



OAKLAND POLICE COMMISSION

REGULAR MEETING AGENDA

April 10, 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. **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. **Police Officers Bill of Rights (POBAR) In-Session Commissioner Training**

The CPRA Acting Director, Antonio Lawson, and his team will provide the Commissioners and the community with an in-session training on the Police Officers Bill of Rights (POBAR). This training is a required component of the Commissioners' onboarding and continuing education. Presenting it during a public meeting promotes transparency and ensures that both the Commission and the broader community gain a clear understanding of the rights afforded to officers under POBAR, especially as they relate to investigations and disciplinary processes. (*Attachment 3*)

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

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

Acting 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.*** (*Attachment 4*)

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



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IX. **Commissioner Omar Farmer: Recommended Focus Areas from the Reimagining Public Safety Task Force**

On March 13, 2025, Commissioner Omar Farmer presented the Reimagining Public Safety Task Force's recommendations related to matters under the Police Commission's purview. The presentation introduced Commissioners to the broader landscape of those recommendations and recommendations created by the Safety and Services Oversight Commission (SSOC). At that time, Commissioner Farmer advised that he would provide the Commission with specific items he recommends they focus on moving forward—and this is the meeting where he will do so. (*Attachment 5*)

- 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.** For your reference, recordings of those ad hoc meetings that are open to the public 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 1st and 3rd Wednesday from 6 p.m. to 8 p.m.* **Sign up [here](#)**

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.* **Sign up [here](#)**



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Ad Hoc Committee Update Continued

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. Sign up [here](#)*

- 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

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



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NOTICE: In compliance with the Americans with Disabilities Act and Equal Access Ordinance, for those requiring special assistance to access the video conference meeting, to access written documents being discussed at the Discipline Committee meeting, or to otherwise participate at Commission meetings, please contact the Police Commission's departmental email at OPC@oaklandcommission.org for assistance. Notification at least 72 hours before the meeting will help enable reasonable arrangements to ensure accessibility to the meeting and to provide the required accommodations, auxiliary aids, or services.

CITY OF OAKLAND



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

Office of the City Attorney
Ryan Richardson
City Attorney

(510) 238-3601
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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.

OAKLAND POLICE COMMISSION

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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.

OAKLAND POLICE COMMISSION

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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

CITY OF OAKLAND



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March 20, 2025

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V. CONCLUSION

OCA respectfully submits this report.

RYAN RICHARDSON

City Attorney



By: Veronica Harris
Special Counsel

OAKLAND POLICE DEPARTMENT REPORTING TEMPLATE FOR POLICE COMMISSION MEETING

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

Prepared 4/02/2025

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

Task	
Tasks 2, 5, and 45	<p>The monitoring team has completed the Ninth NSA Sustainability Period Report of the Independent Monitor for the Oakland Police Department.</p> <ul style="list-style-type: none"> ▪ 9th IMT Sustainability Report (20 Dec 24): ▪ Task 2: Timeliness Standards and Compliance with IAB Investigations <ul style="list-style-type: none"> ○ In compliance ▪ Task 5: Complaint Procedures for IAB <ul style="list-style-type: none"> ○ Not in compliance ▪ Task 45: Discipline Policy <ul style="list-style-type: none"> ○ No compliance Finding.
IMT Visit	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.
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	<p>The 2023 report is completed and posted on the city website.</p> <p>https://www.oaklandca.gov/documents/opd-militarized-equipment-annual-report-2023</p>

* "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.

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

Topic																																																					
Staffing & resource management	<p>Sworn Staffing Authorized: 600 Filled: 676 Operation Strength: 577</p> <p>Communications Dispatchers Authorized: 78 Filled: 65 (7 new Dispatcher Trainees started on Oct. 28th. 18 are currently in training)</p> <p>Professional Staffing Authorized: 255 Filled: 243</p> <p>Vacancies of note: All vacant positions are frozen, with the exception of the Police Communication Dispatchers. Police Communications Dispatcher (13)</p> <table><tr><th>As of Apr 1, 2025 (Sworn only)</th><th>Admin Leave</th><th>Medical Leave On-Duty Illness/ Injury</th><th>Medical Leave Personal Illness/ Injury</th><th>Military Leave</th></tr><tr><td>2+ Years</td><td>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>8</td><td>3</td><td></td></tr><tr><td>Total</td><td>42</td><td>50</td><td>7</td><td>0</td></tr></table>	As of Apr 1, 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	8	3		Total	42	50	7	0	<p>Long-term leave: 99 sworn employees</p> <ul style="list-style-type: none">• 57 Medical Leave• 42 Admin Leave<ul style="list-style-type: none">○ 5 Sergeants of Police○ 37 Police Officers• 22 Sworn on Modified Duty• 0 Military Leave• 9 Active Military Reservist <p>Of the 42 sworn personnel on admin leave, 11 have been off for 1-2 years. The annual cost associated with those 11 employees is \$2,996,244. The cost breakdown is below:</p> <table><tr><th>Admin Rank</th><th>Position</th><th>Cost</th><th>Total Cost</th></tr><tr><td>Lieutenant of Police</td><td>1</td><td>355,644.00</td><td>355,644.00</td></tr><tr><td>Police Officer</td><td>10</td><td>264,060.00</td><td>2,640,600.00</td></tr><tr><td>Total</td><td>11</td><td></td><td>2,996,244.00</td></tr></table> <p>Attrition Rate – 5/mo. (45 separated over the past year)</p> <p>Reemployments – 6 pending approvals</p> <p>Retirement Projections for 2025: 71 possible</p> <ul style="list-style-type: none">• 1 Assistant Chief of Police• 1 Deputy Chief of Police• 3 Captains of Police• 7 Lieutenants of Police• 24 Sergeants of Police• 35 Police Officers	Admin Rank	Position	Cost	Total Cost	Lieutenant of Police	1	355,644.00	355,644.00	Police Officer	10	264,060.00	2,640,600.00	Total	11		2,996,244.00
	As of Apr 1, 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	8	3																																																		
Total	42	50	7	0																																																	
Admin Rank	Position	Cost	Total Cost																																																		
Lieutenant of Police	1	355,644.00	355,644.00																																																		
Police Officer	10	264,060.00	2,640,600.00																																																		
Total	11		2,996,244.00																																																		
Academy Recruits	<p>194th Academy graduated on 20 Dec 24. 24 OPD:</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 (July 2025) 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: 145 (-4) Number of Skelly Hearing Officers: 25 (-1)</p> <ul style="list-style-type: none">• Upcoming retirements and reassignments <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>																																																			

IAB Cases	<p><u>2024</u> Total cases closed – 1508 (126) Sustained cases (235) Sustained allegations</p> <p><u>2025</u> (as of 03 Apr 25) Total cases closed YTD – 382 Total cases opened in Intake YTD- 344 Total Cases assigned to Intake (not yet assigned to an investigator) - 111</p> <p><u>Case Load</u> Total investigations assigned to IAB - 109 Total investigations assigned as DLIs – 200</p> <p>Total cases currently open - 565 This number represents all open cases, including those awaiting CPRA concurrence and Skelly hearing results. It should be noted that this number does not indicate that the IAB investigation is not completed, only that the case is not completely closed out.</p>	
SB 2	https://post.ca.gov/Peace-Officer-Certification-Actions	SB 2 List: 2025(Year-To-Date) 3 total Oakland PD
General Department functions (CID)	<p><u>SVS Juvenile Cases:</u> 2025 (Year-To-Date)</p> <ul style="list-style-type: none"> Juvenile Arrests: 81 total juvenile arrests YTD Referrals to restorative justice programs: 19 <ul style="list-style-type: none"> Neighborhood Opportunity & Accountability Board (NOAB) - 18 Community Works West Referrals – 1 (No longer in service as of January 2025) <p><u>Missing Persons:</u> 2025 (Year-To-Date)</p> <ul style="list-style-type: none"> YTD MPU Cases: 353 YTD Closed MPU Cases: 305 	<p><u>Hate Crimes:</u> 2025 (Year-To-Date)</p> <ul style="list-style-type: none"> Total Cases: 2 New cases: 0 <p><u>DVU Cases:</u> 2025 (Year-To-Date)</p> <ul style="list-style-type: none"> Total cases: 883 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. Domestic Dispute – 286 Domestic Battery, 243(e)(1) - 226 Inflict corporate Injury Spouse/cohabitant 273.5 - 215
Education and training regarding job-related stress, PTSD, Wellness		
Budget QUARTERLY	Last:	
	Next:	
Citywide Risk Management QUARTERLY	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"> Presented on 27 Feb 25 - Lieutenant Dorham

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

Report	Status
OIS or SBI (GC 12525.2)	Annual report: sent 26 Jan 24
DOJ Clearance Rates	OPD Records Division provides monthly validated crime data to the DOJ. Uniform Crime Reporting (UCR). https://openjustice.doj.ca.gov/exploration/crime-statistics/crimes-clearances
Stop Data (GC 12525.5)	Annual report 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"> Use of Force Timelines – DC Ausmus on 13 Mar 25
Update on 2025 New Laws	<ul style="list-style-type: none"> Presented on 27 Feb 25 - Lieutenant Dorham
Update on Pursuit Policy	<ul style="list-style-type: none"> Presented 23 Jan 25 – Chief Michell <ul style="list-style-type: none"> History of the Pursuit Policy since 2014

