



OAKLAND POLICE COMMISSION

REGULAR MEETING AGENDA

April 25, 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 the 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 for observation 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 how 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/83388479955> 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 web page 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):

+1669 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

WebinarID: 833 8847 9955

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 web page 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. E-comments must be submitted at least **24 hours** before the meeting with the agenda item to which it pertains. Open Forum comments are limited to one per person.

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



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- I. **Call to Order, Welcome, Roll Call, Determination of Quorum, and (Read-Out from Prior Meeting, if any).**
Chair Marsha Peterson
Roll Call: Vice Chair Karely Ordaz; Commissioner Regina Jackson; Commissioner Wilson Riles; *Commissioner Angela Jackson-Castain*; Alternate Commissioner Ricardo Garcia-Acosta

- II. **Reaffirm Approval of the Request made by the Commission on July 27, 2023, for Investigation Files and Records, Including Complaints for IAD Case #23-0477 and Pursuant to Charter Section 604(f)(2), in order for the Commission to Exercise its Responsibility and Authority, including but not limited to, the Underlying Case(s), NSA Task 5, and NSA Task 45.**
- a. Discussion
 - b. Public Comment
 - c. Action, if any

- III. **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.

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.

- IV. **Redetermination of Quorum and (Read-Out from Closed Session and/or announcements, if any)**
Chair Marsha Peterson
Roll Call: Vice Chair Karely Ordaz; Commissioner Regina Jackson; Commissioner Wilson Riles; Commissioner Angela Jackson-Castain; Alternate Commissioner Ricardo Garcia-Acosta



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- V. **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 before 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.***
- VI. **Restorative Justice for Oakland Youth (RJOY) Presentation**
Teiahsha Bankhead, Ph.D., LCSW, Executive Director will share information about RJOY, and how it interrupts cycles of violence and incarceration by promoting Restorative Justice practices and policies in schools, communities, and the juvenile justice system.
- a. Discussion
 - b. Public Comment
 - c. Action, if any
- VII. **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 that 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
- VIII. **Community Police Review Agency (CPRA) Update**
Per Oakland Municipal Code §2.46.040, the CPRA Executive Director, Mac Muir, will regularly provide a written report on the CPRA to promote transparency and make information publicly accessible. ***This is a recurring item.***
(Attachment 2)
- a. Discussion
 - b. Public Comment
 - c. Action, if any



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IX.

Ad Hoc Committee Reports

Representatives from Ad Hoc Committees will provide updates on their work. *This is a recurring item.*

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

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. (Attachment 3)

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

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

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.

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

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

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 the Commissioner's 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

Ad Hoc Re-Creation of Evaluation Templates for the Chief of Police, IG, and CPRA Offices

Chair Marsha Peterson will provide an update about plans for recreating the evaluation template for the Chief of Police, IG, and CPRA Offices, and provide next steps.

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



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X. Cancellation of Commission Meeting on May 9, 2024

The commission will discuss and possibly take action on canceling the May 9, 2024, regular meeting.

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

XI. 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

XII. 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 before the start of this item.

Persons who spoke during Open Forum Part 1 won't be called upon to speak again without prior approval of the Commission's Chairperson. ***This is a recurring item.***

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

XIV. 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 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.

**OAKLAND POLICE DEPARTMENT REPORTING TEMPLATE
FOR POLICE COMMISSION MEETING**

*+There hereby is established the Oakland Police Commission (hereinafter, Commission), which shall oversee the Oakland Police Department (hereinafter, Department) in order to ensure that its policies, practices, and customs conform to national standards of constitutional policing. * - Oakland City Charter Section 604(a)(1)*

Prepared: 4/18/2024

I. 52 NSA Task Force – Status of Compliance, Charter 604(f)(5)

Task	Status
Task 45: Disparity in Discipline	6 th IMT Sustainability Report (15 Dec 23): No compliance finding <ul style="list-style-type: none"> 2023 IAD Discipline Outcome Study – in progress, internal draft expected by end of April Failure to Accept or Refer Complaint (FTARC) and Supervisory Notes File (SNF) inspection – complete <ul style="list-style-type: none"> Patterns definition – collaboration meeting w/ OIG, CPRA, IMT on 3/19/24. Revisions are underway based on the feedback provided by the CPRA and IMT. Draft definition of “Patterns” provided 25 Apr 24.
Next CMC	04 Jun 24

II. Policies Related to Constitutional Policing Matters – Status Update, Charter 604(b)(2) and 604(b)(4)-(5)
III. Any Other Policy, Procedure, Custom, or General Order Regardless of Its Topic – Status Update, Charter 604(b)(2) and 604(b)(6)

Policy	Status
Sexual Misconduct Policy	Action plan agreed with OIG, OPD developing policy
Racial Profiling / Bias Policy (DGO M-19)	In OPC Ad Hoc. A draft MOR violation with description was provided to the Ad Hoc on 3 Apr 24. By the next meeting, the policy will have minimally bookmarked the areas where the six OIG recommendations will be inserted.
K-4: Reporting and Investigating the Use of Force. (SO 9214)	OCA review
SO 9216: Excited Delirium	Special order presented to OPC twice. Pending OPD approval.

IV. OPD Budget, Charter 604(b)(7) & MC 2.45.070(C)-(D)

Topic	Status	
Staffing & resource management	<i>Sworn Staffing</i> Authorized: 707 Filled: 709 <i>Professional Staffing</i> Authorized: 332.50 Filled: 267.50 <i>Vacancies of note:</i> Police Records Specialist (9) Police Communications Dispatchers (9) <ul style="list-style-type: none"> 9 dispatchers tentatively hired, eff. 27Apr24 	<i>Long-term leave: 72</i> sworn employees <ul style="list-style-type: none"> 43 Medical Leave 26 Admin Leave 3 Military Leave <i>Attrition Rate – 4/mo.</i> (45 separated over past year) <i>Reemployments – 7</i> pending approval <i>Retirement Projections for 2024: 91 possible</i> <ul style="list-style-type: none"> 1 Interim Chief of Police 1 Interim Asst. Chief of Police \ 3 Deputy Chiefs of Police

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* “Constitutional Policing Matters” include: Use of force; Use of force review boards; Profiling based on any of the protected characteristics identified by Federal, State, or local law; First Amendment assemblies; Use of militarized equipment; and Elements expressly listed in Federal court orders or Federal court settlements such as the Negotiated Settlement Agreement.

	<table border="1"> <thead> <tr> <th>As of Mar 31, 2024 (Sworn only)</th> <th>Admin Leave</th> <th>Medical Leave On-Duty Illness/ Injury</th> <th>Medical Leave Personal Illness/ Injury</th> </tr> </thead> <tbody> <tr> <td>2+ Years</td> <td>1</td> <td>5</td> <td></td> </tr> <tr> <td>1-2 Years</td> <td>10</td> <td>7</td> <td></td> </tr> <tr> <td>6 mo.– 1 Year</td> <td>8</td> <td>9</td> <td>1</td> </tr> <tr> <td>2-6 months</td> <td>6</td> <td>15</td> <td>4</td> </tr> <tr> <td>Less than 2 months</td> <td>5</td> <td>5</td> <td>6</td> </tr> <tr> <td>Total</td> <td>30</td> <td>41</td> <td>11</td> </tr> </tbody> </table>	As of Mar 31, 2024 (Sworn only)	Admin Leave	Medical Leave On-Duty Illness/ Injury	Medical Leave Personal Illness/ Injury	2+ Years	1	5		1-2 Years	10	7		6 mo.– 1 Year	8	9	1	2-6 months	6	15	4	Less than 2 months	5	5	6	Total	30	41	11	<ul style="list-style-type: none"> • 3 Captains of Police • 9 Lieutenants of Police • 27 Sergeants of Police • 47 Police Officers
As of Mar 31, 2024 (Sworn only)	Admin Leave	Medical Leave On-Duty Illness/ Injury	Medical Leave Personal Illness/ Injury																											
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Less than 2 months	5	5	6																											
Total	30	41	11																											
Academy recruits	<p>Academy 192nd: 22, graduated Dec 2023 – currently in the 4th Phase of FTO (4 weeks). 4th Phase will be completed on 10 May 24.</p> <p>Academy 193rd: 14, started 11 Nov 23 and graduate 10 May 24 – Start Transition Phase (approx. 2 weeks), then FTO 1st phase (4 weeks) in beginning of Jun 2024.</p> <p>Academy 194th: Start June 24. POST approval for schedule change</p> <p>Academy 195th: Start 3 Aug 24</p> <p>Academy 196th: Start 7 Dec 24</p> <p>Academy 197th: Start 15 Feb 25</p>																													
General Department functions (IAD)	2023 2040 total cases 114 Sustained cases 348 sustained allegations	2024 531 total cases Current open cases 53 in IAD Investigations 151 in DLI																												
General Department functions (CID)	<p>SVS Juvenile Cases: 2024 (Year-To-Date)</p> <ul style="list-style-type: none"> • Juvenile Arrests: 83 total juvenile arrests • Referrals to restorative justice programs (i.e. NOAB): 3 <ul style="list-style-type: none"> ○ YTD Restorative Justice Referrals: 20 <p>Missing Persons: 2024 (30 days)</p> <ul style="list-style-type: none"> • YTD MPU Cases: 331 • YTD Closed MPU Cases: 246 <p>DVU Cases: 2024 (Year-To-Date)</p> <ul style="list-style-type: none"> • Total cases: 1268 • Clearance rate on DV cases is near 100%: These are named suspect cases. All I/C and Out of Custody cases get reviewed by an investigator. • Domestic Dispute - 425 • 243(e)(1) - 475 • 273.5 - 368 <p>Hate Crimes: 2024 (Year-To-Date)</p> <ul style="list-style-type: none"> • Total Cases: 10 • New cases: 1 • Hate Crime Investigators <ul style="list-style-type: none"> ○ Ofc. Mae Phu ○ Ofc. W. Earl Seay 																													

Education and training regarding job-related stress, PTSD, wellness	<p>April is National Stress Awareness Month OPD Will Host Our Annual Stress Awareness Week April 15th-20th</p> <ul style="list-style-type: none"> April 15th- Live Grief Webinar- Kaiser- Virtual April 16th Gratitude Day- show a coworker gratitude by extending a nice gesture April 17th How to stay fit while you sit – 11:00 am; Chiropractic Office PAB- Mindful Meditation 2:30 pm Workout Temps PAB April 18th- Zumba- EMS 2:30 p.m./ Workout Temps April 19th Framers Market- Get your steps by walking to the farmers market April 20th Cardio Kick HIIT EMS 2:30 pm (taught by our Police Evidence Tech Shola Ogunlana) May 11th WIRE Workshop Working in Resilient Environments- Virtual- Hosted by Kaiser- Virtual July 23rd Blood Drive- Red Cross PAB <p>Dispatcher Appreciation Week</p> <ul style="list-style-type: none"> This week holds special significance for our dispatchers, as it is dedicated to recognizing and appreciating their commitment and hard work. The OPD dispatchers are remarkable and among the hardest working in the country. In 2023, they processed over 1.2 million calls for service, the largest number since the Department began tracking this information.
Budget (QUARTERLY)	Last: Next:
Citywide Risk Management (QUARTERLY)	Last: 3/14/24 Next:

V. Collaboration with OIG

Project	Status
OPD Staffing Study	Biweekly meetings with OIG and PFM. Ongoing data collection and sharing.
M-19 Audit Response	Completed and provided to the Ad Hoc on 3 Apr 24.
Review of IAD Cases 07-0538, 13-1062, and 16-0146	In progress. Due 4/24/24.
Sexual Misconduct Policy	Policy: see policy section.
"Patterns" definition	Collaboration meeting w/ OIG, CPRA, IMT on 3/19/24
OIG Document on OPD Policy Types	Created by OIG and OPD completed review.
FTO Study	All data has been provided. Complete.

VI. Collaboration with CPRA

VII. Rules and Procedures for Mediation and Resolution of Complaints of Police Misconduct, OMC 2.45.070(N)

Project	Status
Daily Complaint Log, Weekly IAD Meetings	Ongoing
Complaints & Mediation	Pending
"Patterns" definition	Collaboration meeting w/ OIG, CPRA, IMT on 3/19/24

VIII. Collaboration with Community

Project	Status
Annual Tour	Preparing for Community Annual Tour Jun/Jul/Aug

IX. Status of Submitting Records/Files Requested by Commission, Charter 604(f)(2)

File	Status
None	

X. New Laws Affecting OPD

Law	Status
2024 New Laws Generally	Training plan to OPC 2/8/24. Training Bulletin being drafted. Training was published on 2 Apr 24.
2806.5 VC / Citation Update (AB 2773)	Update sent 3/19/2024. • tell detainees the reason for the stop, prior to any questioning related to a criminal investigation or traffic violation • document the reason for the stop on citations and reports associated with the stop
AB 360: "excited delirium"	See policy section.

**XI. Required Reporting to the California Department of Justice / Attorney General
XII. Policy/Practice on Publishing Department Data Sets, OMC 2.45.070(P)**

Report	Status
OIS or SBI (GC 12525.2)	Annual report: sent 1/26/24
DOJ Clearance Rates	In the process of gathering the information. Records enters crime data for UCR reporting.
Stop Data (GC 12525.5)	Annual report 2023 Stop data was transmitted to State – sent 3/11/24

XIII. Any Commission Requests Made by Majority Vote of Commission – Status Update, Charter 604(b)(8)

XIV. Report from Department via City Administrator or designee, on Issues Identified by Commission through Commission’s Chair, OMC 2.45.070(R)

Request	Status
MACRO Data	As of 8 April 24 <ul style="list-style-type: none"> • 2547 potential calls (were not able to refer due to criteria) • 160 calls referred
MOU – CHP	<ul style="list-style-type: none"> • 4 documents (City Council Meeting) provided – 25 Apr 24

XV. Police Chief’s Annual Report, OMC 2.45.070(F) (ANNUALLY)

Draft definition of “Patterns”


"A pattern of behavior is defined as three or more related incidents of a similar nature, committed by an employee within two years (730 days). This behavior is characterized by regularity, suggesting a systematic or habitual nature rather than isolated events. Identifying a pattern is based on the frequency, consistency, and similarity of the behaviors or actions under comparable circumstances.

