



OAKLAND POLICE COMMISSION

REGULAR MEETING AGENDA

June 12, 2025 - 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 and encourages public participation in its meetings. Please review the options below for observing the meeting and providing public comment:

OBSERVE THE MEETING

- Television:
Watch the meeting on KTOP Channel 10 via:
 - Xfinity (Comcast)
 - AT&T Channel 99 (City of Oakland KTOP - Channel 10)
- Online (Zoom Video Conference):
Join via video at the scheduled meeting time:
<https://us02web.zoom.us/j/88294451366>
Instructions: [Joining a Meeting by Video](#)
- Phone (Audio Only):
Dial at the scheduled meeting time:
 - +1 669 444 9171, **Meeting ID: 882 9445 1366#**
 - +1 669 900 9128 (San Jose), Meeting ID: 882 9445 1366#*If prompted for a participant ID, press #.*

Note: Zoom may only be used to observe. Public comment will not be taken via Zoom.

PROVIDE PUBLIC COMMENT IN PERSON

- To comment, complete a speaker card for each agenda item you wish to address.
- Speaker cards must be submitted before public comment begins for that item.
- Submit your speaker card to the Chief of Staff before being recognized.

Guidelines:

- Comments must be specific to the written agenda item listed on the card.
- Comments not tied to a listed item will be designated as Open Forum.
- One comment per person per agenda item.
- Speaking time limit: 2 minutes per comment. Time is not transferable.
- Groups sharing the same position may designate a spokesperson (3-minute time limit).

E-COMMENT (Written Submission Only)

- Submit written comments via the [Public Comment & Question Submission Form](#).
- E-comments must be submitted at least 24 hours before the meeting.
- Clearly indicate the agenda item your comment relates to.
- All comments are subject to a 2-minute time limit.
- Only one Open Forum comment per person will be accepted.



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- I. **Call to Order, Welcome, Roll Call, Determination of Quorum (and Read-Out from Prior Meeting, if any)**
Chair: Ricardo Garcia-Acosta
Roll Call: Vice Chair Shawana Booker, Commissioners Wilson Riles, Shane Williams, Samuel Dawit, Angela Jackson-Castain, and Alternate Commissioner Omar Farmer

- II. **Closed Session (approximately 5:30 PM - 6:30 PM)**
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 the City's Sunshine Ordinance

- III. **Redetermination of Quorum (and Read-Out from Closed Session and/or announcements, if any)**
Chair: Ricardo Garcia-Acosta
Roll Call: Vice Chair Shawana Booker, Commissioners Wilson Riles, Shane Williams, Samuel Dawit, Angela Jackson-Castain, and Alternate Commissioner Omar Farmer

- IV. **Open Forum Part 1 (2 minutes per speaker, 15 minutes total)**
Members of the public wishing to address the Commission on matters not listed on tonight's agenda but related to the Commission's work should submit a speaker card before this item is addressed. Comments regarding agenda items should be reserved until the respective agenda item is called for discussion. Speakers unable to address the Commission during this Open Forum will be given priority to speak during Open Forum Part 2. ***This is a recurring item.***

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



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V. **Discussion of Draft Case Management Conference Statement for Delphine Allen et al. v. City of Oakland et al. - N.D. Cal. No. 00-cv-4599-WHO**

The Commission will discuss and take public comment on the draft statement prepared by the NSA Ad Hoc Committee in preparation for a final vote on June 26, 2025. *Note: The NSA Ad Hoc is not currently a public ad hoc committee. (Attachment 1)*

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

VI. **Oakland Police Commission Statement on the OPD Pursuit Policy and Tragic Death of Innocent Bystanders.**

Chair Garcia-Acosta will share the Commission's statement on the recent death of an Oakland citizen in the wake of a California Highway Patrol pursuit. *(Attachment 2)*

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

VII. **Militarized Equipment – OPD Militarized (or “Controlled”) Equipment Report: Recommendation and Vote**

The Police Commission will discuss and vote on OPD's annual Militarized Equipment Report, including recommendations proposed by the Militarized Equipment Ad Hoc Committee. The Committee reviewed whether the continued use of identified equipment meets the criteria for approval. *(Attachment 3) Note: The OPD Militarized Equipment Annual Report can be found at: <https://www.oaklandca.gov/resources/militarized-equipment-documents>*

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

VIII. **Negotiated Settlement Agreement (NSA) Tasks 2, 5, and 45 – Task and Subtask Discussion**

The Commission will discuss NSA Tasks 2, 5, and 45 with OPD, seek updates on related subtasks, identify barriers to completion, and determine next steps for alignment with the Negotiated Settlement Agreement. *(Attachment 4)*

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



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IX. **Oakland Police Department Update**

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 5)

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

X. **Community Police Review Agency (CPRA) Update**

Interim Executive Director Antonio Lawson will provide updates on the CPRA, to the extent permitted by state and local law. Topics discussed in the update may include the Agency's pending cases, completed investigations, staffing, recent activities, and updates on the implementation process of the mediation program, if applicable.

This is a recurring item. (Attachment 6)

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

XI. **Ad Hoc Committee Reports**

This is an opportunity for Chair Garcia-Acosta to provide general updates about ad hoc committees, if applicable, and for representatives from active or upcoming ad hoc committees to share updates on their work, upcoming meetings, events, etc. Please be advised that ad hoc committee meeting discussions are fluid and may not have an official agenda. Recordings and minutes of meetings open to the public can be found on the Commission's [YouTube Channel](#) and the Commission's [website](#). ***This is a recurring item.***

Discipline Matrix Ad Hoc: Commissioner Garcia-Acosta (Chair)

The Discipline Matrix Ad Hoc committee is responsible for reviewing and providing guidance on the Oakland Police Department's Discipline Matrix to ensure it aligns with the objective of fair and consistent disciplinary practices. The committee works to ensure that the matrix, associated policies, and resulting disciplinary actions reflect contemporary industry standards for progressive discipline. This includes recommending updates, possibly reviewing cases for adherence to these standards, and ensuring transparency and accountability in the disciplinary process. Committee Chair Garcia-Acosta will provide an update on the status and/or next steps, if applicable. ***These meetings are open to the public every 1st and 3rd Wednesday from 6 p.m. to 7:30 p.m.***

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



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Ad hoc committee reports continued...

Militarized Equipment Ad Hoc: Commissioner Riles (Chair), Commissioner Dawit, Alternate Commissioner Farmer

The Militarized Equipment Ad Hoc Committee is tasked with drafting and updating policies regulating the acquisition and use of militarized equipment by the Oakland Police Department in accordance with the City of Oakland's Controlled Equipment Ordinance (OMC 9.65) and state law (AB 481; Gov Code 7070 et seq.). ***These meetings are open to the public every 1st and 3rd Tuesday from 6:30 p.m. to 7:30 p.m.***

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

XII. 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. [Upcoming / Future Agenda Items](#)

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

XIII. 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 will not be called upon to speak again without prior approval of the Commission's Chairperson. ***This is a recurring item.***

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

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

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

XV. Adjournment



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NOTICE: In compliance with the Americans with Disabilities Act and Equal Access Ordinance, for those requiring special assistance to access the video conference 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 the required accommodations, auxiliary aids, or services.

THE OAKLAND POLICE COMMISSION'S STATEMENT

I. Introduction

At its September 4, 2024 Case Management Conference (CMC), this Court asked the Parties, including the Oakland Police Commission (the Commission), to provide “forward-looking solutions” to the “ongoing problem” of the Oakland Police Department’s (OPD or the Department) failure to sustain compliance with the terms of the Negotiated Settlement Agreement (NSA). The Court has helpfully noted that good intentions are not enough; rather, OPD must shift its core operating paradigm to achieve sustainable compliance and earn an exit from Court oversight.

It will come as little surprise that the Commission strongly agrees with the Court’s sentiment. In that spirit of agreement, the Commission uses its portion of the CMC Statement to supplement its feedback on the Court-mandated Internal Affairs Bureau (IAB) reporting structure with an additional proposal for an even deeper, more forward-thinking, paradigm-shifting reform solution that will build on community input, better empower OPD to comply with the NSA, and finally fulfill the goals of this Court’s 2012 Order Re: Compliance Director. As noted at the last CMC, doing the same thing going forward will not result in a different outcome. (CMC Transcript at 33:10-13 (Sept. 4, 2024)). As such, the Commission proposes to reconfigure monitoring and oversight to foster lasting, sustainable culture change.

II. Paradigm Shift One: Court Appointment of Oakland Police Commission As Compliance Director

This Court continues to seek paradigm shifting recommendations to spur structural and cultural change within OPD. Although the current NSA oversight structure has had a significant time to accomplish its compliance objectives, unfortunately (as the Court is aware), OPD has fallen short of reaching full compliance. In its fiduciary capacity to the citizens of Oakland, the Court has rightly sought additional avenues to jumpstart forward movement. The Commission proposes such an option for shifting the compliance dynamic and requests that the Court exercise its authority to appoint the Commission to the Compliance Director role on a six-month to one-year trial basis. At minimum, the Commission requests to be appointed to collaborate with the current Compliance

1 Director to fulfill a portion of the Director duties and responsibilities in creating a detailed plan to
2 guide OPD toward an ultimate exit from the NSA.

3 Oakland voters overwhelmingly approved both Measure LL and Measure S1 which revised
4 the City's Charter to establish the Oakland Police Commission. The Commission is composed of a
5 governing body of Commissioners, the Community Police Review Agency (CPRA), and the Office
6 of the Inspector General (OIG). Per Oakland's Charter, CPRA performs investigations of citizens'
7 allegations of misconduct against sworn Department officers. These investigations are independent
8 of OPD influence. Should the Department's own Internal Affairs Bureau (IAB) be drawn down in
9 the future (as has long been contemplated by the City Council and successive mayors), CPRA will
10 serve as the body charged with investigating all OPD officer misconduct. As an impartial body
11 outside of OPD, CRPA is able to address the problem of the Department being unable or unwilling
12 to police itself. (OPD Incident Assessment and Report (Case No. 23-0459) at p. 6) (noting that a
13 transfer of IAB duties to an independent CPRA will allow CPRA to hold individual officers
14 accountable for misconduct and discipline those in leadership who overlook or attempt to conceal
15 wrongdoing.).

16 Within the Commission, the Charter amendment ballot measures also created an Office of
17 the Inspector General (OIG), which is responsible for program and performance-based audits,
18 evaluations, inspections, and reviews of both the Department and the Commission's CPRA arm.
19 Notably, the Charter provides that the OIG "shall audit the Department's compliance with the fifty-
20 two tasks described in the Settlement Agreement in United States District Court case number C00-
21 4599, *Delphine Allen, et al. v. City of Oakland, et al.*, and make recommendations to the
22 Department, the Commission, and the City Council based on its audit(s), *even after the Settlement*
23 *Agreement expires*" (Oakland City Charter 604(f)(5))(emphasis added). As this structural design
24 reflects, the singular and most significant purpose underlying the creation of the Commission was to
25 establish an independent body to take over the role of Compliance Director and oversee OPD's
26 ongoing compliance with the 52 NSA Tasks once the Department earns its exit from Court
27 oversight.

COMPLIANCE DIRECTOR DUTIES	INSPECTOR GENERAL DUTIES
<p>A plan for the oversight, acquisition, and implementation of a personnel assessment system to provides a sustainable early-warning system to mitigate risk by identifying problems and trends at an early stage.</p>	<p>The OIG prepares an annual report that includes trends and patterns regarding Department training and education, and the Department's use of any early warning system(s).</p> <p>(Oakland Municipal Code Section 2.45.120(A))</p>
<p>Strategies to ensure allegations made by citizens against the OPD are thoroughly and fairly investigated</p>	<p>The OIG prepares reports summarizing annual reviews of OPD's and CPRA's processes and procedures for investigating alleged misconduct; for determining the appropriate level of discipline for sustained findings of misconduct; for training and/or policy issues that arise during the investigations of complaints.</p> <p>(Oakland Municipal Code Section 2.45.120(A))</p>
<p>Strategies to decrease the number of police misconduct complaints, claims, and lawsuits</p>	<p>OIG develops and presents a plan to the Commission to measure the performance of each element of The Department's discipline process for sworn employees.</p> <p>(Oakland Municipal Code Section 2.45.120(C))</p> <p>The OIG monitors and evaluates, on at least an annual basis, the number and percentage of sworn officers who have received in-service training on profiling and implicit bias, procedural justice, de-escalation, diplomacy, situational problem-solving, and work-related stress management, and make recommendations, as appropriate, to the Commission regarding changes to the Department's training programs.</p> <p>(Oakland Municipal Code Section 2.45.120(C))</p>

1 Because moving the Commission into the Compliance Director role is part of the Charter's
2 anticipated evolution of the Court oversight process, the Commission's proposal set forth herein
3 builds on its prior Statement to the Court in which the Commission requested the Court to "consider
4 separating the Monitor and Compliance Director roles as originally envisioned and executed." (Joint
5 Case Management Conference Statement at 55:21-23 (Aug. 28, 2024)). The Commission's 2024
6 request was itself a result of feedback from the Oakland community. Throughout the Commission
7 Era the Oakland community has demanded that the Commission increase its participation in the Court
8 oversight process. Via the Commission's Reimagining Public Safety Task Force, Oakland citizens
9 voiced strong opinions, even asking for a determination of the "feasibility of the Commission filling
10 Warshaw's Compliance Monitor role." (*Oakland Reimagining Public Safety Taskforce Report and*
11 *Recommendations* (Report) at p. 182)). In its final Report, the Task Force offered specific
12 recommendations (Nos. 7, 8, 100) for the City to "consider requesting [the Court to] implement a
13 separate monitor and compliance director...." (*Id.*) Moving the Commission into the Compliance
14 Director position for a trial period will communicate to the public that its voice is being heard in the
15 oversight process.

16 This Court has expressed some hesitancy about the extent to which the Court Monitor/
17 Compliance Director's continued supervision can guide OPD toward full NSA compliance. The
18 Commission considers the Court indispensable in helping OPD reach the finish line. Nonetheless, a
19 transition of the Compliance Director duties to the Commission will ensure that the Compliance
20 Director has a sufficient amount of transition time during which both the Director and the Independent
21 Monitoring Team (IMT) can work directly with and share its institutional knowledge with the body
22 that will ultimately take over all oversight duties. Beginning the preparation for this turnover is critical
23 to demonstrate that the Court and the Commission are forward-looking stewards of the oversight
24 process. The Commission, thus, proposes to move into this role on a trial basis. Doing so now, rather
25 than later, will allow for a seamless transition when the NSA sunsets – both ensuring the Court and
26 the Oakland community that experienced and rigorous oversight will continue into the future and
27 setting up the City of Oakland for sustained, long-term success.

Appointing the Commission as Compliance Director will provide the Court with a fresh perspective on the obstacles to compliance and build trust among the Court, the Commission, and the citizens of Oakland. Moreover, while the combined Monitor/Compliance Director role has its limitations, the Commission and its Office of the Inspector General (OIG) are uniquely situated to assume the position of Compliance Director without those downsides. In fact, the Commission has the autonomy, capacity, and connections with the Oakland community that can produce results where the existing oversight regime has not yet been successful.

A. Appointing the Commission as Compliance Director Will Achieve Sustained Cultural Change Within OPD.

Since the Monitor and Director appointments merged, OPD has regressed or suffered mixed results on most of the Tasks that the Court's 2012 Order identified as of the utmost importance in driving sustained cultural change. (Tasks 5, 20, 24, 25, 26, 30, 34, 40, 41). These Tasks involve First Amendment Assemblies, Use of Force, Officer Wellness, Culture, Discipline, and the potential reorganization of OPD. Compliance with Task 45 (consistency in discipline) has also worsened. The Commission is currently preparing a sequence of benchmarks that OPD will track and report to the Commission during the Department's update at the Commission's twice-monthly meetings. The Commission will measure these benchmarks via tailored performance indicators focused on achieving sustained cultural change. The Commission is similarly developing a strategic plan to take proactive, forward-looking steps toward ensuring sustained Constitutional policing rather than reacting to changes within City Hall or from OPD leadership..

