



OAKLAND POLICE COMMISSION

REGULAR MEETING AGENDA

April 27, 2023

5:30 PM

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Pursuant to California Government Code Section 54953(e) having been rescinded, members of the Police Commission, as well as the Commission's Counsel and Community Police Review Agency staff, will no longer participate in public meetings via phone/video conference, and physical teleconference locations are required.

**Please note that Zoom links will be to observe only.
Public participation via Zoom is not possible currently.**



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PUBLIC PARTICIPATION

The Oakland Police Commission welcomes public participation. During this time of transition back to in-person meetings, we are currently prohibited from implementing hybrid meetings. Please refer to the ways in which you can observe and/or participate below:

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/81139880829> 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: 811 3988 0829

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.”

Use of Zoom is limited to observing, public comment will not be taken via Zoom

PROVIDE PUBLIC COMMENT IN PERSON:

- Public comment on each agenda item will be taken. Members of the public wishing to comment must fill out a speaker card for each item they wish to comment on. Speaker cards will be accepted up until Public Comment for each item begins. Please submit your cards to the Chief of Staff before being recognized by the presiding officer.
- Comments must be made on a specific agenda item covered in the meeting that the comment was submitted for, and that item must be written on the speaker card, or they will be designated open forum comments.
- Comments designated for open forum, either intentionally or due to the comments being outside of the scope of the meeting's agenda/submitted without a including a written agenda item, will be limited to one comment per person.

E-COMMENT:

- Please email written comments to opc@oaklandcommission.org. E-comments must be submitted at least **24 hours** prior to the meeting with the agenda item to which it pertains. Open Forum comments are limited to one per person.



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REGULAR MEETING AGENDA

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

Chair Tyfahra Milele

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

II. Closed Session

The Police Commission will take Public Comment on the Closed Session items.

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

PUBLIC EMPLOYEE DISCIPLINE/DISMISSAL/RELEASE

(Government Code Section 54957(b))

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 submit a speaker card prior to this item. 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. ***This is a recurring item.***

IV. Office of the City Attorney (OCA) Semiannual Report

Deputy City Attorney Veronica Harris will provide a semiannual report on behalf of OCA.

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

V. 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; risk analysis; 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 5)

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

VI. Update from Community Police Review Agency (CPRA)

Director Jones will provide updates on the CPRA, to the extent permitted by state and local law. Topics discussed in the update may include the Agency's pending cases, completed investigations, staffing, and recent activities. ***This is a recurring item. (Attachment 6)***

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



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- VII. 2022 Police Commission Annual Report for Review and Discussion ([Attachment 7](#))**
The Annual Report Ad Hoc Committee (Commissioners Jackson and Peterson) will present on the draft 2022 Annual Report for the Oakland Police Commission.
- a. Discussion
 - b. Public Comment
 - c. Action, if any
- VIII. Approval of Meeting Minutes ([Attachment 8](#))**
The Commission will review and possibly amend or approve meeting minutes for March 9; March 23; March 30; and April 13 Commission meetings.
- a. Discussion
 - b. Public Comment
 - c. Action, if any
- IX. Committee Reports**
Representatives from Ad Hoc Committees will provide updates on their work.
This is a recurring item. ([Attachment 9](#))
- **Staff Searches: CPRA Director, Chief of Staff, Police Chief (Commissioners Milele, Jordan, Howell)**
The Staff Searches Ad Hoc Committee is responsible for the recruitment and hiring of staff vacancies, including the CPRA Executive Director, Commission Chief of Staff, and OPD Police Chief.
 - **Militarized Equipment (Commissioners Hsieh, Jordan, Jackson-Castain)**
The Militarized Equipment Ad Hoc Committee is tasked with 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.)
 - **CPRA Policies (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). The CPRA is an independent civilian oversight agency with jurisdiction to investigate public complaints against sworn employees of the Oakland Police Department, make findings about those complaints, and recommend discipline when required.
 - **Rules of Procedure Ad Hoc Committee (Commissioners Hsieh, Howell, Jackson-Castain)**
This Ad Hoc Committee oversees the Commission's Rules of Procedure for review and updates.
 - a. Discussion
 - b. Public Comment
 - c. Action, if any



OAKLAND POLICE COMMISSION

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X. 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 10)***

- 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 submit a speaker card prior to the start of this item. **Persons who spoke during Open Forum Part 1 will not be called upon to speak again without prior approval of the Commission's Chairperson. *This is a recurring item.***

XII. Adjournment

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.



2023 Year-to-Date Recovered Guns

Recoveries through 16 Apr., 2023

Grand Total	306
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Crime Recoveries	
Felony	186
Felony - Violent	43
Homicide	17
Infraction	0
Misdemeanor	7
Total	253

Crime Gun Types	Felony	Felony - Violent	Homicide	Infraction	Misdemeanor	Total
Machine Gun	2		1			3
Other	5					5
Pistol	138	37	14		7	196
Revolver	12	2				14
Rifle	23	1	2			26
Sawed Off		1				1
Shotgun	2	2				4
Sub-Machinegun						0
Unknown/Unstated	4	0				4
Total	186	43	17	0	7	253

Non-Criminal Recoveries	
Death Investigation	5
Found Property	42
SafeKeeping	6
Total	53

Non-Criminal Gun Types	Death Investigation	Found Property	SafeKeeping	Total
Machine Gun				0
Other				0
Pistol	3	10	3	16
Revolver		7	1	8
Rifle		13	1	14
Sawed Off				0
Shotgun	1	11		12
Sub-Machinegun				0
Unknown/Unstated	1	1	1	3
Total	5	42	6	53



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

Recoveries through 16 Apr

Gun Recoveries	2022	2023	Difference	YTD % Change 2022 vs. 2023
Grand Total	411	306	-105	-26%

Crime Recoveries	2022	2023	Difference	YTD % Change 2022 vs. 2023
Felony	250	186	-64	-26%
Felony - Violent	62	43	-19	-31%
Homicide	17	17	0	0%
Infraction	0	0	0	PNC
Misdemeanor	10	7	-3	-30%
Total	339	253	-86	-25%

Non-Criminal Recoveries	2022	2023	Difference	YTD % Change 2022 vs. 2023
Death Investigation	5	5	0	0%
Found Property	42	42	0	0%
SafeKeeping	25	6	-19	-76%
Total	72	53	-19	-26%

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

TASK 45 – CONSISTENCY OF DISCIPLINE 2022 REPORT

April 2023

2022 REPORT FINDINGS

- Concerns about members of certain demographics receiving more allegations per case than others.
 - The number of allegations sworn members received per case was consistent across race, gender, and rank. About 61% of members receive one allegation per case and 25% receive two allegations.
- Concerns about members of certain demographics receiving more allegations of a particular type.
 - The most common allegation across race, gender, and rank is Performance of Duty-Unintentional/Improper Search, Seizure, or Arrest. The second most common one is Performance of Duty – General.
 - While supervisors also follow this trend, they receive more allegations for Failure to Accept or Refer a Complaint – Unintentional than officers.
 - This is because their job responsibilities and exposure to the public is different.

2022 REPORT FINDINGS

	% of Members in the Department (Total 678)*	% of Cases (Total 1,130)
By Race		
White	29% (195)	29% (323)
Black	20% (137)	19% (212)
Hispanic	28% (193)	28% (317)
Asian/Filipino	19% (132)	21% (241)
Other/Unknown	3% (21)	3% (38)
By Gender		
Male	85% (575)	85% (957)
Female	15% (103)	15% (173)
By Rank		
Officer	77% (524)	93% (1049)
Sgt or Above	23% (154)	7% (81)

- The breakdown of cases mirrors the breakdown of the Department by race and gender.
- Supervisors receive proportionally fewer complaints than their percentage in the Department though they have less exposure to the public (95% of cases are externally generated).

2022 REPORT: SUSTAINED RATE BY INVESTIGATION TYPE

	All Investigations	DLIs and DLI Summary Findings	IA Investigations and IA Summary Findings
White	11% (34/323)	9% (16/187)	15% (18/124)
Black	11% (23/212)	9% (13/147)	18% (10/55)
Hispanic	9% (30/317)	7% (15/213)	17% (15/90)
Asian/Filipino	7% (16/240)	4% (6/168)	15% (10/65)
Other/Unknown	18% (7/38)	10% (2/21)	31% (5/16)

Male	10% (94/957)	7% (45/628)	17% (49/289)
Female	9% (16/173)	6% (7/108)	15% (9/61)

Officer	9% (99/1049)	7% (50/699)	16% (49/307)
Sgt or Above	14% (11/81)	5% (2/37)	21% (9/43)

Total	10% (110/1130)	7% (52/736)	17% (58/350)
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- The sustained rate for Internal Affairs cases is higher than for Division Level Investigations.
- Sworn identified as other or unknown had the highest sustained rate but the numbers were the lowest.
- None of the chi-square tests were statistically significant.
 - White v each other race
 - Male v female
 - Officer v Sgt or above

2022 REPORT: SUSTAINED RATE BY COMPLAINT ORIGIN

	All Investigations	Internal Origin	External Origin
White	11% (34/323)	65% (13/20)	7% (21/303)
Black	11% (23/212)	30% (3/10)	10% (20/202)
Hispanic	9% (30/317)	36% (4/11)	8% (26/306)
Asian/Filipino	7% (16/240)	33% (3/9)	6% (13/231)
Other/Unknown	18% (7/38)	100% (2/2)	14% (5/36)

Male	10% (94/957)	53% (23/43)	8% (71/914)
Female	9% (16/173)	22% (2/9)	9% (14/164)

Officer	9% (99/1049)	51% (21/41)	8% (78/1,008)
Sgt or Above	14% (11/81)	36% (4/11)	10% (7/70)

Total	10% (110/1,130)	48% (25/52)	8% (85/1,078)
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- The sustained rate for internally generated cases is much higher than for external cases.
- For internal cases, white sworn members and males have much higher sustained rates.
- Low numbers prevented the usual chi-square tests for internal cases.
- Though not statistically significant, we looked deeper into some of the data
 - One white officer with three sustained internal cases. Other races had one officer with two sustained.
 - Two cases for white officers for DUI. Two cases for officers of other races involving off duty arrests.

2022 REPORT: DISCIPLINE BY CLASS

Discipline by Race

Class I Cases	Counseling	Written	Suspension	Termination	Total
White	0	1	3	0	4
Black	0	1	3	0	4
Hispanic	0	4	3	2	9
Asian/Filipino	0	0	2	0	2
Other/Unknown	0	0	2	0	2
Total	0	6	13	2	21

- So few cases with a Class I sustained allegation it didn't make sense to calculate percentages.
- For cases with only Class II sustained allegation(s):
 - Black members most likely to receive a suspension.
 - Also more likely to receive a written reprimand than white or Hispanic members.
 - By rank, supervisors received more severe discipline.

Class II Cases	Counseling	Written	Suspension	Termination	Total
White	60% (18)	7% (2)	33% (10)	0% (0)	100% (30)
Black	26% (5)	25% (5)	47% (9)	0% (0)	100% (19)
Hispanic	67% (14)	5% (1)	29% (6)	0% (0)	100% (21)
Asian/Filipino	57% (8)	29% (4)	14% (2)	0% (0)	100% (14)
Other/Unknown	40% (2)	0% (0)	60% (3)	0% (0)	100% (5)
Total	53% (47)	13% (12)	34% (30)	0% (0)	100% (89)

Discipline by Gender

Class I Cases	Counseling	Written	Suspension	Termination	Total
Male	0	4	12	2	18
Female	0	2	1	0	3
Total	0	6	13	2	21

Discipline by Rank

Class I Cases	Counseling	Written	Suspension	Termination	Total
Officer	0	6	12	2	20
Sgt or Above	0	0	1	0	1
Total	0	6	13	2	21

Class II Cases	Counseling	Written	Suspension	Termination	Total
Male	50% (38)	16% (12)	34% (26)	0% (0)	100% (76)
Female	69% (9)	0% (0)	31% (4)	0% (0)	100% (13)
Total	53% (47)	13% (12)	34% (30)	0% (0)	100% (89)

Class II Cases	Counseling	Written	Suspension	Termination	Total
Officer	57% (45)	13% (10)	30% (24)	0% (0)	100% (79)
Sgt or Above	20% (2)	20% (2)	60% (6)	0% (0)	100% (10)
Total	53% (47)	13% (12)	34% (30)	0% (0)	100% (89)

2022 REPORT: CLASS II DISCIPLINE REVIEW

	Counseling		Written		Suspension		Total	
	White	Black	White	Black	White	Black	White	Black
Conduct Towards Others-Demeanor					100% (6)	100% (3)	6	3
Conduct Towards Others-Unprofessional Conduct in Violation of AI 71					100% (2)		2	0
Damaged, Inoperative Property or Equipment					100% (1)		1	0
Failure to Accept or Refer a Complaint (Unintentional)	90% (9)	25% (3)		17% (2)	10% (1)	58% (7)	10	12
General Conduct	100% (1)					100% (3)	1	3
Insubordination – Disrespect					100% (1)		1	0
Obedience to Laws – Misdemeanor/Infraction						100% (1)	0	1
Performance of Duty – Care of Property	100% (3)	100% (1)					3	1
Performance of Duty – General	50% (5)	20% (1)	10% (1)	60% (3)	40% (4)	20% (1)	10	5
Performance of Duty - PDRD					100% (1)	100% (1)	1	1
Prohibited Activity on Duty						100% (1)	0	1
Supervisors – Authority and Responsibilities			100% (1)				1	0

- The differences in discipline for Black members for Class II cases was troubling.
 - For both white and Black members, Failure to Accept or Refer a Complaint (Unintentional) was the most common sustained allegation.
 - The differences in discipline are very clear, however, discipline also takes into account aggravating and mitigating factors and how many times the officer has been sustained for the offense.

