



# OAKLAND POLICE COMMISSION

## REGULAR MEETING AGENDA

February 8, 2024 - 5:30 PM

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

The purpose of the Oakland Police Commission is to oversee the Oakland Police Department to ensure its policies, practices, and customs conform to national standards of constitutional policing, and to oversee the Office of the Inspector General, led by the civilian Office of Inspector General for the Department, as well as the Community Police Review Agency (CPRA), led by the Executive Director of the Agency, which investigates police misconduct and recommends discipline.

**Please note that Zoom links will be to observe only.  
Public participation via Zoom is not possible currently.**



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### PUBLIC PARTICIPATION

The Oakland Police Commission welcomes public participation. During this time of transition back to in-person meetings, we are currently prohibited from implementing hybrid meetings. Please refer to the ways in which you can observe and/or participate below:

#### OBSERVE:

- To observe, the public may view the televised video conference by viewing KTOP channel 10 on Xfinity (Comcast) or ATT Channel 99 and locating City of Oakland KTOP - Channel 10
- To observe the meeting by video conference, please click on this link <https://us02web.zoom.us/j/89659221434> at the noticed meeting time. Instructions on how to join a meeting by video conference are available at: <https://support.zoom.us/hc/en-us/articles/201362193>, which is a webpage entitled "Joining a Meeting"
- To listen to the meeting by phone, please call the numbers below at the noticed meeting time: Dial (for higher quality, dial a number based on your current location):

+1 669 900 9128 or +1 669 444 9171 or +1 719 359 4580 or +1 253 215 8782 or +1 346 248 7799 or +1 646 931 3860

**Webinar ID: 896 5922 1434**

After calling any of these phone numbers, if you are asked for a participant ID or code, press #. Instructions on how to join a meeting by phone are available at: <https://support.zoom.us/hc/en-us/articles/201362663>, which is a webpage entitled "Joining a Meeting by Phone."

**Use of Zoom is limited to observing, public comment will not be taken via Zoom**

#### PROVIDE PUBLIC COMMENT IN PERSON:

- Public comment on each agenda item will be taken. Members of the public wishing to comment must fill out a speaker card for each item they wish to comment on. Speaker cards will be accepted up until Public Comment for each item. Please submit your cards to the Chief of Staff before being recognized by the presiding officer.
- Comments must be made on a specific agenda item covered in the meeting that the comment was submitted for, and that item must be written on the speaker card, or they will be designated open forum comments.
- Comments designated for open forum, either intentionally or due to the comments being outside of the scope of the meeting's agenda, and submitted without including a written agenda item, will be limited to one comment per person.

#### E-COMMENT:

- Please email written comments to [opc@oaklandcommission.org](mailto:opc@oaklandcommission.org). E-comments must be submitted at least **24 hours** prior to the meeting with the agenda item to which it pertains. Open Forum comments are limited to one per person.



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- I. **Call to Order, Welcome, Roll Call and Determination of Quorum, and (Read-Out from Prior Meeting, if any)**  
Chair Marsha Peterson  
**Roll Call:** Vice Chair Karely Ordaz; Commissioner Jesse Hsieh; Commissioner Regina Jackson; Commissioner Wilson Riles Jr.; Commissioner Angela Jackson-Castain; Alternate Commissioner Ricardo Garcia- Acosta
- II. **Closed Session (approximately 5:30 p.m. - 6:30 p.m.)**  
The Police Commission will take Public Comment on the Closed Session items.  
**THE OAKLAND POLICE COMMISSION WILL ADJOURN TO CLOSED SESSION AND WILL REPORT ON ANY FINAL DECISIONS DURING THE POLICE COMMISSION'S OPEN SESSION MEETING AGENDA.**  
  
