



OAKLAND POLICE COMMISSION

REGULAR MEETING AGENDA

February 13, 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 public participation. We are currently unable to implement hybrid meetings. Please see below for information on how you can observe and/or participate:

OBSERVE:

- To observe, the public may view the televised video conference by viewing KTOP channel 10 on Xfinity (Comcast) or ATT Channel 99 and locating City of Oakland KTOP - Channel 10
- To observe the meeting by video conference, please click on this link <https://us02web.zoom.us/j/81692769419> at the noticed meeting time. Instructions on how to join a meeting by video conference are available at: <https://support.zoom.us/hc/en-us/articles/201362193>, which is a web page entitled "Joining a Meeting"
- To listen to the meeting by phone, please call the numbers below at the noticed meeting time: Dial (for higher quality, dial a number based on your current location):

+16699009128,,81692769419# US (San Jose) +16694449171,,81692769419# US

Webinar ID: 816 9276 9419

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 [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.
- A group representing similar views may designate a spokesperson to speak on their behalf and will be granted 3 minutes to speak.
- Comments are limited to one per person per item, and the 2-minute speaker time allotment is not transferrable at Commission meetings.

E-COMMENT:

- If you plan to attend virtually via ZOOM, please feel free to submit written e-comments to: [Meeting Question/Comment Submission Form](#)
- E-comments must be submitted at least **24 hours** before the meeting with the agenda item to which it pertains.
- All participant comments are limited to 2 minutes. Please ensure your e-submission does not exceed this time limit.
- Open Forum comments are limited to one per person.

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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: Commissioners Wilson Riles, Shawana Booker, Shane Williams, Samuel Dawit, and Alternate Commissioner Omar Farmer
Excused: Angela Jackson-Castain

- 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 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: Commissioners Wilson Riles, Shawana Booker, Shane Williams, Samuel Dawit, and Alternate Commissioner Omar Farmer
Excused: 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 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. **Presentation of Budget Proposals for the Oakland Police Commission, Community Police Review Agency, and Office of the Inspector General, and approval of the OPC budget.**

The Commission will invite the OIG and the CPRA to share their perspectives on the proposed budget reductions and the impact on their respective charter functions. The Oakland Police Commission will hear a presentation from the OPC Budget Ad Hoc Chair, Ricardo Garcia-Acosta, related to its Municipal Code responsibility under Section 2.45.180(A) to propose staff positions and O&M necessary to permit the Commission and its agencies to fulfill their functions and duties. The Commission will vote on and approve its budget for submission to the City Finance Department, as required. *(Attachment 1)*

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

VI. **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 2)*

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

VII. **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 of meetings and minutes can be found on the Commission's [YouTube Channel](#) and the Commission's [website](#). ***This is a recurring item.***

Staff Searches Ad Hoc: Commissioner Garcia-Acosta (Chair)

The Staff Search Ad Hoc Committee defines the role, attracts a diverse pool of qualified candidates, and manages a thorough and fair evaluation process. This includes screening applications, conducting interviews, and presenting the most suitable finalists to the hiring authority. The committee ensures an unbiased selection process and promotes diversity and inclusion. Committee Chair Garcia-Acosta will provide an update about the search progress and next steps. *These meetings are not open to the public.*

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

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Ad Hoc Committee Reports Continued

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 Wednesday from 6 p.m. to 8 p.m.*

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

Retreat & Strategic Planning Ad Hoc: Commissioners Angela Jackson-Castain (Chair), Omar Farmer, Ricardo Garcia-Acosta

The Retreat & Strategic Planning Ad Hoc Committee is responsible for organizing the Police Commission's strategic planning retreat and drafting a comprehensive strategic plan. This plan outlines the Commission's goals, initiatives, and priorities over a specified period, serving as a roadmap to guide its activities, enhance operations, and better serve the community. Meetings of this committee are not open to the public.

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

VIII. 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

IX. 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

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

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

XI. **Adjournment**

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.