2022 REPORT: FAILURE TO ACCEPT OR REFER (UNINTENTIONAL) DISCIPLINE REVIEW

Failure to Accept or Refer a Complaint (Unintentional)	Counseling			Written			Suspension		
	Average Aggravating/Mitigating	1 st Off	2 nd Off	Average Aggravating/Mitigating	1 st Off	2 nd Off	Average Aggravating/Mitigating	1 st Off	2 nd Off
White	1.9/4.1	9	0	n/a	0	0	6/1	1	0
Black	2.0/4.0	3	0	2.0/5.0	1	1	3.6/4.3	1	6

- Adding in additional information provided more context for the different discipline.
 - For both races, when it was a first offense, the member was most likely to receive counseling and training.
 - When the member was sustained for this allegation a second time, they were most likely to receive a suspension. No white members were sustained for this allegation a second time in 2022 so a comparison could not be made.
- Important to remember that discipline is determined at the case level, not the allegation level. There are members in the above chart that were sustained for more than one allegation, not just the Failure to Accept or Refer (Unintentional). Being sustained for more than one allegation is likely to result in more severe discipline.
- After including the aggravating/mitigating factors and the offense number, the different discipline appears to make sense, however, it raises questions about why Black members are being sustained more frequently for this allegation...

2022 REPORT: FUTURE WORK

- The Department found it troubling that Black members were being sustained a second time for Failure to Accept or Refer a Complaint (Unintentional) and committed to do more work in the area.
- Compared to their make up in the Department (20%) Black members receive proportionally fewer allegations (18%), however, they receive a higher percentage of the sustained allegations than their make up in the Department (27%). White members receive a higher proportion of the allegations but have a lower proportion of the sustained rate.
- Since it appears the concern is with the sustained rates, a case review will be conducted that looks at the allegations that did not come to a sustained finding.
 - Are Black members and white members being held to different standards?

Breakdown of FTA Allegations Compared to the Demographics of the Dept (2022)

	% of Members in the Dept	% Allegations Received	% Sustained Allegations
White	29%	34% (38)	22% (10)
Black	20%	18% (20)	27% (12)
Hispanic	28%	29% (32)	31% (14)
Asian/Filipino	19%	16% (18)	18% (8)
Other/Unknown	3%	4% (4)	12% (1)
Total	100%	100% (112)	100% (45)



For Immediate Release: April 17, 2023
OPD News

OPD Launches Survey to Get Community Feedback on Trust and Safety

The Oakland Police Department (OPD) is launching a new online survey to receive feedback on public safety and trust from our community.

The survey is called "Blockwise" and will provide community members an opportunity to inform the Department and City Leaders on issues facing our community and enhance our responsiveness to community priorities.

The survey's creator, Zencity, is a global technology company redefining community engagement to build better local governments and gauge trust and sentiment toward public safety issues in Oakland.

"Community input and partnership play key roles in public safety," said Oakland Interim Police Chief Darren Allison. "While I believe the women and men of the Oakland Police Department are doing a great job, there is always room for growth. We hope the results of the surveys will help us better understand the concerns and needs of our residents as we collectively strive to make our department and city a better and safer place to live, work, and thrive."

This week, Blockwise surveys will be accessible to community members in multiple languages. The surveys will appear in digital ads in various locations, such as news websites, social media platforms, blogs, and apps.

In addition, residents can find and respond to the survey via the QR code or weblink.



<https://surveys.zencity.io/oakland-pd/JJRT8G/?s=sd>

The survey consists of 15 questions and generally takes less than 3 minutes to complete. Based on responses, the survey will measure the safety and trust residents have in their communities while identifying key concerns residents want the police to address.

In keeping with OPD's commitment to transparency and accountability, the survey results will be shared with the public as they become available.

Zencity works with hundreds of municipalities across the U.S., including Chicago, Phoenix, Seattle, and San Diego, on issues ranging from public safety to American Rescue Plan Act implementation.



For Immediate Release April, 13.2023

OPD NEWS:

OPD Makes Multiple Arrests and Recover Several Firearms

The Oakland Police Department (OPD) is investigating a felony vehicle stop. The incident occurred on April 12, 2023, in the 1900 block of 16th Avenue. OPD Officers deployed to the area and observed a vehicle matching the description of a vehicle involved in a recent shooting. OPD officers assigned to the Violent Crime Operations Center (VCOC) conducted a traffic stop, safely taking five adult individuals into custody and recovering three firearms.



In a separate incident, OPD officers recovered a privately made firearm, otherwise known as a “ghost gun,” with an extended magazine. Officers were deployed on April 12, 2023, just after 7:15 PM in the 1100 block of 61st Avenue to a report of an armed carjacking. Officers later found the stolen vehicle in the 6200 block of Seminary Avenue. Officers assigned to Patrol Division conducted a vehicle stop and safely took one juvenile individual into custody.



This week alone, OPD officers recovered at least a dozen firearms and nearly 300 firearms this year.

Visit [Nixle.com](https://www.nixle.com) to receive Oakland Police Department alerts, advisories, and community messages, or follow OPD on Twitter, Facebook, and Instagram @oaklandpoliceca.



For Immediate Release April 15, 2023

OPD NEWS:

OPD Seeks Help Identifying an Individual in Connection with a Sexual Assault

The Oakland Police Department (OPD) is investigating a burglary and sexual assault that occurred on April 12, 2023, at about 3:00 AM, in the 100 block of Monte Cresta Avenue. An individual entered a residence in the area, through an unlocked window, approached the victim who was asleep and then sexually assaulted the victim before leaving the residence.

The individual is described as a black male, in his 20's, 5'11", 150 pounds (muscular build), medium complexion, short black hair, black goatee, with eyeglasses, wearing a white sweatshirt and unknown color pants. The individual had a tattoo across his upper back that read "Fear no Evil."

If you have any information or video regarding this case, we urgently ask you to contact the OPD Special Victims Unit at 510-507-6560

REDUCE YOUR RISK:

- Make sure you have strong locks on your doors. Always keep your doors and windows locked.
- Install an alarm and/or video surveillance system.
- Maintain well-lit porches and driveways.
- Trim bushes and trees to increase visibility from inside your residence to avoid hiding spots.
- Install signage for alarms, surveillance systems and dogs.



For Immediate Release: April 6, 2023
OPD NEWS:

Huge Turn Out at OPD Spring Eggstravaganza



Today, the Oakland Police Department (OPD) held our fifth annual “OPD Spring Eggstravaganza” celebration. As part of OPD Acts of Kindness, OPD staff donated gifts, prizes, and treats for the community event.

More than 400 children and adults took part in the Eggstravaganza. OPD provided several fun activities for the children at Arroyo Viejo Park and DeFremery Park, including sack races, photos with Officer Cottontail and a hunt for more than 5,000 candy-filled eggs.

Officer Rosalia Lopez, who has coordinated the event for the past several years said “I’m thankful for the large turn out and the support of our city and community partners that came and joined in the festivities.

Follow the link for more details on the events:

<https://youtu.be/SMO1wBRqDSU>



CITY OF OAKLAND
COMMUNITY POLICE REVIEW AGENCY
February 2023 Completed Investigations

Page 1 of 4
 (Total Completed = 6)

Assigned Inv.	Case #	Incident Date	Completion Date	1-Year Goal	Officer	Allegation	Finding
ED	21-0238	3/2/2021	2/6/2023	3/2/2022	Subject 1	Use of Physical Force - Level 1	Sustained
JS	22-0145	2/12/2022	2/8/2022	2/12/2023	Subject 1	Use of Physical Force – Level 2	Exonerated
						Use of Physical Force – Level 2	Unfounded
						Performance of Duty - Unintentional/Improper Search, Seizure, or Arrest	Exonerated
						Performance of Duty - Unintentional/Improper Search, Seizure, or Arrest	Unfounded
						Conduct Toward Others - Harassment and Discrimination / Race	Unfounded
						Conduct Toward Others - Demeanor	Unfounded
						Performance of Duty - Miranda Violation	Exonerated
					Subject 2	Use of Physical Force – Level 2	Exonerated
						Use of Physical Force – Level 2	Unfounded
						Performance of Duty - Unintentional/Improper Search, Seizure, or Arrest	Exonerated
						Performance of Duty - Unintentional/Improper Search, Seizure, or Arrest	Unfounded
						Conduct Toward Others - Harassment and Discrimination / Race	Unfounded
						Performance of Duty - General	Unfounded
						Conduct Toward Others - Demeanor	Unfounded
JS	22-0155	2/15/2022	2/24/2023	2/15/2023	Subject 1	Use of Physical Force - Level 4	Exonerated



CITY OF OAKLAND
COMMUNITY POLICE REVIEW AGENCY
February 2023 Completed Investigations

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 (Total Completed = 6)

Assigned Inv.	Case #	Incident Date	Completion Date	1-Year Goal	Officer	Allegation	Finding
						Performance of Duty - Unintentional/Improper Search, Seizure, or Arrest	Unfounded
					Subject 2	Use of Physical Force - Level 4	Exonerated
						Performance of Duty - Unintentional/Improper Search, Seizure, or Arrest	Unfounded
					Subject 3	Use of Physical Force - Level 4	Exonerated
						Performance of Duty - Unintentional/Improper Search, Seizure, or Arrest	Unfounded
					Subject 4	Use of Physical Force - Level 4	Exonerated
						Performance of Duty - Unintentional/Improper Search, Seizure, or Arrest	Unfounded
					Subject 5	Use of Physical Force - Level 4	Exonerated
						Performance of Duty - Unintentional/Improper Search, Seizure, or Arrest	Unfounded
					Subject 6	Use of Physical Force - Level 4	Exonerated
						Performance of Duty - Unintentional/Improper Search, Seizure, or Arrest	Unfounded
						No MOR Violation	
JS	22-0203	2/28/2022	2/24/2023	2/28/2023	Subject 1	Performance of Duty - Unintentional/Improper Search, Seizure, or Arrest	Exonerated
					Subject 2	Performance of Duty - Unintentional/Improper Search, Seizure, or Arrest	Exonerated



CITY OF OAKLAND
COMMUNITY POLICE REVIEW AGENCY
February 2023 Completed Investigations

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 (Total Completed = 6)

Assigned Inv.	Case #	Incident Date	Completion Date	1-Year Goal	Officer	Allegation	Finding
					Subject 3	Performance of Duty - Unintentional/Improper Search, Seizure, or Arrest	Exonerated
AL	22-0241	3/7/2022	2/1/2023	3/7/2023	Subject 1	Performance of Duty - Unintentional/Improper Search, Seizure, or Arrest	Exonerated
						Use of Physical Force - Level 4	Exonerated
						Use of Physical Force - Level 4	Unfounded
						Truthfulness	Unfounded
					Subject 2	Performance of Duty - Unintentional/Improper Search, Seizure, or Arrest	Exonerated
						Use of Physical Force - Level 4	Exonerated
						Truthfulness	Unfounded
					Subject 3	Performance of Duty - Unintentional/Improper Search, Seizure, or Arrest	Exonerated
						Use of Physical Force - Level 4	Exonerated
						Performance of Duty - Unintentional/Improper Search, Seizure, or Arrest	Exonerated
						Performance of Duty - Care of Property	Unfounded
						Truthfulness	Unfounded
					Subject 4	Performance of Duty - Unintentional/Improper Search, Seizure, or Arrest	Exonerated



CITY OF OAKLAND
COMMUNITY POLICE REVIEW AGENCY
February 2023 Completed Investigations

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 (Total Completed = 6)

Assigned Inv.	Case #	Incident Date	Completion Date	1-Year Goal	Officer	Allegation	Finding
						Performance of Duty - Unintentional/Improper Search, Seizure, or Arrest	Exonerated
						Performance of Duty - Care of Property	Unfounded
						Truthfulness	Unfounded
					Unknown	Performance of Duty - Care of Property	Unfounded
					Unknown	Performance of Duty - Care of Property	Unfounded
CES	22-0477	4/24/2022	2/1/2023	4/24/2023	Subject 1	Conduct Toward Others - Harassment and Discrimination / Race	Unfounded
					Subject 2	Conduct Toward Others - Harassment and Discrimination / Race	Unfounded

CPRA Made the following Training Recommendations with Respect to Investigations in this Report

CPRA recommended re-training on conducting Warrants checks and documentation of Searches. CPRA also recommended officer re-training on the application and handling of handcuffs.