**PUBLIC EMPLOYEE APPOINTMENT**  
**(Government Code Section 54957(b))**  
**Title: Chief of Police**  
  
**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**  
  
**PUBLIC EMPLOYEE DISCIPLINE/DISMISSAL/RELEASE**  
**(Government Code Section 54957(b))**  
**Title not disclosed under personnel privacy laws, California's Brown Act, and City's Sunshine Ordinance**  
The Police Commission will take Public Comment on the Closed Session items.
- III. **Redetermination of Quorum**  
Chair Marsha Peterson  
Roll Call: Vice Chair Karely Ordaz; Commissioner Jesse Hsieh; Commissioner Regina Jackson; Commissioner Wilson Riles Jr.; Commissioner Angela Jackson-Castain; Alternate Commissioner Ricardo Garcia- Acosta
- IV. **Open Forum Part 1 (2 minutes per speaker, 15 minutes total)**  
Members of the public wishing to address the Commission on matters that are not on tonight's agenda but are related to the Commission's work should submit a speaker card prior to this item. Comments regarding agenda items should be held until the agenda item is called for discussion. Speakers not able to address the Commission during this Open Forum will be given priority to speak during Open Forum Part 2.  
***This is a recurring item.***



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### V. **Update from Oakland Police Department (OPD)**

Representatives of the Oakland Police Department will provide an update. Topics discussed in the update may include NSA Updates, risk analysis, crime response, a preview of topics which may be placed on a future agenda, responses to community member questions, and specific topics requested by the Commission.

***This is a recurring item. (Attachment 1)***

- a. Discussion
- b. Public Comment
- c. Action, if any

### VI. **Ad Hoc Committee Reports**

Representatives from Standing and Ad Hoc Committees will provide updates on their work.

***This is a recurring item. (Attachment 2)***

#### **Police Chief Search (Commissioners Peterson (Chair), Ordaz, Jackson)**

The Chief of Police Search Ad Hoc committee is tasked with leading the executive search process with the search firm consultants.

- a. Discussion
- b. Public Comment
- c. Action, if any

#### **Community Policing (Commissioners Hsieh (Chair), Riles Jr., Garcia-Acosta)**

The Community Policing Ad Hoc committee is dedicated to developing a new policy directing the Oakland Police Department's role in Community Policing. This project began in earnest in July 2021 in partnership with community leaders, activists, police officers, and city staff. OPD has resubmitted the policy with amendments for review by the Ad Hoc, which reconvened in June 2023.

- a. Discussion
- b. Public Comment
- c. Action, if any

#### **Enabling Ordinance (Commissioners Hsieh (Chair), Peterson, Ordaz)**

The Enabling Ordinance Ad Hoc committee is tasked with reviewing the City Council's revisions to the Enabling Ordinance Chapters 2.45, 2.46 and the addition of Chapter 2.47. The Enabling Ordinance Ad Hoc committee will align Commissioner feedback and make a recommendation to the City Council. Tasks include meeting with all relevant stakeholders.

- a. Discussion
- b. Public Comment
- c. Action, if any



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### VII. Upcoming / Future Agenda Items

The Commission will engage in a working session to discuss and determine agenda items for the upcoming Commission meeting, and to agree on a list of agenda items to be discussed on future agendas. The Commission will work on creating a list of agenda items for future meetings.

***This is a recurring item.***

- a. Discussion
- b. Public Comment
- c. Action, if any

### VIII. Open Forum Part 2 (2 minutes per speaker, 15 minutes total)

Members of the public wishing to address the Commission on matters that were not on tonight's agenda but are related to the Commission's work should submit a speaker card prior to the start of this item.

**Persons who spoke during Open Forum Part 1 will not be called upon to speak again without prior approval of the Commission's Chairperson.**

***This is a recurring item***

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

### X. Adjournment

**NOTICE:** In compliance with the Americans with Disabilities Act and Equal Access Ordinance, for those requiring special assistance to access the videoconference meeting, to access written documents being discussed at the Discipline Committee meeting, or to otherwise participate at Commission meetings, please contact the Police Commission's departmental email at [OPC@oaklandcommission.org](mailto:OPC@oaklandcommission.org) for assistance. Notification at least 72 hours before the meeting will help enable reasonable arrangements to ensure accessibility to the meeting and to provide any required accommodations, auxiliary aids, or services.