According to the Court's 2012 Order creating the Director position, the Director has the power to review, investigate, and take corrective action regarding OPD policies, procedures, and practices - both those related to the NSA and even those that do not fall squarely within any specific NSA task. As contemplated by the Court's 2012 Order, during the proposed trial period, the Commission is prepared to provide the Court with detailed monthly status reports analyzing OPD's progress toward achieving the compliance with all three of (1) the NSA Tasks, (2) the Commission's own benchmarks (as well as any reasons for delayed progress), and (3) any corrective actions proposed or undertaken to address inadequate progress. Similarly, prior to each case management conference, the

1 Commission can provide the Court with a comprehensive summary of any pre-existing, new, or
2 evolving circumstances as well as status reports on additional Commission recommendations to assist
3 OPD in achieving cultural change.

4 Integrity is pivotal to accomplishing the goal of compliance with the NSA, and the
5 Commission has no fear of directly opposing Department actions that do not comport with
6 Constitutional policing practices. Accordingly, to further ensure that the Commission never risks even
7 appearing to serve as a rubber stamp, with the assistance of its investigative (CPRA) and audit (OIG)
8 arms, the Commission will work to improve compliance levels and to remedy compliance errors,
9 regarding all portions of the NSA, including but not limited to: (1) changes to policies, the manual of
10 rules, or standard operating procedures or practices, (2) disciplinary actions in misconduct cases and
11 use-of-force reviews; and the discipline, demotion or removal of the Chief of Police; tactical
12 initiatives that may have a direct or indirect impact on the NSA; (3) procurement of equipment,
13 including software, vehicles, para-military weapons, and equipment categorized under California
14 Assembly Bill 481 (or other resources intended for the purpose of NSA compliance); and (4) OPD
15 programs or initiatives related to NSA tasks or objectives. Moreover, the Commission will work hand-
16 in-hand with the current Director/Monitor and continue to collaborate with, not only OPD, but also
17 the Mayor, City Administrator, City Attorney to address outstanding Tasks and other issues related
18 to compliance with NSA objectives.

19 **B. Appointing the Commission As Compliance Director Will Return to the Initial**
20 **Intent Behind the Court's December 2012 Order.**

21 Over a decade ago, in December 2012, this Court nearly placed OPD in full receivership. As
22 an alternative, the Court created the Compliance Director (Director) position instead. The Court
23 crafted the role with receivership-like duties with the goal of addressing the deficiencies that led to
24 OPD's noncompliance. The Director was tasked with developing a plan for facilitating sustainable
25 compliance with all outstanding tasks. In this way, the Director would drive results toward sustained
26 NSA compliance. Thereafter, in 2014, the Court essentially merged the roles of Director and Court
27 Monitor, appointing one person to serve in both positions. In recent years, this combined position
28 does not appear to have spurred additional motion toward achieving full compliance. Instead, the

1 combined position seems to have diminished the capacity of the Monitor/Director to focus fully on
2 either role, while creating unease within the Oakland community about the Monitor's ability to steer
3 OPD toward compliance with impartiality. Appointing the Commission as Director will alleviate
4 these concerns and redirect the Director role toward developing a roadmap to guide OPD toward
5 achieving NSA compliance.

6 The Court's Order Re: Compliance Director (Dec. 12, 2012) (2012 Order) states,
7 "[t]he Compliance Director and the Monitor will be independent positions that report
8 only to the Court and not to each other. However, the Court expects the Compliance
9 Director and the Monitor to work closely and in consultation with each other."
10 (2012 Order at 3:25).

11 The Commission and its IG are equipped with multiple sets of lenses through which to
12 evaluate compliance with the 52 tasks. The Commission provides for seven Commissioners (and two
13 alternate Commissioners), all Oaklanders, selected for their experience in relevant personal and
14 professional fields, along with an Inspector General (IG) whose office was first formed and has been
15 built up over time with the specific vision that the IG would take on the Director duties. As Oaklanders
16 with roots in the community, the Commission by design has its finger on the pulse of the City,
17 especially as to police-community interaction and police reform issues. The Commission holds two
18 meetings per month during which it discusses and facilitates a forward-facing forum while conducting
19 extensive public outreach for comment on topics within its subject matter jurisdiction, especially as
20 to NSA-related matters. The IG also has access to, and the demonstrated capacity to engage directly
21 with, Oakland community members. The IG's ongoing effort to discuss its work and to demonstrate
22 to the citizens of Oakland exactly *how* the Commission is holding OPD accountable will increase the
23 community's trust in Court oversight. Currently, no official channel exists for the community to
24 engage and share its concerns with the Director. Therefore, appointing the Commission as Director
25 would address some community members' oft-heard critiques that Court oversight can itself seem
26 opaque and its goals enigmatic from the vantage point of the average Oakland citizen who may not
27 make the trip over to the federal courthouse on the other side of the Bay or feel like that process is
28 tailor made for ongoing public comment and critique. Implementing a Director structure that already

1 incorporates gateways to community input will enhance the quality of compliance reports to the
2 Court and for OPD to achieve enduring compliance with the NSA.

3 The decision to appoint one person to both Monitor and Director roles was well-considered
4 and appropriate for the time. Over the course of a decade, however, its implementation has yet to
5 result in the necessary outcomes. As noted above, when the Director role was created, the intention
6 was for the Director and Monitor role positions to be independent, full-time positions, *based in the*
7 *City of Oakland*. Asking one person to hold two full-time positions concurrently is less than ideal.
8 Aside from the time commitments and the disparate purposes and necessary skills needed for each
9 role, while based full-time out-of-state, the Director faces a troublesome dilemma in gaining a full
10 sense of the inner workings of OPD and the needs of the City. Conversely, the volunteer
11 Commissioners, the IG, and CPRA Director are all deeply embedded in the Oakland community.
12 Each has a deep love for and commitment to the City of Oakland, making the Commission a superb
13 and responsible candidate for guiding OPD on the path to achieving compliance. Appointing the
14 Commission to the Director role will help ease the burden of some of the existing Director challenges
15 and fulfill the Court's intended goal.

16 The current arrangement of housing both the Monitor and Director in a single person is a
17 framework that the current Court inherited. Nonetheless, under this Court's oversight and despite
18 having had ample time, the arrangement has yet to yield compliance success. Returning to separate
19 Monitor/Director positions and appointing the Commission to the Director role will not only fulfill
20 the original intent of this Court's 2012 Order but also install an entity with a strong understanding of
21 the needs of the Oakland community - all while investing in the body created to ultimately step into
22 the Court's oversight position when the NSA sunsets. Such a structure will create a win-win situation
23 for both the Court and OPD.

24 **C. Appointing the Commission as Compliance Director Will Fulfill the Goals of**
25 **NSA Task 49.**

26 The Parties modeled the NSA on the Los Angeles Police Department's (LAPD) November
27 2000 consent decree. Pursuant to the decree, the LAPD fully implemented 174 reforms in nine years.
28 Within another three years, the LAPD completed its sustainability/transition period. In comparison,

1 the OPD's NSA includes far fewer reforms (52) that remain incomplete after a whopping twenty-two
2 years. Although one person has served in the OPD NSA's combined Monitor/Director position for
3 nearly half that time, the NSA itself places an express limit on the number of years an appointee can
4 perform those roles. The Commission's proposal will allow the Court both to start a new pathway to
5 OPD compliance and to "reset" the Director position as decreed by the NSA.

6 In accordance with the "Period and Appointment" section of the NSA's Task 49B Pattern
7 and Practices document from December 2008, the Parties agreed - and the Court ordered - that the
8 NSA Monitor would serve for no longer than five years. Allowing for exigencies, however, the
9 document permits an extension of that time period. Nonetheless, the NSA mandates that under no
10 circumstances may any Monitor appointment exceed seven years. Despite these terms, the current
11 Monitor has now served in that role since 2010 for a total of fifteen years - over twice the original
12 time limit. In addition, the Monitor and Director roles have been combined for nearly a decade.
13 Although the "Staffing" and other restrictions discussed in Task 49C were created at a time when
14 only the Monitor role existed, the same person currently staffs both the Director and Monitor roles.
15 As a result, to the extent that the NSA imposes a limit on the amount of time that a single Monitor
16 may serve, the time limitations set forth in Task 49B and 49C appears to apply equally to the Director
17 position. Therefore, the NSA similarly restricts the number of years that a person may hold the
18 Director position.

19 A trial arrangement whereby the Commission and its IG transition into the Monitor role will
20 also accomplish one of the likely goals of the NSA's limitation on the number of years one person
21 may serve as the Monitor/Director. New eyes bring new perspectives and produce novel solutions to
22 entrenched problems. The IG, CPRA Director and Commissioners can serve as those fresh eyes for
23 the Monitor and the Court reviewing OPD's current status and developing innovative processes or
24 procedures tailored to coach the Department, not simply toward compliance, but to ongoing success.
25 Like the NSA's restriction on the Monitor's term of service, an individual Commissioner also may
26 serve no longer than five years with the IG and CPRA Director holding career positions. This
27 combination of term-limited Commissioners and permanent roles provides an ideal configuration to
28

1 generate innovative ideas for a roadmap to compliance while maintaining an accompanying long-
2 term perspective - much like the structure mandated within the NSA.

3 The Parties created - and the Court approved - the Negotiated Settlement Agreement as a
4 methodical collection of National Best Practices for law enforcement and federal court oversight of
5 consent decrees toward which OPD and the oversight Monitor would work. According to the Court,
6 OPD's inability to govern itself appropriately and obtain compliance with NSA Task 5 is due to
7 Department leadership's failure to follow existing policies or agreements. (Tr. at 12:13-17 (Sept. 4,
8 2024)). The Court admonished OPD leadership to approach disciplining officer misconduct with
9 integrity and courage. (Tr. at 50:15-17). Authorizing a pilot period during which the Commission will
10 step into the Director position, long held by a single person, will set the tone from the top of the
11 oversight structure that fidelity to mandated procedures is proper - even when continuing down the
12 present path looks to be the less complicated choice. However, easier in the short-term does not
13 always lead to better outcomes in the long-term. Thus, the Commission asks the Court to endorse a
14 proposed co-Directorship as a pilot period for beginning the formal process of transferring the
15 Director responsibilities to the Commission.

16 **D. Appointing the Commission as Compliance Director Is Cost-Effective for**
17 **Oakland Taxpayers.**

18 Finally, not only will the Commission's proposal allow it to continue its collaboration with
19 the City while guiding OPD toward full NSA compliance but serving as Compliance Director will
20 also achieve greater cost-effectiveness for Oakland taxpayers. Currently, the City makes two separate
21 monthly payments connected to Court oversight: one to the Monitor and a second to the Director.
22 City leadership has worked diligently to close a \$129 million shortfall in the City's FY 2024-2025
23 budget and to eliminate an additional \$280 million projected deficit over the next two years. At this
24 time of fiscal crisis, City leadership (including Mayor Barbara Lee) must be able to fully utilize all
25 resources at their disposal. Drawing on the Commission's skills to take on a share of the Compliance
26 Director role will provide a significant cost savings. City leaders will gain the flexibility to reinvest
27 those funds both into the Commission's OIG and CPRA arms for long-term stability and toward other
28 pressing City needs.

III. Paradigm Shift Two: Court Restructuring the Internal Affairs Bureau to Report Directly to Chief of Police

One of the values of implementing reforms through this Court is its receptive approach to welcoming new reform ideas that push the boundary. This Court's order that the Internal Affairs Bureau (IAB) report directly to the Chief of Police (Chief) is one such example. Along with the change in the reporting structure, the Chief and IAB conduct biweekly meetings in which the participants, including the Commission, review outstanding allegations and investigations against certain officers. OPC respectfully submits to this Court that more can be done on this score. Under the new change, the reconfigured IAB reporting structure obliges the Chief to directly review several matters entailing lower-level misconduct. While laudable in its aims, the change of involving the Chief so directly in these less substantial infractions may have spawned an unintended consequence: a slowing of the investigation process, which has negative downstream effects on prompt resolution of open investigations and ensuring 100% compliance with statutory timelines. In light of this initial outcome of the recent change, the Commission respectfully submits that altering the internal reporting structure is unlikely to prove sufficient in producing long-term change within the Department. The Commission proposes therefore that the Department's culture change issues calls for additional, *contemporaneous* checks and balances incorporated throughout the oversight process. The Commission proposes to finally implement the vision Oakland citizens first articulated when they created the Commission and vested it with its initial spate of oversight powers. The Commission itself should step into the role of Compliance Director.

The Commission is confident that its appointment as independent Compliance Director will build on the tremendous amount of work done by the Parties, the Monitor /Compliance Director, and the Court while guiding OPD and the City of Oakland across the finish line to sustained success.

Accordingly, the Commission requests that the Court issue an order as follows:

1. The Oakland Police Commission will assume a portion of the Compliance Director duties (with the specific duties to be determined by agreement of the Monitor/Compliance Director and the Commission).

2. The Commission and Monitor/Compliance Director will submit a status report to the Court within six months of this Court's Order.
3. One year after this Court's Order, the Commission will begin to serve as NSA Compliance Director.

Respectfully Submitted,

Ricardo Garcia-Acosta

Chair, Oakland Police Commission

Omar Farmer

Chair, NSA Ad Hoc Committee

Alternate Commissioner, Oakland Police Commission

NSA Ad Hoc Committee Members:

Shawana Booker, Vice Chair, Oakland Police Commission

Antonio Lawson, Director, Community Police Review Agency

Zurvohn Maloof, Inspector General, Oakland Police Commission

PRESS RELEASE



FOR IMMEDIATE RELEASE

June 2, 2025

OAKLAND POLICE COMMISSION STATEMENT ON POLICE PURSUIT POLICY AND THE TRAGIC DEATH OF DR. MARVIN BOOMER

The Oakland Police Commission extends its deepest condolences to the family of Dr. Marvin Boomer, whose tragic death last Wednesday after a California Highway Patrol police pursuit has profoundly affected not only his family and friends, but the entire City of Oakland. The circumstances surrounding his loss highlight the complexity of the challenges surrounding police pursuits and public safety in Oakland. We must respond with urgency to ensure that Dr. Boomer's passing serves as a catalyst for meaningful change, transforming these ripples of trauma into waves of solutions and hope for our city, both through systemic reforms and individual support.

The Oakland Police Chief recently proposed changes to the Oakland Police Department's pursuit policy, which the Commission will review in the coming weeks. However, the Commission must emphasize that revisions to the pursuit policy alone will not resolve the underlying issues that led to this heartbreaking loss. Police pursuits are a complex, multifaceted problem requiring urgent, coordinated action across city leadership, public safety agencies, and community partners.

PRESS RELEASE

OAKLAND POLICE COMMISSION – PAGE 2

(CONTINUED)



We respectfully call on the City Council's Public Safety Committee, the Department of Violence Prevention, the Oakland Police Department, and violence prevention stakeholders to come together, work closely, and join us in taking full responsibility for addressing these issues. This collaboration must include a thorough review of the pursuit policy's alignment with broader public safety strategies, development of an enhanced community provider system of care, investments in technology and resources for safer apprehension methods, and clear public messaging that communicates a significant shift in our city's approach.

The focus must remain on implementing community-centered, evidence-based strategies that both address those at the center of violence whose actions impact public safety, while providing robust support and resources to those most affected. The Commission is committed to completing its task of reviewing the Oakland Police Department's pursuit policy. Other city agencies and stakeholders must similarly pledge to carry out their critical roles to ensure that Oakland residents receive the decisive and comprehensive solutions they deserve to prevent further loss of life and build a safer city.

Yours Sincerely,

A handwritten signature in black ink that reads 'Ricardo Garcia-Acosta'. The signature is written in a cursive, flowing style.

