



OAKLAND POLICE COMMISSION

REGULAR MEETING AGENDA

June 26, 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, Angela Jackson-Castain, and Alternate Commissioner Omar Farmer

- 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 the 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, Angela Jackson-Castain, and Alternate Commissioner Omar Farmer

- 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. **Commission Vote on Case Management Conference (CMC) Statement for Submission in Delphine Allen et al. v. City of Oakland et al., N.D. Cal. No. 00-cv-4599-WHO**

In preparation for the upcoming Case Management Conference (CMC) regarding the NSA (Negotiated Settlement Agreement) for Oakland—scheduled for July 10, 2025—the Commission will vote to accept the CMC statement drafted by the NSA Ad Hoc Committee for formal submission. (*Attachment 1*)

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

VI. **Post-Traumatic Stress Disorder (PTSD) Awareness Month Presentation**

In accordance with Oakland Municipal Code Section 2.45.070(C), which states that the Commission shall review and comment on the education and training the Police Department provides to its sworn employees regarding the management of job-related stress and related mental and emotional health issues, Alternate Commissioner Farmer will present on Post-Traumatic Stress Disorder (PTSD). (*Attachment 2*)

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

VII. **Oakland Police Department Update**

Representatives of the Oakland Police Department will provide an update. Topics discussed in the update may include Negotiated Settlement Agreement (NSA) status, risk analysis, crime response, a preview of topics that may be placed on a future agenda, responses to community member questions, and specific topics requested by the Commission. ***This is a recurring item.*** (*Attachment 3*)

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



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VIII.

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 and minutes of meetings open to the public 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 1st and 3rd Wednesday from 6 p.m. to 7:30 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 Chapter 9.65) and state law (AB 481; Gov Code 7070 et seq.). *These meetings are open to the public every 1st and 3rd Tuesday from 6:30 p.m. to 7:30 p.m.*

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

IX.

Upcoming/Future Agenda Items

The Commission will engage in a working session to discuss and determine agenda items for the upcoming Commission meeting and to agree on a list of agenda items to be discussed on future agendas. The Commission will work on creating a list of agenda items for future meetings. *This is a recurring item.* [Upcoming / Future Agenda Items](#)

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



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

NOTICE: In compliance with the Americans with Disabilities Act and Equal Access Ordinance, for those requiring special assistance to access the 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.

THE OAKLAND POLICE COMMISSION’S STATEMENT

I. Introduction

At its September 4, 2024 Case Management Conference (CMC), this Court asked the Parties, including the Oakland Police Commission (the Commission), to provide “forward-looking solutions” to the “ongoing problem” of the Oakland Police Department’s (OPD or the Department) failure to sustain compliance with the terms of the Negotiated Settlement Agreement (NSA). The Court has helpfully noted that good intentions are not enough; rather, OPD must shift its core operating paradigm to achieve sustainable compliance and earn an exit from Court oversight.

It will come as little surprise that the Commission strongly agrees with the Court’s sentiment. In that spirit of agreement, the Commission uses its portion of the CMC Statement to supplement its feedback on the Court-mandated Internal Affairs Bureau (IAB) reporting structure with an additional proposal for an even deeper, more forward-thinking, paradigm-shifting reform solution that will build on community input, better empower OPD to comply with the NSA, and finally fulfill the goals of this Court’s 2012 Order Re: Compliance Director. As noted at the last CMC, doing the same thing going forward will not result in a different outcome. (CMC Transcript at 33:10-13 (Sept. 4, 2024)). As such, the Commission proposes to reconfigure monitoring and oversight to foster lasting, sustainable culture change.

II. Paradigm Shift One: Court Appointment of Oakland Police Commission As Compliance Co-Director

This Court continues to seek paradigm shifting recommendations to spur structural and cultural change within OPD. Although the current NSA oversight structure has had a significant time to accomplish its compliance objectives, unfortunately (as the Court is aware), OPD has fallen short of reaching full and sustained compliance. In its fiduciary capacity to the citizens of Oakland, the Court has rightly sought additional avenues to jumpstart forward movement. The Commission proposes such an option to begin shifting the compliance dynamic and requests that the Court exercise its authority to appoint the Commission to collaborate with the current Compliance Director to fulfill a portion of the Director duties and responsibilities in creating a detailed plan to guide OPD toward an ultimate exit from the NSA.

1 Oakland voters overwhelmingly approved both Measure LL and Measure S1 which revised
 2 the City's Charter to establish the Oakland Police Commission. The Commission is composed of a
 3 governing body of Commissioners, the Community Police Review Agency (CPRA), and the Office
 4 of the Inspector General (OIG). Per Oakland's Charter, CPRA performs investigations of citizens'
 5 allegations of misconduct against sworn Department officers. The CPRA's determinations are
 6 independent of OPD influence. The CPRA's Interim Director Antonio Lawson brings over 20 years
 7 of investigation and monitoring class action litigation and settlements to the office. An
 8 accomplished attorney, Director Lawson has deep experience with police oversight, having served
 9 for a decade as independent counsel to Oakland's Citizens' Police Review Board (the predecessor
 10 to the Oakland Police Commission). Should the Department's own Internal Affairs Bureau (IAB) be
 11 drawn down in the future (as has long been contemplated by the City Council and successive
 12 mayors), CPRA will serve as the primary body charged with investigating OPD officer misconduct.
 13 As an impartial body outside of OPD, CPRA is able to address the problem of the Department being
 14 unable or unwilling to police itself. (*OPD Incident Assessment and Report* (Case No. 23-0459 at p.
 15 6) (noting that a transfer of IAB duties to an independent CPRA will allow CPRA to hold individual
 16 officers accountable for misconduct and discipline those in leadership who overlook or attempt to
 17 conceal wrongdoing.). With this shift, many of the sworn officers currently performing IAB
 18 investigations could be redeployed to patrol duties throughout the City.

19 Within the Commission, the Charter amendment ballot measures also created an Office of
 20 the Inspector General (OIG), which is responsible for program and performance-based audits,
 21 evaluations, inspections, and reviews of both the Department and the Commission's CPRA arm.
 22 The Commission's Inspector General Zurvohn Maloof brings to his role over 20 years of experience
 23 in federal and local agency offices of inspectors general. Holding an Inspector General Certification
 24 from the Association of Inspectors General, IG Maloof possesses a strong background in criminal
 25 investigations, audits, administration, management, supervision, and oversight. Notably, the Charter
 26 provides that the OIG "shall audit the Department's compliance with the fifty-two tasks described
 27 in the Settlement Agreement in United States District Court case number C00-4599, *Delphine Allen,*
 28 *et al. v. City of Oakland, et al.*, and make recommendations to the Department, the Commission,

and the City Council based on its audit(s), *even after the Settlement Agreement expires*” (Oakland City Charter Section 604(f)(5))(emphasis added). As this structural design reflects, the singular and most significant purpose underlying the creation of the Commission was to establish an independent body to take over the role of Compliance Director and oversee OPD’s ongoing compliance with the 52 NSA Tasks once the Department earns its exit from Court oversight.

COMPLIANCE DIRECTOR DUTIES	INSPECTOR GENERAL DUTIES
A plan for the oversight, acquisition, and implementation of a personnel assessment system to provides a sustainable early-warning system to mitigate risk by identifying problems and trends at an early stage.	The OIG prepares an annual report that includes trends and patterns regarding Department training and education, and the Department's use of any early warning system(s). (Oakland Municipal Code Chapter 2.45.120(A))
Strategies to ensure allegations made by citizens against the OPD are thoroughly and fairly investigated	The OIG prepares reports summarizing annual reviews of OPD’s and CPRA’s processes and procedures for investigating alleged misconduct; for determining the appropriate level of discipline for sustained findings of misconduct; for training and/or policy issues that arise during the investigations of complaints. (Oakland Municipal Code Chapter 2.45.120(A))

Strategies to decrease the number of police misconduct complaints, claims, and lawsuits

OIG develops and presents a plan to the Commission to measure the performance of each element of The Department's discipline process for sworn employees.

