



# OAKLAND POLICE COMMISSION

## REGULAR MEETING AGENDA

March 27, 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/88294451366> 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):

+16694449171,,88294451366# US +16699009128,,88294451366# US (San Jose)

**Webinar ID:** 882 9445 1366

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:** Vice Chair Shawana Booker, Commissioners Wilson Riles, Shane Williams, Samuel Dawit, and Alternate Commissioner Omar Farmer  
*Excused: Commissioner 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:** Vice Chair Shawana Booker, Commissioners Wilson Riles, Shane Williams, Samuel Dawit, and Alternate Commissioner Omar Farmer  
*Excused: 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 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. **Office of the City Attorney (OCA) Semiannual Report**

Deputy City Attorney Veronica Harris will provide a semiannual report on behalf of OCA.

According to the Functions and Duties of the Commission of the Enabling Ordinance, the City Attorney must submit semi-annual reports to the Commission and to the City Council, which shall include a listing and summary of:

The amount of money paid from City funds as a result of settlements for Officer misconduct, the number of tort claims, funds paid in settlement, funds paid by court order, the number of sworn officers who have been defendants in civil litigation and/or charged criminally within the last 5 years. (*Attachment 1*)

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

VI. **Discuss and possibly approve or reject proposed changes to Special Order 9214 submitted by OPD**

The purpose of this Special Order (SO) is to enhance and complement DGO K-04 (Reporting and Investigating Force). Since approximately 2007, the timelines for force levels 2, 3, and 4 have remained unchanged. However, over time, the complexity and demands of use-of-force (UOF) investigations have significantly increased. As a result, many force investigations have required multiple extensions and overtime to reach completion. This Special Order aims to grant investigators a reasonable timeframe to conduct thorough and comprehensive UOF investigations during normal work hours. Commissioners will discuss and may either approve or reject the Oakland Police Department's proposed changes. If, after discussion and public comment at this meeting, Commissioners determine that additional time is needed to consider their positions, the vote to either approve or reject the proposed changes will also be agendaized for the April 10, 2025 meeting. (*Attachment 2*)

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

VII. **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 3*)

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



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### VIII. Update from Office of the Inspector General

Inspector General Zurvohn Maloof will provide an update on the OIG's work. Topics discussed in the update may include project priorities under the City Charter, staffing updates, community engagement, and outreach.

***This is a recurring item. (Attachment 4)***

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

### IX. 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, and recent activities. ***This is a recurring item.***

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

### X. 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 for your reference can be found on the Commission's [YouTube Channel](#) and the Commission's [website](#). ***This is a recurring item.***

- **Ad Hoc Committee LIST and Community Member Sign-Up Form** can be found [here](#):

**Please Note:** Dates and meeting times for some Ad Hoc Committees are still being finalized and will be shared once the respective Ad Hoc Committee has officially launched its meetings. If you have signed up, you will receive an invitation once the meeting schedule is confirmed. If you are unable to attend the Ad Hoc meetings you've signed up for, you will still have the opportunity to review meeting discussions via recordings available on our **YouTube Channel**.

#### **Discipline Matrix Ad Hoc: OPC Chair Ricardo 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 1<sup>st</sup> and 3<sup>rd</sup> Wednesday from 6 p.m. to 8 p.m. Community Member Sign up [here](#)*



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### **Militarized Equipment Ad Hoc: Commissioners Wilson Riles (Chair), Farmer and Dawit**

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 meeting dates and times are to be determined.*

**Community Member Sign up [here](#)**

### **Handcuffing and Restraint Ad Hoc: OPC Chair Ricardo Garcia-Acosta (Chair) and Commissioner Shane Williams**

Handcuffing & Restraint Policy Ad Hoc Committee is dedicated to reviewing and assessing policies and practices related to handcuffing and restraint within the Oakland Police Department. This committee will examine current procedures, consider best practices, and provide recommendations to ensure alignment with community standards and department accountability. *These meeting dates and times are to be determined.*

**Community Member Sign up [here](#)**

### **Rules/Enabling Ordinance Ad Hoc: Commissioner Angela Jackson-Castain (Chair), OPC Chair Ricardo Garcia-Acosta, and Commissioner Shane Williams**

This committee is responsible for reviewing the City Council's proposed revisions to the Enabling Ordinance, specifically Chapters 2.45 and 2.46, as well as the proposed addition of Chapter 2.47. The committee will gather and incorporate feedback from Commissioners and work collaboratively to develop a formal recommendation to the City Council. As part of this process, the committee will engage with all relevant stakeholders to ensure comprehensive input. *These meeting dates and times are to be determined.*

**Community Member Sign up [here](#)**

This committee is also tasked with reviewing and refining the internal rules and procedures that govern the operations of the Oakland Police Commission. It is responsible for ensuring that the Commission's policies and procedural frameworks remain current, effective, and aligned with best practices in civilian oversight. The committee may recommend updates, clarifications, or new provisions to support the Commission's evolving needs and responsibilities.