A recognized pattern mandates Internal Affairs notification as defined in DGO M-03."

DRAFT

REVISED

Approved as to Form and Legality


 City Attorney

REVISED

 FILED
 OFFICE OF THE CITY CLERK
 OAKLAND

2019 FEB 25 PM 3:53

OAKLAND CITY COUNCIL**RESOLUTION No. 84220 C.M.S.**

RESOLUTION AUTHORIZING THE CITY ADMINISTRATOR OR HER DESIGNEE TO ENTER INTO A MEMORANDUM OF UNDERSTANDING WITH THE CALIFORNIA HIGHWAY PATROL (CHP) FOR SIXTY (60) DAYS OF CRIME SUPPRESSION ASSISTANCE WHEREBY CHP WILL DEPLOY 10 OFFICERS IN FIVE, DOUBLE UNIT PATROL VEHICLES AND TWO SERGEANTS IN A SUPERVISOR VEHICLE, TWO DAYS PER WEEK, AT A COST NOT TO EXCEED ONE HUNDRED AND SIXTY TWO THOUSAND DOLLARS (\$162,000).

WHEREAS, for a period of sixty (60) days from the commencement date of this proposed services agreement, the CHP agrees to provide uniformed personnel with patrol vehicles and all necessary safety equipment, in order to assist the Oakland Police Department (OPD) with conducting high visibility law enforcement to help reduce gun and gang violence, as well as homicides, robberies, burglaries, assaults, traffic enforcement (excluding traffic accident investigations), and other law enforcement services as necessary within the City of Oakland (City); and

WHEREAS, Oakland has had an increased amount of gun violence and street robberies that have resulted in citizens being severely injured or killed. Currently, OPD is at the minimal level for police staffing and in Oakland there has been an increase in crime in all categories including homicides, robberies, burglaries and assaults. This shortage of police staffing affects how OPD can effectively respond to in progress crimes;

WHEREAS, the primary purpose of the proposed Memorandum of Understanding (MOU) is to establish that OPD has primary jurisdiction throughout the City, has primary policing responsibilities in all instances, and that CHP serves as a supplemental resource; and

WHEREAS, pursuant to this MOU, CHP retains control over CHP employees, and

WHEREAS, CHP will deploy ten (10) officers in five (5) double unit patrol vehicles and two sergeants in a supervisor vehicle two days per week on varying days as requested in advance by OPD. Shifts will generally be 10 hours in duration as predetermined by CHP and OPD; and

WHEREAS, OPD will provide each CHP double unit patrol with one OPD hand-held radio for emergency communication with OPD Dispatch; and

WHEREAS, approval of this resolution will authorize OPD to enter into a MOU with CHP for a 60-day period for an amount not to exceed \$162,000 ~~and funding for this proposal has been identified with the \$5 million dollar reserve fund for Negotiated Settlement Agreement (NSA)/OPD strategic initiatives.~~ The funds shall be appropriated to the General Purpose Fund (#1010), Office of the Chief of Police (Organization #90591), Contract (Account #54919), Agency-wide Administration Program (#PS01) and project number to be determined; and

WHEREAS, Section 504(l) of the Oakland City Charter provides that, when directed by City Council, the City Administrator shall have the power and duty to represent the City in its intergovernmental relations and to negotiate contracts for joint government actions, subject to Council Approval; ~~now, therefore, be it and~~

WHEREAS, intergovernmental agreements for services are not subject to the RFP/Q requirements of the purchasing ordinance (Oakland Municipal Code Chapter 2.04); now therefore, be it

RESOLVED: That the City Council authorizes the City Administrator, or her designee, to enter into a memorandum of understanding (MOU) with CHP for CHP to provide police services to the City at an amount not to exceed \$162,000; and be it

FURTHER RESOLVED: ~~Funding for this proposal has been identified with the \$5 million dollar reserve fund for the Negotiated Settlement Agreement (NSA)/OPD strategic initiatives.~~ The funding shall be appropriated to the General Purpose Fund (#1010), Office of the Chief of Police (Organization #90591), Contract (Account #54919), Agency-wide Administration Program (#PS01) and project number to be determined; and be it

FURTHER RESOLVED: That the City Administrator or her designee is authorized to complete all required negotiations, certifications, assurances, and documentation required to accept, modify, extend and/or amend the proposed MOU with CHP; and be it

FURTHER RESOLVED: That the City Attorney shall review and approve said proposed MOU with CHP, as to form and legality and a copy of the fully executed agreement shall be placed on file with the Office of the City Clerk.

IN COUNCIL, OAKLAND, CALIFORNIA, FEB 19 2013

PASSED BY THE FOLLOWING VOTE:

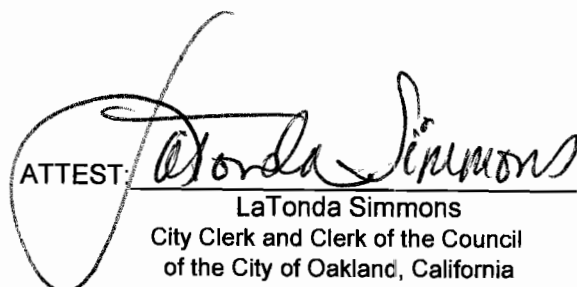
AYES - ~~BRUNO, GALLO, GIBSON, McELHANEY, KALB, KAPLAN, REID, SCHAAF~~ and PRESIDENT KERNIGHAN - 6

NCES - Brooks, Gibson McElhaneey - 2

ABSENT - 0

ABSTENTION - 0

ATTEST


LaTonda Simmons
City Clerk and Clerk of the Council
of the City of Oakland, California

Arwa S. Jett
City Attorney

REVISED
REVISED

FILED
OFFICE OF THE CHIEF OF POLICE
OAKLAND

OAKLAND CITY COUNCIL

13 FEB 15 2:00 PM **RESOLUTION NO. _____ C.M.S.**

RESOLUTION AUTHORIZING THE CITY ADMINISTRATOR OR HER DESIGNEE TO ENTER INTO A MEMORANDUM OF UNDERSTANDING WITH THE CALIFORNIA HIGHWAY PATROL (CHP) FOR SIXTY (60) DAYS OF CRIME SUPPRESSION ASSISTANCE WHEREBY CHP WILL DEPLOY 10 OFFICERS IN FIVE, DOUBLE UNIT PATROL VEHICLES AND TWO SERGEANTS IN A SUPERVISOR VEHICLE, TWO DAYS PER WEEK, AT A COST NOT TO EXCEED ONE HUNDRED AND SIXTY TWO THOUSAND DOLLARS (\$162,000).

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WHEREAS, Oakland has had an increased amount of gun violence and street robberies that have resulted in citizens being severely injured or killed. Currently, OPD is at the minimal level for police staffing and in Oakland there has been an increase in crime in all categories including homicides, robberies, burglaries and assaults. This shortage of police staffing affects how OPD can effectively respond to in progress crimes;

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WHEREAS, OPD will provide each CHP double unit patrol with one OPD hand-held radio for emergency communication with OPD Dispatch; and

WHEREAS, approval of this resolution will authorize OPD to enter into a MOU with CHP for a 60-day period for an amount not to exceed \$162,000 and funding for this proposal has been identified with the \$5 million dollar reserve fund for Negotiated Settlement Agreement (NSA)/OPD strategic initiatives. The funds shall be appropriated to the General Purpose Fund (#1010), Office of the Chief of Police (Organization #90591), Contract (Account #54919), Agency-wide Administration Program (#PS01) and project number to be determined; and

WHEREAS, Section 504(1) of the Oakland City Charter provides that, when directed by City Council, the City Administrator shall have the power and duty to represent the City in its intergovernmental relations and to negotiate contracts for joint government actions, subject to Council Approval; now, ~~therefore, be it and~~

WHEREAS, intergovernmental agreements for services are not subject to the RFP/Q requirements of the purchasing ordinance (Oakland Municipal Code Chapter 2.04); now therefore, be it

RESOLVED: That the City Council authorizes the City Administrator, or her designee, to enter into a memorandum of understanding (MOU) with CHP for CHP to provide police services to the City at an amount not to exceed \$162,000; and be it

FURTHER RESOLVED: Funding for this proposal has been identified with the \$5 million dollar reserve fund for the Negotiated Settlement Agreement (NSA)/OPD strategic initiatives. The fund shall be appropriated to the General Purpose Fund (#1010), Office of the Chief of Police (Organization #90591), Contract (Account #54919), Agency-wide Administration Program (#PS01) and project number to be determined; and be it

FURTHER RESOLVED: That the City Administrator or her designee is authorized to complete all required negotiations, certifications, assurances, and documentation required to accept, modify, extend and/or amend the proposed MOU with CHP; and be it

FURTHER RESOLVED: That the City Attorney shall review and approve said proposed MOU with CHP, as to form and legality and a copy of the fully executed agreement shall be placed on file with the Office of the City Clerk.

IN COUNCIL, OAKLAND, CALIFORNIA, _____

PASSED BY THE FOLLOWING VOTE:

AYES - BROOKS, GALLO, GIBSON MCELHANEY, KALB, KAPLAN, REID, SCHAAF and PRESIDENT KERNIGHAN

NOES -

ABSENT -

ABSTENTION -

ATTEST: _____
LaTonda Simmons
City Clerk and Clerk of the Council
of the City of Oakland, California



FILED
OFFICE OF THE CITY CLERK
OAKLAND

2013 FEB 15 AM 10:28

AGENDA REPORT

TO: DEANNA J. SANTANA
CITY ADMINISTRATOR

FROM: Howard A. Jordan
CHIEF OF POLICE

SUBJECT: California Highway Patrol MOU

DATE: February 14, 2013

City Administrator
Approval

Deanna J. Santana

Date

2/15/13

COUNCIL DISTRICT: City-Wide

RECOMMENDATION

Staff has prepared a report requesting that the City Council approve the resolution authorizing the City Administrator or her designee to enter into a Memorandum of Understanding (MOU) with the California Highway Patrol (CHP) for 60 days of Crime Suppression Assistance Not To Exceed \$162,000, to deploy five, double unit patrols (ten officers) and two supervisors, two days per week assisting with Oakland's Violence Suppression Plan.

OUTCOME

This report outlines the request for supplemental police services for the City of Oakland to be provided by the CHP (Golden Gate Division) for a period of 60 days. This MOU is forthcoming and will define the collaborative relationship between the Oakland Police Department (OPD) and the CHP. The City has been fortunate to receive in-kind CHP services for the past 120 days; however, without additional appropriation of funds from the state or the City to support overtime expenses, the supplemental law enforcement services that have been provided will cease effective February 28, 2013. In an effort to ensure continuous supplemental law enforcement services, the Administration is requesting that the City Council authorize the City Administrator to execute a MOU that results in the City paying for these needed services for the term of 60 days. This does not prevent City Officials from pursuing in-kind services via a state appropriation of funds to the CHP-Golden Gate Division.

Additionally, the City recognizes that this recommendation requires that the City meet and confer with the OPOA prior to taking any action relative to the proposed recommendation and the City has already reached out to fulfill this requirement.

BACKGROUND/LEGISLATIVE HISTORY

With this arrangement, CHP will provide supplemental focused enforcement by providing high-visibility patrols in select focused enforcement areas two nights per week. CHP hours and staffing will be scheduled as the operational needs dictate according to crime trends and OPD staffing. OPD will provide each CHP double unit patrol with one OPD hand-held radio for

Item #: _____
City Council

Deanna J. Santana, City Administrator
 Subject: CHP MOU
 Date: February 14, 2013

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emergency communication with OPD Dispatch. This MOU will also define CHP's willingness to engage in strategic crime fighting efforts by offering their police personnel, equipment, and services during the project period.

OPD has a long history of cooperating with, and working with outside agencies to solve crime issues that affect the City of Oakland. In the past, CHP and Alameda County Sheriff's Office (ACSO) have assisted by sending officers to help with "sideshow" enforcement.

As we all know, OPD has had an increased amount of gun violence and street robberies that have resulted in citizens being severely injured or killed. Currently, OPD is at the minimal level for police staffing and experiencing an increase in crime in all categories such as: homicides, robberies, burglaries, and assaults. This shortage of staffing affects how we can effectively respond to in-progress crimes. OPD has been addressing this problem for a significant amount of time using a variety of enforcement techniques with some isolated success stories, but minimal sustained impact overall. As of late, the city has experienced a dramatic increase in gun violence, and a blatant disregard for life by individuals who have displayed callousness through repeated violence. The 90-day Violence Suppression Plan, which involves the assistance of the CHP, analyzes the shortcomings of current enforcement techniques due to the shortage of staffing and proposed supplemental staffing that will impact gang-related violence more effectively. This multi-pronged program requires continued and developed partnerships and working agreements with key stakeholders from the CHP, ACSO, the California Department of Justice (DOJ), and members of the community to assist OPD in implementing short-term and long-term strategies to reduce crime and violence in this city.

The intention of this MOU is to preserve the close working relationship built between OPD and CHP. For example, on October 18, 2012, OPD implemented Operation CeaseFire. Through this program, OPD has partnered with outside law enforcement agencies, Oakland clergy members, and other organizations within the City of Oakland to assist with reducing violent crime. The CHP has been an active participant in CeaseFire.

