

## **REGULAR MEETING AGENDA**

June 13, 2024 - 5:30 PM
City Hall Council Chambers (1 Frank H. Ogawa Plaza, Oakland)

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

Please note that Zoom links will be for <u>observation only</u>. Public participation via Zoom is <u>not</u> possible currently.



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#### **PUBLIC PARTICIPATION**

The Oakland Police Commission welcomes public participation. We are currently prohibited from implementing hybrid meetings. Please refer to how you can observe and/or participate below:

#### **OBSERVE:**

- To observe, the public may view the televised video conference by viewing KTOP channel 10 on Xfinity (Comcast) or ATT Channel 99 and locating City of Oakland KTOP Channel 10
- To observe the meeting by video conference, please click on this link <a href="https://us02web.zoom.us/j/84101419149">https://us02web.zoom.us/j/84101419149</a> at the noticed meeting time. Instructions on how to join a meeting by video conference are available at: <a href="https://support.zoom.us/hc/en-us/articles/201362193">https://support.zoom.us/hc/en-us/articles/201362193</a>, which is a web page entitled "Joining a Meeting"
- To listen to the meeting by phone, please call the numbers below at the noticed meeting time: Dial (for higher quality, dial a number based on your current location):

+1669 900 9128 or +1669 444 9171 or +1719 359 4580 or +1253 215 8782 or +1346 248 7799 or +1646 931 3860

Webinar ID: 841 0141 9149

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

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

#### PROVIDE PUBLIC COMMENT IN PERSON:

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

#### **E-COMMENT:**

• Please email written comments to <a href="mailto:opc@oaklandcommission.org">opc@oaklandcommission.org</a>. E-comments must be submitted at least **24 hours** before the meeting with the agenda item to which it pertains. Open Forum comments are limited to one per person.

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



#### **REGULAR MEETING AGENDA**

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

I. Call to Order, Welcome, Roll Call, Determination of Quorum, and (Read-Out from Prior Meeting, if any).

Chair Marsha Peterson

**Roll Call**: Vice Chair Karely Ordaz; Commissioner Regina Jackson; Commissioner Wilson Riles; Commissioner Ricardo Garcia-Acosta; Commissioner Angela Jackson-Castain

#### II. Closed Session (approximately 5:30 p.m. - 6:30 p.m.)

The Police Commission will take Public Comment on the Closed Session items.

THE OAKLAND POLICE COMMISSION WILL ADJOURN TO CLOSED SESSION AND WILL REPORT ON ANY FINAL DECISIONS DURING THE POLICE COMMISSION'S OPEN SESSION MEETING AGENDA.

**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

PUBLICEMPLOYEE DISCIPLINE / DISMISSAL / RELEASE

(Government Code Section 54957(b))

Title not disclosed under personnel privacy laws, California's Brown Act, and City's Sunshine Ordinance

PUBLIC EMPLOYEE APPOINTMENT / EMPLOYMENT (Government Code Section 54957(b)) Title: Inspector General

#### III. Redetermination of Quorum and (Read-Out from Closed Session and/or announcements, if any)

Chair Marsha Peterson

**Roll Call:** Vice Chair Karely Ordaz; Commissioner Regina Jackson; Commissioner Wilson Riles; Commissioner Ricardo Garcia-Acosta; Commissioner Angela Jackson-Castain

#### IV. Open Forum Part 1 (2 minutes per speaker, 15 minutes total)

Members of the public wishing to address the Commission on matters that are not on tonight's agenda but are related to the Commission's work should submit a speaker card before this item. Comments regarding agenda items should be held until the agenda item is called for discussion. Speakers not able to address the Commission during this Open Forum will be given priority to speak during Open Forum Part 2. *This is a recurring item.* 



#### **REGULAR MEETING AGENDA**

June 13. 2024 - 5:30 PM

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

# v. PUBLIC FORUM HEARING: Discussion of the Mayor's Budget for the Oakland Police Department

**Approximately 6:45 pm** (Attachment 1)

The Commission invites public feedback and discussion of the Mayor's budget for OPD to inform the Commission's recommendations to the Mayor and City Council.

Oakland Charter §604(b)7

Review the Mayor's proposed budget to determine whether budgetary allocations for the Department are aligned with the Department's policies, procedures, customs, and General Orders. The Commission shall conduct at least one public hearing on the Department budget per budget cycle and shall forward to the City Council any recommendations for change.

