



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

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Timeline of Budget Discussion

- 2022
 - Commission experiences critical gaps in resources around staffing needs that would maximize operations and move the needle towards proactive, strategic transition in their growing work in oversight
- Nov 2022
 - Commission discusses budget and staffing at November 5th Annual Retreat
- Jan 2023
 - Further feedback on budget solicited from Commission on January 21st and 26th
- Feb 2023
 - Budget Ad Hoc meets in February and shares preliminary proposal with Commission on February 23rd
- Mar 2023
 - Preliminary proposal discussed with Mayor Thus. Budget Ad Hoc reports out on March 9th and continues to solicit Commission feedback. Budget Ad Hoc meets again prior to March 23rd meeting

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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

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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

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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

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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

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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 addressed in the City government budget?
(Open ended, total 28 and above shown)

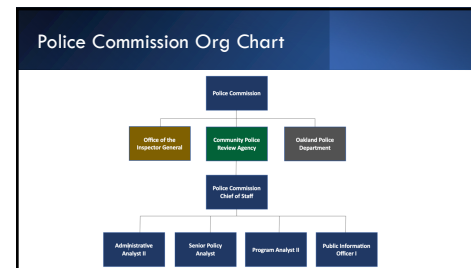
Category	Count	%
Crime/Violence	152	28%
Homelessness/Unhoused residents (General)	133	26%
Housing costs/Affordability	73	13%
Homelessness/Unhoused residents (Eviction/rental concerns)	72	13%
Street and sidewalk maintenance	33	6%
Homelessness/Unhoused residents (Public health/safety)	29	5%
Education/Public schools	27	5%
Police reform/Reimagine public safety	26	5%
Police protection/Maintain or improve response times	24	4%
Police funding/Maintain or increase police funding	23	4%
Police funding (Special less on police)	21	4%
Government waste/Inefficiency	20	4%
Other	20	4%

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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 OPD, 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

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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	Proposed FTE Positions	FY 2023-24 Total FTE	FY 2024-25 Ongoing FTE 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 burden" (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/2023/04/13/2023-equity-indicator-report/>
2. **FY 2021-23 Service Impact Statements:** <https://www.oaklandca.gov/2023/04/13/2021-23-service-impact-statements/>
3. **2022-23 Budget Priority Survey:** <https://oaklandca.gov/2023/04/13/2022-23-budget-priority-survey/>
4. **ICMA Conditions for Building Trust between Police and the Community:** <https://www.oaklandca.gov/2023/04/13/2023-icma-conditions-for-building-trust-between-police-and-the-community/>
5. **NACOLE Community Oversight Paves the Road to Police Accountability:** <https://www.oaklandca.gov/2023/04/13/2023-nacole-community-oversight-paves-the-road-to-police-accountability/>
6. **OakDot Geographic Equity Toolbox:** <https://www.oaklandca.gov/2023/04/13/2023-oakdot-geographic-equity-toolbox/>

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