



# OAKLAND POLICE COMMISSION

## REGULAR MEETING AGENDA

May 8, 2025 - 5:30 PM

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

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

**Please note that Zoom links will be for observation only.**  
**Public participation via Zoom is not possible currently.**



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### PUBLIC PARTICIPATION

The Oakland Police Commission welcomes and encourages public participation in its meetings. Please review the options below for observing the meeting and providing public comment:

#### OBSERVE THE MEETING

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

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

#### PROVIDE PUBLIC COMMENT IN PERSON

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

#### Guidelines:

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

#### E-COMMENT (Written Submission Only)

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



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

**Chair:** Ricardo Garcia-Acosta

**Roll Call:** Vice Chair Shawana Booker, Commissioners Wilson Riles, Shane Williams, Samuel Dawit, and Alternate Commissioner Omar Farmer

**Excused:** *Angela Jackson-Castain*

II. **Closed Session (approximately 5:30 PM - 6:30 PM)**

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

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

**CONFERENCE WITH LEGAL COUNSEL**

**EXISTING LITIGATION (Government Code Section 54956.9(d)(1))**

Delphine Allen et al., v. City of Oakland, et al. N.D. Cal No, 00-cv-4599-WHO

**PUBLIC EMPLOYEE DISCIPLINE/DISMISSAL/RELEASE**

**(Government Code Section 54957(b))**

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

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

**Chair:** Ricardo Garcia-Acosta

**Roll Call:** Vice Chair Shawana Booker, Commissioners Wilson Riles, Shane Williams, Samuel Dawit, and Alternate Commissioner Omar Farmer

**Excused:** *Angela Jackson-Castain*

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

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

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



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V. **OPC TRAINING: Memoranda of Understanding & Public Employment Relations Overview – HR**

City of Oakland Director of Human Resources Management, Mary Hao, will provide an in-session training for the Oakland Police Commissioners relevant to labor agreements and public employment relations. This training will include a high-level overview of existing **Memoranda of Understanding (MOUs) with the Oakland Police Officers Association and other represented employees**, as well as a summary of the **Meyers-Milias-Brown Act (MMBA) and its administration by the Public Employment Relations Board (PERB)**. This session is part of a group of mandatory Commissioner trainings that must be conducted live during Open Sessions, in accordance with OMC 2.45.190(G).  
(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. **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 and/or programs. **This is a recurring item.** (Attachment 3)

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



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VIII.

### Ad Hoc Committee Reports

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

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

The Discipline Matrix Ad Hoc committee is responsible for reviewing and providing guidance on the Oakland Police Department's Discipline Matrix to ensure it aligns with the objective of fair and consistent disciplinary practices. The committee works to ensure that the matrix, associated policies, and resulting disciplinary actions reflect contemporary industry standards for progressive discipline. This includes recommending updates, possibly reviewing cases for adherence to these standards, and ensuring transparency and accountability in the disciplinary process. Committee Chair Garcia-Acosta will provide an update on the status and/or next steps, if applicable. ***These meetings are open to the public every 1<sup>st</sup> and 3<sup>rd</sup> Wednesday from 6 p.m. to 8 p.m.***

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

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

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

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



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IX. **Approval of Meeting Minutes (4/10/2025 & 4/24/2025)**

The Commission will review and possibly amend or approve meeting minutes for April 10, and April 24. (Attachment 4)

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

X. **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

XI. **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

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

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

XIII. **Adjournment**

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



City of Oakland

# **California's Meyers Milias Brown Act (MMBA) and Public Employment Relations Board's Administration MMBA**

**Police Commission**

May 8, 2025

Human Resources Management Department



# City of Oakland

## Today's Topics

- I. Labor Relations
- II. Oakland's labor unions and term of current agreements
- III. Labor Law and other governing statutes
- IV. Meyers-Milias-Brown Act
  - A. Scope of Representation
  - B. Management Rights
- V. Meet and Confer
- VI. Unfair Labor Practice Charge
- VII. Grievance Procedure



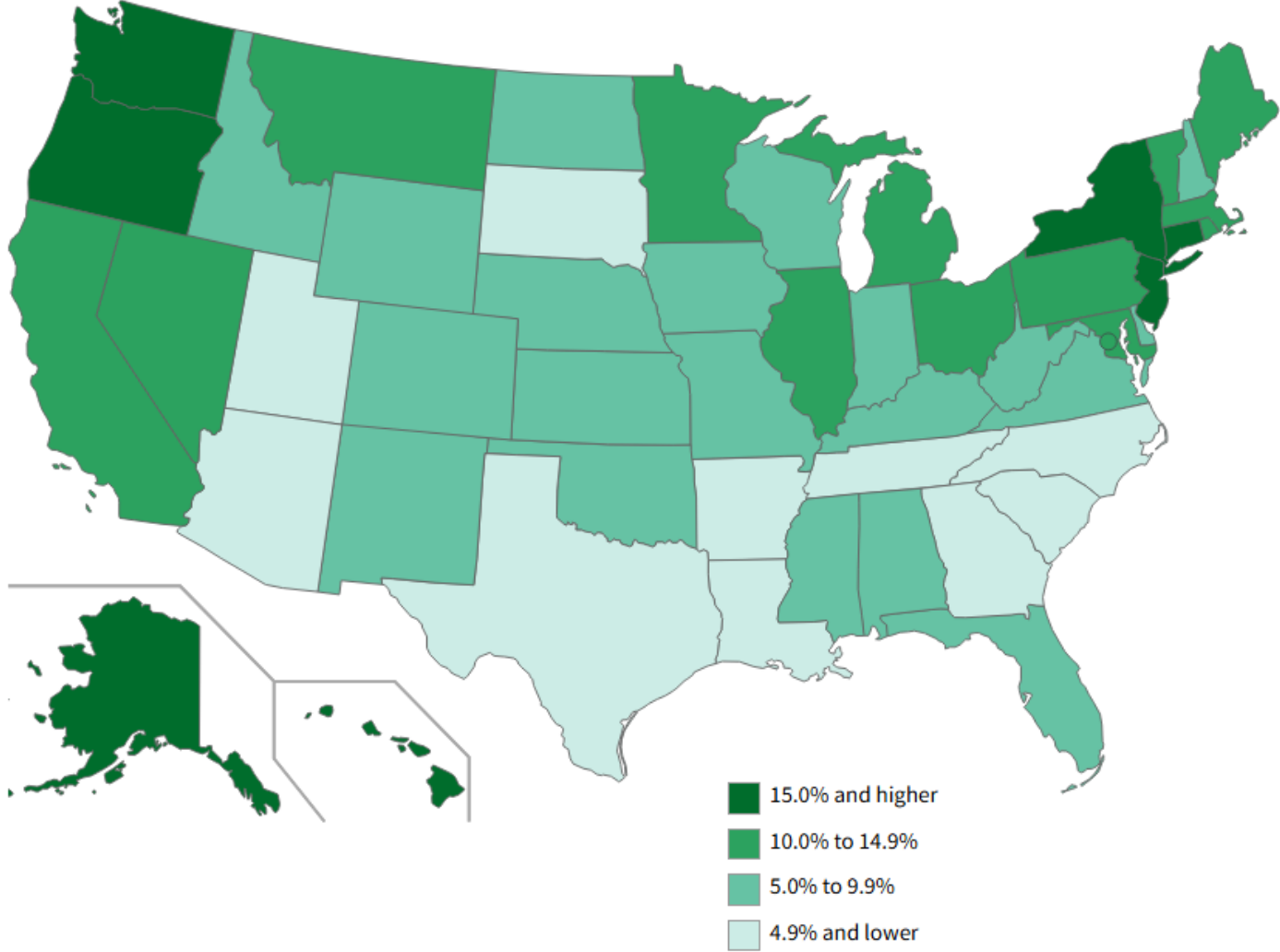
## What is labor relations?

The relationship between management, its workforce, and its unions



# Union membership rates of employed wage and salary workers by state, 2024 annual averages

U.S. union membership rate: 9.9%



Hover over a state to see data.  
Hover over legend items to see states in a category.  
Source: U.S. Bureau of Labor Statistics.



# City of Oakland

## II. City of Oakland's Unions and MOU Terms

- Service Employees International Union (SEIU), Local 1021 (2022-2025)
- International Federation of Professional and Technical Engineers (IFPTE), Local 21 (2022-2025)
- International Brotherhood of Electrical Workers (IBEW), Local 1245 (2022-2025)
- Confidential Management Employees Association (CMEA) (2022-2025)
- Oakland Police Officers Association (OPOA) and Oakland Police Management Association (OPMA) (2018-2026)
- International Association of Firefighters (IAFF), Local 55 (2020-2026)



# City of Oakland

## III. Labor Laws & Governing Statutes

- **Federal** - National Labor Relations Act
  - Local Governments Exempt
- **California** - Meyers-Milias-Brown Act
- **Local**
  - Resolution 55881
    - Rules and regulations for the administration of employer-employee relations in City government
    - Procedures for the formal recognition of employee organizations that represent City employees and establishes procedures for the resolution of disputes regarding wages, hours, and other terms and conditions of employment.
  - Memoranda of Understanding (MOUs)
  - Civil Service Rules





# City of Oakland

## IV. Meyers-Milias-Brown Act (MMBA)

- Adopted in 1968 as Cal. Govt. Code section 3500 et seq.
- Established collective bargaining for California's municipal, county, and local special district employers and employees
- Regulates public employer/employee wages, hours, and other terms and conditions of employment
- Allows for local rules to govern as long as they comply with the MMBA



# City of Oakland

## Meyers-Milias-Brown Act (MMBA)

- Scope of representation
  - Wages;
  - Hours; and
  - Other Terms and Conditions



# City of Oakland

## Scope of Representation (Mandatory Subjects of bargaining)

### ■ Wages

- Salary/Hourly Rates
- Overtime
- Longevity pay
- Merit pay
- Standby Pay
- Acting Pay



# City of Oakland

## Scope of Representation (Mandatory Subjects)

### ■ Hours

- Work Schedules
- Leaves
- Paid holidays
- Standby
- Meal and Rest breaks





# City of Oakland

## Scope of Representation (Mandatory Subjects)

- **Other Terms and Conditions**
  - Drug and Substance Abuse Testing
  - Grievance Procedure
  - Benefits
  - Dues Deductions



# City of Oakland

## Management Rights

- Employer-Employee Relations Rules
- Rights include:
  - Determining organization of activities
  - Setting standards/level of service
  - Assigning and directing employees and equipment
  - Creating/Abolishing classifications
  - Taking disciplinary action
- Right to the decision, bargain over impacts/effects



# City of Oakland

## V. Meet and Confer

Must meet and confer over any change that has a “significant and adverse effect” on wages, hours, or working conditions



\*\* No obligation to meet and confer over a policy or decision that does not affect matters within the scope of representation.