(Oakland Municipal Code Chapter 2.45.120(C))

The OIG monitors and evaluates, on at least an annual basis, the number and percentage of sworn officers who have received in-service training on profiling and implicit bias, procedural justice, de-escalation, diplomacy, situational problem-solving, and work-related stress management, and make recommendations, as appropriate, to the Commission regarding changes to the Department's training programs.

(Oakland Municipal Code Chapter 2.45.120(C))

Because moving the Commission's Office of the Inspector General into the Compliance Director role is part of the Charter's anticipated evolution of the Court oversight process, the Commission's proposal set forth herein builds on its prior Statement to the Court in which the Commission requested the Court to "consider separating the Monitor and Compliance Director roles as originally envisioned and executed." (Joint Case Management Conference Statement at 55:21-23 (Aug. 28, 2024)). The Commission's 2024 request was itself a result of feedback from the Oakland community. Throughout the Commission Era the Oakland community has demanded that the Commission increase its participation in the Court oversight process. Via the Commission's Reimagining Public Safety Task Force, Oakland citizens voiced strong opinions, even asking for a determination of the "feasibility of the Commission filling Warshaw's Compliance Monitor role." (Oakland Public Safety Taskforce, *Oakland Reimagining Public Safety Taskforce Report and Recommendations (Report)* at p. 182)). In its final *Report*, the Task Force offered specific recommendations (Nos. 7, 8, 100) for the City to "consider requesting [the Court to] implement a separate monitor and compliance director...." (*Id.*) Moving the Commission into the Compliance Co-

Director position for a trial period will communicate to the public that its voice is being heard in the oversight process.

This Court has expressed some hesitancy about the extent to which the Court's continued supervision can guide OPD toward full NSA compliance. The Commission considers the Court indispensable in helping OPD reach the finish line. Nonetheless, a transition of duties to the Commission as Compliance Co-Director will ensure that the Commission has a sufficient amount of transition time during which both the Director and the Independent Monitoring Team (IMT) can work directly with and share its institutional knowledge with the body that will ultimately take over all oversight duties. Beginning the preparation for this turnover is critical to demonstrate that the Court and the Commission are forward-looking stewards of the oversight process. The Commission, thus, proposes to move into this role on a trial basis. Doing so now, rather than later, will allow for a seamless transition when the NSA sunsets – both ensuring the Court and the Oakland community that experienced and rigorous oversight will continue into the future and setting up the City of Oakland for sustained, long-term success.

Appointing the Commission as Compliance Co-Director will provide the Court with a fresh perspective on the obstacles to compliance and build trust among the Court, the Commission, and the citizens of Oakland. Moreover, while the combined Monitor/Compliance Director role has its limitations, the Commission and its Office of the Inspector General (OIG) are uniquely situated to assume the position of Compliance Co-Director without those downsides. In fact, the Commission has the autonomy, capacity, and connections with the Oakland community that can produce results where the existing oversight regime has not yet been fully successful.

A. Appointing the Commission as Compliance Co-Director Will Achieve Sustained Cultural Change Within OPD.

Since the Monitor and Director appointments merged, OPD reached the sustainability period, only to then regress or suffer mixed results on most of the Tasks that the Court's 2012 Order identified as of the utmost importance in driving sustained cultural change. (Tasks 5, 20, 24, 25, 26, 30, 34, 40, 41). These Tasks involve First Amendment Assemblies, Use of Force, Officer Wellness, Culture, Discipline. Compliance with Task 45 (consistency in discipline) has also regressed. The Commission

1 is currently preparing a sequence of benchmarks that OPD will track and report to the Commission
2 during the Department's update at the Commission's twice-monthly meetings. The Commission will
3 measure these benchmarks via tailored performance indicators focused on achieving sustained
4 cultural change. The Commission is similarly developing a strategic plan to take proactive, forward-
5 looking steps toward ensuring sustained Constitutional policing rather than reacting to changes within
6 City Hall or from OPD leadership.

7 According to the Court's 2012 Order creating the position, the Director has the power to
8 review, investigate, and take corrective action regarding OPD policies, procedures, and practices -
9 both those related to the NSA and even those that do not fall squarely within any specific NSA task.
10 As contemplated by the Court's 2012 Order, during the proposed trial period, the Commission is
11 prepared to provide the Court with detailed monthly status reports analyzing OPD's progress toward
12 achieving the compliance with all three of (1) the NSA Tasks currently being evaluated by the Court,
13 (2) the Commission's own benchmarks (as well as any reasons for delayed progress), and (3) any
14 corrective actions proposed or undertaken to address inadequate progress. Similarly, prior to each
15 case management conference, the Commission can provide the Court with a comprehensive summary
16 of any pre-existing, new, or evolving circumstances as well as status reports on additional
17 Commission recommendations to assist OPD in achieving cultural change.

18 Although the Commission acknowledges that OPD had previously entered the NSA's
19 sustainability period, events involving leadership derailed compliance and exposed an ingrained
20 resistance to cultural change within the Department. The Commission is best positioned to direct this
21 cultural change. Integrity is pivotal to accomplishing the goal of compliance with the NSA, and the
22 Commission has no fear of directly opposing Department actions that do not comport with
23 Constitutional policing practices. Accordingly, to further ensure that the Commission never risks even
24 appearing to serve as a rubber stamp, with the assistance of its investigative (CPRA) and audit (OIG)
25 arms, the Commission will work to improve compliance levels and to remedy compliance errors,
26 regarding all portions of the NSA, including but not limited to: (1) changes to policies, the manual of
27 rules, or standard operating procedures or practices, (2) disciplinary actions in misconduct cases and
28 use-of-force reviews; and the discipline, demotion or removal of the Chief of Police; tactical

1 initiatives that may have a direct or indirect impact on the NSA; (3) procurement of equipment,
 2 including software, vehicles, para-military weapons, and equipment categorized under California
 3 Assembly Bill 481 (or other resources intended for the purpose of NSA compliance); and (4) OPD
 4 programs or initiatives related to NSA tasks or objectives. Moreover, the Commission will work hand-
 5 in-hand with the current Director/Monitor and continue to collaborate with, not only OPD, but also
 6 the Mayor, City Administrator, City Attorney to address outstanding Tasks and other issues related
 7 to compliance with NSA objectives.

8 **B. Appointing the Commission As Compliance Co-Director Will Return to the**
 9 **Initial Intent Behind the Court’s December 2012 Order.**

10 Over a decade ago, in December 2012, this Court nearly placed OPD in full receivership. As
 11 an alternative, the Court created the Compliance Director (Director) position instead. The Court
 12 crafted the role with receivership-like duties with the goal of addressing the deficiencies that led to
 13 OPD’s noncompliance. The Director was tasked with developing a plan for facilitating sustainable
 14 compliance with all outstanding tasks. In this way, the Director would drive results toward sustained
 15 NSA compliance. Thereafter, in 2014, the Court essentially merged the roles of Director and Court
 16 Monitor, appointing one person to serve in both positions. The combined position seems to have
 17 diminished the capacity of the Monitor/Director to focus fully on either role, while creating unease
 18 within the Oakland community about the Monitor’s ability to steer OPD toward compliance with
 19 impartiality. Appointing the Commission as Co-Director will alleviate these concerns and redirect the
 20 Director role toward developing a roadmap to guide OPD toward achieving full NSA compliance.

