



# **OAKLAND POLICE COMMISSION SPECIAL MEETING AGENDA**

**July 23, 2020  
5:30 PM**

**Pursuant to the Governor's Executive Order N-29-20, members of the Police Commission, as well as the Commission's Counsel and Community Police Review Agency staff, will participate via phone/video conference, and no physical teleconference locations are required.**



# OAKLAND POLICE COMMISSION

## SPECIAL MEETING AGENDA

July 23, 2020  
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### PUBLIC PARTICIPATION

The Oakland Police Commission encourages public participation in the online board meetings. The public may observe and/or participate in this meeting in several ways.

#### 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/89795653926> 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 webpage 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):

+1 669 900 9128 or +1 253 215 8782 or +1 346 248 7799 or +1 301 715 8592 or +1 312 626 6799 or +1 646 558 8656  
Webinar ID: 897 9565 3926

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: <https://support.zoom.us/hc/en-us/articles/201362663>, which is a webpage entitled “Joining a Meeting By Phone.”

**PROVIDE PUBLIC COMMENT:** There are three ways to make public comment within the time allotted for public comment on an eligible Agenda item.

- Comment in advance. To send your comment directly to the Commission and staff BEFORE the meeting starts, please send your comment, along with your full name and agenda item number you are commenting on, to [clove@oaklandca.gov](mailto:clove@oaklandca.gov). Please note that e-Comment **submissions close at 4:30 pm**. All submitted public comment will be provided to the Commissioners prior to the meeting.
- By Video Conference. To comment by Zoom video conference, click the “Raise Your Hand” button to request to speak when Public Comment is being taken on an eligible agenda item at the beginning of the meeting. You will then be unmuted, during your turn, and allowed to participate in public comment. After the allotted time, you will then be re-muted. Instructions on how to “Raise Your Hand” are available at: <https://support.zoom.us/hc/en-us/articles/205566129>, which is a webpage entitled “Raise Hand In Webinar.”
- By Phone. To comment by phone, please call on one of the above listed phone numbers. You will be prompted to “Raise Your Hand” by pressing STAR-NINE (“\*9”) to request to speak when Public Comment is being taken on an eligible agenda item at the beginning of the meeting. Once it is your turn, you will be unmuted and allowed to make your comment. After the allotted time, you will be re-muted. Instructions of how to raise your hand by phone are available at: <https://support.zoom.us/hc/en-us/articles/201362663>, which is a webpage entitled “Joining a Meeting by Phone.”

If you have any questions about these protocols, please e-mail [clove@oaklandca.gov](mailto:clove@oaklandca.gov).



# OAKLAND POLICE COMMISSION SPECIAL MEETING AGENDA

July 23, 2020  
5:30 PM

I. **Call to Order**  
Chair Regina Jackson

II. **Roll Call and Determination of Quorum**  
Chair Regina Jackson

III. **Public Comment on 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.**

IV. **Closed Session Closed Session**  
CONFERENCE WITH LEGAL COUNSEL— ANTICIPATED LITIGATION: 1 CASE - Govt. Code § 54956.9(d)(2)

V. **Report out of Closed Session**  
a. The Commission will report on any actions taken during Closed Session, as required by law.

VI. **Welcome, Purpose, and Open Forum** (1 minute per speaker)  
Chair Regina Jackson will welcome public speakers. The purpose of the Oakland Police Commission is to oversee the Oakland Police Department's (OPD) policies, practices, and customs to meet or exceed national standards of constitutional policing, and to oversee the Community Police Review Agency (CPRA) which investigates police misconduct and recommends discipline.

VII. **Welcome New Commissioner – Judge Brenda Harbin-Forte**  
The Commission will welcome and introduce Judge Brenda Harbin-Forte as a member of the Police Commission. ***This is a new item.*** ([Attachment 7](#)).  
a. Discussion  
b. Public Comment  
c. Action, if any

VIII. **Update from Interim Police Chief**  
OPD Interim Chief Manheimer will provide an update on the Department. Topics discussed in the update may include crime statistics; a preview of topics which may be placed on a future agenda; responses to community member questions sent in advance to the Police Commission Chair; and specific topics requested in advance by Commissioners. ***This is a recurring item.*** ([Attachment 8](#)).  
a. Discussion  
b. Public Comment  
c. Action, if any

**IX. Overview of OPD Vision Performance and Risk Management Solution**

City of Oakland Chief Information Officer Andrew Peterson will provide an update on the development of OPD’s Vision database. ***This is a new item.*** ([Attachment 9](#))

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

**X. Police Chief Search Update**

The OPD Chief Search Ad Hoc Committee will present a job description for the Chief of Police. The Commission may vote to accept the job description and forward it to the Civil Service Board. ***This was discussed on 3.12.20.*** ([Attachment 10](#)).

