



## OAKLAND POLICE COMMISSION

### REGULAR MEETING MINUTES

August 22, 2024

City Hall Council Chambers (1 Frank H. Ogawa Plaza, Oakland)

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#### 1. Call to Order, Welcome, Roll Call, Determination of Quorum, and Read-Out from Prior Meeting

(5:44 PM)

**Chair:** Marsha Carpenter Peterson

**Commissioners Present:** Vice Chair Ricardo Garcia-Acosta; Commissioner Regina Jackson; Commissioner Wilson Riles; Commissioner Angela Jackson-Castain; Alternate Commissioner Omar Farmer

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

#### 2. Closed Session (approximately 5:46 p.m. - 6:38 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**

##### Readout from Closed Session

Chair Marsha Carpenter Peterson: As we consider our addendum statement to be submitted along with the city's statement to the CMC, we have added a pre-introduction paragraph based on advice from counsel. The paragraph reads as follows: "This court inquired about the Oakland Police Commission's viewpoint regarding continuing, revising, or dissolving the monitorship. In 2012, this court appointed a compliance director tasked with addressing the deficiencies that led to the Oakland Police Department's noncompliance and developing a plan for facilitating sustainable compliance with all outstanding tasks." The commission requests that the court consider separating the Monitor and Compliance Director roles as originally envisioned and executed. The community, through the Reimagining Public Safety Task Force, also recommends this same model, calling for separate Monitor and Compliance Director roles. Additionally, we

changed the addendum statement, which has robust support from community stakeholders. On page 9, the last bullet point, we are substituting "CURE J violence interrupters" for "Department of Violence Prevention and community-based violence interrupters." These are the two changes recommended by the Commission. Later in the meeting, we will receive the report of the full ad hoc committee's actions and take a vote on the full document, with any comments from commissioners or members of the public. We will now proceed from the closed session readout.

- The Chief of Staff is ill and unable to join in person but will provide remote support.
  - Her voice will be heard during the meeting.
  - She is handling technical support, while Director Mr. Mac Muir provides on-site support.
- Agenda update: The original agenda posted on August 19 was revised.
  - Item 8 (Ad Hoc Reports) initially mentioned a search for the "first" Civilian Inspector General (IG).
  - Revision: "First" was removed, as this is not the first IG search; it is the second.
  - No vote is required for the minor correction.

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

**Chair: Marsha Carpenter Peterson**

**Roll Call:** Same as initial roll call.

### **4. Open Forum Part 1**

- Open forum for public comments on non-agenda items related to the Commission's work.

**Public Comments:** *(Grinage)*

- Concerns were raised about the Commission's responsiveness to public inquiries, explicitly highlighting that emails from community members often go unanswered. It was emphasized that timely responses are essential for fostering transparency and building trust between the Commission and the public. A call was made for the Commission to improve diligence in returning emails to ensure effective communication with the community.

## 5. Commission Vote for Resolution Determining Outcome of Second Meeting in August

- The Commission held a vote regarding the scheduling of a second meeting in August (8/29). After deliberation, the members voted to cancel the second August meeting due to scheduling conflicts and agenda considerations—the decision aimed to ensure that the Commission could prioritize upcoming critical agenda items in subsequent meetings. The August 29th meeting was canceled, and a Special meeting will be held on September 19th instead.
- This resolution was passed unanimously, streamlining the Commission's focus on future priorities.

*No Public Comments*

## 6. Oakland Police Department Update

- **Staffing Updates:** The Oakland Police Department provided an update on current staffing levels, noting vacancies in several key positions, including investigator roles and administrative staff. Efforts are ongoing to address these gaps through recruitment and hiring initiatives.
- **Policy Revisions:** The department is working on revisions to various policies, including those related to the use of force and community policing. These updates are being driven by both internal reviews and community feedback.
- **Community Engagement Initiatives:** OPD highlighted its ongoing efforts to enhance community engagement, mentioning programs like the expansion of the MACRO (Mobile Assistance Community Responders of Oakland) initiative and regular outreach in local neighborhoods.
- **Technology Integration:** The department is exploring new technologies, such as AI tools for reviewing body-worn camera footage, to improve the efficiency of investigations and ensure accountability. Concerns around privacy and labor implications were noted, and discussions are ongoing with relevant stakeholders.
- **Pending Reports:** OPD is preparing reports for the upcoming Commission meetings, which will include updates on juvenile arrest and diversion programs, homelessness and encampment policies, and the status of ceasefire initiatives.

