



OAKLAND POLICE COMMISSION

REGULAR MEETING AGENDA

January 23, 2025 - 5:30 PM

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

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

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



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PUBLIC PARTICIPATION

The Oakland Police Commission welcomes public participation. We are currently unable to implement hybrid meetings. Please see below for information on how you can observe and/or participate:

OBSERVE:

- To observe, the public may view the televised video conference by viewing KTOP channel 10 on Xfinity (Comcast) or ATT Channel 99 and locating City of Oakland KTOP - Channel 10
- To observe the meeting by video conference, please click on this link <https://us02web.zoom.us/j/88421920398> at the noticed meeting time. Instructions on how to join a meeting by video conference are available at: <https://support.zoom.us/hc/en-us/articles/201362193>, which is a web page entitled "Joining a Meeting"
- To listen to the meeting by phone, please call the numbers below at the noticed meeting time: Dial (for higher quality, dial a number based on your current location):

+16694449171,,88421920398# US +16699009128,,88421920398# US (San Jose)

Webinar ID: 884 2192 0398

After calling any of these phone numbers, if you are asked for a participant ID or code, press #. Instructions on how to join a meeting by phone are available at [Joining a Meeting by Phone](#).

Use of Zoom is limited to observing, public comment will not be taken via Zoom

PROVIDE PUBLIC COMMENT IN PERSON:

- Public comment on each agenda item will be taken. Members of the public wishing to comment must fill out a speaker card for each item they wish to comment on. Speaker cards will be accepted up until Public Comment for each item. Please submit your cards to the Chief of Staff before being recognized by the presiding officer.
- Comments must be made on a specific agenda item covered in the meeting that the comment was submitted for, and that item must be written on the speaker card, or they will be designated Open Forum comments.
- Comments designated for Open Forum, either intentionally or due to the comments being outside of the scope of the meeting's agenda and submitted without including a written agenda item, will be limited to one comment per person.
- A group representing similar views may designate a spokesperson to speak on their behalf and will be granted 3 minutes to speak.
- Comments are limited to one per person per item, and the 2-minute speaker time allotment is not transferrable at Commission meetings.

E-COMMENT:

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

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- I. **Call to Order, Welcome, Roll Call, Determination of Quorum, and (Read-Out from Prior Meeting, if any)**
Chair: Ricardo Garcia-Acosta
Roll Call: Commissioners Wilson Riles, Angela Jackson-Castain, Shawana Booker, Shane Williams, Samuel Dawit, 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 City's Sunshine Ordinance

- III. **Redetermination of Quorum and (Read-Out from Closed Session and/or announcements, if any)**
Chair: Ricardo Garcia-Acosta
Roll Call: Commissioners Wilson Riles, Angela Jackson-Castain, Shawana Booker, Shane Williams, Samuel Dawit, 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. **Status of OPD's Pursuit Policy and Commission Approval of Consensus on the Proposed OPD Changes**
The Commission will approve its comments with the intent to provide written comments to the Chief, by 1/24/25, as requested.

- 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 1)

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

- VII. **Update from Office of the Inspector General**

Inspector General Zurvohn Maloof will provide an update on the OIG's work. Topics discussed in the update may include project priorities under the City Charter; staffing updates; community engagement and outreach. This is a recurring item. (Attachment 2)

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

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

Executive Director Mac Muir will provide updates on the CPRA to the extent permitted by state and local law. Topics discussed in the update may include the Agency's pending cases, completed investigations, staffing, and recent activities. This is a recurring item.

This is a recurring item. (Attachment 3)

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

- IX. **Election of Oakland Police Commission Chairperson**

The Commission will nominate and vote on the appointment of a chairperson to serve from January 23, 2025 until the next election in January 2026. This is a recurring item.

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

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X. **Election of Oakland Police Commission Vice Chairperson**

The Commission will nominate and vote on the appointment of a Vice Chairperson to serve from January 23, 2025 until the next election in January 2026. This is a recurring item.

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

XI. **Ad Hoc Committee Reports**

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

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

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

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

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

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

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

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Ad Hoc Committee Reports Continued

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

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

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

XII. **Commission Vote for Resolution Determining Outcome of Second Regular Meeting in January**

The Commission will review and act on approving a resolution about whether to hold a 2nd Regular Meeting in January. (*Attachment 4*)

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

XIII. **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

XIV **Open Forum Part 2** (2 minutes per speaker, 15 minutes total)

Members of the public wishing to address the Commission on matters that were not on tonight's agenda but are related to the Commission's work should submit a speaker card before the start of this item. Persons who spoke during Open Forum Part 1 will not be called upon to speak again without prior approval of the Commission's Chairperson. ***This is a recurring item.***

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

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

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

XVI. 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

California Code, Government Code - GOV § 15160

(a) The Attorney General shall, upon the advice of the committee, adopt and publish for distribution to the system subscribers and other interested parties the operating policies, practices and procedures, and conditions of qualification for membership.

(b)(1) Commencing on January 1, 2020, consistent with the California Values Act (Chapter 17.25 (commencing with [Section 7284](#)) of Division 7 of Title 1), no subscribers to the system shall use information other than criminal history information transmitted through the system for immigration enforcement purposes, as defined in [subdivision \(f\) of Section 7284.4](#). In addition, no subscribers to the system shall use the system for purposes of investigating violations of [Section 1325 of Title 8 of the United States Code](#), if a violation of that section is the only criminal history in an individual's record. This section does not prohibit or restrict any government entity or official from sending to, or receiving from, federal immigration authorities, information regarding the citizenship or immigration status, lawful or unlawful, of an individual, or from requesting from federal immigration authorities immigration status information, lawful or unlawful, of any individual, or maintaining or exchanging that information with any other federal, state, or local government entity, pursuant to [Sections 1373 and 1644 of Title 8 of the United States Code](#).

(2) Commencing on July 1, 2021, any inquiry for information other than criminal history information submitted through the system shall include a reason for the initiation of the inquiry.

(3) Commencing on July 1, 2021, the Attorney General, and personnel they so authorize, may conduct investigations, including inspections and audits, as the Attorney General deems appropriate to monitor compliance with this subdivision. The Attorney General or authorized personnel who are conducting an investigation pursuant to this subdivision shall be authorized to review and inspect case files and any records identified in the investigation process to substantiate a reason given for accessing information other than criminal history information in the system.

(c) For the purposes of this section, "system" means the statewide telecommunications system of communication established pursuant to this chapter.



Oakland Police Department Immigration Policy

9 Jan 25

Lieutenant Gordan Dorham



Agenda



- Background
- Relevant Documents
 - Sanctuary City Ordinance (City Ordinance 13515)
 - Immigration Policy
 - Government Code 15160
- Policy Review



Background



- The City of Oakland has a tradition of embracing diversity and respecting civil and human rights regardless of immigration status.¹
- Oakland has been on record as a City of Refuge since 1986 and reaffirmed its status as a Sanctuary City in 2016.²
- The cooperation agreement with ICE was terminated in 2017.³
- City Ordinance 13515 was introduced in December 2018 and signed in January 2019. It is known as the **Oakland Sanctuary City Ordinance**.



Sanctuary City Ordinance



- *OPD employees shall not provide law enforcement assistance, including traffic support, to ICE, including any subdivision of ICE, in any capacity except to respond to a public safety emergency related to an ICE action or where assistance is required by Federal or State statute, regulation or court decision.*
- *In the event OPD assists in an ICE investigation, detention, arrest or any other operation, OPD shall explain the facts giving rise to its action in a written report to the Public Safety Committee at the earliest opportunity.*



Immigration Policy (Lexipol 415)



- *OPD shall not provide federal immigration agencies access to individuals solely for the purpose of immigration enforcement.*
- *Officers shall not inquire or request proof of immigration status or citizenship when providing services or benefits except where the receipt of such benefits or services is contingent upon one's immigration status, such as in the processing of a U visa or T visa.*



Immigration Policy (Lexipol 415)



*Members of OPD **shall not**: [emphasis added]*

- *Enforce or assist ICE in the enforcement of violations of civil immigration laws*
- *Initiate investigations or use personnel or resources where the only objective is to discover whether an individual is in violation of a civil immigration law*
- *Detain individuals for a violation of civil immigration law*



Immigration Policy (Lexipol 415)



- *Unless the circumstances present an imminent danger to officer or public safety, requests by DHS or ICE for any operational assistance from OPD (including but not limited to ICE detainer requests), shall immediately be directed to the watch commander on duty for approval, who in turn shall immediately notify the Chief of Police, or the Chief's designee.*
- *In the event a determination needs to be made about whether an ICE detainer request should be fulfilled, the Chief of Police, or the Chief's designee, shall consider the merits of each request carefully. In making this determination, the Chief, or Chief's designee, shall comply with the California TRUST Act, assess whether the individual poses a risk to public or officer safety, and consider the availability of OPD personnel and resources necessary to comply with the request.*



Immigration Policy (Lexipol 415)



- *OPD does not collect or maintain any information regarding a person's immigration status, unless the information is gathered specifically for the purposes of completing U visa or T visa documents.*
- *Officers shall not share non-public information about an individual's address, upcoming court date, or release date with ICE or CBP. Officers shall respond to an ICE or CBP request for non-public information only when a judicial warrant accompanies the request.*



Government Code 15160 (CLETS Restrictions)



No subscribers to [CLETS] shall use information other than criminal history information transmitted through the system for immigration enforcement purposes... In addition, no subscribers to the system shall use [CLETS] for purposes of investigating violations of Section 1325 of Title 8 of the United States Code [illegal entry into the US], if a violation of that section is the only criminal history in an individual's record.