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

**XI. Measure LL Ballot Measure Initiative**

The Commission will provide an update on the status of the ballot measure regarding changes to Measure LL. ***This was discussed on 5.28.20 and is continued from 6.11.20 and 7.9.20.*** ([Attachment 11](#)).

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

**XII. Use of Force Ad Hoc Committee Public Engagement**

The Commission will discuss and may vote on a public outreach and engagement process specifically to amend and update DGO K-03 (Use of Force), inclusive of a timeline to conclude revisions to this policy. The Commission will also consider an offer from Rania Adwan (former advisor to the San Francisco Police Commission) to support the Ad Hoc Committee (and its partners) through the design, project management, and facilitation of the outreach program. Executive Director John Alden will provide details on a proposed scope of services and estimated cost. The Commission may vote to issue an RFP or to select Ms. Adwan or another sole-source provider. The Commission may also vote to approve a draft resolution to enter into a contract with Ms. Adwan. ***This was discussed 7.9.20.*** ([Attachment 12](#)).

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

**XIII. Report on and Review of CPRA Pending Cases, Completed Investigations, Staffing, and Recent Activities**

To the extent permitted by state and local law, Executive Director John Alden will report on the Agency’s pending cases, completed investigations, staffing, and recent activities. ***This is a recurring item.*** ([Attachment 13](#)).

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

**XIV. August Meetings**

The Commission will discuss, and may vote on, cancelling August meetings for recess. ***This is a new item.***

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

**XV. Meeting Minutes Approval and Amendment to Minutes from September 13, 2018**

The Commission will vote to approve minutes from June 25 and July 9, 2020. The Commission will also discuss, and may vote to approve, an amendment to the minutes of September 13, 2018. ***This is a recurring item.*** ([Attachment 15](#)).

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

**XVI. Agenda Setting and Prioritization of Upcoming 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. ***This is a recurring item.*** ([Attachment 16](#)).

- d. Discussion
- e. Public Comment
- f. Action, if any

**XVII. Adjournment**

**THE HONORABLE BRENDA F. HARBIN-FORTE (Ret.)**

*Judge of the Alameda County (California) Superior Court (7/98 - 11/19)*  
*Judge of the Oakland-Piedmont-Emeryville (California) Municipal Court (1/92 - 7/98)*  
 Admitted to California Bar in November 1979

**PRE-JUDICIAL EMPLOYMENT:**

- **Thelen, Marrin, Johnson & Bridges**, Oakland, CA & San Francisco, CA (Partner, 1990-1992; Associate, 1984-1989): General and complex civil litigation in state and federal courts.
- **Harris, Alexander & Burris [& Culver]**, Oakland, CA (Associate, 1982-1984): General civil litigation and criminal defense in state and federal courts.
- **Moore & Bell**, Oakland, CA (Law Clerk, 1978-1979) General civil litigation and criminal defense in state and federal courts
- **Legal Aid Society of Alameda County**, Oakland, CA (Law Clerk, 1977-1978)

**CLERKSHIP:**

- **U.S. Court of Appeals for the Ninth Circuit**, San Francisco, CA  
 (Court Law Clerk, 1979-1982; Assistant Calendar Attorney, 1980-1982; Special Assignment to the Chambers of Judge Dorothy W. Nelson Summer 1981 and Summer 1982)

**EDUCATION:**

- **Berkeley Law School/Boalt Hall School of Law, University of California**, Berkeley, CA (J.D., 5/79): Class ("79) President (elected office); Co-Director, Appellate Advocacy; Moot Court Board; Vice-Chair, ASUC Judicial Committee
- **University of California**, Berkeley, CA (B.A. in Rhetoric, 6/76): Member, Honor Students Society; Graduation Speaker at Departmental Graduation Ceremonies