Sanctuary Ordinance	<ul style="list-style-type: none">Presented on 23 Jan 25 – Lieutenant Dorham<ul style="list-style-type: none">Sanctuary Ordinance Training for OPD								
Pursuit Policy	<ul style="list-style-type: none">Presented on 9 Jan 25 and on 15 Jan 25 - Acting Deputy Chief Ausmus and Sergeant Urquiza								
Youth Services	<ul style="list-style-type: none">Presented on 24 Oct 24 – Lieutenant Campos<ul style="list-style-type: none">Juvenile Arrest ReferralsNOAB								
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">30x30OPOA Women’s CommitteeWomen 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">March 15th – 31st 2025 monthly data:45 calls were referred from OPD Dispatch to MACRO<ul style="list-style-type: none">(5) incidents were initially coded other than MACRO-5150x2, 602L x2, SLEEPx1, (Dispo: MACRO); (40) Incidents coded as MACRO8 incidents were returned from OFD (MACRO-99) and sent back to OPD to handle1 incident timed out from MACRO (Dispo: MACR1)216 potential calls not referred to MACRO due to the below criteria (radio code/description): <table><tr><td>415 (Disturbing the Peace)</td><td>415J (Disturbing the Peace – Juvenile)</td><td>912 (Possible Suspicious Person)</td><td>EVAL (Evaluate the scene/person)</td></tr><tr><td>415C (Disturbing the Peace – Investigate)</td><td>647B (Prostitution)</td><td>5150 (Possible Mental Health Crisis)</td><td>OMC (Oakland Municipal Code)</td></tr></table>	415 (Disturbing the Peace)	415J (Disturbing the Peace – Juvenile)	912 (Possible Suspicious Person)	EVAL (Evaluate the scene/person)	415C (Disturbing the Peace – Investigate)	647B (Prostitution)	5150 (Possible Mental Health Crisis)	OMC (Oakland Municipal Code)
415 (Disturbing the Peace)	415J (Disturbing the Peace – Juvenile)	912 (Possible Suspicious Person)	EVAL (Evaluate the scene/person)						
415C (Disturbing the Peace – Investigate)	647B (Prostitution)	5150 (Possible Mental Health Crisis)	OMC (Oakland Municipal Code)						

		415D (Disturbing the Peace – Drinking)	647C (aggressive panhandling)	602L (trespassing)	SLEEP (evaluate/person sleeping)
		415F (disturbing the Peace – Family/Domestic Disturbance)	601I (incorrigible juvenile)	922 (person drunk on the street)	WELCK (conduct a welfare check on someone)
		415E (Disturbing the Peace – Music Party)	647F (person possibly drunk)	314 (indecent exposure)	SENILE (evaluate the scene, welfare check, could be a missing person unable to care for themselves)
		<ul style="list-style-type: none"> Below is a sample of 10 calls that were not eligible to be sent to MACRO due to the details provided by the reporting person calling dispatch. These calls included details such as: <ul style="list-style-type: none"> the incident occurring inside a dwelling mention of a crime, weapons and/or threats of violence 			
		# of Calls	Call Type	Reason not Referred	
		1	5150	1. RP req extra patrol for people gathering in neighborhood, then stated there was a juvenile in her home (not seen); Chronic caller, locked gate	
		3	912	1. Subj in veh IFO rifling in glove box, smoking crack pipe; RP did not believe they were R/O of veh. 2. 7-10 mask Juv Subj att to follow RP in Apt pkg lot gate. RP ref & they made threats to damage veh 3. Juv subj in mask w/backpack riding around on bicycle looking into vehs	
		1	922	1. Poss drunk driver IFO school; Subj exited veh to go in liquor store, but returned to veh; Not leaving.	
		1	WELCK	1. Active ping on cell phone of Female Juv being trafficked; RP cb and adv signal was in motion	
		1	415E	1. Subj(s) in veh playing loud music; Unk if weapons, unk # occupants in veh; Multiple calls	
Paid Admin Leave Budget	<ul style="list-style-type: none"> Presented on 13 Jun 24 Manager Marshall and Chief Mitchell 	1	415J	1. 8-10 Juv poss HBD, doing donuts on private prop	
		1	602L	1. (2) Subj walking on/in property 905 Bldg/School, 1 Subj armed w/hammer	
		1	647B	1. RP adv female Juv soliciting for prostitution; While land wire, got into veh- no plate given	
MACRO Presentation	<ul style="list-style-type: none"> Presented on 23 May 24 Communications Manager – Mgr. Cheng 				
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 				

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



Public Safety Officers Procedural Bill of Rights Act (POBR)

POBR was enacted in 1977 to:

- “Protection of peace officers from abusive or arbitrary treatment in their employment is the essence of the Act.” (Pasadena POA v. City of Pasadena, 51 Cal. 3d 564 (1990))
- Maintain stable labor relations: “[L]abor unrest and work stoppage among police officers pose an obvious threat to the health, safety and welfare of the citizenry” (Burden v. Snowden 2 Cal. 4th 672 (1992))



When does POBR apply?

POBR applies in administrative investigations. It does not apply to criminal investigations.

POBR does not apply to any interrogation in the normal course of duty, counseling, instruction, or informal verbal admonishment by or other routine or unplanned contact with a supervisor or other officer.

Public Complaints

California Penal Code §832.5(a)(1) requires OPD to:

- Establish procedures to investigate complaints made by the public; and
- Make a description of the procedure available to the public.





Could discipline result from Qs?

- POBR applies when any public safety officer is under investigation and subjected to interrogation by CPRA or their commanding officer, or any other member of the employing public safety department, that could lead to punitive action.



What is punitive action?

- Any action that may lead to dismissal, demotion, suspension, reduction in salary, written reprimand, or transfer for purposes of punishment.
- Also note: Punitive Action? No subject of investigation shall be loaned or temporarily reassigned to a location or duty assignment another officer would not normally be sent to that location or would not normally be given that duty assignment under similar circumstances.

Punitive Action?

Negative employee performance evaluation?

Transfer because not a good fit.
But, transfers that do not result in loss of pay and are not for purposes of punishment?

Removal from prestigious position-
SWAT honor guard?



Interviewing

“Nature” of the investigation;

Rank, name, and command of the officer in charge of the interrogation;

The interrogating officers; and

All persons to be present during the interrogation.



Interviewing



Right to be represented by a rep of their choice;

May be recorded (and recording is made available to officer before subsequent interrogation);

No more than 2 interrogators may question the officer at a time;

No threats of punitive action for failure to answer questions;

If officer may be charged with a criminal offense, they shall be immediately informed of constitutional rights.

Interviewing

Lybarger Warning

The admonition prior to questioning when the conduct in question may result in the subject officer being charged with a criminal offense.

Although the agency is required to inform the subject officer of their right to remain silent, prior to the questioning, the agency can compel the officer to answer questions during the interview, in exchange for an assurance the statements will not be used against them in a subsequent criminal proceeding.

Lybarger v. City of Los Angeles (1985) 40
Cal.3d 822





Interviewing

- Officer had no right to postpone interrogation due to the seriousness of the charge (firing weapon while off-duty and drunk) even though officer was awake for 24 hours, intoxicated, hung over, and chosen representative unavailable.



Interviewing

- Employee entitled to a “reasonably available representative of his or her choice.”
- What if a representative is unavailable at the scheduled time? The investigator should attempt to agree with the representative on a mutually agreeable time without having unreasonable delay based upon the seriousness of the offense. If canceled multiple times or necessary urgency, and representative of choice not available, set time and advise employee to seek an available representative. *Alhambra POA v. City of Alhambra* 113 C.A.4th 1413.

Orders Not to Talk



- Order not to talk while IA pending does not violate the 1st Amendment

LAPPL v. Gates

- Must be narrowly drawn
- Prohibits discussion only during IA not after
- Did not prohibit discussion with rep or atty
- Did not prohibit talking with officers about matters outside the investigation
- Rationale: the interest in conducting a credible investigation and restoring public faith outweighs the 1st amendment



Interviewing

- Second Interviews: 3303(g)
- Officer shall have access to the recording of the first interview prior to any further interrogation

Timelines for Action Under POBR- 1 Year Rule:

For acts of misconduct occurring on or after
January 1998



POBR -1 Year Rule



- No punitive action or denial of promotion (except based on merit), if investigation into alleged misconduct is not completed within one year.
- The one-year clock starts, when the public agency's discovery by a person authorized to initiate an investigation of the misconduct.
- If the agency determines discipline may be taken, it shall complete its investigation and notify subject officer of its proposed discipline by a Letter of Intent or Notice of Adverse Action within that year.

Notice of Intent to Discipline

Sanchez v. City of Los Angeles (2006) 140 Cal.App.4th 1069 – Upholds one-year statute of limitations.

While the one-year statute of limitations is still applicable, The California Supreme Court, in *Mays v. City of Los Angeles* (2008) 43 Cal.4th 313, held that the relevant section of the POBR merely requires that the public agency must notify the employee that it has decided that it might take some type of disciplinary action against the officer for certain, specified misconduct. Notice of the specific level of discipline to be imposed is no longer required.

Nevesv. California Department of Corrections and Rehabilitation (2012) –

Public safety officer was properly notified of intent to impose disciplinary action where he received notice of adverse action within 30 days of the decision to impose the action. This leads to situations where as long as the employee is notified that some discipline will be imposed within the 1-year period of limitations, the Department has an additional 30-days to notify the employee of what that discipline might be.