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

### **XI. Upcoming/Future Agenda Items**

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

***This is a recurring item.*** [Upcoming / Future Agenda Items](#)

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



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- XII. **Open Forum Part 2** (2 minutes per speaker, 15 minutes total)  
Members of the public wishing to address the Commission on matters that were not on tonight's agenda but are related to the Commission's work should submit a speaker card before the start of this item. Persons who spoke during Open Forum Part 1 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
- XIII. **Re-adjourn to Closed Session (if needed) and Read-Out of Closed Session (if any)**
- a. Discussion
  - b. Public Comment
  - c. Action, if any
- XIV. **Adjournment**

**NOTICE:** In compliance with the Americans with Disabilities Act and Equal Access Ordinance, for those requiring special assistance to access the 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](mailto:OPC@oaklandcommission.org) for assistance. Notification at least 72 hours before the meeting will help enable reasonable arrangements to ensure accessibility to the meeting and to provide the required accommodations, auxiliary aids, or services.

## CITY OF OAKLAND



ONE FRANK H. OGAWA PLAZA • 6TH FLOOR • OAKLAND, CALIFORNIA 94612

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March 20, 2025

OAKLAND POLICE COMMISSION

**Re: Office of the City Attorney's Support for the Police-Discipline Process and Recent Arbitration Decisions**

Police Commission Chair Garcia-Acosta and Members of the Oakland Police Commission:

**I. INTRODUCTION**

This report summarizes recent efforts by the Office of the City Attorney (OCA) to help improve the police-discipline process, including the outcomes of recent arbitration hearings.

Our last report was dated March 8, 2024.

**II. CIVIL MATTERS**

***Armstrong v. City of Oakland, et al.***

Alameda Superior Court – Case No. 24CV062749

Former Chief Armstrong filed a lawsuit in early 2024 challenging his termination by the Mayor in Alameda County Superior Court. Armstrong alleges that his termination was unlawful and retaliatory for his having made public statements (while he was on paid administrative leave) that were critical of federal monitor Robert Warshaw and of the underlying investigative reports that contained sustained findings that he had violated two OPD rules and had not been credible. He alleges two retaliatory termination causes of action for violation of his rights under (1) the state whistleblower statute (Labor Code § 1102.5) and (2) the First Amendment of the Constitution (free speech).

In November 2024, the Judge granted the City's motion to dismiss Armstrong's First Amendment retaliation claim with prejudice. Armstrong did not appeal. The federal court refused to exercise supplemental jurisdiction to rule on our concurrent motion to dismiss Armstrong's whistleblower claim under Labor Code section 1102.5. The judge sent Armstrong's claim back to state court, where Armstrong was required to file an amended complaint.

Regarding Armstrong's First Amendment challenge to his termination, the litigation is currently in the discovery phase, with depositions being scheduled and completed.



**Re: OCA's Support for the Police Discipline-Process and Recent Arbitration Decisions****III. TRAINING**

OCA continues to support police accountability by creating, providing and participating in various trainings of OPD personnel, City leadership and civilian oversight personnel. Over the past year OCA has provided formal training, which has included developing and providing training regarding OPD's discipline system, civilian oversight and accountability to the new Chief of Police, when he started in May and June of 2024 as well as to new Commissioners; transparency and police personnel records to OPD management and other members as relevant to their job functions and members of the Commission; police accountability, the role of civilian oversight and the OPD's discipline system to City Administration; and conducting Skelly hearings to OPD leadership and member eligible to serve as the same.

OCA is working with OPD on creating training to enhance both administrative and criminal investigations into allegations that OPD members have engaged in criminal misconduct. OCA is assisting OPD in establishing training modules related to the same for new investigators and supervisors in the Criminal Investigations Division and Internal Affairs, as well as for regular updating/enhancing through OPD's command retreats and continued professional training (CPT) programs.

OCA will continue to ensure the inclusion of and collaboration with the Community Police review Agency (CPRA) to both: (1) ensure training regarding police accountability in the City are consistent; and (2) take advantage of the investigative and oversight expertise within CPRA.

**IV. ARBITRATIONS**

Since our last report, we have not received any arbitration decisions related to OPD accountability.

**I. OTHER EFFORTS - TRANSPERANCY**

As a reminder, Senate Bills 1421 and 16, which amended Penal Code § 832.7(b), require disclosure of certain categories of Oakland police records that were previously confidential. Transparency is essential to accountability, and thus OCA has dedicated, and will continue to dedicate, significant resources to making police personnel records accessible to the public.

In previous presentations we introduced and discussed the City's police personnel records website: <https://www.oaklandca.gov/topics/sb-1421-police-personnel-records>. This website provides easier access and greater ability to search for desired records, for example, organizing the cases by disclosable category and allowing searches across cases by officer name. We launched the website in April of 2023 with new cases typically added on a weekly basis. More than 270 unique investigations are available through the website.

**Re: OCA's Support for the Police Discipline-Process and Recent Arbitration Decisions**

We welcome feedback from both the Commission and public regarding future improvements to this website to further the goal of transparency to the greatest extent possible under the law. At the conclusion of our presentation, members of the public requested information regarding the lawsuits filed against the City related to OPD public records requests. The following is a status update regarding the same.

In late 2020, two lawsuits were filed against the City related to public record requests for OPD records. *Bondgraham, et al. v. City of Oakland, et al.*, was brought by two journalists based on overdue responses to approximately 30 requests for police personnel records under SB1421. The second lawsuit, *Morris, et al. v. City of Oakland, et al.*, is a class action resulting from nearly 5,700 then outstanding requests, approximately 124 of which were SB 1421 records request.