# City of Oakland

## Meet and Confer (cont.)

- City must provide notice and an opportunity to meet
- Union must then make a valid request to bargain
- Union may request information and/or make proposals, render opinions, or ideas



# City of Oakland

## Meet and Confer Duties

“Good faith” - a genuine desire to reach agreement and resolve differences to reach common ground

- Includes:
  - Full consideration prior to determination
  - Information requests
  - Authority at the table
  - NO delay tactics
- Impasse procedures apply



# City of Oakland

## Impact Bargaining

- Employer may implement management rights decision
- May have an impact on mandatory subjects of bargaining

Bargain over the effects of the decisions



# City of Oakland

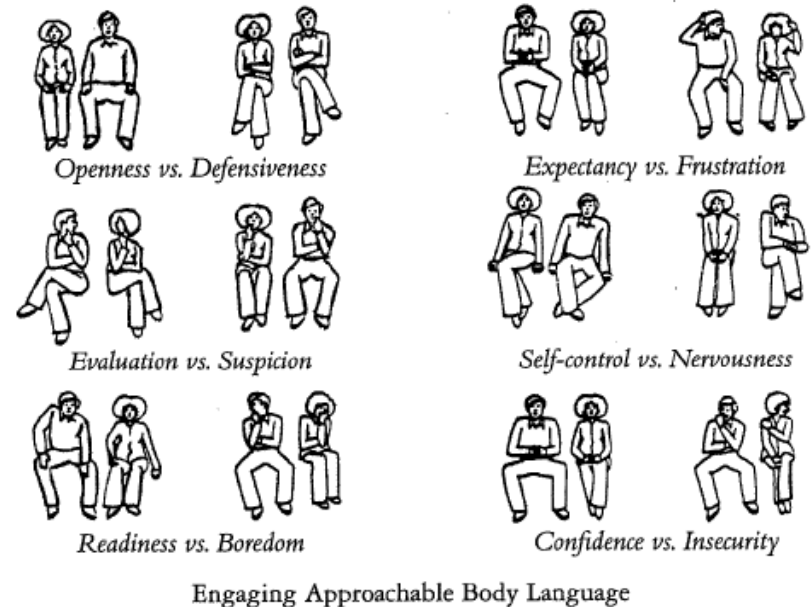
## Impact Bargaining

Examples:

- Layoffs
- Reorganizations
- Reduction in service levels
- Background checks for new employees

## At the Table – Etiquette

- Be prepared
- Greeting and small talk
- Respect - equals
- Body language
- Presentation – fact based
- Caucus – strategy and information
- Note taking







# City of Oakland

## MOU Sections (examples)

- Recognition
- Non-Discrimination
- Union Rights: access, stewards, release time
- Management Rights
- Compensation: pay steps, premiums, shift differentials, allowances
- Retirement
- Insurance Programs
- Holidays
- Leaves of absence & vacation
- Safety
- Grievance Procedure
- Joint Labor-Management Committee

## Impasse

- AB646 (2011) – Fact Finding
  - Union invokes
  - Panel of three
    - Union
    - Management
    - Neutral/Arbitrator
  - Non-binding
- One year + imposition
- Strategies:
  - Plan for more time
  - Data intensive



*“Your mother and I are separating because I want what’s best for the country and your mother doesn’t”*



# City of Oakland

## MOU Adoption Process

- Authority from City Council
- Parties meet and confer in good faith
- City Council in Closed Session
- Parties sign “Tentative Agreements”
- Union membership votes
- City Council adopts (open session)

## VI. Unfair Labor Practices (ULPs)

Violation of the MMBA or PERB regulations  
which interferes with the rights of the  
employer or employee



# City of Oakland

## VI. Unfair Labor Practices (ULPs)

- Union or Management can file
- Must be filed within 6 months when the Charging Party knew or should have known of the conduct underlying the charge

## VI. Unfair Labor Practices (ULPs)

### Direct dealing with an employee

- Employer may not bargain directly with employees over wages, hours, and other terms and conditions of employment

### Failure to respond to Union Requests for Information

- Employer must provide information necessary and relevant to the representation

### Bad Faith Bargaining

- Union/Employer may not create an illusion of good faith bargaining without the requisite intent to agree



# City of Oakland

## VI. Unfair Labor Practices (ULPs)

### Retaliation

- Union members cannot be punished, denied a promotion or terminated for participation in lawful labor actions

### Intimidation

- Employer cannot interfere with, intimidate, restrain, coerce or discriminate against an employee for exercising union rights

### Unlawful Strike or Work Stoppage

- Union cannot strike pre-impasse



# City of Oakland

## VI. Unfair Labor Practices (ULPs)

### Public Employment Relations Board (PERB)

- State government agency that enforces the MMBA
- Determines and adjudicates application of the MMBA:
  - Duty to bargain in good faith
  - Discrimination/retaliation claims related to union activities
  - Scope of bargaining
  - Interpretation and application of the local rules
  - Disputes over unit designation
  - Representation elections



## Public Employment Relations Board (PERB) Process

- PERB charge filed by Charging Party or their counsel
  
- PERB conducts a preliminary investigation
  - Responding Party may respond in writing
  - Board Agent determines if charge meets the minimum legal standard for a violation

## Public Employment Relations Board (PERB) Process

- If charge fails at this stage, PERB issues a warning letter to the Charging Party to cure deficiencies with the charge
- If minimum legal standards met, PERB issues a complaint.
  - Informal Settlement Conference – PERB attempts to facilitate a resolution
  - If no resolution, PERB schedules an administrative hearing



# City of Oakland

## Public Employment Relations Board (PERB) Process

- Administrative Hearing:
  - Charging Party has the burden
  - May call witness and introduce evidence
  
- Remedy examples:
  - Notice Posting
  - Return to Status Quo/Bargaining Table
  - Back pay and front pay
  - Reinstatement of employees terminated for union activity
  - Removal of disciplinary materials from personnel files
  - Disclosure of relevant information

## VII. Grievance Procedure

### ■ Grievance

- The interpretation or application of the MOU
- The application of the Personnel Rules

**OR**

- Disciplinary action taken against a represented employee

## Grievance Process – Step 1

1. Union files a grievance
  - » Step 1 for MOU grievances
  - » Disciplinary grievances filed at Step 3
2. Supervisor responds to Step 1 grievance
3. Union may appeal Step 1 decision to Step 2

## SUPERVISOR'S ROLE IN A GRIEVANCE

### The grievance process begins with the Supervisor

- Employees/unions file informal and formal grievances DIRECTLY to the supervisor
- The Supervisor's role is three-fold:
  - To actively listen to the employee/union at informal grievance discussion and carefully document what occurred and the issue of the grievance
  - Consider and analyze employee/union allegations and proposed solutions/remedies in a written response which either sustains or denies the grievance
  - Issue a timely written response
- Analyze the grievance
  - Is the grievance timely
  - Is there merit to the grievance
  - ER can assist



# City of Oakland

## Grievance process – steps 2, 3, and 4

1. Department Head (or designee) responds to Step 2 appeal
2. Union Appeals to Step 3, Employee Relations
  - » Step 3 meeting is scheduled with Union and ER Analyst
  - » ER Analyst conducts investigation and issues decision
3. Union appeals to Arbitration
  - » City Attorney's Office prepares case and advocates for the City at hearing
4. Arbitrator issues final and binding decision



## Grievance Response – Best Practices

- ✓ Introduction and background
- ✓ Subject of grievance and remedy requested
- ✓ Timeliness and grievability
- ✓ Witnesses interviewed
- ✓ Facts and evidence
- ✓ Analysis of facts and evidence
- ✓ Findings and conclusions





City of Oakland

Questions?

