



OAKLAND POLICE COMMISSION

REGULAR MEETING MINUTES

October 24, 2024

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

1. Call to Order, Welcome, Roll Call, and Determination of Quorum: (5:32 PM)

Chair: Ricardo Garcia-Acosta

Roll Call: Commissioner Wilson Riles; Shawana Booker, Shane Williams, Samuel Dawit

- Excused Absences: Alternate Commissioner Omar Farmer, Commissioner Angela Jackson-Castain

2. Closed Session (approximately 5:34 p.m. - 6:43 p.m.)

Topics:

- Existing Litigation: *Delphine Allen et al. v. City of Oakland, et al.*, N.D. Cal No. 00-cv-4599-WHO
- Public Employee Discipline/Dismissal/Release

Readout from Closed Session

In a motion moved by Commissioner Wilson Riles and seconded by Commissioner Shawana Booker, we voted unanimously to pursue a 604(F)(2) request for files associated with case files 22-1102 and 23-0459. The nexus for this request is pursuant to the Commission's powers to oversee the Department as codified in Section 604(A)(1) and to review, comment on, and propose departmental policies, procedures, customs, and general orders pursuant to Charter Sections 604(B)(4) to 604(B)(6). Additionally, it is to conduct a review audit of OPD's compliance with Task 5 and Task 45 of the Negotiated Settlement Agreement, enabling the Commission to determine the most reasonable steps, including but not limited to referring the matter to the Inspector General for proposed recommendations, and to oversee the Inspector General and the agency as codified in Section 604(B)(1).

- The vote was held during Closed Session.
- Commissioner Riles made the motion, and Commissioner Booker seconded it.
- The vote was unanimous.

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

Chair: Ricardo Garcia-Acosta

Roll Call: Same as initial roll call

4. Welcome New Commissioners: Shawana Booker, Shane Williams, and Samuel Dawit

- Commissioners Shawana Booker, Shane Williams, and Samuel Dawit offered brief remarks as they were welcomed to the Commission.

5. Vote for Vice-Chair of the Commission

- Commissioner Riles made a motion nominating himself as Vice Chair.
- Commissioner Williams seconded the motion.
- The vote was unanimous.
- Congratulations to our new Vice Chair, Commissioner Wilson Riles.

6. Open Forum Part 1

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

Public Comments: (Janks, Mandal, Maloof, Contrera, Parker)

Comment Overview:

- **Transparency and Accountability:** Speakers voiced concerns over the lack of transparency in complaint investigations involving police misconduct. They emphasized a need for consistent updates and clear communication throughout the investigative process.
- **Follow-up and Interim Communication:** There were calls for more frequent interim updates for complainants to avoid long periods of silence and uncertainty regarding the status and outcome of cases.
- **Trust in the Process and Potential Bias:** Public speakers expressed a perceived lack of accountability, particularly for complaints involving racial profiling or discrimination, with suggestions that complainants from marginalized communities may face additional challenges in receiving fair outcomes.
- **Direct Access to Leadership for Resolution:** One speaker recommended that complainants might consider approaching high-ranking officials directly to address grievances, as they felt that formal channels did not adequately meet their needs for resolution and justice.

- **Systemic Improvements Suggested:** Suggestions were made to enhance feedback mechanisms and establish regular updates to maintain transparency and improve trust in the complaint handling and review process.

7. Oakland Police Department Update

Topics Discussed:

- **Chief's Report:** The Chief provided an overview of recent activities and developments within the department.
- **Crime Statistics:** An update on current crime trends and statistics was presented.
- **Staffing Levels:** Information regarding the department's staffing, including the number of officers and recruitment efforts, was shared.
- **Community Engagement:** Initiatives aimed at strengthening community relations and engagement were discussed.
- **Policy Updates:** Recent changes or proposed updates to departmental policies were reviewed.
- **Crime Statistics:** OPD presented recent crime data, highlighting trends and areas of concern within the community.
- **Training Programs:** OPD shared details about training initiatives designed to enhance officer skills and knowledge, particularly in areas such as de-escalation and cultural competency.

Commissioners' Comments and Questions:

- **Clarification on Crime Data:** Commissioners sought more detailed information on crime statistics and trends.
- **Staffing Challenges:** Questions were raised about current staffing levels and recruitment challenges.
- **Policy Implementation:** Commissioners inquired about the implementation and impact of recent policy changes.
- **Community Feedback Mechanisms:** There was interest in understanding how the department collects and responds to community feedback.

Public Comments: (Smith; Parker/Black Homeless Advocate; Contreras; Singleton)

Comment Overview:

- **Accountability and Transparency:** Some speakers emphasized the importance of OPD's accountability in handling complaints, investigations, and use of force incidents, calling for greater transparency in reporting outcomes to the public.

- **Community Policing and Engagement:** Speakers voiced their support for more community-oriented policing strategies, suggesting that OPD should prioritize engagement with residents, especially in underserved neighborhoods, to build trust and improve community relations.
- **Racial Profiling Concerns:** Concerns were raised regarding potential racial profiling within OPD practices. Some speakers called for more data on racial demographics related to stops and complaints, asking the department to address any implicit bias in policing.
- **Officer Training:** Several speakers highlighted the need for enhanced training, particularly around de-escalation techniques and cultural sensitivity, to reduce the likelihood of confrontations escalating into violence.
- **Budget Prioritization:** Some community members questioned how OPD's budget is allocated, particularly regarding investments in non-violent intervention resources and whether the funds could be better used to address root causes of crime, like poverty and mental health.

