the motion carried by the following vote:

Ayes: 6 - Peterson, Harbin-Forte, Hsieh, Howell, Jackson, Jordan
Nays: 0
Excused: 1- Milele

X. Open Forum Part 2

Public comments were made by 6 persons (Olugbala; Jenks; Parker; Dessen; Warren; Leonard).

XI. Upcoming/Future Agenda Items

The Commission engaged 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.

Public comments were made by 1 person (Parker).

XII. Adjournment

Vice Chair Peterson adjourned the meeting of the Oakland Police Commission at approximately 10:29 p.m.



OAKLAND POLICE COMMISSION

REGULAR MEETING MINUTES

August 25, 2022
6:30 PM

I. Call to Order, Welcome, Roll Call and Determination of Quorum

Chair Tyfahra Milele called the meeting to order at approximately 6:35 p.m. and took roll.

Roll Call:

Present: Vice Chair Marsha Peterson; Commissioner Brenda Harbin-Forte; Commissioner Rudolph Howell; Commissioner Jesse Hsieh; Commissioner Regina Jackson; Commissioner David Jordan; Alternate Commissioner Karely Ordaz; Chair Tyfahra Milele.

Absent: Alternate Commissioner Angela Jackson-Castain.

Adoption of Renewal Resolution Electing to Continue Conducting Meetings Using Teleconferencing in Accordance with California Government Code Section 54953(E), a Provision of AB-361.

A motion was made by Commissioner Harbin-Forte and seconded by Commissioner Jackson, to adopt the renewal resolution. After no public comments were made, the motion carried by the following vote:

Ayes: 7 - Milele, Peterson, Harbin-Forte, Howell, Hsieh, Jackson, Jordan

Nays: 0

Absent: 0

II. Open Forum Part 1

Public comments were made by 2 persons (Parker; Eddie)

III. Update from Police Chief

OPD Chief Armstrong provided an update on the crime rate, staffing, missing persons, NSA compliance, recruiting efforts, missing persons, and vehicle tows. Chief Armstrong also announced that a new recruitment video has been produced, and encouraged Commissioners to watch it. Dr. Leigh Grossman spoke on the Citywide Risk Analysis Report, and Lt. Sean Fleming gave a presentation on the Towing Policy and Procedures. All answered questions from the Commissioners.

Public comments were made by 10 persons (Beck; Yassin; Contreras; Jaffe; Cleveland; Bernstein; Olugbala; Jenks; Eddie; Parker).

IV. Update from the Interim CPRA Director (Aaron Zisser)

Interim CPRA Director Aaron Zisser provided a report on CPRA's work and recruitment efforts and answered questions from the Commissioners.

Public comments were made by 5 persons (Grinage; Olugbala; Jenks; Parker; Cleveland)

V. Committee Reports

Before reports began, Chair Milele announced a new Ad Hoc Committee for CPRA Operating Procedures, and appointed Commissioner Harbin-Forte and Alternate Commissioners Jackson-Castain and Ordaz as members.

Body Worn Camera Policy**(Commissioners Peterson, Harbin-Forte, Hsieh)**

Commissioner Hsieh provided an update on the work of the Body Worn Camera Policy Ad Hoc Committee.

Community Outreach**(Commissioners Howell, Hsieh, Jordan)**

Commissioner Howell provided an update on the work of the Community Outreach Ad Hoc Committee.

Chief of Staff Search**(Commissioners Milele, Jackson and Jordan)**

Chair Milele reported on the recruitment for the open Chief of Staff position, and introduced the new Interim Chief of Staff, Kelly Yun, who provided her background information.

Racial Profiling**(Committee of the Whole)**

Vice Chair Peterson provided an update on the work of Racial Profiling Committee of the Whole and the Commission's plans to effectively reduce racial profiling.

Public comments were made by 5 persons (Jenks; Olugbala; Beck; Bernstein, Parker)

VI. Open Forum Part 2

Public comments were made by 4 persons (Jaffe; Olugbala; Cleveland; Jenks).