8 Exceptions to 1yr Rule





Exceptions to 1 yr. Rule

- If the act, omission, or other allegation of misconduct is also the subject of a criminal investigation or criminal prosecution, the time during which the criminal investigation or criminal prosecution is pending;
- If the officer waives the one-year time period in writing;
- If the investigation is a multijurisdictional investigation that requires a reasonable extension for coordination of the involved agencies;
- If the investigation involves more than one employee and requires a reasonable extension;
- If the investigation involves an employee who is incapacitated or otherwise unavailable.
- If the investigation involves a matter in civil litigation where the public safety officer is named as a party defendant- tolled while that civil action is pending.
- If the investigation involves a matter in criminal litigation where the complainant is a criminal defendant- tolled during the period of that defendant's criminal investigation and prosecution; and
- If the investigation involves an allegation of officer's workers' compensation fraud.



Untruthful during investigation

Alameida v. State Personnel Board (2004) 120 Cal.App.4th 46
– Officer's allegedly false denial of charges during administrative interview did not constitute a separate offense of untruthfulness for the purposes of extending the statute of limitations.



Extensive lying during investigation

- *CCPOA v. SPB* (2007) 147 Cal.App.4th 797
– Extensive lying during administrative interview can constitute a separate offense triggering a new one year statute of limitations period. (Unlike *Alameida*, the charges were only a few months past the statute of limitations period, so memories were still fresh. Additionally, the dishonesty was not simply a denial of charges, but concerned a variety of issues regarding the investigation).

After Investigation and Time of Decision to Impose Discipline

If, after investigation the public agency shall notify the officer in writing of its decision to impose discipline, including the date that the discipline will be imposed, within 30 days of its decision, except if the officer is unavailable.



After Investigation and Public Interest

Strong public interest in timely correction of deficient performance, particularly for public safety employees.

Employers should promptly notify employees of substandard performance and allow an opportunity for improvement. Against the public interest to permit delay of notice and corrective action beyond a year.



After Investigation

“Punitive action” includes sustained findings
Arvizu v. City of Oakland

“The statutory prohibition against imposing discipline after the expiration of the one-year limitations period under 3304(d) includes a prohibition against reference to, or inclusion of, a sustained finding to an allegation of misconduct in an officer’s personnel file where the investigation is not concluded within one year.”

See also, *Caloca v. County of San Diego* and
Hopson v. City of Los Angeles



May An Investigation Be Re-opened?

Yes, if both exist:

- Significant new evidence has been discovered that is likely to affect the outcome of the investigation.
- One of the following conditions exist:
 - The evidence could not reasonably have been discovered in the normal course of investigation without resorting to extraordinary measures by the agency.
 - The evidence resulted from the public safety officer's pre-disciplinary response or procedure.



Investigation is over. What about personnel records?

- No adverse comment in personnel file without officer first reading and signing document containing the adverse comment.
- Adverse comment may be entered into personnel file, where officer was given opportunity to read and sign, and refused to sign.
- Officer has 30 days to file written response to adverse comment entered into personnel file.



Administrative Procedures

- Under POBR, administrative appeals instituted by an officer shall be conducted in conformance with rules and procedures adopted by the local public agency.
- Due process requires a pre-disciplinary hearing, and an evidentiary appeal after imposition of the discipline.
- *Skelly v. State Personnel Board* (1975)
15 Cal.3d 194



Disciplinary Appeal Hearing

Skelly v. State Personnel Board (1975) 15 Cal.3d 194:

- 5th and 14th Amendments afford all public employees a property interest in their continued employment and Due Process right to appeal any deprivation.
- Pre-deprivation rights: (1) Copy of the investigation and (2) non-evidentiary right to respond to charges.
- Post-deprivation: Right to an evidentiary appeal hearing pursuant to the applicable civil service system.

Other Rights

Contained In POBR

- Review/comment on personnel file
- Notice prior to search of locker unless w/ warrant
- Permission to wear American flag pin
- Not be compelled to take lie detector test
- Right to seek election to school board

Locker & Storage Searches



- Gov't C. 3309 prohibits searching lockers or “other spaces for storage” that are assigned to the officer and “owned or leased by the employing Agency ” unless
 - ☐ The officer is notified beforehand; or
 - ☐ The officer is present; or
 - ☐ The officer gives consent; or
 - ☐ Pursuant to a valid search warrant

Personal Finances & Property

No public safety officer shall be “required or requested ... to disclose any item of his property, income, assets, source of income, debts or personal or domestic expenditures (including those of any member of his family or household)...” Except:
where required for conflict of interest purposes; or assignment to specialized unit with “a strong possibility that bribes or other improper inducements may be offered.”





Lie Detector Tests

- ☐ Cannot be compelled
- ☐ Comments on refusal prohibited
- ☐ No testimony or evidence is admissible at any subsequent judicial or administrative hearing that the officer “refused to take or was subjected to” a lie detector test
- ☐ Voluntary Lie Detector Tests

Penal Code Section 135.5

□ Any person who knowingly alters, tampers with, conceals or destroys relevant evidence in any disciplinary proceeding against a public safety officer, for the purpose of harming that public safety officer, is guilty of a misdemeanor



Enforcement of POBR

It is unlawful for the Department to deny or refuse any officer the rights and protections of POBR, and an officer or association may file a lawsuit in superior court alleging violations of POBR.

The superior court can render injunctive or other extraordinary relief to remedy the violation(s) and to prevent future violations of a like and similar nature. This can include an injunction prohibiting the department from taking any punitive action against the officer.



Enforcement of POBR

If the court finds malicious violation of POBR with the intent to injure the officer, the department shall be liable for a civil penalty of up to \$25,000, for each violation, in addition to actual damages established, to be awarded to the officer and for reasonable attorney's fees

A court can also issue sanctions and award attorney's fees and expenses against a party filing an action under these sanctions, if it finds that the action was frivolous or brought in bad faith.



New California Laws Impacting Police Accountability





Disclosure of Police Personnel Records

In 2018, the California Legislature passed SB 1421, The Right To Know Act, which gives the public the right to see access various categories of records related to investigation and discipline of peace officers.

SB 1421 Disclosure

- ☐ Use of force involving death or serious bodily injury ;
- ☐ Discharge of a firearm;
- ☐ Sustained finding of dishonesty relating to the reporting, investigation, prosecution of a crime or police misconduct; and
- ☐ Sustained finding of sexual assault of a member of the public.



SB 2



In 2021, the California Legislature passed SB 2, the Kenneth Ross, Jr. Police Decertification Act of 2021.

Before SB 2, officers who were disciplined or fired from a police department for serious misconduct did not necessarily lose their police certification, meaning that they could potentially be rehired by another department.

Under the new law, once an officer is decertified, they can no longer be hired as a police officer in the state of California. Their name will also be added to the National Decertification Index (NDI), a national database that tracks decertified officers across state lines.

SB 2: Report w/in 10 days



Now, under Penal Code section 13510.9 agencies are required to report to POST within 10 days of receiving the allegation and the final disposition of any investigation that determines a officer engaged in conduct that could render a peace officer subject to suspension or revocation.

SB 2: POST and revocation of certification when:

Officer has been terminated for cause for, or otherwise engaged in, “serious misconduct”:

- Dishonesty relating to the reporting, investigation, or prosecution of a crime, or relating to the reporting of, or investigation of misconduct;
- Abuse of power, including, but not limited to, intimidating witnesses, knowingly obtaining a false confession, and knowingly making a false arrest;
- Physical abuse, including, but not limited to, the excessive or unreasonable use of force;
- Sexual assault;
- Demonstrating bias on the basis of any legally protected status;
- Failure to cooperate with an investigation into potential police misconduct; and
- Failure to intercede when present and observing another officer using force that is clearly beyond that which is necessary.



Thank You



CITY OF
OAKLANDCOMMUNITY POLICE
REVIEW AGENCY

March 2025 Completed Investigations

Page 1 of 6
(Total Completed = 16)

Inv.	Case #	Incident Date	Received Date	Completion Date	1-Year Goal	Officer	Allegation	Finding/Conclusion
YH	22-1379	10/17/2022	10/17/2022	3/3/2025		Subject 1	Supervisor's Authority and Responsibilities	Within OPD Policy
						Subject 2	Performance of Duty - General	Within OPD Policy
						Subject 3	Performance of Duty - General	Within OPD Policy
						Subject 4	Performance of Duty - General	Within OPD Policy
						Subject 5	Performance of Duty - General	Within OPD Policy
						Subject 6	Supervisor's Authority and Responsibilities	Within OPD Policy
						Subject 7	Use of Physical Force	Within OPD Policy
CH	24-0384	3/7/2024	3/8/2024	3/3/2025	3/6/2025	Subject 1	Use of Physical Force	Within OPD Policy
							Use of Physical Force	Not Sustained
							Use of Physical Force	Not Sustained
							Use of Physical Force	Within OPD Policy
						Subject 2	Use of Physical Force	Within OPD Policy
						Subject 3	No MOR Violation	No MOR Violation
CH	24-0481	Unknown	3/29/2024	3/3/2025	3/27/2025	Subject 1	Use of Physical Force	Administrative Closure (Lacks Specificity)
							Refusal To Provide Name or Serial Number	Administrative Closure (Lacks Specificity)
DB	24-0452	9/9/2023	3/25/2024	3/4/2025	3/21/2025	Subject 1	Administrative Closure (3304 Violation)	Administrative Closure (3304 Violation)
CH	24-0576	2/16/2024	4/15/2024	3/4/2025	4/6/2025	Subject 1	Use of Physical Force	Within OPD Policy
CH	24-1313	9/10/2024	9/12/2024	3/4/2025	9/9/2025	Subject 1	Use of Physical Force	Within OPD Policy

CITY OF
OAKLANDCOMMUNITY POLICE
REVIEW AGENCY

March 2025 Completed Investigations

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(Total Completed = 16)