21 The Court’s Order Re: Compliance Director (Dec. 12, 2012) (2012 Order) states,

22 “[t]he Compliance Director and the Monitor will be independent positions that report
 23 only to the Court and not to each other. However, the Court expects the Compliance
 24 Director and the Monitor to work closely and in consultation with each other.”

25 (2012 Order at 3:25).

26 The Commission and its IG are equipped with multiple sets of lenses through which to
 27 evaluate compliance with the 52 tasks. The Commission provides for seven Commissioners (and two
 28 alternate Commissioners), all Oaklanders, selected for their experience in relevant personal and

1 professional fields, along with an Inspector General (IG) whose office was first formed and has been
2 built up over time with the specific vision that the IG would take on the Director duties. (Office of
3 the Inspector General, *Compliance Inspection – NSA Task 3: IAD (IAB) Integrity Test* (June 6, 2025))
4 ([https://cao-94612.s3.us-west-2.amazonaws.com/documents/NSA-Task-3-Compliance-Inspection-](https://cao-94612.s3.us-west-2.amazonaws.com/documents/NSA-Task-3-Compliance-Inspection-Final-Copy.pdf)
5 [Final-Copy.pdf](https://cao-94612.s3.us-west-2.amazonaws.com/documents/NSA-Task-3-Compliance-Inspection-Final-Copy.pdf)). As Oaklanders with roots in the community, the Commission by design has its finger
6 on the pulse of the City, especially as to police-community interaction and police reform issues. The
7 Commission holds two meetings per month during which it discusses and facilitates a forward-facing
8 forum while conducting extensive public outreach for comment on topics within its subject matter
9 jurisdiction, especially as to NSA-related matters. The IG also has access to, and the demonstrated
10 capacity to engage directly with, Oakland community members. The IG’s ongoing effort to discuss
11 its work and to demonstrate to the citizens of Oakland exactly *how* the Commission is holding OPD
12 accountable will increase the community’s trust in Court oversight. Currently, no official channel
13 exists for the community to engage and share its concerns with the Director. Therefore, appointing
14 the Commission as Co-Director would address some community members’ oft-heard critiques that
15 Court oversight can itself seem opaque and its goals enigmatic from the vantage point of the average
16 Oakland citizen who may not make the trip over to the federal courthouse on the other side of the Bay
17 or who may not feel like that process is tailor made for ongoing public comment and critique.
18 Implementing a Co-Director structure that already incorporates gateways to community input will
19 enhance the quality of compliance reports to the Court and for OPD to achieve enduring compliance
20 with the NSA.

21 The decision to appoint one person to both Monitor and Director roles was well-considered
22 and appropriate for the time. Over the course of time, however, its implementation has yet to result
23 in the necessary outcomes. As noted above, when the Director role was created, the intention was for
24 the Director and Monitor role positions to be independent, full-time positions, *based in the City of*
25 *Oakland*. Asking one person to hold two full-time positions concurrently is less than ideal. Aside
26 from the time commitments and the disparate purposes and necessary skills needed for each
27 role, while based full-time out-of-state, the Director faces a unique challenge in gaining a full sense
28 of the inner workings of OPD and the needs of the City. Conversely, the volunteer Commissioners,

the IG, and CPRA Director are all deeply embedded in the Oakland community. Each has a deep love for and commitment to the City of Oakland, making the Commission a superb and responsible candidate for guiding OPD on the path to full achieving compliance in collaboration with the Monitor and current Compliance Director. Appointing the Commission to the role of Co-Director will help ease the burden of some of the existing Director challenges and fulfill the Court's intended goal.

The current arrangement of housing both the Monitor and Director in a single person is a framework that the current Court inherited. Nonetheless, under this Court's oversight and despite having had ample time, the arrangement has yet to yield full and sustained compliance success. Beginning to process of separating the Monitor and Director positions by appointing the Commission to the Co-Director role will not only fulfill the original intent of this Court's 2012 Order but also install an entity with a strong understanding of the needs of the Oakland community - all while investing in the body created to ultimately step into the Court's oversight position when the NSA sunsets. Such a structure will create a win-win situation for both the Court and OPD.

C. Appointing the Commission As Compliance Co-Director Will Fulfill the Goals of NSA Task 49.

The Parties modeled the NSA on the Los Angeles Police Department's (LAPD) November 2000 consent decree. (Oakland Police Department and the City of Oakland, *The Oakland Police Department and Court Ordered Reform: The Negotiated Settlement Agreement drives cultural and operational change* at p. 2 (no date)). Pursuant to the decree, the LAPD fully implemented 174 reforms in nine years. Within another three years, the LAPD completed its sustainability/transition period. In comparison, the OPD's NSA includes far fewer reforms (52) and remain incomplete after a whopping twenty-two years. Although one person has served in the OPD NSA's combined Monitor/Director position for nearly half that time, the NSA itself places an express limit on the number of years an appointee can perform those roles. The Commission's proposal will allow the Court both to start a new pathway to OPD compliance and to begin to "reset" the Director position as decreed by the NSA.

In accordance with the "Period and Appointment" section of the NSA's Task 49B Pattern and Practices document from December 2008, the Parties agreed - and the Court ordered - that the

1 NSA Monitor would serve for no longer than five years. Allowing for exigencies, however, the
2 document permits an extension of that time period. Nonetheless, the NSA mandates that under no
3 circumstances may any Monitor appointment exceed seven years. Despite these terms, the current
4 Monitor has now served in that role since 2010 for a total of fifteen years - over twice the original
5 time limit. In addition, the Monitor and Director roles have been combined for nearly a decade.
6 Although the “Staffing” and other restrictions discussed in Task 49C were created at a time when
7 only the Monitor role existed, the same person currently staffs both the Director and Monitor roles.
8 As a result, to the extent that the NSA imposes a limit on the amount of time that a single Monitor
9 may serve, the time limitations set forth in Task 49B and 49C appears to apply equally to the Director
10 position. Therefore, the NSA similarly restricts the number of years that a person may hold the
11 Director position.

12 An arrangement whereby the Commission and its IG transition into the Co-Director role will
13 also accomplish one of the likely goals of the NSA’s limitation on the number of years one person
14 may serve as the Monitor/Director. New eyes bring new perspectives and produce novel solutions to
15 entrenched problems. The IG, CPRA Director and Commissioners can serve as those fresh eyes for
16 the Monitor and the Court reviewing OPD’s current status and developing innovative processes or
17 procedures tailored to coach the Department, not simply toward compliance, but to ongoing success.
18 Like the NSA’s restriction on the Monitor’s term of service, an individual Commissioner also may
19 serve no longer than five years with the IG and CPRA Director holding career positions. This
20 combination of term-limited Commissioners and permanent roles provides an ideal configuration to
21 generate innovative ideas for a roadmap to compliance while maintaining an accompanying long-
22 term perspective - much like the structure mandated within the NSA.

23 The Parties created - and the Court approved - the Negotiated Settlement Agreement as a
24 methodical collection of National Best Practices for law enforcement and federal court oversight of
25 consent decrees toward which OPD and the oversight Monitor would work. According to the Court,
26 OPD’s inability to govern itself appropriately and obtain compliance with NSA Task 5 is due to
27 Department leadership’s failure to follow existing policies or agreements. (Tr. at 12:13-17 (Sept. 4,
28 2024)). The Court admonished OPD leadership to approach disciplining officer misconduct with

integrity and courage. (Tr. at 50:15-17). Authorizing a pilot period during which the Commission will step into the Co-Director position, long held by a single person, will set the tone from the top of the oversight structure that fidelity to mandated procedures is proper - even when continuing down the present path looks to be the less complicated choice. However, easier in the short-term does not always lead to better outcomes in the long-term. Thus, the Commission asks the Court to endorse a proposed co-Directorship as a pilot period to begin the formal process of transferring the Director responsibilities to the Commission.