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

Topic																																							
Staffing & resource management	<i>Sworn Staffing</i> Authorized: 601 Filled: 669 Operation Strength: 540				<i>Long-term leave:</i> 109 sworn employees <ul style="list-style-type: none"><li>• 62 Medical Leave</li><li>• 46 Admin Leave<ul style="list-style-type: none"><li>○ 5 Sergeants of Police</li><li>○ 41 Police Officers</li></ul></li><li>• 19 Sworn on Modified Duty</li><li>• 1 Military Leave</li><li>• 9 Active Military Reservists</li></ul> <p>Of the 42 sworn personnel on admin leave, 11 have been off for 1-2 years. The annual cost associated with those 11 employees is \$2,996,244. The cost breakdown is below:</p> <table><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><i>Attrition Rate</i> – 5/mo. (45 separated over the past year)</p> <p><i>Reemployments</i> – None</p> <p><i>Retirement Projections for 2025:</i> 71 possible</p> <ul style="list-style-type: none"><li>• 1 Assistant Chief of Police</li><li>• 1 Deputy Chief of Police</li><li>• 3 Captains of Police</li><li>• 7 Lieutenants of Police</li><li>• 24 Sergeants of Police</li><li>• 35 Police Officers</li></ul>	Admin Rank	Position	Cost	Total Cost	Lieutenant of Police	1	355,644.00	355,644.00	Police Officer	10	264,060.00	2,640,600.00	Total	11		2,996,244.00																		
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<i>Communications Dispatchers</i> Authorized: 78 Filled: 64 (7 new Dispatcher Trainees started on Oct. 28 <sup>th</sup> . 18 are currently in training) Three (3) Dispatchers hired eff 10 May 25.																																							
<i>Professional Staffing</i> Authorized: 251 Filled: 238																																							
<i>Vacancies of note:</i> All vacant positions are frozen, with the exception of the Police Communication Dispatchers. Police Communications Dispatcher (14)																																							
<table><tr><th>As of Apr 30, 2025 (Sworn only)</th><th>Admin Leave</th><th>Medical Leave On-Duty Illness/ Injury</th><th>Medical Leave Personal Illness/ Injury</th><th>Military Leave</th></tr><tr><td>2+ Years</td><td>6</td><td>2</td><td></td><td></td></tr><tr><td>1-2 Years</td><td>14</td><td>16</td><td>1</td><td></td></tr><tr><td>6 mo.– 1 Year</td><td>6</td><td>15</td><td></td><td></td></tr><tr><td>2-6 months</td><td>10</td><td>12</td><td>4</td><td></td></tr><tr><td>Less than 2 months</td><td>10</td><td>8</td><td>4</td><td>1</td></tr><tr><td>Total</td><td>46</td><td>53</td><td>9</td><td>1</td></tr></table>					As of Apr 30, 2025 (Sworn only)	Admin Leave	Medical Leave On-Duty Illness/ Injury	Medical Leave Personal Illness/ Injury	Military Leave	2+ Years	6	2			1-2 Years	14	16	1		6 mo.– 1 Year	6	15			2-6 months	10	12	4		Less than 2 months	10	8	4	1	Total	46	53	9	1
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Total	46	53	9	1																																			
Academy Recruits	194 <sup>th</sup> Academy graduated on 20 Dec 24. 24 OPD <ul style="list-style-type: none"><li>• On 18 Jan 25, the officers began their first week in patrol assigned to a Field Training Officer (FTO). Upon successful completion of the FTO phase (16 weeks), the officers will then be assigned to patrol as solo officers on 10 May 25.</li></ul> 195 <sup>th</sup> Academy: TBD (July 2025) 196 <sup>th</sup> Academy: TBD																																						
General Department functions (Internal Affairs Bureau, IAB)	<b>Skelly Data:</b> <ul style="list-style-type: none"><li>• All trained Commanders and Managers can conduct Skelly's.</li><li>• Changed to digital format</li><li>• Waiver for Officers<ul style="list-style-type: none"><li>○ Working with the City Attorney to formalize</li></ul></li><li>• Added personnel to assist</li></ul>				# of pending Skelly by Subject: 148 (-24) # of pending Skelly by Case: 88 (-18) Number of Skelly Hearing Officers: 22 (-2) <ul style="list-style-type: none"><li>• Upcoming retirements and reassignments</li></ul> # of Skelly awaiting dissemination – 15 (-1) Wait time for each Skelly – Varies How are Skelly Officers selected (training, recusals, etc.) - Must attend Skelly Hearing Officer Training & be of appropriate rank																																		

IAB Cases	<p><b>2024</b> Total cases closed – 1508 (126) Sustained cases (235) Sustained allegations</p> <p><b>2025</b> (as of 17 Apr 25) Total cases closed YTD – <b>539</b> Total cases opened in Intake YTD- <b>465</b> Total Cases assigned to Intake (not yet assigned to an investigator) - <b>160</b></p> <p><b>Case Load</b> Total investigations assigned to IAB-<b>115</b> Total investigations assigned as DLIs – <b>136</b></p> <p>Total cases currently open - <b>559</b> This number represents all open cases, including those awaiting CPRA concurrence and Skelly hearing results. It should be noted that this number does not indicate that the IAB investigation is not completed, only that the case is not completely closed out.</p>	
SB 2	<a href="https://post.ca.gov/Peace-Officer-Certification-Actions">https://post.ca.gov/Peace-Officer-Certification-Actions</a>	<b>SB 2 List:</b> 2025 (Year-To-Date) 3 total Oakland PD
General Department functions (CID)	<p><b>SVS Juvenile Cases:</b> 2025 (Year-To-Date)</p> <ul style="list-style-type: none"> <li>Juvenile Arrests: <b>91</b> total juvenile arrests</li> <li>YTD Referrals to restorative justice programs: <b>19</b> <ul style="list-style-type: none"> <li>Neighborhood Opportunity &amp; Accountability Board (NOAB) - <b>18</b></li> <li>Community Works West Referrals – <b>1</b> (No longer in service as of January 2025)</li> </ul> </li> </ul> <p><b>Missing Persons:</b> 2025 (Year-To-Date)</p> <ul style="list-style-type: none"> <li>YTD MPU Cases: <b>475</b></li> <li>YTD Closed MPU Cases: <b>380</b></li> </ul>	<p><b>Hate Crimes:</b> 2025 (Year-To-Date)</p> <ul style="list-style-type: none"> <li>Total Cases: <b>2</b></li> <li>New cases: <b>0</b></li> </ul> <p><b>DVU Cases:</b> 2025 (Year-To-Date)</p> <ul style="list-style-type: none"> <li>Total cases: <b>1,375</b></li> <li>The clearance rate on DV cases is nearly 100%: These are named suspect cases. An investigator reviews all I/C and Out-of-custody cases.</li> <li>Domestic Dispute – <b>466</b></li> <li>Domestic Battery, 243(e)(1) - <b>343</b></li> <li>Inflict corporate Injury Spouse/cohabitant 273.5 - <b>323</b></li> </ul>
Education and training regarding job-related stress, PTSD, Wellness	<p><b>May is Mental Health Awareness Month.</b> Resource information was distributed to the Oakland Police Department to include:</p> <ul style="list-style-type: none"> <li><b>Stress Management Tips</b></li> <li><b>Drug/Alcohol information</b></li> <li><b>Suicide resources</b></li> <li><b>PTSD awareness</b></li> <li><b>Peer Support/EAP/Chaplain/Dept. Mental Health Professional contact info</b></li> </ul>	
Budget <b>QUARTERLY</b>	Last:	
	Next:	
Citywide Risk Management <b>QUARTERLY</b>	Last: 26 Nov 24	
	Next: 4 Mar 25	

#### V. Collaboration with OIG

Project	Status
NSA Inspections	Meetings and data sharing.

Tasks: 3, 4, 7,8, 9, 11, and 13	
OPD Staffing Study	Biweekly meetings with OIG and PFM. Ongoing data collection and sharing.
M-19 Audit Response	Completed and provided to the Ad Hoc on 3 Apr 24.
Sexual Misconduct Policy	Policy: see policy section.
"Patterns" definition	Collaboration meeting with OIG, CPRA, IMT on 19 Mar 24.
OIG Document on OPD Policy Types	Created by OIG and OPD, completed review.
FTO Study	Completed.

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

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

**VIII. Collaboration with the Community**

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

File	Status
None	

**X. New Laws Affecting OPD**

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

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

Report	Status
OIS or SBI (GC 12525.2)	Annual report: sent 26 Jan 24
DOJ Clearance Rates	OPD Records Division provides monthly validated crime data to the DOJ. Uniform Crime Reporting (UCR). <a href="https://openjustice.doj.ca.gov/exploration/crime-statistics/crimes-clearances">https://openjustice.doj.ca.gov/exploration/crime-statistics/crimes-clearances</a>
Stop Data (GC 12525.5)	Annual report 2024 Stop data was transmitted to State – sent 11Mar 25

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

Request	
Update on Pursuit Policy	<ul style="list-style-type: none"> <li><del>Chief Mitchell – 8 May 25</del> Rescheduled for May 22, 2025, per Chief Mitchell and approved by Chair Garcia-Acosta.</li> </ul>
Update on Pursuit Policy	<ul style="list-style-type: none"> <li>Chief Mitchell – 13 Mar 25</li> </ul>