Policy Review



- Excluding a public emergency or Federal or State mandate, OPD shall not assist ICE in any capacity, including traffic control or in providing an individual's information.
- If assistance is provided to ICE, OPD shall explain such action to the Public Safety Committee.
- OPD shall not detain individuals based solely on immigration issues.



End of Presentation

Policy

415

Oakland Police Department

Policy Manual

Immigration

415.1 PURPOSE AND SCOPE

The purpose of this immigration policy is to provide guidance and direction to the members of the Oakland Police Department (OPD) on Federal, State, and local immigration laws.

The responsibility for enforcement of immigration laws rests solely with the U.S. Immigration and Customs Enforcement agency (ICE) under the direction of the United States Department of Homeland Security (DHS), and not with local or state law enforcement agencies. OPD is committed to equal enforcement of the law and equal service to the public regardless of a person's immigration status. This commitment increases our effectiveness in protecting and serving the entire community.

415.2 DUE PROCESS RIGHTS OF ALL PERSONS

OPD shall not provide federal immigration agencies access to individuals solely for the purpose of immigration enforcement.

If OPD receives a federal immigration detainer request for an individual in OPD custody, Officers shall provide the individual with a copy of the request.

Officers shall not inquire or request proof of immigration status or citizenship when providing services or benefits except where the receipt of such benefits or services is contingent upon one's immigration status, such as in the processing of a U visa or T visa.

Individuals with limited English proficiency must be given access to translation or interpretation and must receive documents in their native language if available.

415.3 FEDERAL LAW

The responsibility for enforcement of immigration laws rests solely with ICE, under the direction of DHS.

Immigration detainers or requests, sometime called "ICE holds," are not compulsory. Instead, they are merely requests enforceable at the discretion of the agency holding the arrestee. Federal regulations define immigration detainers as "requests" rather than commands.¹ Courts have also held that ICE detainers are voluntary requests that "do not and cannot compel a state or local law enforcement agency to detain suspected aliens subject to removal."² Thus, local agencies are "free to disregard [an] ICE detainer."³

¹ 8 C.F.R. § 287.7(a).

² *Galarza v. Szalczyk*, 745 F.3d 634 (3rd Cir. 2014); see also *Flores v. City of Baldwin Park*, No. CV 14-9290-MWF, 2015 WL 756877, at *4 (C.D. Cal. Feb. 23, 2015) ("federal law leaves compliance with immigration holds wholly within the discretion of states and localities").

³ *Galarza*, 745 F.3d at 645.

Immigration

The mere fact that an individual is unlawfully in the United States is not a criminal offense.⁴ Thus, unlawful presence in the United States, by itself, does not justify continued detention beyond that of an individual's normal release date. This applies even where ICE or United States Customs and Border Protection (CBP) provide an OPD officer with administrative forms that use the terms "probable cause" or "warrant." A lawful detention under the Fourth Amendment must be supported by probable cause that a person has committed a crime.⁵

415.4 CITY POLICY

Members of OPD shall not:

- Enforce or assist ICE in the enforcement of violations of civil immigration laws
- Initiate investigations or use personnel or resources where the only objective is to discover whether an individual is in violation of a civil immigration law
- Detain individuals for a violation of civil immigration law⁶

415.5 REQUESTS FOR ASSISTANCE FROM DHS OR ICE

Unless the circumstances present an imminent danger to officer or public safety, requests by DHS or ICE for any operational assistance from OPD (including but not limited to ICE detainer requests), shall immediately be directed to the watch commander on duty for approval, who in turn shall immediately notify the Chief of Police, or the Chief's designee.

In the event a determination needs to be made about whether an ICE detainer request should be fulfilled, the Chief of Police, or the Chief's designee, shall consider the merits of each request carefully. In making this determination, the Chief, or Chief's designee, shall comply with the California TRUST Act,⁷ assess whether the individual poses a risk to public or officer safety, and consider the availability of OPD personnel and resources necessary to comply with the request.

415.6 INFORMATION SHARING

OPD does not collect or maintain any information regarding a person's immigration status, unless the information is gathered specifically for the purposes of completing U visa or T visa documents.

Officers shall not share non-public information about an individual's address, upcoming court date, or release date with ICE or CBP. Officers shall respond to an ICE or CBP request for non-public information only when a judicial warrant accompanies the request.

⁴ *Arizona v. United States*, 567 U.S. 387, 132 S. Ct. 2492, 2505 (2012); *Melendres v. Arpaio*, 695 F.3d 990, 998, 1000 (9th Cir. 2012).

⁵ *Gerstein v. Pugh*, 420 U.S. 103, 120 (1975).

⁶ See November 29, 2016, Oakland City Council "Resolution Denouncing Tactics Used to Intimidate Immigrants Residing in Oakland and Re-affirming the City's Declaration as a City of Refuge" (Resolution No. 86498).

⁷ See Gov't Code, §§ 7282, 7282.5. The TRUST Act limits the discretion of law enforcement officials to detain an individual pursuant to a federal immigration detainer request, should an agency choose to do so, unless two conditions are met. First, the continued detention must "not violate any federal, state, or local law, or any local policy," and second, the detainee must have a qualifying criminal history as enumerated in Government Code section 7282.5(a) or be the subject of an outstanding federal felony arrest warrant.

Oakland Police Department

Policy Manual

Immigration

415.7 U VISA AND T VISA NONIMMIGRANT STATUS

Under certain circumstances, federal law allows temporary immigration benefits, known as a U visa, to victims and witnesses of certain qualifying crimes. Similar immigration protection, known as a T visa, is available for certain qualifying victims of human trafficking.

Any request for assistance in applying for a U visa or T visa should be forwarded in a timely manner to the Special Victims Section (SVS) Lieutenant for review and endorsement. The SVS Lieutenant may consult with the assigned investigator to confirm the applicant is cooperative with the investigation.

The SVS Lieutenant or their designee shall approve or deny the request and complete the certification or declaration, if appropriate, within the time frame required under Penal Code § 679.10(h).⁸ The instructions for completing certification and declaration forms can be found on the U.S. Department of Homeland Security (DHS) website and under Penal Code § 679.10.

The OPD website has information regarding the U visa or T visa application process as well as a non-profit organization that can assist with the application process.

⁸ "A certifying entity shall process an I-918 Supplement B certification within 90 days of request, unless the noncitizen is in removal proceedings, in which case the certification shall be processed within 14 days of request." Penal Code § 697.10(h).

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: 1/16/2025

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

Task	
Tasks 2, 5, and 45	<p>9th IMT Sustainability Report was submitted to the court on 20 Dec 24:</p> <ul style="list-style-type: none"> • Task 2: Timeliness Standards and Compliance with IAB Investigations <ul style="list-style-type: none"> ▪ In compliance • Task 5: Complaint Procedures for IAB <ul style="list-style-type: none"> ▪ Not in compliance • Task 45: Consistency of Discipline Policy <ul style="list-style-type: none"> ▪ No compliance Finding. <p>The Ninth NSA Sustainability Period Report of the Independent Monitor for the Oakland Police Department has been completed by the monitoring team.</p> <p>Failure to Accept or Refer Complaint (FTARC) and Supervisory Notes File (SNF) inspection – complete.</p> <ul style="list-style-type: none"> • Patterns definition – collaboration meeting w/ OIG, CPRA, IMT on 19 Mar 24. • Revisions are underway based on the feedback provided by the CPRA and IMT. • 2nd Draft definition of “Patterns” provided 12 Aug 24: <ul style="list-style-type: none"> ▪ <i>“A pattern of behavior is defined as three or more related incidents of a similar nature, committed by an employee within two years (730 days). This behavior is characterized by regularity, suggesting a systematic or habitual nature rather than isolated events. Identifying a pattern is based on the frequency, consistency, and similarity of the behaviors or actions under comparable circumstances.</i> <p style="text-align: center;"><i>A recognized pattern mandates Internal Affairs notification as defined in DGO M-03.”</i></p> • Next steps: OPD needs approval from the monitoring team and stakeholders before amending DGO M-03. <p>Case Management Conference (CMC) – 4 Sep 24 (Summary below)</p> <ul style="list-style-type: none"> • Court oversight shall continue. • IAD shall be a “direct report” to the Chief of Police. The commander of IAD shall hold the rank of Deputy Chief of Police. (The Internal Affairs Division has transitioned to the Internal Affairs Bureau (IAB). <ul style="list-style-type: none"> ○ Effective Saturday, 14 Sep 24, Deputy Chief Mendoza will oversee IAB, and directly report to Chief Mitchell. • The mayor, or a mayoral representative, the City Administrator, a representative of the Office of the City Attorney, the Chief of Police, and a representative from the Monitoring Team are required to meet every two weeks. • The City filed the Status Report on 8 Oct 24 to explain how the court order has been implemented. • Tasks 24 and 25 will no longer be subject to active monitoring.