VII. Upcoming/Future Agenda Items

The Commission engaged in a working session to discuss and determine agenda items for the upcoming Commission meeting and agreed on a list of agenda items to be discussed on future agendas.

Public comments were made by 1 person (Olugbala).

VIII. Adjournment

Chair Milele adjourned the meeting of the Oakland Police Commission at approximately 9:55 p.m.



OAKLAND POLICE COMMISSION REGULAR MEETING MINUTES

September 8, 2022

6:30 P.M.

I. Call to Order, Welcome, Roll Call and Determination of Quorum

Chair Tyfahra Milele called the meeting to order at approximately 6:35 p.m. and took roll.

Roll Call:

Present: Chair Tyfarah Milele; Vice Chair Marsha Peterson; Commissioner Brenda Harbin-Forte; Commissioner Rudolph Howell; Commissioner Regina Jackson, Commissioner David Jordan; Alternate Commissioner Angela Jackson-Castain;

Absent: Commissioner Jesse Hsieh; Alternate Commissioner Karely Ordaz

II. Adoption of Renewal Resolution Electing to Continue Conducting Meetings Using Teleconferencing in Accordance with California Government Code Section 54953(E), a Provision of AB-361.

A motion was made by Commissioner Harbin-Forte and seconded by Vice Chair Peterson to adopt the renewal resolution. After no public comments were made, the motion carried by the following vote:

Ayes: 6 - Milele, Peterson, Harbin-Forte, Howell, Jackson, Jordan

Nays: 0

Absent: 1-Hsieh

III. Open Forum Part 1

No public comments were made.

IV. Presentation and Possible Approval of Policy DGO 1-18 Member Personal Social Media and Policy DGO I-19 Electronic Communication Devices

Mark Love, Employment Relations Manager for the City of Oakland, reported that he had met and conferred with labor organizations and highlighted the minor changes made to the Social Media Policy as a result of those meetings. Following public comment as to both policies by 1 person (Olugbala), a motion was made by Commissioner Harbin-Forte and seconded by Commissioner Jackson to approve the amended policy. The motion carried by the following vote:

Ayes: 6 - Milele, Peterson, Harbin-Forte, Howell, Jackson, Jordan

Nays: 0

Absent: 1-Hsieh

The Commission then heard a presentation from Lt. Joseph Turner on Policy DGO I-19 Electronic Communication Devices and its amendments and changes. A motion was made by Commissioner Harbin-Forte and seconded by Vice Chair Peterson to approve the Social Media Policy as amended. The motion carried by the following vote:

Ayes: 6 - Milele, Peterson, Harbin-Forte, Howell, Jackson, Jordan

Nays: 0

Absent: 1-Hsieh

V. Presentation and Possible Approval of Policy K-7 (Militarized Equipment)

Commissioner Jordan and other members of the Militarized Equipment Ad Hoc Committee presented on the amendments made to Policy K-7 (Militarized Equipment), with clarifications provided by Lt. Turner, Jennifer Tu and other members of the Ad Hoc Committee.

Public comments were made by 4 persons (Beck, Leonard; Olugbala; Parker).

A motion was made by Commissioner Harbin-Forte and seconded by Vice Chair Peterson to approve Policy K-7 (Militarized Equipment. The motion carried by the following vote:

Ayes: 6 - Milele, Peterson, Harbin-Forte, Howell, Jackson, Jordan

Nays: 0

Absent: 1-Hsieh

VI. Motion for Approval of Presentation and Possible Approval of Policy K-6 (Department Rifles), Policy TB-III-H (Specialty Impact Munitions) and Policy TB-III-P.04 (Armored Vehicles)

The Commission's counsel, Attorney Bonifacio Garcia, provided guidance on the question of considering policies that were not posted with the original agenda but were posted to the Commissioners and the public at the same time.