8. Community Police Review Agency (CPRA) Update

Topics Discussed:

- **Case Management:** The CPRA reported on the current status of cases, including the number of open investigations, cases closed since the last meeting, and any backlog issues.
- **Investigative Timelines:** The agency discussed the average duration of investigations and efforts to adhere to mandated timelines, highlighting challenges in meeting deadlines and strategies to address them.
- **Complaint Trends:** An analysis of recent complaints was presented, identifying common themes or patterns, such as specific types of alleged misconduct or recurring issues within certain units or areas.
- **Outreach and Engagement:** The CPRA outlined recent community outreach initiatives aimed at increasing public awareness of the agency's role and encouraging the filing of complaints when necessary.
- **Policy Recommendations:** Based on findings from investigations, the CPRA proposed recommendations for policy changes or training enhancements within the Oakland Police Department to prevent future incidents of misconduct.

Commissioners' Comments and Questions:

- Commissioners requested demographic data related to complaints and investigations to ensure equitable treatment across different community groups.
- Inquiries were made about the status of the community feedback loop, seeking clarity on its development and implementation timeline.

Public Comments: (Parker; Contreras)

Comment Overview:

- **Demands for Transparency and Accountability:** Speakers called for enhanced transparency in the complaint review process, emphasizing the need for timely and thorough updates for complainants regarding case progress and outcomes.

Racial Demographic Data: Several community members highlighted the importance of racial demographic data in assessing the fairness and effectiveness of CPRA investigations, urging the CPRA to track and report racial data related to complaints.

Concerns about Investigative Outcomes and Follow-Up: Concerns were raised regarding whether complainants, particularly from marginalized communities, receive sufficient follow-up from the CPRA about case findings and outcomes. Some speakers shared personal experiences, citing a lack of clarity about the status of their cases and the process itself.

Support for Community Engagement Initiatives: Speakers expressed interest in CPRA's efforts to increase community accessibility and presence, such as working from community locations like the Fruitvale area. There was an appreciation for CPRA's initiative to create physical spaces for civilian oversight and community engagement, but some urged more consistent outreach and open channels for feedback.

9. Ad Hoc Committee Reports

Topics Discussed:

Staff Search Ad Hoc Update:

- The committee reported that an offer was extended to a candidate for the Administrative Analyst II position. They are awaiting final confirmation from the city to officially onboard the candidate, with optimism about the additional support this role will bring.

Discipline Matrix Ad Hoc Progress:

- The committee has been meeting weekly to review the Police Department's Discipline Matrix. The committee is currently focused on updating the mission, vision, and values section, as well as revising the preamble.
- They have been analyzing frequently occurring and severe rule violations to ensure the language and corresponding disciplinary actions are clear, relevant, and appropriately aligned.
- Acknowledgements were given to Acting Captain Hubbard, Lieutenant Durham, and Commissioner Emerita Regina Jackson for their contributions to the review process.

Ad Hoc Assignments for New Commissioners:

- With recent additions to the commission, there was discussion about reassigning ad hoc committee roles to ensure each committee is staffed effectively. New commissioners will be assigned roles that leverage their skills and interests to support ongoing committee work.
- The commission will explore creating new ad hoc committees based on emerging community needs and topics raised during meetings.

Public Comments: None

10. Commission Vote for Template Resolution Confirming Elevation to Permanent Commissioner, Elevation to Chair, and Appointment to Vice Chair**Purpose of the Template Resolution:**

- The commission discussed the need for a standardized template resolution to document transitions in leadership positions, such as elevations to full commissioner, chair, and vice-chair roles. This template is intended to provide a formal record for the city's administrative records, ensuring clarity and consistency for future transitions.
- The template, proposed by Chief of Staff Montgomery, included details of recent elevations, specifically those of Chair Garcia-Acosta.

Clarifications and Future Use:

- Commissioner Dawit and other members asked questions to clarify that the template would serve as a reusable, standardized format for recording future changes in commission leadership, with names and dates updated as applicable.
- The Chief of Staff confirmed that the resolution will be filed with both the City Council and the City Administrator's office for official record-keeping purposes.

Motion and Vote:

- Commissioner Riles made a motion to adopt the template, seconded by Commissioner Williams.
- The vote passed unanimously, formalizing the adoption of the resolution template for current and future use.

Public Comments: None

11. Upcoming/Future Agenda Items

- **Office of Inspector General Report** – Scheduled for the upcoming meeting to provide updates on recent findings and ongoing initiatives.
- **CPRA Demographic Data Update** – CPRA to present demographic data related to cases, as requested by the commission for a more comprehensive understanding of case distribution and outcomes.
- **Strategic Planning Retreat Update** – A briefing on the progress of planning for the upcoming commission retreat.
- **Vote on Handcuffing Ad Hoc Committee** – Proposed vote to establish a new ad hoc committee to address concerns and policies surrounding handcuffing practices.
- **Data on NOAB Referrals** – OPD to provide updated statistics on referrals to the Neighborhood Opportunity and Accountability Board (NOAB) for youth diversion programs.
- **OPD Staffing and Measure NN** – OPD to report on current staffing levels in relation to the 700-officer floor required.
- **Community Feedback Loop Implementation by CPRA** – Discussion on CPRA's efforts to improve feedback loops with the community, including potential options for tracking and reporting progress.
- **Pursuit Policy Follow-Up** – Review of the status and next steps regarding the pursuit policy recommendations sent to the Public Safety Committee.

12. Open Forum Part 2

- No Public Comments

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

- No additional closed session was required.

14. Adjournment

- The meeting adjourned at 9:03 P.M.