* “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.

	<p>OPD is scheduled to present an update on the NSA to the council during the Public Safety Commission on 14 Jan 25.</p> <p>The City's partnership with Stanford has been praised by the Court, and at the September 2024 Case Management Conference. The Court urged the City to finalize a data agreement between Stanford and the City. The Agreement will allow Stanford to analyze BWC video and other police data to evaluate police-community interactions, police enforcement practices, and the impact of Department-level interventions and approaches. Stanford's analysis aims to shape law enforcement culture in ways that improve outcomes for law enforcement personnel and the community members they serve.</p> <p>On 17 Dec 24, The City Council approved a data sharing agreement with Stanford University. The Agreement will continue a ten-year collaboration with Dr. Jennifer Eberhardt, a distinguished professor from Stanford University, that has led to updated police policies and training, reducing disparity in police stops and contributing to OPD's sustained compliance with critical Negotiated Settlement Agreement (NSA) tasks.</p>
IMT Visit	26 Feb 25
Next CMC	6 May 25

II. Policies Related to Constitutional Policing Matters – Status Update, Charter 604(b)(2) and 604(b)(4)-(5)
III. Any Other Policy, Procedure, Custom, or General Order Regardless of Its Topic – Status Update, Charter 604(b)(2) and 604(b)(6)

Policy	
J-04 Pursuit Policy	In OPC Community Policing Ad Hoc. OPD attended and presented at the Public Forum on 31 Jul 24 and on 28 Aug 24. On 9 Jan 25, OPC asked OPD to respond to questions regarding the current policy. OPC and OPD, with the OIG and CPRA, presented at a Town Hall meeting regarding the current and proposed changes to the pursuit policy.
BFO P&P 15-01 Community Policing	OPC approved Draft First Reading – 25 Jul 24 Police Commission Reviewing Policy outcome from Ad Hoc.
Sexual Misconduct Policy	Under review with the City Attorney's Office. 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)	OCA review complete. Executive Team review for final submission. The Special Order was presented to the Executive Team, and it was approved to be prepared for OPC review. The Memo is being written and will be sent to OPC next week (20-22 Jan 25).
Discipline Matrix	Currently with Police Commission Ad Hoc
SO 9216: Excited Delirium	Special order presented to OPC twice. Pending Chief review.
Militarized Equipment Annual Report	The 2023 report is completed and posted on the city website. https://www.oaklandca.gov/documents/opd-militarized-equipment-annual-report-2023

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

Topic																																																	
<p>Staffing & resource management</p>	<p>Sworn Staffing Authorized: 600 Filled: 687</p> <p>Communications Dispatchers Authorized: 78 Filled: 67 (7 new Dispatcher Trainees started on Oct. 28th. 25 are currently in training)</p> <p>Professional Staffing Authorized: 298.50 Filled: 257</p> <p>Vacancies of note: Police Records Specialist (4) (8 Police Records Specialist positions are frozen) Police Communications Dispatcher (11)</p> <table border="1" data-bbox="410 680 956 1220"> <thead> <tr> <th>As of Oct 15, 2024 (Sworn only)</th> <th>Admin Leave</th> <th>Medical Leave On-Duty Illness/Injury</th> <th>Medical Leave Personal Illness/Injury</th> <th>Military Leave</th> </tr> </thead> <tbody> <tr> <td>2+ Years</td> <td>3</td> <td>3</td> <td></td> <td></td> </tr> <tr> <td>1-2 Years</td> <td>15</td> <td>11</td> <td></td> <td></td> </tr> <tr> <td>6 mo.– 1 Year</td> <td>9</td> <td>14</td> <td>3</td> <td></td> </tr> <tr> <td>2-6 months</td> <td>4</td> <td>13</td> <td>1</td> <td></td> </tr> <tr> <td>Less than 2 months</td> <td>1</td> <td>7</td> <td>4</td> <td></td> </tr> <tr> <td>Total</td> <td>32</td> <td>48</td> <td>8</td> <td>0</td> </tr> </tbody> </table>	As of Oct 15, 2024 (Sworn only)	Admin Leave	Medical Leave On-Duty Illness/Injury	Medical Leave Personal Illness/Injury	Military Leave	2+ Years	3	3			1-2 Years	15	11			6 mo.– 1 Year	9	14	3		2-6 months	4	13	1		Less than 2 months	1	7	4		Total	32	48	8	0	<p>Long-term leave: 91 sworn employees</p> <ul style="list-style-type: none"> • 55 Medical Leave • 36 Admin Leave <ul style="list-style-type: none"> ○ 3 Sergeants of Police ○ 33 Police Officers • 30 Sworn on Modified Duty • 0 Military Leave • 9 Active Military Reservist <p>Of the 32 sworn personnel on admin leave, 11 have been off for 1-2 years. The annual cost associated with those 11 employees is \$2,996,244. The cost breakdown is below:</p> <table border="1" data-bbox="984 674 1484 829"> <thead> <tr> <th>Admin Rank</th> <th>Position</th> <th>Cost</th> <th>Total Cost</th> </tr> </thead> <tbody> <tr> <td>Police Officer</td> <td>10</td> <td>264,060.00</td> <td>2,640,600.00</td> </tr> <tr> <td>Total</td> <td>11</td> <td></td> <td>2,996,244.00</td> </tr> </tbody> </table> <p>Attrition Rate – 5/mo. (45 separated over the past year)</p> <p>Reemployments – 6 pending approvals</p> <p>Retirement Projections for 2025: 76 possible</p> <ul style="list-style-type: none"> • 2 Deputy Chiefs of Police • 4 Captains of Police • 7 Lieutenants of Police • 24 Sergeants of Police • 39 Police Officers 	Admin Rank	Position	Cost	Total Cost	Police Officer	10	264,060.00	2,640,600.00	Total	11		2,996,244.00
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<p>Academy Recruits</p>	<ul style="list-style-type: none"> • 194th Academy graduated on 20 Dec 24. 24 OPD trainees graduated. • On 18 Jan 25 the officers began their first week in patrol assigned to a Field Training Officer (FTO). Upon successful completion of the FTO phase (16 weeks), the officers will then be assigned to patrol as solo officers on 15 May 25. <p>195th Academy: TBD 196th Academy: TBD</p>																																																
<p>General Department functions (Internal Affairs Bureau IAB)</p>	<p>Skelly Data:</p> <ul style="list-style-type: none"> • All trained Commanders and Managers can conduct Skelly's. • Changed to digital format • Waiver for Officers <ul style="list-style-type: none"> ○ Working with City Attorney to formalize • Added personnel to assist. 	<p>Number of pending Skelly's - 158 (-2) Number of Skelly Hearing Officers – 31 Number of Skelly awaiting assignment – 4 Wait time for each Skelly – Varies How are Skelly Officers selected (training, recusals. etc.) - Must attend Skelly Hearing Officer Training A New Tracker launched, dashboard is coming soon.</p>																																															
<p>IAB Cases</p>	<p>2024 1531 total cases closed 124 Sustained cases 186 Sustained allegations</p>	<p>2025 Total cases this year closed – 53 (as of 16 Jan 25) Total cases open – 53 (as of 16 Jan 25)</p>																																															

		Total cases in IA – 95 (as of 16 Jan 25) Total cases in DLI – 240 (as of 16 Jan 25)
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: (Year-To-Date) 2025</p> <ul style="list-style-type: none"> Juvenile Arrests: 2 total juvenile arrests YTD Referrals to restorative justice programs: <ul style="list-style-type: none"> Neighborhood Opportunity & Accountability Board (NOAB) - 2 Community Works West Referrals - 0 <p>Missing Persons: 2025 (Year-To-Date)</p> <ul style="list-style-type: none"> YTD MPU Cases: 47 YTD Closed MPU Cases: 44 	<p>Hate Crimes: 2025(Year-To-Date)</p> <ul style="list-style-type: none"> Total Cases: 21 New cases: 0 Hate Crime Investigators <ul style="list-style-type: none"> Ofc. J. Finley Ofc. W. Seay <p>DVU Cases: 2025(Year-To-Date)</p> <ul style="list-style-type: none"> Total cases: 4,221 Clearance rate on DV cases is near 100%: These are named suspect cases. All I/C and Out-of-custody cases get reviewed by an investigator. Domestic Dispute – 1,264 Domestic Battery, 243(e)(1) - 1,115 Inflict corporate Injury Spouse/cohabitant 273.5 - 1,103
Education and training regarding job-related stress, PTSD, Wellness	The Wellness Unit is working to complete the Eastmont Substation Wellness area. This has been an ongoing project, and we are looking to complete this project within the next 90 days.	
Budget QUARTERLY	Last: Next:	
Citywide Risk Management QUARTERLY	Last: 26 Nov 24 Next: 25 Feb 25	

V. Collaboration with OIG

Project	Status
NSA Inspections Tasks: 3, 4, 7,8, 9, 11, and 13	Meetings and data sharing.
OPD Staffing Study	Biweekly meetings with OIG and PFM. Ongoing data collection and sharing.
M-19 Audit Response	Completed and provided to the Ad Hoc on 3 Apr 24.