Inv.	Case #	Incident Date	Received Date	Completion Date	1-Year Goal	Officer	Allegation	Finding/Conclusion
AL	24-0565	4/12/2024	4/16/2024	3/4/2025	4/11/2025	Subject 2	Use of Physical Force	Within OPD Policy
						Subject 1	Use of Physical Force	Within OPD Policy
							Custody of Prisoners	Unfounded
							Use of Physical Force	Within OPD Policy
							Use of Physical Force	Within OPD Policy
							Use of Physical Force	Unfounded
							Use of Physical Force	Unfounded
							Performance of Duty – Unintentional/Improper Search, Seizure, or Arrest	Within OPD Policy
						Subject 2	Use of Physical Force	Within OPD Policy
							Custody of Prisoners	Unfounded
							Use of Physical Force	Within OPD Policy
							Use of Physical Force	Within OPD Policy
							Use of Physical Force	Unfounded
							Use of Physical Force	Unfounded
							Custody of Prisoners	Unfounded
							Performance of Duty – Unintentional/Improper Search, Seizure, or Arrest	Within OPD Policy
						Subject 3	Custody of Prisoners	Unfounded



March 2025 Completed Investigations

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(Total Completed = 16)

Inv.	Case #	Incident Date	Received Date	Completion Date	1-Year Goal	Officer	Allegation	Finding/Conclusion
DB	24-0398	3/11/2024	3/11/2024	3/5/2025	3/10/2025	Subject 1	Use of Physical Force	Within OPD Policy
							Use of Physical Force	Within OPD Policy
							Use of Physical Force	Unfounded
							Use of Physical Force	Unfounded
							Custody of Prisoners	Unfounded
							Performance of Duty – Unintentional/Improper Search, Seizure, or Arrest	Within OPD Policy
							Custody of Prisoners	Unfounded
							Custody of Prisoners	Unfounded
							Use of Physical Force	Unfounded
						Subject 2	Use of Physical Force	Unfounded
EB	24-0475	3/25/2024	3/28/2024	3/17/2025	3/25/2025	Subject 1	Subject 3 Conduct Toward Others – Demeanor	Sustained
							Performance of Duty – Unintentional/Improper Search, Seizure, or Arrest	Within OPD Policy
							Use of Physical Force	Within OPD Policy
							Conduct Towards Others- Harassment And Discrimination	Unfounded
DB	24-0459	3/23/2024	3/26/2024	3/20/2025	3/22/2025	Subject 1	Use of Physical Force	Not Sustained ¹

¹ Police Commission Discipline Committee Final Decision



CITY OF
OAKLAND

**COMMUNITY POLICE
REVIEW AGENCY**

March 2025 Completed Investigations

Page 4 of 6
(Total Completed = 16)

Inv.	Case #	Incident Date	Received Date	Completion Date	1-Year Goal	Officer	Allegation	Finding/Conclusion
EM	24-0448	3/21/2024	3/22/2024	3/20/2025	3/20/2025	Subject 1	Performance of Duty – Unintentional/Improper Search, Seizure, or Arrest	Within OPD Policy
							Conduct Toward Others – Demeanor	Not Sustained
							Performance of Duty – General	Not Sustained
							Use of Physical Force	Not Sustained
							Consumption Of Intoxicants	Not Sustained
SD	24-0504	3/30/2024	4/3/2024	3/25/2025	3/31/2025	Subject 1	Performance of Duty – Unintentional/Improper Search, Seizure, or Arrest	Not Sustained
							Use of Physical Force	Within OPD Policy
							Conduct Toward Others – Demeanor	Sustained
							Conduct Towards Others – Unprofessional Conduct in Violation of AI 71	Not Sustained
							Reports and Bookings	Not Sustained
AL	24-0739	3/28/2024	5/30/2024	3/27/2025	3/28/2025	Subject 1	Use of Physical Force	Within OPD Policy
							Reports and Bookings	Unfounded
							Conduct Toward Others – Demeanor	Unfounded

CITY OF
OAKLANDCOMMUNITY POLICE
REVIEW AGENCY

March 2025 Completed Investigations

Page 5 of 6
(Total Completed = 16)**Other Cases No Longer Pending:**

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

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

24-0653
24-1094
24-1620

Finding Definitions:

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

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

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

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

Additional Definitions:

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

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

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

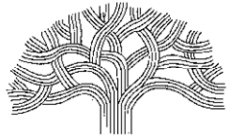
Administrative Closure (Lacks Specificity): Complaint lacks specificity and complainant refuses or is unable to provide further clarification necessary to investigate the complaint.

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

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REVIEW AGENCY**March 2025 Completed Investigations****Page 6 of 6**

(Total Completed = 16)

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

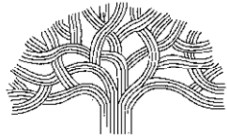


CITY OF OAKLAND
COMMUNITY POLICE REVIEW AGENCY
Pending Cases as of March 2025
(Sorted by One-Year Goal)

Page 1 of 5
 Total Pending = 119 (+7.8%)

Case #	Incident Date	Date Received IAB	Date Received CPRA	Intake or Investigator	Assigned Staff	180-Day Goal	1-Year Goal	Type (604(f)(1) or Other)	Class	Subject Officers	Allegation Count	Allegation(s)
22-1102	08/23/2022	10/17/2022	04/19/2023	Investigator	YH	02/19/2023	TOLLED	Other	1	1		Obedience to Laws
23-1602	03/29/2022	10/02/2023	10/15/2023	Investigator	YH	03/30/2024	TOLLED	Truthfulness	1	2	1	Truthfulness, Obedience to Laws
23-1781	11/07/2023	11/07/2024	11/07/2023	Investigator	YH	05/05/2024	TOLLED	Use of Force	1	1	1	Use of Force
24-0582	04/17/2024	04/20/2024	04/17/2024	Investigator	YH	10/14/2024	TOLLED	Use of Force	1	2	2	Use of Force
24-0593	04/20/2024	04/20/2024	04/23/2024	Investigator	SD	10/17/2024	TOLLED	Other	1	4	10	Obedience to Laws, Use of Force, Performance of Duty
24-0696	Multiple dates	05/09/2024	05/09/2024	Investigator	YH	11/05/2024	TOLLED	Other	1	1	1	Obedience to Laws
24-0988	07/03/2024	07/10/2024	07/12/2024	Investigator	SD	01/06/2025	TOLLED	Other	1	1	2	Performance of Duty
24-1104	08/01/2024	08/01/2024	08/01/2024	Investigator	AL	01/28/2025	TOLLED	Other	1	1	3	Obedience to Laws, Reports and Bookings, Truthfulness
24-1107	Multiple dates	08/01/2024	08/01/2024	Investigator	YH	01/28/2025	TOLLED	Other	1	1	5	Obedience to Laws, Conduct Towards Others-Demeanor, Conduct Towards Others-Relationship, Conduct Towards Others-Harassment and Discrimination
24-1598	11/06/2024	11/13/2024	11/14/2024	Investigator	EM	05/12/2025	TOLLED	Other	2	1	1	Conduct Towards Others, Relationships
25-0014	01/04/2024	01/04/2024	01/07/2025	Investigator	AL	07/03/2025	TOLLED	Use of Force	1	1	1	Use of Force
25-0191	02/24/2025	02/24/2025	02/25/2025	Investigator	AL	08/23/2025	TOLLED	Use of Force	1	2	1	Use of Force
24-0729	05/17/2024	05/17/2024	05/20/2024	Investigator	EM	11/13/2024	05/16/2025	Use of Force	1	2	2	Use of Force
24-0730	05/17/2024	05/17/2024	05/20/2024	Investigator	DB	11/13/2024	05/16/2025	Use of Force	1	1	1	Use of Force
24-0735	05/17/2024	05/18/2024	05/20/2024	Investigator	CH	11/14/2024	05/17/2025	Use of Force	1	1	1	Use of Force
24-0749	05/20/2024	05/20/2024	05/21/2024	Investigator	SD	11/16/2024	05/19/2025	Use of Force	1	5	15	Use of Force, False Arrest, Demeanor
24-0799	05/31/2024	05/31/2024	06/03/2024	Investigator	AL	11/27/2024	05/30/2025	Use of Force	1	4	4	Use of Force
24-0817	06/04/2024	06/04/2024	06/05/2024	Investigator	YH	12/01/2024	06/03/2025	Other	1	1	1	Performance of Duty, Miranda Violation
24-0909	06/26/2024	06/26/2024	06/28/2024	Investigator	CH	12/23/2024	06/25/2025	Use of Force	1	2	2	Use of Force
24-0949	05/01/2024	06/26/2024	07/05/2024	Investigator	AL	12/29/2024	07/01/2025	Use of Force	1	1	3	Use of Force, Performance of Duty
24-1323	07/06/2024	09/12/2024	09/13/2024	Investigator	AL	03/11/2025	07/06/2025	Use of Force	1	3	10	Use of Force, Miranda Violation

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



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

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 Total Pending = 119 (+7.8%)