On November 01, 2012, the Golden Gate Division of the CHP began conducting enforcement efforts in the City of Oakland. The services were provided "in-kind" and scheduled through January 31, 2013. The CHP subsequently extended this service until February 28, 2013. The following enforcement results are from November 01, 2012 to February 8, 2013:

Table 1: CHP Enforcement Activity in Oakland (11/12 - 2/13)

Traffic Stops	2338
Citations Issued	1928
Impounded Vehicles	742
Felony Arrests	99
DUI Arrests	222
Total Arrests	383
Guns Recovered	14

Item #: _____
 City Council
 February 19, 2013

Deanna J. Santana, City Administrator
Subject: CHP MOU
Date: February 14, 2013

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ANALYSIS

The primary purpose of the MOU is to establish that OPD has jurisdiction and CHP is assisting by supplementing with resources to the City of Oakland. OPD has primary jurisdiction throughout the City of Oakland with CHP serving as a supplemental resource. It is understood that OPD is the primary law enforcement agency in the City of Oakland and has primary policing responsibilities in all instances. The request for assistance is based on OPD analyzing current enforcement techniques and capacity due to the shortage of staffing, and proposes supplemental staffing that will impact gang-related violence, homicides, robberies, burglaries, and quality of life crimes more effectively.

By implementing the CHP's MOU, the City of Oakland will gain an additional law enforcement partner who will work towards the enactment of Operation CeaseFire, in addition to the supplemental law enforcement services provided. By providing additional resources, data-driven information regarding Operation CeaseFire can be shared amongst law enforcement agencies more efficiently.

PUBLIC OUTREACH/INTEREST

Entering into an MOU agreement with CHP will result in having additional personnel and technology and increase the likeliness of an officer apprehending a subject involved in a violent crime as well as improve community awareness. The shared policing efforts will be accessible to the community to inform them of what is taking place in our city.

COORDINATION

Staff has consulted with the Budget and City Attorney's Offices in the preparation of this report. This project will be a shared partnership of OPD and CHP. Prior to taking action, OPD will communicate with the Federal Monitor to ensure that this action complies with Court Orders and outstanding provisions of the NSA and of the AMOU. As already stated, the City recognizes that this recommendation requires that the City meet and confer with the OPOA prior to taking any action relative to the proposed recommendation.

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February 19, 2013

COST SUMMARY/IMPLICATIONS

Since 2007, CHP has contributed in excess of \$3,280,000 in overtime police service to Oakland. The CHP (Golden Gate Division) has incurred a cost in excess of \$243,000 in overtime to provide supplemental patrols for the operational period November 01, 2012 through January 31, 2013. This figure does not include shifts filled on straight time during some of the November 2012 operations. The Golden Gate Division utilizes its own overtime budget to pay for supplemental patrols in Oakland; it does not receive additional funds from the state to cover this expense. CHP recently advised that it has exhausted its overtime budget and can no longer fund enforcement efforts "in-kind." While there has been considerable effort to reach out to the State, OPD desires continuous CHP services and requests that the City Council consider paying for the services for a short term while discussions amongst elected officials continue in pursuit of additional "in-kind" services. The City is requesting the state provide the Golden Gate Division overtime monies to be able to fund supplemental patrols in Oakland.

Funds to support this request would come from the General Fund Undesignated Fund Balance. While it is understood that these funds are extremely limited, the City would need to consider whether this expenditure is justified with respect to the City's fiscal condition. Most recently, the City expended approximately \$3.24M from this funding source which has left the fund balance at approximately \$30M. This fund balance could be used for potential expenditures known to the City, such as: ROPS denied expenditures, Reversal of Land Sales Transactions, and other unanticipated expenditures. However, since the City has stated that public safety is its key priority, the Administration is advancing this option for consideration in an effort to secure continuous CHP services.

Alternative Policy Option: A 60 day operation from March 1st through April 30, 2013, will cost approximately \$187,000. This equates to 17 days of enforcement (two ten hour shifts a week) utilizing 12 officers and two supervisors. A reduction to ten officers and two supervisors for the same period and number of enforcement shifts will cost approximately \$162,000; a reduction to eight officers and two supervisors will cost approximately \$137,000. A ten officer and two supervisor deployment is the minimum number necessary to provide sufficient staffing to conduct effective patrols. Increasing this to a 90 day operational period would equate to a cost of approximately \$296,000, \$257,000, and \$218,000 respectively.

Deanna J. Santana, City Administrator
Subject: CHP MOU
Date: February 14, 2013

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SUSTAINABLE OPPORTUNITIES

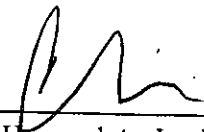
Economic: Partnering with a pre-existing law enforcement agency already policing our city and having clearly defined roles while doing so helps the City become more efficient and responsive to the needs of our citizens while providing additional resources to assist, and decrease the amount of gun related violence. Responding to crime scenes in a timelier manner, having an increased capacity to analyze crime results, using resources more efficiently, focusing efforts on crime trends and patterns, and enhancing police services to respond to emerging crime trends all improve public safety, thereby providing a safer environment for residents, and local commerce to flourish.

Environmental: There are no environmental issues associated with this report.

Social Equity: OPD and CHP will continue to provide competent, professional, and strategic police services to the citizens of Oakland while being transparent and available to ensure that all its staff members are providing these services with respect and integrity.

For questions regarding this report, please contact Assistant Chief Anthony Toribio at (510) 238-3958.

Respectfully submitted,


Howard A. Jordan
Chief of Police
Oakland Police Department

Prepared by:
Lieutenant Kirk A. Coleman
Bureau of Field Operations
Oakland Police Department

Item #: _____
City Council
February 19, 2013

OAKLAND CITY COUNCIL

 City Attorney

 FILED
 OFFICE OF THE CITY CLERK
 OAKLAND
RESOLUTION No. _____ C.M.S.

2013 FEB 15 AM 10:28

RESOLUTION AUTHORIZING THE CITY ADMINISTRATOR OR HER DESIGNEE TO ENTER INTO A MEMORANDUM OF UNDERSTANDING WITH THE CALIFORNIA HIGHWAY PATROL (CHP) FOR SIXTY (60) DAYS OF CRIME SUPPRESSION ASSISTANCE WHEREBY CHP WILL DEPLOY 10 OFFICERS IN FIVE, DOUBLE UNIT PATROL VEHICLES AND TWO SERGEANTS IN A SUPERVISOR VEHICLE, TWO DAYS PER WEEK, AT A COST NOT TO EXCEED ONE HUNDRED AND SIXTY TWO THOUSAND DOLLARS (\$162,000).

WHEREAS, for a period of ninety (60) days from the commencement date of this proposed services agreement, the CHP agrees to provide uniformed personnel with patrol vehicles and all necessary safety equipment, in order to assist the Oakland Police Department (OPD) with conducting high visibility law enforcement to help reduce gun and gang violence, as well as homicides, robberies, burglaries, assaults, traffic enforcement (excluding traffic accident investigations), and other law enforcement services as necessary within the City of Oakland (City); and

WHEREAS, Oakland has had an increased amount of gun violence and street robberies that have resulted in citizens being severely injured or killed. Currently, OPD is at the minimal level for police staffing and in Oakland there has been an increase in crime in all categories including homicides, robberies, burglaries and assaults. This shortage of police staffing affects how OPD can effectively respond to in progress crimes;

WHEREAS, the primary purpose of the proposed Memorandum of Understanding (MOU) is to establish that OPD has primary jurisdiction throughout the City, has primary policing responsibilities in all instances, and that CHP serves as a supplemental resource; and

WHEREAS, pursuant to MOU, CHP retains control over CHP employees, and

WHEREAS, CHP will deploy ten (10) officers in five (5) double unit patrol vehicles and two sergeants in a supervisor vehicle two days per week on varying days as requested in advance by OPD. Shifts will generally be 10 hours in duration as predetermined by CHP and OPD; and

WHEREAS, OPD will provide each CHP double unit patrol with one OPD hand-held radio for emergency communication with OPD Dispatch; and

WHEREAS, approval of this resolution will authorize OPD to enter into a MOU with CHP for a 60-day period for an amount not to exceed \$162,000 and funding for this proposal has been identified with the \$5 million dollar reserve fund for Negotiated Settlement Agreement (NSA)/OPD strategic initiatives. The funds shall be appropriated to the General Purpose Fund (#1010), Office of the Chief of Police (Organization #90591), Contract (Account #54919), Agency-wide Administration Program (#PS01) and project number to be determined; and

WHEREAS, Section 504(1) of the Oakland City Charter provides that, when directed by City Council, the City Administrator shall have the power and duty to represent the City in its intergovernmental relations and to negotiate contracts for joint government actions, subject to Council Approval; now, therefore, be it

RESOLVED: That the City Council authorizes the City Administrator, or her designee, to enter into a memorandum of understanding (MOU) with CHP for CHP to provide police services to the City at an amount not to exceed \$162,000; and be it

FURTHER RESOLVED: Funding for this proposal has been identified with the \$5 million dollar reserve fund for the Negotiated Settlement Agreement (NSA)/OPD strategic initiatives. The fund shall be appropriated to the General Purpose Fund (#1010), Office of the Chief of Police (Organization #90591), Contract (Account #54919), Agency-wide Administration Program (#PS01) and project number to be determined; and be it

FURTHER RESOLVED: That the City Administrator or her designee is authorized to complete all required negotiations, certifications, assurances, and documentation required to accept, modify, extend and/or amend the proposed MOU with CHP; and be it

FURTHER RESOLVED: That the City Attorney shall review and approve said proposed MOU with CHP, as to form and legality and a copy of the fully executed agreement shall be placed on file with the Office of the City Clerk.

IN COUNCIL, OAKLAND, CALIFORNIA, _____

PASSED BY THE FOLLOWING VOTE:

AYES - BROOKS, GALLO, GIBSON MCELHANEY, KALB, KAPLAN, REID, SCHAAF and PRESIDENT KERNIGHAN

NOES -

ABSENT -

ABSTENTION -

ATTEST: _____
 LaTonda Simmons
 City Clerk and Clerk of the Council
 of the City of Oakland, California

Updates from OPD: Officer Awards and Off Boarding Process

From: Pierce, Ann M. <APierce@oaklandca.gov>

Sent: Wednesday, April 17, 2024 7:54 PM

To: Montgomery, Mykah <MMontgomery@oaklandca.gov>

Subject: Requested information from OPD

Good morning-

Chair Jackson wanted this information. (see question 3. and 6. below)

Attached is a list of the 2023 awards presented to OPD personnel.

The below list of awards are presented to the recipients by the Chief of Police or designee at the OPD Awards and Promotions Ceremony which is held twice a year. The other awards are provided to the employee by either the Chief of Police, their supervisor or the OPD Human Resources Section.

- Medal of Merit
- Silver Star
- John Grubensky Life Saving Medal
- Chief's Leadership Award
- Team Support
- Chief's Certificate of Commendation
- Challenger Award
- Unit Citation
- Blue Star
- Community Service Award
- Spirit Award
- Team Support Award

The offboarding process includes the following mandatory steps for employees separating from the department:

1. Completion of a separation memo submitted to advise the employee's last workday and their reason for separation
2. Completion of check out forms to verify department issued property and equipment have been returned

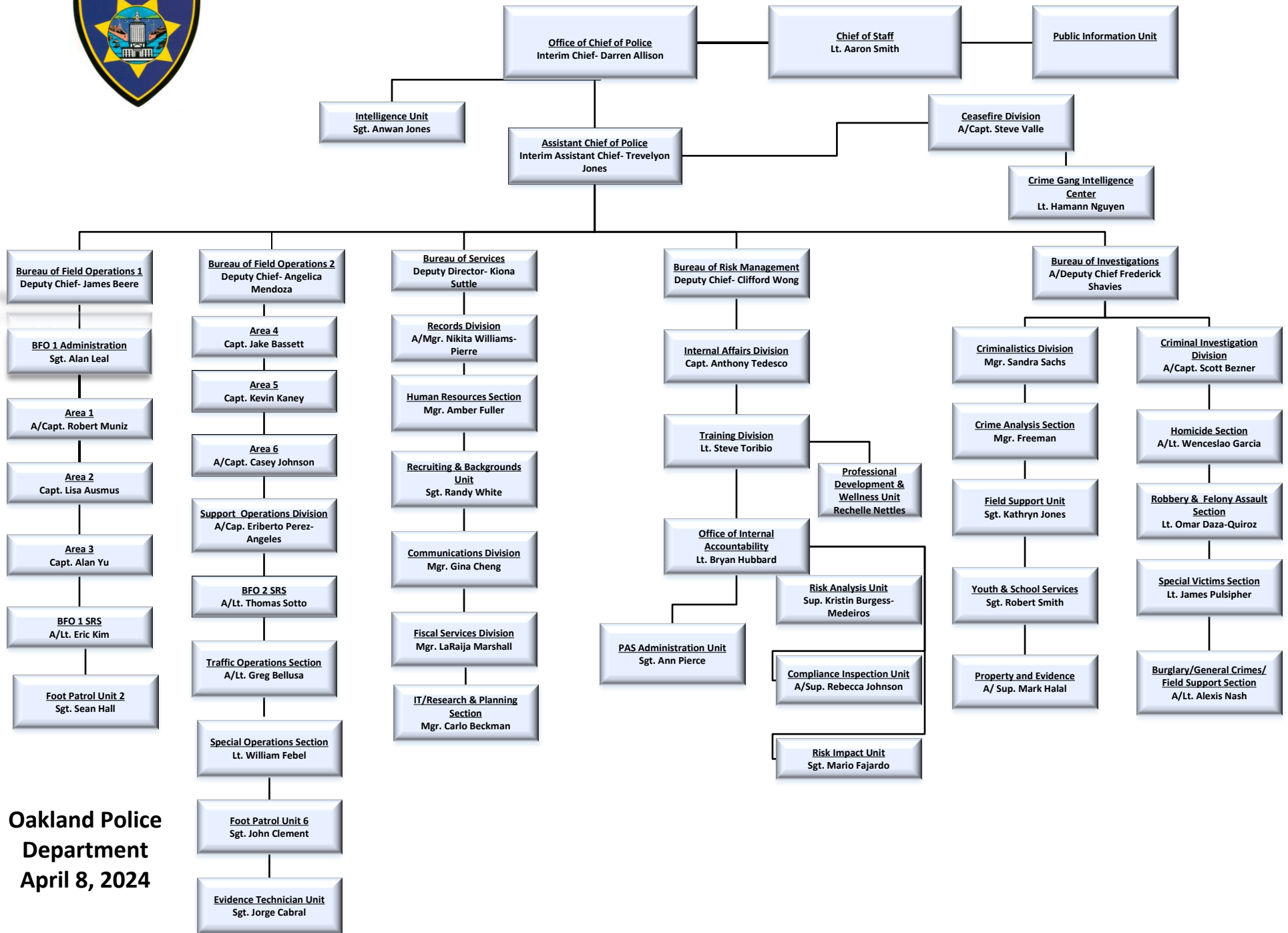
3. Completion of an Exit Survey
4. Completion of an Exit Interview with the OPD Human Resources Manager or designee
5. Completion of a No Longer Interested (NLI) Notification form which is submitted to the Department of Justice advising that the employee has separated and to discontinue monitoring the employee's fingerprints for subsequent arrests
6. Submittal of a memo to request the purchase of a retirement badge (if applicable)

Our agency captures institutional knowledge by documenting processes and procedures, sharing knowledge and information with coworkers, mentoring and continuous training and learning.

