



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.



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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.

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Departmental Coordination




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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



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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.

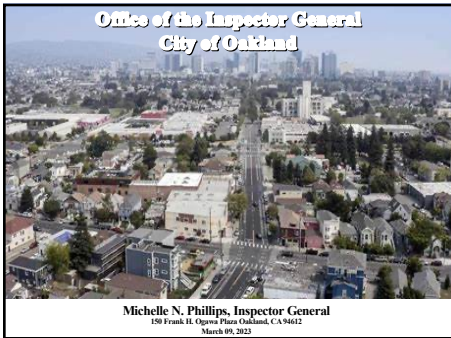


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Thank You



14



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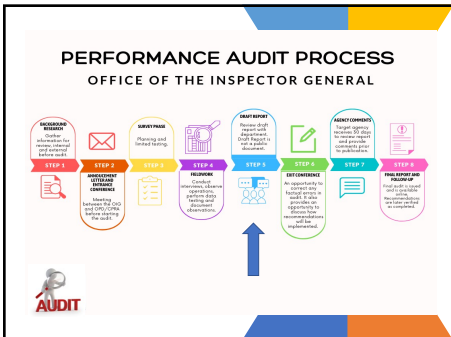
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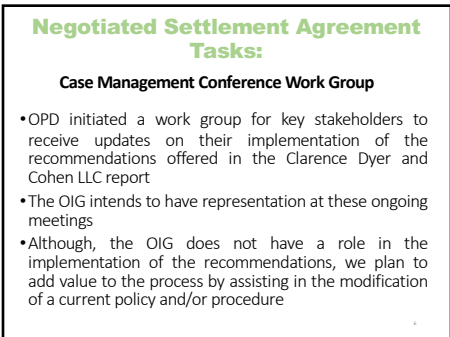
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4



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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

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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

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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

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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.

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NSA AD HOC COMMITTEE

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

OPD NSA 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

OPD NSA 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

OPD NSA AD HOC COMMITTEE PRESENTATION MARCH 9 2023

3

BARRIERS TO NSA COMPLIANCE

- Systemic and structural issues
- Cultural issues

OPD NSA 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

OPD NSA AD HOC COMMITTEE PRESENTATION MARCH 9 2023

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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. ??

OPD NSA 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 I&A-IGIC COMMITTEE PRESENTATION MARCH 9 2023

7

CULTURAL ISSUES

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

OPC I&A-IGIC COMMITTEE PRESENTATION MARCH 9 2023

8

OTHER CULTURAL ISSUES ?

6. ??
7. ??

OPC I&A-IGIC COMMITTEE PRESENTATION MARCH 9 2023

9

SYSTEMIC SOLUTIONS

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

OPC I&A-IGIC COMMITTEE PRESENTATION MARCH 9 2023

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 I&A-IGIC COMMITTEE PRESENTATION MARCH 9 2023

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 I&A-IGIC COMMITTEE PRESENTATION MARCH 9 2023

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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

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OTHER SYSTEMIC SOLUTIONS

6. ??

7. ??

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

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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

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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

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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 16.41-100 COMMITTEE PRESENTATION MARCH 19 2023

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 16.41-100 COMMITTEE PRESENTATION MARCH 19 2023

20

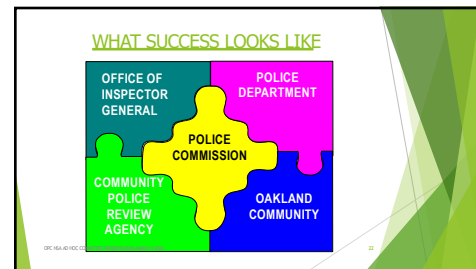
OTHER CULTURAL SOLUTIONS ?

6. ??

7. ??

OPC 16.41-100 COMMITTEE PRESENTATION MARCH 19 2023

21



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Biennial 2023-35 Budget Proposal Oakland Police Commission

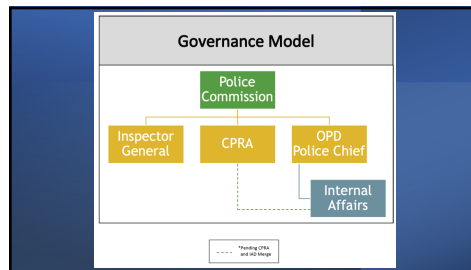
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Police Commission Role and Responsibilities

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

2



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 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, streets/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)	11%	28%
Housing costs/Affordability	11%	21%
Homelessness/Unhoused residents (Substance use/overdose)	10%	18%
Street and sidewalk maintenance	9%	17%
Homelessness/Unhoused residents (Public health/safety)	7%	11%
Education/Public schools	7%	9%
Police reform/Reimagine public safety	6%	9%
Police protection/Maintain or improve response times	4%	8%
Police funding/Maintain or increase police funding	3%	4%
Government waste/Inefficiency	2%	2%
Police funding (Spent less on police)	2%	2%
Other	0%	28%

F.M.S.

8

Police Commission Budget Proposals

- **Retain current budgeted positions**
- **Proposed Addition of FTE Positions:**
 - **Program Analyst II:** Interagency liaison between OPD, OPC, CPRA, and OIG to oversee monitoring and compliance post-NSA
 - **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

End Notes

1. **Oakland Equity Indicator Report:** <https://www.oaklandca.gov/files/assets/2021-23-Service-Impact-Statements/2021-23-Service-Impact-Statements-Report.pdf>
2. **FY 2021-23 Service Impact Statements:** <https://www.oaklandca.gov/files/assets/2021-23-Service-Impact-Statements/2021-23-Service-Impact-Statements-Report.pdf>
3. **2022-23 Budget Priority Survey:** <https://www.oaklandca.gov/files/assets/2022-23-Budget-Priority-Survey/2022-23-Budget-Priority-Survey-Report.pdf>
4. **ICMA Conditions for Building Trust between Police and the Community:** <https://www.oaklandca.gov/files/assets/2021-23-Service-Impact-Statements/2021-23-Service-Impact-Statements-Report.pdf>
5. **NACOLE Community Oversight Paves the Road to Police Accountability:** <https://www.nacole.org/2021/05/12/community-oversight-paves-the-road-to-police-accountability/>
6. **OakDot Geographic Equity Toolbox:** <https://www.oaklandca.gov/files/assets/2021-23-Service-Impact-Statements/2021-23-Service-Impact-Statements-Report.pdf>

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