# Training Plan for New California Laws 2024- Oakland Police Department

## Overview

This training plan is designed to ensure that all OPD members are well-informed and compliant with the new California laws for 2024. The plan encompasses developing, disseminating, and enforcing training materials, with distinct responsibilities assigned to various units within the OPD.

*Deadline of document creation: February 29, 2024*

### 1. Development of Training Bulletin

*Responsible Parties: Office of Internal Accountability, Policy and Publications Unit*

- Task 1: Review and analyze "New California Laws for 2024" by Garcia, Hernandez, Sawhney (GHS) LLP.
- Task 2: Create a Training Bulletin that enumerates all relevant laws for the OPD.
- Task 3: Ensure the bulletin is clear, comprehensive, and accessible.
- Task 4: Obtain approval from the relevant authorities within OPD.
- Task 5: Publish and distribute the bulletin to all OPD members.

### 2. Development of Lesson Plan

*Responsible Party: Office of Internal Accountability*

- Task 1: Develop a lesson plan based on the Training Bulletin for lineups, team briefings, and CPT cycle training.
- Task 2: Tailor the lesson plan to suit different learning styles and ranks within the OPD.
- Task 3: Coordinate with supervisors, commanders, and primary law instructors for feedback and suggestions.
- Task 4: Finalize and approve the lesson plan.

### 3. Distribution and Sign-off on Training Materials

*Responsible Party: Policy and Publications Unit*

- Task 1: Upload the Training Bulletin and lesson plan to PowerDMS.
- Task 2: Set up a system for tracking members' access and completion of the training materials.
- Task 3: Notify all members about the availability of the materials and the requirement to sign off after training.

- Task 4: Monitor compliance and follow-up with members who have not completed the training.

#### **4. Enforcement and Compliance**

*Responsible Party: Training Division*

- Task 1: Ensure the training is provided in lineups and team briefings across all units.
- Task 2: Incorporate the lesson into the 2024 CPT cycle.
- Task 3: Regularly monitor and report on training compliance.
- Task 4: Address any issues or barriers to compliance.
- Task 5: Provide refresher training or updates as necessary throughout the year.

### **Measures of Effectiveness for OPD's 2024 California Law Training Program**

#### **1. Completion Rates of Training**

- Target: 100% completion rate of the Training Bulletin and lesson plan by all OPD members.
- Measurement Method: Track the number of members who have accessed and completed the training materials on PowerDMS.
- Frequency: Quarterly monitoring with a final review at the end of 2024.

#### **2. Comprehension and Retention of Information**

- Target: High level of understanding and retention of the new laws among members.
- Measurement Method: Conduct group quizzes in lineup/team briefings and CPT to evaluate understanding. Include scenario-based questions relevant to the new laws.
- Frequency: Assessments are to be conducted immediately after training.

#### **3. Application in Real Situations**

- Target: Effective application of new laws in daily police work.
- Measurement Method: Solicit supervisor feedback to assess the correct application of new laws in the field.
- Frequency: Ongoing.

#### **4. Training Delivery Quality**

- Target: High-quality training delivery by supervisors, commanders, and law instructors.
- Measurement Method: Gather feedback through surveys and evaluations from members post-training sessions.
- Frequency: After each training session.

#### **5. Compliance with the Training Schedule**

- Target: Adherence to the planned training schedule (lineups, team briefings, CPT cycle).

- Measurement Method: Monitor and track the scheduling and execution of training sessions.
- Frequency: Ongoing.

#### **6. User Engagement and Feedback**

- Target: Positive engagement and constructive feedback from OPD members.
- Measurement Method: Collect and analyze feedback from members through surveys.
- Frequency: Ongoing.

#### **7. Continuous Improvement**

- Target: Ongoing training program improvement based on feedback and effectiveness measures.
- Measurement Method: Implement changes based on feedback and effectiveness data; reassess the impact of these changes.
- Frequency: Ongoing.