The above was from our HR department.

Respectfully,

Ann



**Oakland Police
Department
April 8, 2024**

Last Name	First Name	Job Title	Award Type	Award Se	Award Date
Nettles	Rechelle	Exempt Limited Duration Employee	Challenger Award	Internal	12/15/2023
Flores	Damian	Police Officer (PERS)	Chief's Certificate of Commendation	Internal	12/15/2023
Espejo	Robert	Police Officer (PERS)	Chief's Certificate of Commendation	Internal	12/15/2023
Pelayo	Brandon	Police Officer (PERS)	Chief's Certificate of Commendation	Internal	12/15/2023
Arrostuto	Francis	Police Officer (PERS)	John Grubensky Award	Internal	12/15/2023
Sanchez-Martinez	Jose	Police Officer (PERS)	Chief's Certificate of Commendation	Internal	12/15/2023
Pritchard	William	Police Officer (PERS)	Medal of Merit	Internal	12/15/2023
Roy	Michael	Police Officer (PERS)	Medal of Merit	Internal	12/15/2023
Vuong	Hai	Police Records Specialist	Unit Citation Award	Internal	12/15/2023
Abello	Liberty	Police Records Specialist	Unit Citation Award	Internal	12/15/2023
Torres	Monique	Administrative Analyst II	Challenger Award	Internal	12/15/2023
Davis	Iris	Police Records Specialist	Unit Citation Award	Internal	12/15/2023
Haggerty	Kiesha	Police Services Technician II	Chief's Certificate of Commendation	Internal	12/15/2023
Simlin	Eddie	Police Services Technician II	Chief's Certificate of Commendation	Internal	12/15/2023
Vela	Cynthia	Police Records Supervisor	Unit Citation Award	Internal	12/15/2023
Jones	Selina	Police Records Specialist	Unit Citation Award	Internal	12/15/2023
Gonzalez	Leticia	Payroll Personnel Clerk III	Spirit	Internal	12/15/2023
Liang	Feng	Police Records Specialist	Unit Citation Award	Internal	12/15/2023
Carey	Jamila	Police Records Specialist	Unit Citation Award	Internal	12/15/2023
Wesley	Kassarine	Police Property Specialist	Team Support	Internal	12/15/2023
Pena	Patricia	Police Records Specialist	Unit Citation Award	Internal	12/15/2023
Brown	Gail	Police Records Supervisor	Unit Citation Award	Internal	12/15/2023
Ramirez	Christian	Police Services Technician II	Chief's Certificate of Commendation	Internal	12/15/2023
Wong	Iat	Police Records Specialist	Unit Citation Award	Internal	12/15/2023
Dutton	Niechelle	Police Records Specialist	Unit Citation Award	Internal	12/15/2023
Lei	Chio	Police Services Technician II	Team Support	Internal	12/15/2023
Amado	Julian	Police Records Specialist	Unit Citation Award	Internal	12/15/2023
Haney	Craig	Police Records Specialist	Unit Citation Award	Internal	12/15/2023
Walker	Gabriel	Police Records Specialist	Unit Citation Award	Internal	12/15/2023
Banda	Alisha	Police Records Supervisor	Unit Citation Award	Internal	12/15/2023
Simmons-Foster	Talia-Jade	Police Services Technician II	Unit Citation Award	Internal	12/15/2023
Wright	Danielle	Police Records Specialist	Unit Citation Award	Internal	12/15/2023
Moseley	Margaret	Police Records Specialist	Unit Citation Award	Internal	12/15/2023
Saied	Joseph	Police Records Specialist	Unit Citation Award	Internal	12/15/2023

Benjamin	Brandi	Police Records Specialist	Unit Citation Award	Internal	12/15/2023
Perez Lima	Roxana	Police Services Technician II	Team Support	Internal	12/15/2023
Beach	Tashia	Police Records Specialist	Unit Citation Award	Internal	12/15/2023
Perez Lima	Julissa	Police Services Technician II	Team Support	Internal	12/15/2023
Perez	Mauricio	Police Officer (PERS)	Medal of Merit	Internal	12/15/2023
Clement	John	Sergeant of Police (PERS)	Chief's Leadership	Internal	12/15/2023
Martin	Todd	Police Officer (PERS)	Unit Citation Award	Internal	12/15/2023
Gonzales	Patrick	Sergeant of Police (PERS)	Unit Citation Award	Internal	12/15/2023
Salcido	Daniel	Police Officer (PERS)	Unit Citation Award	Internal	12/15/2023
Hall	Sean	Sergeant of Police (PERS)	Unit Citation Award	Internal	12/15/2023
Olthoff	Scott	Police Officer (PERS)	Unit Citation Award	Internal	12/15/2023
Vanerwegen	Jonathan	Sergeant of Police (PERS)	Unit Citation Award	Internal	12/15/2023
Kemmitt	Daniel	Police Officer (PERS)	Unit Citation Award	Internal	12/15/2023
Rojas	Francisco	Lieutenant of Police (PERS)	Medal of Merit	Internal	12/15/2023
Dolan	Timothy	Sergeant of Police (PERS)	Chief's Certificate of Commendation	Internal	12/15/2023
Saeparn	Ouseng	Police Officer (PERS)	Blue Star	Internal	12/15/2023
Lara	Enrique	Police Officer (PERS)	John Grubensky Award	Internal	12/15/2023
Ocampo	Bryant	Police Officer (PERS)	Unit Citation Award	Internal	12/15/2023
Leal, Jr.	Alan	Sergeant of Police (PERS)	Chief's Leadership	Internal	12/15/2023
Toribio	Steve	Lieutenant of Police (PERS)	Chief's Certificate of Commendation	Internal	12/15/2023
Anderson	Ira	Police Officer (PERS)	Field Training Officer of the Year	Internal	12/15/2023
Cooper	Michael	Police Officer (PERS)	Unit Citation Award	Internal	12/15/2023
Daza-Quiroz	Omar	Lieutenant of Police (PERS)	Medal of Merit	Internal	12/15/2023
Manguy	Alain	Sergeant of Police (PERS)	Unit Citation Award	Internal	12/15/2023
Tith	Samuel	Police Officer (PERS)	Medal of Merit	Internal	12/15/2023
Troupe	Michael	Police Officer (PERS)	Medal of Merit	Internal	12/15/2023
Kim	Eric	Sergeant of Police (PERS)	Unit Citation Award	Internal	12/15/2023
Belote	James	Sergeant of Police (PERS)	Medal of Merit	Internal	12/15/2023
Muniz	Jonathan	Sergeant of Police (PERS)	Chief's Leadership	Internal	12/15/2023
Sarno	Benjamin	Police Officer (PERS)	John Grubensky Award	Internal	12/15/2023
Arriaza	Erik	Police Officer (PERS)	Unit Citation Award	Internal	12/15/2023
Factora	Jay	Police Officer (PERS)	Medal of Merit	Internal	12/15/2023
Belligan	Jason	Sergeant of Police (PERS)	Chief's Leadership	Internal	12/15/2023
Curtin	Ross	Police Officer (PERS)	Unit Citation Award	Internal	12/15/2023
Ernst	David	Sergeant of Police (PERS)	Chief's Leadership	Internal	12/15/2023
Stine	Jeryme	Police Officer (PERS)	John Grubensky Award	Internal	12/15/2023
Binder	Remy	Police Officer (PERS)	Unit Citation Award	Internal	12/15/2023
Petersen	Nicholas	Police Officer (PERS)	John Grubensky Award	Internal	12/15/2023
Mai	Chau	Sergeant of Police (PERS)	Chief's Certificate of Commendation	Internal	12/15/2023
Thurston	Thomas	Police Officer (PERS)	Unit Citation Award	Internal	12/15/2023

Chang	Tony	Police Officer (PERS)	Unit Citation Award	Internal	12/15/2023
Hatcher	Christopher	Police Officer (PERS)	Chief's Certificate of Commendation	Internal	12/15/2023
Wingate III	Jerry	Police Officer (PERS)	Unit Citation Award	Internal	12/15/2023
Galvan	Matthew	Sergeant of Police (PERS)	Unit Citation Award	Internal	12/15/2023
Mann	Avjeet	Police Officer (PERS)	Unit Citation Award	Internal	12/15/2023
Ruef	Gregory	Police Officer (PERS)	Chief's Certificate of Commendation	Internal	12/15/2023
Petty	Matthew	Police Officer (PERS)	Unit Citation Award	Internal	12/15/2023
Rodriguez	Robert	Police Officer (PERS)	Medal of Merit	Internal	12/15/2023
Tran	Quang	Police Officer (PERS)	Medal of Merit	Internal	12/15/2023
Ericksen	Michael	Sergeant of Police (PERS)	Chief's Certificate of Commendation	Internal	12/15/2023
Fogarty	William	Police Officer (PERS)	Chief's Certificate of Commendation	Internal	12/15/2023
Iniguez	Jesus	Police Officer (PERS)	Unit Citation Award	Internal	12/15/2023
Kelley	Vanessa	Police Officer (PERS)	Unit Citation Award	Internal	12/15/2023
Kong	Samson	Police Officer (PERS)	Chief's Certificate of Commendation	Internal	12/15/2023
Brothers Jr.	Vernell	Police Officer (PERS)	Unit Citation Award	Internal	12/15/2023
Byrd-Harris	Isaac	Police Officer (PERS)	John Grubensky Award	Internal	12/15/2023
Esparza	Arturo	Police Officer (PERS)	Unit Citation Award	Internal	12/15/2023
McBride	Dominic	Police Officer (PERS)	Chief's Certificate of Commendation	Internal	12/15/2023
Maio	Forest	Police Officer (PERS)	Unit Citation Award	Internal	12/15/2023
Arrizon	Eduardo	Police Officer (PERS)	John Grubensky Award	Internal	12/15/2023
Mac	David	Police Officer (PERS)	Unit Citation Award	Internal	12/15/2023
Mart	Brandon	Police Officer (PERS)	Unit Citation Award	Internal	12/15/2023
Aranda	Gilberto	Police Officer (PERS)	Unit Citation Award	Internal	12/15/2023
Ghazi	Yusef	Police Officer (PERS)	Medal of Merit	Internal	12/15/2023
Kofford	Sydney	Police Officer (PERS)	Community Service Award	Internal	12/15/2023
Kofford	Sydney	Police Officer (PERS)	Unit Citation Award	Internal	12/15/2023
Garcia	David	Police Officer (PERS)	Chief's Certificate of Commendation	Internal	12/15/2023
Cesar	Boshai	Police Officer (PERS)	Unit Citation Award	Internal	12/15/2023
Lopez	Rosalia	Police Officer (PERS)	Community Service Award	Internal	12/15/2023
Tioyao	Ryan Paul	Police Officer (PERS)	Chief's Certificate of Commendation	Internal	12/15/2023
Triana	Silvestre	Police Officer (PERS)	Unit Citation Award	Internal	12/15/2023
Schmarzo	Alexander	Police Officer (PERS)	Unit Citation Award	Internal	12/15/2023
Neff	Nicholas	Police Officer (PERS)	Unit Citation Award	Internal	12/15/2023
Cervantes	Felicia	Police Officer (PERS)	Chief's Certificate of Commendation	Internal	12/15/2023
Ortega	Milagro	Police Officer (PERS)	Unit Citation Award	Internal	12/15/2023
Frias	Steven	Police Officer (PERS)	Medal of Merit	Internal	12/15/2023

