

Recommendations of Interest to the OPC

If adopted by City Council these may involve or impact the Police Commission. The phases are also proposed not finalized

44. Renegotiate OPOAs MOU in 2021 instead of 2024

Breach the contract or declare a fiscal emergency. Make all renegotiations public. This also includes best practices that drive NSA compliance (another reason to breach the K) on page 2, [click here](#). Recommendations [51](#) & [106](#) are also included in this strategy. Phase I



31/84. Transfer most of IAD to CPRA

Related to item 9 on the pending agenda matters list and this was discussed at a Jan 2021 meeting ([page 60](#)). Related to the IAD ad hoc. Phase I



89. Cap OPD Overtime

Set a firm cap on overtime for Fiscal Year 2021-22 and FY 2022-23, \$8M per year is an example. Phase I



8. Remedies for Misconduct

Related to item 6 on OPCs agenda matters list. Includes several recommendations to reduce the "code of silence" culture. Phase I



29. Look for Trends in Officers with Misconduct

Review how military veterans perform their duties and/or may engage in misconduct. The insurrection has shined a spotlight on this issue where several ex-military personnel who also work in law enforcement were involved. Including a former OPD officer. Phase I

32. Update the Manual of Rules & Discipline Matrix

The Manual of Rules and Discipline Matrix both need a comprehensive update. Citizen input from the Brotherhood of Elders as well as recommendations from the American Friends Service Committee have provided revised proposals, all of which need to be incorporated. Phase I



104. Improve the Selection Panel Process

Make the process more transparent for applicants. Decide on the process in advance, make all evaluation criteria public, ensure candidates know how many steps there are in the process including disclosing all applicable rules. Potentially draw on techniques from other boards or commissions, such as the Public Ethics Commission. Consider asking applicants to prepare speeches in advance rather than solely relying on interview questions. Scheduled for Phase II but already in progress by the SP



88/103. Increase OPC Staff

Make the Police Commission more equitable and effective by increasing its staff and adding a monthly stipend so more folks who don't have the financial resources to commit to participating are able to. Phase II



21/93/94. Changes to Recruiting & Hiring

Recommends improving OPDs hiring process to significantly increase the number of women in the department, particularly African-Americans. Having more women has shown through empirical evidence to have lower instances of inappropriate uses of force. Also includes training, promotion, & background check improvements. [AB 655](#) [AB 89](#) [SB2](#) Phase III



22. Update OPDs Promotion Process

Standardize the promotion process. A [Hilliard Heintze](#) report revealed that Black officers are disciplined at a 37% higher rate than other officers. OPD already has or is working on implementing 15 recommendations from the report. This coincides with the OBOA Allegations ad hoc. The SPARQ team is helping to assist with eliminating confirmation bias during investigations with the Sgt. acting as the fact finder and their Lt. acting as the adjudicator in order to anonymize the disciplinary process. Phase III



38. Eliminate the BearCat ASAP

Determine whether the proposed RPSTF timeline for the Resolution of the BearCat is feasible. Phase I



1. Create an Oakland Specific Crowd Control Ordinance

Related to the number of complaints and use of force issues on this topic. [AB 48](#) Phase I



43-1. Demilitarize OPD

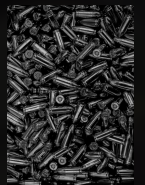
Approve OPCs Controlled Equipment Ordinance through City Council's process. [AB 481](#) Phase I



43-2. Demilitarize OPD

Audit the Tactical Operations Team and update their K-5 policy through the militarized equipment ad hoc. Phase I

43-3. Abolish "boot camp" style and/or militarized training at the Academy and Field Training levels, if necessary. Phase I



143. Make OPC the Final Adjudicator on Officer Discipline

If approved this would alter the hierarchy of the discipline process, pending a renegotiation of the MOU, if not done during recommendation #44's process. Phase I



105. Impose Discipline for Discriminatory Policing

Currently, OPD policies only address racial profiling at the individual officer level. However, the persistence of department-wide disparate racial treatment has proven that individual corrective actions are insufficient at eliminating systemic racism within the department. [Item 19 page 59](#) Phase I



55. Increase Data Transparency

OPDs Slalom dashboard maintains officer risk assessment data that the Police Commission, can use to speed up accountability and the discipline process to identify officers who, for example, engage in racial profiling. Phase II



7. Achieve Compliance with the NSA

[Click here](#) for a timeline of key events. Phase II



100. Reach annual alignment on NSA tasks

49. Streamlining and Making Public Multiple Forms of Data

Establish ongoing community driven data improvements that OPD publishes to the public. In particular, resource allocation metrics in order to improve the ability to assess the effectiveness of OPD. Phase II



137/138/139/140/142. Accountability #1-5

These 5 recommendations involve ending Qualified Immunity [CO SB 217](#) [NM HB 4](#), testing officers on the MOR, implementing service level agreements for complaints and investigations, changing the burden of proof for officer related complaints, taking into account previous misconduct for lateral transfers [SB2](#), and removing bias when disciplining officers. Phase II



40. Increase Community Engagement & Sensitivity Training

All police officers, particularly CROs, should experience more community engagement activities and undergo community sensitivity training. May be related to the Community Resource Officer Deployment, OPD 15-01 ad hoc committee. Phase III



36/37/41/43/96/97. Create a Department of Public Safety

Using Sunnyvale DPS and others as an example, while working with a consolidated services expert, we plan to accomplish this, to transition to new uniforms, and to implement a new hierarchy. [37](#) initiates creating the cross functional team diagram portion of a new DPS. [41](#) calls for reorganizing OPD internal structure. [37](#), [41](#) [43.6](#) / Phase I. [36](#), [96](#), [97](#) / Phase III