***Bondgraham, et al. v. City of Oakland, et al.***

Alameda Superior Court – Case No. RG20071657

In April 2021, the court ordered the city to produce all responsive documents with productions every two weeks and establish a process to review and, if necessary, litigate the substance of redactions. Our office dedicated enormous resources to complying with the writ, including more than 5,000 hours of attorney and staff time and engaging additional numerous contracted employees. In October 2022, the City settled the case for \$105,000 in fees and costs. All outstanding legal issues have been resolved in this matter.

***Morris, et al. v. City of Oakland, et al.,***

Alameda Superior Court – Case No. RG20072029

The City settled this case by agreeing to clear the backlog of OPD requests and meet specific production timeliness benchmarks for new requests. The City has cleared the identified backlog of requests. OPD had been meeting production benchmarks for new requests. However, the ransomware attack on the City, and subsequent OPD staffing and overtime limitations contributed to missed production deadlines. Currently, there are no pending court dates on this matter.

**V. CONCLUSION**

OCA respectfully submits this report.

RYAN RICHARDSON

City Attorney



By: Veronica Harris  
Special Counsel

OFFICE OF CHIEF OF POLICE  
OAKLAND POLICE DEPARTMENT

SPECIAL ORDER 9214

TO: All Sworn Personnel

SUBJECT: Use of Force Investigation Timelines Amendment

EFFECTIVE DATE: xxxxxx

TERMINATION: Upon revision of DGO K-04, *Reporting and Investigating the Use of Force*

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**Scope and Purpose**

Special Order 9214 immediately changes and supersedes sections of K-04, Reporting and Investigating the Use of Force. The changes explained herein are limited in scope, exclusively covering force investigations and extension timelines to ensure comprehensive and thorough investigations, furthering the Oakland Police Department's (the "Department") commitment to transparency and accountability.

The purpose of this Special Order (SO) is to enhance and complement DGO K-04 (Reporting and Investigating Force). Since approximately 2007, the timelines for force levels 2, 3, and 4 have remained unchanged. However, over time, the complexity and demands of use-of-force (UOF) investigations have significantly increased. As a result, many force investigations have required multiple extensions and overtime to reach completion. This Special Order aims to grant investigators a reasonable timeframe to conduct thorough and comprehensive UOF investigations during the normal work hours.

**Details of Changes to Policies**

**Level 2 Force Incidents (DGO K-04 Section IV.)**

- **Previous Policy Regarding Timelines**
  - 7 calendar days for the assigned sergeant (force investigator) to complete and forward to lieutenant for review.
  - 4 calendar days for the assigned lieutenant to review and forward to a captain for review.
  - 5 calendar days for the assigned captain to review and forward to BFO Admin.
  
- **Amended Level 2 UOF Investigation Timelines**
  - 60 total calendar days (to include full command review)
    - During the 60-day period, while the investigation is ongoing, captains and lieutenants control and manage the investigation and pace.
    - Bi-weekly (at least every 14 days) updates are required to be documented on VISION (Chron Log Entry) by an assigned commander or designee.
    - 60-calendar day process will include the completion of a Force Review Board PowerPoint presentation, reviewed by the lieutenant and captain.

OAKLAND POLICE DEPARTMENT  
Special Order 9214

XX Dec 24

- Forwarded to BFO Admin within the 60-day period.

(Amends: Section IV., C.; and Section VIII. Command Review and Endorsement)

### **Level 3 Force Incidents (DGO K-04 Section V.)**

- **Previous Policy Regarding Timeliues (Same as Level 2 UOF Investigation)**
  - 7 calendar days for the assigned sergeant to complete and forward to lieutenant for review.
  - 4 calendar days for the assigned lieutenant to review and forward to captain for review.
  - 5 calendar days for the assigned captain to review and forward to BFO Admin.
- **Amended Level 3 UOF Investigation Timelines**
  - 45 total calendar days (to include full command review)
    - During the 45-day period, captains and lieutenants control and manage the investigation and pace.
    - Bi-weekly (at least every 14 days) updates are required to be documented on VISION (Chron Log Entry) by an assigned commander or designee.
    - Forwarded to BFO Admin within the 45-day period.

(Amends: Section V., B.; and Section VIII. Command Review and Endorsement)

### **Level 4 Force Incidents (DGO K-04 Section VI.)**

- **Previous Policy Regarding Level 4 UOF Timelines**
  - UOF occurs, completed investigation is due to the reviewing lieutenant by the end of the next scheduled shift.
    - Dates are adjusted based on the involved officers' and investigators' regular work schedule. Not to exceed 5 calendar days from the incident date.
  - 4 calendar days for lieutenant to review and forward to BFO Admin. Not to exceed 9 calendar days from the incident date.
- **Amended Level 4 UOF Investigation Timelines**
  - 30 total calendar days (to include command review through a lieutenant before being submitted to BFO Admin within the 30-day period).

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(Amends: Section VI., B.; and Section VIII. Command Review and Endorsement)

**(Added Section) Section X. Extension Request**

- **Current Guidance on Extensions**
  - Extensions up to 30 days from the incident date shall be approved by the respective area captain.
  - Extensions beyond 30 days from the incident date, or 2<sup>nd</sup> extensions shall be approved by a Deputy Chief.
  