D. Appointing the Commission as Compliance Co-Director Is Cost-Effective for Oakland Taxpayers.

The Commission is profoundly aware that the City's budget as currently proposed does not fund the Commission's OIG. For example, the lack of auditors leaves the OIG unable to perform one of its major Charter-mandated functions, without which OPD cannot exit Court oversight. Ironically, not only will the Commission's proposal allow it to continue its collaboration with the City while guiding OPD toward full NSA compliance but serving as Compliance Co-Director will also achieve greater cost-effectiveness for Oakland taxpayers. Currently, the City makes two separate monthly payments connected to Court oversight: one to the Monitor and a second to the Director. The ultimate transition of Compliance Director duties to the Commission would allow the City to redirect savings from the Director payment to funding the OIG. City leadership has worked diligently to close a \$129 million shortfall in the City's FY 2024-2025 budget and to eliminate an additional \$280 million projected deficit over the next two years. At this time of fiscal crisis, City leadership (including Mayor Barbara Lee) must be able to fully utilize all resources at their disposal.

Drawing on the Commission's skills to share in the Compliance Co-Director role will provide a significant cost savings. City leaders will gain the flexibility to reinvest those funds toward the pressing needs of the Commission's OIG and CPRA arms for long-term stability.

III. Paradigm Shift Two: Court Restructuring the Internal Affairs Bureau to Report Directly to Chief of Police

One of the values of implementing reforms through this Court is its receptive approach to welcoming new reform ideas that push the boundary. This Court's order that the Internal Affairs

Bureau (IAB) report directly to the Chief of Police (Chief) is one such example. Along with the change in the reporting structure, the Chief and IAB conduct biweekly meetings in which the participants, including the Commission, review outstanding allegations and investigations against certain officers. OPC respectfully submits to this Court that more can be done on this score. The Commission respectfully submits that altering the internal reporting structure is unlikely to prove sufficient in producing long-term change within the Department. The Commission proposes therefore that the Department's culture change issues calls for additional, *contemporaneous* guidance and direction toward compliance incorporated within the oversight process. The Commission proposes to finally implement the vision Oakland citizens first articulated when they created the Commission and vested it with its initial spate of oversight powers. The Commission itself should step into the role of Compliance Co-Director.

The Commission is confident that its appointment as independent Compliance Co-Director will build on the tremendous amount of work done by the Parties, the Monitor /Compliance Director, and the Court while guiding OPD and the City of Oakland across the finish line to sustained success.

Accordingly, the Commission requests that the Court issue an order as follows:

1. The Oakland Police Commission will collaborate with the Compliance Director to gain a comprehensive understanding of the role as currently organized and to identify avenues through which duties can begin transitioning to the Commission and the Office of Inspector General as Compliance Co-Director (with the specific duties to be determined by agreement of the Monitor/Compliance Director and the Commission).
2. The Commission and Monitor/Compliance Director will submit a status report to the Court within six months of this Court's Order.
3. One year after this Court's Order, in conjunction with the Monitor/Compliance Director and the Commission, the Court will determine the Commission's readiness to begin to serve as sole NSA Compliance Director.

//

1 Respectfully Submitted,

2
3
4 Ricardo Garcia-Acosta

5 Chair, Oakland Police Commission

6
7 Omar Farmer

8 Chair, NSA Ad Hoc Committee

9 Alternate Commissioner, Oakland Police Commission

10
11 NSA Ad Hoc Committee Members:

12 Shawana Booker, Vice Chair, Oakland Police Commission

13 Antonio Lawson, Interim Director, Community Police Review
14 Agency

15 Zurvohn Maloof, Inspector General, Oakland Police Commission

Date: June 26, 2025



Oakland Police Commission (OPC) Mental Health Oversight

Friday, June 27th is PTSD Awareness Day



By: Alternate Commissioner, Omar Farmer

Email: Ofarmer@oaklandcommission.org

Table of Contents

1. Overview
2. PDWU Recap
3. Benchmarks

OVERVIEW



Purpose

To discuss the effects of PTSD as it relates to the Commission's duty to review and comment on the education and training OPD provides to its sworn employees regarding the management of job-related stress and related mental and emotional health issues.

Oakland Municipal Code Section 2.45.070(C)

PTSD Definition

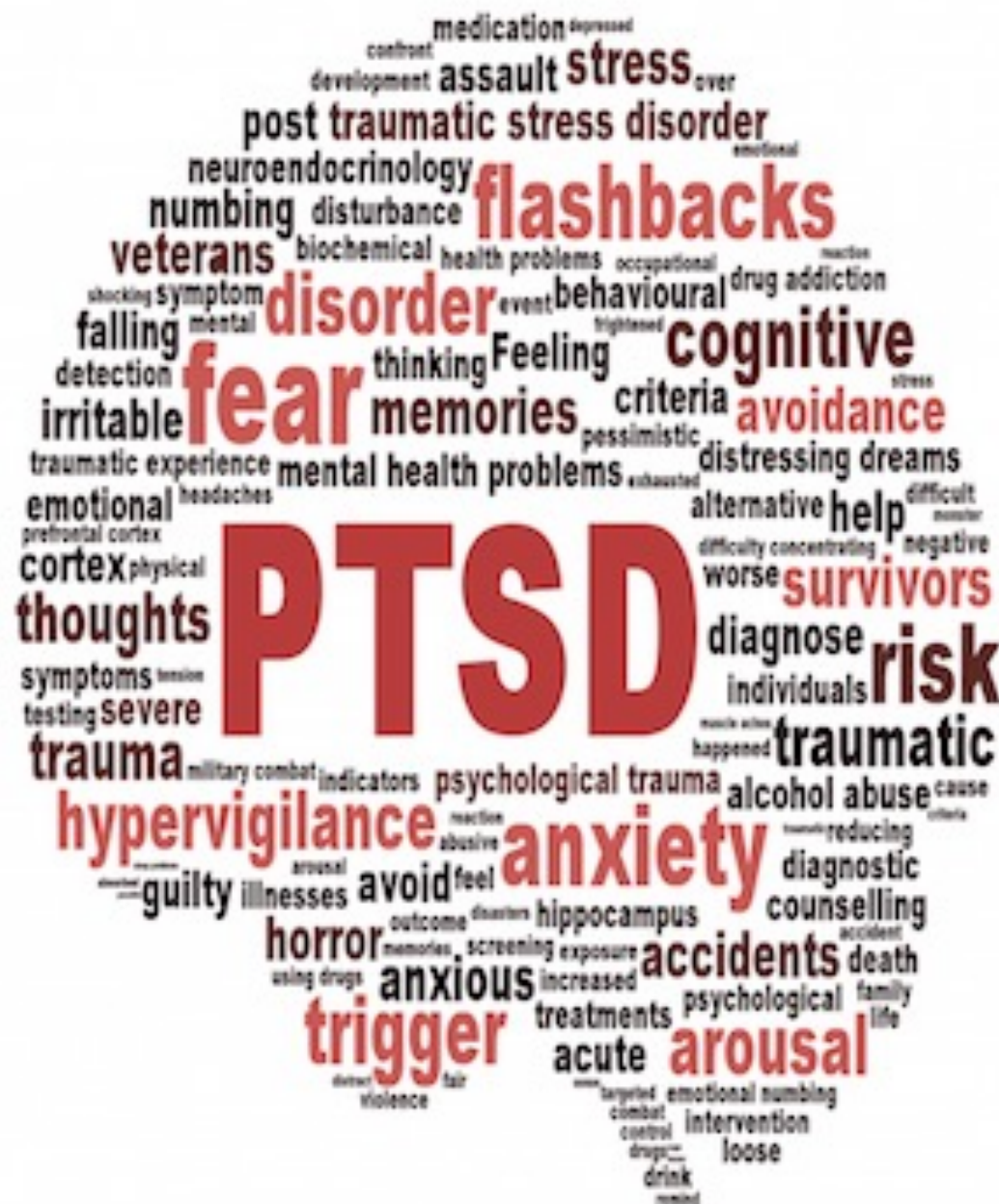
Post traumatic stress disorder (PTSD) is a mental health and wellness issue. PTSD develops after someone goes through or witnesses a life-threatening event/s. It's normal to have stress reactions to these types of events, and most people start to feel better after a few weeks. If symptoms last longer than a month and are causing problems in one's life, it could be an issue with PTSD.