Case #	Incident Date	Date Received IAB	Date Received CPRA	Intake or Investigator	Assigned Staff	180-Day Goal	1-Year Goal	Type (604(f)(1) or Other)	Class	Subject Officers	Allegation Count	Allegation(s)
24-1009	07/13/2024	07/13/2024	07/16/2024	Investigator	CH	01/09/2025	07/12/2025	Use of Force, Discrimination	1	2	6	Use of Force, Discrimination, Performance of Duty
24-1016	07/14/2002	07/14/2024	07/16/2024	Investigator	CH	01/10/2024	07/13/2025	Other	1	1	2	Conduct Towards Others, Obedience to Laws Felony
24-1101	08/01/2024	08/01/2024	08/06/2024	Investigator	EM	01/28/2025	07/31/2025	Use of Force	1	1	2	Use of Force, False Arrest
24-1114	08/04/2024	08/04/2024	08/06/2024	Investigator	CH	01/31/2025	08/03/2025	Use of Force	1	2	2	Use of Force
24-1155	04/26/2024	08/12/2024	08/14/2024	Investigator	CH	02/08/2025	08/11/2025	Other	1	1	1	Reports and Bookings
24-1685	11/25/2024	12/10/2024	12/11/2024	Investigator	CH	06/08/2025	08/17/2025	Use of Force	1	1	1	Use of Force
24-1212	08/21/2024	08/21/2024	08/23/2024	Investigator	CH	02/17/2025	08/20/2025	Use of Force	1	1	2	Use of Force, Performance of Duty
24-1223	08/24/2024	08/24/2024	08/27/2024	Investigator	CH	02/20/2025	08/23/2025	Use of Force	1	2	2	Use of Force, Performance of Duty
24-1243	08/20/2024	08/28/2024	08/29/2024	Investigator	CH	02/24/2025	08/27/2025	Use of Force	1	2	2	Use of Force, Performance of Duty
24-1271	09/01/2024	09/01/2024	09/04/2024	Investigator	CH	02/28/2025	08/31/2025	Use of Force	1	3	6	Use of Force, Performance of Duty
24-1320	09/11/2024	09/11/2024	09/12/2024	Investigator	CH	03/10/2025	09/10/2025	Use of Force	1	5	7	Use of Force, Performance of Duty, Demeanor
24-1377	09/23/2024	09/23/2024	09/24/2024	Investigator	CH	03/22/2025	09/22/2025	Use of Force	1	2	2	Use of Force
24-1408	09/30/2024	09/30/2024	09/30/2024	Investigator	CH	03/29/2025	09/29/2025	Discrimination	1	1	3	Discrimination, Performance of Duty, Service Complaint
24-1406	10/01/2024	10/01/2024	10/01/2024	Investigator	CH	03/30/2025	09/30/2025	Use of Force	1	2	3	Use of Force, False Arrest, Demeanor
24-1427	09/11/2023	10/04/2024	10/07/2024	Investigator	SD	04/02/2025	10/03/2025	Truthfulness	1	1	1	Truthfulness
24-1431	10/04/2024	10/04/2024	10/07/2024	Investigator	AL	04/02/2025	10/03/2025	Use of Force	1	3	6	Use of Force, False Arrest
24-1429	10/06/2024	10/06/2024	10/08/2024	Investigator	CH	04/04/2025	10/05/2025	Use of force	1	1	2	Use of Force, Demeanor
24-1449	10/10/2024	10/10/2024	10/10/2024	Investigator	CH	04/08/2025	10/09/2025	Use of Force	1	2	4	Use of Force, Demeanor
24-1451	10/10/2024	10/10/2024	10/11/2024	Investigator	CH	04/08/2025	10/09/2025	Use of Force	1	2	6	Use of Force, Demeanor, Performance of Duty, Discrimination
24-0815	06/03/2024	06/04/2024	06/05/2024	Investigator	SD	04/11/2025	10/13/2025	Other	1	1	1	Obedience to Laws
24-1464	10/14/2024	10/14/2024	10/15/2024	Investigator	CH	04/12/2025	10/13/2025	Use of Force	1	1	3	Use of Force, Demeanor, Discrimination
24-1474	10/15/2024	10/15/2024	10/17/2024	Investigator	CH	04/13/2025	10/14/2025	Discrimination	1	2	1	Discrimination, Care of Property
24-1471	10/12/2024	10/16/2024	10/16/2024	Investigator	AL	04/14/2025	10/15/2025	Use of Force	1	6	15	Use of Force, Performance of Duty
24-1479	10/17/2024	10/17/2024	10/18/2024	Investigator	CH	04/15/2025	10/16/2025	Use of Force	1	2	2	Use of Force

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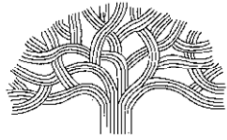


CITY OF OAKLAND
COMMUNITY POLICE REVIEW AGENCY
Pending Cases as of March 2025
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 Total Pending = 119 (+7.8%)

Case #	Incident Date	Date Received IAB	Date Received CPRA	Intake or Investigator	Assigned Staff	180-Day Goal	1-Year Goal	Type (604(f)(1) or Other)	Class	Subject Officers	Allegation Count	Allegation(s)
24-1481	10/17/2024	10/17/2024	10/18/2024	Investigator	CH	04/15/2025	10/16/2025	Use of Force	1	3	5	Use of Force, Demeanor, Performance of Duty, Discrimination
24-1520	Unknown	10/20/2024	10/20/2024	Intake	SD	04/18/2025	10/19/2025	Truthfulness	1	1	1	Truthfulness
24-1515	10/24/2024	10/24/2024	10/25/2024	Investigator	CH	04/22/2025	10/23/2025	Use of Force	1	1	2	Use of Force, Demeanor
24-1522	10/14/2024	10/25/2024	10/28/2024	Investigator	CH	04/23/2025	10/24/2025	Use of Force	1	3	3	Use of Force
24-1525	10/25/2024	10/25/2024	10/28/2024	Investigator	CH	04/23/2025	10/24/2025	Use of Force	1	1	2	Use of Force, Performance of Duty
24-1547	10/28/2024	10/28/2024	10/28/2024	Investigator	CH	04/26/2025	10/27/2025	Discrimination	1	1	1	Discrimination
24-1540	10/29/2024	10/29/2024	10/31/2024	Investigator	CH	04/24/2025	10/28/2025	Discrimination	1	1	1	Discrimination
24-1549	10/31/2024	10/31/2024	10/31/2024	Investigator	SD	04/29/2025	10/30/2025	Harassment	1	3	9	Harassment
24-1589	11/09/2024	11/10/2024	11/12/2024	Investigator	CH	05/09/2025	11/09/2025	Racial Profiling	1	2	3	Racial Profiling, Service Complaint
24-1603	11/15/2024	11/15/2024	11/18/2024	Investigator	CH	05/14/2025	11/14/2025	Discrimination	1	2	5	Discrimination, Demeanor, False Arrest
24-1665	11/18/2024	12/04/2024	12/03/2024	Investigator	CH	05/17/2025	11/17/2025	Truthfulness	1	1	1	Truthfulness
24-0608	12/26/2023	04/22/2024	04/24/2024	Investigator	YH	10/19/2024	11/19/2025	Truthfulness	1	2	4	Obedience to Laws, Truthfulness, Performance of Duty - General, Supervisors - Authority and Responsibilities
24-1618	11/20/2024	11/20/2024	11/21/2024	Investigator	AL	05/19/2025	11/19/2025	Use of Force	1	2	4	Use of Force, Performance of Duty
24-1656	10/07/2023	11/27/2024	12/17/2024	Investigator	CH	05/26/2025	11/26/2025	Use of Force	1	3	3	Use of Force, Performance of Duty, Custody of Prisoners
24-1645	11/30/2024	12/02/2024	12/03/2024	Investigator	SD	05/31/2025	12/01/2025	Use of Force	1	2	2	Use of Force, Demeanor
24-1655	12/02/2024	12/02/2024	12/03/2024	Investigator	CH	05/31/2025	12/01/2025	Discrimination	1	3	4	Discrimination, Performance of Duty
24-1653	11/27/2024	12/03/2024	12/03/2024	Investigator	CH	06/01/2025	12/02/2025	Racial Profiling	1	1	2	Racial Profiling
24-1662	12/04/2024	12/04/2024	12/05/2024	Investigator	CH	06/02/2025	12/03/2025	Racial Profiling	1	2	2	Conduct Toward Others - Harassment and Discrimination / Racial Profiling
24-1667	08/26/2024	12/05/2024	12/06/2024	Investigator	CH	06/03/2025	12/04/2025	Discrimination	1	1	2	Discrimination
24-1688	01/01/1990	12/10/2024	12/11/2024	Investigator	CH	06/08/2025	12/09/2025	Other	1	1	1	Obedience to Laws
24-1714	12/16/2024	12/16/2024	12/17/2024	Investigator	CH	06/14/2025	12/14/2025	Use of Force	1	2	2	Use of Force
24-1720	12/06/2024	12/17/2024	12/16/2024	Investigator	CH	06/14/2025	12/15/2025	Harassment	1	1	3	Harassment, Performance of Duty

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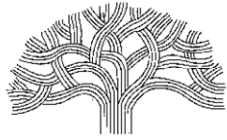


CITY OF OAKLAND
COMMUNITY POLICE REVIEW AGENCY
Pending Cases as of March 2025
(Sorted by One-Year Goal)

Page 4 of 5
 Total Pending = 119 (+7.8%)