A motion was made by Commissioner Harbin-Forte, and seconded by Commissioner Jackson to hear the presentations on Policy K-6 (Department Rifles), Policy TB-III-H (Specialty Impact Munitions) and Policy TB-III-P,04 (Armored Vehicles). After no public comments were made, the motion carried by the following vote:

Ayes: 6 - Milele, Peterson, Harbin-Forte, Howell, Jackson, Jordan

Nays: 0

Absent: 1-Hsieh

VII. Presentation and Possible Approval of Policy K-6 (Department Rifles)

Lt. Joseph Turner and other members of the ad hoc committee, including Jennifer Tu and Eric Amaya, presented on the Policy K-6 (Department Rifles) and answered questions from the Commissioners.

Public comments were made by 3 persons (Grinage; Jaffe; Olugbala).

VIII. Presentation and Possible Approval of Policy TB-III-H (Specialty Impact Munitions)

Lt. Joseph Turner and other members of the ad hoc committee, including Jennifer Tu and Eric Amaya, presented on Policy TB-III-H (Specialty Impact Munitions. Assistant Chief Darren Allison discussed crown control policies. All answered questions from Commissioners.

Public comments were made by 2 persons (Beck; Grinage)

IX. Presentation and Possible Approval of Policy TB-III-P.04 (Armored Vehicles)

Lt. Mr. Joseph Lt. Joseph Turner and other members of the ad hoc committee, including Jennifer Tu and Eric Amaya, presented on Policy TB-III-P.04 (Armored Vehicles), and answered questions from Commissioners.

Public comments were made by 1 person (Beck)

X. Committee Reports

**Inspector General Policies
(Commissioners Peterson, Harbin-Forte, Jackson)**

Vice Chair Peterson reported on the work of the Inspector General Policies Ad Hoc Committee.

**Oakland Black Officers Association (OBOA)
(Commissioners Harbin-Forte, Jackson, Ordaz)**

Commissioner Jackson provided an update on the Ad Hoc Committee's work with the outside firm investigating whether OPD engages in racially discriminatory hiring and promotions.

**CPRA Executive Director Search
(Commissioners Milele, Jackson, Peterson)**

Commissioner Jackson provided a report regarding recruitment for the open CPRA position.

No public comments were made.

XI. Open Forum Part 2

Public comments were made by 1 person (Olugbala).

XII. Upcoming/Future Agenda Items

Chair Milele announced that because of the high number of OPD policies needing approval, a special meeting would be set for September 16.

The Commission then engaged in a working session to discuss and determine agenda items for the upcoming Commission meeting and agreed on a list of agenda items to be discussed on future agendas.

Public comments were made by 1 person (Parker).

XIII. Adjournment

Chair Milele adjourned the meeting at approximately 9:15 p.m.



OAKLAND POLICE COMMISSION

SPECIAL MEETING MINUTES

September 16, 2022

5:30 P.M.

I. Call to Order, Welcome, Roll Call and Determination of Quorum

Chair Tyfahra Milele w Chair Tyfahra Milele called the meeting to order at approximately 5:35 p.m. and took roll.

Roll Call:

Present: Chair Tyfahra Milele; Commissioner Rudolph Howell; Commissioner David Jordan; Alternate Commissioner Angela Jackson-Castain; Commissioner Jesse Hsieh; Alternate Commissioner Karely Ordaz.

Excused Absences: Commissioner Brenda Harbin-Forte; Vice Chair Marsha Peterson; Commissioner Regina Jackson

To assist in meeting quorum requirements, Chair Milele elevated both alternate commissioners to regular commissioners with voting power.

II. Open Forum

Public comments were made by 3 persons (Olugbala; Leonard; Tu).

III. Presentation and Possible Approval of Policy DGO K-6 (Department Rifles)

Commissioner Hsieh, Lt. Joe Turner and Lt. Steve Toribo, along with Erickson Amaya and Jennifer, made presentations on the policy and answered questions.