Chair

Oakland Police Commission

For more information, please contact:
Oakland Police Commission Chair,
Ricardo Garcia-Acosta
RGarcia-Acosta@oaklandcommission.org

To: Oakland City Council Public Safety Committee

Draft Date: June 6, 2025

From: Oakland Police Commission

Prepared by: Chairperson Riles, on behalf of the Military Equipment Ad Hoc Committee

Re: OPD 2024 Annual Military Equipment Report

The Oakland Police Commission received the eighty-seven (87) page Report on April 15, 2025. The Commission had not extended the due date for reception of the report beyond the March 15 date designated in the Oakland Municipal Code (OMC Chapter 9.65.030.A.1). The Military Equipment Ad Hoc Committee of the Commission held its most recent session on the Report on June 3. Present were Chairperson Riles and Alternate Commissioner Farmer; Acting Captains Perez-Angeles, Febel, and Daza-Quiroz; Sgt. Gonzales; OPC Chief of Staff Montgomery; and featured community Ad Hoc members Jennifer Tu, John Lindsay-Poland, Stephen Geist, and Ericson Amaya. The previous meeting of the Ad Hoc Committee included the attendees mentioned above, as well as Commissioner Dawit, Acting Captain Toribio, and featured community Ad Hoc members Tuan Ngo and Elouise Epstein. The following remarks will be presented to the Commission on June 12, and upon approval and any necessary corrections, will be submitted to the City Council Public Safety Committee for its consideration.

The Ad Hoc Committee's discussion, largely hinged on the intent of state legislation (AB 41) and the City's Municipal Code, which led to differing interpretations of the requirements and a shared realization of the consequences resulting from the loss of data and transparency due to changes in OPD's data collection systems. For example, the 2022 Military Equipment Report included a list of incidents in which military equipment had been used and the circumstances surrounding that use. This critical information had been redacted from the 2024 Report and *will be added on the shared folder with the amended annual report*. Also, the military equipment's connection to Department policy for use was not connected in the 2024 Report for the use of robots, LRADs, and Mobile Command Centers: this will be added to the 2024 Report in hyperlinks. The chemical agent's policy will be added to the Department's overall policy presentation. There were similar questions about specific munitions that the Department is addressing.

*The use of militarized equipment, tactics, and practices is a use of force and constitutional policing excessive force issue which places it within the Police Commission's purview. **Our position is that most of the militarized equipment and paramilitary tactics and practices should be eliminated from use by the Oakland Police Department (OPD) as soon as practicable.** There is no empirical evidence to suggest that this equipment makes our City safer. On the contrary, studies indicate that using militarized equipment in a police department is no*

*more successful in reducing crime than for departments that do not. Within this report are examples of equipment, tactics, and practices that should be prioritized for abolishment or further analysis. **We also recommend that discussions of the complete list of equipment listed in OPD's Militarized Equipment Report inventory should be ongoing, rather than conducted only on an annual basis.***

The report lists a plethora of military weapons, canisters, smoke grenades, armed vehicles, and some drones and robots. Much of this equipment shows very little use. Questions were raised about the fact that the preponderance of use took place without warrant. And the Ad Hoc was informed that most of the use of militarized equipment did take place in the black and brown communities of East Oakland. *With militarized equipment primarily being used in black and brown communities, a significant racial disparity has been created as a result. Its presences are known to trigger people's trauma in neighborhoods that have a higher rate of children and adults with Complex Post Traumatic Stress Syndrome (C-PTSD), in which over-policing and tough-on-crime paramilitary tactics and practices play a role. Department charts for the Bearcat primarily reflect its use in these communities as well. **Despite past agreements and legislation, the Department is still in possession of the Bearcat and is contemplating purchasing two new ones.***

Therefore, the Ad Hoc recommends the following considerations to the City Council Public Safety Committee:

- A. **That, as previously agreed, OPD divest itself of the Bearcat and not replace it with another Bearcat.**
- B. ***That most of the militarized equipment and paramilitary tactics and practices should be eliminated from use by the Oakland Police Department (OPD) as soon as practicable.***
- C. ***We also recommend that discussions of the complete list of equipment listed in OPD's Militarized Equipment Report inventory should be ongoing and not only conducted on an annual basis.***
- D. ***Because of the intertwining jurisdictions and concerns of the City Council Public Safety Committee and the Police Commission, that the Chair of the Public Safety Committee and the Chair of the Commission meet on a regular basis.***

NSA TASKS AND SUBTASKS WITH IMT COMPLIANCE FINDINGS

Task	Title	Compliance Criteria	Compliance Yes/ No
1	IAD Staffing and Resources	<p>1.1 IAD assignments are made in accordance with the IAD manual</p> <p>1.2 IAD rotations are in accordance with the IAD manual</p> <p>1.3 Training and qualifications of members and other personnel in IAD are consistent with the IAD manual</p> <p>1.4 Confidential information is maintained in accordance with the IAD Manual</p>	Yes
2	Timeliness Standards and Compliance with IAD Investigations	<p>2.1 Internal Investigations (IAD and Division level), administrative findings, and recommended discipline are completed in compliance with the timeliness standards developed by OPD.</p> <p>2.1.1 IAD and OPD command staff regularly monitor compliance with these timeliness standards.</p> <p>2.1.2 If IAD experiences an unusual proliferation of cases and/or workload, IAD staffing is increased to maintain timeliness standards</p>	Yes
3	IAD Integrity Tests	<p>3.1 IAD conducts integrity tests in situations where members/employees are the subject of repeated allegations of misconduct.</p> <p>3.2 IAD's integrity tests are conducted in accordance with the frequency standards and other parameters IAD has established</p>	Yes
4	Complaint Control System for IAD	<p>4.1 OPD has an informal complaint resolution process that can be used to resolve allegations of Class II misconduct.</p> <p>4.2 Informal complaints document: the receipt of the complaint, date, time, location, name of the person making the complaint, how the matter was resolved, and that the person making the complaint was advised of the formal complaint process.</p> <p>4.3 This documentation is forwarded to IAD for review.</p>	Yes

NSA TASKS AND SUBTASKS WITH IMT COMPLIANCE FINDINGS

		<p>4.4 If the informal complaint process fails to resolve the complaint process, or the person making the complaint still wishes to make a formal complaint, the person receiving the complaint initiates the formal complaint process in accordance with Settlement Agreement Section III.E. (Complaint Procedures for IAD)</p> <p>4.5 OPD personnel do not unduly influence persons making a complaint to consent to the informal complaint resolution process.</p> <p>4.6 IAD has a central control system for complaints and Departmental requests to open investigations.</p> <p>4.7 Every complaint received by any supervisor or commander is reported to IAD on the day of receipt. If IAD is not available, IAD is contacted at the start of the next business day.</p> <p>4.8 Each complaint is assigned an IA case number and is entered into a complaint database with identifying information about the complaint.</p> <p>4.9 OPD personnel notify IAD and the Chief of Police, or designee, as soon as practicable, in cases likely to generate unusual interest.</p> <p>4.10 OPD establishes and complies with criteria that must be met prior to moving any investigation in the complaint database from “open” to “closed.”</p>	
5	Complaint Procedures for IAD	<p>5.1 OPD personnel who become aware that a citizen wishes to file a complaint will bring such citizen immediately, or as soon as circumstances permit, to a supervisor or IAD, or summon a supervisor to the scene.</p> <p>5.2 If there is a delay of greater than three hours, the reason for such delay is documented by the person receiving the complaint.</p> <p>5.3 In the event a complainant refuses to travel to a supervisor or wait for one, the member/employee involved makes all reasonable attempts to obtain identification,</p>	No

NSA TASKS AND SUBTASKS WITH IMT COMPLIANCE FINDINGS

		<p>including address and phone number, as well as a description of the allegedly wrongful conduct and offending personnel, from the complainant and any witnesses.</p> <p>5.4 The information listed above and a description of the complaint is immediately, or as soon as circumstances permit, provided in writing to the unit commander, or in his/her absence, to the Watch Commander</p> <p>5.5 The unit commander/Watch commander receiving the information treats it as a complaint and ensures that IAD is notified.</p> <p>5.6 Oakland City Jail inmates whose complaints are not resolved by the informal complaint resolution process have the opportunity to file a complaint against any member/employee of OPD, including the arresting officer.</p> <p>5.7 Complaint forms are available at the Jail on a 24-hour basis.</p> <p>5.8 Any inmate requesting a complaint form is given a copy of the form immediately, or as soon as circumstances permit.</p> <p>5.9 If the delay in providing a complaint form to an inmate is greater than three hours, the reason for the delay is documented by the person delivering the form.</p> <p>5.10 The jail complaint form is printed on three-part carbonless paper with three parts completed and distributed in accordance with the Settlement Agreement, section III.E</p> <p>5.11 The jail shift supervisor calls IAD with the complaint information and then sends the original form to IAD. The phone call to IAD is documented on the form by the shift supervisor.</p> <p>5.12 The Jail Commander ensures that the complaint is delivered to and logged with IAD.</p> <p>5.13 A copy of the complaint is given to the inmate making the complaint.</p>	
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NSA TASKS AND SUBTASKS WITH IMT COMPLIANCE FINDINGS

		<p>5.14 OPD personnel who become aware that an inmate wishes to file a complaint inform the inmate about the complaint process and provide the inmate with a complaint form.</p> <p>5.15 In every complaint investigation, OPD considers all relevant evidence, including circumstantial, direct, and physical evidence, and makes credibility determinations, if feasible</p> <p>5.16 OPD makes efforts to resolve, by physical evidence, and/or use of follow-up interviews and other objective indicators, inconsistent statements among witnesses.</p> <p>5.17 OPD permanently retains notes generated and/or received by OPD personnel in the case file in accordance with OPD policy.</p> <p>5.18 OPD resolves each allegation in a complaint investigation using the preponderance of the evidence standard</p> <p>5.19 Each allegation of a complaint is resolved by making one of the following dispositions: Unfounded, Sustained, Exonerated, Not Sustained, or Filed, as defined in the Settlement Agreement, section III.E</p> <p>5.20 All “filed” cases are reviewed quarterly by the IAD Commander or his/her designee, to determine whether the conditions that prevented investigation and final disposition have changed.</p> <p>5.21 Any member or employee who is a subject of an internal investigation, as well as any other member or employee on the scene of an incident at which misconduct has been alleged by a complainant, is interviewed.</p>	
6	Refusal to Accept or Refer a Citizen Complaint	6.1 OPD members/employees who refuse to accept a citizen complaint, fail to refer a citizen to IAD (when the citizen can be reasonably understood to want to make a citizen’s complaint), discourage a person from filing a complaint, and/or knowingly provide false, inaccurate, or incomplete information about IAD, are disciplined	Yes

NSA TASKS AND SUBTASKS WITH IMT COMPLIANCE FINDINGS

7	Methods for Receiving Citizen Complaints	<p>7.1 OPD establishes a recordable, toll-free complaint hotline. The hotline is staffed by OPD personnel and advises that the call is being recorded.</p> <p>7.2 Guidelines for filing a citizen's complaint are prominently posted, and informational brochures are made available in key Departmental and municipal locations.</p> <p>7.3 OPD accepts anonymous complaints and investigates them to the extent reasonably possible to determine whether the allegation can be resolved. To the extent possible, OPD asks anonymous complainants for corroborating evidence.</p> <p>7.4 OPD personnel have available complaint forms and informational brochures on the complaint process in their vehicles at all times while on duty.</p> <p>7.5 OPD members/employees distribute complaint forms and informational brochures when a citizen wishes to make a complaint, and upon request.</p> <p>7.6 IAD is located in a dedicated facility removed from the Police Administration Building</p> <p>7.7 Complaint forms and informational brochures are translated consistently with City policy.</p> <p>7.8 Complaint forms are processed in accordance with the controlling state law</p>	Yes
8	Classifications of Receiving Citizen Complaints	<p>8.1 Misconduct complaints are categorized according to "Class I" or "Class II" offenses.</p> <p>8.2 Class I offenses are the most serious allegations of misconduct, which, if proven, might serve as the basis for a criminal prosecution and/or for dismissal from OPD.</p> <p>8.3 Class I offenses include: use of excessive force; fabrication of evidence, including the planting of inculpatory evidence; untruthfulness; knowingly and intentionally filing a false police report; insubordination; commission of a felony or serious misdemeanor; exhibition of bias or harassment, actions of a retaliatory nature, or failure to take reasonable steps to prevent retaliation; solicitation or acceptance of gifts or gratuities; willful false arrest, made knowingly without probable cause; failing to report others who commit any Class I offense</p>	Yes

NSA TASKS AND SUBTASKS WITH IMT COMPLIANCE FINDINGS

		<p>8.4 Unless otherwise directed by the Chief of Police, Class I offenses are investigated by IAD investigators.</p> <p>8.5 Statements and interviews in Class I investigations are tape recorded, but not transcribed except at the request of the subject member/employee, complainant, command staff, Monitor, or the OIG</p> <p>8.6 Class II offenses include misconduct situations, such as rudeness, use of obscenities, lack of attention, timeliness of response, or other performance deficiencies.</p> <p>8.7 Class II investigations are conducted by the appropriate supervisor or manager, unless otherwise directed by the Chief of Police.</p> <p>8.8 Statements and interviews from OPD personnel in Class II investigations are tape recorded but not transcribed except at the request of the subject member/employee, complainant, command staff, Monitor, or the OIG.</p> <p>8.9 When a unit commander or the assigned investigator encounters a Class I violation during a Class II, division-level investigation, he/she contacts the IAD Commander. The IAD Commander consults with the Chief of Police to determine whether the investigation shall be forwarded to IAD or remain in the unit in which the Class II violation was originally assigned.</p>	
9	Contact of Citizen Complainant	9.1 Citizen complainants are contacted as soon as possible by IAD or the investigator assigned to the investigation to determine the nature, scope, and severity of the complaint, as well as to identify potential witnesses and/or evidence as quickly as possible	Yes
10	Internal Affairs Divisions (As of Aug 2024, Internal Affairs Bureau)	<p>10.1 With the exception of subparagraphs G,H,I, J, K,M,N and as otherwise set forth below, within 616 days from the effective date of this Agreement, the Chief of Police shall revise Departmental policy and procedures and develop a manual for conducting complaint investigations.</p> <p>10.2 Training shall be provided to ensure that all personnel have received, understand, and comply with new and revised Departmental policies and procedures.</p>	Yes- Completed and no longer being assessed.
11	Summary of Citizen	11.1 Investigators provide members/employees with a brief synopsis of any complaint alleged against them, but do not allow the member/employee to read the complaint itself or	Yes

NSA TASKS AND SUBTASKS WITH IMT COMPLIANCE FINDINGS

	Complaints Provided to OPD Personnel	<p>to review citizen or other witness statements prior to the member/employee's interview.</p> <p>11.2 Such synopses are preserved within the investigation file.</p> <p>11.3 When notifying a member/employee that a complaint has been filed against him or her, IAD also notifies the subject's immediate supervisor and commander.</p> <p>11.4 Upon completion of the IAD investigation and issuance of a final report by IAD, the subject member/employee has access to the underlying data on which the report is based, including all tape-recorded interviews, transcripts, and investigators' notes</p>	
12	Disclosure of Possible Investigator Bias	<p>12.1 Investigators (IAD and division) disclose relationships which might lead to a perception of bias regarding the subject(s) of any investigation, including relationships such as family relationships, outside business relationships, romantic relationships, close work or personal friendships.</p> <p>12.2 Where it is clear that the nature of the relationship could be perceived to compromise the investigative process, the involved investigator(s) recuse him/herself from the investigation.</p> <p>12.3 In more ambiguous situations, the investigator(s) involved make full disclosure, in writing, to his/her supervisor.</p> <p>12.4 In the case of a Class I investigation, the supervisor, being informed in writing, makes a recommendation to IAD or, in the case of a division-level investigation, the unit commander. The IAD, unit commander, or as appropriate, his/her superior, replaces the investigator.</p>	Yes
13	Documentation of Pitchess Responses	13.1 OPD implements an additional check on responses to Pitchess discovery motion responses.	Yes
14	Investigation of Allegations of Manual of Rules Violations Resulting from	<p>14.1 OPD investigates allegations of MOR violations resulting from lawsuits involving misconduct and legal claims, and/or tort claims involving Class I and Class II violations, treating them in the same manner as other citizens' complaints.</p> <p>14.2 The litigation and IA process are handled separately to avoid either process being</p>	Yes