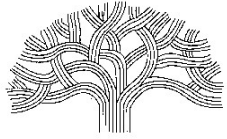
Abdellatif	Mostafa	Police Officer (PERS)	John Grubensky Award	Internal	12/15/2023
Abdellatif	Mostafa	Police Officer (PERS)	Unit Citation Award	Internal	12/15/2023
Aguilar	Jesse	Police Officer (PERS)	Unit Citation Award	Internal	12/15/2023
Fiorino	Marisa	Police Officer (PERS)	Chief's Certificate of Commendation	Internal	12/15/2023
Iniguez	Jebel	Police Officer (PERS)	Unit Citation Award	Internal	12/15/2023
Quiambao	Ian	Police Officer (PERS)	Unit Citation Award	Internal	12/15/2023
Beal	Brandon	Police Officer (PERS)	Unit Citation Award	Internal	12/15/2023
Gomez	Luis	Police Officer (PERS)	Unit Citation Award	Internal	12/15/2023
Arancibia Jr.	Dino	Police Officer (PERS)	Medal of Merit	Internal	12/15/2023
Barrientos	Ignacio	Police Officer (PERS)	John Grubensky Award	Internal	12/15/2023
Barrientos	Ignacio	Police Officer (PERS)	Unit Citation Award	Internal	12/15/2023
Nolette	Brooke	Police Officer (PERS)	Chief's Certificate of Commendation	Internal	12/15/2023
Alemanni	Hilary	Police Officer (PERS)	Unit Citation Award	Internal	12/15/2023
Klein	Forest	Police Officer (PERS)	Unit Citation Award	Internal	12/15/2023
O'Connell	Evan	Police Officer (PERS)	Chief's Certificate of Commendation	Internal	12/15/2023
Rodriguez	Brandon	Police Officer (PERS)	Unit Citation Award	Internal	12/15/2023
Durkin	Shannon	Police Officer (PERS)	Unit Citation Award	Internal	12/15/2023
Tran	Jimmy	Police Officer (PERS)	John Grubensky Award	Internal	12/15/2023
Smith	Meagan	Police Officer (PERS)	Medal of Merit	Internal	12/15/2023
Villanueva	Nicolas	Police Officer (PERS)	John Grubensky Award	Internal	12/15/2023
Camacho Salinas	Jessica	Police Officer (PERS)	Medal of Merit	Internal	12/15/2023
McKinney Jr.	Donald	Police Officer (PERS)	John Grubensky Award	Internal	12/15/2023
McKinney Jr.	Donald	Police Officer (PERS)	Unit Citation Award	Internal	12/15/2023
Frei	Jacob	Police Officer (PERS)	Chief's Certificate of Commendation	Internal	12/15/2023
Le	Tuan	Police Officer (PERS)	John Grubensky Award	Internal	12/15/2023
Le	Tuan	Police Officer (PERS)	Unit Citation Award	Internal	12/15/2023
Yuen	John	Police Officer (PERS)	Medal of Merit	Internal	12/15/2023
Qutami	Justin	Police Officer (PERS)	Chief's Certificate of Commendation	Internal	12/15/2023
Kwon	Michelle	Police Officer (PERS)	Medal of Merit	Internal	12/15/2023
Tran	Long	Police Officer (PERS)	Medal of Merit	Internal	12/15/2023
Wood	Brian	Police Officer (PERS)	John Grubensky Award	Internal	12/15/2023
Wood	Brian	Police Officer (PERS)	Medal of Merit	Internal	12/15/2023
Kang	John	Police Officer (PERS)	Chief's Certificate of Commendation	Internal	12/15/2023
Montano Jr.	Hector	Police Officer (PERS)	Chief's Certificate of Commendation	Internal	12/15/2023
Leyva	Adrian	Police Officer (PERS)	Chief's Certificate of Commendation	Internal	12/15/2023
Estifanos	Nathnael	Police Officer (PERS)	Unit Citation Award	Internal	12/15/2023
Kino	Jason	Police Officer (PERS)	Unit Citation Award	Internal	12/15/2023

Rodriguez	Raul	Police Officer (PERS)	Chief's Certificate of Commendation	Internal	12/15/2023
Gutierrez	Alondra	Police Officer (PERS)	John Grubensky Award	Internal	12/15/2023
Filer	Richard	Police Officer (PERS)	John Grubensky Award	Internal	12/15/2023
Chang	Jocelyn	Police Officer (PERS)	Letter of Appreciation	Citizen	10/26/2023
Pittman II	Jimmy	Police Officer (PERS)	Letter of Appreciation	Outside	10/19/2023
Coglio	Richard	Sergeant of Police (PERS)	Letter of Appreciation	Outside	10/12/2023
Farhang	Pedram	Police Officer (PERS)	Letter of Appreciation	Outside	10/12/2023
Yuen	John	Police Officer (PERS)	Letter of Appreciation	Citizen	10/12/2023
Tran	Long	Police Officer (PERS)	Letter of Appreciation	Citizen	10/12/2023
Banda	Alisha	Police Records Supervisor	Letter of Appreciation	Citizen	9/29/2023
Pullen	David	Police Officer (PERS)	Good Conduct Bar	Performance Appraisal	9/20/2023
Pullen	David	Police Officer (PERS)	Outstanding Performance Evaluation Bar	Performance Appraisal	9/20/2023
Pullen	David	Police Officer (PERS)	Perfect Driving Bar	Performance Appraisal	9/20/2023
Espejo	Robert	Police Officer (PERS)	Medal of Merit	Internal	8/11/2023
Suttle	Kiona	Project Manager III	Challenger Award	Internal	8/11/2023
Dumas	Zelina	Police Services Technician II	Challenger Award	Internal	8/11/2023
Mainaga	Kay	Police Services Technician II	Challenger Award	Internal	8/11/2023
Mainaga	Kay	Police Services Technician II	Medal of Merit	Internal	8/11/2023
Gonzalez	Leticia	Payroll Personnel Clerk III	Challenger Award	Internal	8/11/2023
Alonso	Jose	Police Services Technician II	Challenger Award	Internal	8/11/2023
Correa	Henry	Police Services Technician II	Challenger Award	Internal	8/11/2023
Correa	Henry	Police Services Technician II	Medal of Merit	Internal	8/11/2023
Llave	Rhea Ann Figueras	Police Services Technician II	Medal of Merit	Internal	8/11/2023
Toler	Rosario	Police Records Specialist	Team Support	Internal	8/11/2023
Beckman	Carlo	Project Manager II	Challenger Award	Internal	8/11/2023
Gonzalez	Hada	Police Services Technician II	Challenger Award	Internal	8/11/2023
Thomason	Jeffrey	Lieutenant of Police (PERS)	Unit Citation Award	Internal	8/11/2023
Mitchell II	Stephen	Police Officer (PERS)	Medal of Merit	Internal	8/11/2023
Sotto	Thomas	Sergeant of Police (PERS)	Medal of Merit	Internal	8/11/2023
Lorda	Steven	Sergeant of Police (PERS)	Medal of Merit	Internal	8/11/2023
Calonge	Nicholas	Lieutenant of Police (PERS)	Chief's Leadership	Internal	8/11/2023
Manguy	Alain	Sergeant of Police (PERS)	Unit Citation Award	Internal	8/11/2023
Kim	Eric	Sergeant of Police (PERS)	Chief's Leadership	Internal	8/11/2023
Kim	Eric	Sergeant of Police (PERS)	Unit Citation Award	Internal	8/11/2023
Burch	Clay	Captain of Police (PERS)	Chief's Leadership	Internal	8/11/2023
Febel	William	Lieutenant of Police (PERS)	Certificate of Commendation	Internal	8/11/2023
Templeman	Karl	Police Officer (PERS)	Unit Citation Award	Internal	8/11/2023

Ramos	Nicholas	Police Officer (PERS)	Medal of Merit	Internal	8/11/2023
Fogarty	William	Police Officer (PERS)	John Grubensky Award	Internal	8/11/2023
Mora	Elvis	Police Officer (PERS)	Silver Star Medal	Internal	8/11/2023
Mullens	Daniel	Sergeant of Police (PERS)	Certificate of Commendation	Internal	8/11/2023
Martinelli	Nicole	Police Officer (PERS)	Medal of Merit	Internal	8/11/2023
Aranda	Gilberto	Police Officer (PERS)	Unit Citation Award	Internal	8/11/2023
Singh	Hardeep	Police Officer (PERS)	Unit Citation Award	Internal	8/11/2023
Garcia	David	Police Officer (PERS)	Certificate of Commendation	Internal	8/11/2023
Plasencia	Gustavo	Police Officer (PERS)	Unit Citation Award	Internal	8/11/2023
Triana	Silvestre	Police Officer (PERS)	Unit Citation Award	Internal	8/11/2023
Shahnazari Mamaghani	Mehrdad	Police Officer (PERS)	Unit Citation Award	Internal	8/11/2023
Cervantes	Felicia	Police Officer (PERS)	Chief's Leadership	Internal	8/11/2023
Tenefrancia	Prince Manuel	Police Officer (PERS)	Silver Star Medal	Internal	8/11/2023
Gichki	Meeran	Police Officer (PERS)	Unit Citation Award	Internal	8/11/2023
Perez	Christopher	Police Officer (PERS)	Unit Citation Award	Internal	8/11/2023
Fiorino	Marisa	Police Officer (PERS)	Unit Citation Award	Internal	8/11/2023
Brantley	Dejon	Police Officer (PERS)	Medal of Merit	Internal	8/11/2023
Yoo	Kevin	Police Officer (PERS)	Medal of Merit	Internal	8/11/2023
Espitia	Gerardo	Police Officer (PERS)	Medal of Merit	Internal	8/11/2023
McDowell	Alec	Police Officer (PERS)	Medal of Merit	Internal	8/11/2023
Vance	Dwan	Police Officer (PERS)	Silver Star Medal	Internal	8/11/2023
Bogomolny	Marat	Police Officer (PERS)	Certificate of Commendation	Internal	8/11/2023
McKinney Jr.	Donald	Police Officer (PERS)	Unit Citation Award	Internal	8/11/2023
Yuen	John	Police Officer (PERS)	Silver Star Medal	Internal	8/11/2023
Tran	Long	Police Officer (PERS)	Silver Star Medal	Internal	8/11/2023
Zachoszcz	Karolina	Police Officer (PERS)	Good Conduct Bar	Performance Appraisal	8/7/2023
Zachoszcz	Karolina	Police Officer (PERS)	Perfect Driving Bar	Performance Appraisal	8/7/2023
Cheng	Danny	Sergeant of Police (PERS)	Outstanding Performance Evaluation Bar	Performance Appraisal	7/27/2023
Cheng	Danny	Sergeant of Police (PERS)	Perfect Driving Bar	Performance Appraisal	7/27/2023
Latibeaudier e	Timothy	Police Officer (PERS)	Perfect Driving Bar	Performance Appraisal	7/20/2023
Huppert	Peter	Police Officer (PERS)	Good Conduct Bar	Performance Appraisal	7/6/2023

Jones	Selina	Police Records Specialist	Good Conduct Bar	Performance Appraisal	7/5/2023
Byrd-Harris	Isaiah	Police Officer (PERS)	Good Conduct Bar	Performance Appraisal	6/29/2023
Byrd-Harris	Isaiah	Police Officer (PERS)	Perfect Driving Bar	Performance Appraisal	6/29/2023
Gonzales	Susana	Police Records Specialist	Good Conduct Bar	Performance Appraisal	6/26/2023
Jones	Selina	Police Records Specialist	Letter of Appreciation	Internal	5/23/2023
Gubin	Svetlana	Business Analyst II	Good Conduct Bar	Performance Appraisal	5/16/2023
Dia	Elhadji	Police Officer (PERS)	Good Conduct Bar	Performance Appraisal	5/10/2023
Dia	Elhadji	Police Officer (PERS)	Perfect Driving Bar	Performance Appraisal	5/10/2023
Coglio	Richard	Sergeant of Police (PERS)	Good Conduct Bar	Performance Appraisal	4/28/2023
Toribio	Steve	Lieutenant of Police (PERS)	Letter of Appreciation	Outside	3/30/2023
Carey	Jamila	Police Records Specialist	Good Conduct Bar	Performance Appraisal	3/23/2023
Dowd	Daniel	Police Services Technician II	Good Conduct Bar	Performance Appraisal	3/21/2023
Dowd	Daniel	Police Services Technician II	Outstanding Performance Evaluation Bar	Performance Appraisal	3/21/2023
Dowd	Daniel	Police Services Technician II	Perfect Driving Bar	Performance Appraisal	3/21/2023
Odenigbo	Nnaemeka	Crime Analyst	Crime & Intelligence Analysis Level 1	Outside Agency	3/17/2023
Davis	Iris	Police Records Specialist	Good Conduct Bar	Performance Appraisal	2/27/2023
Arias	Kevin	Sergeant of Police (PERS)	Good Conduct Bar	Performance Appraisal	2/2/2023
Arias	Kevin	Sergeant of Police (PERS)	Perfect Driving Bar	Performance Appraisal	2/2/2023
Alvarez	Jesus	Police Officer (PERS)	Outstanding Performance Evaluation Bar	Performance Appraisal	2/1/2023

Alvarez	Jesus	Police Officer (PERS)	Perfect Attendance Bar	Performance Appraisal	2/1/2023
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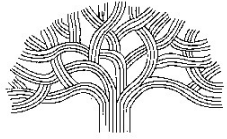