Definitions:

Sustained: The act(s) alleged by the complainant occurred and constituted misconduct.

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Unfounded: The act(s) alleged by the complainant did not occur.

Not Sustained: The available evidence can neither prove nor disprove the act(s) alleged by the complainant.

No Jurisdiction: The Subject Officer of the allegation is not a sworn member of the OPD.

No MOR Violation: The alleged conduct does not violate any department rule or policy.



CITY OF OAKLAND
COMMUNITY POLICE REVIEW AGENCY
January 2023 Completed Investigations

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 (Total Completed = 4)

Assigned Inv.	Case #	Incident Date	Completion Date	1-Year Goal	Officer	Allegation	Finding
MM	22-0093	1/27/2022	1/5/2023	1/27/2023	Subject 1	Performance of Duty - Unintentional/Improper Search, Seizure, or Arrest	Exonerated
						Conduct Toward Others - Harassment and Discrimination / Race	Unfounded
						Failure to Accept or Refer a Complaint (Unintentional)	Unfounded
						Refusal to supply name and serial number	Unfounded
JS	22-0139	2/10/2022	1/5/2023	2/10/2023	Subject 1	Use of Physical Force - Level 3	Exonerated
						Use of Physical Force - Level 2	Exonerated
						Use of Physical Force - Level 4	Unfounded
						Use of Physical Force - Level 4	Exonerated
						No MOR violation	
CJ	22-0299	03/20/2022	1/11/2023	7/28/2023	Subject 1	Conduct Toward Others - Harassment and Discrimination / Race	Unfounded
AL	22-0349	03/31/2022	1/11/2023	3/31/2023	Subject 1	Use of Physical Force - Level 4	Unfounded
					Subject 2	Use of Physical Force - Level 4	Unfounded
					Subject 3	Use of Physical Force - Level 4	Unfounded
					Subject 4	Use of Physical Force - Any	Exonerated

CPRA Made the following Training Recommendations with Respect to Investigations in this Report

CPRA recommended re-training of officers in Demeanor and in policy regarding Miranda warnings.

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COMMUNITY POLICE REVIEW AGENCY
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 (Total Completed = 8)

Assigned Inv.	Case #	Incident Date	Completion Date	1-Year Goal	Officer	Allegation	Finding
ED	22-0225	3/5/2022	3/3/2023	3/5/2023	Subject 1	Use of Physical Force - Level 4	Exonerated
JS	22-0227	3/2/2022	3/2/2023	3/2/2023		Use of Physical Force - Level 4	Exonerated
					Subject 1	Use of Physical Force - Level 4	Exonerated
						Use of Physical Force - Level 4	Exonerated
						Use of Physical Force - Level 4	Unfounded
					Subject 2	Use of Physical Force - Level 4	Exonerated
JS	22-0247	2/4/2021	3/3/2023	3/7/2023	Subject 1	Use of Physical Force - Level 4	Unfounded
						Use of Physical Force - Level 4	Unfounded
					Subject 2	Use of Physical Force - Level 4	Unfounded
						Use of Physical Force - Level 4	Unfounded
						Use of Physical Force - Level 4	Exonerated
					Subject 3	Use of Physical Force - Level 4	Unfounded
						Use of Physical Force - Level 4	Unfounded
						Use of Physical Force - Level 4	Exonerated
JS	22-0248	3/10/2022	3/8/2023	3/10/2023	Subject 1	Use of Physical Force - Level 4	Exonerated
						Use of Physical Force - Level 4	Exonerated
						Use of Physical Force - Level 4	Exonerated
						Use of Physical Force - Level 4	Exonerated



CITY OF OAKLAND
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 (Total Completed = 8)

Assigned Inv.	Case #	Incident Date	Completion Date	1-Year Goal	Officer	Allegation	Finding
						Use of Physical Force - Level 4	Exonerated
					Subject 2	Use of Physical Force - Level 4	Exonerated
						Use of Physical Force - Level 4	Exonerated
						Use of Physical Force - Level 4	Exonerated
						Use of Physical Force - Level 4	Exonerated
						Use of Physical Force - Level 4	Exonerated
JS	22-0258	3/13/2022	3/9/2023	3/13/2023	Subject 1	Conduct Toward Others – Demeanor	Unfounded
ED	22-0267	3/11/2022	3/10/2023	3/11/2023	Subject 1	Use of Physical Force - Level 4	Sustained
						Reports and Bookings	Sustained
JS	22-0563	5/13/2022	3/20/2023	5/13/2023	Subject 1	Use of Physical Force - Level 4	Exonerated
						Use of Physical Force - Level 4	Unfounded
						Conduct Toward Others - Harassment and Discrimination / Race	Unfounded
					Subject 2	Use of Physical Force - Level 4	Unfounded
AL	22-0670	06/2/2022	3/15/2023	6/2/2023	Subject 1	Use of Physical Force - Level 3	Unfounded
						Use of Physical Force - Level 3	Unfounded
						Conduct Toward Others – Demeanor	Unfounded
						Conduct Toward Others - Harassment and Discrimination / Race	Unfounded
						Performance of Duty – Care of Property	Unfounded



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 (Total Completed = 8)

Assigned Inv.	Case #	Incident Date	Completion Date	1-Year Goal	Officer	Allegation	Finding
					Subject 2	Use of Physical Force - Level 3	Unfounded
						Use of Physical Force - Level 3	Unfounded
						Conduct Toward Others – Demeanor	Unfounded
						Conduct Toward Others - Harassment and Discrimination / Race	Unfounded
						Performance of Duty – Care of Property	Unfounded
					Subject 3	Use of Physical Force - Level 3	Unfounded
						Use of Physical Force - Level 3	Unfounded
						Conduct Toward Others - Harassment and Discrimination / Race	Unfounded
						Performance of Duty – Care of Property	Unfounded

CPRA Made the following Training Recommendations with Respect to Investigations in this Report

CPRA recommended re-training on Demeanor and Use of Force Reporting requirements, and providing proper identification.
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Oakland Police Commission

Annual Report

2021- 2022



OAKLAND
POLICE COMMISSION

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I. Executive Summary

The City of Oakland's Police Commission (Commission) is a Charter-created civilian oversight body established to provide community input and oversee the Oakland Police Department (OPD) in order to ensure its policies, practices, and customs conform to national standards of constitutional policing. The Commission is also responsible for overseeing the Office of the Inspector General (OIG), which monitors and audits OPD compliance with policies and procedures, as well as the Community Police Review Agency (CPRA), which investigates police misconduct and recommends discipline.

Among its Charter-mandated responsibilities, is the Commission's authority to approve or reject the Department's proposed changes to all policies, procedures, customs, and General Orders of the Department which govern use of force, use of force review boards, profiling based on any of the protected characteristics identified by federal, state, or local law, or First Amendment assemblies, or which contains elements expressly listed in federal court orders or federal court settlements which pertain to the Department.

The Commission is composed of seven Commissioners and two non-voting Alternate Commissioners appointed by either the Mayor or a nine-member Police Commission Selection Panel. Although the legislation passed in November 2016, the Commission was not officially seated until December 2017. All commissioners are Oakland residents and serve in a volunteer capacity. Since the Commission's inception through Measure LL in 2016 and expansion of authority through Measure S1 in 2020, its impact through policies and programs have rapidly accelerated.

II. Legislative History

Oakland City Charter Section 604 vests the Police Commission with overseeing the OPD and holding the Department accountable to its compliance obligation and its duties to Oakland's communities.

On November 8, 2016, the voters of Oakland approved Measure LL with 83.19% (137,032 votes) in favor. Measure LL established the Commission to oversee OPD policies and procedures, as well as the CPRA to investigate police misconduct and recommend discipline. On June 22, 2018, the Oakland City Council approved an ordinance to support and implement Measure LL.

On November 3, 2020, Oakland voters approved Measure S1 with 81.27% in favor. Measure S1 expanded the independence, authority, and staffing of the Police Commission and CPRA, and provided that the OIG reports to the Police Commission. Under Measure S1, the OIG is responsible for auditing OPD's compliance with the 52 Tasks described in the negotiated settlement agreement in *Delphine Allen, et al., v. City of Oakland, et al.* These audits would address improvements in policing standards, community access to the complaint process, reporting and investigations of police misconduct, training and supervision, and identifying at-risk behaviors by police officers.

Milestone

For the first time in 20 years in the Negotiated Settlement Agreement (NSA), OPD entered Sustainability under Chief LeRonne Armstrong. Judge Orrick ruled at Case Management Meeting (April 27, 2022) that OPD would enter into the Sustainability period starting June 1, 2022.

III. Police Commission Structure

Police Commission Leadership

During the first six weeks of 2022, the Commission was led by Chair Regina Jackson and Vice Chair Tyfahra Milele. On February 10, 2022, Commission Chair Dr. Tyfahra Milele and Vice Chair Marsha Peterson were elected to serve in their leadership positions. Dr. Milele is the Commission's first Selection Panel appointee to serve as Chair, marking a special moment in community-led police oversight for the City of Oakland.



Tyfahra Milele (Chair)
Selection Panel, Oct 2023



Marsha Peterson (Vice Chair)
Mayoral, Oct 2023



Brenda Harbin-Forte
(Commissioner)
Mayoral, Oct 2022



Rudolph Howell
(Commissioner)
Selection Panel, Oct 2024



Jesse Hsieh
(Commissioner)
Selection Panel, Oct 2025



Regina Jackson
(Chair Emeritus)
Mayoral, Oct 2025



David Jordan
(Commissioner)
Selection Panel, Oct 2023



Angela Jackson-Castain
(Alternate Commissioner)
Selection panel, Oct 2025



Karely Ordaz
(Alternate Commissioner)
Mayoral, Oct 2023

Commission Changes in 2022

The Commission welcomed two Alternate Commissioners, Angela Jackson-Castain (Selection Panel) and Karely Ordaz (Mayoral). Alternate Commissioner Jesse Hsieh was appointed to complete Commissioner Henry Gage III's (Selection Panel) unexpired term upon his resignation. We also congratulated Chair Emeritus Regina Jackson (Mayoral) and Commissioner Jesse Hsieh (Selection Panel) on their reappointments by City Council to continued service on the Police Commission.

IV. Staffing Updates in 2022

The Commission officially welcomed its first Inspector General, Michelle Phillips, in January. In August, the Commission welcomed Kelly Yun to the Chief of Staff position as an Exempt Limited Duration Employee (ELDE). The Police Commission bid farewell to John Alden (CPRA Executive Director), Rania Adwan (Chief of Staff), and Aaron Zisser (CPRA Chief of Staff who assumed the Interim CPRA Executive Director position before transitioning). Charlotte Jones was appointed Interim CPRA Executive Director in December.

Police Commission and Departmental Agencies Organizational Structure



V. Committee Work

Establishing Ad Hoc Committees in groups of three or fewer Commissioners allows for special focus on additional projects and initiatives between full Commission meetings without violating the Brown Act. In October, the Commission Chair reorganized the committee assignments to move work forward with intentionality, prioritizing mission alignment and maximizing the participation of Commissioners as much as possible.

(As of October 2022)

Ad Hoc Committee	Commissioners
Budget	Milele, Jordan, Jackson-Castain
Body Worn Camera Policy	Harbin-Forte, Peterson, 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

* Committee Name Changes

- Staff Searches (CPRA, CoS) Ad Hoc Committee was formerly separated into two CPRA Executive Director Search Ad Hoc and Chief of Staff Search Ad Hoc Committees.
- The Staff Evaluations (CPRA, IG, CoP, CoS) Ad Hoc Committee was formerly the CPRA Director and IG Performance Evaluation Ad Hoc Committee.