Take a Self-assessment:

<https://landing.google.com/screener/ptsd?source=google>

Symptoms

- PTSD significantly impacts police officers, affecting their mental and physical well-being, work performance, and personal relationships. PTSD symptoms can interfere with an officer's ability to function on and off duty, potentially leading to impaired decision-making, social withdrawal, and alcohol or substance abuse that are used as coping mechanisms.
- Over time, exposure to stressful incidents can interfere with an officers' ability to determine what acceptable behavior looks like, and they may start to see the world through an "us versus them" lens which can lead to incidents involving excessive force in some cases.
- Police are exposed to an average of 178 critical incidents throughout their career, while the average person encounters two to three traumatic events in their life.



Myths vs. Truths

MYTHS

1. PTSD indicates weakness.
2. PTSD is inevitable.
3. PTSD is permanent.
4. Therapy takes a lifetime.
5. Others deserve therapy more.

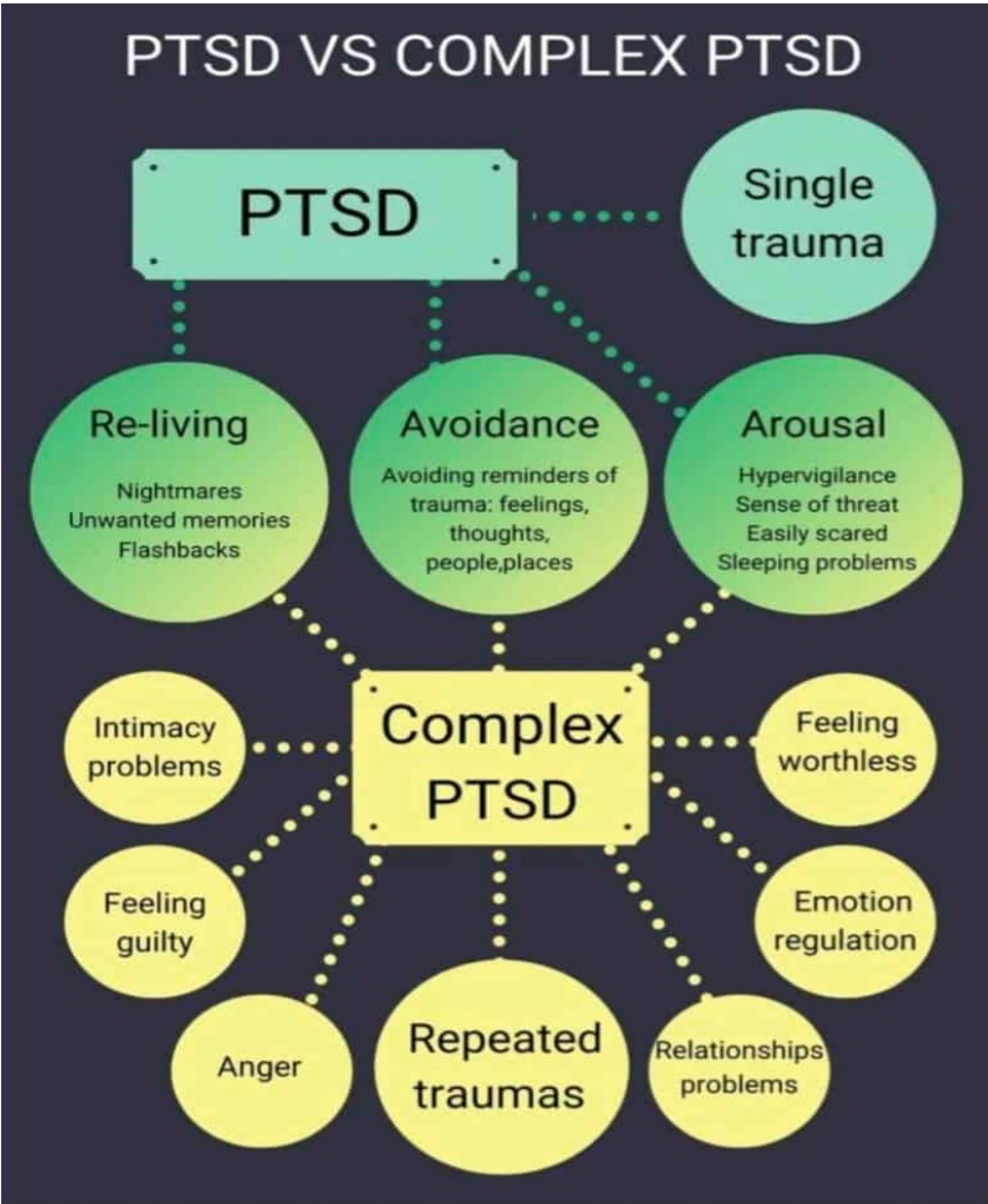
FACTS

1. Avoidance of emotions can contribute to PTSD.
2. PTSD is not inevitable.
3. PTSD is highly treatable.
4. Treatment leads to significant improvement.
5. You deserve to be healthy.

C-PTSD Definition

Complex-PTSD arises from prolonged or repeated trauma. It differs from PTSD which typically stems from a single traumatic event, while C-PTSD develops due to chronic exposure to traumatic situations. The trauma is not a one time occurrence but forms as a part of a continuous cycle.

This repeated exposure to danger reshapes the brains stress response. This influences one's sense of safety and security, even long after the trauma has ended. C-PTSD leads to a distinct and complex set of symptoms that require specialized treatment.



Interventions

- Officers are 3 times more likely to suffer from PTSD compared with the general population, on average, police officers experience more than three traumatic events every 6 months in their service (e.g., fatal accidents, murders, suicides, and life-threatening incidents against themselves or others).
- About one third (35%) of police officers who are exposed to traumatic events develop post-traumatic stress, which puts them at greater risk of developing post-traumatic stress disorder.
- Officers who engage in abusive policing such as excessive force are more likely to report PTSD symptoms. PTSD interventions may reduce the likelihood of excessive force and improve their overall well being, which in turn improves the well being of our community.
- **In an effort to intervene early and often, should officers be screened for PTSD after any of the situations above and at a set frequency such as annually?**

SUICIDE: *#1 Threat to Police Officers*

The number one killer of police officers is suicide. Law enforcement suicide occurs **1.5** times more frequently compared to the general population.