Statement from the Chair of the Police Commission
RE: Adequate Funding for Effective, Legally Mandated Civilian
Police Oversight

In response to concerns shared during the January 23, 2025, Regular Police Commission meeting regarding the proposed budget cuts to the Oakland Police Commission (OPC), Office of Inspector General (OIG), and Community Police Review Agency (CPRA).

Adequate City funding is essential for the Commission's ability to oversee the Oakland Police Department (OPD), ensuring its policies and practices meet national and federal oversight standards for constitutional policing. Proper financial support also sustains the oversight roles of the Office of the Inspector General (OIG) (led by its civilian Inspector General) and the Community Police Review Agency (CPRA), which investigates police misconduct and recommends disciplinary actions.

City Charter Section 604(e)(1) states that "[t]he City shall (emphasis added) allocate a sufficient budget for the Oakland Police Commission, including the Agency and the OIG, to perform its functions and duties as set forth in this Charter section 604." At present, the City is not meeting this Charter requirement. At the request of the City, the Commission and each of its oversight bodies have recently absorbed significant cuts of at least 60% of their overall budget. The Commission understands the City's current situation and is willing to share the financial burden alongside other city partners. However, we have reached the limit of possible reductions that will not imperil our fundamental effectiveness. Further cuts would thwart our ability to fulfill our most basic operational mandates, maintain accountability, and foster trust between law enforcement and the community.

The proposed budget allocation undermines the critical need for the Police Commission to maintain an adequate financial foundation to meet its legal responsibilities as outlined in the City Charter, Municipal Code, and the Police Commission Enabling Ordinance. While the OPC will work to meet the targets requested by the city, what is being asked of our Investigative and Auditing arms of the OPC (CPRA & OIG) are impossible to meet without crippling these offices of their ability to function all together.

Oakland police misconduct and public corruption prompted Oakland residents to establish the Commission's Office of Inspector General (OIG) to audit OPD's compliance with departmental policies, procedures, and the law. City Charter §604(f)(5) mandates that the OIG conduct audits, evaluations, inspections, and reviews of OPD's policies and procedures, including compliance with the Negotiated Settlement Agreement (NSA). Oakland's Municipal Ordinance §2.45.100 further requires the City to allocate sufficient funding for the OIG to fulfill its duties.

Despite these legal obligations, the City has frozen three key positions crucial to the OIG's ability to conduct legally required audits. Currently, the OIG lacks dedicated auditors to produce

the necessary audits, evaluations, and inspections. Furthermore, it has only one dedicated policy analyst to conduct policy reviews and issue recommendations for reform.

The proposed budget cuts severely jeopardize the OIG's ability to perform its mandatory functions while also undermining the City's long-term goals of exiting the NSA and removing OPD from federal oversight. A fully staffed and functional OIG would demonstrate to the Court that Oakland can comply with the NSA and ensure constitutional policing for its residents. Furthermore, a well-staffed OIG would save the City millions of dollars, not only by facilitating the transition from federal to civilian oversight and improving OPD's policies and practices but also by further reducing the costly burden of misconduct lawsuits.

The Commission's Community Police Review Agency (CPRA) is required, among other duties, to investigate all public complaints involving uses of force, in-custody deaths, profiling, untruthfulness, and First Amendment assemblies (Charter Section 604(g)(1)). CPRA investigations thus relate to serious matters of public interest.

Charter Section 604(e)(4) requires that CPRA have no fewer than one investigator for every one hundred (100) sworn officers in the Department, rounded to the nearest hundred. By this calculation, CPRA should have at least seven (7) investigators. At present, we have five (5). It is required that at least one investigator be a licensed attorney. Currently, there are no investigators who meet this requirement.

Therefore, not only is CPRA currently understaffed, but this latest cut would require further staff reductions. However, staff turnover due to budget cuts comes with its own significant cost, as familiarity with Oakland's specialized oversight system is developed over years of experience.