#### VI. Update from Oakland Police Department (OPD)

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

This is a recurring item. (Attachment 2)

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

#### VII. Ad Hoc Committee Reports

Representatives from Ad Hoc Committees will provide updates on their work. Opportunities for discussion, public comment, and/or actions, if any, will be provided following the presentation of all Ad Hoc Committee updates.

This is a recurring item.

#### Negotiated Settlement Agreement (NSA) Ad Hoc (Commissioner Peterson (Chair), Jackson, Ordaz)

The NSA Ad Hoc Committee is tasked with: (1) Representing the Commission in all deliberations and discussions with other stakeholders pertaining to the Sustainability Period and efforts to resolve Court oversight; (2) Reviewing the status of OPD compliance with NSA Tasks 5 (investigations) and 45 (racial disparity in discipline) and making recommendations for any policies required to achieve compliance in these areas; and (3) Recommending policies and actions necessary to ensure that the constitutional policing mandated by the NSA continues beyond the Sustainability Period.

## **REGULAR MEETING AGENDA**



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

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

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

The Racial Profiling Ad Hoc Committee serves as a dedicated forum to address the complex issues of racial profiling while promoting community policing principles. The goal is to create lasting improvements in law enforcement practices and relationships between the police and the diverse communities they serve.

#### Community Policing Ad Hoc (Commissioners Riles (Chair), Jackson, Garcia-Acosta)

The Community Policing Ad Hoc Committee is dedicated to developing a new policy directing the Oakland Police Department's role in Community Policing.

#### Staff Search: Inspector General (Commissioners Jackson (Chair), Garcia-Acosta)

The Staff Search Ad Hoc Committee is responsible for the recruitment and hiring of staff vacancies, including but not limited to the Inspector General.

#### Annual Report Ad Hoc (Commissioners Peterson (Chair), Ordaz, and Jackson)

The Annual Report Ad Hoc Committee is tasked with producing the Police Commission's 2023 Annual Report.

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

#### VIII. Cancellation of Commission Meetings on September 12, 2024; November 28, 2024; December 26, 2024

The Commission will discuss and possibly take action on canceling the meetings scheduled for September 12, November 28, and December 26, 2024.

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

#### IX. 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.* (Attachment 3)

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



# OAKLAND POLICE COMMISSION REGULAR MEETING AGENDA

June 13, 2024 - 5:30 PM City Hall Council Chambers (1 Frank H. Ogawa Plaza, Oakland)

X. 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 upon to speak again without prior approval of the Commission's Chairperson.

- This is a recurring item.
- XI. Re-adjourn to Closed Session (if needed) and Read-Out of Closed Session (if any)
- XII. Adjournment

**NOTICE:** In compliance with the Americans with Disabilities Act and Equal Access Ordinance, for those requiring special assistance to access the videoconference meeting, to access written documents being discussed at the Discipline Committee meeting, or to otherwise participate at Commission meetings, please contact the Police Commission's departmental email at <a href="OPC@oaklandcommission.org">OPC@oaklandcommission.org</a> 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.



# CITY OF OAKLAND | POLICE COMMISSION 250 FRANK H. OGAWA PLAZA, SUITE 6302 • OAKLAND, CA 94612

XXX, 2024

Sent Via: Email: TBD

City Council Members and Mayor Sheng Thao City of Oakland 1 Frank H. Ogawa Plaza, 3<sup>rd</sup>Floor Oakland, CA 94612

### **RE: Recommendations on Proposed Budget for the Oakland Police Department**

Dear Mayor Thao and City Council Members,

On behalf of the Oakland Police Commission, thank you for rising to the challenge of balancing an unprecedented budget deficit for the City of Oakland. We understand the complex decisions and compromises involved in closing this gap while investing in key community priorities such as public safety and civilian-led police oversight. We would like to take this opportunity to make recommendations on the proposed budget for the Oakland Police Department.

Pursuant to Charter 604(b)(7), the Police Commission has a responsibility to "Review the Mayor's proposed budget to determine whether budgetary allocations for the Department are aligned with the Department's policies, procedures, customs, and General Orders. The Commission shall conduct at least one public hearing on the Department budget per budget cycle and shall forward to the City Council any recommendations for change." Following its June 13, 2024 Budget Hearing, which included public feedback and Commission discussion, the Commission would like to share the following recommendations:

# <u>Transition of Internal Affairs Division (IAD) in the Budget to Support the Civilianization of IAD.</u>

As we move toward an exit from the Negotiated Settlement Agreement, transitioning the IAD from the OPD has the ability to be a transformational step in the direction toward civilian oversight. Since the Commission oversees **the Community Police Review Agency (CPRA), there** should be better communication and collaboration with the Commission in making this transition a successful one – besides making a policy decision through a budget