# Oakland Police Commission

Ad Hoc Committees  
2024





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Chair  
Marsha Peterson  
October 17, 2020 –  
October 16, 2023



Vice Chair  
Karely Ordaz  
October 17, 2023 –  
October 16, 2026



Commissioner  
Regina Jackson  
July 20, 2022 –  
October 16, 2024



Commissioner  
Jesse Hsieh  
October 17, 2022 –  
October 16, 2025



Commissioner  
Wilson Riles Jr.  
October 17, 2023 –  
October 16, 2026



Commissioner  
Angela Jackson-Castain  
October 17, 2022 –  
October 16, 2025



Alternate Commissioner  
Ricardo Garcia-Acosta  
October 16, 2023 –  
October 16, 2025



Mayoral Commissioner Appointee  
Retired judge or lawyer with trial experience  
in criminal law or police misconduct



Mayoral Alternate Commissioner Appointee

Ad Hoc Committee	Purpose	Community	Commissioners
Police Chief Search (January – March 2024)	The Chief of Police Search Ad Hoc committee is tasked with leading the executive search process with the search firm consultants.	Not open to the public due to personnel matters being discussed.	Peterson (Chair), Ordaz, Jackson
Retreat & Strategic Planning (January – April 2024)	The Retreat & Strategic Planning Ad Hoc committee will focus on organizing a strategic planning retreat and drafting a comprehensive plan to guide the commission's activities, initiatives, and decisions over a specified period. The strategic plan serves as a roadmap to help the police commission achieve its objectives, improve operations, and better serve the community.	Retreat planning for phase 1 is solely focused on commissioner team-building, training & development. Phase 2 will include community-based organizations and community members.	Jackson–Castain (Chair), Jackson, Ordaz  Staff: Mykah Montgomery

Ad Hoc Committee	Purpose	Community	Commissioners
Oakland Black Officers Association (OBOA) (January – April 2024)	The OBOA Ad Hoc committee is tasked with addressing the challenges, and promoting the professional development and well-being of black officers within OPD.		Jackson (Chair), Jackson–Castain, Riles Jr.  Staff: CPRA rep(s)
Enabling Ordinance (January – June 2024)	The Enabling Ordinance Ad Hoc committee is tasked with reviewing the City Council’s revisions to the Enabling Ordinance Chapters 2.45, 2.46 and the addition of Chapter 2.47. The Ad Hoc will align Commissioner feedback and make a recommendation to the City Council. Tasks include meeting with all relevant stakeholders.	Featured Community Participants: Rashidah Grinage, Cathy Leonard	Hsieh (Chair), Ordaz, Peterson  Staff: Inspector General Michelle Phillips, CPRA Director Mac Muir

Ad Hoc Committee	Purpose	Community	Commissioners & Staff
Militarized Equipment (February – May 2024)	The Militarized Equipment Ad Hoc committee is tasked with drafting and updating policies regulating the acquisition and use of militarized equipment by the Oakland Police Department in accordance with the City of Oakland's Controlled Equipment Ordinance (OMC 9.65) and state law (AB 481; Gov Code 7070 et seq.).	Featured Community Participants: John Lindsey-Poland, Jennifer Tu, Ericson Amaya	Hsieh (Chair), Garcia-Acosta  Staff: OPD rep(s) – Lt. Steve Toribio, Lt. William Febel, Lt. Omar Daza-Quiroz, Lt. Jeffrey Thomason, Lt. Sean Fleming
Budget (February – June 2024)	The Budget Ad Hoc committee is tasked with developing the Commission's budget proposal and reviewing the budget proposals of the CPRA, OIG and police department, specifically around mental health resources. The Ad Hoc will represent the Commission with any City stakeholders.		Ordaz (Chair), Riles Jr., Hsieh  Staff: Mykah Montgomery, CPRA rep(s), OIG rep(s), OPD rep(s)