The fact is that, in the face of its obligations under the NSA, the City will be forced to either fund the Commission or, in the long term, continue to pay the federal court Monitor millions of dollars. The Commission cannot function, let alone satisfy its Charter and federal court-mandated responsibilities, with the currently proposed funding level.

The Commission also recognizes that there will be new leadership in the City in the coming months. Given the urgency of the situation and the clear risks of underfunding, it is essential to address the proposed budget allocation to ensure that the Commission can meet its City and court-mandated requirements. This proactive approach will enable new City leaders to attend the upcoming NSA Court Management Conference and demonstrate to the Court that the City has not only committed to but also sufficiently funded civilian oversight mandates.

Ricardo Garcia-Acosta

Chair, Oakland Police Commission



CITY OF
OAKLAND

Oakland Police Commission FY 2025-27 Proposed Budget

February 13, 2025

Budget Presentation to Oakland Police Commission (OPC) Commissioners



Impacts Balancing Budget Cuts and Charter Mandates

Attachment 1

City of Oakland's Fiscal Crisis Overview

- The City of Oakland is **facing a significant budget deficit** due to rising operational costs, revenue shortfalls, and unexpected financial pressures.
- To address the deficit, the City has **implemented immediate cost-saving measures** across all departments.
- Departments are **required to contribute to reducing the budget gap** by streamlining expenses and adjusting to new, lower budget allocations.
- These reductions are critical to maintaining essential city services and **long-term financial stability**.

- **Impact on Mandates:** Despite the significant budget reductions, the Oakland Police Commission (OPC) and its agencies—OIG and CPRA—must continue to fulfill their responsibilities as required by the City Charter.
- **Challenges:** These budget cuts **directly affect the ability** of the OPC, OIG, and CPRA **to operate effectively, posing challenges to oversight, investigations, and other critical functions mandated by the Charter**.
- **Balancing Priorities:** While streamlining costs, the OPC is committed to maintaining its core functions and ensuring compliance with its Charter obligations.

November 2024: Immediate Budget Reductions to Rebalance FY 2024/2025

November 2024

City of Oakland Immediate Reduction Measures to Rebalance FY 2024-2025

Current Budget (FY 2024/2025)

- **Budget:** \$1,392,559.24
- **\$208,250** – Mandated reduction from the City
- **\$150,000** – Additional reduction to assist OIG, which lacked sufficient budget to absorb cuts

Total OPC Reduction Request:

- **\$358,250 (~25% reduction)**
- *Proposed to be taken from the Legal Fees Chart of Accounts line item*

January 2025: New Budgeting Practices for FY 2025/2026 & 2026/2027

Attachment 1

January Budget Cycle: FY 2025/2026 & 2026/2027

Changes to Budgeting Practices:

- **Past Practice:**

- Salaries and Operations & Maintenance (O&M) costs were not combined
- Departments determined their budget needs and submitted them to Finance

- **New Practice as of January 2025:**

- A designated budget amount is issued upfront
- Departments work within the assigned limit, combining all expenses, including salaries and O&M (contracts and operating costs)

Significant Budget Reductions: Allocations for FY 2025/2026 & 2026/2027

New Budget Allocation:

- **Reduced Budget from November 2024 baseline:**

- $\$1,392,559.24 - \$358,250 = \$1,024,303.24$

- *Note: The proposed reduction of \$358,250 was requested by the City in November, though the funds have not yet been withdrawn.*

January 2025 Allocated Budget Amounts Reflect Over 50% Reduction:

- **FY 2025/2026: \$521,993**

- **FY 2026/2027: \$554,538**

Total Reductions (November 2024 to FY 2025/2026):

- **Over 75% total reductions requested from Finance**

O&M Budget Breakdown

Operations & Maintenance (O&M) Overview

Business Operations:

- Minor Computer Hardware and Software
- Miscellaneous Supplies and Commodities
- Bottled Water and Food for Meetings & Community Events
- Miscellaneous Services (facility rentals, supplies, vendors, etc.)
- Miscellaneous Travel Expenditures (tips, parking)
- Legal Fees
- Public Relations

Commissioner Training & Education:

- Books
- NACOLE Conference Registration and Tuition

Commercial Transportation:

- Airfare to Conference (if applicable)
- Per Diem and Lodging (if applicable)

Summary

2025/2026 Budget Target Submission: Pending Commission Approval for Finance

FY 2025-26 at Fund Level									
Fund	Target	Sum of Positions Proposal	Sum of Position Line Item Proposal	Sum of O&M Proposal	Sum of Contracts Proposal	Sum of Revenue Proposal	Total Proposal	Difference	Target Met?
FD 1010	521,993	354,047	-	42,946	125,000	-	521,993	-	PASS
Total	521,993	354,047	-	42,946	125,000	-	521,993	-	PASS

FY 2025-26 for Grants at Project Level										
Fund	Project	Target	Sum of Positions Proposal	Sum of Position Line Item Proposal	Sum of O&M Proposal	Sum of Contracts Proposal	Sum of Revenue Proposal	Total Proposal	Difference	Target Met?
									-	PASS

Summary

2026/2027 Budget Target Submission: Pending Commission Approval for Finance

FY 2026-27 at Fund Level										
Fund	Target	Sum of Positions Proposal	Sum of Position Line Item Proposal	Sum of O&M Proposal	Sum of Contracts Proposal	Sum of Revenue Proposal	Total Proposal	Difference	Target Met?	
FD 1010	554,538	351,500	-	53,038	150,000	-	554,538	-	PASS	
Total	554,538	351,500	-	53,038	150,000	-	554,538	-	PASS	
FY 2026-27 for Grants at Project Level										
Fund	Project	Target	Sum of Positions Proposal	Sum of Position Line Item Proposal	Sum of O&M Proposal	Sum of Contracts Proposal	Sum of Revenue Proposal	Total Proposal	Difference	Target Met?
									-	PASS

Demonstrating Fiscal Responsibility:

Actions Taken to Reduce Costs

To ensure we are fulfilling our responsibilities as a city department and contributing to budget reduction efforts, we have taken the following steps:

New Budget Allocation:

1. Proactive Reductions:

- Identified and implemented cost-saving measures **ahead of City-mandated reductions**, including a **75% cut in legal fees** and reallocation of funds where possible.
 - (\$511k reduced to \$125k)

2. Operational Efficiency:

- Combined salaries and Operations & Maintenance (O&M) expenses under the new budgeting guidelines.

3. Reduced Non-Essential Spending:

- Limited expenditures on discretionary items, such as travel, miscellaneous supplies, and events.

4. Collaborative Budget Reallocation:

- Assisted the Office of the Inspector General (OIG) by reallocating funds to ensure adequate financial support.

5. Optimized Resource Utilization:

- Froze the open Administrative Analyst position, as it could not be accommodated within the allotted budget.

Challenges & High Risks Associated with Cost-Reduction Actions

While these proactive measures demonstrate fiscal responsibility, they also expose the Oakland Police Commission (OPC) to significant risks and challenges that could affect our ability to meet critical oversight responsibilities:

1. Proactive Reductions (75% Legal Fee Cut)

- **Risk:** The drastic reduction in legal fees leaves minimal flexibility to address unforeseen legal matters, such as new investigations, lawsuits, or legal disputes.
- **Challenge:** With limited funds, the ability to secure independent legal advice or specialized legal expertise on short notice may be restricted, potentially delaying or limiting the effectiveness of our oversight efforts.

2. Operational Efficiency (Combining Salaries and O&M Expenses)

- **Risk:** Consolidating previously separate budget categories may reduce the ability to respond to unexpected changes in operational needs.
- **Challenge:** If O&M costs increase unexpectedly (e.g., emergency repairs, compliance needs), there may be insufficient funds to cover both salaries and operational expenses without disruptions.