Special Order 9214	<ul style="list-style-type: none"><li>• Use of Force Timelines – DC Ausmus on 13 Mar 25</li></ul>				
Update on 2025 New Laws	<ul style="list-style-type: none"><li>• Presented on 27 Feb 25 - Lieutenant Dorham</li></ul>				
Update on Pursuit Policy	<ul style="list-style-type: none"><li>• Presented 23 Jan 25 – Chief Michell<ul style="list-style-type: none"><li>○ History of the Pursuit Policy since 2014</li></ul></li></ul>				
Sanctuary Ordinance	<ul style="list-style-type: none"><li>• Presented on 23 Jan 25 – Lieutenant Dorham<ul style="list-style-type: none"><li>○ Sanctuary Ordinance Training for OPD</li></ul></li></ul>				
Pursuit Policy	<ul style="list-style-type: none"><li>• Presented on 9 Jan 25 and on 15 Jan 25 - Acting Deputy Chief Ausmus and Sergeant Urquiza</li></ul>				
Youth Services	<ul style="list-style-type: none"><li>• Presented on 24 Oct 24 – Lieutenant Campos<ul style="list-style-type: none"><li>○ Juvenile Arrest Referrals</li><li>○ NOAB</li></ul></li></ul>				
Encampment Management	<ul style="list-style-type: none"><li>• Presented on 10 Oct 24 - Captain Eriberto Perez- Angeles</li></ul>				
Missing Persons	<ul style="list-style-type: none"><li>• Presented on 10 Oct 24 – Lieutenant Campos</li></ul>				
Ceasefire	<ul style="list-style-type: none"><li>• Presented on 26 Sep 24 - Director Reverend Damita Davis<ul style="list-style-type: none"><li>○ Ceasefire</li></ul></li></ul>				
30x30 - OPOA Women's Committee	<ul style="list-style-type: none"><li>• Presented on 19 Sep 24 - Lt. Alexis Nash<ul style="list-style-type: none"><li>○ 30x30</li><li>○ OPOA Women's Committee</li><li>○ Women Leaders in Law Enforcement Symposium (WLLE)</li></ul></li></ul>				
Patterns Definition	<ul style="list-style-type: none"><li>• Presented on 22 Aug 24 - "Patterns" Definition – Lt. Hubbard</li></ul>				
Skelly	<ul style="list-style-type: none"><li>• Presented on 22 Aug 24 - Update on Skelly – Act. Capt. Dorham</li></ul>				
Wellness Unit	<ul style="list-style-type: none"><li>• Presented on 22 Aug 24 - Wellness Unit Update – Dr. Nettles</li></ul>				
J-04 Pursuit Policy	<ul style="list-style-type: none"><li>• Presented on 31 Jul 24 at the Community Policing Ad Hoc Public Forum - Capt. Ausmus, A/Captain E. Perez-Angeles, and Sgt. Urquiza-Leibin</li></ul>				
SB 2	<ul style="list-style-type: none"><li>• Presented on 25 July 24 – Lt. Dorham</li></ul>				
911 System Grand Jury Report Presentation	<ul style="list-style-type: none"><li>• Presented on 11 July 24 – Deputy Director Suttle and Mgr. Cheng</li></ul>				
MACRO Strategy Development	<ul style="list-style-type: none"><li>• Presented on 11 July 24 – Deputy Director Suttle and Mgr. Cheng</li></ul>				
MACRO Data	<ul style="list-style-type: none"><li>• April 16<sup>th</sup> - 30<sup>th</sup> 2025 monthly data:</li><li>• 51 calls were referred from OPD Dispatch to MACRO</li><li>• 9 incidents were returned from OFD and sent back to OPD to handle<ul style="list-style-type: none"><li>○ (2) of those incidents OFD citing MACRO was off-duty during the reported on-duty time</li></ul></li><li>• (1) incident timed out from MACRO</li><li>• 189 potential calls <b>not</b> referred to MACRO due to the below criteria (radio code/description):</li></ul> <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></table>	415 (Disturbing the Peace)	415J (Disturbing the Peace – Juvenile)	912 (Possible Suspicious Person)	EVAL (Evaluate the scene/person)
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"><li>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"><li>the incident occurring inside a dwelling</li><li>mention of a crime, weapons and/or threats of violence</li></ul></li></ul>																																	
	<table><tr><th># of Calls</th><th>Call Type</th><th>Reason not Referred</th></tr><tr><td>1</td><td>5150</td><td>1. Subj in/out residence smoking marijuana, has not slept in 2/day or eaten in 6/day-pacing/rambling</td></tr><tr><td>2</td><td>912</td><td>1. Multiple Subjs using a saw to cut into asphalt in middle of street. No work truck seen. 2. Trfr fr CHP, subj threw shoe at passing veh, yelling and creating in veh</td></tr><tr><td>1</td><td>314</td><td>1. Subj in veh w/no pants on att to coerce RP to veh</td></tr><tr><td>1</td><td>OMC</td><td>1. 2 Subj throwing garbage on sidewalk and leaving</td></tr><tr><td>1</td><td>415D</td><td>1. Loud music/drinking subj known to be armed</td></tr><tr><td>1</td><td>415E</td><td>2. Loud drums playing in area/non-specific location</td></tr><tr><td>1</td><td>415F</td><td>3. Daughter having mental bkd, blocking stairwell, laying on floor blocking elderly Mom to bathroom</td></tr><tr><td>1</td><td>647C</td><td>1. Subj near drive-thru asking for money/creating, ref to leave. RP req police dispatch</td></tr><tr><td>1</td><td>602L</td><td>1. Subj recently evicted by ACSO on scene creating</td></tr></table>	# of Calls	Call Type	Reason not Referred	1	5150	1. Subj in/out residence smoking marijuana, has not slept in 2/day or eaten in 6/day-pacing/rambling	2	912	1. Multiple Subjs using a saw to cut into asphalt in middle of street. No work truck seen. 2. Trfr fr CHP, subj threw shoe at passing veh, yelling and creating in veh	1	314	1. Subj in veh w/no pants on att to coerce RP to veh	1	OMC	1. 2 Subj throwing garbage on sidewalk and leaving	1	415D	1. Loud music/drinking subj known to be armed	1	415E	2. Loud drums playing in area/non-specific location	1	415F	3. Daughter having mental bkd, blocking stairwell, laying on floor blocking elderly Mom to bathroom	1	647C	1. Subj near drive-thru asking for money/creating, ref to leave. RP req police dispatch	1	602L	1. Subj recently evicted by ACSO on scene creating			
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Paid Admin Leave Budget	<ul style="list-style-type: none"><li>Presented on 13 Jun 24, Manager Marshall and Chief Mitchell</li></ul>																																	
MACRO Presentation	<ul style="list-style-type: none"><li>Presented on 23 May 24 Communications Manager – Mgr. Cheng</li></ul>																																	
Ceasefire	<ul style="list-style-type: none"><li>Presented on 8 May 24 – A/Capt. Valle</li></ul>																																	
IAD/Skelly	<ul style="list-style-type: none"><li>Presented on 8 May 24 and 13 Jun 24 - Lt. Dorham</li></ul>																																	

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



CITY OF  
**OAKLAND**

**COMMUNITY POLICE  
REVIEW AGENCY**

***April 2025 Completed Investigations***

**Page 1 of 5**  
(Total Completed = 16)

Inv.	Case #	Incident Date	Received Date	Completion Date	1-Year Goal	Officer	Allegation	Finding/Conclusion
CH	24-1736	11/30/2024	12/26/2024	4/3/2025	12/22/2025			Administrative Closure (Duplicate)
CH	24-1429	10/6/2024	10/8/2024	4/8/2025	10/5/2025	Subject 1	Conduct Towards Others- Demeanor	Within OPD Policy
							Use of Physical Force	Within OPD Policy
						Subject 2	Use of Physical Force	Within OPD Policy
CH	24-1515	10/24/2024	10/25/2024	4/16/2025	10/05/2025	Subject 1	Use of Physical Force	Unfounded
CH	24-1522	10/14/2024	10/28/2024	4/16/2025	10/24/2025	Subject 1	Use of Physical Force	Unfounded
						Subject 2	Use of Physical Force	Unfounded
						Subject 3	Use of Physical Force	Unfounded
CH	24-0735	5/17/2024	5/20/2024	4/16/2025	5/17/2025	Subject 1	Duplicate Entry	Within OPD Policy
						Subject 2	Performance of Duty – Unintentional/Improper Search, Seizure, or Arrest	Within OPD Policy
						Subject 3	Use of Physical Force	Within OPD Policy
						Subject 4	Use of Physical Force	Within OPD Policy
SD	24-1662	12/4/2024	12/5/2024	4/23/2025	12/3/2025			Administrative Closure (Complaint Withdrawn)
CH	24-1212	8/21/2024	8/23/2024	4/30/2025	08/20/2025	Subject 1	Use of Physical Force	Within OPD Policy
						Subject 2	Use of Physical Force	Within OPD Policy
						Subject 3	No MOR Violation	Administrative Closure (Lacks Specificity)
CH	24-1223	8/24/2024	8/27/2024	4/30/2025	08/23/2025	Subject 1	Use of Physical Force	Within OPD Policy

**April 2025 Completed Investigations****Page 2 of 5**  
(Total Completed = 16)

Inv.	Case #	Incident Date	Received Date	Completion Date	1-Year Goal	Officer	Allegation	Finding/Conclusion
CH	24-1243	8/20/2024	8/29/2024	4/30/2025	08/27/2025	Subject 2	Performance of Duty – Unintentional/Improper Search, Seizure, or Arrest	Within OPD Policy
							Use of Physical Force	Within OPD Policy
						Subject 1	Performance of Duty – Unintentional/Improper Search, Seizure, or Arrest	Within OPD Policy
							Performance of Duty – Unintentional/Improper Search, Seizure, or Arrest	Within OPD Policy
							Use of Physical Force	Unfounded
							Use of Physical Force	Unfounded
						Subject 2	Performance of Duty – Unintentional/Improper Search, Seizure, or Arrest	Within OPD Policy
						Subject 3	Performance of Duty – Unintentional/Improper Search, Seizure, or Arrest	Within OPD Policy
						Subject 4	Performance of Duty – Unintentional/Improper Search, Seizure, or Arrest	Within OPD Policy
						Subject 5	Performance of Duty – Unintentional/Improper Search, Seizure, or Arrest	Within OPD Policy
CH	24-1540	10/29/2024	10/31/2024	4/30/2025	10/28/2025	Subject 1	No MOR Violation	Administrative Closure (Lacks Specificity)
							No MOR Violation	Administrative Closure (Lacks Specificity)
						Subject 2	Performance of Duty – Unintentional/Improper Search, Seizure, or Arrest	Within OPD Policy
SD	24-0815	6/3/2024	6/3/2024	3/17/2025	4/11/2025	Subject 1	Obedience to Laws	Unfounded
							Obedience to Laws	Unfounded





CITY OF  
**OAKLAND**

**COMMUNITY POLICE  
REVIEW AGENCY**

Attachment 3

***April 2025 Completed Investigations***

**Page 3 of 5**  
(Total Completed = 16)

Inv.	Case #	Incident Date	Received Date	Completion Date	1-Year Goal	Officer	Allegation	Finding/Conclusion
							Obedience to Laws	Within OPD Policy
							Obedience to Laws	Not Sustained

CITY OF  
OAKLANDCOMMUNITY POLICE  
REVIEW AGENCY***April 2025 Completed Investigations*****Page 4 of 5**  
(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:

24-0949  
24-0730  
24-0696  
24-1549  
25-0398

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**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.