Review of IAB Cases 07-0538, 13-1062, and 16-0146	In progress. Due 24 Apr 24.
Sexual Misconduct Policy	Policy: see policy section.
"Patterns" definition	Collaboration meeting w/ OIG, CPRA, IMT on 19 Mar 24.
OIG Document on OPD Policy Types	Created by OIG and OPD completed review.
FTO Study	Completed.

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

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

VIII. Collaboration with Community

OK (Our Kids) Program	The OK Program with OPD is going to be doing a bicycle give away at its center (6220 International Blvd). The date is TBD.
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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	Status
2025 New Laws Generally,	Training plan to OPC 13 Feb 25. Training Bulletin being drafted.
2806.5 VC / Citation Update (AB 2773)	Update sent 19 Mar 24. • tell detainees the reason for the stop, prior to any questioning related to a criminal investigation or traffic violation • document the reason for the stop on citations and reports associated with the stop
AB 360: "Excited Delirium"	See policy section.

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

Report	Status
OIS or SBI (GC 12525.2)	Annual report: sent 26 Jan 24
DOJ Clearance Rates	OPD Records Division provides monthly validated crime data to the DOJ. Uniform Crime Reporting (UCR). https://openjustice.doj.ca.gov/exploration/crime-statistics/crimes-clearances
Stop Data (GC 12525.5)	Annual report 2023 Stop data was transmitted to State – sent 11Mar 24

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

Request	
Sanctuary Ordinance	<ul style="list-style-type: none"> • 23 Jan 25 - Presentation –Lt. Gordan Dorham <ul style="list-style-type: none"> ○ Sanctuary Ordinance Training for OPD
Youth Services	<ul style="list-style-type: none"> • Presented on 24 Oct 24 – Lieutenant Campos <ul style="list-style-type: none"> ○ Juvenile Arrest Referrals ○ NOAB
Encampment Management	<ul style="list-style-type: none"> • Presented on 10 Oct 24 - Captain Eriberto Perez- Angeles
Missing Persons	<ul style="list-style-type: none"> • Presented on 10 Oct 24 – Lieutenant Campos
Ceasefire	<ul style="list-style-type: none"> • Presented on 26 Sep 24 - Director Reverend Damita Davis <ul style="list-style-type: none"> ○ Ceasefire
30x30 - OPOA Women’s Committee	<ul style="list-style-type: none"> • Presented on 19 Sep 24 - Lt. Alexis Nash <ul style="list-style-type: none"> ○ 30x30 ○ OPOA Women’s Committee ○ Women Leaders in Law Enforcement Symposium (WLLE)
Patterns Definition	<ul style="list-style-type: none"> • Presented on 22 Aug 24 - “Patterns” Definition – Lt. Hubbard
Skelly	<ul style="list-style-type: none"> • Presented on 22 Aug 24 - Update on Skelly – Act. Capt. Dorham
Wellness Unit	<ul style="list-style-type: none"> • Presented on 22 Aug 24 - Wellness Unit Update – Dr. Nettles
J-04 Pursuit Policy	<ul style="list-style-type: none"> • Presented on 31 Jul 24 at the Community Policing Ad Hoc Public Forum - Capt. Ausmus, A/Captain E. Perez-Angeles, and Sgt. Urquiza-Leibin
SB 2	<ul style="list-style-type: none"> • Presented on 25 July 24 – Lt. Dorham
911 System Grand Jury Report Presentation	<ul style="list-style-type: none"> • Presented on 11 July 24 – Deputy Director Suttle and Mgr. Cheng
MACRO Strategy Development	<ul style="list-style-type: none"> • Presented on 11 July 24 – Deputy Director Suttle and Mgr. Cheng

MACRO Data	<ul style="list-style-type: none"> December 2024 bi-weekly data (Dec 15 – Dec 31): 42 calls were referred from OPD Dispatch to MACRO 41 calls MACRO handled 5 calls from MACRO were sent to OPD to handle 1 call from OFD was sent back to OPD to handle 604 potential calls were not referred to MACRO due to the below criteria (radio code and description): <table border="1" data-bbox="516 405 1534 913"> <tr> <td>415 (Disturbing the Peace)</td> <td>415J (Disturbing the Peace – Juvenile)</td> <td>912 (Possible Suspicious Person)</td> <td>EVAL (Evaluate the scene/person)</td> </tr> <tr> <td>415C (Disturbing the Peace – Investigate)</td> <td>647B (Prostitution)</td> <td>5150 (Possible Mental Health Crisis)</td> <td>OMC (Oakland Municipal Code)</td> </tr> <tr> <td>415D (Disturbing the Peace – Drinking)</td> <td>647C (aggressive panhandling)</td> <td>602L (trespassing)</td> <td>SLEEP (evaluate/person sleeping)</td> </tr> <tr> <td>415F (disturbing the Peace – Family/Domestic Disturbance)</td> <td>6011 (incorrigible juvenile)</td> <td>922 (person drunk on the street)</td> <td>WELCK (conduct a welfare check on someone)</td> </tr> <tr> <td>415E (Disturbing the Peace – Music Party)</td> <td>647F (person possibly drunk)</td> <td>314 (indecent exposure)</td> <td>SENILE (evaluate the scene, welfare check, could be a missing person unable to care for themselves)</td> </tr> </table> <ul style="list-style-type: none"> Below is a sample of 10 calls that were not eligible to be sent to MACRO due to the details provided by the reporting person calling dispatch. These calls included details such as: <ul style="list-style-type: none"> the incident occurring inside a dwelling. mention of a crime and/or threats of violence <table border="1" data-bbox="516 1094 1461 1491"> <thead> <tr> <th># of Calls</th> <th>Call Type</th> <th>Reason not Referred</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>415CU</td> <td>1. Subject inside business- aggressive.</td> </tr> <tr> <td>1</td> <td>912</td> <td>1. Whil line-wired subject left – confrontational</td> </tr> <tr> <td>2</td> <td>WELCK</td> <td>1. Neighbor’s house-inside building 2. Nude man – no longer on scene.</td> </tr> <tr> <td>3</td> <td>415F</td> <td>1. Threats</td> </tr> <tr> <td>1</td> <td>5150</td> <td>1. Subject agitated creating – cancel-subject left. 2. Subject punching wall.</td> </tr> <tr> <td>1</td> <td>922</td> <td>1. Inside business creating</td> </tr> <tr> <td>1</td> <td>EVAL</td> <td>1. Chronic caller- cancel. 2. Locked building</td> </tr> </tbody> </table>	415 (Disturbing the Peace)	415J (Disturbing the Peace – Juvenile)	912 (Possible Suspicious Person)	EVAL (Evaluate the scene/person)	415C (Disturbing the Peace – Investigate)	647B (Prostitution)	5150 (Possible Mental Health Crisis)	OMC (Oakland Municipal Code)	415D (Disturbing the Peace – Drinking)	647C (aggressive panhandling)	602L (trespassing)	SLEEP (evaluate/person sleeping)	415F (disturbing the Peace – Family/Domestic Disturbance)	6011 (incorrigible juvenile)	922 (person drunk on the street)	WELCK (conduct a welfare check on someone)	415E (Disturbing the Peace – Music Party)	647F (person possibly drunk)	314 (indecent exposure)	SENILE (evaluate the scene, welfare check, could be a missing person unable to care for themselves)	# of Calls	Call Type	Reason not Referred	1	415CU	1. Subject inside business- aggressive.	1	912	1. Whil line-wired subject left – confrontational	2	WELCK	1. Neighbor’s house-inside building 2. Nude man – no longer on scene.	3	415F	1. Threats	1	5150	1. Subject agitated creating – cancel-subject left. 2. Subject punching wall.	1	922	1. Inside business creating	1	EVAL	1. Chronic caller- cancel. 2. Locked building
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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 																																												
CHP	<ul style="list-style-type: none"> The draft has been sent to the Police Commission for review. Governor Newsom deployed CHP to Oakland to help “fight crime.” (https://www.sfgate.com/bayarea/article/newsom-deploys-chp-officers-to-oakland-18656944.php) 																																												

	<ul style="list-style-type: none">• This initiative is similar to one that occurred in 2013: https://oakland.legistar.com/LegislationDetail.aspx?ID=1287123&GUID=303EB8E7-C23D-4A83-8012-D6BA29C03940
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XV. Police Chief's Annual Report, OMC 2.45.070(F) (ANNUALLY)



AGENDA REPORT

TO: Honorable Oakland
Police Commission

FROM: Zurvohn Maloof
Inspector General

SUBJECT: Office of the Inspector General
Informational Report

DATE: January 23, 2025

PURPOSE

The purpose of this informational report is to provide the Oakland Police Commission (“Commission”) and members of the public with updates from the Office of the Inspector General (“OIG”), since the last presentation. In this document, the OIG provides a high-level outline of its prioritized projects and current activity. The OIG also attempts to address specific questions raised by Commissioners and community members at previous meetings. For additional context, the OIG has also included pertinent attachments that have been released since its last presentation. Through these reports, the OIG seeks to fulfill its commitment to providing transparent civilian oversight.