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

Police Commission Meetings

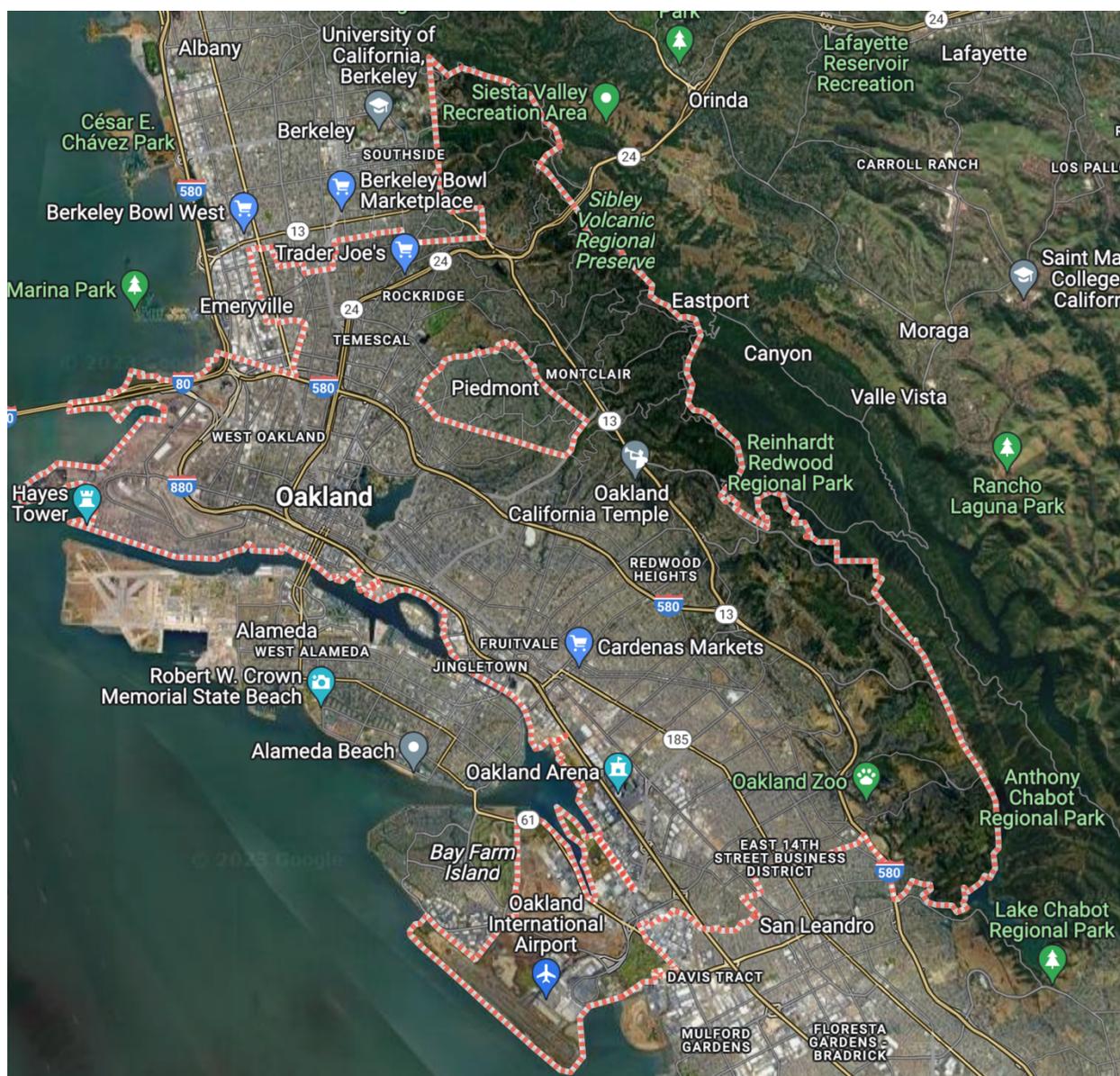
Police Commission meetings regularly take place on the second and fourth Thursday evening of each month, with additional meetings scheduled as needed. Representatives from OPD, CPRA, and OIG typically attend to provide reports and updates to Commissioners and to listen to feedback from the community. Special guests and subject matter experts are also invited to present on topics relating to the work of the Commission.

The purpose of these Regular and Special Thursday evening meetings is to convene the Commission to conduct business as a body of the whole and to invite public comment in an open forum where ideas, concerns, and input are exchanged. Public feedback is highly encouraged and may also be submitted electronically. Post-meeting video recordings and meeting minutes are also made available on the Commission website for full transparency.

In light of the ongoing COVID-19 global pandemic, Commission and Ad Hoc Committee meetings have continued to take place virtually via Zoom. This online format ensures adherence to public health guidelines and offers expanded accessibility for engagement with members of the community who may be immunocompromised or experience greater difficulty with access.

VI. Presentations and Speakers

- Public Safety Youth Leadership Council
- Restorative Justice for Oakland Youth (RJOY)
- Mobile Assistance Community Responders of Oakland (MACRO)
- Dr. Samuel Sinyangywe
- Dr. Omowale Satterwhite
- Office of the City Attorney (OCA) Biannual Report Out



VII. OPD Policies, Orders, and Resolutions

- Missing & Abducted Person's Policy (DGO O-6)
- Policy K-7 (Militarized Equipment)
- Policy TB-III-H (Specialty Impact Munitions)
- Policy DGO K-6 (Department Rifles)
- Policy TB III-P.04 (Armored Vehicles)
- Policy TB III-G (Crowd Control and Crowd Management)
- Policy TB V-F.02 (Chemical Agents)
- Policy DGO I-25 (Unmanned Aerial Systems)
- Policy DGO I-26 (Ground Robots)
- Policy TB III-P.05 (Noise-Flash Diversion)
- Policy DGO I-27 (Long-Range Acoustic Devices)
- Policy DGO I-28 (Mobile Command Vehicles)
- Revised Social Media Policy (DGO D-18)
- Revised Policy for Risk Management (DGO R-01)
- Revised Policy for Electronic Communication Devices (DGO I-19)
- Revised Community Policing Policy (DGO- 15-01)
- Revised Special Order 9208
- Revised Resolution Calling for Reform of Government Code Section
- Resolution Endorsing Assembly Bill 2557



VIII. Training, Development, and Conferences

- SB 1421 and SB 16 (Police Transparency Laws) Training from American Civil Liberties Union Staff Attorney Allyssa Victory
- Oakland Police Department Trainings
- Office of the City Attorney Trainings
- National Association for Civilian Oversight of Law Enforcement (NACOLE) 2022 Annual Conference — Attended by: Commissioners Jackson and Peterson, Inspector General Michelle Phillips, Chief of Staff Charlotte Jones, Interim Chief of Staff Kelly Yun

IX. Acknowledgements

The Oakland Police Commission would like to thank and acknowledge stakeholders and community members for continuing to engage during meetings and adding their incredible contributions to ad hoc committee work. The impact of this Commission is strengthened by the voices and perspectives of our community thought partners. Thank you!





OAKLAND POLICE COMMISSION REGULAR MEETING MINUTES

March 9, 2023

5:30 P.M.

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

Chair Tyfahra Milele called the meeting to order at approximately 5:41 p.m. and took roll.

Roll Call:

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

Excused: Alternate Commissioner Karely Ordaz; Alternate Commissioner Angela Jackson-Castain

II. Closed Session

CONFERENCE WITH LEGAL COUNSEL – EXISTING LITIGATION (Government Code Section 54956.9(d)(1)) Delphine Allen et al., v. City of Oakland, et al. N.D.Cal No, 00-cv-4599-WHO

There were no public comments and no reportable actions from closed session. After closed session Chair Milele reestablished quorum.

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

Excused: Alternate Commissioner Karely Ordaz; Alternate Commissioner Angela Jackson-Castain

III. Open Forum Part 1

No public comment was made.

IV. Department of Violence Prevention (DVP) Presentation

Outgoing Chief of Violence Prevention Guillermo Cespedes and Deputy Chief of Direct Practice Kentrell Killens presented on the history, role, mandates, and an in-depth overview of practices utilized by the Department of Violence Prevention (DVP) to reduce harm and prevent violence in the City of Oakland. Chief Cespedes and Deputy Chief Killens then took questions from Commissioners.

No public comments were made.

V. Update from Oakland Police Department (OPD)

Chief Allison presented on crime statistics, MACRO and CARES call referrals, and Internal Affairs case numbers. Chief Allison also provided an update on compliance and the related upcoming April 11th court appearance. Chief Allison took comments and answered questions from Commissioners.

Public comment was made by 1 person (Janks).

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

Inspector General Michelle Phillips provided an update on the Office of the Inspector General (OIG). Included in the update were proposed policy review and recommendations, current project updates, including the City Council Audit, the Bey Matter, and a review of the OPD and CPRA mediation program, the OIGs social media presence, and a staffing update. Questions were taken from Commissioners.

No public comments were made.

VII. Consider Invoking Municipal Code 2.45.210 to Enforce January 26 and February 10, 2023, Requests for Personnel Information from City of Oakland and Police Department (Complaints)

Commission Counsel Thuy Nguyen spoke to this request under municipal code section 2.45.210 regarding documents relating to the Clarence Dyer and Cohen outside investigation. Counsel Nguyen commented that the Commission has received documents, exhibits, reports, and other information related to this outside investigation, but has not yet received the complaint that triggered the investigation. Invoking this Municipal Code is an effort to seek follow through with the requests made by the Commission on January 26th and February 10th of this year.

After some discussion, Commissioner Hsieh made a motion, seconded by Chair Milele, to invoke Oakland Municipal Code 2.45.210 to enforce the Commission's January 26th, 2023, and February 10th, 2023, requests for personnel information from the Oakland Police Department. No public comment was made, and the motion carried by the following vote:

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

Nays: 0

Absent: 1 - Jackson

VIII. Direction to CPRA Director to Develop Rules and Procedures re: Mediation per Municipal Code 2.45.070(N)

CPRA Director Charlotte Jones presented on the prospective mediation program discussed in agenda item VI. She presented on the process and possible staffing needs associated with standing up this program. After a discussion on the timeline and needs to establish this program, Commissioner Harbin-Forte made a motion, seconded by Commissioner Hsieh, to direct CPRA Director Jones to investigate the establishment of rules and procedures for setting up a mediation program under the Municipal Code 2.45.070(N) and report back to the commission on the steps involved in 30 days. No

public comment was made, and the motion carried by the following vote:

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

Nays: 0

Absent: 1 - Jackson

IX. Public Forum for NSA Task 5 (Investigations) and Task 45 (Discipline Disparity): Input on the lived experience of the public to inform culture change in OPD

Commissioners Harbin-Forte, Hsieh, and Milele, of the Negotiated Settlement Agreement (NSA) Ad Hoc Committee, gave a lengthy presentation on the upcoming Public Forum covering Task 5 and Task 45 of the NSA. This presentation covered the purposes of the ad hoc (to represent, review, and recommend), the urgency of action on this matter, barriers to NSA compliance, and systemic and cultural issues within OPD.

Public comment was made by 1 person (Janks).

After public comment, Commissioners Harbin-Forte, Hsieh, and Milele continued their presentation and shared possible solutions to systemic and cultural issues within OPD before taking suggestions from the public (Janks).

After taking additional public comment from one person (Janks), Commissioner Harbin-Forte made a motion, seconded by Commissioner Hsieh, to extend the meeting one hour. The motion carried by the following vote:

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

Nays: 0

Absent: 1 – Jackson

X. Committee Reports

Negotiated Settlement Agreement “NSA” (Commissioners Harbin-Forte, Hsieh, Milele)

Commissioner Harbin-Forte did not have anything additional to report in light of the lengthy report previously provided in agenda item IX.

Rules of Procedure Ad Hoc Committee (Commissioners Hsieh, Howell, Jackson-Castain)

Commissioner Hsieh provided an update on the Rules of Procedure Ad Hoc Committee. The ad hoc is currently in the process of updating and revising the Code of Conduct and seeking the individual input of each Commissioner with regard to that process.

Community Outreach Ad Hoc Committee (Commissioners Howell, Hsieh, Jordan)

Commissioner Howell provided an update on the Community Outreach Ad Hoc, including development of 2023 priorities and the completion of a draft for the ad hoc’s rules and guidelines.

Commissioner Howell also shared the information that locations for offsite meetings are being considered and invited the input of the public on determining those locations. Vice Chair Jordan also shared his views on the priorities of the Community Outreach Ad Hoc.

Budget Ad Hoc Committee (Commissioners Milele, Jordan, Jackson-Castain)

Chair Milele gave an update on the Budget Ad Hoc Committee and shared that Commissioner input and points of view are welcome in the creation of a final budget ask. Chair Milele shared that this final budget will be placed on the agenda of the next Commission meeting.

Public comment was made by 1 person (Janks).

XI. Consent Calendar

Commissioner Harbin-Forte made a motion, seconded by Chair Milele, to approve the February 23rd, 2023, Police Commission regular meeting minutes provided that a typo be corrected. No public comment was made, and the motion carried by the following vote:

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

Nays: 0

Absent: 1 - Jackson

XII. Upcoming/Future Agenda Items

Commissioner Peterson requested that a report on CPRA investigators be added to an upcoming agenda.

No public comment was made.

XIII. Open Forum Part 2

No public comment was made.

XIV. Adjournment

Chair Milele adjourned the meeting at approximately 10:42 p.m.

Department of Violence Prevention

The Department of Violence Prevention applies a public health approach to violence prevention focused on community-led intervention strategies to realize sustained safety and stability of the families and communities most impacted by violence.