NSA TASKS AND SUBTASKS WITH IMT COMPLIANCE FINDINGS

	Lawsuits and Legal Claims	unnecessarily compromised. 14.3 Personnel investigations are not delayed in any manner because the underlying incident has resulted in litigation.	
15	Reviewing Findings and Disciplinary Recommendations	15.1 Except upon written authorization from the Chief of Police, the operational chain of command, from lieutenant up, reviews recommended findings and makes disciplinary recommendations in sustained internal investigations.	Yes
16	Supporting IAD Process-Supervisor/Managerial Accountability	16.1 Supervisors and commanders, as well as other managers in the chain of command, are held accountable for supporting the IAD process. 16.2 If an IAD investigation finds that a supervisor or manager should have reasonably determined that a member/employee committed or violated a Class I offense, the supervisor or manager is held accountable, through OPD's administrative discipline process, for failure to supervise, failure to review, and/or failure to intervene.	Yes
17	Audit, Review and Evaluation of IAD (IAB) Functions	Covered by Task 51.	Yes – Assessed under task 51.
18	Approval of Field-Arrest by Supervisor	18.1 Supervisors respond to the scene of, at least, the following categories of arrests, unless community unrest or other conditions at the scene make this impractical: all felonies; all drug offenses (a marijuana arrest requires supervisory approval only where the subject is taken into custody for that offense); where there is an investigated use of force; and Penal Code §§69, 148, 243 (b)(c). 18.2 Supervisors responding to the above category of arrests review the arrest documentation to determine whether probable cause for the arrest, or reasonable suspicion for the stop, is articulated, to ensure that available witnesses are identified, to approve or disapprove the arrest in the field, and to log the time of the contact.	Yes
19	Unity of Command	19.1 With rare exceptions, justified on a case-by-case basis, each member or employee of the Department has a single, clearly identified supervisor or manager.	Yes

NSA TASKS AND SUBTASKS WITH IMT COMPLIANCE FINDINGS

		19.2 In general, sergeants supervising patrol squads; CRT; PAC and FWU work the same schedule and have the same days off as the individuals they supervise.	
20	Span of Control for Supervisors	<p>20.1 Sufficient sergeants are assigned to BFO to permit one primary sergeant for every eight officers under normal conditions.</p> <p>20.2 BFO Officers, except PSOs, have a primary sergeant. PSOs are comparably supervised by a primary Lieutenant.</p> <p>20.3 Sergeants' span of control generally does not exceed 1:8 (including patrol; CRT; PAC; fugitive/warrant team).</p> <p>20.4 When primary supervisor is absent, Watch Commander makes determination, based on policy and operational needs, whether to backfill.</p> <p>20.5 Span of control for special operations requiring more than eight members is determined by Watch Commander and is reasonable.</p> <p>20.6 Decision to loan or transfer supervisor from another unit for long-term backfill is made by Chief of Police and/or Deputy Chief of Police.</p>	Yes
21	Members', Employees' and Supervisors' Performance Review	<p>21.1 Every OPD commander/manager meets at least twice per year with each of his/her members, employees and supervisors, to coach them regarding their strengths and weaknesses, and documents these meetings.</p> <p>21.2 Supervisors meet individually with members and employees at least twice per month for informal performance reviews and maintain records of these reviews.</p> <p>21.3 Commanders/managers meet promptly with affected subordinates regarding complaints or commendations received.</p> <p>21.4 If a member, employee or supervisor exhibits a performance problem, his/her commander/manager meets with him/her in accordance with the provision of Section VII, paragraph B (7)-(8), of the Settlement Agreement.</p>	Yes

NSA TASKS AND SUBTASKS WITH IMT COMPLIANCE FINDINGS

		<p>21.5 Supervisors and commanders/managers identify patterns of improper behavior of their subordinates.</p> <p>21.6 BFO sergeants and lieutenants scrutinize arrests and uses of force, including arrests for very small amounts of drugs; arrests pursuant to searches with no underlying offense leading to the search, and Penal Code §§69, 148 and 243(b)(c) arrests with no underlying offense, to identify any indications of misconduct.</p> <p>21.7 Supervisors or commanders/managers who knew or should have known of patterns of misconduct and failed to identify them are disciplined.</p>	
22	OPD/DA Liaison Commander	<p>22.1 There is a management-level liaison (MLL) to the courts; District Attorney's Office; and the Public Defender's Office</p> <p>22.2 Cases that are lost or dropped due to bad reports, defective search warrants, granted motions to suppress, contradictory evidence or testimony, or any other indication of performance problems or misconduct; are tracked.</p> <p>22.4 The MLL is meeting and cooperating with the IMT.</p> <p>22.5 The District Attorney's Office and Public Defender's Office attend meetings as they deem appropriate.</p>	Yes
23	Command Staff Rotation	The Chief of Police regularly rotates Departmental command staff consistent with best practices in law enforcement agency management, based upon the Department's immediate needs and best interests, including: special skills needed for an assignment; career development; and increasing Departmental efficiency and effectiveness.	Yes
24	Use of Force Reporting Policy	<p>24.1 Members/employees notify their supervisor as soon as practicable following any investigation of use of force or allegation of excessive use of force.</p> <p>24.2 Every OPD member/employee who uses force or draws and intentionally points a firearm at another person documents all uses of force and drawing and pointing of firearms on the appropriate form.</p>	Yes

NSA TASKS AND SUBTASKS WITH IMT COMPLIANCE FINDINGS

		<p>24.3 In every investigated use of force incident, every member/employee on the scene of the incident at the time the force was used, reports all uses of force on the appropriate form, unless otherwise directed by the investigating supervisor.</p> <p>24.4 OPD personnel document, on the appropriate form, every use of force and/or the drawing and intentional pointing of a firearm at another person</p> <p>24.5 A supervisor responds to the scene upon notification of an investigated use of force or an allegation of excessive use of force, unless community unrest or other conditions makes such response impracticable.</p> <p>24.6 Following every use of lethal force resulting in death or injury likely to result in death OPD notifies the Alameda County District Attorney's Office immediately or as soon as circumstances permit.</p> <p>24.7 Following every use of lethal force resulting in death or injury likely to result in death OPD notifies the City Attorney's Office as soon as circumstances permit.</p> <p>24.8 At the discretion of the City Attorney's Office, a Deputy City Attorney responds to the scene. The Deputy City Attorney serves only in an advisory capacity and communicates only with the incident commander or his/her designee.</p> <p>24.9 Following every officer-involved shooting (as specified in the OIS policy to be developed), OPD notifies Homicide and Internal Affairs. Investigators.</p> <p>24.10 OPD enters use of force data into PIMS.</p>	
25	Use of Force Investigation and Report Responsibilities	<p>25.1 For every investigated use of force, an on-scene supervisor completes an investigated Use of Force Report in accordance with the provisions of Departmental General Order K-4, "Reporting and Investigating the Use of Force."</p> <p>25.2 A timely K-4 investigation is conducted for each investigated Use of Force and includes, at a minimum:</p>	Yes

	<p>25.2.1 a statement from the member(s)/employee(s) using force.</p> <p>25.2.2 separation and separate interviews of all officers at the scene.</p> <p>25.2.3 a Supplemental Report from other members/employees on the scene or a statement taken, if deemed necessary by the investigating supervisor.</p> <p>25.2.4 identification and interviews of witnesses.</p> <p>25.2.5 consideration of discrepancies in information obtained from members, employees and witnesses, and statements in the reports filed.</p> <p>25.2.6 a determination of whether the force used was pursuant to a legitimate law-enforcement objective.</p> <p>25.2.7 a determination of whether the type and amount of force used was proportional to the resistance encountered and reasonably related to the objective the members/employees were attempting to achieve.</p> <p>25.2.8 a determination of whether the member/employee used reasonable verbal means to attempt to resolve the situation without force, if time and circumstances permitted such attempts.</p> <p>25.2.9 a determination of whether the force used was de-escalated or stopped reasonably when resistance decreased or stopped.</p> <p>25.2.10 a determination of whether arrest reports or use of force reports contain “boilerplate” or “pat language” (e.g., “fighting stance”, “minimal force necessary to control the situation”);</p> <p>25.2.11 a determination of whether, in these and other regards, the use of force was in compliance with OPD use of force policy.</p>	
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NSA TASKS AND SUBTASKS WITH IMT COMPLIANCE FINDINGS

		<p>25.2.12 supervisor's justification as to why any element of the policy was not documented; and</p> <p>25.2.13 documentation of physical evidence and/or photographs</p> <p>25.3 All supervisors are trained how to conduct K-4 investigations and such training is part of a supervisory training course.</p> <p>25.4 Investigated Use of Force Reports by on-scene supervisors include:</p> <p>25.4.1 a description of the use of force incident.</p> <p>25.4.2 a summary and analysis of all relevant evidence gathered during the investigation.</p> <p>25.4.3 an analysis and proposed recommendation.</p> <p>25.4.4 The analysis supporting the recommendation includes:</p> <p>25.4.4.1 a determination of whether the force used was consistent with OPD policy and training,</p> <p>25.4.4.2 a determination of whether proper tactics were used, and</p> <p>25.4.4.3 a determination of whether lesser force alternatives were available and/or practical.</p> <p>25.5 Reports of K-4 investigations are reviewed by</p> <p>25.5.1 the Watch Commander on duty at the time the incident occurred,</p> <p>25.5.2 the commander of the Police Service Area (PSA) in which the incident occurred, and</p> <p>25.5.3 the Area Commander/Division Commander and Deputy Chief of the involved personnel</p>	
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NSA TASKS AND SUBTASKS WITH IMT COMPLIANCE FINDINGS

26	Use of Force Review Board	<p>26.1. UFRB reviews all K-4 use of force investigations following the completion of the internal investigation.</p> <p>26.2. For every K-4 investigation, UFRB makes a recommendation as to whether the use of force was in policy or out of policy.</p> <p>26.3. All UFRB determinations that a use of force is out of compliance with OPD policy are forwarded to the Internal Affairs Division for investigation.</p> <p>26.4. UFRB makes recommendations to the Chief of Police regarding additional use of force training; changes in policies or tactics, additional standards, investigatory policies, or training for use of force investigations.</p> <p>26.5. UFRB conducts an annual review of use of force cases examined to identify any patterns of use of force practices (including K-3) that may have policy or training implications.</p> <p>26.6. UFRB issues annual report to the Chief of Police reporting on its annual review.</p> <p>26.7. UFRB membership includes, at a minimum, one member from the Training Division, one member from the Field Training Officer program, and either the Bureau of Field Operations Deputy Chief or his/her designee.</p> <p>26.8. OPD replaces at least one member of the UFRB at least annually.</p>	Yes
27	Oleoresin Capsicum Log and Checkout Procedures	<p>27.1. OPD keeps a log of Oleoresin Capsicum (OC) spray canisters checked out and used by any member or authorized employee.</p> <p>27.2. The log is computerized and electronically accessible, and regular reports are prepared and distributed.</p>	Yes
28	Use of Force—Investigation of	28.1. OPD reports to the Alameda County District Attorney's Office, as soon as possible, all uses of force, citizen complaints, and other member/employee-involved actions in which there is apparent evidence of criminal misconduct by a member/employee.	Yes

NSA TASKS AND SUBTASKS WITH IMT COMPLIANCE FINDINGS

	Criminal Misconduct		
29	IAD— Investigation Priority	<p>29.1. OPD coordinates its administrative investigation of members/employees with the Alameda County District Attorney’s Office if a criminal proceeding is potentially viable.</p> <p>29.2. When OPD initiates an interview or interrogation of OPD personnel and it appears that the subject may be charged with a crime, or the subject asserts his or her Fifth Amendment rights on the grounds that the answers to questions posed may be incriminating, such interrogations are preceded by a Lybarger warning.</p>	Yes
30	Firearms Discharge Board of Review	<p>30.1. OPD convenes a Firearms-Discharge Board of Review for every officer-involved firearms discharge, as defined in Departmental General Order K-3</p> <p>30.1.1. The Board has access to tapes and/or transcripts of interviews of all personnel on the scene, including citizen witnesses, and is empowered to call in any OPD personnel it believes should testify.</p> <p>30.2. OPD continues the policies and practices for the conduct of Firearms Discharge Boards of Review, as contained in Special Order 5095 (July 13, 2001)</p>	Yes
31	Officer-Involved Shooting Investigations	<p>31.1. In every officer-involved shooting in which a person is struck, Homicide and Internal Affairs investigators respond to the scene.</p> <p>31.2. OPD conducts OIS investigations in partnership with, and when deemed appropriate by, the Alameda County District Attorney’s Office</p> <p>31.3. Interviews of the subject officer(s) are conducted jointly with the appropriate staff from Homicide and the Office of the District Attorney</p> <p>31.4. Following every use of lethal force resulting in death or injury likely to result in death OPD notifies the Alameda County District Attorney’s Office immediately or as soon as circumstances permit.</p> <p>31.5 Following every use of lethal force resulting in death or injury likely to result in death, OPD notifies the City Attorney’s Office as soon as circumstances permit</p>	Yes

NSA TASKS AND SUBTASKS WITH IMT COMPLIANCE FINDINGS

		31.6 OPD copies and provides all evidentiary material to the Alameda County District Attorney's Office, the Internal Affairs Division, and the City Attorney's Office.	
32	Use of Camcorders	32.1 OPD explores the use and cost-effectiveness of camcorders in Patrol vehicles.	Yes- Completed and no longer being assessed.
33	Misconduct	<p>33.1 IA investigates all instances where it appears that an officer/supervisor knew or should have known about misconduct and did not report it.</p> <p>33.2 Corrective action and/or discipline is being assessed for failure to report misconduct.</p> <p>33.3 OPD is maintaining a procedure for members/employees to report police misconduct on a confidential basis, including, but not limited to:</p> <p>33.4 IAD is permitting reporting in person, by telephone, or in writing.</p> <p>33.5 The IAD commander is documenting the report in a confidential file that is accessible only to the IAD commander.</p> <p>33.6 Such cases are investigated without disclosure of the complainant's name (unless and until required by law)</p> <p>33.7 All current members/employees of OPD are notified of OPD's confidential reporting procedure, and all new members/employees are notified within two weeks of hiring</p>	Yes
34	Vehicle Stops, Field Investigation and Detentions	<p>34.1 OPD Members complete a basic report on every vehicle field stop, field investigation and every detention.</p> <p>34.2 This basic report includes, at a minimum: time, date, and location; identification of the initiating member or employee; reason for stop; apparent race or ethnicity, and gender of individual(s) stopped; outcome of stop (arrest, no arrest); whether a search was conducted, and outcome of search; offense categories (felony, misdemeanor or infraction)</p>	Yes

NSA TASKS AND SUBTASKS WITH IMT COMPLIANCE FINDINGS

		34.3 This data is entered into a database that can be summarized, searched, queried, and reported by personnel authorized by OPD	
35	Use of Force Reports—Witness Identification	<p>35.1 Use of force reports include the name, telephone number, and addresses of witnesses to the incident unless such information is not reasonably available to the members/employees on the scene.</p> <p>35.2 Where there are no known witnesses, use of force reports specifically state this fact.</p> <p>35.3 Where witnesses are present, but circumstances prevent the author of the report from determining the identification, phone number, or address of the witnesses, the report states the reasons why the member/employee was unable to obtain that information</p> <p>35.4 Use of force reports include the names of all other OPD members/employees witnessing the incident</p>	Yes
36	Procedures for Transporting Detainees and Citizens	<p>36.1 Members and Employees are logging in and out on the radio when transporting a detainee or any other civilian.</p> <p>36.2 The radio report includes: time; mileage; location; purpose of transport; gender of individual being transported; and identification of the member or employee involved in the transport</p>	Yes
37	Internal Investigations-Retaliation Against Witnesses	<p>37.1 Officers are held accountable for retaliating against employees or members who report misconduct or serve as witnesses in proceedings against other members/employees.</p> <p>37.2 Supervisors, commanders and managers are held accountable if they knew or reasonably should have known that persons under their supervision engaged in retaliation</p>	Yes
38	Citizens Signing Police Forms	<p>38.1 Statements on Statement forms have a diagonal stripe from the end of the written narrative to the bottom of the page and have the citizen's signature along the stripe.</p> <p>38.2 Statements on offense reports have the citizen's signature immediately following the statement.</p>	Yes
39	Personnel Arrested, Sued	39.1 Within 72 hours of being arrested, OPD personnel report arrest to IAD directly and through chain of command.	Yes