Prevalence of Issue



64% of Police suicides were a surprise



Over **100** police officers take their lives per year, dating back to 2008



15% - 18% of officers that commit suicide suffered from PTSD

PROFESSIONAL DEVELOPMENT WELLNESS UNIT (PDWU)

SWOT Analysis

STRENGTHS

- + Wellness Unit is in Place
- + PDWU Food Services
- + LD-14 Officer Wellness
- + Peer Support Chaplaincy
- + In House Therapist
- + Gym
- + Cross Fit
- + Meditation Room
- + Lactation Rooms

WEAKNESSES

- Moral
- Culture
- Support From All Ranks
- Overworked

SWOT Analysis

OPPORTUNITIES

- Lineups to promote awareness
- Partner with external businesses who offer discounts.
- The Wellness Coordinator attends Command Staff meetings.
- Build Advisory Board
- OPD Pulse Newsletter

THREATS

- Financial
- Participation
- Logistics
- Permanent Staff

Takeaways & Recommendations

Attachment 2

- Lack of trust in executive staff.
- Increased stress and burnout due to decrease in staff.
- Rise in physical and mental health risk.
- Limited full-time staff to mitigate occupational stressors.
- Budget highly dependent on grants limiting programs and resources.
- No permanent staff dedicated to PDWU jeopardizes the growth and stabilization of support services.
- Increase in support from city budget dedicated to wellness.
- Hiring of permanent Wellness Manager.
- Two full-time wellness staff specializing in alcohol and substance abuse and physical fitness.
- Reduce stigma around mental health by increasing touch points.
- Strategic communications plan to increase trust, morale, and confidence.
- Allocate budget for PDWU.
- Executive staff advocate for officer and professional staff wellness.
- Ensure permanent staff is hired.
- Continue to grow wellness program so staff will feel safe, valued, and heard.

BENCHMARKS

Scorecard

- The purpose of using a scorecard is to review, comment, and grade OPD on their management of job-related stress and related mental and emotional health issues for PTSD or other officer related trauma.
- The Scorecard is set up by category in the top left, adjacent to a list of indicators in the chart on the right that will be scored, by using the scoring scale of 1-5 in the far lefthand column.
- The categories to assist us in our assessment are: Wellness Leadership, Wellness Culture, Psychological Support, Physical Wellness, Sleep & Fatigue Management, and Financial Wellness.
- These categories were selected because they were identified in published research regarding areas every police department should evaluate.

Wellness Leadership

- 1 This indicator is not part of OPD practices, and there is no plan in place to make it a part of their practices.
- 2 This indicator is not part of OPD practices, but planning is in place to implement it.
- 3 This indicator is a part of OPD practices generally, though without tracking or using results to drive improvements, and without a plan to do so.
- 4 This indicator is a part of OPD practices, with planning underway to track and use results to drive improvements.
- 5 This indicator is a part of OPD practices, is regularly monitored and used to drive improvements.

Indicator	Score
Wellness Leadership Training conducted.	1
Hire two full-time staff focused on alcohol and substance abuse and a FTE Wellness Coordinator.	2
Hire four total FTE Wellness staff members.	3
An active Advisory Board is in place.	4
Conduct a review of morale and welfare initiatives.	5

HOW TO TALK TO SOMEONE WITH PTSD



DO SAY

“I’ll always be here”

“I have every
confidence in you”

“This must be very
hard for you”

“You’re safe and
secure with me”



DON'T SAY

“It wasn’t that bad”

“It’s time to get
over it”

“We’ve all got our
problems”

“Stop going on
about it”

Wellness Culture

- 1 This indicator is not part of OPD practices, and there is no plan in place to make it a part of their practices.
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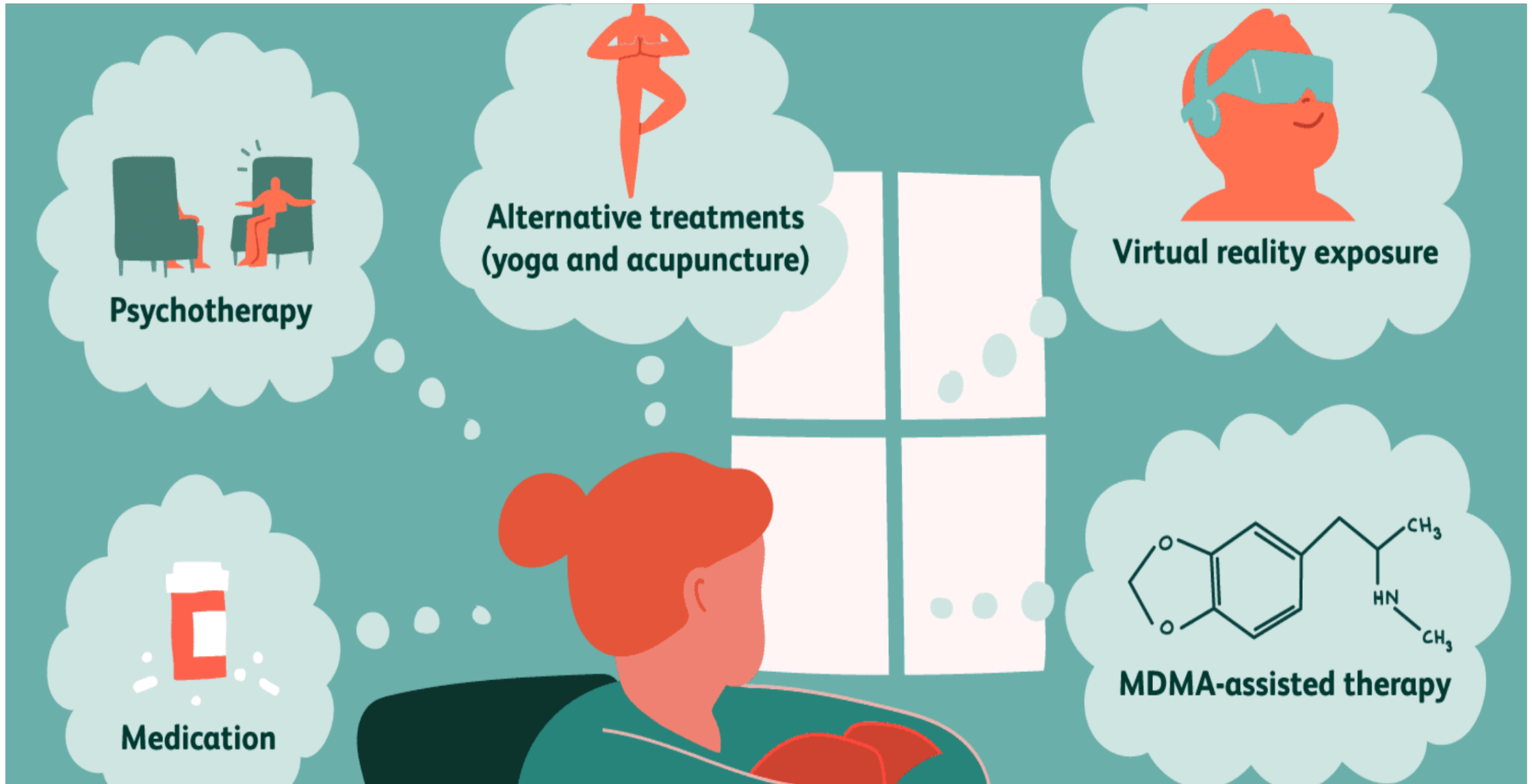
Indicator	Score
Summary of officers arrested for misdemeanors and felonies.	1
Review of discipline received for use of force policy violations or other problematic patterns.	2
Review of excessive force allegations or other abusive patterns.	3
Officers are surveyed on department leadership as well as their satisfaction and morale, including their perceptions of procedural justice within the department.	4
Review of mediation conducted for use of force allegations.	5

Psychological Support

- 1** This indicator is not part of OPD practices, and there is no plan in place to make it a part of their practices.
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- 5** This indicator is a part of OPD practices, is regularly monitored and used to drive improvements.