**Public Comments:** *(Contreras; Janks; Grinage; Cleveland)*

- **Transparency and Accountability:** Several commenters expressed concerns about the level of transparency in OPD's reporting, particularly around the use of force incidents and internal investigations. There was a call for more detailed public updates on these matters to foster trust between the community and the department.
- **Community Policing Concerns:** Some members of the public raised issues related to the effectiveness of OPD's community policing strategies. They stressed the need for OPD to be more responsive to community needs and recommended stronger partnerships with local organizations to improve outcomes.

- **Use of Force and Officer Conduct:** A few individuals raised concerns about excessive force by officers in certain incidents and questioned the department's policies on de-escalation. They urged OPD to focus on further training for officers to prevent such occurrences and requested more detailed public reporting on use-of-force investigations.
- **Staffing and Recruitment Challenges:** Commenters acknowledged the staffing shortages but emphasized the importance of hiring officers who are committed to community engagement and de-escalation. They recommended prioritizing candidates who reflect the diversity and values of Oakland's communities.
- **Technology Integration:** Some public commenters expressed apprehension about OPD's use of AI and other technologies for body-worn camera footage analysis. They raised concerns about privacy risks, especially regarding complainants' sensitive information, and called for more oversight and careful implementation.

## 7. Community Police Review Agency (CPRA) Update

- **Staffing and Recruitment Progress:** CPRA reported ongoing efforts to fill critical vacancies, including investigators and an administrative analyst. Progress has been made in hiring two new positions, with further steps underway to fill the remaining roles. The CPRA leadership emphasized the importance of having a fully staffed team to address the increasing caseloads effectively.
- **Expansion of Investigative Capacity:** The agency shared updates on the onboarding of a new supervisor for investigators, which will help streamline case management. The new supervisor will be responsible for overseeing intake staff and investigative teams, allowing for better operational efficiency and timely case handling.
- **Community Outreach Efforts:** The CPRA highlighted its ongoing outreach activities, including establishing a presence at Fruitvale Plaza every Monday. These efforts aim to increase public accessibility to the agency and foster better community relations. Signage and regular office hours have been set up to make it easier for residents to file complaints and engage with the agency.
- **Annual Report Development:** The CPRA has submitted a draft of its annual report, summarizing its work over the past year. The report is expected to showcase significant progress in police accountability, with a focus on the agency's contributions to the community and recommendations for further improvements.
- **Contract and Infrastructure Updates:** The agency provided updates on pending contracts, including the development of a database workflow system and the continued work of consultants involved in transitioning certain responsibilities from internal affairs to the CPRA. These infrastructure improvements are designed to enhance the agency's efficiency and effectiveness.
- **Mediation Program Progress:** The CPRA shared advancements in its mediation program, including the involvement of local mediators from Oakland. The program will ensure that mediators receive specialized training on the history of the Oakland Police Department to better understand the community dynamics they will be working with.

**Public Comments:** *(Grinage, Cleveland)*

- **Increased Public Awareness Efforts:** Several comments emphasized the need for the CPRA to increase its visibility within the community. Suggestions were made for more outreach, particularly through free public service announcements on local radio stations. The public expressed that many residents are still unaware of the CPRA's existence or its role, and efforts to raise awareness, especially among diverse linguistic communities, were strongly encouraged.
- **Concerns about Timeliness and Staffing:** Community members raised concerns about the length of time it takes to fill key positions, particularly investigators. The slow pace of recruitment was highlighted as a potential barrier to effectively addressing police misconduct cases. There was a strong desire to see the CPRA fully staffed as soon as possible to ensure timely investigations and justice.
- **Accessibility and Outreach:** While the establishment of a CPRA presence at Fruitvale Plaza was appreciated, some public commenters requested broader outreach efforts across different neighborhoods. Suggestions were made for setting up similar outreach locations in other community hubs to ensure that all residents have easy access to CPRA services, particularly in underserved areas.
- **Mediation Program Inclusivity:** Some commenters praised the inclusion of local Oakland mediators in the CPRA's mediation program but stressed the importance of ensuring that mediators truly reflect the city's diverse population. There were also calls for the program to be more publicized so that the community can understand how it works and how it contributes to police accountability.
- **Annual Report Expectations:** Public commenters expressed interest in the upcoming annual report, particularly how it would highlight the CPRA's impact on police accountability and whether it would offer concrete data on the outcomes of its investigations. There was a desire for more transparency in how the report would be communicated to the community and whether it would include actionable recommendations for the future.