NSA TASKS AND SUBTASKS WITH IMT COMPLIANCE FINDINGS

	and/or Served with Civil or Administrative Process	<p>39.2 Within 72 hours of being sued or served with civil or administrative process containing allegations which rise to the level of a Manual of Rules violation, OPD personnel report same to IAD directly and through chain of command.</p> <p>39.3 When serving in: Gang Unit; Vice/Narcotics Section; Intelligence Division; or Internal Affairs Division; an assignment that may tend to indicate a conflict of interest with respect to the performance of official duties; or a specialized unit in which there is a strong possibility that bribes or other improper inducements may be offered, OPD personnel report to the Chief of Police, through his/her chain of command, within 72 hours of being served with civil or administrative process. When applying for transfer to one of these assignments, OPD personnel report all civil or administrative processes, including tort and financial claims, within 72 hours of application for transfer.</p>	
40	Field Training Program	<p>42.1 Field Training Program Coordinator</p> <p>42.1.1 Chief of Police assigns a full-time sergeant for the first year who develops and implements the new FTO policies and procedures.</p> <p>42.1.2 The Chief of Police determines, upon successful completion of the development and implementation of these policies, if it is necessary to continue the position at the rank of sergeant, but in any event, the position continues as a full-time position.</p> <p>42.2 Trainee Rotation</p> <p>42.2.1 During their field training, trainee officers rotate to a new FTO and a new geographic area of the City at predetermined intervals.</p> <p>42.2.1 Prior to rotation, trainee officers are interviewed by the Field Training Program Coordinator or his/her designee and given an opportunity to raise any questions or concerns they may have about the quality of training provided to them.</p>	Yes

	<p>42.3 FTO Participation Incentives</p> <p>42.3.1 The incentives for participation in the FTO program are increased so that the Department will have a larger pool of qualified, experienced candidates from which to choose.</p> <p>42.4 FTO Candidate Nomination and Requirements</p> <p>42.4.1 Field supervisors and commanders nominate FTO candidates, but the Chief of Police makes the determinations regarding FTO assignments and retention.</p> <p>42.4.2 FTO candidates have completed three (3) years of Departmental service before selection, unless specifically authorized by the Chief of Police.</p> <p>42.4.3 FTO candidates are required to demonstrate their commitment to community policing, and their problem- solving and leadership abilities.</p> <p>42.4.4 Ethics, professionalism, relationships with the community, quality of citizen contacts and commitment to OPD philosophy are primary criteria in the selection of FTOs.</p> <p>42.4.5 Candidates with an excessive numbers of citizen complaints, sustained investigations or excessive numbers of use of force incidents are barred from selection as an FTO for no less than two (2) years.</p> <p>42.5 Decertification</p> <p>42.5.1 The presumptive result of sustained disciplinary action against an FTO or the FTO Program Coordinator for excessive force, unlawful arrest, false testimony, racial, ethnic, sexual-orientation or gender-based discrimination or slurs, or other serious examples of police misconduct, is removal from the FTO program.</p> <p>42.5.2 Any exceptions to presumptive removal are granted by the Chief upon recommendation by the member's Deputy Chief following a hearing conducted on the facts of the matter.</p>	
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	<p>42.9 Trainee Officer Assignment</p> <p>42.9.1 When a trainee officer's FTO is absent, the trainee officer is not assigned to field duties with an "acting" FTO, but is placed with another certified FTO or assigned to non-field duties, pending the availability of a certified FTO.</p> <p>42.10 Field Commander and FTO Supervisor Training</p> <p>42.10.1 OPD provides field commanders and supervisors with training on the FTO program, including the field-training curriculum, the role of the FTO, supervision of FTOs and probationary employees, the evaluation process and the individual duties and responsibilities within the FTO program. AUDITED SEPARATELY AS PART OF B-20 TRAINING AUDIT</p> <p>42.11 Focus Groups</p> <p>42.11.1 The Field Training Program Coordinator and Academy staff conduct focus groups with randomly selected trainee officers midway through the field-training cycle, upon completion of field training, and six (6) months after completion of the field training program.</p> <p>42.11.2 The purpose of the focus groups is to determine the extent to which the Academy instructors and the curriculum prepared the new officers for their duties.</p> <p>42.12 Consistency of Training</p> <p>42.12.1 The results of the focus group sessions are reviewed at a meeting to include the Training Division Commander, the FTO Program Coordinator, the BFO Deputy Chief, and the BOS Deputy Chief.</p> <p>42.12.2 If it is determined that there is a substantial discrepancy between what is taught in the Academy and what is taught in the FTO program, a determination as to which is correct is made, and either the training Academy or the FTO program shall make the necessary changes so that the desired training information is consistent.</p>	
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NSA TASKS AND SUBTASKS WITH IMT COMPLIANCE FINDINGS

		<p>42.12.3 In the event that the discrepancies appear to be the result of one or more individual FTOs, rather than the FTO program as a whole, the review group determines whether the discrepancies are serious enough to warrant removal of that officer or officers from the FTO program.</p> <p>42.12.4 The results of the meeting of this review group shall be documented, and this information shall be provided to the Monitor.</p>	
43	Academy and In-Service Training	<p>Task 43.1 OPD has a training plan containing the elements required by the NSA (listed in task subparts below) and is implementing this plan in both academy and in-service training.</p> <p>Task 43.1.1 OPD's training plan ensures that OPD members, dispatchers, and civilian evidence technicians are adequately trained for their positions, and trains OPD personnel to implement the most contemporary developments in policing.</p> <p>Task 43.1.2 OPD's training plan includes a review of OPD's training curriculum and incorporates additional emphasis on: ethics and professionalism (using realistic scenario-based training exercises wherever possible(43.2)); critical thinking and problem solving; conflict resolution; and relationships with the community.</p> <p>Task 43.1.3 OPD's training plan establishes criteria and method for: selecting OPD training instructors (in accordance with the elements listed in Task 43.5); training provided to instructors; procedures for evaluating the content and quality of training provided to OPD personnel; and procedures for maintaining training records for OPD personnel.</p> <p>Task 43.1.4 Development of OPD's training plan included consultation with at least four other large law-enforcement agencies within the United States, which have excellent reputations for professionalism. Consultation with and review of these agencies includes consideration of: qualifications and other criteria they use in selecting staff for training positions; and their approach to training new and experienced staff on ethics and professionalism, critical thinking and problem solving, conflict resolution, and relationships with the community.</p> <p>Task 43.2 OPD's training plan includes expansion of professionalism and ethics as a training topic within the recruit academy, in-service training, and in-field training, using realistic scenario-based training exercises wherever possible.</p>	Yes

NSA TASKS AND SUBTASKS WITH IMT COMPLIANCE FINDINGS

		<p>Task 43.3 All sergeants and commanders receive 40 hours of in-service supervisory and leadership training. This training includes: supervisory and command accountability; ethics and professionalism; emphasizes supervisory and management functions and situations; and includes both scenario-based training and case studies.</p> <p>Task 43.3.1 Officers receive this training prior to promotion to sergeant.</p> <p>Task 43.3.2 Lieutenants receive this training within six months of promotion.</p> <p>Task 43.4 All members receive 40 hours of in-service training every eighteen months.</p> <p>Task 43.4.1 Sergeants receive at least 20 hours of training designed for supervisors every eighteen months.</p> <p>Task 43.4.2 Members at the rank of lieutenant and above receive at least 20 hours of training designed for commanders every eighteen months.</p> <p>Task 43.5 The complaint history of every in-service or Academy training instructor is reviewed prior to appointment. No training instructor is appointed unless the individual is shown to be supportive of the philosophy and values of OPD and does not have a sustained Class I offense within the two years prior to appointment.</p>	
44	Personnel Practices	<p>44.1 Immediate supervisors' complete individual written performance appraisals that accurately reflect the quality of each member/employee's performance. Performance appraisals include documentation and consideration of the following: nature and progress of complaints and investigations against members/employees; uses of force; "sick" and "injured" leaves; arrests for narcotics-related possessory offenses not made as a result of searches conducted pursuant to arrests for other offenses; arrests involving charges of Penal Code §§69, 148 and/or 243(b)(c); and vehicle accidents.</p> <p>44.2 Every supervisor/manager in direct chain of command, up to and including the Deputy Chief of that Bureau, reviews, signs and dates every performance appraisal of every member/employee within his or her command. If the reviewer disagrees, he/she writes an addendum to the evaluation expressing his/her concerns.</p>	Yes

NSA TASKS AND SUBTASKS WITH IMT COMPLIANCE FINDINGS

		<p>44.3 When a member/employee, during the course of the period being appraised, had substantial collateral duties supervised by someone other than his or her regular and direct supervisor, the other supervisor or manager contributes to the performance appraisal by consulting with the direct immediate supervisor and by, at a minimum, writing a separate narrative evaluation that is signed, dated and included as a regular part of the performance appraisal</p> <p>44.4 When a member/employee has been supervised by two (2) or more individuals during the course of the appraisal period, because of transfer of the member/employee or the supervisor, performance appraisal is completed in accordance with the provisions of Departmental General Order B-6, "Performance Appraisal."</p> <p>44.5 In the case of a promotion, the promotee's new supervisor is responsible for the evaluation.</p> <p>44.6 When appropriate, supervisors and commanders are held accountable for having identified and acted upon patterns, among personnel in the unit, involving the following: use of force, sick leave, line-of-duty injuries, narcotics-related possessory offenses, and on-duty vehicle accidents 44.7 PSA lieutenants are held accountable for whether their subordinate supervisors are working to enhance the quality of community contacts by their beat officers 44.8 OPD conducts regular audits of the performance appraisal system to ensure compliance with the above requirements.</p>	
45	Consistency of Discipline	<p>45.1 OPD maintains a centralized system for documenting and tracking all forms of discipline and corrective action, whether imposed centrally or at the Division level.</p> <p>5.2 Class I investigations resulting in a sustained finding are submitted to the subject's accountable commander/manager for a disciplinary recommendation.</p> <p>45.3 Class II offenses investigated at the Division level which result in a sustained finding are corrected through progressive discipline so as to address overall performance deficiencies</p> <p>45.4 Before recommending corrective actions, the designated commander/manager reviews the sustained person's prior history of disciplinary and corrective actions to determine if</p>	Deferred Compliance

NSA TASKS AND SUBTASKS WITH IMT COMPLIANCE FINDINGS

		<p>there is an indication of a pattern of unacceptable behavior.</p> <p>45.4.1. If the review does not indicate a pattern of unacceptable behavior, the designated commander/ manager may choose to counsel the member or</p> <p>employee, send the member or employee for retraining, or issue a “Performance Deficiency Notice.”</p> <p>45.4.2. If the review indicates a pattern of unacceptable behavior, then the designated commander/manager notifies his/her immediate superior that a higher level of discipline is recommended and discusses the appropriate level of that discipline to correct the pattern</p>	
46	Promotional Consideration	<p>46.1 Sustained misconduct cases against a member/employee are an important factor in determining promotability.</p> <p>46.2 There is presumptive ineligibility for promotion for 12 months following the sustained finding of a Class I offense.</p> <p>46.3 Such cases are considered important in evaluating promotability for three (3) years following the completion of the investigation.</p> <p>46.4 In addition to other factors, the Chief of Police considers the following criteria in making promotional determinations:</p> <p>46.4.1 Commitment to community policing;</p> <p>46.4.2 Quality of citizen contacts;</p> <p>46.4.3 Number of citizen complaints;</p> <p>46.4.4 Instances of unnecessary use of force;</p> <p>46.4.5 Support for Departmental Integrity Measures</p>	Yes

NSA TASKS AND SUBTASKS WITH IMT COMPLIANCE FINDINGS

47	Community Policing Plan	<p>47.1 OPD hosts at least one (1) community meeting per quarter in each Patrol Service Area</p> <p>47.2 Each patrol supervisor and officer assigned to a regular beat or geographic area of the City, attends a minimum of one (1) community meeting per quarter in the Area he/she is regularly assigned.</p> <p>47.3 OPD implements mechanisms to measure community policing and problem-solving activities.</p> <p>47.4 Positive statistics on community policing and problem-solving activities and information on citizen complaints and use of force incidents are incorporated into “Crime-Stop” meetings</p> <p>47.5 OPD meets within 60 days unless not feasible with representatives of established organizations active within Oakland, community groups or church groups, if an organization communicates a concern regarding specific police personnel or practices</p>	Yes
48	Departmental Management and Annual Management Report	<p>48.1 Each functional unit prepares a management report every 12 months that includes relevant operating data and highlights ongoing or extraordinary problems and noteworthy accomplishments.</p> <p>48.2 Division commanders individually meet with the Chief of Police and their respective Deputy Chief to review the management report of that division</p>	Yes
49	Independent Monitoring Team	Completed Independent Monitoring Team Selected - 2003	Yes- Completed and no longer being assessed.
50	Compliance Unit Liaison Policy	<p>50.1 Compliance Unit serves as liaison between OPD, Monitor plaintiffs’ counsel, and assists with OPD’s compliance with the Agreement</p> <p>50.2 Compliance Unit:</p> <p>50.2.1 Facilitates the provision of data and documents;</p>	Yes

NSA TASKS AND SUBTASKS WITH IMT COMPLIANCE FINDINGS

		<p>50.2.2 Provides to the Monitor access to OPD personnel, as needed;</p> <p>50.2.3 Ensures that documents and records are maintained as required by the Agreement;</p> <p>50.2.4 Prepares a semi-annual report describing the steps taken, during that reporting period, to comply with the provisions of the Agreement</p>	
51	Compliance Audits and Integrity Tests	<p>51.1 OPD conducts annual audits of stratified, random samples of:</p> <p>51.1.1 Arrest and offense reports, and follow-up investigation reports, including, but not limited to, arrests for narcotics-related possessory offenses not discovered in the course of a search pursuant to arrest for other crimes;</p> <p>51.1.2 Use of force incident reports and use of force investigations;</p> <p>51.1.3 Complaint processing and investigation, to include, but not limited to, timeliness and quality;</p> <p>51.1.4 Mobile Data Terminal traffic;</p> <p>51.1.5 Personnel evaluations;</p> <p>51.1.6 Citizen accessibility to the complaint process and the availability of complaint forms</p> <p>51.2 OPD's review of documents includes, at a minimum, a review for completeness of the information contained, and an examination for inappropriate "boilerplate" language, inconsistent information, and lack of articulation of the legal basis for the applicable action.</p> <p>51.3 Results of audits conducted pursuant to this paragraph are included in OPD's semi-annual compliance Reports.</p>	Yes
52	Housekeeping Provisions	No required tasks are associated with the settlement agreement in this section.	Yes – Not Monitored

**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 6/4/2025

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

Task	
Tasks 2, 5, and 45	<p>The monitoring team has completed the Ninth NSA Sustainability Period Report of the Independent Monitor for the Oakland Police Department.</p> <ul style="list-style-type: none"> ▪ 9th IMT Sustainability Report (20 Dec 24): ▪ Task 2: Timeliness Standards and Compliance with IAB Investigations <ul style="list-style-type: none"> ○ In compliance ▪ Task 5: Complaint Procedures for IAB <ul style="list-style-type: none"> ○ Not in compliance ▪ Task 45: Discipline Policy <ul style="list-style-type: none"> ○ No compliance Finding.
IMT Visit	28 May 25
Next CMC	10 Jul 25

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	
J-04 Pursuit Policy	In the OPC Community Policing Ad Hoc. Attended and presented at the Public Forum on 31 Jul 24. Presented at OPC 23 Jan 25.
BFO P&P 15-01 Community Policing	OPC approved the Draft First Reading – 25 Jul 24 Police Commission Reviewing Policy outcome from Ad Hoc. The approval of the Police Commission of the language is pending.
Sexual Misconduct Policy	Under review with the City Attorney's Office and IG. No timeline of completion was given as of 24 Sep 24.
Racial Profiling / Bias Policy (DGO M-19)	In Police Commission Ad hoc for review. Currently with the OPD Executive Team and City Attorney's Office for review.
K-4: Reporting and Investigating the Use of Force. (SO 9214)	Sent to OPC on 5 Feb 25. OPD will present on 13 Mar 25, the new timelines for use of force reporting and investigations.
Discipline Matrix	Currently with the Police Commission Ad Hoc.
Militarized Equipment Annual Report	<p>The 2023 report is completed and posted on the city website.</p> <p>https://www.oaklandca.gov/documents/opd-militarized-equipment-annual-report-2023</p>

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

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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.