1

Background

- July 2017 City Council Approves the creation of a new Department of Violence Prevention(DVP)
- September 2019 Guillermo Cespedes joined as Chief the Department of Violence Prevention.
- July 2020 Oakland Unite, formerly a division of Human Services transitions its staff and funded programs into the DVP.



2

DVP Mandates

- Reduce Gun Violence
- Reduce Intimate Partner Violence
- Reduce Commercial Sexual Exploitation
- Reduce Trauma Associated with Cold Cases
- Reduce Overall Community Trauma



3

DVP- Hybrid Model

- Provides Grants and monitors the performance of 32 CBOs that deliver violence prevention and intervention services
- Provides Direct Practice Services at individuals, families, peers, community, and school level domains.
- Places emphasis on the hiring and professional personnel with "lived experience" as a critical component of city government
- Develops evidence-based technical designs for fund development and knowledge management purposes.



4

Gun / Group / Gang Violence Response

Interventions in the cycle of gun violence to save lives and support healing for people who are shot in Oakland, particularly people connected with groups and gangs, and family members of homicide victims.

Efforts help them mediate their conflicts, and offer them coaching and resources as they move towards positive goals for themselves, their families, and their communities.

These services, focused on people at the center of violence, are more intensive with a higher level of engagement and resources including depends on individuals and families

Violent Incident Crisis Response: Community Violence Responders, Hospital based interventions, Temporary Emergency Relocation, Homicide Response Teams, Triangle Incident Response, Youth Reentry Coordinator, Youth & Young Adults Life Coaching/Employment Training, & Transitional Housing



5

Triangle Incident Response

Triangle Incident Response is a 24/7 real-time, coordinated crime scene response that aims to reduce retaliatory group/gang related violence, reduce the levels of trauma experienced by individuals, families, and impacted community members, and improve police-community relationships.

TIR partners, staffed by professionals with different orientations and responsibilities, include:

- a) Violence interrupters
- b) DVP Crime-scene Response Advocates with expertise in crisis intervention principles
- c) Law enforcement with knowledge of the geographic areas in which the triangle is implemented.

Since March 2022, the DVP and its funded agencies have responded to over 330 shootings and homicides to provide support and resources to victims and their families.



6



Community Engagement Teams

Community Engagement Teams

Community Engagement Teams (CET) send trusted messengers with lived experience and familiarity in neighborhoods of focus to deliver outreach messages to community members and connect individuals to services. Since April 2022, CET members have conducted outreach to over **1,000 individuals**.

7

GENDER-BASED VIOLENCE RESPONSE

Gender-based Violence (GBV) Response services require specific training and expertise to serve women, LGBTQIA+, and others who experience gendered violence- intimate partner violence (IPV), domestic violence, and commercial sexual exploitation (CSE).

Services are directed to individuals and families to assist in recovering from the physical, psychological, and spiritually negative impact of physical or sexual abuse.

RESPONSE SERVICES: Outreach and crisis response; Emergency housing; Wraparound supports; 24-hr Bedside Advocacy; Culturally and linguistically appropriate services & Services designed specifically for queer, trans, and gender nonconforming people.



8

COMMUNITY HEALING AND RESTORATION

Strengthening Oakland neighborhoods exposed to violence by lifting-up the wisdom of people closest to violence and deepening their skills to promote healing through community-led healing activities and events organized in partnership with DVP Community Ambassadors. Support for families following a loss to violence including grief and loss counseling.

HEALING RESOURCES: Community Ambassadors, Mental Health Counseling, Family Strengthening, on Western Healing Support, Town Nights community events, Community Dialogue & Strengthening the DVP network.

RESPONSE SERVICES: Outreach and crisis response, Emergency housing, Wraparound supports, 24-hr Bedside Advocacy; Culturally and linguistically appropriate services & Services designed specifically for queer, trans, and gender nonconforming people.



9



Town Nights

Town Nights is a community driven, multi-generational violence prevention and intervention strategy that involves four components:

- 1) Outreach to community members to attend events
- 2) Employment opportunities for residents who work at events
- 3) Recreational activities and food available for free to all attendees
- 4) Violence interruption dialogues facilitated by violence interrupters and community engagement teams that are intended to reduce future violence

	# of Nights	# of Locations	# of Estimated Attendees
Winter 2021	3	8	4,000
Summer 2022	5	9	12,000
Total	8	17	16,000

During the entire 4-week period that Summer 2022 Town Nights operated, beginning on June 17, 2022, and ending on July 15, 2022, 82 assaults with a firearm or homicides took place in Town Nights police beats or adjacent police beats compared to 313 during comparison days in 2021. This is a 37% reduction.

10

Departmental Coordination




11

Coordination- OPD

- Ceasefire- DVP provides Life Coaching Services; Custom Notifications; Data Gathering; Technical Assistance; & Fund Development.
- Homicide Response- DVP provides crime scene assistance to families and community services; assists OPD in reducing potential community conflicts at scenes



12

Coordination- OPD

- DVP coordinates with OPD Victims Liaison's is the provision of services to families.
- DVP, OPD, and OUSD coordinate appropriate level of responses for the types of conflicts occurring on school campuses.
- Capacity Training- DVP provides and receives training at row calls, and during system partner training.

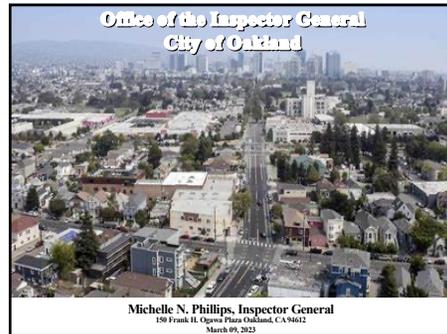


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Thank You



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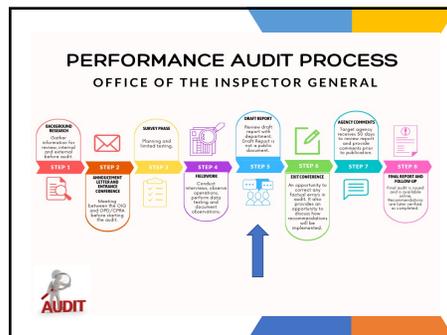
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6

Negotiated Settlement Agreement Tasks:

Proposed Policy Review and Recommendations

- While OPD's focus has been the implementation of the Clarence Dyer and Cohen LLC recommendations, the OIG has also identified potential gaps in policy
- The OIG is working with IT Department and OPD Policy and Publication unit to gather background information, while actively reviewing a current policy
- If the background research yields the need for a more comprehensive policy review, the OIG will complete the review and forward a report to the Police Commission

7

Current Projects Update

City Council Audit

- The OIG is currently drafting a recommendation document for OPD organizational

The Bey Matter

- Attached to the agenda report is an informational report on this matter
- The OIG's review was impacted by the ransomware incident and will be delayed

8

Review Of OPD & CPRA Mediation Program

- Initiated by an inquiry from an Oakland resident
- Evaluated Enabling Ordinance §2.45.070 & §2.46.060
- Reviewed several documents and spoke to subject matter experts within the National Association for Civilian Oversight of Law Enforcement
- Reviewed multiple jurisdictions' mediation programs
- Communicated with OPD and CPRA regarding any developments
- Sent the confidential report to Commission leadership for review and response
- Released the public-facing report on March 2, 2022

9

OIG STAFFING UPDATE

DOMINIQUE MCBRIDE, DEPUTY INSPECTOR GENERAL & CHIEF ANALYTICS OFFICER

Relevant Experience and Skills

- Background
 - 15+ years in data management and risk management
 - Experience in private and public sector
- Data Analytics
 - Strategic Planning Executive Management and Leadership
 - Continuity Development



10

Community Engagement & Outreach

Activities Recap

- 10+ community events attended
- Activities included a book signing, neighborhood council meeting, planning sessions, business, and community meetings, and service events

Social Media Campaigns

- #FAQFriday, allows OIG the opportunity to answer commonly asked questions from the community
- #CandidConversataion, will elevate various perspectives from the community with the goal to have constructive conversation

11

OIG Contact Information

 City of Oakland,
 Office of the Inspector General
 @OaklandOIG


OIG@Oaklandca.gov

<https://www.oaklandca.gov/departments/inspector-general/>

All social platforms are a work in progress.

12

NSA AD HOC COMMITTEE

Commissioner Brenda Harbin-Forte, Chair
 Commission Chair Dr. Tyfahra Milele
 Commissioner Jesse Hsieh
 Featured Community Representatives TBD

OPC NSL AD HOC COMMITTEE PRESENTATION MARCH 9 2023

1

THREE MAIN PURPOSES - 3 Rs

REPRESENT the Commission in all deliberations and discussions with other stakeholders to resolve court oversight;

REVIEW the status of OPD compliance with NSA Task 5 (investigations) and Task 45 (racial disparity in discipline); and

RECOMMEND policies and actions to continue beyond court oversight

OPC NSL AD HOC COMMITTEE PRESENTATION MARCH 9 2023

2

URGENCY

- Next Status Conference on April 11, 2023
- Joint Status Conference Statement due April 4
- At January 2023 Status Conference, Judge Orrick: "interested in the perspective of the Police Commission" as parties discuss how to move forward to finally achieve compliance
- Ordered Commission to be at the table to engage with the parties in serious discussions about achieving full compliance with the NSA

OPC NSL AD HOC COMMITTEE PRESENTATION MARCH 9 2023

3

BARRIERS TO NSA COMPLIANCE

- Systemic and structural issues
- Cultural issues

OPC NSL AD HOC COMMITTEE PRESENTATION MARCH 9 2023

4

SYSTEMIC, STRUCTURAL ISSUES

1. Post-NSA Transition to Community Oversight Authority
2. Necessary Commission-Dedicated Staff for Charter Obligations
3. Untimely or Absent Notifications to the Commission and CPRA

OPC NSL AD HOC COMMITTEE PRESENTATION MARCH 9 2023

5

SYSTEMIC, STRUCTURAL ISSUES

4. Lack of City protocol for serious incident notifications to Commission Chair, IG, and CPRA Director
5. Future merger of CPRA and IAD
6. ??
7. ??

OPC NSL AD HOC COMMITTEE PRESENTATION MARCH 9 2023

6

CULTURAL ISSUES

1. Fear of insubordination by lower-ranked officers
2. Lack of City, Monitor, and IMT coordination with Commission and CPRA
3. Lack of Distributed Leadership and Accountability at OPD

OPC 364-40-000 COMMITTEE PRESENTATION 4/24/23 7

7

CULTURAL ISSUES

4. Availability of mental health services and support
5. Perception of Favoritism in Discipline
6. ??
7. ??

OPC 364-40-000 COMMITTEE PRESENTATION 4/24/23 8

8

OTHER CULTURAL ISSUES ?

6. ??
7. ??

OPC 364-40-000 COMMITTEE PRESENTATION 4/24/23 9

9

SYSTEMIC SOLUTIONS

1. Post-NSA Transition to Community Oversight Authority
 - Commitment to fully staffed and properly budgeted CPRA and OIG
 - ??
 - ??
 - ??

OPC 364-40-000 COMMITTEE PRESENTATION 4/24/23 10

10

SYSTEMIC SOLUTIONS

2. Necessary Commission-Dedicated Staff for Charter Obligations
 - City must commit to a budget that fully funds staff for the OPC, CPRA and OIG
 - ??
 - ??
 - ??

OPC 364-40-000 COMMITTEE PRESENTATION 4/24/23 11

11

SYSTEMIC SOLUTIONS

3. Untimely or Absent Notifications to OPC and CPRA
 - Reform OPD policies related to referral of investigations to outside agencies - MOU?
 - Review referral process for CPRA to handle internal OPD complaints
 - Monthly reports from OPD to Commission re number of public and internal complaints
 - 24-hour notification to CPRA of all internal complaints, criminal allegations or implications, outside investigations
 - Commission establish protocol for CPRA to investigate all complaints against captains or higher ranks

OPC 364-40-000 COMMITTEE PRESENTATION 4/24/23 12

12

SYSTEMIC SOLUTIONS

4. Lack of City protocol for “serious incident” notifications to Commission Chair, IG, and CPRA Director

- City consider broadening definition of “serious incident” to include IAD investigation of Chief, Assistant Chief, and Deputy Chiefs so Commission Chair, IG and CPRA get notification
- ??
- ??

OPC I&A/IG/CC COMMITTEE PRESENTATION MARCH 9 2023

13

SYSTEMIC SOLUTIONS

5. Future merger of CPRA and IAD

- Short term, CPRA monitor and manage RFP for consultant to advise on the transition
- Commission consider whether to seek Charter change regarding deadlines for completing CPRA investigations
- ??
- ??
- ??

OPC I&A/IG/CC COMMITTEE PRESENTATION MARCH 9 2023

14

OTHER SYSTEMIC SOLUTIONS

6. ??

7. ??