***April 2025 Completed Investigations***

**Page 5 of 5**  
(Total Completed = 16)

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

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

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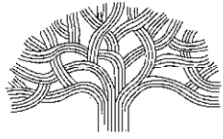


CITY OF OAKLAND  
**COMMUNITY POLICE REVIEW AGENCY**  
*Pending Cases as of April 2025*  
*(Sorted by One-Year Goal)*

**Page 1 of 6**  
 Total Pending = 133 (+11.1%)

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)
25-0014	01/04/2024	01/04/2024	01/07/2025	Investigator	AL	07/03/2025	TOLLED	Use of Force	1	1	1	Use of Force
25-0191	02/24/2025	02/24/2025	02/25/2025	Investigator	AL	08/23/2025	TOLLED	Use of Force	1	2	2	Use of Force
24-1598	11/06/2024	11/13/2024	11/14/2024	Investigator	EM	05/12/2025	TOLLED	Other	2	1	1	Conduct Towards Others, Relationships
22-1102	08/23/2022	10/17/2022	04/19/2023	Investigator	YH	02/19/2023	TOLLED	Other	1	1		Obedience to Laws
23-1602	03/29/2022	10/02/2023	10/15/2023	Investigator	YH	03/30/2024	TOLLED	Truthfulness	1	2	1	Truthfulness, Obedience to Laws
23-1781	11/07/2023	11/07/2024	11/07/2023	Investigator	YH	05/05/2024	TOLLED	Use of Force	1	1	1	Use of Force
24-0582	04/17/2024	04/20/2024	04/17/2024	Investigator	YH	10/14/2024	TOLLED	Use of Force	1	2	2	Use of Force
24-0988	07/03/2024	07/10/2024	07/12/2024	Investigator	SD	01/06/2025	TOLLED	Other	1	1	2	Performance of Duty
24-1104	08/01/2024	08/01/2024	08/01/2024	Investigator	AL	01/28/2025	TOLLED	Other	1	1	3	Obedience to Laws, Reports and Bookings, Truthfulness
24-1107	Multiple dates	08/01/2024	08/01/2024	Investigator	YH	01/28/2025	TOLLED	Other	1	1	5	Obedience to Laws, Conduct Towards Others-Demeanor, Conduct Towards Others-Relationship, Conduct Towards Others-Harassment and Discrimination
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
24-0749	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	5	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
24-0894	06/22/2024	06/22/2024	06/25/2024	Investigator	SD	10/06/2025	06/25/2025	Use of Force	1	2	4	False Detainment, Unlawful Search, Use of Force
24-0909	06/26/2024	06/26/2024	06/28/2024	Investigator	EM	12/23/2024	06/25/2025	Use of Force	1	2	2	Use of Force
24-1323	07/06/2024	09/12/2024	09/13/2024	Investigator	AL	03/11/2025	07/06/2025	Use of Force	1	3	10	Use of Force, Miranda Violation
24-1009	07/13/2024	07/13/2024	07/16/2024	Investigator	EM	01/09/2025	07/12/2025	Use of Force, Discrimination	1	2	6	Use of Force, Discrimination, Performance of Duty

\*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 April 2025*  
*(Sorted by One-Year Goal)*

**Page 2 of 6**  
 Total Pending = 133 (+11.1%)

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)
24-1016	07/14/2024	07/14/2024	07/16/2024	Investigator	CH	01/10/2024	07/13/2025	Other	1	1	2	Conduct Towards Others, Obedience to Laws Felony
24-1101	08/01/2024	08/01/2024	08/06/2024	Investigator	EM	01/28/2025	07/31/2025	Use of Force	1	1	2	Use of Force, False Arrest
24-1114	08/04/2024	08/04/2024	08/06/2024	Investigator	SD	01/31/2025	08/03/2025	Use of Force	1	2	2	Use of Force
24-1155	04/26/2024	08/12/2024	08/14/2024	Investigator	AL	02/08/2025	08/11/2025	Other	1	1	1	Reports and Bookings
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
24-1449	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	YH	04/08/2025	10/09/2025	Use of Force	1	2	6	Use of Force, Demeanor, Performance of Duty, Discrimination
24-1464	10/14/2024	10/14/2024	10/15/2024	Investigator	CH	04/12/2025	10/13/2025	Use of Force	1	1	3	Use of Force, Demeanor, Discrimination
24-1474	10/15/2024	10/15/2024	10/17/2024	Investigator	CH	04/13/2025	10/14/2025	Discrimination	1	2	1	Discrimination, Care of Property
24-1471	10/12/2024	10/16/2024	10/16/2024	Investigator	AL	04/14/2025	10/15/2025	Use of Force	1	6	15	Use of Force, Performance of Duty
24-1479	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
24-1481	10/17/2024	10/17/2024	10/18/2024	Investigator	CH	04/15/2025	10/16/2025	Use of Force	1	3	5	Use of Force, Demeanor, Performance of Duty, Discrimination
24-1520	Unknown	10/20/2024	10/20/2024	Investigator	EM	04/18/2025	10/19/2025	Truthfulness	1	1	1	Truthfulness

\*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.

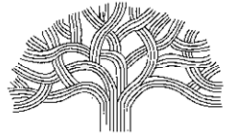


CITY OF OAKLAND  
**COMMUNITY POLICE REVIEW AGENCY**  
*Pending Cases as of April 2025*  
*(Sorted by One-Year Goal)*

**Page 3 of 6**  
 Total Pending = 133 (+11.1%)

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)
24-1525	10/25/2024	10/25/2024	10/28/2024	Investigator	CH	04/23/2025	10/24/2025	Use of Force	1	1	2	Use of Force, Performance of Duty
24-1547	10/28/2024	10/28/2024	10/28/2024	Investigator	SD	04/26/2025	10/27/2025	Discrimination	1	1	1	Discrimination
24-1589	11/09/2024	11/10/2024	11/12/2024	Investigator	CH	05/09/2025	11/09/2025	Racial Profiling	1	2	3	Racial Profiling, Service Complaint
24-1596	10/15/2024	11/13/2024	11/14/2025	Investigator	SD	05/12/2025	11/13/2025	Other	1	1	2	Obedience to Laws, Improper Dissemination of Computer Information
24-1603	11/15/2024	11/15/2024	11/18/2024	Investigator	CH	05/14/2025	11/14/2025	Discrimination	1	2	5	Discrimination, Demeanor, False Arrest
24-1665	11/18/2024	12/04/2024	12/03/2024	Investigator	CH	05/17/2025	11/17/2025	Truthfulness	1	1	1	Truthfulness
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
24-0608	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
24-1685	11/25/2024	12/10/2024	12/11/2024	Investigator	EM	06/08/2025	11/25/2025	Use of Force	1	1	1	Use of Force
24-1656	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
24-1655	12/02/2024	12/02/2024	12/03/2024	Investigator	CH	05/31/2025	12/01/2025	Discrimination	1	3	4	Discrimination, Performance of Duty
24-1645	11/30/2024	12/02/2024	12/03/2024	Investigator	SD	05/31/2025	12/01/2025	Use of Force	1	2	2	Use of Force, Demeanor
24-1653	11/27/2024	12/03/2024	12/03/2024	Investigator	CH	06/01/2025	12/02/2025	Racial Profiling	1	1	2	Racial Profiling
24-1667	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	YH	06/14/2025	12/14/2025	Use of Force	1	2	2	Use of Force
24-1720	12/06/2024	12/17/2024	12/16/2024	Investigator	CH	06/14/2025	12/15/2025	Harassment	1	1	3	Harassment, Performance of Duty
24-1726	12/19/2024	12/19/2024	12/20/2024	Investigator	CH	06/17/2025	12/18/2025	Use of Force	1	1	1	Use of Force
23-1655	10/06/2023	10/06/2023	10/06/2023	Investigator	SD	04/03/2024	12/19/2025	Other	1	1	1	Obedience to Laws
24-1729	12/22/2024	12/22/2024	12/24/2024	Investigator	CH	06/20/2025	12/21/2025	Use of Force	1	1	1	Use of Force

