



OAKLAND POLICE COMMISSION

REGULAR MEETING MINUTES

June 27, 2024

City Hall Council Chamber (1 Frank Ogawa Plaza, Oakland)

1. Call to Order, Welcome, Roll Call, Determination of Quorum

(5:41 PM)

- **Chair:** Marsha Carpenter Peterson
- **Commissioners Present:** Vice Chair Karely Ordaz, Regina Jackson, Wilson Riles, Ricardo Garcia-Acosta, Angela Jackson-Castina; Alternate Commissioner Omar Farmer (Elevated to Commissioner)

Commissioner Ordaz arrived after the roll call.

Commissioner Jackson-Castain via Teleconference at LS12 2NX, Leeds, UK

2. Closed Session (5:41 P.M. to 6:55 P.M.)

Topics:

- **Existing Litigation:** Delphine Allen et al., v. City of Oakland, et al. N.D. Cal No, 00-cv-4599-WHO
- **Public Employee Discipline/Dismissal/Release**
- **Public Employee Appointment/Employment: Title:** Inspector General

No Public Comments

3. Redetermination of Quorum and Read-Out from Closed Session

- **Chair:** Marsha Carpenter Peterson
- **Roll Call:** Same as initial roll call.

Vice Chair Ordaz present and Alternate Commissioner Farmer (de-elevated to Alternate Commissioner)

4. Open Forum Part 1

Public Comments: *(Olugbala; Grinage; Leonard)*

- Various public speakers addressed topics outside the agenda but related to the Commission's work.

5. Welcome Alternate Commissioner Farmer

Public Comments: *(Leonard; Olugbala; Grinage; Kramer)*

6. Thank You and Farewell to Vice Chair Ordaz for Service on the Oakland Police Commission from Oct 2022 - June 2024.

Public Comments: *(Leonard; Contreras; Grinage; Singleton)*

7. Oakland Police Department Update

Topics:

- **Use-of-Force Trends & Data Transparency:**
 - Concerns were raised about the frequency and transparency of use-of-force incidents, specifically regarding racial data tracking.
- **Budget Cuts:**
 - The OPD and CPRA face a 37% budget cut, leading to concerns about staffing and the ability to maintain essential services, including community policing and mentorship programs.
- **Transition of Internal Affairs (IA) to CPRA:**
 - Ongoing efforts to transition IA responsibilities to CPRA, including the hiring of consultants for strategic planning and workload assessment.

Suggestions:

- **Data Transparency:**
 - Implement a new database system to track better and report use-of-force incidents by race and other demographics.
- **Consultation on Budget Impact:**
 - Engage with community stakeholders to explore alternative funding models or program adjustments in light of budget cuts.

Next Steps:

- **Future Agenda Items:**
 - Include discussions on juvenile arrests, the impact of budget cuts on community policing, and a review of the police chief's evaluation process.

Public Comments: *(Olugbala; Kramer; Grinage; Cleveland; Janks; Contreras; Singleton)*

8. Community Police Review Agency (CPRA) Update

Topics:

1. **Pending Cases and Caseload Management:**
 - Discussion on reducing average case closure time.
 - Improvement in investigative efficiency.
2. **Budget and Staffing Concerns:**
 - Impact of budget cuts on CPRA's ability to expand.
 - Delay in hiring due to budget constraints.
3. **CPRA Manual:**
 - Progress on drafting the manual.
 - Importance of community outreach and easy-to-understand materials.
4. **Mediation Program:**
 - Implementation of best practices.
 - Collaboration with community boards.

Suggestions:

- Focus on streamlining the investigation process to maintain or further reduce case closure times.
- Continue advocacy for budget and staffing needs to avoid operational disruptions.
- Ensure community involvement in finalizing the CPRA Manual.
- Strengthen the mediation program by incorporating lessons from other jurisdictions.
- **Community Engagement:**
 - Consider a "CPRA Roadshow" to increase community awareness of police oversight activities.