**APPOINTMENTS:**

- City of Oakland Administrator, Screening Panel for 2020 Redistricting Commission (2020 - Present)
- State Bar of California, Council on Access & Fairness, Chair (2007-2008; 2019-Present); Chair of Judicial Committee (2007-2011; 2017-2018); Member (2007- 2011; 2016-Present)
- Judicial Council of California's Science and the Law Steering Committee, (2005-2008)
- State Bar of California's [Diversity] Pipeline Task Force, Chair, Courts Working Group (2005-2007)
- Judicial Council of California (1996-1999; Chair, Rules & Projects Committee, 1998-1999)
- Planning Committee, CJER Continuing Judicial Studies Programs (1995-1998)
- U.S. District Court - Northern District Civil Justice Reform Act Committee (1991-1992)
- Alameda County Superior Court Settlement Commissioner (1990-1992)
- State Bar Litigation Section, Executive Committee (1990-1991)
- Alameda County Trial Court Delay Reduction Act, Local Rules and Oversight Committees (1987-1990)
- U.S. District Court Merit Selection Panel (for retention of a magistrate judge) (1986)
- Oakland Residential Rent Arbitration Board (1986-1989)
- Alameda County Fish & Game Advisory Commission (1986-1987)
- State Bar Committee on Administration of Justice (1984-1987)

**PUBLICATIONS AND CONSULTATIONS:**

- Consultant, Judicial Council Committee on Providing Access and Fairness "Judicial Diversity Tool Kit" (2011 and 2019)
- Consultant, California Judges Benchguide: "Adoptions" (CJER, 2005 - 2009)
- Consultant, California Judges Benchguide: "Preliminary Hearings" (CJER, 1999 - 2009)
- Consultant, California Judges Benchguide: "Landlord-Tenant Litigation" (CJER, 1998 - 2009)
- Consultant, California Judges Benchbook: Civil Proceedings - Before Trial (CJER, 1995 - 2016)

- Consultant, California Judges Benchbook: Civil Proceedings - Trial (CJER, 1997 - 2016)
- Consultant, California Judges Benchbook: Civil Proceedings - After Trial (CJER, 1998 - 2016)
- Consultant, California Judges Benchbook: Discovery (CJER, 1998 - 2015)
- Consultant, California Judges Benchbook: Juvenile Court Administrative Deskbook (CJER, 2003)
- Consultant, California Trial Objections, 2d Edition (CEB, 1995)
- Consultant, Jefferson's Evidence Benchbook, 3d Edition (CEB, 1997, 2011-Present), Chapter 35 – "Evidence of Character, Habit and Custom"
- Author, "African-American Women on the California Bench: A History" (Daily Journal, March 26, 2019)
- Op-Ed, "Advice to Trial Judges and Judge Wannabes" (Daily Journal, January 7, 2012 ed.)
- Op-Ed, "Pioneer Spirit" (Daily Journal, March 5, 2007 ed.)
- Co-Author, "A Court-Appointed Special Advocate: Changing A Foster Child's Life" (The [Alameda County Bar Association] Bulletin, October 2001)
- Author, "350 Days to Trial: Strategies For Survival Under Trial Court Delay Reduction Programs" (CEB Special Supplement, Spring, 1988)
- Author, "Unfair Media Coverage of Judicial Misconduct Investigations (Or Taking Landmark Communications Too Far)," (The San Francisco Attorney, Aug/Sep, 1987 ed.)
- Author, "Black Women Pioneers in the Law," (The Historical Reporter [a publication of the Historical Society of the U.S. Dist. Ct, Northern Dist. Of CA], Spring 1987 ed.)

#### **JUDICIAL AND LEGAL EDUCATION FACULTY EXPERIENCE AND INVOLVEMENT:**

##### **Judicial Council/California Center for Judicial Education and Research ("CJER")**

- Dean, B.E. Witkin Judicial College (2000 - 2002; Associate Dean, 1998-2000)
- Chair, New Judge Education Planning Committee (2000 - 2002; Vice Chair, 1998-2000)
- Faculty: *Basic Civil Law Courses (Landlord/Tenant; Minor's Compromise, etc.)* (1994); *Civil Law Update* (Municipal Courts Institute, 1994-1995); *Civil Settlement Techniques* (B.E. Witkin Judicial College, 1996-2001); *Common Evidence Problems* (Civil Procedure Institute, 1992); *Consumer Law* (Civil Procedure Institute, 1997; Judicial College & CJSP, 1994-1997); *Criminal Law Overview* (CJSP, 2006-2008); *Defaults and Dismissals* (Judicial College, 1996-1998); *Genetics and the Courts* (Judicial College, 2001); *Genetics, Ethics, and Social Responsibility* (Genetics in the Courtroom Conference, 1999); *How to Make Your Court User Friendly* (CJSP 1993); *Juvenile Dependency* (Judicial College, 2002, 2003); *Marsden & Faretta* (Judicial College, 2005); *Negligence/Proposition 51* (CJSP, 1995; Civil Procedure Institute 1994); *Overlaps: But I Thought I Was a Civil Judge!* (CJSP 2005); *Pathways to the Bench* (Various Programs, 2019) *Preliminary Hearings* (Judicial College, 2007, CJSP 2008; *Poverty Simulation Workshop* (Various programs, 2019); *Online Course* 2010); *Techniques in Judicial Education* (CJSP 1997); *Urban Judges Roundtable* (1993);
- Chair, Planning Committee, Municipal and Justice Courts Institute (1994)
- Planning Committee Member, Municipal Courts Institute (1995)
- Planning Committee Member, Continuing Judicial Studies Program (1995-1998)
- Planning Committee Member & Faculty, "Genetics in the Courtroom" Conference (1999)
- Planning Committee Member, Civil Law Institute (1996)
- Seminar Leader, Judicial College (1995)
- Fairness in the California Courts (Trained as Instructor)
- Judicial Council Liaison to CJER Governing Committee (1997 - 1998)
- Attendee, Mini-Leadership Conference (1996)