**8. Ad Hoc Committee Reports**

**Inspector General (IG) Search Update**

- Review of applicants.
- First round of interviews completed.
- Announcement of second-round interviews and community forum.

**Hiring Processes and Staffing Updates**

- Updates on Admin Analyst and Program Manager positions.
- Motion passed to rename the Program Manager position to Director of Operations to expand the applicant pool.

### **Community Policing and Pursuit Policy**

- Scheduled ad hoc committee meeting on the 28th.
- Presentation by Professor Alpert.

### **Racial Profiling Policy**

- Updates on completing the training lesson plan.
- Collaboration with Lt. Hubbard and Deacon Reginald Lyles.
- Approval expected on September 19th.

### **Retreat Ad Hoc Updates**

- Presentation of a proposal from Leadership Incorporated to facilitate the community retreat and strategic plan development.

**Motion:** Move forward with accepting the proposal and planning the retreat.

- **Made by:** Commissioner Regina Jackson
- **Seconded by:** Vice Chair Ricardo Garcia Acosta
- **Result:** The motion passed unanimously.

### **NSA Addendum Review**

**Motion:** Approve the revisions and proceed with submitting the updated addendum.

- **Made by:** Commissioner Regina Jackson
- **Seconded by:** Commissioner Omar Farmer

**Public Comments:** *(Kramer; Grinage; Janks; Contreras)*

- Multiple commenters praised the thoroughness and inclusiveness of the NSA ad hoc's work.
- There were concerns raised about clarity in certain sections of the addendum, particularly regarding access to information and the role of the City Attorney in preventing the Commission from accessing critical documents. It was recommended that these concerns be framed in clearer language for better understanding by the court.
- One commenter appreciated the shift in the NSA ad hoc's approach, noting it was more inclusive and transparent compared to past iterations.
- **Result:** The motion passed unanimously.

## 9. Approval of Meeting Minutes

**Motion:** Move the approval of the minutes to the next meeting.

- **Made by:** Commissioner Regina Jackson
- **Seconded by:** Vice Chair Ricardo Garcia Acosta
- **Result:** The motion passed unanimously, and the approval of the minutes was postponed to the next meeting.

*No Public Comment*

## 11. Upcoming/Future Agenda Items

- **Special Meeting on September 19th, 2024:**
  - Pursuit Policy Review
  - Second and Final Reading of the Community Policing General Orders
  - Racial Profiling Policy Documentation Review and Approval
- **September 26th, 2024 Meeting:**
  - The CPRA to IAD Progress Report
- **Macro Program Update:**
  - Potential collaboration with the Fire Department and Police Department for an update on the program.
  - Consideration of a potential Macro Oversight Board or Commission, as discussed in prior meetings.
- **Juvenile Arrest and Diversion Programs:**
  - Possible presentation from NOAAP regarding juvenile arrest programs and their diversion strategies.
- **Homelessness and Encampment Management Policy:**
  - Discussion around policies on managing homelessness and encampments.
- **Ceasefire Program Presentation:**
  - Scheduling a presentation on the current status of the Ceasefire program.
- **Inspector General (IG) Search Process:**
  - Possible scheduling of a community forum for the IG candidates before the September 19th meeting.

*No Public Comments*

## 12. Open Forum Part 2

**Public Comments:** *(Kramer; Cleveland)*

- **Meeting Schedule and Communication:**
  - A commenter expressed frustration about the difficulty in tracking meeting schedule changes, particularly due to medical reasons preventing frequent internet access. They requested clearer communication about meeting changes and suggested alternative ways to confirm meeting times, such as a direct phone inquiry before meetings.
- **Use of Public Service Announcements:**
  - A suggestion was made to increase public awareness about the Police Commission and its meetings by utilizing free public service announcements (PSAs) on local radio stations. The commenter emphasized the need for outreach in multiple languages to ensure broader community engagement and awareness about police misconduct reporting and Commission activities.
  - **Praise for Commission's Work:** A public speaker expressed appreciation for the hard work and dedication of the Police Commission. They acknowledged the Commission's efforts in holding meetings during traditionally slow periods like August and thanked them for continuing to tackle important issues.

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

- No additional closed session was required.

## 14. Adjournment

- The meeting adjourned at 10:01 P.M.