STAFFING

Internal Staffing

The Office of the Inspector General (OIG) faces a critical staffing shortage that severely hinders our ability to fulfill our mandatory functions. This deficit jeopardizes our oversight responsibilities, which include auditing and reviewing the operations and procedures of the Oakland Police Department, especially those outlined in the 52 tasks of the Negotiated Settlement Agreement, as well as auditing and reviewing the investigative processes and procedures of the Community Police Review Agency (CPRA).

The OIG currently lacks any dedicated auditors on staff. As previously highlighted in our reports, the OIG sought to address this by hiring a Chief of Audits and Evaluations and two Performance Auditors. However, these positions were frozen during the previous budget, remain frozen in the current fiscal year, and are set to continue to be out of reach during the next budget cycle (FY 25-27) due to the City's ongoing budget constraints.

To mitigate this immediate crisis, we have explored alternative staffing solutions, such as utilizing Exempt Limited Duration Employees or provisional employees. However, these options may not be feasible given the current budget limitations and potential labor union concerns.

Police Commission Meeting
January 23, 2025

The OIG's core functions have been undermined by persistent hiring freezes and ongoing budget cuts. These circumstances fall far short of the best practices established by the Association of Inspectors General (AIG) and the U.S. Government Accountability Office. Despite these significant challenges, the OIG remains committed to serving Oakland and continues to engage with the City to address this critical audit staffing shortage.

Police Performance Auditing Services

Due to the prolonged freeze on auditing staff positions, previous OIG leadership implemented a creative interim solution. In May 2024, the OIG submitted a Request for Proposals (RFP) to hire a qualified firm to conduct essential audits, evaluations and reviews of OPD and CPRA. This strategic measure aimed to ensure continued oversight while the OIG recruited and onboarded its own audit staff.

After a selection process, OIG staff chose a reputable firm that could conduct audits for Oakland's OIG. However, after my arrival in November 2024, the City cited budgetary constraints and denied approval for the proposed two-year \$245,000 contract with the selected firm. After consultation with the OIG budget analyst and City Administrator Johnson, I filed a Carryover Appeal Memorandum, which outlined the critical importance of the contract, emphasizing the OIG's urgent need for this external auditing support. The selected firm would have played a crucial role in conducting vital audits, inspections, and evaluations, ensuring OPD maintained constitutional policing policies and operations. Furthermore, this engagement would have positioned the OIG to effectively assume the performance compliance role currently held by the Independent Monitoring Team (IMT) of the Negotiated Settlement Agreement. Without adequate resources for independent audits, the City and OPD will be significantly impeded in their efforts to move beyond the constraints of the Negotiated Settlement Agreement.

At this time there has been no City response to the Appeals request. Unfortunately, as the City is asking for more cuts from the OIG and other departments, I feel it is highly unlikely that the appeals will be granted.

OFFICE OF THE INSPECTOR GENERAL BUDGET

As we all know, the City of Oakland is facing a significant budget crisis. I have been asked to move the important work of the OIG forward with significantly less monies than was allowed before. While I won't go into the specific numbers at this time, I will say that the OIG is looking at a potential 40% reduction for the FY 25-27 budget cycle. In order to meet the demands of the depleted budget, I am being required to make difficult decisions about all aspects of the OIG, including staff.

While I understand that Oakland needs everyone to be conservative in their fiscal management of taxpayers' money, the OIG should have a budget that ensures it can fulfill its vital functions. I am making the decisions necessary to meet the budgetary constraints, however I am also voicing my concerns that

the current allotted funding and future amounts do not meet the OIG needs to keep staff, conduct audits, and maintain the legal requirements of the office.

CURRENT WORK OF THE OFFICE OF THE INSPECTOR GENERAL (NSA, MEASURE S1 OIG)

The OIG is required to audit, evaluate, and inspect the compliance of OPD with its policies and procedures, as well as the investigative policies and procedures of the Community Police Review Agency. Without auditing staff these requirements are difficult.

However, with the limited staff, the OIG is still in the process of conducting evaluations, inspections, and policy analysis. I have had to make strategic changes in the work that was in process under the previous OIG administration. The OIG is currently working on:

- **Oakland OIG Audit Plan:** Before my arrival, the OIG did not have a formal audit manual to contain its policies and procedures for conducting audits in compliance with Generally Accepted Government Auditing Standards (GAGAS). This is the standard created by the Government Accountability Office to inform how government agencies conduct audits, evaluations, and inspections. The OIG plans to have a draft of the manual completed by the end of February 2025.
- **DGO B-08: Field Training Program (Task 32):** The OIG previously evaluated DGO B-08 (OPD's Field Training Program) and submitted recommendations, which the OPD favorably received. The OIG is following up and conducting a comprehensive policy analysis of DGO B-08. The OIG has drafted an analysis and it is currently in the edit and review stage.
- **Inspections of NSA Section III: Internal Affairs Division (IAD) "inactive" (Tasks 3, 4, 7, 8, 9, 11, 13):** The OIG intends to conduct inspections on these seven (7) "inactive" tasks, to ensure that OPD is still in compliance, and make recommendations for any changes if necessary.

The OIG can make changes to planned work based on changes in issues and priorities. The upcoming OIG Audit Work Plan for fiscal year 2025 will contain more specifics about each audit and review planned for the year.

CITY COUNCIL POLICY DIRECTIVE: OPD STAFFING STUDY

In consultation with City Administration, the OIG selected PFM Financial Advisors, LLC ("PFM Financial") to conduct an Oakland Police Department staffing study and resource analysis. The City Council unanimously approved the contract, which has been fully executed and is in its final stage of compliance review.

In November 2024, PFM submitted to the OIG its final "draft" version of the staffing study. The OIG reviewed the study and had discussions with PFM, to request corrections, clarifications, and an executive summary of the contents. In addition, the OIG requested that PFM provide the study to OPD for their

review and comment. OPD is expected to complete their review on or about January 24, 2025. After OPD's review, PFM should provide the OIG with its final version and executive summary. Once we receive that information, we will be able to provide more details about the contents of the staffing study.

We expect that PFM will provide a formal presentation of the staffing study to the City Council's Public Safety Committee at the end of February or in March, depending on the availability of the committee.

COMMUNITY ENGAGEMENT AND OUTREACH

The OIG believes that community engagement and outreach is imperative in providing an understanding of the work of the OIG, as well as providing transparency and building community trust in civilian oversight in Oakland. Since the last report out in November, the OIG has engaged in a significant number of community engagement and outreach projects.

- **Oversight Collaboratives:** The OIG Director of Communications and Engagement has initiated and participated in several outreach collaboratives with local, regional, and national oversight agencies. These collaborations aim to enhance our network and leverage our limited resources to effectively and efficiently reach communities members. At the local level, the OIG meets monthly with the City Auditor's Office and Public Ethics Commission to discuss how to pool our limited resources and build awareness of the importance of oversight in our local government. Regionally, the OIG has engaged with the Bay Area Regional Oversight Collaborative. Nationally, the OIG is networking with OIGs from Chicago, New York, and Los Angeles to discuss best practices in civilian oversight and community engagement.
- **Public Presentations:** During my first 90 days, I have presented to several constituencies about the OIG's mission, purpose, and procedures. In December 2024, I presented to the 194th OPD Academy so that new officers are aware of the OIG and the importance of civilian oversight. This month, I presented to the Oakland Metro Leadership Conference about the OIG's work and to the newly elected City Council about the Office's successes and challenges. I also made public comments at special City Council meetings on December 16, 2024 and January 21, 2025, supporting the new Enabling Ordinance that would offer the OIG more autonomy and independence.
- **Community Service:** At the end of November 2024, I participated in the 33rd Annual Community Day of Thanks, distributing meals to local seniors. In December 2024, I participated in a Be-A-Mentor program to connect with Oakland youth and offering them advise on how to fulfill their full potential. OIG's Director of Communications and Engagement has also attended several Oakland High School events aimed at offering students career pathway mentorship.
- **Event/Conference Attendance:** This month I attended community programs aimed at informing Oakland residents about OIG projects and OPD policies. On the 8th, I attended a Maxwell Park Neighborhood Council meeting where residents asked the City Auditor and I about the correlation and compatibility between their OPD audit and the OPD staffing study. I also attended the Police Commission's Town Hall on the 15th in relation to OPD pursuit policies. Lastly, OIG staff attended

the Public Sector Network Conference in Sacramento (at no cost to Oakland residents) in order to learn more about how the OIG could leverage AI to improve our work.