OPC I&A/IG/CC COMMITTEE PRESENTATION MARCH 9 2023

15

CULTURAL SOLUTIONS

1. Fear of insubordination by lower-ranked officers

- Commission review OPDs management training and assist OPD in reimagining chain of command culture that could compromise investigation integrity
- OPD and City develop anonymous channel to report investigation integrity issues, with OPC, CPRA, and OIG having access to the channel
- ??
- ??

OPC I&A/IG/CC COMMITTEE PRESENTATION MARCH 9 2023

16

CULTURAL SOLUTIONS

2. Lack of City, Monitor, and IMT coordination with Commission and CPRA

- City and OPD (and Monitor as Compliance Officer) must provide regular closed-session briefings to OPC and CPRA on compliance issues that pose risk to resolution of the NSA
- Commission and City develop recurring Commission agenda item to request all personnel documents consistent with 604(f)(2), and CPRA, OIG routinely recommend that OPC obtain confidential files and records they believe the Commission should seek
- City may need to revisit 604(f)(2) to see if section conflicts with civilian oversight by requiring OPC to request documents that it does not even know exist
- ??

OPC I&A/IG/CC COMMITTEE PRESENTATION MARCH 9 2023

17

CULTURAL SOLUTIONS

3. Lack of Distributed Leadership and Accountability at OPD

- OPD and Commission establish expectation that all participants in decision-making chain will be held to account for issues they are aware of that compromise investigation integrity
- Each person at every level of the decision-making chain in any given investigation must sign and be responsible for the finished product.

OPC I&A/IG/CC COMMITTEE PRESENTATION MARCH 9 2023

18

CULTURAL SOLUTIONS

4. Availability of mental health services and support

- Commission determine what mental health services are offered and whether OPD does proactive outreach so officers are comfortable using the services
- OPD and Commission should foster a culture that rewards officers for self-care and commends them for accepting mental health services
- ??
- ??

OPC 36.46100 COMMITTEE PRESENTATION 4/27/23 19

19

CULTURAL SOLUTIONS

5. Perception of Favoritism in Discipline

- OPD obtain more granular information about the perception of unfair discipline
- Commission consider policy revisions to address this problem
- ??
- ??

OPC 36.46100 COMMITTEE PRESENTATION 4/27/23 20

20

OTHER CULTURAL SOLUTIONS ?

6. ??

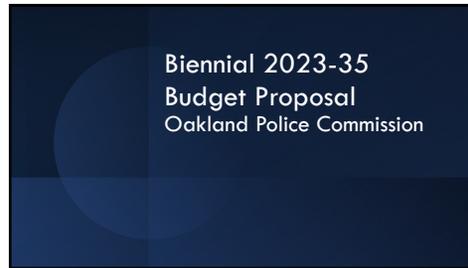
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OPC 36.46100 COMMITTEE PRESENTATION 4/27/23 21

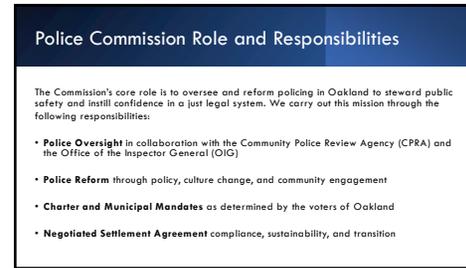
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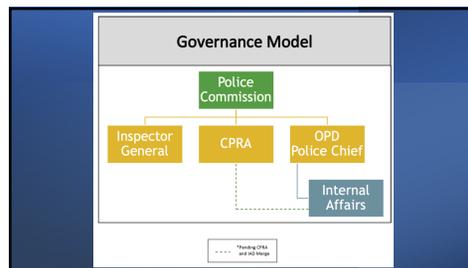
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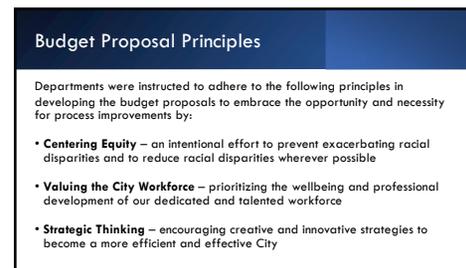
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OAKLAND POLICE COMMISSION REGULAR MEETING MINUTES

March 23, 2023

5:30 P.M.

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

Chair Tyfahra Milele called the meeting to order at approximately 5:41 p.m. and took roll.

Roll Call:

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

Excused: Vice Chair David Jordan

II. Consider and Approve Expanded Request to OPD and City of Oakland for Investigation Files and Records (Charter § 604(f)(2))

Commission Counsel Nguyen spoke to the purpose of this item. The Commission discussed approving the expanded request to OPD and the City for access to documents and confidential information relating to investigation reports on IAD case #23-0034.

Commissioner Peterson made a motion, seconded by Commissioner Harbin-Forte, to request access to documents and confidential information relating to investigation reports on IAD case #23-0034. No public comment was made, and the motion carried by the following vote:

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

Nays: 0

Absent: 1 - Jordan

III. Closed Session

PUBLIC EMPLOYEE DISCIPLINE/DISMISSAL/RELEASE (Government Code Section 54957(b))

CONFERENCE WITH LEGAL COUNSEL – EXISTING LITIGATION (Government Code Section 54956.9(d)(1)) *Delphine Allen et al., v. City of Oakland, et al. N.D.Cal No, 00-cv-4599-WHO*

There was no public comment made. In closed session, the Commission voted for CPRA Director Jones to explore whether CPRA should conduct a parallel investigation by gathering information on the previous 604(f)(2) request IAD 23-0034 on a motion made by Commissioner Jackson and seconded by Commissioner Hsieh. The motion carried by the following vote:

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

Nays: 0

Absent: 0

The Commission then voted to direct Commission Counsel to submit an addendum to the Parties filing in the NSA Allen v. Oakland matter on April 4, 2023, on a motion made by Commissioner Peterson and seconded by Commissioner Hsieh. The motion carried by the following vote:

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

Nays: 0

Absent: 0

After closed session Chair Milele reestablished quorum.

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

IV. Open Forum Part 1

Public comments were made by two persons (Olugbala, Farmer).

V. Public Forum for Community Input on NSA Task 5 (Investigations) and Task 45 (Discipline Disparity) & Approval of Reform Plan to Bring the City of Oakland Into Sustained NSA Compliance

Commissioner Harbin-Forte, Chair of the NSA Ad Hoc Committee, led a Public Forum aimed at receiving public input on OPD compliance with the NSA, specifically Task 5 and Task 45.

Public comments were made by 4 persons (Contreras; Farmer; Olugbala; Janks).

An additional Public Forum was scheduled by Chair Milele for March 30th. Comment was also provided by IG Phillips.

VI. Update from Oakland Police Department (OPD)

Chief Allison provided an update on crime and staffing statistics. Included in the update were figures on MACRO criteria and call referral statistics, CARES referrals, police and professional staff vacancies, and a brief update on the ransomware attack's impact on OPD systems. An update was also provided by Dr. Leigh Grossman from OPD's Risk Analysis Unit on IAD data trends.

Questions were taken from Commissioners Ordaz, Jackson, Howell, Hsieh, Jackson-Castain, and Jordan.

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

VII. Update from Community Police Review Agency (CPRA)

Interim CPRA Director Charlotte Jones provided a brief update on CPRA systems and data affected by the ransomware attack. Director Jones informed the Commission that IT has been unable to provide a date for the full restoration of data and systems. Also provided in the update was information on triage processes and the resignation of an investigator last month.

Questions were taken from Commissioners Jackson-Castain, Peterson, Ordaz, Howell, and Jackson.

Public comment was made by 1 person (Contreras).

VIII. Presentation and Possible Approval of DGO I-15 Body Worn Camera Policy

Officer Felicia Cervantes presented on DGO I-15, Body Work Camera Policy. Included in the presentation was an overview of the policy and its sections.

Comments and questions were raised by Commissioners Harbin-Forte, Hsieh, Peterson, Jordan and Jackson-Castain.

No public comments were made.

Commissioner Hsieh made a motion, seconded by Commissioner Jackson, to approve the changes made to DGO I-15. The motion carried by the following vote:

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

Nays: 0

Absent: 0

Commissioner Harbin-Forte made a motion, seconded by Commissioner Hsieh, to extend the meeting one hour. The motion carried by the following vote:

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

Nays: 0

Absent: 0

IX. Presentation and Possible Approval of Police Commission Biennial 2023-25 Budget Proposal

Chair Milele and Chief of Staff Yun presented on the Police Commission Biennial 2023-25 Budget Proposal, including staffing needs and organizational adjustment aimed at achieving the goals of the OPC.

Public comment was made by 1 person (Contreras).

A discussion was had by the Commission, leading to this item being tabled until next week's meeting.

X. Committee Reports**Militarized Equipment (Commissioners Hsieh, Jordan, Jackson-Castain)**

Commissioner Hsieh provided an update on the Militarized Equipment Ad Hoc Committee. Included in the update was information on the ad hoc's current policy work on explosive breaching.

Staff Searches: CPRA Director, Chief of Staff, Police Chief (Commissioners Milele, Jordan, Howell)

Chair Milele provided an update on the Staff Searches ad hoc, including the completion of the second round of interviews for the CPRA Director search. Also provided were updates on the Chief of Staff search currently underway, and the upcoming Chief of Police search.

Questions were taken by Commissioners Ordaz, Jackson, and Peterson.

Annual Report (Commissioners Jackson, Peterson)

Commissioner Jackson provided a report on the newly created Annual Report ad hoc, which will hold its first meeting March 29th.

No public comment was made.

XI. Upcoming/Future Agenda Items

Commissioner Jackson requested that quarterly budget reviews be provided.

Alternate Commissioner Jackson-Castain request for an OPD presentation on misconduct data, specifically how OPD evaluates and addresses misconduct allegations.

No public comment was made.

XII. Open Forum Part 2

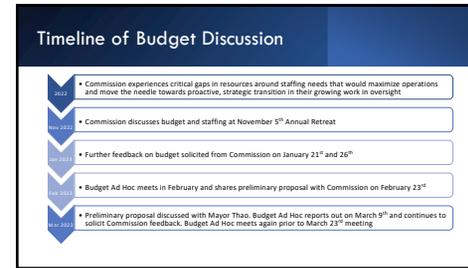
No public comment was made.

XIII. Adjournment

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

Biennial 2023-25 Budget Proposal Oakland Police Commission

1



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Police Commission Role and Responsibilities

The Commission's core role is to oversee and reform policing in Oakland to steward public safety and instill confidence in a just legal system. We carry out this mission through the following responsibilities:

- Police Oversight** in collaboration with the Community Police Review Agency (CPRA) and the Office of the Inspector General (OIG)
- Police Reform** through policy, culture change, and community engagement
- Charter and Municipal Mandates** as determined by the voters of Oakland
- Negotiated Settlement Agreement** compliance, sustainability, and transition

3

Measuring the Commission's Success

Key indicators of the Commission's success:

- Charter and Municipal Code mandates fulfilled
- Impact of policies reviewed and approved
- Address racial disparities in policing practices
- Mitigate police misconduct
- Negotiated Settlement Agreement Tasks and Sustainability
- Compliance with City Audit Report
- Public forums and community engagement
- Evaluation of inclusion and transparency
- Staff recruitment, management, retention, and performance evaluation

4



5

Budget Proposal Principles

Departments were instructed to adhere to the following principles in developing the budget proposals to embrace the opportunity and necessity for process improvements by:

- Centering Equity** – an intentional effort to prevent exacerbating racial disparities and to reduce racial disparities wherever possible
- Valuing the City Workforce** – prioritizing the wellbeing and professional development of our dedicated and talented workforce
- Strategic Thinking** – encouraging creative and innovative strategies to become a more efficient and effective City

6

Research and Analysis

Research, consultation, and analysis completed in developing this proposal:

- Independent Monitoring Team (IMT) Organizational Structure
- Oakland Equity Indicator Report¹
- FY 2021-23 Service Impact Statements²
- 2022-23 Budget Priority Survey³
- International City/County Management Association (ICMA)⁴
- National Association for Civilian Oversight of Law Enforcement (NACOLE)⁵
- OakDot Geographic Equity Toolbox⁶
- City of Oakland Human Resources
- City of Oakland Finance Department
- Police Commission and Annual Retreat

7

Community Survey

Entry Points of Crime & Violence:
Fireproofing & Putting Out Fires

Research shows that effective crime and violence prevention must be addressed **comprehensively** at each point of entry. Building community trust in the policing system is essential to this mission. With an investment in police, there must be commensurate support for the oversight and reform of policing in the City of Oakland. As a legislative body, we seek to advance policies that result in the most effective impact on police reform and reimagining public safety in Oakland.

The top three categories of budget priorities related to crime, homelessness and housing costs, street/sidewalks and education.