After public comments from 4 persons (Beck; Yassin; Bernstein; Olugbala), Commissioner Hsieh made a motion, seconded by Commissioner Howell, to approve this policy. The motion carried by the following vote:

Ayes: 5 - Milele, Howell, Hsieh, Jackson-Castain, Ordaz

Nays: 0

Absent: 4- Harbin-Forte, Jackson, Jordan, Peterson

IV. Presentation and Possible Approval of Policy TB-III-H (Specialty Impact Munitions)

Commissioner Hsieh, Lt. Joe Turner and Lt. Steve Toribo, along with Erickson Amaya and Jennifer, made presentations on the policy and answered questions from the Commissioners.

After public comments from 2 persons (Grinage; Olugbala) Commissioner Hsieh made a motion , seconded by Commissioner Howell, to approve the policy as presented. The motion carried by the following vote:

Ayes: 4 - Milele, Howell, Hsieh, Jackson-Castain

Nays: 1 - Ordaz

Absent: 4- Harbin-Forte, Jackson, Jordan, Peterson

V. Presentation and Possible Approval of Policy TB III-P.04 (Armored Vehicles)

OAKLAND POLICE COMMISSION

SPECIAL MEETING MINUTES

September 16, 2022

5:30 P.M.

Commissioner Hsieh, Lt. Joe Turner and Lt. Steve Toribo, along with Erickson Amaya, presented on this policy and answered questions from the Commissioners.

After public comments from 2 persons (Olugbala; Parker) Commissioner Hsieh made a motion, seconded by Commissioner Jackson-Castain, to approve the policy. The motion carried by the following vote:

Ayes: 5 - Milele, Howell, Hsieh, Jackson-Castain, Ordaz

Nays: 0

Absent: 4- Harbin-Forte, Jackson, Jordan, Peterson

VI. **Presentation and Possible Approval of Policy TB III-G (Crowd Control and Crowd Management)**

Commissioner Hsieh, Lt. Joe Turner, Lt. Thomason, and Jennifer Tu presented on this policy and answered questions from the Commissioners.

After public comments from 3 persons (Yassin; Olugbala; Parker) Commissioner Hsieh made a motion, seconded by Commissioner Jackson-Castain, to approve the policy. The motion carried by the following vote:

Ayes: 5 - Milele, Howell, Hsieh, Jackson-Castain, Ordaz

Nays: 0

Absent: 4 - Harbin-Forte, Jackson, Jordan, Peterson

VII. **Presentation and Possible Approval of Policy TB V-F.02 (Chemical Agents + Impact Report)**

Commissioner Hsieh, Lt. Joe Turner, Lt. Thomason, Jennifer Tu and Erickson Amaya presented on this policy and answered questions from the Commissioners. During the discussion, Commissioner stated that some of the language in the Impact Report needed to be amended, and specified that the the Impact Report would be amended to add: "When chemical agents are deployed in a home, that home can become contaminated and might not be able to be quickly decontaminated. Any residents of that home may not be able to safely stay in their home, which could have a negative impact on their ability to work to go to school and their general wellbeing."

After no public comments were made Commissioner Hsieh made a motion, seconded by Commissioner Howell, to approve the policy with the amended Impact Report. The motion carried by the following vote:

Ayes: 5 - Milele, Howell, Hsieh, Jackson-Castain, Ordaz

Nays: 0

Absent: 4- Harbin-Forte, Jackson, Jordan, Peterson

VIII. **Presentation and Possible Approval of Policy DGO I-26 (Ground Robots + Impact Report)**

Commissioner Hsieh, Lt. Daza Quiros, Lt. Joe Turner, and Jennifer Tu presented on this policy and answered questions from the Commissioners.

Following public comments from 1 person (Olugbala), Commissioner Hsieh requested that the Commission not take action on the policy because it needed to be amended.

Presentation and Possible Approval of Policy DGO-I-25 (Unmanned Aerial Systems)

OAKLAND POLICE COMMISSION SPECIAL MEETING MINUTES

September 16, 2022

5:30 P.M.

Commissioner Hsieh, Lt. Daza Quiros, Lt. Joe Turner, and Erickson Amaya presented on this policy and answered questions from the Commissioners.