3. Reduced Non-Essential Spending (Travel, Supplies, Events)

- **Risk:** Reducing discretionary spending could hinder the Commission's ability to participate in critical conferences, public events, and networking opportunities necessary for staying informed about best practices.
- **Challenge:** A lack of access to training and professional development may impact the preparedness of commissioners and staff in addressing complex oversight challenges.

Challenges & High Risks Associated with Cost-Reduction Actions

Risks & Challenges Continued

4. Collaborative Budget Reallocation (Assisting OIG)

- **Risk:** Reallocating funds to support the Office of the Inspector General (OIG) depleted the OPC's budget, leaving limited reserves for unexpected demands or emergencies.
- **Challenge:** If OIG requires additional funding beyond current projections, OPC could face further budget shortfalls that impact its ability to deliver on core responsibilities.

5. Optimized Resource Utilization (Position Cuts)

- **Risk:** As the Commission's community visibility and engagement activities increase, the growing demand for administrative support and operational coordination could strain limited staff resources, leading to delays and operational bottlenecks.
- **Challenge:** With business operations and administrative tasks consolidated into one role, increased engagement activities could lead to delayed responses to community needs, difficulty managing community events, and challenges in effectively overseeing public outreach. This could hinder the Commission's ability to meet its charter-mandated responsibilities and maintain strong community relationships.

Oakland Police Commission FY 2025-27 Budget Proposal



Finance Submission Presentation: Addressing Proposed Budget, Service Impacts, Position Cuts, and Key Operational Adjustments

Attachment 1

Service Impacts

- **List of All Services Provided**
 - Include a full overview of ongoing services.
- **Services to be Stopped or Reduced**
 - Clearly identify services to be eliminated or reduced.
- **External Service Impacts**
 - Highlight public-facing service cuts and performance measures affected (e.g., "500 fewer inspections").
- **Quantified Impact**
 - Be concise and use data where possible.

Position Impacts

- **Filled Positions Proposed for Cuts:**
 - Include job title, FTE, fund, and budget amounts for FY 25-27.
- **Vacant Positions Still Funded:**
 - Include job title, FTE, fund, and budget amounts for FY 25-27.

Contract Impacts

- **Contract Amounts by Fund:**
 - List key services, functions performed, and critical services provided.

Additional Information (For Reference Only)

- Department Mission Statement
- Key Staff
- Organizational Charts – Old vs. New (Proposed)
- Any Additional Supporting Information (e.g., scheduling changes, historical trends, or key impacts)



Budget Submission to Finance Due: Tuesday, February 18, 2025, by 9 AM



**CITY OF
OAKLAND**

Thank you

Mykah Montgomery

Chief of Staff, OPC

February 13, 2025



**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: 2/5/2025

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

Task	
Task 2, 5, 24, 25 and 45	<ul style="list-style-type: none"> • 8th IMT Sustainability Report (2 Aug 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 24: Use of Force Reporting Policy and Task 25: Use of Force Investigations and Report Responsibility <ul style="list-style-type: none"> ▪ In compliance • Task 45: Consistency of Discipline Policy <ul style="list-style-type: none"> ▪ No compliance Finding. <p>The Eighth NSA Sustainability Period Report of the Independent Monitor for the Oakland Police Department has been completed by the monitoring team.</p> <p>Failure to Accept or Refer Complaint (FTARC) and Supervisory Notes File (SNF) inspection – complete.</p> <ul style="list-style-type: none"> • Patterns definition – collaboration meeting w/ OIG, CPRA, IMT on 19 Mar 24. • Revisions are underway based on the feedback provided by the CPRA and IMT. • 2nd Draft definition of “Patterns” provided 12 Aug 24: <ul style="list-style-type: none"> ▪ <i>“A pattern of behavior is defined as three or more related incidents of a similar nature, committed by an employee within two years (730 days). This behavior is characterized by regularity, suggesting a systematic or habitual nature rather than isolated events. Identifying a pattern is based on the frequency, consistency, and similarity of the behaviors or actions under comparable circumstances. A recognized pattern mandates Internal Affairs notification as defined in DGO M-03.”</i> • Next steps: OPD needs approval from the monitoring team and stakeholders before amending DGO M-03.
IMT Visit	26 Feb 25
Next CMC	6 May 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 OPC Community Policing Ad Hoc. Attended and presented at the Public Forum on 31 Jul 24. Presented at OPC 23 Jan 25.