##### **Alameda County Bar Association**

- *Strategies for Eliminating Bias in the Legal Profession* (2011, 2012)
- *Winning Strategies in Settlement* (2017)

##### **California Judges Association- Faculty**

- *Poverty Simulation Workshop (2018 Annual Meeting)*
- *If I Had Known Then . . .* (2017 Mid-Year Meeting)
- *Justice in the Balance: The 2020 Report* (1994 Annual Meeting)

##### **Continuing Education of the Bar ("CEB") – Faculty**

- *Analyzing Key Evidence Issues: The Jefferson Approach* (1998)

Hastings College of Law, San Francisco, CA - Faculty

- Adjunct Professor/Legal Writing and Research Instructor (1983-1984; 1981-1982)

National Bar Association

- Education Committee Co-Chair and Faculty, 2016 Mid-Year and Annual Meetings
- Bail Reform (2018)
- Innocence Projects and Wrongful Convictions: Lessons for Judges (2019)

National Institute of Trial Advocacy Faculty

- Faculty, Western Regional Program (1990)

National Judicial College, Reno, NV Faculty

- Drug Courts: The Judicial Response (1997 [Team Leader]; 1996)

Practising Law Institute Faculty

- *Strategies for Eliminating Bias in the Legal Profession* (2011, 2016) ; *Diversity Pipeline: State Bar Diversity Pipeline Project* (2006)

The Rutter Group Faculty

- Enforcing Debts and Judgments (1997)

The State Bar of California Faculty

- Numerous courses on Diversity in the Legal Profession/Judicial Diversity (2006-present)
- Chair, Planning Committee, Judicial Diversity Summits presented in 2006 and 2011, and Member, Planning Committee for Judicial Diversity Summit presented in 2016

University of the South Pacific School of Law, Suva, Fiji

- *Removing Gender and Racial Bias in the Legal Profession - California's Experience* (2012)

**DISTINCTIONS, HONORS, AND AWARDS:**

- Crystal Gavel Award, Judicial Council of the California Association of Black Lawyers, 2020
- Special Lifetime Achievement Award, Charles Houston Bar Association, 2019
- Multicultural Bar Alliance of Los Angeles Award, 2018
- Alba Witkin Humanitarian Award, California Judges Association/California Judges Foundation, 2016
- Spirit of Excellence Award, American Bar Association, 2014
- Diversity Award, State Bar of California, 2013; Commendation for Diversity Work, 2016
- Hall of Fame Award, Charles Houston Bar Association, 2012
- Woman Jurist of Distinction Award, Women Lawyers of Alameda County, 2012
- Distinguished Service Award (Judge of the Year), Alameda County Bar Association, 2012
- Judicial Excellence Award, Charles Houston Bar Association, 2008
- Champion of Unity Award, Minority Bar Coalition, 2007
- Bernard S. Jefferson Judge of the Year Award, California Association of Black Lawyers, 2007, 1994
- Rose Bird Memorial Award, California Women Lawyers, 2007
- Benjamin Travis Community Service Award, Charles Houston Bar Association, 2006, 1991
- President's Award, California Women Lawyers, 2005
- Unsung Heroines Award, Oakland Bay Area Chapter of Jack and Jill of America, Inc., 2005
- Wilmont Sweeney Juvenile Court Judge of the Year Award, Juvenile Court Judges of California, 2003
- Outstanding Jurist Award, National Bar Association, Women Lawyers Division, 2002
- Ella Hill Hutch Award, Statewide, Black Women Organized For Political Action/PAC, 2002
- Outstanding Achievement Award, Black Women Lawyers of Northern California, 2000
- First African-American woman selected as Dean and Associate Dean of California's Judicial College
- President's Award, Charles Houston Bar Association, 1994