Topic																																																					
Staffing & resource management	<p>Sworn Staffing Authorized: 601 Filled: 663 Operation Strength: 540</p> <p>Communications Dispatchers Authorized: 78 Filled: 67 (7 new Dispatcher Trainees started on Oct. 28th. 18 are currently in training) Three (3) Dispatchers hired eff 10 May 25.</p> <p>Professional Staffing Authorized: 251 Filled: 241</p> <p>Vacancies of note: All vacant positions are frozen, with the exception of the Police Communication Dispatchers. Police Communications Dispatcher (11)</p> <table><tr><th>As of May 12, 2025 (Sworn only)</th><th>Admin Leave</th><th>Medical Leave On-Duty Illness/ Injury</th><th>Medical Leave Personal Illness/ Injury</th><th>Military Leave</th></tr><tr><td>2+ Years</td><td>6</td><td>4</td><td></td><td></td></tr><tr><td>1-2 Years</td><td>12</td><td>15</td><td>1</td><td></td></tr><tr><td>6 mo.– 1 Year</td><td>6</td><td>12</td><td></td><td></td></tr><tr><td>2-6 months</td><td>16</td><td>19</td><td>3</td><td>1</td></tr><tr><td>Less than 2 months</td><td>2</td><td>6</td><td>2</td><td></td></tr><tr><td>Total</td><td>42</td><td>56</td><td>6</td><td>1</td></tr></table>	As of May 12, 2025 (Sworn only)	Admin Leave	Medical Leave On-Duty Illness/ Injury	Medical Leave Personal Illness/ Injury	Military Leave	2+ Years	6	4			1-2 Years	12	15	1		6 mo.– 1 Year	6	12			2-6 months	16	19	3	1	Less than 2 months	2	6	2		Total	42	56	6	1	<p>Long-term leave: 105 sworn employees</p> <ul style="list-style-type: none">• 62 Medical Leave• 42 Admin Leave<ul style="list-style-type: none">○ 7 Sergeants of Police○ 35 Police Officers• 27 Sworn on Modified Duty• 1 Military Leave• 9 Active Military Reservists <p>Of the 42 sworn personnel on admin leave, 11 have been off for 1-2 years. The annual cost associated with those 11 employees is \$2,996,244. The cost breakdown is below:</p> <table><tr><th>Admin Rank</th><th>Position</th><th>Cost</th><th>Total Cost</th></tr><tr><td>Lieutenant of Police</td><td>1</td><td>355,644.00</td><td>355,644.00</td></tr><tr><td>Police Officer</td><td>10</td><td>264,060.00</td><td>2,640,600.00</td></tr><tr><td>Total</td><td>11</td><td></td><td>2,996,244.00</td></tr></table> <p>Attrition Rate – 6/mo. (45 separated over the past year)</p> <p>Reemployments – None</p> <p>Retirement Projections for 2025: 70 possible</p> <ul style="list-style-type: none">• 1 Assistant Chief of Police• 2 Deputy Chief of Police• 2 Captains of Police• 6 Lieutenants of Police• 24 Sergeants of Police• 35 Police Officers	Admin Rank	Position	Cost	Total Cost	Lieutenant of Police	1	355,644.00	355,644.00	Police Officer	10	264,060.00	2,640,600.00	Total	11		2,996,244.00
	As of May 12, 2025 (Sworn only)	Admin Leave	Medical Leave On-Duty Illness/ Injury	Medical Leave Personal Illness/ Injury	Military Leave																																																
	2+ Years	6	4																																																		
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Admin Rank	Position	Cost	Total Cost																																																		
Lieutenant of Police	1	355,644.00	355,644.00																																																		
Police Officer	10	264,060.00	2,640,600.00																																																		
Total	11		2,996,244.00																																																		
Academy Recruits	195 th Academy: First day will be July 5, 2025 196 th Academy: TBD																																																				
General Department functions (Internal Affairs Bureau, IAB)	<p>Skelly Data:</p> <ul style="list-style-type: none">• All trained Commanders and Managers can conduct Skelly's.• Changed to digital format• Waiver for Officers<ul style="list-style-type: none">○ Working with the City Attorney to formalize• Added personnel to assist	<p># of pending Skelly by Subject: 121 (-4) # of pending Skelly by Case: 85 (-4) Number of Skelly Hearing Officers: 22 (0)<ul style="list-style-type: none">• Upcoming retirements and reassignments<p># of Skelly awaiting dissemination – 18 (-6) Wait time for each Skelly – Varies How are Skelly Officers selected (training, recusals, etc.) - Must attend Skelly Hearing Officer Training & be of appropriate rank</p></p>																																																			
IAB Cases	<p>2024 Total cases closed – 1508</p>																																																				

	<p>(126) Sustained cases (235) Sustained allegations</p> <p>2025 (as of 31 May 25) Total cases closed YTD – 687 Total cases opened in Intake YTD- 578 Total Cases assigned to Intake (not yet assigned to an investigator) - 152</p> <p>Case Load Total investigations assigned to IAB-117 Total investigations assigned as DLIs – 134</p> <p>Total cases currently open - 511 This number represents all open cases, including those awaiting CPRA concurrence and Skelly hearing results. It should be noted that this number does not indicate that the IAB investigation is not completed, only that the case is not completely closed out.</p>	
SB 2	https://post.ca.gov/Peace-Officer-Certification-Actions	SB 2 List: 2025(Year-To-Date) 3 total Oakland PD
General Department functions (CID)	<p>SVS Juvenile Cases: 2025 (Year-To-Date)</p> <ul style="list-style-type: none"> Juvenile Arrests: 110 total juvenile arrests YTD Referrals to restorative justice programs: 23 <ul style="list-style-type: none"> Neighborhood Opportunity & Accountability Board (NOAB) - 22 Community Works West Referrals – 1 (No longer in service as of January 2025) <p>Missing Persons: 2025 (Year-To-Date)</p> <ul style="list-style-type: none"> YTD MPU Cases: 614 YTD Closed MPU Cases: 527 	<p>Hate Crimes: 2025 (Year-To-Date)</p> <ul style="list-style-type: none"> Total Cases: 3 New cases: 1 <p>DVU Cases: 2025 (Year-To-Date)</p> <ul style="list-style-type: none"> Total cases: 1,816 The clearance rate on DV cases is nearly 100%. These are named suspect cases. An investigator reviews all I/C and Out-of-custody cases. Domestic Dispute – 581 Domestic Battery, 243(e)(1) - 444 Inflict corporate Injury Spouse/cohabitant 273.5 - 439
Education and training regarding job-related stress, PTSD, Wellness	<p>June is National Post-Traumatic Stress Disorder Awareness Month. Information was distributed to the Oakland Police Department to include:</p> <ul style="list-style-type: none"> PTSD awareness Stress Management Tips Drug/Alcohol information Suicide resources Peer Support/EAP/Chaplain/Dept. Mental Health Professional contact info 	
Budget QUARTERLY	<p>Last: Next:</p>	
Citywide Risk Management QUARTERLY	<p>Last: 4 Mar 25 Next: 27 May 25</p>	

V. Collaboration with OIG

Project	Status
NSA Inspections Tasks: 3, 4, 7,8, 9, 11, and 13	Meetings and data sharing.

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.
Sexual Misconduct Policy	Policy: see policy section.
"Patterns" definition	Collaboration meeting with OIG, CPRA, IMT on 19 Mar 24.
OIG Document on OPD Policy Types	Created by OIG and OPD, completed review.
FTO Study	Completed.

VI. Collaboration with CPRA**VII. Rules and Procedures for Mediation and Resolution of Complaints of Police Misconduct, OMC 2.45.070(N)**

Project	Status
Transition of IAB to CPRA	Information sharing with the Transition Consultants, Moeel Lah Fakhoury Law Firm – Andrew Lah and Russell Bloom
Daily Complaint Log, Weekly IAB Meetings	Ongoing
Complaints & Mediation	Pending
"Patterns" definition	Collaboration meeting with OIG, CPRA, IMT on 19 Mar 24.

VIII. Collaboration with the Community

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

File	Status
None	

X. New Laws Affecting OPD

Law	
2025 New Laws	<ul style="list-style-type: none"> Presented on 27 Feb 25 - Lieutenant Dorham

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 26 Jan 24
DOJ Clearance Rates	OPD Records Division provides monthly validated crime data to the DOJ. Uniform Crime Reporting (UCR). https://openjustice.doj.ca.gov/exploration/crime-statistics/crimes-clearances
Stop Data (GC 12525.5)	Annual report 2024 Stop data was transmitted to State – sent 11Mar 25

XIII. Any Commission Requests Made by Majority Vote of Commission – Status Update, Charter 604(b)(8)**XIV. Report from the Department via City Administrator or designee, on Issues Identified by Commission through the Commission's Chair, OMC 2.45.070(R)**

Request	
Update on Pursuit Policy	<ul style="list-style-type: none"> Chief Mitchell – 22 May 25
Update on Pursuit Policy	<ul style="list-style-type: none"> Chief Mitchell – 13 Mar 25

Special Order 9214	<ul style="list-style-type: none">• Use of Force Timelines – DC Ausmus on 13 Mar 25								
Update on 2025 New Laws	<ul style="list-style-type: none">• Presented on 27 Feb 25 - Lieutenant Dorham								
Update on Pursuit Policy	<ul style="list-style-type: none">• Presented 23 Jan 25 – Chief Michell<ul style="list-style-type: none">○ History of the Pursuit Policy since 2014								
Sanctuary Ordinance	<ul style="list-style-type: none">• Presented on 23 Jan 25 – Lieutenant Dorham<ul style="list-style-type: none">○ Sanctuary Ordinance Training for OPD								
Pursuit Policy	<ul style="list-style-type: none">• Presented on 9 Jan 25 and on 15 Jan 25 - Acting Deputy Chief Ausmus and Sergeant Urquiza								
Youth Services	<ul style="list-style-type: none">• Presented on 24 Oct 24 – Lieutenant Campos<ul style="list-style-type: none">○ Juvenile Arrest Referrals○ NOAB								
Encampment Management	<ul style="list-style-type: none">• Presented on 10 Oct 24 - Captain Eriberto Perez- Angeles								
Missing Persons	<ul style="list-style-type: none">• Presented on 10 Oct 24 – Lieutenant Campos								
Ceasefire	<ul style="list-style-type: none">• Presented on 26 Sep 24 - Director Reverend Damita Davis<ul style="list-style-type: none">○ Ceasefire								
30x30 - OPOA Women’s Committee	<ul style="list-style-type: none">• Presented on 19 Sep 24 - Lt. Alexis Nash<ul style="list-style-type: none">○ 30x30○ OPOA Women’s Committee○ Women Leaders in Law Enforcement Symposium (WLLE)								
Patterns Definition	<ul style="list-style-type: none">• Presented on 22 Aug 24 - “Patterns” Definition – Lt. Hubbard								
Skelly	<ul style="list-style-type: none">• Presented on 22 Aug 24 - Update on Skelly – Act. Capt. Dorham								
Wellness Unit	<ul style="list-style-type: none">• Presented on 22 Aug 24 - Wellness Unit Update – Dr. Nettles								
J-04 Pursuit Policy	<ul style="list-style-type: none">• Presented on 31 Jul 24 at the Community Policing Ad Hoc Public Forum - Capt. Ausmus, A/Captain E. Perez-Angeles, and Sgt. Urquiza-Leibin								
SB 2	<ul style="list-style-type: none">• Presented on 25 July 24 – Lt. Dorham								
911 System Grand Jury Report Presentation	<ul style="list-style-type: none">• Presented on 11 July 24 – Deputy Director Suttle and Mgr. Cheng								
MACRO Strategy Development	<ul style="list-style-type: none">• Presented on 11 July 24 – Deputy Director Suttle and Mgr. Cheng								
MACRO Data	<div><ul style="list-style-type: none">• May 13st - 31^s 2025 bi-weekly data:• 58 calls were referred from OPD Dispatch to MACRO• 2 incidents were returned from OFD and sent back to OPD to handle• 984 potential calls not referred to MACRO due to the below incident type criteria (radio code/description):<table><tr><td>415 (Disturbing the Peace)</td><td>415J (Disturbing the Peace – Juvenile)</td><td>912 (Possible Suspicious Person)</td><td>EVAL (Evaluate the scene/person)</td></tr><tr><td>415C (Disturbing the Peace – Investigate)</td><td>647B (Prostitution)</td><td>5150 (Possible Mental Health Crisis)</td><td>OMC (Oakland Municipal Code)</td></tr></table></div>	415 (Disturbing the Peace)	415J (Disturbing the Peace – Juvenile)	912 (Possible Suspicious Person)	EVAL (Evaluate the scene/person)	415C (Disturbing the Peace – Investigate)	647B (Prostitution)	5150 (Possible Mental Health Crisis)	OMC (Oakland Municipal Code)
415 (Disturbing the Peace)	415J (Disturbing the Peace – Juvenile)	912 (Possible Suspicious Person)	EVAL (Evaluate the scene/person)						
415C (Disturbing the Peace – Investigate)	647B (Prostitution)	5150 (Possible Mental Health Crisis)	OMC (Oakland Municipal Code)						

		415D (Disturbing the Peace – Drinking)	647C (aggressive panhandling)	602L (trespassing)	SLEEP (evaluate/person sleeping)																					
		415F (disturbing the Peace – Family/Domestic Disturbance)	601I (incorrigible juvenile)	922 (person drunk on the street)	WELCK (conduct a welfare check on someone)																					
		415E (Disturbing the Peace – Music Party)	647F (person possibly drunk)	314 (indecent exposure)	SENILE (evaluate the scene, welfare check, could be a missing person unable to care for themselves)																					
		<ul style="list-style-type: none">Below is a sample of 10 calls that were not eligible to be sent to MACRO due to the details provided by the reporting person calling dispatch. These calls included details such as:<ul style="list-style-type: none">the incident occurring inside a dwellingmention of a crime, weapons and/or threats of violence																								
		<table><tr><th># of Calls</th><th>Call Type</th><th>Reason not Referred</th></tr><tr><td>1</td><td>5150</td><td>1. Inside dwelling – at the Mayor’s office.</td></tr><tr><td>3</td><td>415C</td><td>1. No specified location/ advised misdial 2. Inside dwelling 3. Field initiated</td></tr><tr><td>2</td><td>415CU</td><td>1. Inside dwelling- breaking items in store 2. Inside dwelling</td></tr><tr><td>1</td><td>WELCK</td><td>1. Well check on JUV/10-11 months</td></tr><tr><td>1</td><td>415E</td><td>1. Inside Dwelling- Loud musing from stereo at 1057 44th avenue</td></tr><tr><td>1</td><td>415J</td><td>1. 15-16 JUVS drinking and smoking</td></tr><tr><td>1</td><td>415F</td><td>1. Inside dwelling</td></tr></table>	# of Calls	Call Type	Reason not Referred	1	5150	1. Inside dwelling – at the Mayor’s office.	3	415C	1. No specified location/ advised misdial 2. Inside dwelling 3. Field initiated	2	415CU	1. Inside dwelling- breaking items in store 2. Inside dwelling	1	WELCK	1. Well check on JUV/10-11 months	1	415E	1. Inside Dwelling- Loud musing from stereo at 1057 44 th avenue	1	415J	1. 15-16 JUVS drinking and smoking	1	415F	1. Inside dwelling
	# of Calls	Call Type	Reason not Referred																							
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1	415F	1. Inside dwelling																								
	<ul style="list-style-type: none">Presented on 13 Jun 24, Manager Marshall and Chief Mitchell																									
	<ul style="list-style-type: none">Presented on 23 May 24 Communications Manager – Mgr. Cheng																									
	<ul style="list-style-type: none">Presented on 8 May 24 – A/Capt. Valle																									
	<ul style="list-style-type: none">Presented on 8 May 24 and 13 Jun 24 - Lt. Dorham																									