Following public comments from 2 persons (Beck; Olugbaa), Commissioner Hsieh requested that the Commission not take action on the policy because it needed to be amended.

IX. Adjournment

Chair Milele adjourned the meeting of the Oakland Police Commission at approximately 9:25 p.m.



OAKLAND POLICE COMMISSION

REGULAR MEETING MINUTES

September 22, 2022

6:30 P.M.

I. **Call to Order, Welcome, Roll Call and Determination of Quorum**

Chair Tyfahra Milele called the meeting to order at approximately 6:35 p.m. and took roll.

Roll Call:

Present: Chair Tyfahra Milele; Vice Chair Marsha Peterson; Commissioner Brenda Harbin-Forte; Commissioner Rudolph Howell; Commissioner Jesse Hsieh; Commissioner David Jordan; Alternate Commissioner Karely Ordaz; Alternate Commissioner Angela Jackson-Castain.

Late: Commissioner Regina Jackson joined the meeting after roll call.

II. **Open Forum Part 1**

Public comments were made by 2 persons (Poland; Olugbala)

III. **Update from Oakland Police Department (OPD)**

Assistant Chief Darren Allison provided an update on the Department regarding crime and staffing.

Deputy Chief Wong spoke on the Citywide Risk Analysis Report. Lt. Jeffrey Thomason and Lt.

Sean Fleming presented on the Towing Policy, and all answered from the Commissioners.

Public comments made by 1 person (Yassin).

IV. **Update from the Inspector General (Michelle Phillips)**

Inspector General Phillips provided a report on the work of the Office of the Inspector General and answered questions from the Commissioners.

Public comments were made by 4 persons (Grinage; Contreras; Jaffe; Jenks).

V. **Update from the Interim CPRA Director (Aaron Zisser)**

Interim CPRA Director Zisser reported on CPRA's work and answered questions from the Commissioners.

Public comments were made by 4 persons (Cleveland; Grinage; Olugbala; Caro)

OAKLAND POLICE COMMISSION

REGULAR MEETING MINUTES

September 22, 2022

6:30 P.M.

VI. Presentation and Possible Approval of Policy DGO I-25 (Unmanned Aerial Systems)

Before the presentations on the policies began, Commissioner Hsieh clarified the role of the Commission is to provide recommendations to the City Council on whether the City Council should approve, modify or reject the policies on tonight's agenda.

Lt. Daza Quiros gave a presentation on the policy DGO I-25 (Unmanned Aerial Systems), explained that Unmanned Aerial Systems are commonly known as drones, and answered questions from the Commissioners.

Public comments were made by 1 person (Olugbala).

Commissioner Hsieh made a motion, seconded by Commissioner Jordan, to recommend to the City Council to approve this policy. The motion carried by the following vote:

Ayes: 7 - Milele, Peterson, Harbin-Forte, Howell, Hsieh, Jackson, Jordan
Nays: 0
Absent: 0

VII. Presentation and Possible Approval of Policy DGO I-26 (Ground Robots + Impact Report)

Commissioner Hsieh advised the Commissioners that a significant development with the policy occurred within the past twenty-four hours, when the members of the Militarized Equipment Ad Hoc Committee learned that the robots could have live ammunition in them. This new information had caused the Ad Hoc members to agree that modifications needed to be made to the policy as originally proposed.

Lt. Daza Quiros and other members of the ad hoc committee, including Jennifer Tu and Lt. Turner gave a presentation on the policy and answered questions from the Commissioners.

Commission Counsel Attorney Conor Kennedy gave some guidance regarding the Brown act.

After public comments were made by 5 persons (Yassin; Poland; Farmer; Olugbala; Parker), Commissioner Hsieh made a motion, seconded by Commissioner Jackson, for the Commission to make a recommendation to the City Council to approve the policy with modifications, and direct the ad hoc committee to propose modifications and bring them back for the Commission's approval at its October 13, 2022 meeting. The motion carried by the following vote:

Ayes: 7 - Milele, Peterson, Harbin-Forte, Howell, Hsieh, Jackson, Jordan
Nays: 0
Absent: 0

OAKLAND POLICE COMMISSION

REGULAR MEETING MINUTES

September 22, 2022

6:30 P.M.