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**Page 4 of 6**  
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Case #	Incident Date	Date Received IAB	Date Received CPRA	Intake or Investigator	Assigned Staff	180-Day Goal	1-Year Goal	Type (604(f)(1) or Other)	Class	Subject Officers	Allegation Count	Allegation(s)
24-1734	12/22/2024	12/22/2024	12/24/2024	Investigator	CH	06/20/2025	12/21/2025	Use of Force	1	2	4	Use of Force, Performance of Duty
24-1733	12/22/2024	12/23/2024	12/24/2024	Investigator	CH	06/20/2025	12/22/2025	Use of Force	1	1	9	Use of Force, Performance of Duty
24-1746	05/22/2024	12/23/2024	12/27/2024	Investigator	CH	06/21/2025	12/22/2025	Truthfulness, Discrimination	1	1	5	Truthfulness, Discrimination, Performance of Duty
24-1750	12/29/2024	12/30/2024	12/31/2024	Investigator	CH	06/28/2025	12/29/2025	Use of Force	1	2	4	Use of Force, False Arrest
24-1759	12/30/2024	12/30/2024	12/31/2024	Investigator	CH	06/28/2025	12/29/2025	Racial Profiling	1	1	1	Racial Profiling
25-0015	01/04/2025	01/04/2025	01/07/2025	Investigator	CH	07/03/2025	01/03/2026	Use of Force	1	1	1	Use of Force
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
25-0040	01/10/2025	01/10/2025	01/14/2025	Investigator	AL	07/09/2025	01/09/2026	Use of Force	1	2	2	Use of Force, Performance of Duty
24-0138	01/19/2024	01/19/2024	03/07/2024	Investigator	YH	07/17/2024	01/09/2026	Truthfulness	1	1	1	Truthfulness
25-0045	08/21/2024	01/13/2025	01/24/2025	Investigator	CH	07/12/2025	01/12/2026	Use of Force	1	1	2	Use of Force, Performance of Duty
25-0057	01/16/2025	01/16/2025	01/17/2025	Investigator	CH	07/15/2025	01/15/2026	Discrimination	1	2	2	Discrimination
25-0058	01/16/2025	01/16/2025	01/17/2025	Investigator	CH	07/15/2025	01/15/2026	Racial Profiling	1	1	1	Racial Profiling
25-0071	01/20/2025	01/20/2025	01/21/2025	Investigator	CH	07/19/2025	01/19/2026	Use of Force	1	3	3	Use of Force
25-0077	01/20/2025	01/22/2025	01/22/2025	Investigator	CH	07/21/2025	01/21/2026	Racial Profiling	1	1	5	Racial Profiling
24-0353	03/01/2024	03/01/2024	03/05/2024	Investigator	YH	08/28/2024	01/22/2026	Use of Force	1	1	3	Use of Force, Reports and Bookings, Obedience to Laws
25-0089	01/25/2025	01/26/2025	01/28/2025	Investigator	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	Investigator	CH	07/26/2025	01/26/2026	Use of Force	1	1	1	Use of Force
25-0106	01/29/2025	01/29/2025	01/30/2025	Investigator	CH	07/28/2025	01/28/2026	Use of Force	1	1	1	Use of Force
25-0110	01/31/2025	01/31/2025	01/31/2025	Investigator	AL	07/30/2025	01/30/2026	Use of Force	1	2	2	Use of Force
25-0135	02/04/2025	02/05/2025	02/06/2025	Investigator	CH	08/04/2025	02/04/2026	Racial Profiling	1	1	4	Racial Profiling, Performance of Duty
22-0622	05/25/2022	08/23/2022	05/25/2022	Investigator	YH	11/21/2022	02/06/2026	Use of Force	1	14	1	Use of Force
25-0152	02/11/2025	02/11/2025	02/12/2025	Intake	KC	08/10/2025	02/10/2026	Use of Force	1	4	4	Use of Force

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CITY OF OAKLAND  
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**Page 5 of 6**  
 Total Pending = 133 (+11.1%)

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)
25-0166	11/01/2024	02/18/2025	02/18/2025	Investigator	CH	08/17/2025	02/17/2026	Other	1	1	1	Obedience to Laws
25-0176	02/17/2025	02/18/2025	02/19/2025	Investigator	CH	08/17/2025	02/17/2026	Use of Force	1	1	1	Use of Force
25-0175	02/17/2025	02/19/2025	02/20/2025	Intake	KC	08/18/2026	02/18/2026	Use of Force	1	2	8	Use of Force, Performance of Duty
25-0186	02/22/2025	02/23/2025	02/25/2025	Intake	DC	08/22/2025	02/22/2026	Other	1	1	1	Other
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	Investigator	CH	08/28/2025	02/28/2026	Use of Force	1	1	1	Use of Force
25-0214	03/03/2025	TBD	03/04/2025	Investigator	YH	09/02/2025	03/03/2026	Other	2	1	1	Performance of Duty
25-0231	03/04/2025	03/04/2025	03/04/2025	Investigator	CH	08/31/2025	03/03/2026	Use of Force	1	1	3	Use of Force, Harassment
25-0232	03/01/2025	03/04/2025	03/04/2025	Investigator	CH	08/31/2025	03/03/2026	Use of Force	1	2	2	Use of Force
25-0234	03/05/2025	03/05/2025	03/05/2025	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	Investigator	CH	09/07/2025	03/10/2026	Other	1	3	5	Other, Use of Force
25-0266	03/13/2025	03/13/2025	03/13/2025	Intake	SH	09/09/2025	03/12/2026	Use of Force	1	1	1	Use of Force
25-0272	03/16/2025	03/16/2025	03/18/2025	Investigator	SD	09/12/2025	03/15/2026	Discrimination	1	1	4	Discrimination
25-0277	03/16/2025	03/16/2025	03/18/2025	Investigator	SD	09/12/2025	03/15/2026	Discrimination	1	1	4	Discrimination
25-0279	03/17/2025	03/17/2025	03/18/2025	Intake	DC	09/13/2025	03/16/2026	Use of Force	1	2	4	Use of Force
25-0280	03/17/2025	03/17/2025	03/18/2025	Investigator	CH	09/13/2025	03/16/2026	Discrimination	1	1	2	Discrimination
25-0293	03/17/2025	03/17/2025	03/20/2025	Investigator	SD	09/13/2025	03/17/2026	Other	1	1	1	Obedience to Laws
25-0295	03/19/2025	03/19/2025	03/20/2025	Investigator	CH	09/15/2025	03/18/2026	Use of Force	1	1	1	Use of Force
25-0299	03/20/2025	03/20/2025	03/25/2025	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	Investigator	CH	09/17/2025	03/20/2026	Racial Profiling	1	1	1	Racial Profiling
25-0360	05/17/2024	03/25/2025	04/09/2025	Intake	SH	09/21/2025	03/24/2026	Other	1	1	1	Obedience to Laws
25-0318	03/20/2025	03/26/2025	03/28/2025	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

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**Page 6 of 6**  
 Total Pending = 133 (+11.1%)

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)
25-0322	01/16/2024	03/27/2025	03/27/2025	Intake	KC	09/23/2025	03/26/2026	Other	1	1	2	Racial Profiling, Performance of Duty
25-0326	03/30/2025	03/30/2025	04/01/2025	Intake	SH	09/26/2025	03/29/2026	Use of Force	1	1	3	Use of Force, False Arrest, Performance of Duty
25-0331	03/31/2025	03/31/2025	04/01/2025	Intake	KC	09/27/2025	03/30/2026	Use of Force	1	4	4	Use of Force
25-0334	03/25/2025	04/01/2025	04/03/2025	Intake	KC	09/28/2025	03/31/2026	Use of Force	1	1	4	Use of Force, Performance of Duty
25-0338	04/01/2025	04/01/2025	04/02/2025	Intake	SH	09/28/2025	03/31/2026	Use of Force	1	1	3	Use of Force, Racial Profiling, False Arrest
25-0339	04/01/2025	04/01/2025	04/02/2025	Intake	DC	09/28/2025	03/31/2026	Use of Force	1	2	2	Use of Force
25-0352	04/06/2025	04/06/2025	04/08/2025	Intake	SH	10/03/2025	04/05/2026	Use of Force	1	1	1	Use of Force
25-0353	04/06/2025	04/06/2025	04/08/2025	Intake	DC	10/03/2025	04/05/2026	Use of Force	1	5	5	Use of Force
25-0355	04/06/2025	04/08/2025	04/08/2025	Intake	DC	10/05/2025	04/07/2026	Use of Force	1	2	2	Use of Force
25-0371	04/11/2025	04/11/2025	04/14/2025	Intake	SH	10/08/2025	04/10/2026	Use of Force	1	1	2	Use of Force, Demeanor
25-0373	04/12/2025	04/12/2025	04/15/2025	Intake	KC	10/09/2025	04/11/2026	Other	1	1	1	Obedience to Laws
25-0375-F	04/12/2025	04/12/2025	04/15/2025	Intake	DC	10/09/2025	04/11/2026	Profiling	1	1	1	Profiling
25-0383	04/14/2025	04/14/2025	04/16/2025	Intake	DC	10/11/2025	04/13/2026	Use of Force	1	1	3	Use of Force
25-0391	02/28/2025	04/16/2025	04/16/2025	Intake	SH	10/13/2025	04/15/2026	Use of Force	1	1	2	Use of Force, Demeanor
25-0402	04/17/2025	04/17/2025	04/17/2025	Intake	KC	10/14/2025	04/16/2026	Use of Force	1	1	1	Use of Force
25-0405	04/15/2025	04/17/2025	04/18/2025	Intake	KC	10/14/2025	04/16/2026	Other	2	1	1	Performance of Duty
25-0412-F	04/18/2025	04/18/2025	04/21/2025	Intake	DC	10/15/2025	04/17/2026	Other	1	5	5	Other
25-0430	04/22/2025	04/22/2025	04/23/2025	Intake	DC	10/19/2025	04/21/2026	Other	1	1	1	Other
25-0423	04/22/2025	04/22/2025	04/23/2025	Intake	SH	10/19/2025	04/21/2026	Harassment	1	1	3	Failure to Report, Failure to Supervise, Harassment
24-0593	04/20/2024	04/20/2024	04/23/2024	Investigator	SD	10/17/2024	04/21/2026	Other	1	4	10	Obedience to Laws, Use of Force, Performance of Duty
25-0428	04/08/2025	04/23/2025	04/23/2025	Intake	DC	10/20/2025	04/22/2026	Other	1	2	2	Other
25-0431	04/18/2025	04/23/2025	04/24/2025	Intake	KC	10/20/2025	04/22/2026	Discrimination	1	2	2	Discrimination, Performance of Duty
25-0434	04/24/2025	04/24/2025	04/25/2025	Intake	SH	10/21/2025	04/23/2026	Use of Force	1	1	3	Use of Force, Demeanor, Unlawful Arrest
25-0439	04/24/2025	04/05/2025	04/24/2025	Intake	KC	10/22/2025	04/24/2026	Other	2	1	1	Performance of Duty
24-0668	02/07/2024			Investigator	YH	08/13/2024		Other	1	1	1	Obedience to Laws