ADDITIONAL PROJECTS

In addition to the usual work of the OIG, our staff has also participated in conversations with the City Attorney's Office regarding OPD's sexual misconduct policy, discussions with the City Council on changes to the Enabling Ordinance, and reviews of the new vehicle pursuit policy. The OIG will also provide an interview on the challenges of implementing police reforms. The OIG is also prioritizing the OIG Audit Work Plan for fiscal year 2025, where we will indicate our audit and strategic goals for the year. For questions regarding this report, please contact the Office of the Inspector General, at OIG@oaklandca.gov.

Respectfully submitted,

Zurvohn Maloof
Inspector General
Office of the Inspector General



CITY OF
OAKLAND

**COMMUNITY POLICE
REVIEW AGENCY**

December 2024 Completed Investigations

Page 1 of 2
(Total Completed = 6)

Inv.	Case #	Incident Date	Received Date	Completion Date	1-Year Goal	Officer	Allegation	Finding/Conclusion
CH	24-0862	6/13/2024	6/18/2024	12/17/2024	6/13/2025	Subject 1	Conduct Toward Others - Harassment, Discrimination, or Profiling by Race or Ethnicity	Administrative Closure (Lacks Specificity)
AL	24-0876	6/17/2024	6/18/2024	12/17/2024	6/16/2025	Subject 1	Use of Physical Force	Within OPD Policy
						Subject 2	Use of Physical Force	Within OPD Policy
CH	23-2039	12/26/2023	12/28/2023	12/23/2024	12/24/2024	Subject 1	Use of Physical Force	Within OPD Policy
							Use of Physical Force	Sustained
							Use of Physical Force	Sustained
							Use of Physical Force	Within OPD Policy
						Subject 2	Use of Physical Force	Within OPD Policy
							Use of Physical Force	Within OPD Policy
							Use of Physical Force	Unfounded
						Subject 3	Use of Physical Force	Unfounded
CH	24-0903	2/12/2024	6/27/2024	12/20/2024	6/24/2025	Subject 1	Use of Physical Force	Within OPD Policy
							Performance of Duty – Unintentional/Improper Search, Seizure, or Arrest	Within OPD Policy
						Subject 2	Use of Physical Force	Within OPD Policy
							Performance of Duty – Unintentional/Improper Search, Seizure, or Arrest	Within OPD Policy
CH	24-1569	11/5/2024	11/6/2024	12/19/2024	11/5/2025		Administrative Closure (Not OPD Officer)	Administrative Closure (Not OPD Officer)

CITY OF
OAKLANDCOMMUNITY POLICE
REVIEW AGENCY

December 2024 Completed Investigations

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(Total Completed = 6)

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:

24-1113

Finding Definitions:

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

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

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

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

Additional Definitions:

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

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

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

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

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

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

CITY OF
OAKLAND**COMMUNITY POLICE
REVIEW AGENCY****January 2025 Completed Investigations****Page 1 of 3**
(Total Completed = 8)

Inv.	Case #	Incident Date	Received Date	Completion Date	1-Year Goal	Officer	Allegation	Finding/Conclusion
EM	24-0156	1/26/2024	1/30/2024	1/2/2025	1/24/2025	Subject 1	Use of Physical Force	Within OPD Policy
							Performance of Duty	Unfounded
CH	24-0964	7/5/2024	7/8/2024	1/3/2025	7/4/2025	Subject 1	Performance of Duty – Unintentional/Improper Search, Seizure, or Arrest	Within OPD Policy
							Use of Physical Force	Within OPD Policy
						Subject 2	Performance of Duty – Unintentional/Improper Search, Seizure, or Arrest	Within OPD Policy
							Use of Physical Force	Within OPD Policy
						Subject 3	Performance of Duty - General	Within OPD Policy
						YH	24-0494	3/11/2024
AL	24-0935	7/1/2024	7/5/2024	1/8/2025	7/1/2025	Subject 1	Performance of Duty – Unintentional/Improper Search, Seizure, or Arrest	Within OPD Policy
							Performance of Duty - General	Within OPD Policy
						Subject 2	Performance of Duty – Unintentional/Improper Search, Seizure, or Arrest	Within OPD Policy
							Performance of Duty - General	Unfounded
						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

CITY OF
OAKLANDCOMMUNITY POLICE
REVIEW AGENCY

January 2025 Completed Investigations

Page 2 of 3
(Total Completed = 8)

Inv.	Case #	Incident Date	Received Date	Completion Date	1-Year Goal	Officer	Allegation	Finding/Conclusion
						Subject 5	Performance of Duty – Unintentional/Improper Search, Seizure, or Arrest	Within OPD Policy
						Subject 6	Conduct Towards Others – Demeanor	Unfounded
						Subject 7	No MOR Violation	Administrative Closure (Lacks Specificity)
SD	24-0067	1/11/2024	1/16/2024	1/13/2025	1/10/2025	Subject 1	Performance of Duty - General	Within OPD Policy
							Use of Physical Force	Within OPD Policy
						Subject 2	Use of Physical Force	Within OPD Policy
						Subject 3	Use of Physical Force	Sustained
						Subject 4	Refusal to Supply Name and Serial Number	Sustained
CH	24-1040	7/20/2024	7/23/2024	1/15/2025	7/19/2025	Subject 1	Use of Physical Force	Within OPD Policy
							Use of Physical Force	Within OPD Policy
						Subject 2	Use of Physical Force	Within OPD Policy
						Subject 3	Use of Physical Force	Within OPD Policy
							Use of Physical Force	Within OPD Policy



January 2025 Completed Investigations

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:

24-0494
24-1133

Finding Definitions:

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

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

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

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

Additional Definitions:

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

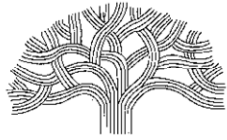
No MOR Violation: The alleged conduct does not violate any department rule or policy.

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

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

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

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



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

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 Total Pending = 111 (+9.43%)

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)
24-1104	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
23-0510	04/12/2023	04/12/2023	04/12/2023	Investigator	DB	10/09/2023	Tolled	Use of Force	1	4	8	Use of Force, Performance of Duty, Obedience to Laws, Truthfulness
24-0593	04/20/2024	04/20/2024	04/23/2024	Investigator	DB	10/17/2024	Tolled	Other	1	4	10	Obedience to Laws, Use of Force, Performance of Duty
24-0988	07/03/2024	07/10/2024	07/12/2024	Investigator	DB	01/06/2025	Tolled	Other	1	1	2	Performance of Duty
23-1655	10/06/2023	10/06/2023	10/06/2023	Investigator	JS	04/03/2024	Tolled	Other	1	1	1	Obedience to Laws
24-0815	06/03/2024	06/04/2024	06/05/2024	Investigator	SD	12/01/2024	Tolled	Other	1	1	1	Obedience to Laws
22-1379	10/17/2022	10/17/2022	10/17/2022	Investigator	YH	04/15/2023	Tolled	Use of Force	1	7	8	Use of Force, Supervision
22-0622	05/25/2022	08/23/2022	05/25/2022	Investigator	YH	11/21/2022	Tolled	Use of Force	1	14	1	Use of Force
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
24-0138	01/19/2024	01/19/2024	03/07/2024	Investigator	YH	07/17/2024	Tolled	Truthfulness	1	1	1	Truthfulness
24-0353	03/01/2024	03/01/2024	03/05/2024	Investigator	YH	08/28/2024	Tolled	Use of Force	1	1	3	Use of Force, Reports and Bookings, Obedience to Laws
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
24-0608	12/26/2023	04/22/2024	04/24/2024	Investigator	YH	10/19/2024	Tolled	Truthfulness	1	2	4	Obedience to Laws, Truthfulness, Performance of Duty - General, Supervisors - Authority and Responsibilities

*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 January 2025
(Sorted by One-Year Goal)

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 Total Pending = 111 (+9.43%)

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)
24-1107	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
24-0696	Multiple dates	05/09/2024	05/09/2024	Investigator YH		11/05/2024	Tolled	Other	1	1	1	Obedience to Laws
24-0155	01/28/2024	01/28/2024	01/30/2024	Investigator EM		07/26/2024	01/26/2025	Discrimination	1	2	3	Discrimination
24-0229	02/12/2024	02/02/2024	02/14/2024	Investigator CH		08/10/2024	02/10/2025	Use of Force	1	2	2	Use of Force
24-0226	02/12/2024	02/12/2024	02/14/2024	Investigator EM		08/10/2024	02/10/2025	Use of Force	1	3	7	Use of Force, False Arrest, Unlawful Search, Care of Property
24-0258	02/17/2024	02/12/2024	02/20/2024	Investigator CH		08/15/2024	02/15/2025	Discrimination	1	1	1	Discrimination
24-0734	02/21/2024	05/17/2024	05/20/2024	Investigator AL		08/19/2024	02/19/2025	Use of Force	1	1	2	Use of Force
24-0278	02/21/2024	02/21/2024	02/23/2024	Investigator CH		08/19/2024	02/19/2025	Discrimination	1	2	3	False Arrest, Discrimination, Demeanor
24-0264	02/16/2024	02/22/2024	02/27/2024	Investigator CH		08/20/2024	02/20/2025	Use of Force	1	1	4	Use of Force, False Arrest, Care of Property, Performance of Duty
24-0384	03/07/2024	03/06/2024	03/08/2024	Investigator CH		09/03/2024	03/06/2025	Use of Force	1	2	2	Use of Force
24-0398	03/11/2024	03/11/2024	03/11/2024	Investigator DB		09/07/2024	03/10/2025	Other	1	1	1	Sexual Misconduct
24-0448	03/21/2024	03/21/2024	03/22/2024	Investigator EM		09/17/2024	03/20/2025	Use of Force	1	1	4	Use of Force, False Arrest, Performance of Duty, Consumption of Intoxicants