Before turning to the next agenda item, Commissioner Harbin-Forte made a motion, seconded by Commissioner Jackson, to extend the meeting by one hour. After no public comments were made, the motion carried by the following vote:

Ayes: 7 - Milele, Peterson, Harbin-Forte, Howell, Hsieh, Jackson, Jordan

Nays: 0

Absent: 0

VIII. Presentation and Possible Approval of Policy DGO I-27 (Long-Range Acoustic Devices)

Commissioner Hsieh made a motion, seconded by Vice Chair Peterson, to table or postpone consideration of this policy. After no public comments were made, the motion carried by the following vote:

Ayes: 7 - Milele, Peterson, Harbin-Forte, Howell, Hsieh, Jackson, Jordan

Nays: 0

Absent: 0

IX. Presentation and Possible Approval of Policy DGO I-28 (Mobile Command Vehicles)

Commissioner Hsieh made a motion, seconded by Commissioner Jackson, to table or postpone consideration of this policy. After no public comments were made, the motion carried by the following vote:

Ayes: 7 - Milele, Peterson, Harbin-Forte, Howell, Hsieh, Jackson, Jordan

Nays: 0

Absent: 0

X. Presentation and Possible Approval of Policy TB III-P.05 (Noise-Flash Diversion Devices)

Lt. Thomason made a presentation on the policy, and answered questions from the commissioners.

Public comments were made by 2 persons (Poland; Parker).

During discussion of motion made by Vice Chair Peterson to approve the policy, Commissioner Hsieh made a substitute motion, seconded by Vice Chair Peterson, to recommend to the City Council that the City Council adopt the motion. The motion carried by the following vote:

Ayes: 7 - Milele, Peterson, Harbin-Forte, Howell, Hsieh, Jackson, Jordan

Nays: 0

Absent: 0

OAKLAND POLICE COMMISSION

REGULAR MEETING MINUTES

September 22, 2022

6:30 P.M.

XI. Update on NACOLE Conference

Vice Chair Peterson made a motion, seconded by Commissioner Hsieh, to table or postpone consideration of this update. After no public comments were made, the motion carried by the following vote:

Ayes: 7 - Milele, Peterson, Harbin-Forte, Howell, Hsieh, Jackson, Jordan

Nays: 0

Absent: 0

XII. Open Forum Part 2

Public comments were made by 2 persons (Olugbala; Parker).

XIII. Upcoming/Future Agenda Items

The Commission engaged in a working session to discuss and determine agenda items for the upcoming Commission meeting and agreed on a list of agenda items to be discussed on future agendas.

Public comments were made by 2 persons (Olugbala; Parker).

XIV. Adjournment

Chair Milele adjourned the meeting at approximately 11:15 p.m.