* “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.

BFO P&P 15-01 Community Policing	OPC approved Draft First Reading – 25 Jul 24 Police Commission Reviewing Policy outcome from Ad Hoc. Pending Police Commission approval of language.
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 .
Discipline Matrix	Currently with Police Commission Ad Hoc.
SO 9216: Excited Delirium	Special order presented to OPC twice.
Militarized Equipment Annual Report	The 2023 report is completed and posted on the city website. https://www.oaklandca.gov/documents/opd-militarized-equipment-annual-report-2023

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

Topic																																																
Staffing & resource management	<p><i>Sworn Staffing</i> Authorized: 600 Filled: 683 Operation Strength: 574</p> <p><i>Communications Dispatchers</i> Authorized: 78 Filled: 66 (7 new Dispatcher Trainees started on Oct. 28th. 18 are currently in training)</p> <p><i>Professional Staffing</i> Authorized: 262 Filled: 251</p> <p><i>Vacancies of note:</i> All vacant positions are frozen with the exception of the Police Communication Dispatchers. Police Communications Dispatcher (12)</p> <table border="1"> <thead> <tr> <th>As of Oct 15, 2024 (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> </thead> <tbody> <tr> <td>2+ Years</td> <td>4</td> <td>1</td> <td></td> <td></td> </tr> <tr> <td>1-2 Years</td> <td>11</td> <td>13</td> <td>1</td> <td></td> </tr> <tr> <td>6 mo.– 1 Year</td> <td>12</td> <td>14</td> <td></td> <td></td> </tr> <tr> <td>2-6 months</td> <td>2</td> <td>14</td> <td>3</td> <td></td> </tr> <tr> <td>Less than 2 months</td> <td>4</td> <td>3</td> <td>2</td> <td></td> </tr> </tbody> </table>	As of Oct 15, 2024 (Sworn only)	Admin Leave	Medical Leave On-Duty Illness/ Injury	Medical Leave Personal Illness/ Injury	Military Leave	2+ Years	4	1			1-2 Years	11	13	1		6 mo.– 1 Year	12	14			2-6 months	2	14	3		Less than 2 months	4	3	2		<p><i>Long-term leave: 80</i> sworn employees</p> <ul style="list-style-type: none"> • 46 Medical Leave • 34 Admin Leave <ul style="list-style-type: none"> ○ 5 Sergeants of Police ○ 29 Police Officers • 29 Sworn on Modified Duty • 0 Military Leave • 9 Active Military Reservist <p>Of the 34 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 border="1"> <thead> <tr> <th>Admin Rank</th> <th>Position</th> <th>Cost</th> <th>Total Cost</th> </tr> </thead> <tbody> <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> </tbody> </table> <p><i>Attrition Rate</i> – 4/mo. (45 separated over the past year)</p> <p><i>Reemployments</i> – 6 pending approvals</p> <p><i>Retirement Projections for 2025: 71 possible</i></p> <ul style="list-style-type: none"> • 1 Assistant Chief of Police • 1 Deputy Chiefs of Police • 3 Captains of Police • 8 Lieutenants of Police 	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