CITY OF OAKLAND
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Pending Cases as of Month Year
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Case #	Incident Date	Date Received IAD	Date Received CPRA	Intake or Investigator	Assigned Staff	180-Day Goal	1-Year Goal	Type (604(f)(1) or Other)	Class	Subject Officers	Allegation Count	Allegation(s)
21-1410	11/20/2021	11/20/2021	11/20/2021	Investigator	FK	05/19/2022	Tolled	Use of Force	1	1	17	Use of Force
21-1558	12/24/2021	12/24/2021	12/28/2021	Investigator	YH	06/22/2022	Tolled	Use of Force	1	1	4	Use of Force, Miranda, Performance of Duty
22-0622	05/25/2022	05/25/2022	05/25/2022	Investigator	JS	11/21/2022	Tolled	Use of Force	1	14	1	Use of Force
22-1102	08/23/2022	08/23/2022	04/19/2023	Investigator	YH	02/19/2023	Tolled	Other	1	1		Failure to Obey Laws
22-1379	10/17/2022	10/17/2022	10/17/2022	Investigator	JS	04/15/2023	Tolled	Use of Force	1		7	Use of Force
23-0558	01/23/2023	01/23/2023	01/25/2023	Investigator	FK	07/22/2023	Tolled	Use of Force	1	7	1	Use of Force
23-1602	03/29/2023	10/02/2023	10/15/2023	Investigator	YH	03/30/2024	Tolled	Truthfulness	1	2	1	Truthfulness, Obedience to Laws
23-1781	11/07/2023	11/07/2023	11/07/2023	Investigator	YH	05/05/2024	Tolled	Use of Force	1	1	1	Use of Force
23-0582	04/22/2023	04/23/2023	05/09/2023	Investigator	MM	10/19/2023	04/22/2024	Use of Force	1	1	1	Use of Force
23-0638	04/28/2023	04/28/2023	05/02/2023	Investigator	MM	10/25/2023	04/26/2024	Use of Force	1	1	1	Use of Force
23-0716	05/09/2023	05/09/2023	05/11/2023	Investigator	YH	11/05/2023	05/07/2024	Use of Force	1	2	1	Use of Force
23-0718	05/09/2023	05/11/2023	05/11/2023	Investigator	MM	11/12/2023	05/08/2024	Use of Force	1	2	2	Use of Force
23-0822	05/22/2023	05/23/2023	05/23/2023	Investigator	MM	11/18/2023	05/20/2024	Use of Force	1	2	2	Use of Force, Demeanor
23-0898	05/29/2023	05/29/2023	05/31/2023	Investigator	MM	11/25/2023	05/27/2024	Use of Force	1	1	1	Use of Force, Performance of Duty
23-0968	06/10/2023	06/11/2023	06/13/2023	Investigator	JS	12/08/2023	06/09/2024	Use of Force	1	1	2	Use of Force
23-1066	01/01/2008	06/26/2023	06/26/2023	Investigator	JS	12/23/2023	06/24/2024	Discrimination	1	1	3	Discrimination, Use of Force Reporting, Obedience to Laws
23-1215	06/18/2023	07/24/2023	07/27/2023	Investigator	EM	01/20/2024	07/22/2024	Discrimination	1	1	1	Discrimination
23-1232	07/23/2023	07/23/2023	07/26/2023	Investigator	AY	01/19/2024	07/24/2024	Discrimination	1	1	2	Racial Discrimination, Performance of Duty
23-1234	07/25/2023	08/01/2023	08/19/2023	Investigator	AY	01/21/2024	07/24/2024	Use of Force	1	1	5	Use of Force, Performance of Duty
23-1274	07/27/2023	08/03/2023	08/02/2023	Intake	SH	01/23/2024	07/25/2024	Discrimination	1	7	2	Discrimination, Performance of Duty
23-1327	07/31/2023	08/07/2023	08/10/2023	Investigator	MM	02/03/2023	08/05/2024	Use of Force	1	3	3	Use of Force
23-1348	08/07/2023	08/14/2023	08/15/2023	Investigator	JS	02/10/2024	08/12/2024	Discrimination	1	5	8	Use of Force, Unlawful Detention, Illegal Search

*Type (604(f) or Other) column indicates the allegations for which a full investigation is mandated under Oakland City Charter Section 604 (Measure LL). "Other" indicates the case does not include any such allegations.

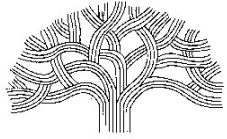


CITY OF OAKLAND
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23-1361	08/15/2023	08/15/2023	08/16/2023	Investigator	YH	02/11/2023	08/13/2024	Use of Force	1	4	6	Use of Force, False Arrest
23-1423	08/02/2023	08/25/2023	08/26/2023	Investigator	MM	2/21/2024	08/23/2024	Use of Force	1	1	3	Use of Force
23-1521	09/16/2023	09/16/2023	09/17/2023	Investigator	EM	03/14/2024	09/14/2024	Use of Force	1	1	1	Use of Force
23-1522	09/16/2023	09/16/2023	09/17/2023	Investigator	KP	03/14/2024	09/14/2024	Use of Force	1	4	8	Use of Force, Demeanor, Discrimination
23-1544	09/18/2023	09/19/2023	09/19/2023	Investigator	FK	03/16/2024	09/16/2024	Use of Force	1	1	6	Use of Force, Demeanor
23-1590	09/27/2023	09/27/2023	09/29/2023	Investigator	EM	03/25/2024	09/25/2024	Use of Force	1	1	6	Use of Force, False Arrest, Racial Profiling
23-1595	10/01/2023	10/01/2023	10/01/2023	Investigator	MM	05/29/2023	10/01/2024	Use of Force	1	8	17	Use of Force, Performance of Duty
23-1611	10/02/2023	10/02/2023	10/02/2023	Investigator	FK	03/30/2024	10/02/2024	Use of Force	1	1	2	Use of Force, Demeanor, False Arrest
23-1655	10/06/2023	10/06/2023	10/10/2023	Investigator	JS	04/03/2024	10/04/2024	Use of Force	1	1	5	Use of Force, Demeanor, Performance of Duty
23-1659	10/07/2023	10/07/2023	10/10/2023	Investigator	FK	04/04/2024	10/05/2024	Use of Force	1	5	1	Use of Force
23-1665	10/09/2023	10/09/2023	10/11/2023	Investigator	JS	04/06/2024	10/07/2024	Use of Force	1	8	8	Use of Force
23-1702	10/15/2023	10/15/2023	10/18/2023	Intake	DC	04/13/2024	10/14/2024	Use of Force	1	1	1	Use of Force
23-1754	10/26/2023	10/26/2023	10/30/2023	Investigator	JS	04/27/2024	10/24/2024	Use of Force	1	1	6	Use of Force, Performance of Duty, Demeanor
23-1786	11/03/2023	11/03/2023	11/07/2023	Investigator	EM	05/01/2024	11/01/2024	Truthfulness	1	3	1	Truthfulness
23-1795	11/04/2023	11/04/2023	11/07/2023	Investigator	EM	05/24/2024	11/02/2024	Other	1	1	1	Obedience to laws
23-1804	11/08/2023	11/10/2023	11/10/2023	Investigator	CH	05/06/2024	11/06/2024	Discrimination	1	1	3	Discrimination
23-1818	11/12/2023	11/12/2023	11/14/2023	Investigator	CH	05/10/2024	11/10/2024	Use of Force	1	1	9	Use of Force, Performance of Duty
23-1834	11/14/2023	11/14/2023	11/17/2023	Investigator	EM	05/12/2024	11/12/2024	Discrimination	1	2	2	Discrimination
23-1857	11/18/2023	11/18/2023	11/21/2023	Investigator	MM	05/16/2024	11/16/2024	Use of force	1	1	5	Use of Force
23-1851	11/19/2023	11/19/2023	11/21/2023	Investigator	AY	05/17/2024	11/17/2024	Use of Force	1	4	3	Use of Force, Performance of Duty
23-1897	11/25/2023	11/25/2023	11/29/2023	Investigator	FK	05/23/2024	11/23/2024	Use of Force	1	1	12	Use of Force, Performance of Duty
23-1909	11/26/2023	11/28/2023	11/30/2023	Investigator	FK	05/26/2024	11/26/2024	Use of Force	1	2	1	Use of Force
23-1912	11/28/2023	11/28/2023	11/30/2023	Investigator	CH	05/26/2024	11/26/2024	Use of Force	1	1	2	Use of Force, Performance of Duty
23-1914	11/29/2023	11/29/2023	12/01/2023	Investigator	JS	05/27/2024	11/27/2024	Use of Force, Discrimination	1	4	14	Use of Force, Discrimination, Performance of Duty

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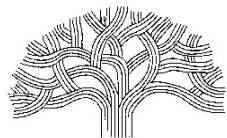


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23-1940	12/01/2023	12/01/2023	12/05/2023	Investigator	KP	05/29/2023	11/29/2024	Other	1	5	1	Care of Property
23-1947	12/04/2023	12/04/2023	12/07/2023	Investigator	AY	06/01/2024	12/02/2024	Use of Force	1	1	1	Use of Force
23-1949	12/05/2023	12/05/2023	12/08/2023	Investigator	AY	06/02/2024	12/03/2024	Use of Force	1	1	1	Use of Force
23-1962	05/01/2023	12/08/2023	12/12/2023	Investigator	AY	06/05/2024	12/06/2024	Other	1	1	1	Obedience to Laws
23-1975	12/11/2023	12/11/2023	12/15/2023	Investigator	AY	06/08/2024	12/09/2024	Use of Force	1	1	2	Use of Force, Demeanor
23-1988	12/15/2023	12/15/2023	12/18/2023	Intake	DC	06/12/2024	12/13/2024	Other	1	1	2	Sexual Misconduct
23-2003	12/19/2023	12/19/2023	12/23/2023	Intake	SH	06/16/2024	12/17/2024	Other	1	2	2	Sexual Misconduct, False Arrest
23-2026	12/05/2023	12/22/2023	12/27/2023	Intake	DC	06/19/2024	12/20/2024	Discrimination	1	1	3	Racial Discrimination
23-2029	12/23/2023	12/24/2023	12/27/2023	Intake	KC	06/21/2024	12/22/2024	Use of Force	1	1	2	Use of Force, Performance of Duty
23-2039	12/26/2023	12/26/2023	12/28/2023	Investigator	JS	06/23/2024	12/24/2024	Use of Force	1	3	3	Use of Force
23-2058	12/28/2023	12/28/2023	01/02/2024	Investigator	CH	06/25/2024	12/26/2024	Use of Force	1	3	2	Use of Force, Performance of Duty
23-2063	12/05/2023	12/29/2023	02/06/2024	Investigator	JS	06/26/2024	12/27/2024	Use of Force	1	3	4	Use of Force, Performance of Duty
24-0002	12/29/2023	12/29/2023	01/02/2024	Intake	SH	06/26/2024	12/28/2024	Other	1	1	4	Use of Force
24-0041	04/18/2023	01/04/2024	01/09/2024	Investigator	CH	07/02/2024	01/02/2025	Use of Force	1	2	3	Use of Force, False Arrest
24-0015	08/11/2023	01/03/2024	01/08/2024	Investigator	MM	07/03/2024	01/03/2025	Other	2	1	1	Other
24-0056	01/08/2024	01/08/2024	01/11/2024	Investigator	CH	07/06/2024	01/06/2025	Use of Force	1	1	1	Use of Force
24-0059	12/23/2023	01/10/2024	01/12/2024	Intake	KC	07/08/2024	01/08/2025	Use of Force	1	1	8	Use of Force, Performance of Duty, Demeanor
24-0067	01/11/2024	01/12/2024	01/16/2024	Investigator	AY	07/10/2024	01/10/2025	Use of Force	1	2	1	Use of Force
24-0156	01/26/2024	01/26/2024	01/30/2024	Investigator	EM	07/24/2024	01/24/2025	Use of Force	1	2	2	Use of Force, False Arrest
24-0155	01/28/2024	01/28/2024	01/30/2024	Investigator	EM	07/26/2024	01/26/2025	Discrimination	1	2	3	Discrimination
24-0158	01/28/2024	01/28/2024	01/30/2024	Investigator	CH	07/26/2024	01/26/2025	Discrimination	1	4	2	Discrimination, Performance of Duty
24-0187	09/27/2003	01/31/2024	01/31/2024	Intake	SH	07/29/2024	01/29/2025	Use of Force	1	2	6	Use of Force, Prohibited Activities On Duty, General Conduct, Compromising Criminal Cases, Service Complaint, Reports and Bookings

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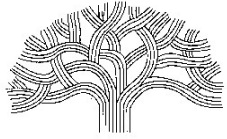


CITY OF OAKLAND
COMMUNITY POLICE REVIEW AGENCY
Pending Cases as of Month Year
(Sorted by One-Year Goal)

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 (Total Pending = 104)

24-0189	01/31/2024	02/01/2024	02/01/2024	Intake	KC	07/30/2024	01/30/2025	Use of Force	1	1	3	Use of Force, Performance of Duty
24-0190	01/14/2024	02/01/2024	02/06/2024	Intake	DC	07/30/2024	01/30/2025	Discrimination	1	1	1	Discrimination
24-0198	02/02/2024	02/02/2024	03/01/2024	Investigator	KP	07/31/2024	01/31/2025	Discrimination	2	1	1	Discrimination
24-0207	02/06/2024	02/06/2024	02/08/2024	Investigator	FK	08/04/2024	02/04/2025	Discrimination	1	1	2	Discrimination
23-0510	04/12/2023	04/12/2023	04/12/2023	Investigator	MM	10/09/2023	02/07/2025	Use of Force	1	4	8	Use of Force, Performance of Duty, Obedience to Laws, Truthfulness
24-0223	02/08/2024	02/09/2024	02/20/2024	Investigator	FK	08/07/2024	02/08/2025	Use of Force	1	1	3	Use of Force, False Arrest, Improper Investigation
24-0226	02/12/2024	02/12/2024	02/20/2024	Intake	SH	08/10/2024	02/10/2025	Use of Force	1	1	7	Use of Force, False Arrest, Unlawful Search, Care of Property
24-0229	02/12/2024	02/12/2024	02/14/2024	Intake	SH	08/10/2024	02/10/2025	Use of Force	1	2	2	Use of Force
24-0430	02/12/2024	02/12/2024	02/14/2024	Intake	SH	08/10/2024	02/10/2025	Performance of Duty	1	1	1	Performance of Duty
24-0258	02/17/2024	02/17/2024	02/20/2024	Intake	SH	08/15/2024	02/15/2025	Discrimination	1	1	1	Discrimination
24-0285	02/16/2024	02/22/2024	03/04/2024	Intake	SH	08/20/2024	02/20/2025	Use of Force	1	1	4	Use of Force, False Arrest, Care of Property, Performance of Duty
24-0304	02/24/2024	02/24/2024	03/04/2024	Intake	SH	08/22/2024	02/22/2025	Use of Force, Discrimination	1	1	3	Use of Force, Discrimination
24-0322	02/24/2024	02/24/2024	02/27/2024	Intake	KC	08/22/2024	02/22/2025	Other	1	1	1	Obedience to Laws
24-0353	03/01/2024	03/01/2024	03/05/2024	Investigator	DB	08/28/2024	02/28/2025	Use of Force	1	1	3	Use of Force, Reports and Bookings, Obedience to Laws
24-0372	03/04/2024	03/04/2024	03/04/2024	Intake	SH	08/31/2024	03/03/2025	Discrimination	1	1	1	Discrimination
24-0357	01/01/2024	03/04/2024	03/05/2024	Intake	SH	08/31/2024	03/03/2025	Use of Force	1	1	1	Use of Force
24-0384	03/07/2024	03/07/2024	03/08/2024	Intake	DC	09/03/2024	03/06/2025	Use of Force	1	2	2	Use of Force
24-0398	03/11/2024	12/01/2024	03/11/2024	Intake	DC	09/07/2024	03/10/2025	Sexual Misconduct	1	1	1	Sexual Misconduct
24-0494	03/11/2024	03/11/2024	03/11/2024	Investigator	YH	09/07/2024	03/10/2025	Discrimination	1	3	4	Discrimination, Failure To Report, Conduct Towards Others, Supervisor Authority and Responsibilities
24-0405	03/12/2024	03/12/2024	03/13/2024	Intake	SH	09/08/2024	03/11/2025	Use of Force	1	1	1	Use of Force, Conduct Towards Others