Next Steps:

- Finalize and present the CPRA Manual by August 1st.
- Monitor the budget situation and its impact on CPRA operations.
- Launch the mediation program after final discussions with stakeholders.
- Continue tracking pending cases and aim for consistent case management improvements.

- **Data Reporting:**
 - Director Muir to consult with legal counsel on the feasibility of reporting racial data for complainants in use-of-force cases.
- **Consultant Reports:**
 - The hired consultants will conduct a workload assessment for IA and CPRA, with findings expected to guide future staffing and operational strategies.

Public Comments: (*Grinage; Olugbala*)

9. Ad Hoc Committee Reports

Negotiated Settlement Agreement (NSA) Ad Hoc: (Commissioners Peterson (Chair), Jackson, Ordaz)

Topics:

1. **Weekly Meetings:**
 - Regular meetings are needed to develop the Compliance Management Court (CMC) addendum.
 - Collaboration with Brigid Martin from the Office of the City Attorney.
2. **Addendum to CMC:**
 - Focus on refining and finalizing the content for the NSA addendum.
 - Addressing outstanding questions related to the addendum.

Next Steps:

1. Continue weekly meetings to finalize the addendum to the CMC.
2. Work with Brigid Martin to resolve outstanding legal questions and refine the content.
3. Present the finalized NSA addendum to the Commission for approval before submitting it to the City Council.

Enabling Ordinance Ad Hoc: (Commissioners Peterson (Chair), Garcia-Acosta, Jackson)

Topics:

- **Weekly Meetings:**
 - Ongoing weekly meetings to review and refine revisions to the enabling ordinance.
 - Focus on ensuring that all necessary changes and comments are incorporated before submission.
- **Final Review:**
 - Currently in the final review phase of revisions and comments to be sent back to Councilmembers Kalb and Jenkins.

Next Steps:

- Finalize the review of revisions and comments.
- Prepare the final document for submission to Councilmembers Kalb and Jenkins.
- Schedule a Commission vote on the revised ordinance before sending it.

Racial Profiling Ad Hoc: (Commissioners Jackson (Chair), Garcia-Acosta, Peterson)

Topics:

- **Policy Updates:**
 - Continued review of the Monitoring Report (MOR) and updates to policies related to racial profiling.
- **Cultural Accountability Statement:**
 - Development and finalization of a statement designed to enhance cultural accountability within the police department.
- **Collaboration with Experts:**
 - Ongoing collaboration with Dr. Jennifer Eberhardt and other experts to design and implement a comprehensive training curriculum on racial profiling.

Next Steps:

- **Review and Finalize Training Curriculum:**
 - Finalize and review the training curriculum with input from external experts.
- **Review Discipline Matrix:**
 - Begin the process of reviewing the discipline matrix for cases related to racial profiling.
- **Recommendations to POST and DOJ:**
 - After completing the internal processes, racial profiling training should be recommended to POST (Peace Officer Standards and Training) for statewide implementation, and findings should be shared with the Department of Justice (DOJ) for potential national consideration.
- **Next Meeting:**
 - The next meeting is scheduled for July 10th. The focus will be reviewing the training curriculum and preparing for subsequent tasks related to the discipline matrix and external recommendations.

Community Policing Ad Hoc: (Commissioners Riles (Chair), Jackson, Garcia-Acosta)

Topics:

- **Upcoming Community Forum on Police Pursuit Policy:**
 - Discussions on organizing a community meeting focused on police pursuit policy, including the history, statistics, and community perspectives.
 - Collaboration with the Police Department and Inspector General's Office to provide comparative analysis during the forum.
- **Review of Community Resource Officers' General Orders:**
 - Examination of new general orders related to Community Resource Officers (CROs) and may include differences between the community's preferences and the department's current practices.

Next Steps:

- **Schedule Community Forum:**
 - Work with the Chief of Staff to organize the community forum, potentially scheduled for July 17th or 31st.
- **Prepare for Community Policing General Orders Discussion:**
 - Obtain and review the new general orders report from the former Commissioner, Jesse Hsieh, and address any points of contention between the department and community expectations.
- **Collaboration and Outreach:**
 - Continue working with the Coalition and other community partners to ensure comprehensive representation of community voices in discussions regarding policing policies.