Case #	Incident Date	Date Received IAB	Date Received CPRA	Intake or Investigator	Assigned Staff	180-Day Goal	1-Year Goal	Type (604(f)(1) or Other)	Class	Subject Officers	Allegation Count	Allegation(s)
24-1726	12/19/2024	12/19/2024	12/20/2024	Investigator	CH	06/17/2025	12/18/2025	Use of Force	1	1	1	Use of Force
23-1655	10/06/2023	10/06/2023	10/06/2023	Investigator	SD	04/03/2024	12/19/2025	Other	1	1	1	Obedience to Laws
24-1729	12/22/2024	12/22/2024	12/24/2024	Investigator	CH	06/20/2025	12/21/2025	Use of Force	1	1	1	Use of Force
24-1734	12/22/2024	12/22/2024	12/24/2024	Investigator	CH	06/20/2025	12/21/2025	Use of Force	1	2	4	Use of Force, Performance of Duty
24-1733	12/22/2024	12/23/2024	12/24/2024	Investigator	CH	06/20/2025	12/22/2025	Use of Force	1	1	9	Use of Force, Performance of Duty
24-1736	11/30/2024	12/23/2024	12/26/2024	Investigator	CH	06/21/2025	12/22/2025	Use of Force	1	5	15	Use of Force, Performance of Duty
24-1746	05/22/2024	12/23/2024	12/27/2024	Investigator	CH	06/21/2025	12/22/2025	Truthfulness, Discrimination	1	1	5	Truthfulness, Discrimination, Performance of Duty
24-1750	12/29/2024	12/30/2024	12/31/2024	Investigator	CH	06/28/2025	12/29/2025	Use of Force	1	2	4	Use of Force, False Arrest
25-0015	01/04/2025	01/04/2025	01/07/2025	Investigator	CH	07/03/2025	01/03/2026	Use of Force	1	1	1	Use of Force
25-0016	01/05/2025	01/05/2025	01/07/2025	Investigator	CH	07/04/2025	01/04/2026	Use of Force	1	1	1	Use of Force
25-0027	01/06/2025	01/06/2025	01/08/2025	Investigator	CH	07/05/2025	01/05/2026	Use of Force	1	1	1	Use of Force
25-0037	01/09/2025	01/09/2025	01/14/2025	Investigator	CH	07/08/2025	01/08/2026	Use of Force	1	1	2	Use of Force, Discrimination
24-0138	01/19/2024	01/19/2024	03/07/2024	Investigator	YH	07/17/2024	01/09/2026	Truthfulness	1	1	1	Truthfulness
25-0040	01/10/2025	01/10/2025	01/14/2025	Investigator	CH	07/09/2025	01/09/2026	Use of Force	1	1	1	Use of Force
25-0045	08/21/2024	01/13/2025	01/24/2025	Intake	KC	07/12/2025	01/12/2026	Use of Force	1	1	2	Use of Force, Performance of Duty
25-0057	01/16/2025	01/16/2025	01/17/2025	Investigator	CH	07/15/2025	01/15/2026	Discrimination	1	2	2	Discrimination
25-0058	01/16/2025	01/16/2025	01/17/2025	Investigator	CH	07/15/2025	01/15/2026	Racial Profiling	1	1	1	Racial Profiling
25-0071	01/20/2025	01/20/2025	01/21/2025	Investigator	CH	07/19/2025	01/19/2026	Use of Force	1	3	3	Use of Force
25-0077	01/20/2025	01/22/2025	01/22/2025	Intake	CH	07/21/2025	01/21/2026	Racial Profiling	1	1	5	Racial Profiling
24-0353	03/01/2024	03/01/2024	03/05/2024	Investigator	YH	08/28/2024	01/22/2026	Use of Force	1	1	3	Use of Force, Reports and Bookings, Obedience to Laws
25-0089	01/25/2025	01/26/2025	01/28/2025	Intake	KC	07/28/2025	01/25/2026	Use of Force	1	2	4	Use of Force, Performance of Duty
25-0097	01/27/2025	01/27/2025	01/28/2025	Intake	CH	07/26/2025	01/26/2026	Use of Force	1	1	1	Use of Force
25-0106	01/29/2025	01/29/2025	01/30/2025	Intake	CH	07/28/2025	01/28/2026	Use of Force	1	1	1	Use of Force
25-0110	01/31/2025	01/31/2025	01/31/2025	Investigator	CH	07/30/2025	01/30/2026	Use of Force	1	2	2	Use of Force
25-0135	02/04/2025	02/05/2025	02/06/2025	Intake	KC	08/04/2025	02/04/2026	Racial Profiling	1	1	4	Racial Profiling, Performance of Duty
22-0622	05/25/2022	08/23/2022	05/25/2022	Investigator	YH	11/21/2022	02/06/2026	Use of Force	1	14	1	Use of Force
25-0152	02/11/2025	02/11/2025	02/12/2025	Intake	KC	08/10/2025	02/10/2026	Use of Force	1	4	4	Use of Force
25-0176	02/17/2025	02/18/2025	02/19/2025	Intake	CH	08/17/2025	02/17/2026	Use of Force	1	1	1	Use of Force
25-0166	11/01/2024	02/18/2025	02/18/2025	Intake	DC	08/17/2025	02/17/2026	Other	1	1	1	Obedience to Laws

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



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

Page 5 of 5
 Total Pending = 119 (+7.8%)

Case #	Incident Date	Date Received IAB	Date Received CPRA	Intake or Investigator	Assigned Staff	180-Day Goal	1-Year Goal	Type (604(f)(1) or Other)	Class	Subject Officers	Allegation Count	Allegation(s)
25-0175	02/17/2025	02/19/2025	02/20/2025	Intake	KC	08/18/2026	02/18/2026	Use of Force	1	2	8	Use of Force, Performance of Duty
25-0187	02/23/2025	02/23/2025	02/25/2025	Intake	KC	08/22/2025	02/22/2026	Discrimination	1	1	2	Discrimination, Demeanor
25-0198	02/25/2025	02/25/2025	02/26/2025	Investigator	CH	08/24/2025	02/24/2026	Use of Force	1	2	3	Use of Force
25-0218	02/28/2025	02/28/2025	03/03/2025	Investigator	CH	08/27/2025	02/27/2026	Use of Force	1	1	2	Use of Force, Obedience to Laws
25-0226	03/01/2025	03/01/2025	03/04/2025	Intake	SH	08/28/2025	02/28/2026	Use of Force	1	1	1	Use of Force
25-0232	03/01/2025	03/04/2025	03/04/2025	Intake	DC	08/31/2025	03/03/2026	Use of Force	1	2	2	Use of Force
25-0231	03/04/2025	03/04/2025	03/04/2025	Intake	DC	08/31/2025	03/03/2026	Use of Force	1	1	3	Use of Force, Harassment
25-0234	03/05/2025	03/05/2025	03/05/2025	Intake	KC	09/01/2025	03/04/2026	Use of Force	1	1	1	Use of Force
25-0247	03/07/2025	03/04/2025	03/11/2025	Intake	KC	09/01/2025	03/04/2026	Racial Profiling	1	1	1	Racial Profiling
25-0286	01/30/2024	03/05/2025	03/19/2025	Intake	SH	09/01/2025	03/04/2026	Use of Force	1	1	2	Use of Force
25-0257	03/11/2025	03/11/2025	03/12/2025	Intake	SH	09/07/2025	03/10/2026	Other	1	3	5	Other, Use of Force
25-0266	03/13/2025	03/13/2025	03/13/2025	Intake	SH	09/09/2025	03/12/2026	Use of Force	1	1	1	Use of Force
25-0272	03/16/2025	03/16/2025	03/18/2025	Intake	CH	09/12/2025	03/15/2026	Discrimination	1	1	4	Discrimination
25-	03/16/2025	03/16/2025	03/18/2025	Intake	CH	09/12/2025	03/15/2026	Discrimination	1	1	4	Discrimination
25-0280	03/17/2025	03/17/2025	03/18/2025	Intake	DC	09/13/2025	03/16/2026	Discrimination	1	1	2	Discrimination
25-0279	03/17/2025	03/17/2025	03/18/2025	Intake	DC	09/13/2025	03/16/2026	Use of Force	1	2	4	Use of Force
25-0295	03/19/2025	03/19/2025	03/20/2025	Intake	SH	09/15/2025	03/18/2026	Use of Force	1	1	1	Use of Force
25-0299	03/20/2025	03/20/2025	03/25/2025	Intake	KC	09/16/2025	03/19/2026	Use of Force	1	1	3	Use of Force, Performance of Duty
25-0304	03/21/2025	03/21/2025	03/24/2025	Intake	SH	09/17/2025	03/20/2026	Racial Profiling	1	1	1	Racial Profiling
25-0318	03/20/2025	03/26/2025	03/28/2025	Intake	KC	09/22/2025	03/25/2026	Use of Force	1	4	6	Use of Force, Performance of Duty
25-0320	03/26/2025	03/27/2025	03/02/2025	Intake	KC	09/23/2025	03/26/2026	Use of Force	1	1	5	Use of Force, Harassment, Performance of Duty, Demeanor
25-0322	01/16/2024	03/27/2025	03/27/2025	Intake	KC	09/23/2025	03/26/2026	Other	1	1	2	Racial Profiling, Performance of Duty
24-0668	02/07/2024			Investigator	YH	08/13/2024		Other	1	1	1	Obedience to Laws

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

Date: 13 March 2025

Oakland Police Commission (OPC) & Reimagining Public Safety Task Force (RPSTF) Alignment

By: Alternate Commissioner, Omar Farmer
Former RPSTF Advisory Board Appointee & Safety &
Services Oversight Commission (SSOC) Chairperson

Table of Contents

- Background
- Analysis
- Summary

BACKGROUND

Purpose of Presentation

To discuss areas where the OPC has purview over recommendations created during the RPSTF process that they will consider spearheading for implementation.