- **Amended Extension Process** (per Special Order 9214)
  - All Extensions (Levels 2 - 4) shall be approved by a Deputy Chief.
    - All extensions shall be documented within the VISION Chron Log and BFO Admin should be notified.

The above changes go into effect immediately and this Special Order will stay in effect until canceled or until the revision of DGO K-04.

By order of

Floyd Mitchell  
Chief of Police

**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 3/19/2025**

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

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

<b>Policy</b>	
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.
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 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 Police Commission Ad Hoc.
Militarized Equipment Annual Report	The 2023 report is completed and posted on the city website. <a href="https://www.oaklandca.gov/documents/opd-militarized-equipment-annual-report-2023">https://www.oaklandca.gov/documents/opd-militarized-equipment-annual-report-2023</a>

**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																																																					
<p>Staffing &amp; resource management</p>	<p><i>Sworn Staffing</i> Authorized: 600 Filled: <b>680</b> Operation Strength: 567</p> <p><i>Communications Dispatchers</i> Authorized: 78 Filled: <b>65</b> (7 new Dispatcher Trainees started on Oct. 28<sup>th</sup>. 18 are currently in training)</p> <p><i>Professional Staffing</i> Authorized: 255 Filled: <b>243</b></p> <p><i>Vacancies of note:</i> All vacant positions are frozen, with the exception of the Police Communication Dispatchers. Police Communications Dispatcher (<b>13</b>)</p> <table border="1" data-bbox="414 745 933 1312"> <thead> <tr> <th>As of Mar 19, 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> </thead> <tbody> <tr> <td>2+ Years</td> <td>7</td> <td>1</td> <td></td> <td></td> </tr> <tr> <td>1-2 Years</td> <td>10</td> <td>15</td> <td>1</td> <td></td> </tr> <tr> <td>6 mo.– 1 Year</td> <td>10</td> <td>13</td> <td></td> <td></td> </tr> <tr> <td>2-6 months</td> <td>7</td> <td>13</td> <td>3</td> <td></td> </tr> <tr> <td>Less than 2 months</td> <td>8</td> <td>7</td> <td>3</td> <td></td> </tr> <tr> <td>Total</td> <td>42</td> <td>49</td> <td>7</td> <td>0</td> </tr> </tbody> </table>	As of Mar 19, 2025 (Sworn only)	Admin Leave	Medical Leave On-Duty Illness/ Injury	Medical Leave Personal Illness/ Injury	Military Leave	2+ Years	7	1			1-2 Years	10	15	1		6 mo.– 1 Year	10	13			2-6 months	7	13	3		Less than 2 months	8	7	3		Total	42	49	7	0	<p><i>Long-term leave:</i> <b>98</b> sworn employees</p> <ul style="list-style-type: none"> <li>• <b>56</b> Medical Leave</li> <li>• <b>42</b> Admin Leave                             <ul style="list-style-type: none"> <li>○ 5 Sergeants of Police</li> <li>○ <b>37</b> Police Officers</li> </ul> </li> <li>• <b>21</b> Sworn on Modified Duty</li> <li>• 0 Military Leave</li> <li>• 9 Active Military Reservist</li> </ul> <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 border="1" data-bbox="974 682 1477 892"> <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> – 5/mo. (45 separated over the past year)</p> <p><i>Reemployments</i> – 6 pending approvals</p> <p><i>Retirement Projections for 2025:</i> 71 possible</p> <ul style="list-style-type: none"> <li>• 1 Assistant Chief of Police</li> <li>• 1 Deputy Chief of Police</li> <li>• 3 Captains of Police</li> <li>• 7 Lieutenants of Police</li> <li>• 24 Sergeants of Police</li> <li>• 35 Police Officers</li> </ul>	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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<p>Academy Recruits</p>	<p>194<sup>th</sup> Academy graduated on 20 Dec 24. 24 OPD:</p> <ul style="list-style-type: none"> <li>• 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.</li> </ul> <p>195<sup>th</sup> Academy: TBD (July 2025) 196<sup>th</sup> Academy: TBD</p>																																																				
<p>General Department functions (Internal Affairs Bureau IAB)</p>	<p><b>Skelly Data:</b></p> <ul style="list-style-type: none"> <li>• All trained Commanders and Managers can conduct Skelly's.</li> <li>• Changed to digital format</li> <li>• Waiver for Officers                             <ul style="list-style-type: none"> <li>○ Working with City Attorney to formalize</li> </ul> </li> <li>• Added personnel to assist</li> </ul>	<p>Number of pending Skelly's: <b>149 (-8)</b> Number of Skelly Hearing Officers: <b>26 (-3)</b></p> <ul style="list-style-type: none"> <li>• <b>Upcoming retirements and reassignments</b></li> </ul> <p># of Skelly awaiting dissemination - 18 Wait time for each Skelly – Varies How are Skelly Officers selected (training, recusals, etc.) - Must attend Skelly Hearing Officer Training</p>																																																			
<p>IAB Cases</p>	<p><b>2024</b> Total cases closed – 1508</p>																																																				