*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 January 2025
(Sorted by One-Year Goal)

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 Total Pending = 111 (+9.43%)

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)
24-0452	09/09/2023	03/22/2024	03/25/2024	Investigator	CH	09/18/2024	03/21/2025	Use of Force	1	2	4	Use of Force, Performance of Duty, Conduct Toward Others
24-0459	03/23/2024	03/23/2024	03/26/2024	Investigator	DB	09/19/2024	03/22/2025	Use of Force	1	1	1	Use of Force
24-0475	03/25/2024	03/25/2024	03/28/2024	Investigator	EM	09/21/2024	03/25/2025	Use of Force	1	1	1	Use of Force
24-0481	01/01/1999	03/25/2024	03/29/2024	Investigator	CH	09/24/2024	03/27/2025	Use of Force	1	1	2	Use of Force, Refusal to Provide Name/Serial Number
24-0504	03/30/2024	03/30/2024	04/03/2024	Investigator	SD	09/28/2024	03/31/2025	Use of Force	1	1	1	Use of Force, Demeanor, Discrimination
24-0576	02/16/2024	04/15/2024	04/15/2024	Investigator	CH	10/04/2024	04/06/2025	Use of Force	1	1	1	Use of Force
24-0565	04/12/2024	04/15/2024	04/16/2024	Investigator	AL	10/09/2024	04/11/2025	Use of Force	1	3	21	Use of Force, Performance of Duty
24-0653	04/29/2024	04/29/2024	05/02/2024	Investigator	CH	10/26/2024	04/28/2025	Use of Force	1	2	2	Use of Force, Performance of Duty
24-0730	05/17/2024	05/17/2024	05/20/2024	Investigator	DB	11/13/2024	05/16/2025	Use of Force	1	1	1	Use of Force
24-0729	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
24-0735	05/17/2024	05/18/2024	05/20/2024	Investigator	CH	11/14/2024	05/17/2025	Use of Force	1	1	1	Use of Force
24-0739	03/28/2024	05/19/2024	05/30/2024	Investigator	AL	11/15/2024	05/18/2025	Use of Force	1	2	5	Use of Force, Conduct Towards Others, Performance of Duty, Failure To Accept or Refer a Complaint
24-0742	05/19/2024	05/19/2024	05/21/2024	Investigator	CH	11/15/2024	05/18/2025	Use of Force	1	2	4	Use of Force, Performance of Duty
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	DB	11/27/2024	05/30/2025	Use of Force	1	4	4	Use of Force
24-0817	06/04/2024	06/04/2024	06/05/2024	Investigator	DB	12/01/2024	06/03/2025	Other	1	1	1	Performance of Duty, Miranda Violation
24-0909	06/26/2024	06/26/2024	06/28/2024	Investigator	CH	12/23/2024	06/25/2025	Use of Force	1	2	2	Use of Force

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

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 Total Pending = 111 (+9.43%)

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)
24-0949	05/01/2024	06/26/2024	07/05/2024	Investigator	AL	12/29/2024	07/01/2025	Use of Force	1	1	3	Use of Force, Performance of Duty
24-1009	07/13/2024	07/13/2024	07/16/2024	Investigator	CH	01/09/2025	07/12/2025	Use of Force, Discrimination	1	2	6	Use of Force, Discrimination, Performance of Duty
24-1016	07/14/2002	07/14/2024	07/16/2024	Investigator	CH	01/10/2024	07/13/2025	Other	1	1	2	Conduct Towards Others, Obedience to Laws Felony
24-1101	08/01/2024	08/01/2024	08/06/2024	Investigator	AY	01/28/2025	07/31/2025	Use of Force	1	1	2	Use of Force, False Arrest
24-1094	08/01/2024	08/01/2024	08/06/2024	Investigator	CH	01/28/2025	07/31/2025	Other	1	1	2	Gifts, Gratuities - Soliciting or Accepting
24-1114	08/04/2024	08/04/2024	08/06/2024	Investigator	CH	01/31/2025	08/03/2025	Use of Force	1	2	2	Use of Force
24-1136	08/01/2024	08/07/2024	08/08/2024	Investigator	CH	02/03/2025	08/06/2025	Use of Force	1	4	4	Use of Force, Performance of Duty
24-1141	08/08/2024	08/09/2024	08/09/2024	Investigator	CH	02/05/2025	08/08/2025	Discrimination	1	4	8	Discrimination
24-1150	08/11/2024	08/11/2024	08/13/2024	Investigator	CH	02/07/2025	08/10/2025	Use of Force	1	2	2	Use of Force
24-1155	04/26/2024	08/12/2024	08/14/2024	Investigator	CH	02/08/2025	08/11/2025	Other	1	1	1	Reports and Bookings
24-1685	11/25/2024	12/10/2024	12/11/2024	Intake	DC	06/08/2025	08/17/2025	Use of Force	1	1	1	Use of Force
24-1183	08/20/2024	08/20/2024	08/21/2024	Investigator	CH	02/16/2025	08/19/2025	Use of Force	1	2	6	Use of Force
24-1212	08/21/2024	08/21/2024	08/23/2024	Investigator	CH	02/17/2025	08/20/2025	Use of Force	1	1	2	Use of Force, Performance of Duty
24-1223	08/24/2024	08/24/2024	08/27/2024	Investigator	CH	02/20/2025	08/23/2025	Use of Force	1	2	2	Use of Force, Performance of Duty
24-1232	08/21/2024	08/27/2024	08/28/2024	Investigator	CH	02/23/2025	08/26/2025	Use of Force, Harassment	1	1	4	Use of Force, Harassment, Performance of Duty
24-1237	08/01/2024	08/27/2024	08/28/2024	Investigator	CH	02/23/2025	08/26/2025	Harassment	1	1	2	Harassment, Performance of Duty
24-1243	08/20/2024	08/28/2024	08/29/2024	Investigator	CH	02/24/2025	08/27/2025	Use of Force	1	2	2	Use of Force, Performance of Duty
24-1241	08/27/2024	08/28/2024	08/28/2024	Investigator	CH	02/24/2025	08/27/2025	Use of Force	1	1	1	Use of Force

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

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 Total Pending = 111 (+9.43%)

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)
24-1271	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
24-1283	09/03/2024	09/03/2024	09/04/2024	Investigator	AL	03/02/2025	09/02/2025	Use of Force	1	2	2	Use of Force, Performance of Duty
24-1313	09/10/2024	09/10/2024	09/12/2024	Investigator	CH	03/09/2025	09/09/2025	Use of Force	1	1	2	Use of Force
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
24-1323	07/06/2024	09/12/2024	09/13/2024	Investigator	AL	03/11/2025	09/11/2025	Use of Force	1	3	7	Use of Force
24-1377	09/23/2024	09/23/2024	09/24/2024	Intake	SH	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	Intake	DC	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
24-1431	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
24-1427	09/11/2023	10/04/2024	10/07/2024	Investigator	CH	04/02/2025	10/03/2025	Truthfulness	1	1	1	Truthfulness
24-1429	10/06/2024	10/06/2024	10/08/2024	Investigator	CH	04/04/2025	10/05/2025	Use of force	1	1	2	Use of Force, Demeanor
24-1451	10/10/2024	10/10/2024	10/11/2024	Investigator	CH	04/08/2025	10/09/2025	Use of Force	1	2	6	Use of Force, Demeanor, Performance of Duty, Discrimination
24-1449	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
24-1464	10/14/2024	10/14/2024	10/15/2024	Intake	SH	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	Intake	SH	04/13/2025	10/14/2025	Discrimination	1	2	1	Discrimination, Care of Property
24-1471	10/12/2024	10/16/2024	10/16/2024	Investigator	AL	04/14/2025	10/15/2025	Use of Force	1	6	15	Use of Force, Performance of Duty
24-1479	10/17/2024	10/17/2024	10/18/2024	Investigator	CH	04/15/2025	10/16/2025	Use of Force	1	2	2	Use of Force

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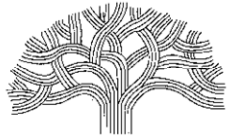