Overview

- **OPC Duties:** oversees constitutional policing efforts and sustainability, wellness initiatives, and discipline and policy measures, at the Oakland Police Department (OPD).
- **RPSTF Goal:** to reimagine and reconstruct the public safety system in Oakland by developing a set of recommendations for City Council to consider that will increase community safety through alternative responses to calls for assistance, and investments in programs and policies that address the root causes of violence and crime.
- **SSOC Objectives:** oversee strategies put in place by OPD, DVP, and OFD that are designed to **(1)** improve 911 response times, **(2)** invest in violence prevention and intervention strategies for the most at risk populations to interrupt the cycle of violence, **(3)** reduce, robberies, homicides, gun violence, and burglaries. The SSOC sunset'd on 12/31/24. It was put into place by Measure Z. It is being replaced by the Measure NN, SPOC Commission.

RPSTF Organization

- The RPSTF was implemented in September of 2020 until March of 2021. It was borne out of the BLM protests that occurred in the wake of the George Floyd killing to address Oakland specific challenges.
- Members were divided into five different Advisory Boards (AB): Legal & Policy, Budget Data and Analysis, Organization and Culture, Youth, and Alternative Responses.
- They consisted of former city council member/s, OPD police officer/s, youth, small business owners, SSOC/CPAB/OPC appointees, violence prevention experts and formerly incarcerated residents who were representees from each district in Oakland.
- All of the work was done in collaboration with OPD, the Oakland Police Officer's Union (OPOA), City Council, and the City Administrator's office.
- 88 recommendations were approved out of 110+, out of those some were combined and the total approved was reduced to 30+. 11 of those were prioritized by City Council.

ANALYSIS

RPSTF Prioritized Recommendations & Status

- | | |
|---------------------------------|---|
| 1. MACRO #57 | ✓ Implemented, reinforced by an SSOC measure. |
| 2. Alternative to 911 Calls #58 | ✓ Not conducted. |
| 3. Gender Based Violence #72-74 | ✓ Partially implemented by DVP. |
| 4. Traffic Enforcement #59 | ✓ State law issue resolved? |
| 5. Demilitarize OPD #43 | ✓ 1 of 3 objectives implemented. |
| 6. Eliminate the Bear Cat #38 | ✓ Process started but incomplete. |
| 7. Restorative Justice #67-70 | ✓ SSOC working on implementing. |
| 8. Violence Interrupters #144 | ✓ Implemented by DVP. |
| 9. Oakland Youth Advisory #122 | ✓ Implemented in FY 2021-23? |
| 10. Housing Solutions #77 | ✓ Status unknown. |
| 11. RPSTF Phase II #47 | ✓ Not conducted. |

Additional RPSTF Recommendations & Status

- | | |
|--|--|
| • Verified Response #53 | ✓ Implemented by the SSOC. |
| • Improve the Selection Panel process #104 | ✓ Partially implemented. |
| • Increase Data Transparency #55 | ✓ Initiated by SSOC but not implemented. |
| • Transfer IAB to CPRA #31/84 | ✓ Discussions ongoing. |
| • Update MOR & Discipline Matrix | ✓ OPC ad hoc available. Unknown if in alignment. |
| • Increase OPC staff #88/103 | ✓ Partially implemented. |
| • Changes to Recruiting & Hiring #21/93/94 | ✓ Partially implemented. |
| • Update OPD's Promotion Process #22 | ✓ OBOA ad hoc available. Partially implemented? |
| • Reorganize OPD's Internal Structure #41 | ✓ Potentially implemented. |
| • School violence prevention & intervention #109 | ✓ Implemented |
| • Create Civilian Community Ambassadors #60 | ✓ Implemented |
| • Eliminate OPD's Mounted Horse Unit #152 | ✓ Implemented |

Potential OPC Recommendations & Purview Area

- | | |
|---|---|
| 1. Achieve Full Compliance with the NSA | Federal Oversight |
| 2. Renegotiate OPOA's MOU | Federal Oversight/Budget Alignment |
| 3. Cap OPD Overtime | Policy/Wellness/Budget Alignment |
| 4. Create a Crowd Control Ordinance | 1st Amendment Assemblies/Court Orders/Use of Force |
| 5. Remedies for Misconduct | Discipline/Wellness/Culture/Use of Force |
| 6. Make OPC Final Adjudicator on Discipline | Policy/Culture/Discipline/Wellness |
| 7. Increase Data Transparency | Policy/Culture/Federal Court Orders |

Potential OPC Recommendations & Purview Area (cont'd)

- | | |
|--|--|
| 8. Create a Department of Public Safety | Organize/Reorganize/Oversee the Agency |
| 9. Accountability: MOR exams, service level agreements for complaints & investigations | Policy/Discipline/Culture |
| 10. Demilitarize OPD | Policy/Court Orders/Use of Force/Militarized Equipment ad hoc |
| 11. Eliminate the Bear Cat | “ ” |
| 12. Transfer IAB to CPRA | Policy/Culture/Federal Oversight |
| 13. Update MOR & Discipline Matrix | Policy/Discipline/Court Orders |
| 14. Increase OPC staff | Oversight capabilities and limitations. |
| 15. Dissolve OPD Unhoused Unit | Organize/Reorganize/Oversee the Agency |

SSOC Final Recommendations

1. Provide DVP with enough funding to serve at minimum the most at risk youth and young adults they have the capacity for.
 2. Create a Ceasefire standing ad hoc committee through one of the city's established Public Safety Boards or Commissions to ensure the Ceasefire strategy stays on track and is strengthened over time.
 3. In 2022 the League of Women Voters (LWVO) conducted a scoring of the performance of Commissions to grade their effectiveness. Their report can be used to build an evaluation scorecard for oversight bodies to gauge their effectiveness.
 4. Provide Commissions with more tool and resources to be successful. Including some degree of enforcement power to make their oversight duties more effective when departments they oversee are out of compliance or don't
 5. provide required reports.
Create a Brown Act governed MACRO Board or Commission to oversee the development of this 911 improvement strategy that's within the Oakland Fire Department.
- *** Being implemented via the new Measure NN Commission. *****
6. Adopt a Public Safety Officer (PSO) position to assist with FTE shortfalls, improve response times, and alleviate overtime costs. PSO's would cross train as both Police Officers and Firefighters. It could be initiated by creating a joint pilot academy.
 7. Increase funding and expand access to Restorative Justice (RJ) diversion for youth and young adults. Residents who complete RJ programs have a high chance of not recidivating.

SSOC Final Recommendations (cont'd)

8. Start growing a Restorative Justice Transformative Justice ecosystem so that Oakland can become a Restorative City. Support the development of a Restorative & Transformative Justice web of support made up of restorative justice centers, community organizations, service providers, school restorative justice hubs and community healing spaces.
9. Build a holistic reentry hub in Oakland — a central location where the formerly incarcerated can receive not just access to general services but individualized case management and support.
10. Conduct Cost Recovery for Police Department responses to false burglar alarms by charging Alarm Call Centers \$20.00 each time they refer a call to the 911 dispatch for a burglar alarm that results in being a false alarm. Historically, 98% of Alarm Call Center referrals are for false alarms.

This amounts to \$910K-\$1.4M in unproductive police officer wages wasted per year and 4.5-6.8 annual police officer FTE hours wasted.

11. Adopt ASAP to PSAP technology for the 911 call center. It will absorb a significant amount of the false burglar alarms that are a minimum of 5.4% of the overall call volume which will improve call answering times. In Nashville, where burglar alarms are 5.5% of the call volume, after implementing ASAP in 2020 their call answering times improved by 15-25%. It also pays for itself in terms of FTE hours saved and eliminates on average four to six (4-6) follow up calls. It's a one time cost for \$79,043.00 total. *** **ON HOLD** ***

❖ **New Verified Response requirement within the Burglary Ordinance implemented in 2023.**

SUMMARY

#7. Achieve Full Compliance with the NSA:

- Audit every task until all are in full compliance.
- Make Internal Monitoring Team meetings available to the public through a recording.
- Include civilians on Force Review & Executive Force Review Boards. Impact Tasks 26 and 30.
- Hold quarterly accountability meetings that are open to the public to improve citizen access to the complaint process. Command staff from each precinct can provide updates on: (1) their crime statistics, (2) how many complaints they've received, (3) any civil rights violations.
- Determine the feasibility of the OPC filling the Compliance Director role.
- Create a peer intervention program that mirrors New Orleans Police Department's EPIC project that fosters high-quality ethical policing. Affects tasks related to achieving sustained cultural change. A free program. (also part of #8)

#31/84. Transfer IAB to CPRA

- OPD has proven that they are unable to self-govern themselves. This will increase the number of officers that can be assigned to foot patrol and save the City of Oakland a significant amount of funds by having civilians conduct internal investigations rather than police officers.

#1. Create a Crowd Management Ordinance

- Enact an Oakland specific crowd management ordinance that focuses on safety and de-escalation rather than on tactics that are counterproductive or may incite the sort of violence they intend to deter.
- Eliminate the use of “less-than-lethal” weapons or use them as a last resort.
- Establish Mutual Aid agreements with community groups and residents trained in non-violence and de-escalation. All equipment and tactics to be used must be approved by OPD.
- Train officers in dealing with the news media and how to facilitate reporters’ access to cover demonstrations, while respecting protesters’ First Amendment rights.
- Develop an Incident Command (IC) section in the ordinance, to prevent command and control mistakes during previous incidents due to the high chance of this role being activated in this type of scenario. Appropriate use of command and control measures from the IC position have posed a significant public safety risk in multiple major events in OPDs history, such as the tragic Fallen 4 incident, and the Joshua Pawlik killing, where several key mistakes in terms of communication, command and control, and de-escalation occurred.