In the upcoming 2-year budget, what are the 2 most important issues facing Oakland residents that you would like to see prioritized in the City government budget?
(Open-ended, total 28 and above shown)

Issue	1st Choice	2nd Choice
Crime/Violence	15%	28%
Homelessness/Unhoused residents (General)	14%	26%
Housing costs/Affordability	14%	24%
Homelessness/Unhoused residents (Eviction/tenure issues)	13%	18%
Street and sidewalk maintenance	12%	17%
Homelessness/Unhoused residents (Public health/safety)	12%	11%
Education/Public schools	7%	9%
Police reform/Reimagine public safety	4%	4%
Police protection/Maintain or improve response times	4%	4%
Police funding/Maintain or increase police funding	3%	3%
Police funding (Spent less on police)	2%	2%
Government waste/Inefficiency	2%	2%
Police funding (Spent less on police)	2%	2%
Other	0%	28%

8

Police Commission Budget Proposals

- Retain current budgeted positions:
 - **Chief of Staff:** Commission liaison to City of Oakland relationships, oversees Commission Staff and support for ad hoc committees, manages Commission operations, meetings and strategic initiatives
 - **Administrative Analyst II:** Performs duties related to calendar management, departmental recruiting, agenda distribution, budgets and contracts, and general administrative support as assigned
- Proposed addition of FTE positions:
 - **Program Analyst II:** Interagency liaison between OPD, OPC, CPRA, and OIG to oversee monitoring and compliance post-NSA, including data analysis
 - **Senior Policy Analyst:** Proactive policy research, design, implementation, analysis
 - **Public Information Officer I:** Media relations, communications and social media strategy, community engagement and events
- Third-party search firm funding to lead Chief of Police search

9



10

Addendum: FY21-23 Budget Snapshot

Expenditures By Bureau/Division

	FY20-21 Actuals	FY20-21 Mayor's Budget	FY21-22 Adopted Budget	FY22-23 Adopted Budget
Police Commission	\$ 1,022,217	\$ 852,713	\$ 852,176	\$ 862,648
Community Police Review Agency	2,797,619	3,024,089	2,987,800	3,053,685
Inspector General	10,561	682,642	646,179	1,099,815
Total	\$ 2,998,397	\$ 4,559,444	\$ 4,486,155	\$ 5,016,148

Source: <https://studies.oakgov.com/oaklandca/published/fc62925e>

11

Addendum: 2023-25 Budget Proposal Financials

Dept Proposal #	Short Description	FY 2023-24 Change	FY 2024-25 Change
1	Add 1.0 FTE for Senior Policy Analyst	228,461	259,072
2	Add 1.0 FTE for Program Analyst II	179,024	203,008
3	Add 1.0 FTE for Public Information Officer I	170,468	193,305
		577,953	655,385

Note: These amounts are based on the "full burden" of FTE (benefits, etc.) at the highest end of the salary range. An estimate for the Chief search is not included.

12

End Notes

1. **Oakland Equity Indicator Report:** <https://www.oaklandca.gov/2023/04/20/2023-2024-Equity-Indicator-Report>
2. **FY 2021-23 Service Impact Statements:** <https://www.oaklandca.gov/2023/04/20/2021-2023-Service-Impact-Statements>
3. **2022-23 Budget Priority Survey:** <https://www.oaklandca.gov/2023/04/20/2022-23-Budget-Priority-Survey>
4. **ICMA Conditions for Building Trust between Police and the Community:** <https://www.oaklandca.gov/2023/04/20/ICMA-Conditions-for-Building-Trust-between-Police-and-the-Community>
5. **NACOLE Community Oversight Paves the Road to Police Accountability:** <https://www.oaklandca.gov/2023/04/20/NACOLE-Community-Oversight-Paves-the-Road-to-Police-Accountability>
6. **OakDot Geographic Equity Toolbox:** <https://www.oaklandca.gov/2023/04/20/OakDot-Geographic-Equity-Toolbox>

13



OAKLAND POLICE COMMISSION

SPECIAL MEETING MINUTES

March 30, 2023

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 6:40 p.m. and took roll.

Roll Call:

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

Excused: Commissioner Jesse Hsieh; Alternate Commissioner Angela Jackson-Castain

II. Public Forum for Community Input on NSA Task 5 (Investigations) and Task 45 (Discipline Disparity) & Approval of Reform Plan to Bring the City of Oakland Into Sustained NSA Compliance.

Commissioner Brenda Harbin-Forte, Chair of the NSA Ad Hoc Committee, led a Public Forum seeking community input on Task 5 and Task 45 of the Negotiated Settlement Agreement. Comment was made by ad hoc member Mariano Contreras.

Public comment was taken by 6 persons (Grinage; Flores; Lacsado, Garcia-Costa; Olugbala; Cleveland).

After public comment, Commission Counsel Thuy Nguyen presented on changes made to the NSA Memorandum.

Public comment was made by 4 persons (Contreras; Gums, Olugbala, Cleveland).

Vice Chair Jordan made a motion, seconded by Chair Milele, to approve the NSA Memorandum with included edits. The motion carried by the following vote:

Ayes: 4 – Jordan, Harbin-Forte, Howell, Milele

Nays: 2 – Peterson, Jackson

Absent: 1 – Hsieh

III. Presentation and Possible Approval of Police Commission Biennial 2023-25 Budget Proposal

Chief of Staff Yun presented on the Police Commission Biennial 2023-25 Budget Proposal and edits made to the proposal.

Public comment was made by 4 persons (Olugbala; Grinage; Contreras; Cleveland).

Vice Chair Jordan made a motion, seconded by Chair Milele, to approve the Biennial 2023-25 Budget Proposal. The motion carried by the following vote:

Ayes: 4 – Jordan, Harbin-Forte, Howell, Milele

Nays: 2 – Peterson, Jackson

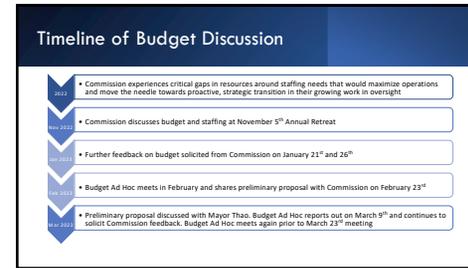
Absent: 1 – Hsieh

IV. Adjournment

Chair Milele adjourned the meeting at approximately 9:09 p.m.

Biennial 2023-25 Budget Proposal Oakland Police Commission

1



2

Police Commission Role and Responsibilities

The Commission's core role is to oversee and reform policing in Oakland to steward public safety and instill confidence in a just legal system. We carry out this mission through the following responsibilities:

- Police Oversight** in collaboration with the Community Police Review Agency (CPRA) and the Office of the Inspector General (OIG)
- Police Reform** through policy, culture change, and community engagement
- Charter and Municipal Mandates** as determined by the voters of Oakland
- Negotiated Settlement Agreement** compliance, sustainability, and transition

3

Measuring the Commission's Success

Key indicators of the Commission's success:

- Charter and Municipal Code mandates fulfilled
- Impact of policies reviewed and approved
- Address racial disparities in policing practices
- Mitigate police misconduct
- Negotiated Settlement Agreement Tasks and Sustainability
- Compliance with City Audit Report
- Public forums and community engagement
- Evaluation of inclusion and transparency
- Staff recruitment, management, retention, and performance evaluation

4



5

Budget Proposal Principles

Departments were instructed to adhere to the following principles in developing the budget proposals to embrace the opportunity and necessity for process improvements by:

- Centering Equity** – an intentional effort to prevent exacerbating racial disparities and to reduce racial disparities wherever possible
- Valuing the City Workforce** – prioritizing the wellbeing and professional development of our dedicated and talented workforce
- Strategic Thinking** – encouraging creative and innovative strategies to become a more efficient and effective City

6

Research and Analysis

Research, consultation, and analysis completed in developing this proposal:

- Independent Monitoring Team (IMT) Organizational Structure
- Oakland Equity Indicator Report¹
- FY 2021-23 Service Impact Statements²
- 2022-23 Budget Priority Survey³
- International City/County Management Association (ICMA)⁴
- National Association for Civilian Oversight of Law Enforcement (NACOLE)⁵
- OakDot Geographic Equity Toolbox⁶
- City of Oakland Human Resources
- City of Oakland Finance Department
- Police Commission and Annual Retreat

7

Community Survey

Entry Points of Crime & Violence:
Fireproofing & Putting Out Fires

Research shows that effective crime and violence prevention must be addressed **comprehensively** at each point of entry. Building community trust in the policing system in police, there must be commensurate support for the oversight and reform of policing in the City of Oakland. As a legislative body, we seek to advance policies that result in the most effective impact on police reform and reimagining public safety in Oakland.

The top three categories of budget priorities related to crime, homelessness and housing costs, street/sidewalks and education.

In the upcoming 2-year budget, what are the 2 most important issues facing Oakland residents that you would like to see prioritized in the City government budget?
(Open-ended, total 28 and above shown)

Issue	1st Choice	2nd Choice
Homelessness/Unhoused residents (General)	15%	28%
Homelessness/Unhoused residents (Housing/tenure issues)	14%	21%
Homelessness/Unhoused residents (Public health/safety)	12%	17%
Police reform/Reimagine public safety	11%	11%
Police protection/Maintain or increase police funding	4%	4%
Police funding (Special less on police)	2%	2%
Other	2%	28%

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Police Commission Budget Proposals

- Retain current budgeted positions:
 - **Chief of Staff:** Commission liaison to City of Oakland relationships, oversees Commission Staff and support for ad hoc committees, manages Commission operations, meetings and strategic initiatives.
 - **Administrative Analyst II:** Performs duties related to calendar management, departmental recruiting, agenda distribution, budgets and contracts, and general administrative support as assigned.
- Proposed addition of FTE positions:
 - **Senior Policy Analyst:** Proactive policy research, design, implementation, analysis
 - **Program Analyst II:** Interagency liaison between CPD, OPC, CPRA, and OIG to oversee monitoring and compliance post-NSA, including data analysis
 - **Public Information Officer I:** Media relations, communications and social media strategy, community engagement and events
- Third-party search firm funding to lead Chief of Police search

9



10

Addendum: FY22-23 Budget Working Totals

Department	Sum of FY22-23 Working Total
Police Commission	1,100,391
Personnel & Overhead	543,090
Operations & Management	550,393
Internal Services Fund	6,908
Community Police Review Agency	4,539,090
Personnel & Overhead	3,803,605
Operations & Management	681,093
Utilities	6,000
Internal Services Fund	48,392
Inspector General	2,440,526
Personnel & Overhead	2,339,794
Operations & Management	66,000
Utilities	5,000
Internal Services Fund	29,732
Grand Total	8,080,007

*Internal Services Fund is a mandatory fee calculated based on staff size

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Addendum: Biennial 2023-25 Budget Proposals

Dept	Proposed FTE Positions	FY 2023-24 Total \$ Change	FY 2024-25 Ongoing \$ Change
1	Senior Policy Analyst	228,461	235,072
2	Program Analyst II	179,024	183,008
3	Public Information Officer I	170,469	183,305
		577,954	601,385

Department	FY 2024-25 Projection
Police Commission	1,755,376
Personnel & Overhead	1,188,475
Operations & Management	550,393
Internal Services Fund	6,908

Note: Proposed FTE positions are calculated at the highest end of the salary range with "full benefits" (i.e. benefits etc.) and have been projected for FY24-25 to account for cost of a full year. FY 23-24 total change is lower based on anticipated hire date of 8/1/23. An estimate for the Chief search is not included.

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End Notes

1. **Oakland Equity Indicator Report:** <https://www.oaklandca.gov/2023/04/20/2023-2024-Equity-Indicator-Report/>
2. **FY 2021-23 Service Impact Statements:** <https://www.oaklandca.gov/2023/04/20/2021-2023-Service-Impact-Statements/>
3. **2022-23 Budget Priority Survey:** <https://www.oaklandca.gov/2023/04/20/2022-23-Budget-Priority-Survey/>
4. **ICMA Conditions for Building Trust between Police and the Community:** <https://www.oaklandca.gov/2023/04/20/ICMA-Conditions-for-Building-Trust-between-Police-and-the-Community/>
5. **NACOLE Community Oversight Paves the Road to Police Accountability:** <https://www.oaklandca.gov/2023/04/20/NACOLE-Community-Oversight-Paves-the-Road-to-Police-Accountability/>
6. **OakDot Geographic Equity Toolbox:** <https://www.oaklandca.gov/2023/04/20/OakDot-Geographic-Equity-Toolbox/>

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OAKLAND POLICE COMMISSION

REGULAR MEETING MINUTES

April 13, 2023
5:30 P.M.

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

Chair Tyfahra Milele called the meeting to order at approximately 5:40 p.m. and took roll.

Roll Call:

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

Excused: Alternate Commissioner Angela Jackson-Castain

Late: Vice Chair David Jordan

II. Consider and Approve Request to OPD and City of Oakland for Files and Records related to IAD No. 22-1102 (Charter § 604(f)(2))

Commissioner Peterson made a motion, seconded by Commissioner Harbin-Forte to approve the request to OPD and City of Oakland for files and records related to IAD case #22-1102. The motion carried by the following vote:

**Vice Chair Jordan arrived prior to the vote being taken*

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

Nays: 0

No public comment was made.