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



CITY OF
OAKLAND

**COMMUNITY POLICE
REVIEW AGENCY**

May 2025 Completed Investigations

Page 1 of 4
(Total Completed = 10)

Inv.	Case #	Incident Date	Received Date	Completion Date	1-Year Goal	Officer	Allegation	Finding/Conclusion
SD	24-0749	5/20/2024	5/21/2024	5/8/2025	5/19/2025	Subject 1	Performance of Duty-Unintentional/ Improper Search, Seizure, Or Arrest	Within OPD Policy
							Performance of Duty-Unintentional/ Improper Search, Seizure, Or Arrest	Within OPD Policy
							Performance of Duty-Unintentional/ Improper Search, Seizure, Or Arrest	Within OPD Policy
							Performance of Duty-Unintentional/ Improper Search, Seizure, Or Arrest	Within OPD Policy
							Conduct Towards Others – Demeanor	Not Sustained
EM	24-0729	5/17/2024	5/20/2024	5/14/2025	5/16/2025	Subject 1	Performance of Duty-Unintentional/ Improper Search, Seizure, Or Arrest	Within OPD Policy
							Conduct Towards Others - Harassment and Discrimination	Not Sustained
							Use of Physical Force	Within OPD Policy
							Performance of Duty-Miranda Violation	Within OPD Policy
						Subject 2	Use of Physical Force	Within OPD Policy
						Subject 3	Use of Physical Force	Not Sustained
						Subject 4	Failure To Accept or Refer a Complaint - Unintentional	Unfounded
CH	24-1271	9/1/2024	9/4/2024	5/15/2025	8/31/2025	Subject 1	Performance of Duty-Unintentional/ Improper Search, Seizure, Or Arrest	Within OPD Policy
							Conduct Towards Others – Demeanor	Within OPD Policy
							Performance of Duty- General	Administrative Closure
						Subject 2	Performance of Duty-Unintentional/ Improper Search, Seizure, Or Arrest	Within OPD Policy
							Use of Physical Force	Within OPD Policy
							Performance of Duty- General	Within OPD Policy



CITY OF
OAKLAND

**COMMUNITY POLICE
REVIEW AGENCY**

May 2025 Completed Investigations

Page 2 of 4
(Total Completed = 10)

Inv.	Case #	Incident Date	Received Date	Completion Date	1-Year Goal	Officer	Allegation	Finding/Conclusion
						Subject 3	NO MOR Violation	Administrative Closure (Lacks Specificity)
CH	24-1479	10/17/2024	10/18/2024	5/15/2025	10/16/2025	Subject 1	Use of Physical Force	Within OPD Policy
							Use of Physical Force	Unfounded
							Use of Physical Force	Unfounded
						Subject 2	Use of Physical Force	Within OPD Policy
							Use of Physical Force	Unfounded
							Use of Physical Force	Unfounded
CH	24-1667	8/26/2024	12/06/2024	5/15/2025	12/4/2025	Subject 1	Conduct Towards Others - Harassment and Discrimination	Not Sustained
AL	24-0799 ¹	5/31/2024	6/3/2024	5/23/2025	5/30/2025	Subject 1	Use of Physical Force	Within OPD Policy
						Subject 2	Conduct Toward Others - Demeanor	Sustained
						Subject 3	Use of Physical Force	Not Sustained
						Subject 4	Use of Physical Force	Not Sustained
CH	24-1656	10/7/2023	12/17/2024	5/23/2025	11/26/2025			Administrative Closure (3304 Violation)
CH	24-1377	9/23/2024	9/24/2024	3/20/2025	9/22/2025	Subject 1	Use of Physical Force	Within OPD Policy
						Subject 2	Use of Physical Force	Within OPD Policy

¹ Police Commission Discipline Committee Final Decision



May 2025 Completed Investigations

Page 3 of 4
(Total Completed = 10)

CPRA Made the following Training Recommendations with Respect to Investigations in this Report

- Officers receive training on documenting facts in support of a search.

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:

25-0373
24-1665

Finding Definitions:

Sustained: The investigation revealed a preponderance of evidence 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 investigation revealed a preponderance of evidence that the alleged conduct did occur and was in accordance with the law and Oakland Police Department rules, regulations, or policies.

Unfounded: The investigation revealed a preponderance of evidence that the alleged conduct did not occur.

Not Sustained: The investigations revealed evidence that can neither prove nor disprove by a preponderance of evidence that the alleged conduct occurred and was in violation of law and/or Oakland Police Department rules, regulations, or policies.

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.



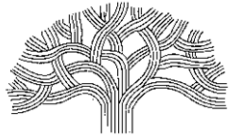
May 2025 Completed Investigations

Page 4 of 4
(Total Completed = 10)

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

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

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.

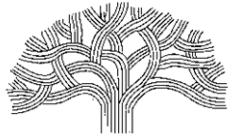


CITY OF OAKLAND
COMMUNITY POLICE REVIEW AGENCY
Pending Cases as of May 2025
(Sorted by One-Year Goal)

Page 1 of 5
 Total Pending = 143 (+7.2%)

Case #	Incident Date	Date Received IAB	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)
22-1102	08/23/2022	10/17/2022	04/19/2023	Investigator	YH	02/19/2023	TOLLED	Other	1	1		Obedience to Laws
23-1602	03/29/2022	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	11/07/2024	11/07/2023	Investigator	YH	05/05/2024	TOLLED	Use of Force	1	1	1	Use of Force
24-0582	04/17/2024	04/20/2024	04/17/2024	Investigator	YH	10/14/2024	TOLLED	Use of Force	1	2	2	Use of Force
24-0988	07/03/2024	07/10/2024	07/12/2024	Investigator	SD	01/06/2025	TOLLED	Other	1	1	2	Performance of Duty
24-1104	08/01/2024	08/01/2024	08/01/2024	Investigator	AL	01/28/2025	TOLLED	Other	1	1	3	Obedience to Laws, Reports and Bookings, Truthfulness
24-1107	Multiple dates	08/01/2024	08/01/2024	Investigator	YH	01/28/2025	TOLLED	Other	1	1	5	Obedience to Laws, Conduct Towards Others-Demeanor, Conduct Towards Others-Relationship, Conduct Towards Others-Harassment and Discrimination
25-0014	01/04/2024	01/04/2024	01/07/2025	Investigator	AL	07/03/2025	TOLLED	Use of Force	1	1	1	Use of Force
25-0191	02/24/2025	02/24/2025	02/25/2025	Investigator	AL	08/23/2025	TOLLED	Use of Force	1	2	2	Use of Force
24-1598	11/06/2024	11/13/2024	11/14/2024	Investigator	EM	05/12/2025	TOLLED	Other	2	1	1	Conduct Towards Others, Relationships
24-0817	06/04/2024	06/04/2024	06/05/2024	Investigator	YH	12/01/2024	06/03/2025	Other	1	1	1	Performance of Duty, Miranda Violation
24-0894	06/22/2024	06/22/2024	06/25/2024	Investigator	SD	10/06/2025	06/25/2025	Use of Force	1	2	4	False Detainment, Unlawful Search, Use of Force
24-0909	06/26/2024	06/26/2024	06/28/2024	Investigator	EM	12/23/2024	06/25/2025	Use of Force	1	2	2	Use of Force
24-1323	07/06/2024	09/12/2024	09/13/2024	Investigator	AL	03/11/2025	07/06/2025	Use of Force	1	4	16	Use of Force, Miranda Violation, Performance of Duty
24-1009	07/13/2024	07/13/2024	07/16/2024	Investigator	EM	01/09/2025	07/12/2025	Use of Force, Discrimination	1	2	6	Use of Force, Discrimination, Performance of Duty
24-1016	07/14/2024	07/14/2024	07/16/2024	Investigator	CH	01/10/2024	07/13/2025	Other	1	1	2	Conduct Towards Others, Obedience to Laws Felony
24-1101	08/01/2024	08/01/2024	08/06/2024	Investigator	EM	01/28/2025	07/31/2025	Use of Force	1	1	2	Use of Force, False Arrest
24-1114	08/04/2024	08/04/2024	08/06/2024	Investigator	SD	01/31/2025	08/03/2025	Use of Force	1	2	2	Use of Force
24-1155	04/26/2024	08/12/2024	08/14/2024	Investigator	CH	02/08/2025	08/11/2025	Other	1	1	1	Reports and Bookings
24-1320	09/11/2024	09/11/2024	09/12/2024	Investigator	CH	03/10/2025	09/10/2025	Use of Force	1	5	7	Use of Force, Performance of Duty, Demeanor
24-1408	09/30/2024	09/30/2024	09/30/2024	Investigator	CH	03/29/2025	09/29/2025	Discrimination	1	1	3	Discrimination, Performance of Duty, Service Complaint
24-1406	10/01/2024	10/01/2024	10/01/2024	Investigator	EM	03/30/2025	09/30/2025	Use of Force	1	2	3	Use of Force, False Arrest, Demeanor
24-1427	09/11/2023	10/04/2024	10/07/2024	Investigator	SD	04/02/2025	10/03/2025	Truthfulness	1	1	1	Truthfulness
24-1431	10/04/2024	10/04/2024	10/07/2024	Investigator	AL	04/02/2025	10/03/2025	Use of Force	1	3	6	Use of Force, False Arrest
24-1449	10/10/2024	10/10/2024	10/10/2024	Investigator	CH	04/08/2025	10/09/2025	Use of Force	1	2	4	Use of Force, Demeanor

*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.

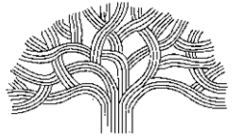


CITY OF OAKLAND
COMMUNITY POLICE REVIEW AGENCY
Pending Cases as of May 2025
(Sorted by One-Year Goal)

Page 2 of 5
 Total Pending = 143 (+7.2%)

Case #	Incident Date	Date Received IAB	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)
24-1451	10/10/2024	10/10/2024	10/11/2024	Investigator	YH	04/08/2025	10/09/2025	Use of Force	1	2	6	Use of Force, Demeanor, Performance of Duty, Discrimination
24-1464	10/14/2024	10/14/2024	10/15/2024	Investigator	CH	04/12/2025	10/13/2025	Use of Force	1	1	3	Use of Force, Demeanor, Discrimination
24-1474	10/15/2024	10/15/2024	10/17/2024	Investigator	CH	04/13/2025	10/14/2025	Discrimination	1	2	1	Discrimination, Care of Property
24-1471	10/12/2024	10/16/2024	10/16/2024	Investigator	AL	04/14/2025	10/15/2025	Use of Force	1	6	15	Use of Force, Performance of Duty
24-1481	10/17/2024	10/17/2024	10/18/2024	Investigator	CH	04/15/2025	10/16/2025	Use of Force	1	3	5	Use of Force, Demeanor, Performance of Duty, Discrimination
24-1520	Unknown	10/20/2024	10/20/2024	Investigator	EM	04/18/2025	10/19/2025	Truthfulness	1	1	1	Truthfulness
24-1525	10/25/2024	10/25/2024	10/28/2024	Investigator	CH	04/23/2025	10/24/2025	Use of Force	1	1	2	Use of Force, Performance of Duty
24-1547	10/28/2024	10/28/2024	10/28/2024	Investigator	SD	04/26/2025	10/27/2025	Discrimination	1	1	1	Discrimination
24-1589	11/09/2024	11/10/2024	11/12/2024	Investigator	CH	05/09/2025	11/09/2025	Racial Profiling	1	2	3	Racial Profiling, Service Complaint
24-1596	10/15/2024	11/13/2024	11/14/2025	Investigator	SD	05/12/2025	11/13/2025	Other	1	1	2	Obedience to Laws, Improper Dissemination of Computer Information
24-1603	11/15/2024	11/15/2024	11/18/2024	Investigator	CH	05/14/2025	11/14/2025	Discrimination	1	2	5	Discrimination, Demeanor, False Arrest
24-0608	12/26/2023	04/22/2024	04/24/2024	Investigator	YH	10/19/2024	11/19/2025	Truthfulness	1	2	4	Obedience to Laws, Truthfulness, Performance of Duty - General, Supervisors - Authority and Responsibilities
24-1618	11/20/2024	11/20/2024	11/21/2024	Investigator	AL	05/19/2025	11/19/2025	Use of Force	1	2	4	Use of Force, Performance of Duty
24-1685	11/25/2024	12/10/2024	12/11/2024	Investigator	EM	06/08/2025	11/25/2025	Use of Force	1	1	1	Use of Force
24-1655	12/02/2024	12/02/2024	12/03/2024	Investigator	CH	05/31/2025	12/01/2025	Discrimination	1	3	4	Discrimination, Performance of Duty
24-1645	11/30/2024	12/02/2024	12/03/2024	Investigator	SD	05/31/2025	12/01/2025	Use of Force	1	2	2	Use of Force, Demeanor
24-1653	11/27/2024	12/03/2024	12/03/2024	Investigator	CH	06/01/2025	12/02/2025	Racial Profiling	1	1	2	Racial Profiling
24-1688	01/01/1990	12/10/2024	12/11/2024	Investigator	CH	06/08/2025	12/09/2025	Other	1	1	1	Obedience to Laws
24-1714	12/16/2024	12/16/2024	12/17/2024	Investigator	YH	06/14/2025	12/14/2025	Use of Force	1	2	2	Use of Force
24-1720	12/06/2024	12/17/2024	12/16/2024	Investigator	CH	06/14/2025	12/15/2025	Harassment	1	1	3	Harassment, Performance of Duty
24-1726	12/19/2024	12/19/2024	12/20/2024	Investigator	CH	06/17/2025	12/18/2025	Use of Force	1	1	1	Use of Force
23-1655	10/06/2023	10/06/2023	10/06/2023	Investigator	SD	04/03/2024	12/19/2025	Other	1	1	1	Obedience to Laws
24-1729	12/22/2024	12/22/2024	12/24/2024	Investigator	CH	06/20/2025	12/21/2025	Use of Force	1	1	1	Use of Force
24-1734	12/22/2024	12/22/2024	12/24/2024	Investigator	CH	06/20/2025	12/21/2025	Use of Force	1	2	4	Use of Force, Performance of Duty
24-1733	12/22/2024	12/23/2024	12/24/2024	Investigator	CH	06/20/2025	12/22/2025	Use of Force	1	1	9	Use of Force, Performance of Duty
24-1746	05/22/2024	12/23/2024	12/27/2024	Investigator	CH	06/21/2025	12/22/2025	Truthfulness, Discrimination	1	1	5	Truthfulness, Discrimination, Performance of Duty
24-1750	12/29/2024	12/30/2024	12/31/2024	Investigator	CH	06/28/2025	12/29/2025	Use of Force	1	2	4	Use of Force, False Arrest
24-1759	12/30/2024	12/30/2024	12/31/2024	Investigator	CH	06/28/2025	12/29/2025	Racial Profiling	1	1	1	Racial Profiling
25-0015	01/04/2025	01/04/2025	01/07/2025	Investigator	CH	07/03/2025	01/03/2026	Use of Force	1	1	1	Use of Force