Agenda Matter	Duties/Deliverables	Additional Information/Details	Timeline for 2022-23	Annual vs. Incident-Based vs. Continuous Functions	Measure LL ("Charter") and Enabling Ordinance ("Ord.") Sections
Annual evaluation of Chief of Police	Conduct performance reviews of the Agency Directors and the Chief	The Commission shall determine the performance criteria for periodically 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.	Feb/Mar 2023	Annual	Ord. Section 2.45.070(G)
Annual evaluation of Inspector General	Conduct performance reviews of the Agency Directors and the Chief	The Commission shall determine the performance criteria for periodically 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.	Dec/Jan 2023	Annual	Ord. Section 2.45.070(G)
Hiring CPRA Director including public forum	Staff Searches Ad Hoc	Commission responsible for hiring of Agency Director	Posting Close Date (10.31.22) to Anticipated Hiring Date (March 2023)	Incident-based	Charter - 604(e)(4)
Annual evaluation of CPRA Director	Conduct performance reviews of the Agency Director and the Chief	The Commission shall determine the performance criteria for periodically 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.	Mar/Apr 2024	Annual	Ord. Section 2.45.070(G)
Annual report to the Mayor/City Council/the public	Complete Annual Report		2022 Annual Report to Commission for first review Jan 2023	Annual	
MEETINGS					
In-Person Meeting - Brown Act	After City Council provides guidance, agendaize to announce and discuss lifting of emergency exception & conduct in-person meetings		Jan/Feb 2023 (after City Council decides)	Incident-based	Ord. Section 2.45.090
Public Hearing on OPD Policies	Commission may shall determine which Department policies are subject of the hearing	Possible topic: racial disparity in policing	Apr 2023 meeting - coupled with community roundtable and public hearing requirement	Annual	Charter Section 604(b)(2)
Two meetings per year outside City Hall - "Community Roundtables"	Agendized ten days in advance	Commission shall consider inviting to each roundtable individuals and groups familiar with the issues involved in building and maintaining trust between the Department and the community, including but not limited to representatives from the Department, members of faith-based groups, youth groups, advocacy groups, residents of neighborhoods that experience the most frequent contact with the Department and formerly incarcerated members of the community	Apr 2023 meeting - coupled with community roundtable and public hearing requirement May 2023 meeting - combine with community roundtable with budget public hearing	Annual	Charter § 604(d)(1) and Ord. § 2.45.090
BUDGET					
Public Hearing on OPD Budget	Purpose of hearing is to "determine whether budgetary allocations for the Department are aligned with the Department's policies". Develop and Approve Recommendations to City Council re Mayor's Budget	Tentative release date of Mayor's proposed budget is May 1st of each year.	May 2023 meeting - coupled with community roundtable and budget public hearing	Annual	Charter Section 604(b)(7)
Propose a Commission Budget, in general	Propose staff position submission to City Administrator necessary to permit the Commission and the CPRA to fulfill its functions and duties.	Include budget for OIG, and Commission COS/ED and other positions	Jan 2023	Annual	Ord. Section 2.45.180

Agenda Matter	Duties/Deliverables	Additional Information/Details	Timeline for 2022-23	Annual vs. Incident-Based vs. Continuous Functions	Measure LL ("Charter") and Enabling Ordinance ("Ord.") Sections
Review and Comment on Proposed Budget for Education and Training re: job-related stress, PTSD Signs and Symptoms, and Other Jobrelated Mental Health/Emotional Issues		Possibly include in general budget or OPD budget	Jan 2023 or May 2023	Annual	Charter § 604(d)(1) and Ord § 2.45.090
Propose a Budget for Education and Training re: job-related stress, PTSD Signs and Symptoms, and Other Job-related Mental Health/Emotional Issues		Possibly include in general budget or OPD budget	Jan 2023 or May 2023	Annual	Ord. § 2.45.070(C) & (D) (C) 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 post-traumatic 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. (D) 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.
OTHER ITEMS: for CPRA					
Solicit/Consider Public Input re Quality of Interactions with CPRA and Commission		This doesn't have to be in the form of a meeting (could be survey solicitation) but a Commission discussion may be on methodology. What was done in the past? Maybe have it during the hiring process so Commission could take it into consideration for hiring and setting expectations for CPRA director?	March 2023 with public forum?	Continuous	Ord. § 2.45.070(Q)
Establish Rules/Procedures re Mediation/Resolution of Complaints of Misconduct					Ord. § 2.45.070(N)
RFP for IAD transition to CPRA		Requested by CPRA			
Review the Agency's dismissal and/or administrative closure of all complaints of misconduct involving Class I offenses			August 2023 - maybe 6 mos. into new Director's time with OPC	Continuous	Ord. Section 2.45.070(M)
Provide policy guidelines to CPRA Director for determining case prioritization		Requested by Comm. Jackson (11.10.22) about Charlotte's August 2022 email; Chair is asking Charlotte when she can report on it	February 2023	Continuous	
Determine the number of existing CPRA staff who would work at a "street-level or ground-floor, visible office that is accessible by public transportation."			Possibly February 2023 before in-person mtgs	Continuous	Ord. Section 2.46.020
OTHER ITEMS: for OPD					
Notify Chief of required contents of Chief annual report	See enumerated list of topics		Possibly part of Chief's evaluation in February		Ord. Section 2.45.070(F)
Review And Comment On Department's Practices/Policies Re: Reporting And Publishing Data On Its Activities					Ord. § 2.45.070(P)
Revisit OPD's Grooming & Presentation policy		Requested by Comm. Gage (1.13.22)			
For the Chief: - Report on intentions regarding Militarized Equipment - Report on claims regarding bail and increase in crime		Requested by Comm. Hsieh & Harbin-Forte respectively (4.14.22)			
Update on OPD's Parole & Probation policy plus impact.		Requested by Comm. Jackson (2.10.22)			