	<p>(126) Sustained cases (235) Sustained allegations</p> <p><b>2025</b> (as of <b>20 Mar 25</b>) Total cases closed YTD – <b>371</b> Total cases opened in Intake YTD- <b>297</b> Total Cases assigned to Intake (not yet assigned to an investigator) - <b>108</b></p> <p><b>Case Load</b> Total investigations assigned to IAB - <b>104</b> Total investigations assigned as DLIs – <b>181</b></p> <p>Total cases currently open - <b>542</b> 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	<a href="https://post.ca.gov/Peace-Officer-Certification-Actions">https://post.ca.gov/Peace-Officer-Certification-Actions</a>	<b>SB 2 List:</b> 2025(Year-To-Date) 3 total Oakland PD
General Department functions (CID)	<p><b>SVS Juvenile Cases:</b> 2025 (Year-To-Date)</p> <ul style="list-style-type: none"> <li>• Juvenile Arrests: <b>53</b> total juvenile arrests</li> <li>• YTD Referrals to restorative justice programs: <b>15</b> <ul style="list-style-type: none"> <li>○ Neighborhood Opportunity &amp; Accountability Board (NOAB) - <b>14</b></li> <li>○ Community Works West Referrals – <b>1</b> (No longer in service as of January 2025)</li> </ul> </li> </ul> <p><b>Missing Persons:</b> 2025 (Year-To-Date)</p> <ul style="list-style-type: none"> <li>• YTD MPU Cases: <b>306</b></li> <li>• YTD Closed MPU Cases: <b>280</b></li> </ul>	<p><b>Hate Crimes:</b> 2025 (Year-To-Date)</p> <ul style="list-style-type: none"> <li>• Total Cases: <b>2</b></li> <li>• New cases: <b>1</b></li> </ul> <p><b>DVU Cases:</b> 2025 (Year-To-Date)</p> <ul style="list-style-type: none"> <li>• Total cases: <b>883</b></li> <li>• The clearance rate on DV cases is near 100%: These are named suspect cases. An investigator reviews all I/C and Out-of-custody cases.</li> <li>• Domestic Dispute – <b>286</b></li> <li>• Domestic Battery, 243(e)(1) - <b>226</b></li> <li>• Inflict corporate Injury Spouse/cohabitant 273.5 - <b>215</b></li> </ul>
Education and training regarding job-related stress, PTSD, Wellness		
Budget <b>QUARTERLY</b>	Last:	
	Next:	
Citywide Risk Management <b>QUARTERLY</b>	Last: 26 Nov 24	
	Next: 4 Mar 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 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"> <li>Presented on 27 Feb 25 - Lieutenant Dorham</li> </ul>

**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). <a href="https://openjustice.doj.ca.gov/exploration/crime-statistics/crimes-clearances">https://openjustice.doj.ca.gov/exploration/crime-statistics/crimes-clearances</a>
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	
Special Order 9214	<ul style="list-style-type: none"> <li>Use of Force Timelines – DC Ausmus on 13 Mar 25</li> </ul>
Update on 2025 New Laws	<ul style="list-style-type: none"> <li>Presented on 27 Feb 25 - Lieutenant Dorham</li> </ul>
Update on Pursuit Policy	<ul style="list-style-type: none"> <li>Presented 23 Jan 25 – Chief Michell <ul style="list-style-type: none"> <li>History of the Pursuit Policy since 2014</li> </ul> </li> </ul>

Sanctuary Ordinance	<ul style="list-style-type: none"> <li>Presented on 23 Jan 25 – Lieutenant Dorham                             <ul style="list-style-type: none"> <li>Sanctuary Ordinance Training for OPD</li> </ul> </li> </ul>												
Pursuit Policy	<ul style="list-style-type: none"> <li>Presented on 9 Jan 25 and on 15 Jan 25 - Acting Deputy Chief Ausmus and Sergeant Urquiza</li> </ul>												
Youth Services	<ul style="list-style-type: none"> <li>Presented on 24 Oct 24 – Lieutenant Campos                             <ul style="list-style-type: none"> <li>Juvenile Arrest Referrals</li> <li>NOAB</li> </ul> </li> </ul>												
Encampment Management	<ul style="list-style-type: none"> <li>Presented on 10 Oct 24 - Captain Eriberto Perez- Angeles</li> </ul>												
Missing Persons	<ul style="list-style-type: none"> <li>Presented on 10 Oct 24 – Lieutenant Campos</li> </ul>												
Ceasefire	<ul style="list-style-type: none"> <li>Presented on 26 Sep 24 - Director Reverend Damita Davis                             <ul style="list-style-type: none"> <li>Ceasefire</li> </ul> </li> </ul>												
30x30 - OPOA Women's Committee	<ul style="list-style-type: none"> <li>Presented on 19 Sep 24 - Lt. Alexis Nash                             <ul style="list-style-type: none"> <li>30x30</li> <li>OPOA Women's Committee</li> <li>Women Leaders in Law Enforcement Symposium (WLLE)</li> </ul> </li> </ul>												
Patterns Definition	<ul style="list-style-type: none"> <li>Presented on 22 Aug 24 - "Patterns" Definition – Lt. Hubbard</li> </ul>												
Skelly	<ul style="list-style-type: none"> <li>Presented on 22 Aug 24 - Update on Skelly – Act. Capt. Dorham</li> </ul>												
Wellness Unit	<ul style="list-style-type: none"> <li>Presented on 22 Aug 24 - Wellness Unit Update – Dr. Nettles</li> </ul>												
J-04 Pursuit Policy	<ul style="list-style-type: none"> <li>Presented on 31 Jul 24 at the Community Policing Ad Hoc Public Forum - Capt. Ausmus, A/Captain E. Perez-Angeles, and Sgt. Urquiza-Leibin</li> </ul>												
SB 2	<ul style="list-style-type: none"> <li>Presented on 25 July 24 – Lt. Dorham</li> </ul>												
911 System Grand Jury Report Presentation	<ul style="list-style-type: none"> <li>Presented on 11 July 24 – Deputy Director Suttle and Mgr. Cheng</li> </ul>												
MACRO Strategy Development	<ul style="list-style-type: none"> <li>Presented on 11 July 24 – Deputy Director Suttle and Mgr. Cheng</li> </ul>												
MACRO Data	<ul style="list-style-type: none"> <li>March 1<sup>st</sup> – 14<sup>th</sup> 2025 monthly data:</li> <li>55 calls were referred from OPD Dispatch to MACRO                             <ul style="list-style-type: none"> <li>(17) incidents were initially coded other than MACRO-415, 918, 602L x2, 647C, 933S, EVAL, OMCx2, SLEEPx3, WELCK, 5150x4 (Dispo: MACRO); (38) Incidents coded as MACRO</li> </ul> </li> <li>2 incidents were returned from OFD (MACRO-99) and sent back to OPD to handle</li> <li>1 incident timed out from MACRO (Dispo: MACR1)</li> <li>222 potential calls <b>not</b> referred to MACRO due to the below criteria (radio code/description):</li> </ul> <table border="1" data-bbox="516 1608 1534 1879"> <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> </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)
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**XV. Police Chief's Annual Report, OMC 2.45.070(F) (ANNUALLY)**