Attachr
decision.
The Commission recommends [(to be filled in based on Commission discussion and public comments at Budget Hearing)].
Savings From Better Management of Officer Administrative Leaves Due to Investigation and Delay in Skelly Hearings
The Commission is alarmed by the number of officers on extended administrative leave during investigations and that continue to be on administrative leave after discipline has been rendered but are still waiting Skelly hearings to be conducted. The Commission fears that this operational backlog results in an unnecessary increase in City budgetary expenses in paying for the officers' leaves and the overtime for coverage.
The Commission recommends [(to be filled in based on Commission discussion and public comments at Budget Hearing)].
Mental Health and Well-Being of Officers
The Commission supports continued investment in mental health care and well-being services in the OPD to foster a department culture that rewards officers for self-care. The Oakland Police Department provided the Commission with a presentation regarding its budget related to "the management of job-related stress, and regarding the signs and symptoms of post-traumatic stress disorder, drug and alcohol abuse, and other job-related mental and emotional health issues." (Oakland Municipal Code § 2.45.070(C), (D)).
The Commission recommends [(to be filled in based on Commission discussion and public comments at Budget Hearing)].
OPD Budget Overall
The Commission recommends [(to be filled in based on Commission discussion and public comments at Budget Hearing)].
Sincerely,

Marsha Carpenter Peterson

Chair, Oakland Police Commission

Cc: Oakland Police Commission

# 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: 6/6/2024

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

Task	
Task 45: Disparity in Discipline	<ul> <li>6<sup>th</sup> IMT Sustainability Report (15 Dec 23): No compliance finding         <ul> <li>2023 IAD Discipline Outcome Study – in progress, internal draft expected by end of April</li> </ul> </li> <li>Failure to Accept or Refer Complaint (FTARC) and Supervisory Notes File (SNF) inspection – complete         <ul> <li>Patterns definition – collaboration meeting w/ OIG, CPRA, IMT on 3/19/24.</li> <li>Revisions are underway based on the feedback provided by the CPRA and IMT.</li> <li>Draft definition of "Patterns" provided 25 Apr 24.</li> </ul> </li> </ul>
Next CMC	4 Sept 24
IMT Visit	Week of May 20 <sup>th</sup> - 24th

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

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

Topic		
Staffing & resource management	Sworn Staffing Authorized: 712 Filled: 714  Professional Staffing Authorized: 332.50 Filled: 271.50  Vacancies of note: Police Records Specialist (10)	Long-term leave: 76 sworn employees  43 Medical Leave  32 Admin Leave  1 Deputy Chief  2 Lieutenant  4 Sergeants of Police  26 Police Officers  1 Military Leave

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<sup>\* &</sup>quot;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.

	Police Co	ommuni	cations D	Dispatcher	(4)				idmin leave, The annual
	As of May 13,	Admin Leave	Medical Leave On-	Medical Leave Personal	Military Leave				mployees is on is below:
	2024 (Sworn		Duty Illness/	Illness/ Injury		Admin Rank	Position	Cost	Total Cost
	only) 2+	1	Injury 6			Lieutenant of Police	1	355,644.00	355,644.00
	Years 1-2	11	9	1		Police Officer	10	264,060.00	2,640,600.00
	Years 6 mo	8	8	1	1	Total	11		2,996,244.00
	1 Year 2-6	2	8	2		Attrition R	<i>ate</i> – 4/m	o. (45 sepaı	ated over
	months			3		past year)			
	Less than 2	9	5	3		Reemploy	ments – 6	pending ap	oproval
	months						nt Projecti	ons for 202	4: 88
	Total	31	36	7	1	possible			
								hiefs of Poli	ce
							Captains Lieutenar	of Police its of Police	
								ts of Police	
						• 47	Police C	fficers	
recruits	Academy 193 <sup>rd</sup> : 12 graduated on 10 May 24 then FTO 1 <sup>st</sup> phase (4 weeks) in beginning of Academy 194 <sup>th</sup> : Start June 24. POST approv Academy 195 <sup>th</sup> : Start 3 Aug 24 Academy 196 <sup>th</sup> : Start 7 Dec 24 Academy 197 <sup>th</sup> : Start 15 Feb 25						ule chang	e	
General Department functions	2023 2040 total cases 114 Sustained cases 348 sustained allegations				2024 619 Total Current op 62 in IAD 144 in DLI	en cases Investigat			
General Department functions (CID)	<ul> <li>SVS Juvenile Cases: 2024 (Year-To-Date)</li> <li>Juvenile Arrests: 135 total juvenile arrests</li> <li>Referrals to restorative justice programs (i.e. NOAB): 5</li> <li>YTD Restorative Justice Referrals:29</li> </ul>				<ul><li>Total</li><li>New</li></ul>	Cases: 1 cases: 2 Crime Inv	(Year-To-D 4 vestigators :. Mae Phu :. W. Earl Se		
	<ul> <li>Missing Persons: 2024 (30 days)</li> <li>YTD MPU Cases: 453</li> <li>YTD Closed MPU Cases: 363</li> </ul>								
	• (	Total ca Clearan 100%: T cases.	ses: 1268 ce rate or These are All I/C and et reviewe	n DV case e named s d Out of C	uspect				