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Total	33	45	6	0			
Academy Recruits	<p>194th Academy graduated on 20 Dec 24. 24 OPD graduated.</p> <ul style="list-style-type: none"> On 18 Jan 25 the officers began their first week in patrol assigned to a Field Training Officer (FTO). Upon successful completion of the FTO phase (16 weeks), the officers will then be assigned to patrol as solo officers on 15 May 25. <p>195th Academy: TBD 196th Academy: TBD</p>						
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 City Attorney to formalize Added personnel to assist 	<p>Number of pending Skelly's - 159 (-1) Number of Skelly Hearing Officers – 31 Number of Skelly awaiting assignment - 0 Wait time for each Skelly – Varies How are Skelly Officers selected (training, recusals. etc.) - Must attend Skelly Hearing Officer Training</p>					
IAB Cases	<p>2024 Total cases closed – 1508 (126) Sustained cases (235) Sustained allegations</p> <p>2025 (as of 16 Jan 25) Total cases closed – 53 Total cases open – 53 Total cases in IA – 95 Total cases in DLI – 240</p>	<p>Current: (5 Feb 25) Total cases closed – 53 Total cases open in Intake - 135 Total cases in IA - 97 Total cases in DLI - 170 Total cases currently open - 402</p>					
SB 2	<p>https://post.ca.gov/Peace-Officer-Certification-Actions</p>	<p>SB 2 List: 2025 (Year-To-Date) 3 total Oakland PD</p>					
General Department functions (CID)	<p>SVS Juvenile Cases: 2025 (Year-To-Date)</p> <ul style="list-style-type: none"> Juvenile Arrests: 16 total juvenile arrests YTD Referrals to restorative justice programs: <ul style="list-style-type: none"> Neighborhood Opportunity & Accountability Board (NOAB) - 2 Community Works West Referrals - 1 <p>Missing Persons: 2025 (Year-To-Date)</p> <ul style="list-style-type: none"> YTD MPU Cases: 109 YTD Closed MPU Cases: 95 	<p>Hate Crimes: 2025 (Year-To-Date)</p> <ul style="list-style-type: none"> Total Cases: 21 New cases: 0 Hate Crime Investigators <ul style="list-style-type: none"> Ofc. J. Finley Ofc. W. Seay <p>DVU Cases: 2025 (Year-To-Date)</p> <ul style="list-style-type: none"> Total cases: 4,283 Clearance rate on DV cases is near 100%. These are named suspect cases. All I/C and Out-of-custody cases get reviewed by an investigator. Domestic Dispute – 1,270 Domestic Battery, 243(e)(1) - 1,100 Inflict corporate Injury Spouse/cohabitant 273.5 - 1,110 					
Education and training regarding job-related	<p>Launched the 720° Health: Mind-Body Resilience Training 12-week course.</p> <p>This is an evidence-based and personalized health and wellness program designed specifically for law enforcement professionals, both sworn members and civilian</p>						