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 (Total Pending = 104)

24-0414	11/07/2021	03/14/2024	03/14/2024	Intake	KC	09/10/2024	03/13/2025	Use of Force	1	1	4	Use of Force, Performance of Duty
24-0416	03/14/2024	03/14/2024	03/15/2002	Intake	SH	09/10/2024	03/13/2025	Performance of Duty	1	1	1	Performance of Duty
24-0423	03/17/2024	03/17/2024	03/18/2024	Intake	SH	09/13/2024	03/16/2025	Use of Force	1	4	3	Use of Force, False Arrest, Demeanor
24-0427	03/16/2024	03/17/2024	03/19/2024	Intake	DC	09/13/2024	03/16/2025	Obedience to Laws	1	1	1	Obedience to Laws
24-0448	03/21/2024	03/21/2024	03/22/2024	Investigator	CH	09/17/2024	03/20/2025	Use of Force	1	1	4	Use of Force, False Arrest, Performance of Duty, Consumption of Intoxicants
24-0452	09/09/2023	03/22/2024	03/25/2024	Intake	SH	09/18/2024	03/21/2025	Use of Force	1	2	4	Use of Force, Performance of Duty, Conduct Toward Others
24-0466	03/22/2024	03/22/2024	03/28/2024	Intake	SH	09/18/2024	03/21/2025	Obedience to Laws	1	4	5	Obedience to Laws, False Arrest
24-0481	01/01/1999	03/28/2024	03/29/2024	Intake	SH	09/24/2024	03/27/2025	Use of Force	1	1	2	Use of Force, Refusal to Identify
24-0497	03/30/2024	03/30/2024	04/02/2024	Intake	KC	09/26/2024	03/29/2025	Use of Force	1	1	1	Use of Force
24-0495	03/29/2024	03/29/2024	03/28/2024	Intake	DC	09/25/2024	03/28/2025	Use of Force	1	2	1	Use of Force
24-0459	03/23/2024	03/23/2024	03/26/2024	Intake	DC	09/19/2024	03/22/2025	Use of Force	1	1	1	Use of Force
24-0475	03/25/2024	03/25/2024	03/28/2024	Intake	DC	09/21/2024	03/25/2025	Use of Force	1	1	1	Use of Force
24-0504	03/30/2024	04/01/2024	04/03/2024	Intake	DC	09/28/2024	03/31/2025	Use of Force	1	1	1	Use of Force
24-0533	04/03/2024	04/03/2024	04/09/2024	Intake	SH	09/30/2024	04/02/2025	Use of Force	1	3	1	Use of Force
24-0543	04/03/2024	04/08/2024	04/10/2024	Intake	DC	10/05/2024	04/07/2025	Use of Force	1	1	1	Use of Force
24-0556	04/14/2024	04/15/2024	04/16/2024	Investigator	KP	10/09/2024	04/11/2025	Use of Force	1	2	4	Use of Force, Performance of Duty

*Type (604(f) or Other) column indicates the allegations for which a full investigation is mandated under Oakland City Charter Section 604 (Measure LL). "Other" indicates the case does not include any such allegations.



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 (Total Completed = 3)

Assigned Inv.	Case #	Incident Date	Completion Date	1-Year Goal	Officer	Allegation	Finding/Conclusion
YH	23-0459	4/4/2023	3/26/2024	3/27/2024	Subject 1	Obstructing the Internal Affairs Process	Sustained
						Truthfulness	Sustained
					Subject 2	Supervisors – Authority and Responsibilities	Sustained
					Subject 3	Obstructing the Internal Affairs Process	Sustained
					Subject 4	Commanding Officers – Authority and Responsibilities	Sustained
						Obstructing the Internal Affairs Process	Not Sustained
						Reporting Violations – Failure to Report Misconduct when Required	Not Sustained
					Subject 5	Commanding Officers – Authorities and Responsibilities	Not Sustained
						Obstructing the Internal Affairs Process	Not Sustained
					Subject 6	Obstructing the Internal Affairs Process	Sustained
						Commanding Officers – Authorities and Responsibilities	Sustained
						Reporting Violations – Failure to Report Misconduct when Required	Not Sustained
					Subject 7	Performance of Duty - General	Sustained
					Subject 8	Commanding Officers – Authorities and Responsibilities	Sustained
Commanding Officers – Authorities and Responsibilities	Within OPD Policy						
Subject 9	Commanding Officers – Authorities and Responsibilities	Sustained					
MM	23-1518	9/15/2023	3/27/2024	9/13/2024	Subject 1	Unintentional/Improper Search, Seizure or Arrest	Within OPD Policy



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 (Total Completed = 3)

Assigned Inv.	Case #	Incident Date	Completion Date	1-Year Goal	Officer	Allegation	Finding/Conclusion
						Use of Physical Force	Within OPD Policy
						Use of Physical Force	Unfounded
					Subject 2	Use of Physical Force	Within OPD Policy
						Use of Physical Force	Unfounded
						Performance of Duty – Personal Digital Recording Device	Sustained
					Subject 3	Use of Physical Force	Within OPD Policy
						Use of Physical Force	Unfounded
					Subject 4	Use of Physical Force	Within OPD Policy
						Use of Physical Force	Unfounded
					Subject 5	Performance of Duty – General	Sustained
						Use of Physical Force	Within OPD Policy
					Subject 6	Performance of Duty – General	Unfounded
	23-1821	11/13/2023	3/3/2024	11/11/2024	Subject 1	Conduct Toward Others – Harassment and Discrimination / Race	Administrative Closure (Lack Specificity)
						Unintentional/Improper Search, Seizure, or Arrest	Administrative Closure (Lack Specificity)



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Other Cases No Longer Pending:

According to Oakland City Charter Section 604(f)1, the CPRA “shall not be required to investigate each public complaint it receives, beyond the initial intake procedure, but shall investigate public complaints involving uses of force, in-custody deaths, profiling based on any of the protected characteristics identified by federal, state, or local law, untruthfulness, and First Amendment assemblies.

The following cases were initially determined to have involved at least one required or “mandated” allegation and were assigned to a staff member. Upon review, the CPRA found these cases did not, in fact, include mandated allegations. Pursuant to City Charter Section 604(f)1, the CPRA will not be investigating the allegations in the following cases, and they are being removed from the Pending Case List:

Finding Definitions:

Sustained: The investigation disclosed sufficient evidence to determine that the alleged conduct did occur and was in violation of law and/or Oakland Police Department rules, regulations, or policies.

Exonerated/Within OPD Policy: The alleged conduct did occur, but was in accord with law and with all Oakland Police Department rules, regulations, or policies. For reporting purposes, CPRA is using the term “Within OPD Policy” to provide greater clarity and transparency to the community regarding the meaning of the term “Exonerated.”

Unfounded: The investigation disclosed sufficient evidence to determine that the alleged conduct did not occur.

Not Sustained: The available evidence can neither prove nor disprove that the alleged conduct occurred.

Additional Definitions:

No Jurisdiction: The Subject Officer of the allegation is not a sworn member of the OPD.

No MOR Violation: The alleged conduct does not violate any department rule or policy.

Service Related: The allegation pertains to the level of service provided by the Department as opposed to the misconduct of a single sworn officer.

Administrative Closure (Lacks Specificity): Complaint lacks specificity and complainant refuses or is unable to provide further clarification necessary to investigate the complaint.

Administratively Closure (Not OPD Officer): The investigation determined that the subject of this complaint was not a member of the Oakland Police Department.

Unable to Fully Investigate (Temporary Provision): Presently, the CPRA does not have the resources to complete a full investigation regarding the allegations in this case. However, in each case under this designation, all relevant evidence was reviewed, and investigative supervisors determined that BWC footage did not reveal misconduct or the likelihood of misconduct. As the CPRA only has the resources to complete investigative reports into cases that reveal misconduct or the likelihood of misconduct, this case has been closed under the designation "Unable to Fully Investigate."



CITY OF OAKLAND
COMMUNITY POLICE REVIEW AGENCY
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(Total Completed = 3)

604(g)3 Adjudication: If the Chief of Police prepares his or her own findings and proposed discipline and provides it to the Agency before the Agency's investigation is initiated or completed, the Agency may close its investigation or may choose not to conduct its own investigation in order to allow final discipline to proceed as proposed by the Chief, except that in investigations of Level 1 uses of force, sexual misconduct or untruthfulness, the Commission must approve the Agency's decision by a majority vote. If the Agency chooses not to close its investigation, imposition of final discipline shall be delayed until the Agency's investigation is completed and the Agency makes its findings and recommendations for discipline.



CITY OF OAKLAND
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 (Total Completed = 5)

Assigned Inv.	Case #	Incident Date	Completion Date	1-Year Goal	Officer	Allegation	Finding/Conclusion
	23-0811	4/12/2023	4/8/2024	4/10/2024	Subject 1	No MOR Violation	Administrative Closure
						No MOR Violation	Administrative Closure
						Obedience To Laws – Felony	Unfounded
	23-0519	4/14/2023	4/12/2024	4/1//2024	Subject 1	Unintentional/Improper Search, Seizure, Or Arrest	Within OPD Policy
						Performance of Duty – General	Within OPD Policy
					Subject 2	Unintentional/Improper Search, Seizure, Or Arrest	Within OPD Policy
						Performance of Duty – General	Within OPD Policy
					Subject 3	Unintentional/Improper Search, Seizure, Or Arrest	Within OPD Policy
					Subject 4	Use of Physical Force	Within OPD Policy
	23-0856	5/24/2023	4/12/2024	5/24/2024	Subject 1	Use of Physical Force	Unfounded
	23-0585	4/21/2023	4/15/2024	4/19/2024	Subject 1	Use of Physical Force	Within OPD Policy
					Subject 2	Use of Physical Force	Within OPD Policy
					Subject 3	Use of Physical Force	Within OPD Policy
	23-0802	5/18/2023	4/16/2024	5/18/2024	Subject 1	Use of Physical Force	Within OPD Policy
						Use of Physical Force	Within OPD Policy



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COMMUNITY POLICE REVIEW AGENCY
Partial April 2024 Completed Investigations

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 (Total Completed = 5)

Other Cases No Longer Pending:

According to Oakland City Charter Section 604(f)1, the CPRA “shall not be required to investigate each public complaint it receives, beyond the initial intake procedure, but shall investigate public complaints involving uses of force, in-custody deaths, profiling based on any of the protected characteristics identified by federal, state, or local law, untruthfulness, and First Amendment assemblies.

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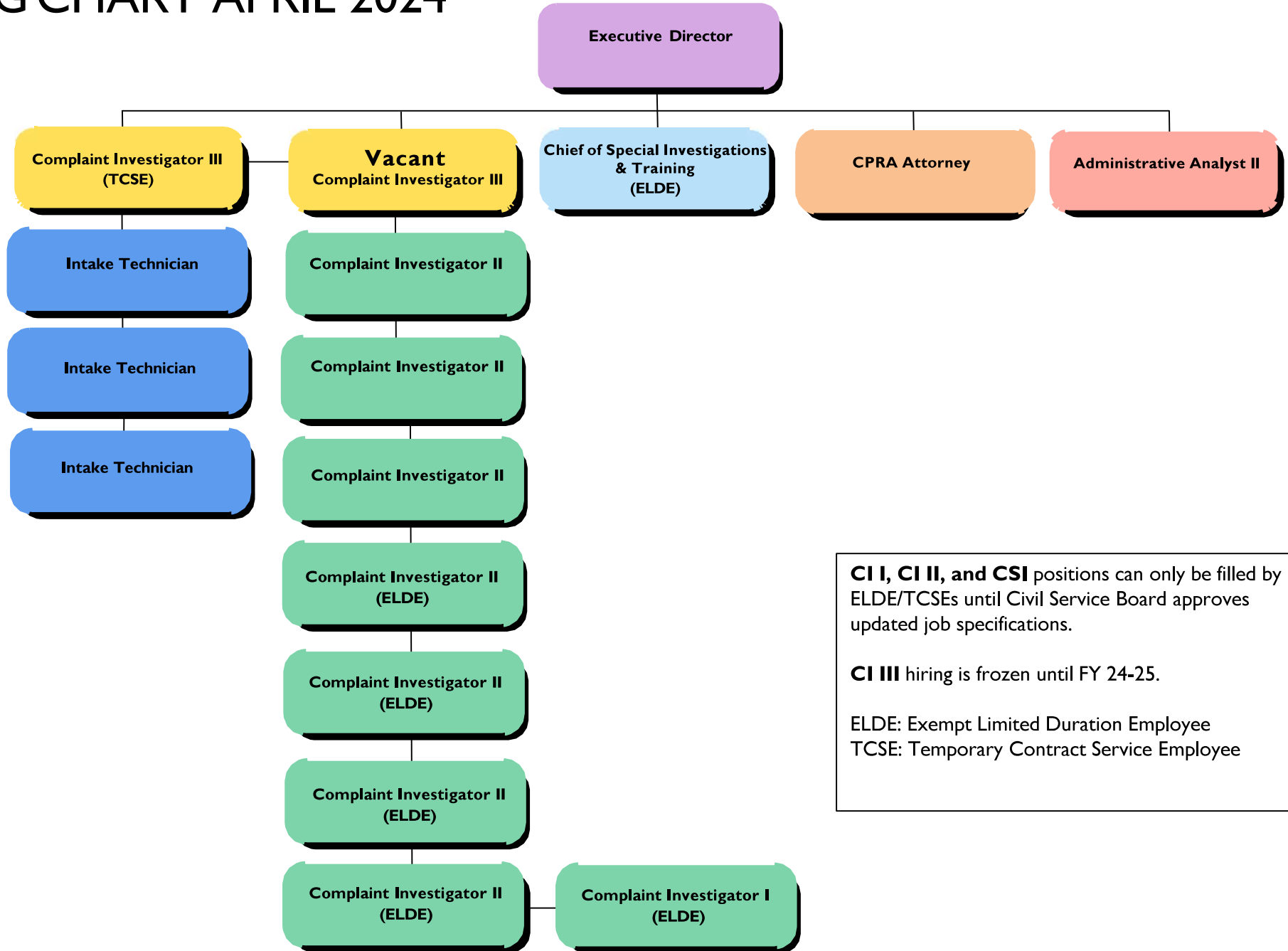
CITY OF OAKLAND
COMMUNITY POLICE REVIEW AGENCY
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604(g)3 Adjudication: If the Chief of Police prepares his or her own findings and proposed discipline and provides it to the Agency before the Agency's investigation is initiated or completed, the Agency may close its investigation or may choose not to conduct its own investigation in order to allow final discipline to proceed as proposed by the Chief, except that in investigations of Level 1 uses of force, sexual misconduct or untruthfulness, the Commission must approve the Agency's decision by a majority vote. If the Agency chooses not to close its investigation, imposition of final discipline shall be delayed until the Agency's investigation is completed and the Agency makes its findings and recommendations for discipline.