	<ul> <li>Domestic Dispute - 425</li> <li>243(e)(1) - 475</li> <li>273.5 - 368</li> </ul>
Education and training regarding job- related stress, PTSD, wellness	<ul> <li>July 23<sup>rd</sup> Blood Drive- Red Cross PAB</li> <li>POWR Grant recipient- We are delighted to share that OPD will participate in a POST-certified 5-day Organizational Wellness Coordinator training. OPD will have 4 staff (two sworn and two Professional Staff) members attending. OPD will have actionable steps to create our agency wellness plan. Our training will be held from July 15-19, 2024. Training is covered by POST (Part of POWR Grant)</li> <li>May 11<sup>th</sup> WIRE Workshop Working in Resilient Environments- Virtual- Hosted by Kaiser- Virtual</li> </ul>
Budget (QUARTERLY)	Last: Next:
Citywide Risk	Last: 3/14/24
Management (QUARTERLY)	Next:

#### V. Collaboration with OIG

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

#### VI. Collaboration with CPRA

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

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

VIII. Collaboration with Community

Project	
Coffee with a Cop	Join us on June 13, 2024, from 11:00 AM to 1:00 PM at McDonald's (4514 Telegraph
	Avenue) for a friendly conversation with our community members.
Annual Tour	Preparing for Community Annual Tour Jun/Jul/Aug
Employee of the	Officer Jeff Cid is the Employee of the Month for February 2024. For almost a
Month Feb & March	decade, Officer Cid has served as a Recruit Training Officer. His dedication to his
	role extends far beyond the classroom. Officer Cid has consistently demonstrated a
	deep commitment to upholding the highest law enforcement standards and fostering

a culture of excellence within our organization. His ability to inspire and mold young recruits into capable, compassionate officers is commendable.

Police Records Specialist Erica Bermudez is the Employee of the Month for March 2024. PRS Bermudez is assigned to BFO Administration and is responsible for BFO 1. "Since Erica has taken over in BFO Admin, the payroll tracking and approvals have significantly improved," Deputy Chief James Beere said. "Erica is a valued member of the team and an amazing multi-tasker."

Nominations for the Employee of the Month award are made by the Deputy Chiefs and Deputy Director.

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

File	Status		
None			

#### X. New Laws Affecting OPD

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

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

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

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

through Commission's Chair, OMC 2.45.070(R)			
Request			
Introduction of Chief Mitchell	Introduction, background, vision, plans for the Department		
	Presenters: Chief Mitchell and Lieutenant Dorham		
Paid Admin Leave Budget	Presenters: Manager Marshall and Chief Mitchell		
MACRO Presentation	Communications Manager – Ms. Gina Cheng – Presented on 23 May 24		
MACRO Data	As of 27 May 24,		
	3347 potential calls (were not able to refer due to criteria)		
	216 calls referred.		
MOU – CHP	4 documents (City Council Meeting) provided – 25 Apr 24 - researching if CHP was paid		

Ceasefire	•	Presented on 8 May 24 –A/C Valle
IAD	•	Presented on 8 May 24 – Skelly – Lt. Dorham

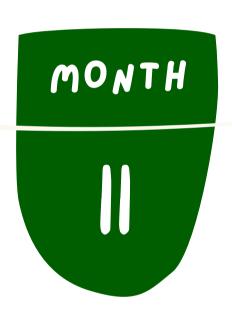
## XV. Police Chief's Annual Report, OMC 2.45.070(F) (ANNUALLY)





# SAVE THE DATE

DAY
O7





OPC Regular Meeting Allen Temple Baptist Church, Oakland, CA

Stay Tuned for More Information.

www.oaklandca.gov/boards-commissions/police-commission