stress, PTSD, Wellness	professional staff. 720° Health is a wellness and resilience resource for all law enforcement personnel in California. Launched as part of an Organizational Wellness Initiative with the California Commission on Peace Officers Standards and Training. Developed by UC San Diego Centers for Integrative Health and California Commission on Peace Officers Standards and Training (POST). More than 60 agencies have joined. https://720health.ucsd.edu/
Budget QUARTERLY	Last: Next:
Citywide Risk Management QUARTERLY	Last: 26 Nov 24 Next: 5 Feb 25

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 w/ 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 Moel Lah Fakhoury Law Firm – Andrew Lah and Russell Bloom
Daily Complaint Log, Weekly IAB Meetings	Ongoing
Complaints & Mediation	Pending
"Patterns" definition	Collaboration meeting w/ OIG, CPRA, IMT on 19 Mar 24.

VIII. Collaboration with 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	Pending/Training Unit

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 2023 Stop data was transmitted to State – sent 11Mar 24

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 2025 New Laws	<ul style="list-style-type: none"> • Presentation scheduled for 27 Feb 25
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	<ul style="list-style-type: none"> • January 2025 monthly data (Jan^{1st} – 31st): • 80 calls were referred from OPD Dispatch to MACRO • 79 calls were handled by MACRO • 1 call timed-out from MACRO and was sent back to OPD to handle • No additional calls from OFD were sent back to OPD to handle • 972 potential calls were not referred to MACRO due to the below criteria (radio code and description): <table border="1" data-bbox="516 401 1534 909"> <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> <tr> <td>415D (Disturbing the Peace – Drinking)</td> <td>647C (aggressive panhandling)</td> <td>602L (trespassing)</td> <td>SLEEP (evaluate/person sleeping)</td> </tr> <tr> <td>415F (disturbing the Peace – Family/Domestic Disturbance)</td> <td>601I (incorrigible juvenile)</td> <td>922 (person drunk on the street)</td> <td>WELCK (conduct a welfare check on someone)</td> </tr> <tr> <td>415E (Disturbing the Peace – Music Party)</td> <td>647F (person possibly drunk)</td> <td>314 (indecent exposure)</td> <td>SENILE (evaluate the scene, welfare check, could be a missing person unable to care for themselves)</td> </tr> </table> <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 dwelling ○ mention of a crime, weapons and/or threats of violence <table border="1" data-bbox="516 1089 1461 1633"> <thead> <tr> <th># of Calls</th> <th>Call Type</th> <th>Reason not Referred</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>314</td> <td>1. Possible prank call</td> </tr> <tr> <td>1</td> <td>912</td> <td>1. Helicopter overhead, suspect seen at gate</td> </tr> <tr> <td>1</td> <td>5150</td> <td>1. Subject swinging around knife, larger than a kitchen knife</td> </tr> <tr> <td>1</td> <td>415C</td> <td>1. Neighbor broke down door, armed with knife in the past</td> </tr> <tr> <td>1</td> <td>415J</td> <td>1. 200+ teenagers large party, loud music, drinking</td> </tr> <tr> <td>1</td> <td>601I</td> <td>1. Juvenile fighting with family over phone being taken away, locked gate</td> </tr> <tr> <td>2</td> <td>602L</td> <td>1. Subject carrying baseball bat, removed plywood to gain access to board up 2. Male subject squatting in 905 house doing drugs</td> </tr> <tr> <td>1</td> <td>647F</td> <td>1. 20-25 minors in hotel room having a party after desk manager removed/kicked out occupant</td> </tr> <tr> <td>1</td> <td>OMC</td> <td>1. Chronic issue, subjects sleeping, drinking in vehicle IFO callers' garage</td> </tr> </tbody> </table>	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)	# of Calls	Call Type	Reason not Referred	1	314	1. Possible prank call	1	912	1. Helicopter overhead, suspect seen at gate	1	5150	1. Subject swinging around knife, larger than a kitchen knife	1	415C	1. Neighbor broke down door, armed with knife in the past	1	415J	1. 200+ teenagers large party, loud music, drinking	1	601I	1. Juvenile fighting with family over phone being taken away, locked gate	2	602L	1. Subject carrying baseball bat, removed plywood to gain access to board up 2. Male subject squatting in 905 house doing drugs	1	647F	1. 20-25 minors in hotel room having a party after desk manager removed/kicked out occupant	1	OMC	1. Chronic issue, subjects sleeping, drinking in vehicle IFO callers' garage
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Ceasefire	<ul style="list-style-type: none"> Presented on 8 May 24 – A/Capt. Valle
IAD/Skelly	<ul style="list-style-type: none"> Presented on 8 May 24 and 13 Jun 24 - Lt. Dorham
CHP	<ul style="list-style-type: none"> The draft has been sent to the Police Commission for review. Governor Newsom deployed CHP to Oakland to help “fight crime.” (https://www.sfgate.com/bayarea/article/newsom-deploys-chp-officers-to-oakland-18656944.php) This initiative is similar to one that occurred in 2013: https://oakland.legistar.com/LegislationDetail.aspx?ID=1287123&GUID=303EB8E7-C23D-4A83-8012-D6BA29C03940

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