III. Closed Session

PUBLIC EMPLOYEE DISCIPLINE/DISMISSAL/RELEASE (Government Code Section 54957(b))

CONFERENCE WITH LEGAL COUNSEL – EXISTING LITIGATION (Government Code Section 54956.9(d)(1)) *Delphine Allen et al., v. City of Oakland, et al. N.D.Cal No, 00-cv-4599-WHO*

No public comments were made. In closed session, in a motion made by Commissioner Harbin-Forte and seconded by Commissioner Jackson, the Commission voted unanimously for CPRA to explore whether to investigate IAD case #22-1102 and report back to the commission.

IV. Open Forum Part 1

Public comments were made by 2 persons (Hawthorn; Leonard).

V. OPD Budget for Education and Training on Job-Related Mental and Emotional Health Issues

Lynette Hart (OPD Human Resource Manager) and Dr. Raquel Nettles (Program Analyst III and Wellness Program Coordinator) presented on wellness-related policies as well as building upgrades underway at three Police Department locations and the Police Administration Building, with the focus on mental health and well-being. Statistics were provided on officer and professional staff contact with Dr. Michael Palmertree, a Licensed Marriage & Family Therapist contracted by the city to provide services to OPD and Oakland Fire Department (OFD). An overview was provided on services, resources, grants, and the current budget for mental and emotional health issues. Deputy Director Kiona Suttle provided additional information.

Questions were raised by Commissioners Jackson, Ordaz, Jordan, and Milele.

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

VI. Report Back from April 11, 2023, Case Management Conference Hearing and Update on Task 5 and 45

Chair Milele read a public statement provided to the Commission by the City Attorney's Office, after which, the item was tabled for a future meeting.

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

VII. Direction to Staff to Develop Bidder Solicitation for Commission Counsel

Chair Milele discussed the procedural nature of this agenda item and the June 30, 2023 end date for the current counsel contract. To begin the process for RFQs, the Commission will need to direct the CPRA Director to develop a draft bid solicitation for the next term of outside counsel to the Commission, which begins July 1, 2023.

Questions were raised by Commissioners Jackson, Ordaz, and Peterson.

No public comment was made.

Commissioner Jackson made a motion, seconded by Commissioner Harbin-Forte, to request the CPRA Director to prepare the RFQ, which identifies subject matter expertise, and bring it back to the Commission for review prior to approval or authorization. The motion carried by the following vote:

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

Nays: 0

Absent: 0

VIII. CPRA Policies Ad Hoc Presentation for Review and Discussion of the Current Draft of the CPRA Standard Operating Procedures Manual

CPRA Policies Ad Hoc Chair, Commissioner Harbin-Forte, gave thanks to all members of the ad hoc and opened the floor to CPRA Interim Director Charlotte Jones, who presented on the work done by the ad hoc in creating a Standard Operating Procedures (SOP) manual for CPRA.

Ad hoc member Mariano Contreras shared comment, and questions were raised by Commissioners Jackson, Peterson, Hsieh, and Harbin-Forte.

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

IX. Committee Reports

Staff Searches: CPRA Director, Chief of Staff, Police Chief (Commissioners Milele, Jordan, Howell)

Chair Milele provided an update on the Staff Searches Ad Hoc. The Ad Hoc concluded interviews for the CPRA Executive Director search and narrowed down to three candidates. A public forum will take place during the Staff Search Ad Hoc's May 4th meeting, scheduled for 6:30-8:30 p.m. via Zoom.

The HR consultant managing the Chief of Staff search reports being at the end of finalizing a list of candidates for interview and will follow up soon.

Chair Milele also provided an update on the Police Chief search.

Militarized Equipment (Commissioners Hsieh, Jordan, Jackson-Castain)

Commissioner Hsieh provided an update on the Militarized Equipment Ad Hoc Committee, next meeting April 24th, from 6:00-8:00 p.m. Included in the update was information on the explosive breaching training bulletin and impact report, as well as the annual report on militarized equipment.

Community Outreach (Commissioners Howell, Jordan, Ordaz)

Commissioner Howell presented on the Community Outreach Ad Hoc, which will hold their next meeting on May 2, 2023, from 6:00-7:00 p.m. via Zoom. Commissioner Howell provided an update on an upcoming roundtable events.

Annual Report (Commissioners Jackson, Peterson)

Commissioner Jackson provided an updated on the Annual Report Ad Hoc, which will be meeting April 17, 2023, at 10:00 a.m. via Zoom. Commissioner Jackson advised that the report would be

finalized and submitted to the Commission for review sometime after that.

Public comments were made by 4 persons (Kramer; Hawthorn; Contreras; Leonard).

X. Upcoming/Future Agenda Items

Commissioner Jackson requested that the Commission be able to respond to the letter submit to the commission in August by Charlotte Jones, and for the commission to look at Bill AB 2449 regarding Zoom meetings.

Commissioner Harbin-Forte requested that a report from CPRA Interim Director Jones regarding the Commission's March request for mediation be agendized.

Commissioner Peterson requested an update on proposed budget requests.

No public comment was made.

XI. Open Forum Part 2

No public comment was made.

XII. Adjournment

Chair Milele adjourned the meeting at approximately 9:48 p.m.



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

Current Committees

Ad Hoc Committee	Commissioners
Budget	Milele, Jordan, Jackson-Castain
*Body Worn Camera Policy	Harbin-Forte, Peterson, Hsieh
Community Outreach	Howell, Jordan, Ordaz
*CPRA Policies	Harbin-Forte, Jackson-Castain, Ordaz
*Militarized Equipment Policy	Hsieh, Jackson-Castain, Jordan
Negotiated Settlement Agreement	Harbin-Forte, Hsieh, Milele
Racial Profiling Policy	Committee of the Whole Chair: Peterson
Rules of Procedure	Hsieh, Howell, Jackson-Castain
Staff Searches (CPRA, CoS, Chief)	Milele, Jordan, Howell
Staff Evaluations (IG, CPRA)	Harbin-Forte, Jordan, Howell
OBOA Allegations	Harbin-Forte, Jackson, Ordaz
Annual Report	Jackson, Peterson

** Estimated to sunset in April 2023*

Recently Completed/Paused/Dormant

Ad Hoc Committee	Commissioners
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
OIG Policies	Peterson, Harbin-Forte, Jackson
Contracts	Peterson, Howell, Ordaz

For a roster of current Commissioners and their emails, visit:

<https://www.oaklandca.gov/teams/police-commission>

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.	Postponed	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.	Postponed	Annual	Ord. Section 2.45.070(G)
Hiring CPRA Director including public forum	Staff Searches Ad Hoc	Commission responsible for hiring of Agency Director	Anticipated Hire in Q2	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 in Q2	Annual	
Hiring of Police Chief	Complete search for new Chief of Police and recommend candidates to Mayor	The Commission, with the assistance of the City Administrator, shall prepare and distribute a job announcement, and prepare a list of at least three (3) candidates and transmit the names and relevant background materials to the Mayor. The Mayor shall appoint one person from this list, or reject the list in its entirety and request a new list from the Commission.	Initiated	Incident-based	Charter - 604(b)(10)
MEETINGS					
Public Hearing on OPD Policies	Commission may shall determine which Department policies are subject of the hearing	Possible topic: racial disparity in policing	June 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	May (Budget) and June (Racial Disparities) 2023 meeting - combine with community roundtable and public hearing requirements	Annual	Charter § 604(d)(1) and Ord. § 2.45.090

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
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	May 2023 -- 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.	Update requested by Comm. Peterson (4.13.23)	Approved March 2023 - Revisit May 2023 after release of Mayor's budget	Annual	Ord. Section 2.45.180
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	April/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	April/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.
Quarterly budget review and regular updates on the agenda		Requested by Comm. Jackson (12.8.23; 2.9.23; 2.23.23; 3.23.23)		Continuous	
OTHER ITEMS: for CPRA					
Solicit/Consider Public Input re Quality of Interactions with CPRA and Commission			Public Forum for CPRA Director Search	Continuous	Ord. § 2.45.070(O)
Establish Rules/Procedures re Mediation/Resolution of Complaints of Misconduct		Requested update by Comm. Harbin-Forte (4.13.23)	In Progress with CPRA	Continuous	Ord. § 2.45.070(N)
RFP for IAD transition to CPRA		Requested by CPRA	In Progress with CPRA	Incident-Based	
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)

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
Provide policy guidelines to CPRA Director for determining case prioritization		Requested by Comm. Jackson (11.10.22; 4.13.23) re: Charlotte Jones' August 2022 email; Chair has asked Charlotte when she can report on it	In Progress with CPRA Policies Ad Hoc	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."			In Progress with CPRA	Incident-Based	Ord. Section 2.46.020
OTHER ITEMS: for OPD					
Notify Chief of required contents of Chief annual report	See enumerated list of topics		Completed	Annual	Ord. Section 2.45.070(F)
Review And Comment On Department's Practices/Policies Re: Reporting And Publishing Data On Its Activities				Continuous	Ord. § 2.45.070(P)
Revisit OPD's Grooming & Presentation policy		Requested by Comm. Gage (1.13.22)			
Report on intentions regarding Militarized Equipment			May-23		
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; 1.12.23)			
Approve/Modify/Revoke OPD Use of "Military Equipment" via Annual Report Process			August 2023		Ord. Section 9.65.030
Report from Chief regarding OPD's homelessness policy		Requested by Comm. Harbin-Forte (2.10.22)			
OPD annual update on impact of the missing person's policy		Requested by Comm. Jackson (8.25.22)			
Receive reports from Department via City Administrator on issues identified by the Commission				Continuous / Incident-Based	Ord. Section 2.45.070(R)
Informational report of data from MACRO, OPD, and CARES	(1) how many intakes CARES has received from OPD and MACRO; (2) a report from MACRO on their OPD referrals and the outcomes of those referrals for tracking purposes; (3) and finally, from OPD to see; the numbers of arrests that are eligible for CARES, the dispatches to MACRO and the types of cases involved, and the juvenile cases that are appropriate for juvenile pre-filing diversion and the outcomes of those cases	Requested by Comm. Hsieh (2.23.23)	July 2023	Annual	
OPD presentation on police misconduct data and how OPD evaluates/addresses misconduct allegations		Requested by Jackson-Castain (3.23.23)		Continuous	
OTHER ITEMS: for OIG					
OIG Annual Report	Provide Commission OIG Annual Report		Sep-23	Annual	Ord. Section 2.45.120
Monitor/evaluate # of officers receiving training on profiling, implicit bias, de-escalation, and other key topics			In Discussion	Continuous	Ord. Section 2.45.120
Develop and present a plan to the Commission to measure the performance of each element of the Department's discipline process for sworn officers			In Discussion	Continuous	Ord. Section 2.45.120
Complete all audits/reviews requested by the Mayor, City Administrator, City Council			In Discussion	Continuous	Ord. Section 2.45.120
Monitor/evaluate/make recommendations re: Recruiting and hiring sworn personnel			In Discussion	Continuous	Ord. Section 2.45.120
Monitor/evaluate/make recommendations re: OPD Policies the Commission seeks to create or modify			In Discussion	Continuous	Ord. Section 2.45.120
Monitor/evaluate/make recommendations re: OPD's risk mgmt. practices			In process	Continuous	Ord. Section 2.45.120
Advise OIG of priorities for the 52 NSA Tasks		Part of Post-NSA Standing Committee	TBD	Continuous	Ord. Section 2.45.120; Charter 604(f)(5)

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
OTHER ITEMS: for Commission					
Community Policing presentation/training		Requested by Comm. Hsieh/Commission Ad Hoc (5.26.22)			Ord. Section 2.45.070(O)
Maintain/update bylaws		Rules of Procedure Ad Hoc - in progress	Summer 2023	Continuous	Ord. Section 2.45.040
Request that the City Attorney submit semi-annual reports to the Commission and to City Council which shall include a listing and summary of litigation			April 27, 2023 (next October 2023)	Continuous	Ord. Section 2.45.070(I)
Mayor's Youth Commission		Requested by Comm. Jackson (8.25.22)			
Bay Area Youth EMT		Requested by Comm Harbin-Forte (8.25.22)			
Presentation by Ian Appleyard on new HR process		Requested by Comm. Jackson (11.10.22)			
Presentation on Ceasefire		Requested by Comm. Jackson (1.12.23)			
Half-day strategic planning session		Requested by Comm. Jackson-Castain (1.12.23)			
Discussion on content of future OPD reports		Requested by Comm. Jackson-Castain (1.26.23)		Continuous	
Audit compliance update		Requested by Comm. Jackson (2.9.23)			
Juvenile Miranda Policy and juvenile detention program update		Requested by Comm. Hsieh (2.9.23)			