Indicator	Score
How many Critical Incidents occurred, total number of officers involved. How many attended Critical Incident Stress Debriefings.	1
Access provided to virtual reality or other psychological therapy programs.	2
Officers provided access to trauma-focused psychotherapy.	3
PTSD screening conducted.	4
Officers provided access to chaplaincy.	5

Treatment Options



Physical Wellness

- 1 This indicator is not part of OPD practices, and there is no plan in place to make it a part of their practices.
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Indicator	Score
Fitness Programs available.	1
Injury Prevention and Recovery program participants.	2
Conduct a review of DUI's, alcohol related, or substance related arrests and incidents quarterly.	3
Access to support for PTSD & C-PTSD related physical health problems and provided access to medications.	4
Officer workplace injuries are tracked.	5

Sleep & Fatigue Management

- 1 This indicator is not part of OPD practices, and there is no plan in place to make it a part of their practices.
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Indicator	Score
Sleep Optimization Program education provided.	1
Shift Management Strategies in place due to decrease in staff.	2
Fatigue Risk Mitigation conducted.	3
Quarterly overtime overview. Number of officers engaged in excessive overtime.	4
Officer moonlighting hours are being tracked to ensure fitness for duty upon arrival for work.	5

BENEFITS OF CPAP FOR PTSD



- Improved Sleep
- Reduced Nightmares
- Decreased Anxiety
- Better Mood

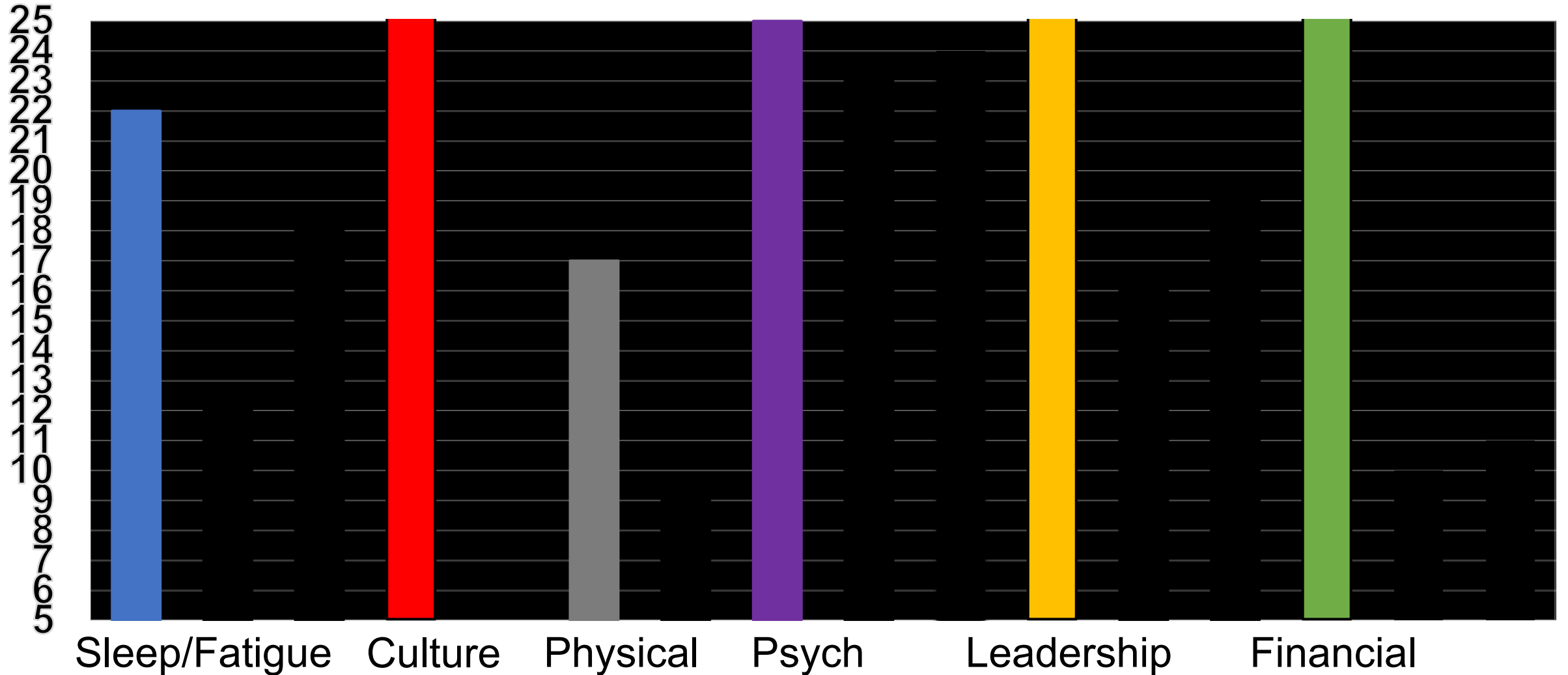
Financial Wellness

- 1** This indicator is not part of OPD practices, and there is no plan in place to make it a part of their practices.
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Indicator	Score
Host an event where military veteran officers can sign up for VA benefits. On average, Veterans make up 25% of departments nationwide.	1
Resources available for officers to assist with financial management crisis.	2
Review of problematic patterns related to excessive overtime.	3
Conducted outreach to businesses who will provide discounts.	4
Access provided to financial and estate planning.	5

<u>Categories</u> (25 possible points per category)	<u>Score</u> (150 possible total points)	<u>Next Steps</u>	<u>Next Review Date</u>
Wellness Leadership	#		Quarterly
Wellness Culture	#		Bi-Monthly
Psych Support	#		Monthly
Physical Wellness	#		Annually
Sleep & Fatigue	#		Quarterly
Financial Wellness	#		Bi-Monthly
	### out of 150		

Wellness Key Performance Indicators - Total Score TBD



RECOGNIZE AND SUPPORT PTSD AWARENESS MONTH



The goal of this month is to help reduce stigma, encourage compassion toward those who are impacted and advocate for proper treatment.

Thank you for listening!

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**OAKLAND POLICE DEPARTMENT REPORTING TEMPLATE
FOR POLICE COMMISSION MEETING**

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

Prepared 6/18/2025

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"> ▪ 10th IMT Sustainability Report (2 Jun 25): ▪ Task 2: Timeliness Standards and Compliance with IAB Investigations <ul style="list-style-type: none"> ○ Not 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	Pending
Next CMC	10 Jul 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 the 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 the 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 the 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>