Agenda Matter	Duties/Deliverables	Additional Information/Details	Timeline for 2022-23	Annual vs. Incident-Based vs. Continuous Functions	Measure LL ("Charter") and Enabling Ordinance ("Ord.") Sections
Approve/Modify/Revoke OPD Use of "Military Equipment" via Annual Report Process			August 2023		Ord. Section 9.65.030
Report from Chief Armstrong regarding OPD's homelessness policy		Requested by Comm. Harbin-Forte (2.10.22)			
Presentation from the Department of Violence Prevention		Requested by Comm. Jackson (2.24.22)			
OPD annual update on impact of the missing person's policy		Requested 8.25.22			
Receive reports from Department via City Administrator on issues identified by the Commission					Ord. Section 2.45.070(R)
OTHER ITEMS: for OIG					
Advise OIG of priorities and the functions and duties, including: •Prepare annual report •Monitor/eval # of officers receiving training on profiling, implicit bias, de-escalation, and other key topics •Develop and present a plan to the Commission to measure the performance of each element of the Department's discipline process for sworn officers •Complete all audits/reviews requested by the Mayor, City Administrator, City Council •Monitor/eval/make recommendations re: •Recruiting and hiring sworn personnel •OPD Policies the Commission seeks to create or modify •OPD's risk mgmt. practices					Ord. Section 2.45.120
Advise OIG of priorities for the 52 NSA Tasks		Part of Post-NSA Standing Committee	Jan/Feb/March 2023		Ord. Section 2.45.120; Charter 604(f)(5)
OTHER ITEMS: for Commission					
Community Policing presentation/training		Requested by Comm. Hsieh/Commission Ad Hoc (5.26.22)			Ord. Section 2.45.070(O)
Ad Hoc to review and learn about OPD's Tow policy		Requested by Comm. Harbin-Forte (4.14)			
SB 16 & SB 1421 Training		Requested by Chair Milele & Vice Chair Peterson (5.26.22)			
Maintain/update bylaws			Summer 2023	Continuous	Ord. Section 2.45.040
Presentation on CARES Navigation Center and La Familia		Invitation sent for 1.12.22 meeting	1.12.23 meeting		
Request that the City Attorney submit semi-annual reports to the Commission and to City Council which shall include a listing and summary of				Continuous	Ord. Section 2.45.070(I)
Mayor's Youth Commission		Requested by Comm. Jackson (8.25.22)			
Center for Violence Prevention update		Requested by Comm. Jackson (8.25.22)			
Bay Area Youth EMT		Requested by Comm Harbin-Forte (8.25.22)			
Case for Evidence-Based Oversight (NACOLE presenters)		Requested by VC Peterson (8.25.22)			
Presenation by Ian Appleyard on new HR process		Requested by Comm. Jackson (11.10.22)			
Minutes of meetings		Requested by Comm. Jackson (11.10.22) — generally recurring w/ consent agenda		Continuous	
OIG Policies for review and vote		Requested by Comm. Jackson (11.10.22) — in discussion with OIG Policies ad hoc			
Chief of Staff Search		Requested by Comm. Jackson (11.10.22; 12.8.22) — recurring with ad hoc report			