#8. Remedies for Misconduct

- Implement an intervention based structure of some or all of these recommendations to foster the reporting of misconduct issues which will assist with dismantling the “code of silence” culture.
- Join Georgetown Law’s ABLE program, which stands for Active Bystandership in Law Enforcement. It’s FREE and they’re an industry leader for training officers on how to intervene in situations where officers are using excessive force or acting inappropriately. Agencies just have to agree to abide by their standards. NOPDs EPIC project; EPIC: Ethical Policing Is Courageous was lauded by their former federal monitor for helping change the culture of NOPD when they were under a consent decree so it may also assist with the NSA. (also part of #7)
- Permit all officers to remain anonymous when reporting misconduct for both Class I and Class II offenses. This should assist with breaking the code of silence within the department by encouraging officers to come forward without fear of retaliation. This link discusses statutory remedies to retaliation. This one discusses remedies for retaliation when reporting another officer.
- Provide officers with additional benefits for reporting or intervening on misconduct, and/or generating new or innovative ideas to combat it. Including stronger considerations for promotion and position preferences.

#44. Renegotiate OPOA's MOU in 2025:

- Ensure an that an Officer Involved Shooting policy is in place and ensure it states that officers should be interviewed immediately and that it provides a private space for interviews. Tasks 24 and 25.
- No statute of limitations for imposing officer discipline. Task 5.
- Provide anonymity for complaints that allege criminal misconduct but prohibited for complaints that allege non-criminal misconduct.
- Remove any purge clauses for disciplinary records from personnel files.
- Do not allow officers to use vacation or other leave time in lieu of a disciplinary suspension.
- Audit OPD jobs to determine whether any roles are more suitable for a civilian response.
- Require all officers to carry personal Liability Insurance to deter misconduct and so the city budget doesn't have to pay for officer misconduct, which is how I believe it is currently done.
- Breaking the contract and renegotiating it now can be done due to our City Hall fiscal crisis.

#143. Make OPC the final adjudicator on Officer discipline:

- This would alter the hierarchy of the discipline process and may need to be negotiated via the OPOA MOU. City Charter section 2.45.140 would also need to be amended.

#89. Cap OPD Overtime

- Hire a police auditor so the Police Commission and the public can monitor the financial practices or malpractices of OPD and identify the systemic changes that are needed in order to solve the excessive overtime problem, as well as other fiscal mismanagement, such as tracking the CRO time spent in their beat. This is in alignment with mental health support for officers to ensure they are mentally fit while at work.
- Hire BART's Office of the Independent Police Auditor (OIPA) on a contract basis.
- Hire part time sworn officers to assist with overtime management.
- Create a Public Safety Officer position to assist with overtime management among other things.

#36/37/43/96/97. Create a Department of Public Safety (DPS)

- Using Sunnyvale DPS and others as an example, while working with a consolidated services expert implement a new hierarchy, new uniforms, and create a public safety officer position where DPS applicants cross train on policing and firefighting. It would shift the cultural mindset from one of a potential warrior to guardians.

#43. Demilitarize OPD

- Eliminate or significantly reduce in scope the Tactical Operations Team, which is our version of a SWAT team. Every time they address a critical incident, they take the Bear Cat, and other paramilitary equipment, and our communities of color are disproportionately targeted by their operations. According to an ACLU review, Black Americans are 4 to 47 times more likely to be impacted by SWAT operations than other groups.
- Abolish the use of stress-based training for trainees—based on the military boot camp model— and transition to an academic style that focuses on emotional intelligence and interpersonal skills, to enhance community-based policing. A paramilitary indoctrination program is antithetical to community-based policing.
- Eliminate use of tear gas, flash bang grenades, no-knock raids and other military tactics/equipment.

#38. Eliminate use of the Bear Cat Armored Vehicle

- Create a binding Resolution to replace it with an armored non military style vehicle ASAP.
- In the interim, place it as a secondary option with the armored Suburban as the primary option unless there's credible intelligence showing OPD needs that level of ballistic protection.
- Options for replacing it were presented to the OPC on September 23rd, 2021.

#55. Increase Data Transparency

- An example of the transparency we seek concerns data underlying OPD's Slalom Data Dashboard. Slalom provides information on stops, uses of force, and complaints in real time. Access to this data by the Police Commission and CPRA will speed up the accountability and discipline process by being able to identify officers who engage in, for example, racial profiling.
- The ability of neighborhoods to track crime, outcomes, and policing data is integral to Oakland's community policing model and is supposed to enable oversight boards with the ability to monitor identified policing priorities, outcomes, and performance.
- Increased data transparency will act as a deterrent by holding bad actors accountable early and often. Analysis of this data can also assist oversight boards in identifying practices, policies or approaches to specific situations that have a disparate impact on certain demographics or result in outcomes that are inconsistent with community policing policies.
- A public webpage that provides access to information regarding OPD disciplinary actions or data sets that demonstrate changes in practices or approaches in response to the Negotiated Settlement Agreement's will allow Oaklanders to be able to clearly track any improvements or backsliding on tasks.

#137/138/139/140/142. Accountability

- Test officers on the MOR. Implement service level agreements for complaints and investigations. Change the burden of proof for officer related complaints. Take into account previous misconduct for lateral transfers. End qualified immunity.

#32. Update Manual of Rules (MOR) & Discipline Matrix

- This may have been completed during an ad hoc process.

#61/64. Dissolve OPD's Unhoused Unit

- Reinvest in mobile street outreach instead.

#88/103. Increase OPC Staff

- Make the OPC more equitable and effective by increasing its staff and adding a monthly stipend so more folks can participate.

Fiscal Impact

- Achieve Full Compliance with the NSA
- Renegotiate OPOA's MOU
- Cap OPD Overtime
- Create a Crowd Control Ordinance
- Remedies for Misconduct
- Make OPC Final Adjudicator on Discipline
- Increase Data Transparency
- Create a Department of Public Safety
- Accountability: MOR exams, etc.
- Demilitarize OPD
- Eliminate/Replace the Bear Cat
- Transfer IAB to CPRA
- Update MOR & Discipline Matrix
- Increase OPC staff
- Dissolve OPD Unhoused Unit

No up front cost.

No up front cost.

Cost savings. No upfront cost.

No up front cost.

No up front cost.

No up front cost.

No up front cost.

Assessment pending. Anticipated cost savings.

No up front cost.

Cost savings. No up front cost.

Need new quotes. Savings on lawsuits.

Cost savings ultimately.

No up front cost.

Total unknown. Cost savings ultimately.

No up front cost.

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2. RPSTF Rec's: 1, 7, 8, 22, 38, 43, 55, 89, 31/84, 88/103, 97, etc.
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4. RPSTF March 10th and 17th 2021 Final Vote Tally
5. Measure LL – Establishing Oakland Police Commission
6. Measure S1 – Amending Powers of Police Commission
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8. Oakland City Charter section 2.45.140
9. Oakland Police Department Memorandum of Understanding
10. <https://web.archive.org/web/20140802014527/http://www.ktvu.com/news/investigation-reveals-east-bay-city-paying-out-ext/nFdWy/>
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End of Report

OPC & RPSTF Matrix												
Purview Area	NSA Tasks	Budget Alignment	Policy	1st Amendment Assemblies	Wellness	Court Orders	Use of Force	Discipline	Culture	Organize/Reorganize OPD	How Implemented	Fiscal Impact
Each X = 1 point												
(1) Create a Department of Public Safety		X	X		X				X	X	Interdepartmental agreement, ballot measure.	Assessment pending. Anticipated cost savings.
5 points												
(2) Transfer IAB to CPRA	X		X						X		Complete assessment, more funds, hiring ramp up.	Cost savings ultimately.
3 points												
(3) Achieve Compliance with the NSA & Reach Annual Alignment on NSA tasks	X	X			X	X	X		X		OPC work. New agreements with OPD regarding information.	No up front cost.
6 points												
(4) Create an Oakland Specific Crowd Management Ordinance			X	X		X	X				With a Councilmember sponsored Ordinance. New agreements with OPD.	No up front cost.
4 points												
(5) Demilitarize OPD			X			X	X		X		New agreements with OPD. Potentially via a court order.	Cost savings. No up front cost.
4 points												
(6) Eliminate the BearCat Armored Vehicle			X				X		X		Make agreement a binding Resolution.	Need new quotes. Savings on lawsuits.
3 points												
(7) Cap OPD Overtime		X	X		X						New agreements with OPD.	Cost savings. No up front cost.
3 points												
(8) Remedies for Misconduct	X				X		X	X	X		New agreements with OPD.	No up front cost.
5 points												
(9) Update MOR & Discipline Matrix			X			X		X			New agreements with OPD.	No up front cost.
3 points												
(10) Increase OPC Staff	X	X									New agreements with City of Oakland.	Total unknown . Cost savings ultimately.
2 points												
(11) Dissolve OPD Unhoused Unit		X	X							X	New agreements with OPD and City Administration.	No up front cost.
3 points												
(12) Acocuntability: MOR exams, service level agreements for complaints and investigations	X		X					X	X		New agreements with OPD.	No up front cost.
4 points												
(13) Increase Data Transparency	X		X			X			X		New agreements with OPD.	No up front cost.
4 points												
(14) Make OPC the Final Adjudicator on Discipline			X		X			X	X		Update City Charter and potentially the OPOA MOU.	No up front cost.
4 points												
(15) Renegotiate OPOA's MOU	X	X	X					X	X		New agreements with OPD and City Administration.	No up front cost.
5 points												