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## OAKLAND POLICE COMMISSION

### REGULAR MEETING MINUTES

April 10, 2025

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

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#### 1. Call to Order, Welcome, Roll Call, and Determination of Quorum: (5:47 PM)

**Chair:** Ricardo Garcia-Acosta

**Roll Call:** Vice Chair Shawana Booker, Commissioners Wilson Riles, Shane Williams,  
Elevated to Commissioner: Alternate Commissioner Omar Farmer

- *Excused: Angela Jackson-Castain*
- *Commissioner Dawit – in transit but not present for roll call.*

#### 2. Closed Session (approximately 5:47 p.m. - 6:44 PM)

##### Topics:

- PUBLIC EMPLOYEE APPOINTMENT (Government Code Section 54957(b)) Title: Inspector General
- Existing Litigation: *Delphine Allen et al. v. City of Oakland, et al.*, N.D. Cal No. 00-cv-4599-WHO
- Public Employee Discipline/Dismissal/Release

##### No Readout from Closed Session

#### 3. Redetermination of Quorum and Read-Out from Closed Session

**Chair:** Ricardo Garcia-Acosta

**Roll Call:** Vice Chair Shawana Booker, Commissioners Wilson Riles, Shane Williams, Sam  
Dawit

- *Excused: Angela Jackson-Castain*
- *Alternate Commissioner Farmer de-elevated from Commissioner status upon  
Commissioner Dawit's arrival*

#### 4. Open Forum Part 1

- Open forum for public comments on non-agenda items related to the Commission's work.

##### **Public Comments:** (Cleveland; Janks; Motlow; Olugbala; Mandal; Angermann)

- Several community members expressed concerns about the Commission's priorities, transparency, and oversight functions.

##### Key themes included:

- Concerns about the lack of sustained findings in CPRA investigations, especially involving serious allegations such as use of force and discrimination.
- Frustration with limited demographic data collection on complaints, particularly around race and gender.
- Questions regarding legal statutes related to false accusations against officers and whether they are actively enforced.
- Criticism of how Commission time is being allocated, with calls for broader participation in setting strategic priorities rather than centering on individual proposals.
- Emphasis on the need for stronger public dialogue and accountability mechanisms tied to public safety policies and reports.

#### 5. Office of the City Attorney (OCA) Semiannual Report

##### **Presenter:** Veronica Harris

##### **Purpose of Training:**

Deputy City Attorney Veronica Harris provided 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*.

##### **Commissioner Comments:** (Riles; Farmer; Dawit)

- Expressed concern about the ambiguity and limitations of the one-year rule, particularly around "reasonable extensions."
- Sought clarity on how investigations involving multiple officers are handled within statutory deadlines.
- Highlighted the urgent need for improved coordination and transparency between CPRA, CID, and the DA's office to avoid missed tolling triggers.
- Acknowledged that some reforms, such as increased Skelly hearing capacity, were underway, but structural issues remain.

**Public Comments:** (Olugbala; Cleveland; Janks; Mandal)

- Called attention to the lack of sustained findings and questioned the reliability of CPRA investigations.
- Expressed frustration with the perceived lack of demographic tracking and accountability.
- Urged the Commission to engage more deeply with systemic oversight failures and not simply rely on technical processes.
- **Concern about Clarity and Completeness:**  
Commissioners raised concerns that **OCA** (Office of the City Attorney) and **OPD** were not consistently providing clear information about **which officers and which allegations** were being criminally investigated, causing delays and confusion for oversight agencies like CPRA (Community Police Review Agency).  
→ Specifically, **Chair** and **Commissioners** noted that this lack of clarity made it difficult to properly **toll the one-year statute of limitations** for administrative discipline.
- **Concern About Statutory Tolls and Risk:**  
There was strong emphasis from Commissioners that failure to toll correctly (due to OCA/OPD not communicating enough detail) risked cases being dismissed on technical grounds even if misconduct occurred.  
→ There was a recommendation to push for better protocols with CID (Criminal Investigation Division) and OCA.
- **Lack of Mediation Program Progress:**  
Commissioners were frustrated that despite funding, the Mediation Program (partly managed through legal guidance from OCA) had not yet launched, largely because of slow internal processes and possible labor/union negotiations.
- **Desire for Joint Conversations:**  
Commissioners recommended involving the Commission directly in conversations with OCA, OPD, and CID to solve process gaps (e.g., who is being investigated, when investigations start and end, and formal mediation implementation).

**6. Oakland Police Department Update**

- OPD provided updates on internal review processes, including use-of-force incidents, timelines for administrative investigations, and the impact of limited staffing.
- Shared data on sustained findings and pending cases.
- Noted efforts to increase Skelly hearing throughput and compliance with disciplinary timelines. Briefly addressed coordination with CPRA and ongoing challenges with CID and tolling notification protocols.

**Commissioner Comments:** (Booker; Dawit)

- Commissioners sought clarification on OPD's accountability measures, especially when investigations exceed statutory deadlines.
- Expressed concern about limited transparency regarding which officers are under review and the specific nature of allegations.
- Requested more robust collaboration between OPD, CPRA, and external investigators
- Raised questions about resource constraints and the impact on timely disciplinary enforcement.

**Public Comments:** (Olugbala; Cleveland; Mandal; Angermann)

- Frustration over a pattern of “no sustained findings” despite recurring complaints.
- Concerns about racial and gender data not being tracked in complaint reports.
- Called for more transparency in how community complaints are resolved and how the department responds.

**7. Police Officers Bill of Rights (POBAR) In-Session Commissioner Training**

**Presenter:** CPRA Acting Executive Director Antonio Lawson

**Purpose of Training:**

To educate commissioners on the rights afforded to officers under California’s Public Safety Officers Procedural Bill of Rights Act (POBAR), how those rights intersect with the Commission’s oversight role, and the legal boundaries governing police disciplinary investigations.

**Key Training Topics Covered:**

- The one-year statute of limitations for initiating disciplinary action following an incident.
- Eight specific exceptions to the one-year rule, with a focus on criminal investigations as the most relevant exception.
- The tolling process when investigations are paused due to concurrent criminal investigations, civil litigation, or officer incapacitation.
- Challenges around notification delays from CID and the DA’s Office that affect CPRA’s ability to stay within statutory timeframes.
- Post-disciplinary procedures including Skelly hearings and arbitration rights.
- Impact of underfunding on CPRA’s investigative capacity and how that weakens cases during arbitration.
- Recent legislation (SB 1421 and others) increasing public access to certain officer records.
- Overview of mediation efforts and the current lack of an active city-approved mediation program.

**Commissioner Comments:**

- Requested clarity on what constitutes a “reasonable extension” for investigations involving multiple officers.
  - Questioned the five-year disciplinary history rule and whether it’s based on POBAR or the City’s MOU.
  - Expressed concern over CPRA’s limited staffing and how that affects compliance with deadlines and investigative quality.
- Showed strong interest in pushing forward the stalled mediation program and assisting with interagency alignment.

**Public Comment:** (Olugbala; Cleveland; Janks)

- Deep concern over the consistently low number of sustained findings, despite community allegations.
- Criticism of the department’s failure to track and report racial and gender demographics of complainants.
- Frustration that the mediation program, though fully funded and ready, has not been implemented due to lack of coordination and urgency.
- Calls for more visible action and accountability from both CPRA and OPD in delivering fair and transparent outcomes.

## 8. Community Police Review Agency (CPRA) Update

**Presenter:** CPRA Acting Executive Director Antonio Lawson

### Topics of Discussion:

- 16 investigations completed in March; backlog now at 119 cases.
- Staffing remains limited; interviews underway for Complaint Investigator III. CPRA is seeking to hire 4–6 more investigators with a reduced budget.
- Legacy database reinstated due to past ransomware attack; limits full demographic tracking of complaints.
- Mediation program remains stalled despite available funding and trained mediators. Delays tied to lack of city/legal approvals and union agreement.

### Commissioner Comments:

- Concern over persistent lack of sustained findings.
- Emphasis on need for race/gender complaint data and support for launching mediation efforts.

### Public Comments: (Cleveland; Olugbala)

- Frustration over CPRA's lack of accountability and transparency.
- Urging city action to avoid losing mediation grant funds.
- Call for better complaint tracking and racial equity visibility.

## 9. Commissioner Omar Farmer: Recommended Focus Areas from the Reimagining Public Safety Task Force

Commissioner Farmer presented key proposals from the Reimagining Public Safety Task Force, focusing on low-cost, high-impact changes within the Commission's purview. Ideas included creating a Department of Public Safety, transferring Internal Affairs to CPRA, and increasing NSA compliance transparency.

### Commissioner comments:

Broad support to revisit and prioritize items, with suggestions to assign topics to ad hocs and coordinate with City Council.

### Public Comment: (Mandal)

Mixed feedback—emphasized honoring the community's work; urged balanced consideration beyond one Commissioner's recommendations.

## 10. Ad Hoc Committee Reports

- Ad hoc committees provided brief updates. Some are preparing to launch meetings, while others are integrating community members who signed up.
- Final sign-ups are open until the following Friday, April 18.
- Ad Hoc Chairs and the Chief of Staff will begin outreach to participants to coordinate next steps.

- Ad-hocs are encouraged to move forward with organizing meetings and begin scoping their respective focus areas.