CITY OF OAKLAND
COMMUNITY POLICE REVIEW AGENCY
Pending Cases as of January 2025
(Sorted by One-Year Goal)

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 Total Pending = 111 (+9.43%)

Case #	Incident Date	Date Received IAB	Date Received CPRA	Intake or Investigator	Assigned Staff	180-Day Goal	1-Year Goal	Type (604(f)(1) or Other)	Class	Subject Officers	Allegation Count	Allegation(s)
24-1481	10/17/2024	10/17/2024	10/18/2024	Intake	SH	04/15/2025	10/16/2025	Use of Force	1	3	5	Use of Force, Demeanor, Performance of Duty, Discrimination
24-1520	Unknown	10/20/2024	10/20/2024	Intake	SH	04/18/2025	10/19/2025	Truthfulness	1	1	1	Truthfulness
24-1515	10/24/2024	10/24/2024	10/25/2024	Intake	SH	04/22/2025	10/23/2025	Use of Force	1	1	2	Use of Force, Demeanor
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
24-1522	10/14/2024	10/25/2024	10/28/2024	Intake	DC	04/23/2025	10/24/2025	Use of Force	1	3	3	Use of Force
24-1547	10/28/2024	10/28/2024	10/28/2024	Intake	SH	04/26/2025	10/27/2025	Discrimination	1	1	1	Discrimination
24-1540	10/29/2024	10/29/2024	10/31/2024	Intake	SH	04/24/2025	10/28/2025	Discrimination	1	1	1	Discrimination
24-1549	10/31/2024	10/31/2024	10/31/2024	Intake	SD	04/29/2025	10/30/2025	Harassment	1	3	9	Harassment
24-1589	11/09/2024	11/10/2024	11/12/2024	Intake	SH	05/09/2024	11/09/2025	Racial Profiling	1	2	3	Racial Profiling, Service Complaint
24-1603	11/15/2024	11/15/2024	11/18/2024	Intake	SH	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	Intake	KC	05/17/2025	11/17/2025	Truthfulness	1	1	1	Truthfulness
24-1618	11/20/2024	11/20/2024	11/21/2024	Investigator	CH	05/19/2025	11/19/2025	Use of Force	1	2	4	Use of Force, Performance of Duty
24-1620	11/21/2024	11/21/2024	11/21/2024	Intake	DC	05/20/2025	11/20/2025	Truthfulness	1	1	3	Truthfulness
24-1656	10/07/2023	11/27/2024	12/17/2024	Intake	DC	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	Intake	KC	05/31/2025	12/01/2025	Discrimination	1	3	4	Discrimination, Performance of Duty
24-1653	11/27/2024	12/03/2024	12/03/2024	Intake	DC	06/01/2025	12/02/2025	Racial Profiling	1	1	2	Racial Profiling
24-1662	12/04/2024	12/04/2024	12/05/2024	Intake	DC	06/02/2025	12/03/2025	Racial Profiling	1	2	2	Conduct Toward Others - Harassment and Discrimination / Racial Profiling
24-1667	08/26/2024	12/05/2024	12/06/2024	Intake	SH	06/03/2025	12/04/2025	Discrimination	1	1	2	Discrimination

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Pending Cases as of January 2025
(Sorted by One-Year Goal)

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 Total Pending = 111 (+9.43%)

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)
24-1688	01/01/1990	12/10/2024	12/11/2024	Intake	SH	06/08/2025	12/09/2025	Other	1	1	1	Obedience to Laws
24-1694	07/01/2024	12/11/2024	12/11/2024	Intake	SH	06/09/2025	12/10/2025	Other	1	2	2	Obedience to Laws
24-1714	12/16/2024	12/16/2024	12/17/2024	Intake	DC	06/14/2025	12/15/2025	Use of Force	1	2	2	Use of Force
24-1726	12/19/2024	12/19/2024	12/20/2024	Intake	SH	06/17/2025	12/18/2025	Use of Force	1	1	1	Use of Force
24-1734	12/22/2024	12/22/2024	12/24/2024	Intake	KC	06/20/2025	12/21/2025	Use of Force	1	2	4	Use of Force, Performance of Duty
24-1729	12/22/2024	12/22/2024	12/24/2025	Intake	SH	06/20/2025	12/21/2025	Use of Force	1	1	1	Use of Force
24-1733	12/22/2024	12/23/2024	12/24/2024	Intake	KC	06/20/2025	12/22/2025	Use of Force	1	1	9	Use of Force, Performance of Duty
24-1736	11/30/2024	12/23/2024	12/26/2024	Intake	KC	06/21/2025	12/22/2025	Use of Force	1	5	15	Use of Force, Performance of Duty
24-1746	05/22/2024	12/23/2024	12/27/2024	Intake	KC	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	Intake	SH	06/28/2025	12/29/2025	Use of Force	1	2	4	Use of Force, False Arrest
25-0015	01/04/2025	01/04/2025	01/07/2025	Intake	DC	07/03/2025	01/03/2026	Use of Force	1	1	1	Use of Force
25-0014	01/04/2024	01/04/2024	01/07/2025	Investigator	AL	07/03/2025	01/04/2026	Use of Force	1	1	1	Use of Force
25-0016	01/05/2025	01/05/2025	01/07/2025	Intake	KC	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	Intake	KC	07/05/2025	01/05/2026	Use of Force	1	1	1	Use of Force

*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.

Resolution A

Attachment 4

RESOLUTION TO DETERMINE THAT A SECOND REGULAR MEETING ON JANUARY 30, 2025, TO ADDRESS COMMISSION BUSINESS IS NOT NECESSARY

WHEREAS, the Oakland Police Commission is required to conduct its meetings in accordance with California's Brown Act and the City's Sunshine Ordinance, and a quorum of Commissioners is required to conduct Commission regular and special meetings and enable the Commission to discuss, deliberate, and vote on agenda items. California Government Code 54950 et seq., and Oakland Municipal Code 2.20.010 et seq.

WHEREAS, prior to the posting of the Commission's January 9 Regular meeting, it was determined that, due to a City Council Special meeting requiring the use of the City Hall Chamber and the unavailability of other rooms, the Commission was required to cancel its previously-scheduled Thursday, January 9 Regular meeting. To comply with the Brown Act and the City's Sunshine Ordinance, the January 9 meeting was canceled, and notice was sent to all individuals and entities that would have received the posted agenda.

WHEREAS, the Commission properly noticed a Special meeting for Friday, January 10 to discuss the business previously intended for the Thursday, January 9 Regular meeting.

WHEREAS, the Commission has now held two meetings in the month of January.

WHEREAS, Oakland City Charter Section 604(d)(1) states that the Police Commission shall meet at least twice each month and Oakland Municipal Code Section 2.45.090 states that "[i]f the Commission determines, by a majority vote of those present at a regular meeting, that a second regular meeting in that month is not necessary, it shall provide public notice of the meeting cancellation as required by all applicable State and local laws."

BE IT RESOLVED that the Oakland Police Commission wishes to comply with the city law requiring two regular meetings unless it determines "that a second regular meeting in that month is not necessary."

BE IT FURTHER RESOLVED that the Oakland Police Commission designates Thursday, January 30, 2025, as its second Regular meeting for the month of January, ***but determines that it is not necessary.***

Resolution B

RESOLUTION TO DESIGNATE JANUARY 30, 2025, AS A SECOND REGULAR MEETING TO ADDRESS COMMISSION BUSINESS

WHEREAS, the Oakland Police Commission is required to conduct its meetings in accordance with California's Brown Act and the City's Sunshine Ordinance, and a quorum of Commissioners is required to conduct Commission regular and special meetings and enable the Commission to discuss, deliberate, and vote on agenda items. California Government Code 54950 et seq., and Oakland Municipal Code 2.20.010 et seq.

WHEREAS, prior to the posting of the Commission's January 9 Regular meeting, it was determined that, due to a City Council Special meeting requiring the use of the City Hall Chamber and the unavailability of other rooms, the Commission was required to cancel its previously-scheduled Thursday, January 9 Regular meeting. To comply with the Brown Act and the City's Sunshine Ordinance, the January 9 Regular meeting was canceled, and notice was sent to all individuals and entities that would have received the posted agenda.

WHEREAS, the Commission properly noticed a Special meeting for Friday, January 10 to discuss the business previously intended for the Thursday, January 9 Regular meeting.

WHEREAS, the Commission has held one Regular meeting in the month of January.

WHEREAS, Oakland City Charter Section 604(d)(1) states that the Police Commission shall meet at least twice each month and Oakland Municipal Code Section 2.45.090 states that "[i]f the Commission determines, by a majority vote of those present at a regular meeting, that a second regular meeting in that month is not necessary, it shall provide public notice of the meeting cancellation as required by all applicable State and local laws."

BE IT RESOLVED that the Oakland Police Commission nevertheless wishes to comply with the city law of having two regular meetings unless the Commission determines "that a second regular meeting in that month is not necessary."

BE IT FURTHER RESOLVED that the Oakland Police Commission designates Thursday, January 30, 2025, as its second Regular meeting for the month of January.