Page | 1

* "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><i>Sworn Staffing</i> Authorized: 601 Filled: 661 Operation Strength: 540</p> <p><i>Communications Dispatchers</i> Authorized: 78 Filled: 67 (7 new Dispatcher Trainees started on Oct. 28th. 18 are currently in training) Three (3) Dispatchers hired eff 10 May 25.</p> <p><i>Professional Staffing</i> Authorized: 251 Filled: 240</p> <p><i>Vacancies of note:</i> All vacant positions are frozen, with the exception of the Police Communication Dispatchers. Police Communications Dispatcher (11)</p>																																						
	<table><tr><th>As of Jun 17, 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>3</td><td></td><td></td></tr><tr><td>1-2 Years</td><td>13</td><td>14</td><td>1</td><td></td></tr><tr><td>6 mo.– 1 Year</td><td>4</td><td>12</td><td>1</td><td></td></tr><tr><td>2-6 months</td><td>17</td><td>20</td><td>3</td><td>1</td></tr><tr><td>Less than 2 months</td><td>1</td><td>6</td><td>1</td><td></td></tr><tr><td>Total</td><td>41</td><td>55</td><td>6</td><td>1</td></tr></table>				As of Jun 17, 2025 (Sworn only)	Admin Leave	Medical Leave On-Duty Illness/ Injury	Medical Leave Personal Illness/ Injury	Military Leave	2+ Years	6	3			1-2 Years	13	14	1		6 mo.– 1 Year	4	12	1		2-6 months	17	20	3	1	Less than 2 months	1	6	1		Total	41	55	6	1
	As of Jun 17, 2025 (Sworn only)	Admin Leave	Medical Leave On-Duty Illness/ Injury	Medical Leave Personal Illness/ Injury	Military Leave																																		
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2-6 months	17	20	3	1																																			
Less than 2 months	1	6	1																																				
Total	41	55	6	1																																			
<p><i>Long-term leave:</i> 103 sworn employees</p> <ul style="list-style-type: none">61 Medical Leave41 Admin Leave<ul style="list-style-type: none">7 Sergeants of Police34 Police Officers28 Sworn on Modified Duty1 Military Leave9 Active Military Reservists <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> – 6/mo. (45 separated over the past year)</p> <p><i>Reemployments</i> – None</p> <p><i>Retirement Projections for 2025:</i> 70 possible</p> <ul style="list-style-type: none">1 Assistant Chief of Police2 Deputy Chief of Police2 Captains of Police6 Lieutenants of Police24 Sergeants of Police35 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																				
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Academy Recruits	<p>195th Academy: First day will be July 5, 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 formatWaiver for Officers<ul style="list-style-type: none">Working with the City Attorney to formalizeAdded personnel to assist <p># of pending Skelly by Subject: 119 (-2) # of pending Skelly by Case: 83 (-2) Number of Skelly Hearing Officers: 21 (-1)<ul style="list-style-type: none">Upcoming retirements and reassignments<p># of Skelly awaiting dissemination – 14 (-2) Wait time for each Skelly – Varies How are Skelly Officers selected (training, recusals, etc.) - Must attend Skelly Hearing Officer Training & be of appropriate rank</p></p>																																						

IAB Cases	<p>2024 Total cases closed – 1508 (126) Sustained cases (235) Sustained allegations</p> <p>2025 (as of 15 Jun 25) Total cases closed YTD – 770 Total cases opened in Intake YTD- 650 Total Cases assigned to Intake (not yet assigned to an investigator) - 141</p> <p>Case Load Total investigations assigned to IAB-130 Total investigations assigned as DLIs – 158</p> <p>Total cases currently open - 512 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>SVS Juvenile Cases: 2025 (Year-To-Date)</p> <ul style="list-style-type: none"> Juvenile Arrests: 119 total juvenile arrests YTD Referrals to restorative justice programs: 26 <ul style="list-style-type: none"> Neighborhood Opportunity & Accountability Board (NOAB) - 25 Community Works West Referrals – 1 (No longer in service as of January 2025) <p>Missing Persons: 2025 (Year-To-Date)</p> <ul style="list-style-type: none"> YTD MPU Cases: 660 YTD Closed MPU Cases: 559 	<p>Hate Crimes: 2025 (Year-To-Date)</p> <ul style="list-style-type: none"> Total Cases: 4 New cases: 1 <p>DVU Cases: 2025 (Year-To-Date)</p> <ul style="list-style-type: none"> Total cases: 1, 816 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. Domestic Dispute – 581 Domestic Battery, 243(e)(1) - 444 Inflict corporate Injury Spouse/cohabitant 273.5 - 439
Education and training regarding job-related stress, PTSD, Wellness	<p>June is National Post-Traumatic Stress Disorder Awareness Month. Information was distributed to the Oakland Police Department to include:</p> <ul style="list-style-type: none"> PTSD awareness Stress Management Tips Drug/Alcohol information Suicide resources Peer Support/EAP/Chaplain/Dept. Mental Health Professional contact info 	
Budget QUARTERLY	Last: Next:	
Citywide Risk Management QUARTERLY	Last: 4 Mar 25 Next: 27 May 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"> 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 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"> Chief Mitchell – 22 May 25
Update on Pursuit Policy	<ul style="list-style-type: none"> Chief Mitchell – 13 Mar 25

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 Referrals○ NOAB								
Encampment Management	<ul style="list-style-type: none">• Presented on 10 Oct 24 - Captain Eriberto Perez- Angeles								
Missing Persons	<ul style="list-style-type: none">• Presented on 10 Oct 24 – Lieutenant Campos								
Ceasefire	<ul style="list-style-type: none">• Presented on 26 Sep 24 - Director Reverend Damita Davis<ul style="list-style-type: none">○ Ceasefire								
30x30 - OPOA Women's Committee	<ul style="list-style-type: none">• Presented on 19 Sep 24 - Lt. Alexis Nash<ul style="list-style-type: none">○ 30x30○ OPOA Women's Committee○ Women Leaders in Law Enforcement Symposium (WLLE)								
Patterns Definition	<ul style="list-style-type: none">• Presented on 22 Aug 24 - "Patterns" Definition – Lt. Hubbard								
Skelly	<ul style="list-style-type: none">• Presented on 22 Aug 24 - Update on Skelly – Act. Capt. Dorham								
Wellness Unit	<ul style="list-style-type: none">• Presented on 22 Aug 24 - Wellness Unit Update – Dr. Nettles								
J-04 Pursuit Policy	<ul style="list-style-type: none">• Presented on 31 Jul 24 at the Community Policing Ad Hoc Public Forum - Capt. Ausmus, A/Captain E. Perez-Angeles, and Sgt. Urquiza-Leibin								
SB 2	<ul style="list-style-type: none">• Presented on 25 July 24 – Lt. Dorham								
911 System Grand Jury Report Presentation	<ul style="list-style-type: none">• Presented on 11 July 24 – Deputy Director Suttle and Mgr. Cheng								
MACRO Strategy Development	<ul style="list-style-type: none">• Presented on 11 July 24 – Deputy Director Suttle and Mgr. Cheng								
MACRO Data	<div><ul style="list-style-type: none">• June 1st - 15 2025 bi-weekly data:• 47 calls were referred from OPD Dispatch to MACRO• 8 incidents were returned from OFD and sent back to OPD to handle• 744 potential calls not referred to MACRO due to the below incident type 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></div>	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)
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	<table><tr><td>415D (Disturbing the Peace – Drinking)</td><td>647C (aggressive panhandling)</td><td>602L (trespassing)</td><td>SLEEP (evaluate/person sleeping)</td></tr><tr><td>415F (disturbing the Peace – Family/Domestic Disturbance)</td><td>601I (incorrigible juvenile)</td><td>922 (person drunk on the street)</td><td>WELCK (conduct a welfare check on someone)</td></tr><tr><td>415E (Disturbing the Peace – Music Party)</td><td>647F (person possibly drunk)</td><td>314 (indecent exposure)</td><td>SENILE (evaluate the scene, welfare check, could be a missing person unable to care for themselves)</td></tr></table>	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)									
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	<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 dwellingmention of a crime, weapons and/or threats of violence																					
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Paid Admin Leave Budget	<ul style="list-style-type: none">Presented on 13 Jun 24, Manager Marshall and Chief Mitchell																					
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)