No public comment

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

- **In-Session Training (April 24)**  
Memoranda of Understanding (MOUs) with the Oakland Police Officers Association (OPOA) and other represented employees, presented by Human Resources.
- **OPD Budget Review**
- **Reimagining Public Safety Task Force Recommendations**  
Follow-up conversation and prioritization of Commission-relevant items from the task force's list.
- **Militarized Equipment Use Report**
- **Mediation Program Discussion**  
Status update on implementation delays; potential presentation from the City Attorney's Office to clarify next steps.
- **Public Safety Committee Coordination**  
Collaboration with City Council Public Safety Committee to advance joint oversight priorities and public safety reform recommendations.

No Public Comment

#### **12. Open Forum 2:**

**Public Comments:** (Janks; Cleveland)

#### **13. Re-adjournment to Closed Session (If applicable): N/A**

#### **14. Adjournment: 9:45 PM**



## OAKLAND POLICE COMMISSION

### REGULAR MEETING MINUTES

April 24, 2025

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

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#### 1. Call to Order, Welcome, Roll Call, and Determination of Quorum: (5:46 PM)

**Chair:** Ricardo Garcia-Acosta

**Roll Call:** Vice Chair Shawana Booker, Commissioners Wilson Riles, Shane Williams,  
Elevated to Commissioner: Alternate Commissioner Omar Farmer

- *Excused: Angela Jackson-Castain*
- *Commissioner Dawit - in transit but not present for roll call*

#### 2. Closed Session (approximately 5:46 p.m. - 6:42 PM)

##### Topics:

- PUBLIC EMPLOYEE APPOINTMENT (Government Code Section 54957(b)) Title: Inspector General
- Existing Litigation: *Delphine Allen et al. v. City of Oakland, et al.*, N.D. Cal No. 00-cv-4599-WHO
- Public Employee Discipline/Dismissal/Release

##### No Readout from Closed Session

#### 3. Redetermination of Quorum and Read-Out from Closed Session

**Chair:** Ricardo Garcia-Acosta

**Roll Call:** Vice Chair Shawana Booker, Commissioners Wilson Riles, Shane Williams, Sam  
Dawit

- *Excused: Angela Jackson-Castain*
- *Alternate Commissioner Farmer – de-elevated from Commissioner status upon Commissioner Dawit's arrival.*



#### 4. Open Forum Part 1

- Open forum for public comments on non-agenda items related to the Commission's work.

##### **Public Comments:** (Mandal; Morton; Payseno)

- Public commenter expressed concern that **certain commissioners' frequent questioning** might suggest a **personal agenda** or create an imbalance in the conversation, potentially overshadowing newer or less vocal members of the Commission.
- The **mediation program** has re-emerged as a topic of concern. The **Chair committed** to:
  - Investigating the cause of the current delays
  - Identifying actionable next steps to move the program forward
  - **Inviting key stakeholders** to the next Commission meeting to provide updates and respond to questions
- A public commenter expressed frustration with delays in officer accountability, urged the Commission to act more assertively, and highlighted the community's growing impatience with slow disciplinary processes.

#### 5. OPC TRAINING: Civil Service Board and Other Relevant City Personnel Policies and Procedures

##### **Presenter:** Mary Hao, HR Director

##### **Purpose of Training:**

The presentation, delivered by Human Resources Director Mary Hao, focused on explaining the Civil Service system and disciplinary procedures used by the City of Oakland. Key topics included:

- The structure and function of the Civil Service system
- The role of HR in screening applicants and ensuring fairness
- The Skelly process (pre-disciplinary hearings)
- Just cause standards used in disciplinary cases
- How demographic and residency data is (or isn't) tracked
- Limits around prior discipline (e.g., the 5-year lookback rule for sworn officers)

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##### **Commissioner Comments – Overview:**

##### **Commissioner Comments:** (Riles; Dawitt; Williams; Farmer)

- How HR ensures fairness and impartiality in Skelly proceedings
  - The ability (or lack thereof) for Skelly officers to challenge unjust policies
  - Data availability regarding the length of Skelly reviews and outcomes
  - How residency, race, or demographic data factors into hiring and diversity efforts
  - Challenges in tracking disciplinary timelines and implementing progressive discipline
  - Whether 5-year limits on discipline history are consistent across all city employees
- Commissioners acknowledged that the Skelly and disciplinary processes are complex and require more transparency and accountability, particularly in the context of police oversight

## **Public Comment – Overview:**

**Public Comments:** (Cleveland; Janks)

### **Key Topics Discussed:**

- **Oversight Relevance:** Some speakers urged the Commission to stay focused on matters within its charter-defined purview, such as constitutional policing and misconduct trends, rather than staffing numbers.
- **Transparency:** Calls for more meaningful data, not just the quantity of Skelly hearings, but what types of misconduct they involve and how many were referred to CPRA.
- **Accountability Concerns:** Speakers expressed concern over disciplinary histories being erased after five years and what that means for repeat misconduct.
- **Efficiency:** Suggestions were made to track timelines better and reduce administrative delays in investigations and Skelly rulings.
- **Future Oversight:** As the city moves toward possible release from the NSA, speakers emphasized the Commission's role as the future oversight body and its need to be fully equipped for that responsibility.

## **6. Oakland Police Department Update**

**Presenters:** (Chief Floyd Mitchell; Deputy Chief Lisa Ausmus; Lieutenant Worcester)

### **Key Topics Discussed:**

- **Sworn Staffing**
- **Skelly Hearings**
- **NSA Compliance Tasks:**
  - Task 5 (Quality of Investigations): Not in compliance due to the delayed after-action report in the Tran case.
  - Task 2 (Timeliness): At risk of noncompliance due to inability to meet the 180-day self-imposed deadline on investigations (due to staffing shortages).
  - The Department is considering proposing a temporary return to the State-mandated 1-year deadline (SB 3304) until staffing stabilizes.
- **Wellness & Recognition**

### Commissioner Comments – Overview:

- Concerns raised about NSA noncompliance: Commissioners asked for clarification around Task 2 and **5 subtasks, staffing impacts, and what constitutes compliance.**
  - Interest in systemic improvements: Commissioners asked how the department is using lessons learned from recent cases and whether more sergeants could be reassigned from internal affairs back to the field (if oversight responsibilities shift to CPRA).
  - Oversight Role Preparation: Commissioners acknowledged the importance of preparing to take on more direct oversight roles if and when the city exits the NSA, emphasizing the need for data transparency and accountability.
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### Public Comment – Overview:

**Public Comments:** (Mandal; Janks; Cleveland; Contreras; Kramer)

### Key Themes from Public Speakers:

- Staffing and Overtime
- Usefulness of Skelly Data
- Disciplinary Fairness vs. Accountability
- NSA Oversight Transition:
  - Several speakers emphasized that as Oakland approaches possible NSA release, the Commission must be ready to serve as the *primary oversight body*. Calls for stronger structure, data systems, and training were raised.

## 7. Ad Hoc Committee Reports

### 1. Discipline Matrix Ad Hoc Committee

- Actively meeting bi-weekly  
One of the most engaged public-facing ad-hocs

#### Progress:

- Completed comprehensive review of Class 1 Manual of Rules violations
- Updated outdated language (e.g., removing references to typewriters, adding terms like email)
- Sent formal recommendations to the Chief of Police

**Next Steps:**

- Begin review of Class 2 violations
- Convene with stakeholders (OCA, plaintiffs' attorneys, etc.) for collaborative review of proposed revisions
- Final revisions will come back to the full Commission for approval

**2. Community Member Participation in Ad Hocs**

- Community sign-ups exceeded expectations
- Efforts underway to rebalance participation across ad-hocs to ensure productive discussion sizes

**Next Steps (Led by Chief of Staff):**

- Ad hoc chairs will review interest lists and schedule meetings
- Community members will receive:
  - Rules of Engagement document
  - Request to share why they signed up and any subject matter expertise

**3. Militarized Equipment Ad Hoc Committee**

- Review of OPD's annual militarized weapons report (recently submitted)
- Plan public readout and recommendations review

**Next Steps:**

- Coordinate with OPD to ensure they host their required annual town hall on militarized equipment
- Review report findings and determine next steps for public presentation

**4. Additional Notes**

- **Ad hoc sequencing will be prioritized based on urgency and availability of deliverables**
- Commission leadership acknowledged:
  - Some ad-hocs will move faster than others based on topic scope
  - Importance of balancing efficiency with inclusion

## 8. Upcoming/Future Agenda Items

- **Mediation Program Update:**
  - Chair will meet with all relevant parties before the next meeting to understand delays and identify next steps.  
Stakeholders will be invited to present updates and answer questions at a future meeting.
- **Reimagining Public Safety Recommendations:**
  - Commissioner Farmer's request is still being tracked.
  - Further conversation will be scheduled as work progresses.
- **OPD Budget (Health and Wellness Focus):**
  - OPD's updated health and wellness budget report is pending.
  - Tentatively targeted for discussion around the May 8 meeting if ready.
- **Pursuit Policy Update:**
  - Chief will provide updates on any recommended changes at the May 8 meeting.
  - Depending on scope, HR training may be rescheduled to prioritize this item.
- **Militarized Equipment Report:**
  - Ad Hoc will review OPD's newly submitted militarized weapons report.
  - A readout to the Commission will be scheduled once the Ad Hoc concludes its review.
- **PTSD Awareness Month Planning (June):**
  - Commissioner Farmer suggested scheduling mental health presentations for **June 2025**.
  - Possible focus on OPD's mental health initiatives, especially after the loss of their wellness director.
- **HR In Session Training:** Memoranda of Understanding with Oakland Police Officers Association and Other Represented Employees - HR - **June 12**

## 9. Open Forum 2: No Public Comment

## 10. Re-adjournment to Closed Session (If applicable): N/A

## 11. Adjournment: 8:28 PM