Ad Hoc Committee	Purpose	Community	Commissioners & Staff
CPRA Manual of Operations (March – August 2024)	The CPRA Manual of Operations Ad Hoc committee is tasked with reviewing and establishing policies and procedures for the Community Police Review Agency (CPRA).	Featured Community Participants: Mariano Contreras, Pastor Jacqueline Thompson, Tinnetta Thompson, Deacon Reginald Lyles	Ordaz (Chair), Garcia–Acosta, Jackson–Castain  Staff: CPRA rep(s)
Community Policing (June – December 2024)	The Community Policing Ad Hoc committee is dedicated to developing a new policy directing the Oakland Police Department's role in Community Policing. This project began in earnest in July 2021 in partnership with community leaders, activists, police officers, and city staff. OPD has resubmitted the policy with amendments for review by the Ad Hoc, which reconvened in June 2023.	Featured Community Participants: Pastor Jacqueline Thompson, Jose Dorado, Mariano Contreras, Mike Nisperos, Omar Farmer, Deacon Reginald Lyles	Hsieh (Chair), Riles Jr., Garcia–Acosta  Staff: OPD rep(s) – Lt. Steve Toribio, Lt. William Febel, Sgt. Alain Manguy



Ad Hoc Committee	Purpose	Community	Commissioners & Staff
Rules (June – December 2024)	The Rules Ad Hoc committee is tasked with reviewing and refining the rules governing the work of the Oakland Police Commission.	Public engagement is directed by the Rules Ad Hoc committee and broader public engagement may come in the future.	Jackson–Castain (Chair), Ordaz, Jackson  Staff: Mykah Montgomery
Staff Evaluations (October – December 2024)	The Staff Evaluation Ad Hoc committee is tasked with conducting the evaluation of the CPRA Director, Inspector General and OPD Chief of Police.	Not open to the public due to personnel matters being discussed.	Peterson (Chair), Ordaz, Jackson

Ad Hoc Committee	Purpose	Community	Commissioners & Staff
Racial Profiling (Continuous)	The Racial Profiling Ad Hoc committee serves as a dedicated forum to address the complex issues of racial profiling while promoting community policing principles. The goal is to create lasting improvements in law enforcement practices and relationships between the police and the diverse communities they serve.	Open to the public.	Jackson (Chair), Garcia-Acosta, Peterson  Staff: OPD rep(s)
OIG (Continuous)	The OIG Ad Hoc committee is tasked with reviewing and discussing audits, policies, reports and recommendations of the Office of the Inspector General and serves as a thought partner in the work. Discussions with OIG will be of a confidential nature aligned with 604(f)2 Charter provision regarding shared access of information between the OIG and the OPC to inform their work.	Not open to the public per 604(f)(2).	Jackson-Castain (Chair), Ordaz, Garcia-Acosta  Staff: OIG rep(s)



Ad Hoc Committee	Purpose	Community	Commissioners
Police Commission Onboarding (Continuous)	The Commission Onboarding Ad Hoc committee is tasked with establishing the onboarding process to the specific needs of the Police Commission. The ad hoc approach aims to quickly integrate new members and equip them to contribute effectively to the Police Commission's objectives.		Ordaz(Chair), Jackson  Staff: Mykah Montgomery
NSA (Negotiated Settlement Agreement) (Continuous)	The NSA Ad Hoc committee is tasked with: (1) Representing the Commission in all deliberations and discussions with other stakeholders pertaining to the Sustainability Period and efforts to resolve Court oversight; (2) Reviewing the status of OPD compliance with NSA Tasks 5 (investigations) and 45 (racial disparity in discipline) and make recommendations as to any policies that may be required to achieve compliance in these areas; and (3) Recommend policies and actions required to ensure that the constitutional policing mandated by the NSA continues beyond the Sustainability Period.	Featured Community Participants: Deacon Reginald Lyles, Jose Dorado, Nikki Dinh, Pastor Jacqueline Thompson, Mariano Contreras	Peterson (Chair),Jackson–Castain, Jackson  Staff: 0IG rep(s) OPD rep(s) – Deputy Chief Clifford Wong, Lt. Nicholas Calonge, Lt. Bryan Hubbard

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**CONTACT US**

To join an ad hoc committee as a featured community participant, click the “contact us” button above to email the specific Police Commission ad hoc committee chair.

~Applicable for ad hoc committees that are open to the public~