# **CITY OF OAKLAND**

# **OFFICE OF INSPECTOR GENERAL**

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**AGENDA REPORT**

**MARCH 27, 2025**

# AGENDA

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## BUDGET & SAFFING

- Budget Update
- Hiring a Provisional Policy Analyst
- Internship/Externship Program

## CURRENT OIG PROJECTS

- DGO B-08: Field Training Policy Review
- Inspect/Evaluate Seven NSA Tasks
- OPD Database Access
- OIG Recommendations Tracker

## ADDITIONAL PROJECTS

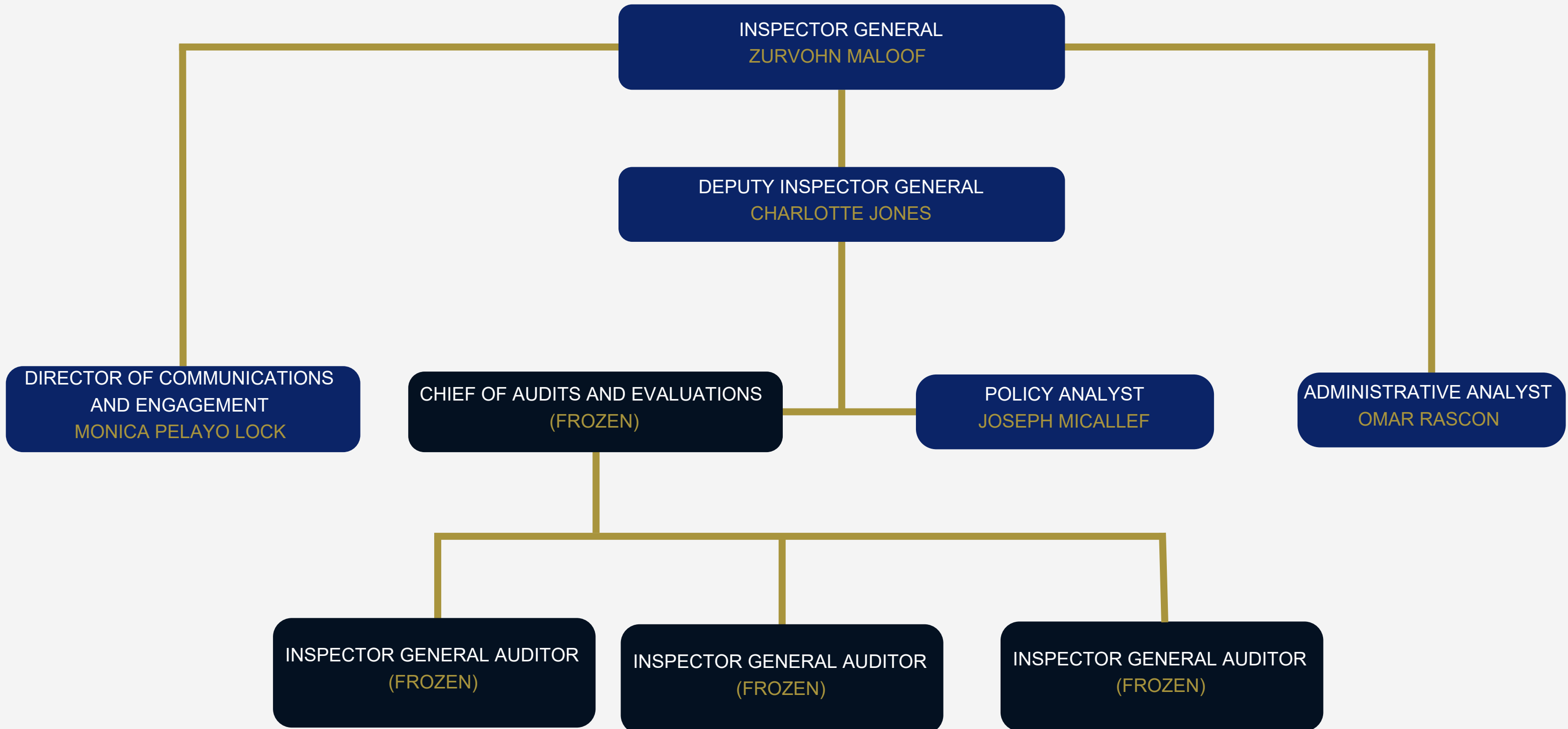
- Compliance with Audit by City Auditor
- Bey Matter Overview
- City Council Directive: OPD Staffing Study