Community Police Review Agency (CPRA)

ORG CHART APRIL 2024



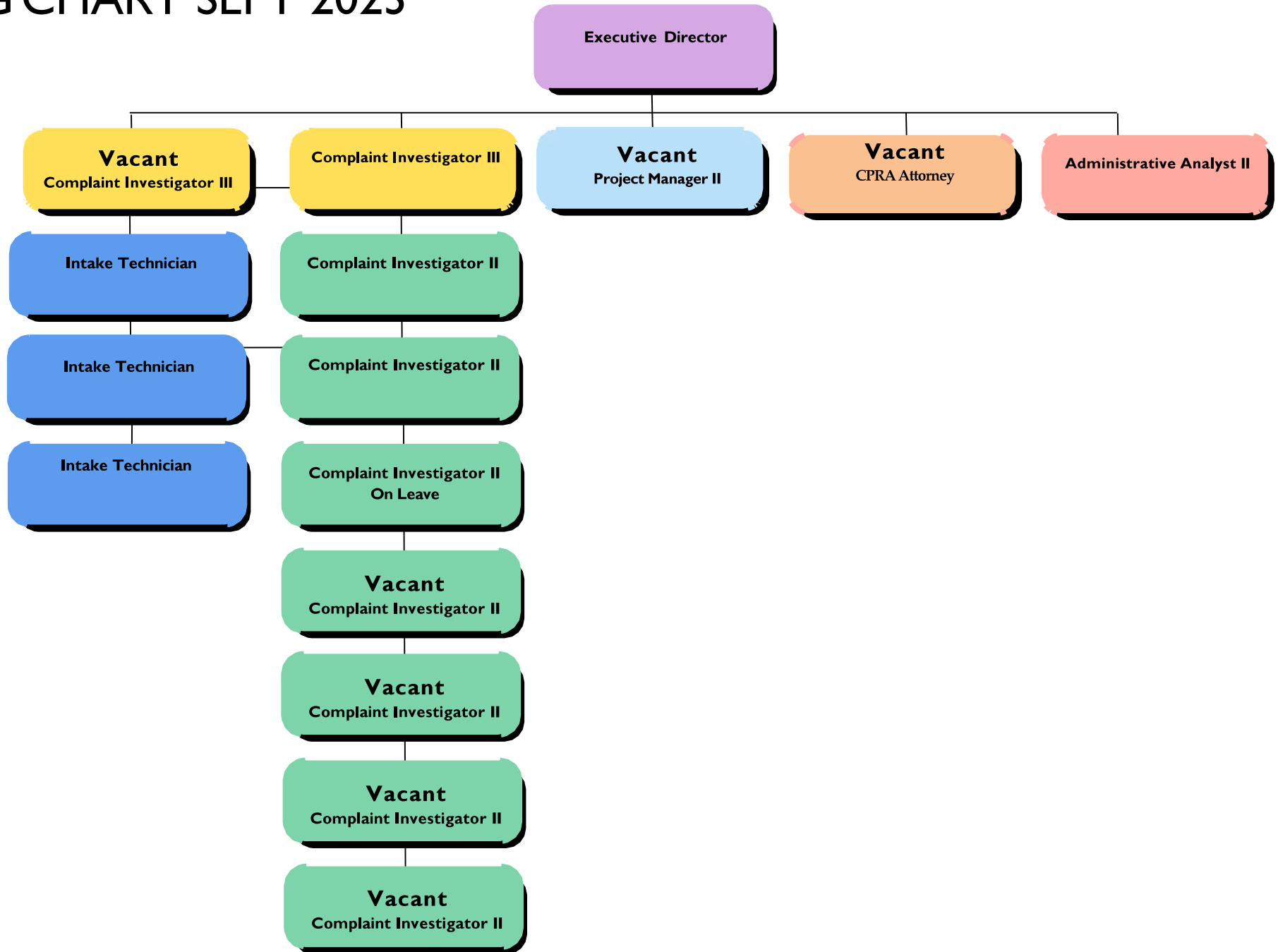
CI I, CI II, and CSI positions can only be filled by ELDE/TCSEs until Civil Service Board approves updated job specifications.

CI III hiring is frozen until FY 24-25.

ELDE: Exempt Limited Duration Employee
TCSE: Temporary Contract Service Employee

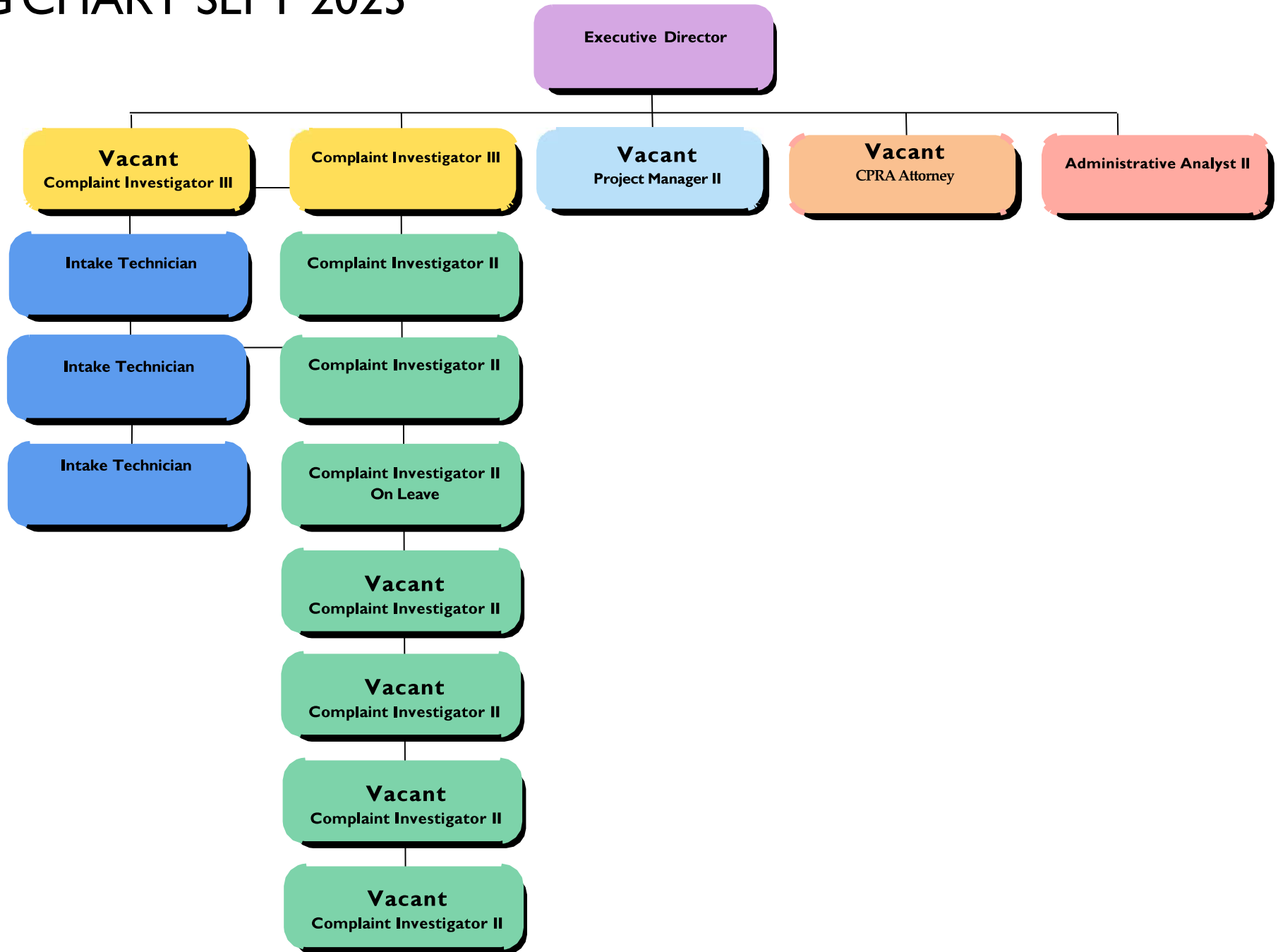
Community Police Review Agency (CPRA)

ORG CHART SEPT 2023



Community Police Review Agency (CPRA)

ORG CHART SEPT 2023



Racial Profiling Manual of Rules

DRAFT

314.06 CONDUCT TOWARD THE PUBLIC – RACIAL PROFILING

Members and employees shall engage with all individuals fairly and impartially. The Department adheres unwaveringly to the highest standards of fairness and equality, treating all accusations of racial profiling—whether they concern race, ethnicity, religion, or national origin—with the utmost seriousness, ensuring that every case is meticulously investigated, reflecting our deep commitment to justice and equal respect for all individuals.

Racial profiling, a discriminatory practice by law enforcement officials, is a serious offense. It involves targeting individuals for suspicion of crime based on their race, ethnicity, religion, or national origin rather than on their behavior or reliable information pertaining to a specific suspect's description. This practice is expressly forbidden, as defined in DGO M-19, as it undermines the trust between the community and law enforcement and contradicts the principles of equality and justice.

Any member or employee who engages in racial profiling (discriminatory behavior) against another person or engages in any law enforcement conduct that constitutes racial profiling shall face disciplinary action.

Furthermore, any member or employee who knows that another member or employee has engaged in racial profiling or any conduct that violates the prohibition against racial profiling is responsible for reporting that conduct.

Cultural Accountability Statement

Americans can trace the origins of racial profiling in law enforcement back to the eras of slavery and Jim Crow, marking a longstanding issue that has evolved over centuries and engrained into the consciousness of many Americans. Racial profiling by law enforcement is a complex and systemic issue with deep historical roots in the United States.

In 1693, Philadelphia's court granted the legal authority for police officers to stop and detain any minority person, embedding racial profiling within legal and societal.¹ Later, in 1857, the *Dred Scott v. Sandford* 60 U.S. 393 decision of the United States Supreme Court held that the U.S. Constitution did not extend American Constitutional citizenship to people of Black African American descent.² This landmark decision spawned, across the nation, a series of community municipal laws segregating African Americans, which is known as Jim Crow laws. Some communities enacted "Sundowner laws" and other codes, limiting African Americans' access to the town and other public places after sundown, as well as restricting the number of African Americans able to congregate on a street corner. A police officer could arrest violators, and municipal courts could prosecute, jail, or fine offenders.^{3,4}

Racial Profiling and Racial Profiling laws threatened all people of color. They were initially designed to control African Americans' and were extended to other people of color and suppressed their ability to exercise their full citizenship. The historical ties of racial profiling to slavery and its codification into law reflect deep-seated biases and discriminatory practices that have been perpetuated through various eras in American history. Law enforcement tactics and strategies have ingrained these practices, reflecting and reinforcing societal prejudices. Some of the Oakland Police Department's history of these practices is documented in a case study and book titled *The Riders Come Out at Night: Brutality, Corruption, and Cover-Up in Oakland*.⁵

In recognizing the historical context and systemic nature of racial profiling, our policy is committed to addressing these practices within our police department. We aim to build a foundation for equitable and just law enforcement that respects the dignity and rights of all individuals, free from past biases. This commitment is a critical step toward healing and progress, ensuring that our law enforcement practices reflect the values of fairness, justice, and respect for all members of our community. To this end, the men and women of the Oakland Police Department have made significant strides toward rectifying the mistakes of the past. However, we acknowledge the ongoing journey towards full accountability and cultural transformation. We are dedicated to continuing this crucial work, striving to better our department and serve as a model of positive change in law enforcement.

¹ Staples, R.E. (2011). White Power, Black Crime, and Racial Politics. *The Black Scholar*, 41, 31 - 41.

² *Dred Scott v. Sandford*, 60 U.S. 393 (1856)

³ Loewen, James W. "Sundown Towns and Counties: Racial Exclusion in the South." *Southern Cultures* 15 (2009): 22 - 47.

⁴ Bay, M. (1999). Remembering Racism: Rereading the Black Image in the White Mind [Review of *The Black Image in the White Mind: The Debate on Afro-American Character and Destiny, 1817-1914*, by G. M. Fredrickson]. *Reviews in American History*, 27(4), 646–656. <http://www.jstor.org/stable/30031116>

⁵ Winston, Ali; Bondgraham, Darwin (2023). *The riders come out at night: brutality, corruption, and cover-up in Oakland* (First Atria Books hardcover ed.). New York, NY. ISBN 9781982168599.