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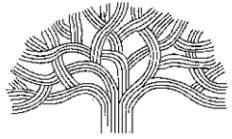


CITY OF OAKLAND
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Pending Cases as of May 2025
(Sorted by One-Year Goal)

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 Total Pending = 143 (+7.2%)

Case #	Incident Date	Date Received IAB	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)
25-0016	01/05/2025	01/05/2025	01/07/2025	Investigator	CH	07/04/2025	01/04/2026	Use of Force	1	1	1	Use of Force
25-0027	01/06/2025	01/06/2025	01/08/2025	Investigator	CH	07/05/2025	01/05/2026	Use of Force	1	1	1	Use of Force
25-0037	01/09/2025	01/09/2025	01/14/2025	Investigator	CH	07/08/2025	01/08/2026	Use of Force	1	1	2	Use of Force, Discrimination
24-0138	01/19/2024	01/19/2024	03/07/2024	Investigator	YH	07/17/2024	01/09/2026	Truthfulness	1	1	1	Truthfulness
25-0040	01/10/2025	01/10/2025	01/14/2025	Investigator	AL	07/09/2025	01/09/2026	Use of Force	1	2	2	Use of Force, Performance of Duty
25-0045	08/21/2024	01/13/2025	01/24/2025	Investigator	CH	07/12/2025	01/12/2026	Use of Force	1	1	2	Use of Force, Performance of Duty
25-0057	01/16/2025	01/16/2025	01/17/2025	Investigator	CH	07/15/2025	01/15/2026	Discrimination	1	2	2	Discrimination
25-0058	01/16/2025	01/16/2025	01/17/2025	Investigator	CH	07/15/2025	01/15/2026	Racial Profiling	1	1	1	Racial Profiling
25-0071	01/20/2025	01/20/2025	01/21/2025	Investigator	CH	07/19/2025	01/19/2026	Use of Force	1	3	3	Use of Force
25-0077	01/20/2025	01/22/2025	01/22/2025	Investigator	CH	07/21/2025	01/21/2026	Racial Profiling	1	1	5	Racial Profiling
24-0353	03/01/2024	03/01/2024	03/05/2024	Investigator	YH	08/28/2024	01/22/2026	Use of Force	1	1	3	Use of Force, Reports and Bookings, Obedience to Laws
25-0089	01/25/2025	01/26/2025	01/28/2025	Investigator	CH	07/28/2025	01/25/2026	Use of Force	1	2	4	Use of Force, Performance of Duty
25-0097	01/27/2025	01/27/2025	01/28/2025	Investigator	CH	07/26/2025	01/26/2026	Use of Force	1	1	1	Use of Force
25-0106	01/29/2025	01/29/2025	01/30/2025	Investigator	CH	07/28/2025	01/28/2026	Use of Force	1	1	1	Use of Force
25-0110	01/31/2025	01/31/2025	01/31/2025	Investigator	AL	07/30/2025	01/30/2026	Use of Force	1	2	2	Use of Force
25-0135	02/04/2025	02/05/2025	02/06/2025	Investigator	CH	08/04/2025	02/04/2026	Racial Profiling	1	1	4	Racial Profiling, Performance of Duty
22-0622	05/25/2022	08/23/2022	05/25/2022	Investigator	YH	11/21/2022	02/06/2026	Use of Force	1	14	1	Use of Force
25-0152	02/11/2025	02/11/2025	02/12/2025	Investigator	CH	08/10/2025	02/10/2026	Use of Force	1	4	4	Use of Force
25-0166	11/01/2024	02/18/2025	02/18/2025	Investigator	CH	08/17/2025	02/17/2026	Other	1	1	1	Obedience to Laws
25-0176	02/17/2025	02/18/2025	02/19/2025	Investigator	CH	08/17/2025	02/17/2026	Use of Force	1	1	1	Use of Force
25-0175	02/17/2025	02/19/2025	02/20/2025	Investigator	CH	08/18/2026	02/18/2026	Use of Force	1	2	8	Use of Force, Performance of Duty
25-0186	02/22/2025	02/23/2025	02/25/2025	Investigator	SD	08/22/2025	02/22/2026	Other	1	1	1	Other
25-0187	02/23/2025	02/23/2025	02/25/2025	Investigator	CH	08/22/2025	02/22/2026	Discrimination	1	1	2	Discrimination, Demeanor
25-0198	02/25/2025	02/25/2025	02/26/2025	Investigator	CH	08/24/2025	02/24/2026	Use of Force	1	2	3	Use of Force
25-0218	02/28/2025	02/28/2025	03/03/2025	Investigator	CH	08/27/2025	02/27/2026	Use of Force	1	1	2	Use of Force, Obedience to Laws
25-0226	03/01/2025	03/01/2025	03/04/2025	Investigator	CH	08/28/2025	02/28/2026	Use of Force	1	1	1	Use of Force
25-0214	03/03/2025	TBD	03/04/2025	Investigator	YH	09/02/2025	03/03/2026	Other	2	1	1	Performance of Duty
25-0231	03/04/2025	03/04/2025	03/04/2025	Investigator	CH	08/31/2025	03/03/2026	Use of Force	1	1	3	Use of Force, Harassment
25-0232	03/01/2025	03/04/2025	03/04/2025	Investigator	CH	08/31/2025	03/03/2026	Use of Force	1	2	2	Use of Force
25-0234	03/05/2025	03/05/2025	03/05/2025	Investigator	CH	09/01/2025	03/04/2026	Use of Force	1	1	1	Use of Force
25-0247	03/07/2025	03/04/2025	03/11/2025	Investigator	CH	09/01/2025	03/04/2026	Racial Profiling	1	1	1	Racial Profiling
25-0286	01/30/2024	03/05/2025	03/19/2025	Intake	SH	09/01/2025	03/04/2026	Use of Force	1	1	2	Use of Force
25-0257	03/11/2025	03/11/2025	03/12/2025	Investigator	CH	09/07/2025	03/10/2026	Other	1	3	5	Other, Use of Force
25-0266	03/13/2025	03/13/2025	03/13/2025	Intake	SH	09/09/2025	03/12/2026	Use of Force	1	1	1	Use of Force
25-0272	03/16/2025	03/16/2025	03/18/2025	Investigator	SD	09/12/2025	03/15/2026	Discrimination	1	1	4	Discrimination
25-0277	03/16/2025	03/16/2025	03/18/2025	Investigator	SD	09/12/2025	03/15/2026	Discrimination	1	1	4	Discrimination
25-0279	03/17/2025	03/17/2025	03/18/2025	Investigator	CH	09/13/2025	03/16/2026	Use of Force	1	2	4	Use of Force
25-0280	03/17/2025	03/17/2025	03/18/2025	Investigator	CH	09/13/2025	03/16/2026	Discrimination	1	1	2	Discrimination

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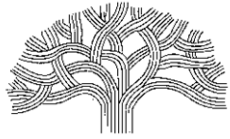


CITY OF OAKLAND
COMMUNITY POLICE REVIEW AGENCY
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Case #	Incident Date	Date Received IAB	Date Received CPRA	Intake or Investigator	Assigned Staff	180-Day Goal	1-Year Goal	Type (604(f)(1) or Other)	Class	Subject Officers	Allegation Count	Allegation(s)
25-0293	03/17/2025	03/17/2025	03/20/2025	Investigator	SD	09/13/2025	03/17/2026	Other	1	1	1	Obedience to Laws
25-0295	03/19/2025	03/19/2025	03/20/2025	Investigator	CH	09/15/2025	03/18/2026	Use of Force	1	1	1	Use of Force
25-0299	03/20/2025	03/20/2025	03/25/2025	Investigator	CH	09/16/2025	03/19/2026	Use of Force	1	1	3	Use of Force, Performance of Duty
25-0304	03/21/2025	03/21/2025	03/24/2025	Investigator	CH	09/17/2025	03/20/2026	Racial Profiling	1	1	1	Racial Profiling
25-0360	05/17/2024	03/25/2025	04/09/2025	Intake	SH	09/21/2025	03/24/2026	Other	1	1	1	Obedience to Laws
25-0318	03/20/2025	03/26/2025	03/28/2025	Investigator	CH	09/22/2025	03/25/2026	Use of Force	1	4	6	Use of Force, Performance of Duty
25-0320	03/26/2025	03/27/2025	03/02/2025	Investigator	CH	09/23/2025	03/26/2026	Use of Force	1	1	5	Use of Force, Harassment, Performance of Duty, Demeanor
25-0322	01/16/2024	03/27/2025	03/27/2025	Intake	KC	09/23/2025	03/26/2026	Other	1	1	2	Racial Profiling, Performance of Duty
25-0326	03/30/2025	03/30/2025	04/01/2025	Intake	SH	09/26/2025	03/29/2026	Use of Force	1	1	3	Use of Force, False Arrest, Performance of Duty
25-0331	03/31/2025	03/31/2025	04/01/2025	Intake	KC	09/27/2025	03/30/2026	Use of Force	1	4	4	Use of Force
25-0334	03/25/2025	04/01/2025	04/03/2025	Intake	KC	09/28/2025	03/31/2026	Use of Force	1	1	4	Use of Force, Performance of Duty
25-0338	04/01/2025	04/01/2025	04/02/2025	Intake	SH	09/28/2025	03/31/2026	Use of Force	1	1	3	Use of Force, Racial Profiling, False Arrest
25-0339	04/01/2025	04/01/2025	04/02/2025	Investigator	CH	09/28/2025	03/31/2026	Use of Force	1	2	2	Use of Force
25-0352	04/06/2025	04/06/2025	04/08/2025	Investigator	CH	10/03/2025	04/05/2026	Use of Force	1	1	1	Use of Force
25-0353	04/06/2025	04/06/2025	04/08/2025	Investigator	CH	10/03/2025	04/05/2026	Use of Force	1	5	5	Use of Force
25-0355	04/06/2025	04/08/2025	04/08/2025	Intvestigator	CH	10/05/2025	04/07/2026	Use of Force	1	2	2	Use of Force
25-0371	04/11/2025	04/11/2025	04/14/2025	Intake	SH	10/08/2025	04/10/2026	Use of Force	1	1	2	Use of Force, Demeanor
25-0375	04/12/2025	04/12/2025	04/15/2025	Intvestigator	CH	10/09/2025	04/11/2026	Profiling	1	1	1	Profiling
25-0383	04/14/2025	04/14/2025	04/16/2025	Intvestigator	CH	10/11/2025	04/13/2026	Use of Force	1	1	3	Use of Force
25-0391	02/28/2025	04/16/2025	04/16/2025	Investigator	CH	10/13/2025	04/15/2026	Use of Force	1	1	2	Use of Force, Demeanor
25-0402	04/17/2025	04/17/2025	04/17/2025	Intake	KC	10/14/2025	04/16/2026	Use of Force	1	1	1	Use of Force
25-0405	04/15/2025	04/17/2025	04/18/2025	Investigator	CH	10/14/2025	04/16/2026	Other	2	1	1	Performance of Duty
25-0412	04/18/2025	04/18/2025	04/21/2025	Intake	DC	10/15/2025	04/17/2026	Other	1	5	5	Other
24-0593	04/20/2024	04/20/2024	04/23/2024	Investigator	SD	10/17/2024	04/21/2026	Other	1	4	10	Obedience to Laws, Use of Force, Performance of Duty
25-0430	04/22/2025	04/22/2025	04/23/2025	Investigator	CH	10/19/2025	04/21/2026	Other	1	1	1	Other
25-0423	04/22/2025	04/22/2025	04/23/2025	Investigator	CH	10/19/2025	04/21/2026	Harassment	1	1	3	Failure to Report, Failure to Supervise, Harassment
25-0428	04/08/2025	04/23/2025	04/23/2025	Intake	DC	10/20/2025	04/22/2026	Other	1	2	2	Other
25-0431	04/18/2025	04/23/2025	04/24/2025	Intake	KC	10/20/2025	04/22/2026	Discrimination	1	2	2	Discrimination, Performance of Duty
25-0434	04/24/2025	04/24/2025	04/25/2025	Investigator	CH	10/21/2025	04/23/2026	Use of Force	1	1	3	Use of Force, Demeanor, Unlawful Arrest
25-0442	04/08/2025	04/24/2025	04/29/2025	Intake	KC	10/21/2025	04/23/2026	Other	2	1	1	Other
25-0435	04/24/2025	04/24/2025	04/25/2025	Intake	DC	10/21/2025	04/23/2026	Racial Profiling	1	1	1	Racial Profiling
25-0439	04/24/2025	04/05/2025	04/24/2025	Intake	KC	10/22/2025	04/24/2026	Other	2	1	1	Performance of Duty
25-0447	04/18/2025	04/25/2025	04/29/2025	Intake	KC	10/22/2025	04/24/2026	Racial Profiling	1	1	2	Racial Profiling, Performance of Duty

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25-0453	04/28/2025	04/28/2025	04/30/2025	Investigator	CH	10/25/2025	04/27/2026	Use of Force	1	3	7	Use of Force, Unlawful Arrest, Performance of Duty
25-0450	04/23/2025	04/28/2025	04/30/2025	Investigator	CH	10/25/2025	04/27/2026	Discrimination	1	1	2	Discrimination, Performance of Duty
25-0463	04/30/2025	04/30/2025	05/01/2025	Intake	KC	10/27/2025	04/29/2026	Use of Force	1	2	4	Use of Force, Demeanor
25-0465	05/01/2025	05/01/2025	05/02/2025	Intake	DC	10/28/2025	04/30/2026	Other	1	1	1	Other
24-0668	02/07/2024	02/07/2024	02/07/2024	Investigator	YH	08/13/2024	12/02/2025	Other	1	1	1	Obedience to Laws
25-0534	05/18/2025	05/18/2025	05/20/2025	Intake	DC	11/14/2025	05/17/2026	Use of Force	1	3	3	Use of Force
25-0522	05/14/2025	05/14/2025	05/15/2025	Intake	DC	11/10/2025	05/13/2026	Use of Force	1	2	3	Use of Force
25-0497	05/08/2025	05/0/2025	05/09/2025	Intake	DC	11/04/2025	05/07/2026	Untruthfulness	1	2	2	Untruthfulness
25-0488	02/13/2024	05/06/2025	05/08/2025	Intake	DC	11/02/2025	05/05/2026	Other	1	2	2	Other
25-0483	04/11/2025	05/02/2025	05/02/2025	Intake	SH	10/29/2025	05/01/2026	Discrimination	1	1	3	Discrimination, Performance of Duty
25-0467	05/01/2025	05/01/2025	05/02/2025	Intake	SH	10/28/2025	04/30/2026	Use of Force	1	2	9	Use of Force, Performance of Duty, Custody of Prisoners, Service
25-0520	04/24/2025	05/14/2025	05/14/2025	Intake	SH	11/10/2025	05/13/2026	Use of Force	1	1	5	Use of Force, Performance of Duty, Demeanor
25-0501	05/09/2025	05/09/2025	05/12/2025	Intake	SH	11/05/2025	05/08/2026	Racial Profiling	1	2	4	Racial Profiling, Discrimination
25-0476	05/04/2025	05/04/2025	05/06/2025	Intake	KC	10/31/2025	05/03/2026	Use of Force	1	1	2	Use of Force, Performance of Duty
25-0477	05/03/2025	05/03/2025	05/06/2025	Intake	KC	10/30/2025	05/02/2026	Use of Force, Discrimination	1	1	3	Use of Force, Discrimination, Performance of Duty
25-0512	05/12/2025	05/12/2025	05/14/2025	Intake	KC	11/08/2025	05/11/2026	Other	2	1	2	Performance of Duty, Other
25-0515	05/13/2025	05/13/2025	05/14/2025	Intake	KC	11/09/2025	05/12/2026	Other	2	1	1	Performance of Duty
25-0287	01/19/2024	03/13/2025	03/19/2025	Investigator	YH	09/09/2025	TOLLED	Truthfulness	1	1	2	Obedience to Laws, Failure to Report

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