## OUTREACH & ENGAGEMENT

- Outreach and Engagement in Police District Areas 1 & 5
- Guide to Oakland's Independent Oversight Agencies
- First Thursdays with the Inspector General



# OIG Organization Chart



# OIG Policy Analyst

## JOSEPH MICALLEF'S DEPARTURE

- Moving to another position outside of CA.
- Thank you for his service.

## PROVISIONAL POLICY ANALYST

- Experience in civilian oversight
- Review and analyze existing police policies and training materials to provide recommendations on improving police and community relations.



Oakland's Municipal Ordinance §2.45.100(D) requires the OIG keep this position filled.

# Internship Externship

- Continue partnership with CYDL (Center for Youth Development through Law)
- Looking for additional interns/externs at the college and law student level.



## Summer Program

- 6-Week Duration
- Potential Course Credit
- **Projects:** Policy Analysis, Data Collection & Community Outreach

## Complete Applications

Submit to [oig@oaklandca.gov](mailto:oig@oaklandca.gov)

- Resume
- Cover Letter
- Writing Sample







# Field Training Policy Review



## DEPARTMENT GENERAL ORDER B -08

- Compliance Evaluation > Released on September 7, 2023
- Currently, OIG is reviewing the entire policy.
- Several potential recommendations.

## STATUS UPDATE

 UNDER REVIEW



# Inspection/Evaluation

## **TASK 3: IAD INTEGRITY TESTS (NOW IAB)**

IAB should conduct integrity tests regularly to prevent misconduct.

---

## **TASK 4: COMPLAINT CONTROL SYSTEM FOR IAB**

IAB should have specific procedural policy regarding an informal complaint resolution process.

---

## **TASK 7: METHODS FOR RECEIVING CITIZEN COMPLAINTS**

OPD should develop specific mechanisms that enable citizens to lodge complaints.

---

## **TASK 8: CLASSIFICATION OF CITIZEN COMPLAINTS**

OPD should have develop policy and procedure for categorizing complaints as either Class I or Class II.

## **TASK 9: CONTACT OF CITIZEN COMPLAINANT**

OPD should develop policy to ensure the IAB contacts complainant right away.

---

## **TASK 11: SUMMARY OF CITIZEN COMPLAINTS PROVIDED TO OPD PERSONNEL**

OPD should develop policy to notify the police officer, along with their supervisor and commander, of the investigation.

---

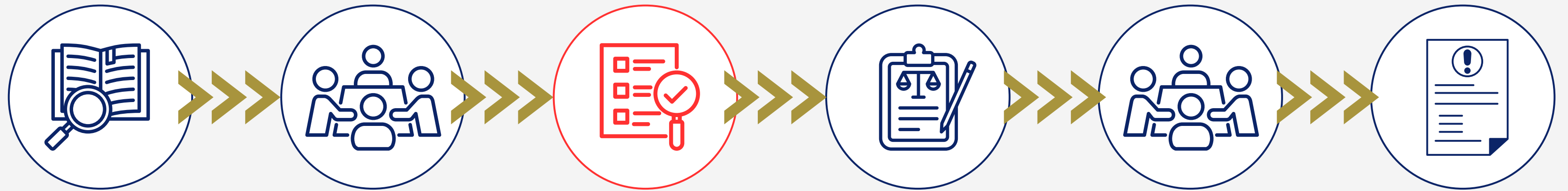
## **TASK 13: DOCUMENTATION OF PITCHESS RESPONSES**

OPD should implement an additional check if a defendant alleges excessive use of force or that an officer lied about the arrest.

---



# Inspection/Evaluation



BACKGROUND  
RESEARCH

ENTRANCE  
CONFERENCE

FIELDWORK

DRAFT REPORT

EXIT  
CONFERENCE

FINAL REPORT



# OPD Database Access



## OPD DATABASES

- Requested access to key databases for the Inspector General, Deputy Inspector General, and Policy Analyst
- Discussed with Chief of Police Floyd Mitchell

## STATUS UPDATE

 PENDING

# OIG Recommendations Tracker

The Office of Inspector General will use this tool to follow-up with OPD and CPRA regarding the implementation status of recommendations the OIG has issued since FY 2022.

