



MEMORANDUM

TO: Regina Jackson
Chair, Oakland Police Commission

FROM: Susan E. Manheimer
Chief of Police

SUBJECT: Policy Submission

DATE: August 27, 2020

PURPOSE

Police Department Staff requests that the Police Commission schedule the previously submitted draft policies (Training Bulletins) for ad hoc committee and adoption. These three policies are Training Bulletin III-P.01 (Armed Unresponsive Subjects, Training Bulletin III-P.03 (Dedicated Arrest Team), and Training Bulletin III-P.04 (Armored Vehicles).

BACKGROUND

The Department has established the attached 10 step policy development workflow to ensure all relevant stakeholders and approving oversight bodies can review and provide guidance and feedback prior to the Department finalizing any policy. This allows for an efficient review amongst all stakeholders while ensuring our oversight and legal reviews are completed.

Below are the steps taken to date on these three policies:

In February 2019, the Department held a Use of Force Board to review a 2018 officer involved shooting (OIS) from which several deliverables were issued. Of these deliverables, the Department recognized the need to update training when responding to critical incidents involving:

- Armed and Unresponsive Persons,
- Dedicated Arrest Teams (DATs), and
- Armored Vehicles

Step 1 occurred February 2019. In addition to updating training, the Department was directed by the Mayor and the Police Chief to develop formal policies in March 2019 on Armed and Unresponsive Persons, Dedicated Arrest Teams (DATs), and Armored Vehicles.

March 2019 to January 2020, the Department provided the training at the Annual In – Service Training (CPT). Plaintiffs' Attorney(s) were present July 18, 2019 to observe the training on Armored Vehicles.

Step 2 occurred March 2019. The Department formed a working group to develop these policies. The first drafts of all three policies were created and submitted to the City Attorney's office by June 11, 2019.

Steps 3 – 5 occurred June to November 2019. The City Attorney, Executive Team, Independent Monitoring Team, and Plaintiffs' Attorneys collectively reviewed eight drafts of the policies on DATs and Armored Vehicles and nine drafts of the policy on Armed and Unresponsive persons.

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The IMT and Plaintiffs' Attorneys provided valuable feedback to the Department and approved the draft policies on DATs and Armored Vehicles on October 29, 2019. The draft policy on Armed and Unresponsive Persons was approved by the IMT and Plaintiffs' Attorneys on November 21, 2019.

Step 6 occurred January 17, 2020. Then – Chief Kirkpatrick requested these policies be placed on the Police Commission Meeting agenda.

January 2020 to current, the Department provided updated training on Armed and Unresponsive Persons and DATs at the 10-hour firearms qualification.

August 2020, the Department provided updated training on Armed and Unresponsive Persons, DATs, and Armored Vehicles at Sergeant Transition School.

CONCLUSION

The Department is currently training to the concepts of these draft policies and believes these standards are contemporary and in the best interest of public safety. These policies are anticipated to reduce use of force, reduce liability, and ultimately increase police accountability.

Respectfully submitted,

Susan E. Manheimer
Chief of Police
Oakland Police Department

Attachments (1):

Policy Development Workflow



**Oakland Police Department
Police Commission
Policy Development
Flowchart**