Staff Searches Ad Hoc: Inspector General (Commissioners Jackson (Chair), Garcia-Acosta, Peterson)

Topics:

- **Inspector General Position:**
 - The Inspector General job description was posted successfully, and six applicants received it shortly after posting.
 - Discussion on the selection process and timeline, including interviews and public forums.
- **Administrative Analyst and Project Manager Positions:**
 - Updates on the requisitions for these positions are currently pending due to budget approval and other administrative delays.

Next Steps:

- **Continue the Hiring Process for Inspector General:**
 - Review applicants and conduct interviews to present final candidates in a public forum by August 4th.
- **Monitor and Expedite Other Position Requisitions:**
 - Follow up on the requisitions for the Administrative Analyst and Project Manager positions, with an aim to proceed with interviews and hiring by September.
- **Adapt to Budgetary Constraints:**
 - Continue to work within the limitations imposed by the budget while pushing forward with critical staffing needs.

Retreat Ad Hoc: (Commissioners Jackson-Castain (Chair), Ordaz, Jackson)

Topics:

- **Consultant Selection for Second Phase of Retreat:**
 - Discussion on the RFP process, which has been open for nearly a month. One bid received with another expected.
 - Consideration of presentations on the IAD and Skelly process as part of the retreat.

Next Steps:

- **Review and Select a Consultant:**
 - Evaluate received proposals and select a consultant within the next two weeks.
- **Finalize Retreat Agenda:**
 - Include presentations on the IAD and Skelly process to enhance understanding during the second phase of the retreat.
- **Proceed with Retreat Planning:**
 - Once a consultant is selected, finalize plans and schedule the second phase of the retreat, ensuring alignment with the Commission's goals.

CPRA Ad Hoc: (Commissioners Ordaz (Chair), Garcia-Acosta, Jackson-Castain)

Topics:

- **Review and Establishment of Policies and Procedures:**
 - Focus on reviewing the proposed outline of the CPRA Manual, which includes investigations, due process, community values, and outreach.
 - Emphasis on creating a community-targeted document with FAQs and visuals.
- **Impact of Budget Cuts:**
 - Discussion on how the proposed 37% budget cut might affect the IAD transition to CPRA.

Next Steps:

- **Finalize CPRA Manual:**
 - Target completion by August 1st, including a review by the Director of Race and Equity.
- **Continue Monitoring Budget Impact:**
 - Assess how the budget cuts may influence the CPRA's operations and the IAD transition.
- **Community Outreach Document:**
 - Develop a separate, simplified version of the manual for public distribution.

Public Comments: *(Contreras)*

10. Upcoming / Future Agenda Items

- **Tracking Ad Hoc and Ongoing Initiatives:**
 - Continue to monitor and report on the progress of various ad hoc committees, including Negotiated Settlement Agreement, Enabling Ordinance, and Racial Profiling.
- **Senate Bill 2 Presentation:**
 - Prepare for the Senate Bill 2 presentation, scheduled for July 25th.
- **Community Policing and Policy Discussions:**
 - Plan discussions on the community policing and police pursuit policy updates.
- **Inspector General Search:**
 - Continue tracking and facilitating the search for the new Inspector General.
- **Annual Report Draft:**
 - Aim to have the draft of the annual report ready for review by the July 11th meeting.
- **Handcuffing Ad Hoc Discussion:**
 - Address the proposal for a handcuffing ad hoc committee at the next meeting.
- **Community Resource Officers General Orders:**
 - Review and discuss new general orders for community resource officers.
- **Juvenile Arrests and Diversion Programs:**

- Consider inviting NOAB to present on juvenile arrests and diversion programs, exploring ways to improve referrals to community-based programs.

Public Comments: *(Olugbala)*

11. Open Forum Part 2

Public Comments: *(Cleveland)*

12. Re-adjourn to Closed Session (if needed) and Read-Out of Closed Session (if any)

- No additional closed session was required.

16. Adjournment

- The meeting adjourned at 9:32 P.M.