IMPLEMENTATION STATUS KEY
CATEGORIES
NOT IMPLEMENTED
PARTIAL IMPLEMENTATION
IMPLEMENTED
CLOSED

## FY 2024

RECOMMENDATIONS	PROJECT TYPE	SUBJECT	RELEASE DATE	RESPONSE DATE	UPDATE DUE DATE	IMPLEMENTATION STATUS	EXPLANATION OF IMPLEMENTATION STATUS
<b>OPD SEXUAL MISCONDUCT POLICY RECOMMENDATION</b>							
The OIG identified a gap in the department’s guidelines for sexual misconduct. Sexual misconduct and exploitation have a dark history in the City of Oakland, and particularly within the ranks of OPD. It is imperative that sexual misconduct be prevented and prohibited in OPD, via clear expectations and accountability measures.							
1. OPD create a dedicated Departmental General Order (DGO) on sexual misconduct.	Policy Review	OPD	1/18/2024				





# Audit of the OIG



## CITY AUDITOR INITIATED AUDIT

- Entrance Conference: January 30, 2025
- Second Progress Report : Completed
- Draft Report: estimated in May 2025
- Final Report: estimated in June 2025

# Bey Matter Overview

- Review of Internal Affairs Division Cases 07-0538, 13-1062, and 16-0146:
- Released recommendations on May 17, 2024
- Full report available on OIG website

Relevant or Proposed Policy:	Recommendation:
<b>CID Policy 15-01: Homicide Unit Call-Out Criteria and Unit Investigations</b>	Explore potential policy revisions to improve communications with the designated next of kin for homicide victims.
<b>CID Policy 13-03: Felony Assault Unit Call-Out Criteria and Unit Investigations</b>	Explore potential policy revisions to improve communications with the victim or designated next of kin for felony assault victims.
<b>DGO M-3: Complaints Against Departmental Personnel or Procedures (Service Complaints)</b>	Update DGO M-3 to include a notification to the complainant when their service complaint is administratively closed.
<b>DGO M-3.1: Informal Complaint Resolution (ICR)</b>	Reconcile the language in DGO M-3.1 Section II, G. 1 with the language in Section III, A. 1. B., and [Negotiated Settlement Agreement] Task 4 Section III, D. to clarify the necessity for complainant consent to utilize the ICR process.
<b>DGO M-3: Complaints Against Departmental Personnel or Procedures (Duplicate Complaints)</b>	Insert a clear definition of what accounts for a “duplicate” complaint, including who determines its duplication, the process for handling such complaints, and the procedure for complainant notification.
<b>DGO M-19: Prohibitions Against Racial Profiling and other Biased Based Policing</b>	Implement effective and timely revisions to DGO M-19, as recommended previously by the OIG.
<b>Proposed Closure Documentation Policy</b>	Establish and codify a policy that requires IAD to provide case closure justification documents to the Agency for misconduct complaints (which misconduct complaints should be determined in consultation with stakeholders).



# OPD Staffing Study

## CITY COUNCIL DIRECTIVE

- OIG concerned with PFM Financial Advisors, LLC scope of work compliance
- OIG discussed with Oakland City Attorney's Office
- Submitted "Final" Report to City Council's Public Safety Committee to review if the report satisfies their scope of work.

## STATUS UPDATE

 PENDING



# Outreach & Engagement

Joint Panels with Public Ethics Commission & Office of the City Auditor

- March 20th: West Oakland Neighbors (virtual)
- March 25th : West Oakland Nest Meeting (in person)

Meeting with East Oakland Residents

- April 5th (in person)



**March:  
OIG in  
West  
Oakland**

**April:  
OIG in  
East  
Oakland**





# A Guide to Oakland's Independent Oversight Agencies

Joint Pamphlet with  
Office of City Auditor &  
the Public Ethics  
Commission



# First Thursdays Program

- Opportunity for residents to voice discuss their perspective/concerns regarding OPD policies.
- Office Hours at City Hall on 1st Thursday of the month from 12:00 noon to 1:00 pm.
- 30-minute appointments.
- Registration required.



## Office of the Inspector General FIRST THURSDAYS PROGRAM



### Core Service

The Office of the Inspector General (OIG) is an independent civilian oversight agency that monitors and audits the Oakland Police Department's (OPD's) policies, practices and procedures.

### Contact Information

 (510) 238-2088

 oig@oaklandca.gov

### Office Hours

The OIG is committed to transparency and accountability. **Meet with the Inspector General** in person to discuss OPD policies, practices, and procedures.

First Thursdays of the Month  
12:00 noon - 1:00 pm  
30-minute appointment

Oakland City Hall  
Hearing Room #4  
1 Frank Ogawa Plaza  
Oakland, CA

Can't make the appointment?  
Call or email the OIG to schedule a virtual meeting.



Online  
Registration  
Required



### Your Voice Matters

You have the right to provide feedback and raise concerns about OPD policies and procedures.



OIG OFFICES: 250 FRANK OGAWA PLAZA, SUITE 6306, OAKLAND, CA 94612

AGENDA REPORT  
MARCH 27, 2025





# CITY OF OAKLAND OFFICE OF INSPECTOR GENERAL

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## QUESTIONS



# FOLLOW #OAKLANDOIG

## SOCIAL MEDIA HANDLES

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on Instagram & Twitter

“City of Oakland, Office of the Inspector General” on  
LinkedIn & Facebook



## NEWSLETTER

Scan the QR code  
to sign up for  
the OIG mailing list.

## OIG CONTACT INFORMATION

 Email [oig@oaklandca.gov](mailto:oig@oaklandca.gov)

 Call (510) 238-2088