- "Judge Brenda Harbin-Forte Day" declared in City of Oakland on November 19, 1992
- Woman of the Year Award, Oakland Business & Professional Women, 1992
- Nat'l Black Law Students Association's Tribute to Black Women in the Legal Profession, 1988
- An Outstanding Young Woman of America, 1983
- Argued two cases before the Ninth Circuit Court of Appeals, both resulting in published opinions
- First African-American woman President of the Alameda County Bar Association
- First African-American woman to clerk for the Central Staff of the Ninth Circuit
- First African-American woman elected Berkeley Law School (formerly Boalt Hall) Class President
- Delivered a commencement address at high school, college, and law school graduations

**CURRENT MEMBERSHIPS/AFFILIATIONS:**

- Alameda County Bar Association (President, January 1-24, 1992 (term ended on appointment to the bench on January 24, 1992); President-Elect, 1991; Board member, 1990; Chair and Vice-Chair, Law Day Committee, 1995 & 1994; Member, Drug Task Force, 1995; Co-Chair, Legislature Liaison Committee, 1988-1989)
- American Bar Association
- Bernard E. & Alba Witkin Charitable Foundation (Vice President, 2016-Present; Board Member, 2015-Present)
- Black Women Lawyers Association of Northern California (President, 1986)
- California Association of Black Lawyers (Vice President, North, 1987-1989; Judicial Advisor-North, 2006-2014; 2017-Present); President's Special Assistant [Judicial], 1992-1997)
- California Judges Association 1992 - present (Chair, Annual Meeting Planning Committee, 2015-2016; Co-Chair, Judicial Education Committee, 2006-2008)
- California Women Lawyers (Judicial Liaison and Board Member, 1998 – 2005 [Presented numerous "So, You Want to be a Judge?" programs]; District 3A Governor, 1989-1990)
- Center for Youth Development through Law (Board Member, 2010 - Present)
- Charles Houston Bar Association (Executive Board Member and Newsletter Editor, 1988)
- Judicial Council of the California Association of Black Lawyers (1992-Present; Chair, 2018-2019; Co-Chair-North, 2017-2018; Co-Producer, Membership Directory, 2005-present; Treasurer, 1993 -1997)
- National Association of Women Judges
- National Bar Association (Judicial Council, 1992-Present; Co-Chair, Judicial Council Education Committee, 2015-2016; Board of Governors, 1987-1988; Assistant Regional Director, Region IX, 1987-1988)

**PAST MEMBERSHIPS/AFFILIATIONS:**

- Alta Bates Medical Center (Community Member, 1993; Associate Trustee, 1994-1996)
- American Bar Foundation, (ABF Fellow, 1993-1996)
- Boalt Hall Alumni Association Board of Trustees (1998 -2000)
- Business & Professional Women, Oakland
- East Oakland Youth Development Center (Board Member, 1985-1986)
- Edward J. McFetridge American Inn of Court (Master, 1993-1995; Membership Chair, 1994-95)
- Juvenile Court Judges of California (a section of the CJA) Executive Committee, 2000 - 2004
- The Judge Patricia Ann McKinley Memorial Foundation, (Founding Board Member), 1986-1987
- McClymonds High School Law & Government Academy, (Advisory Board; Donald P. McCullum Youth Court Board, Honorary Chair)
- National Association of Negro Business & Professional Women
- Oakland Certified Development Corp. (Board Member, 1988)

**PERSONAL:**

Born in Meridian, Mississippi; One child; four grandchildren; one great-grandchild

**TO:** Regina Jackson  
Chair, Oakland Police Commission

**FROM:** Susan E. Manheimer  
Chief of Police, Oakland Police Department

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Chair Jackson,

Please find below an update from Deputy Chief Drennon Lindsey, Chair of the Oakland Police Department's Race and Equity Team, regarding the Organizational Racial Equity Phase II overview:

*Overview:* The Department hosted the Phase II Discipline Disparity Steering Committee meeting on July 8, 2020. The Steering Committee includes representatives from all police associations, the Plaintiff's Attorneys, the City's Race and Equity Director, the CPRA Director, the Police Commission Chair, a Council member, the Stanford Team (Professor Monin and Professor Eberhardt), members from the internal Race & Equity Team and OPD Executive Team members and other staff.

*Background:* The Department has been working with the internal Race & Equity Team (IRET) lead by Director Flynn who conducted an impact analysis study of the Racial Disparity. The IRET made formal recommendations to the Department to accept and implement all recommendations identified in the Racial Disparity Study. The Department immediately accepted the recommendations and has arduously began the implementation phase of the recommendations to mitigate any future disparities identified from the Racial Disparity Study.

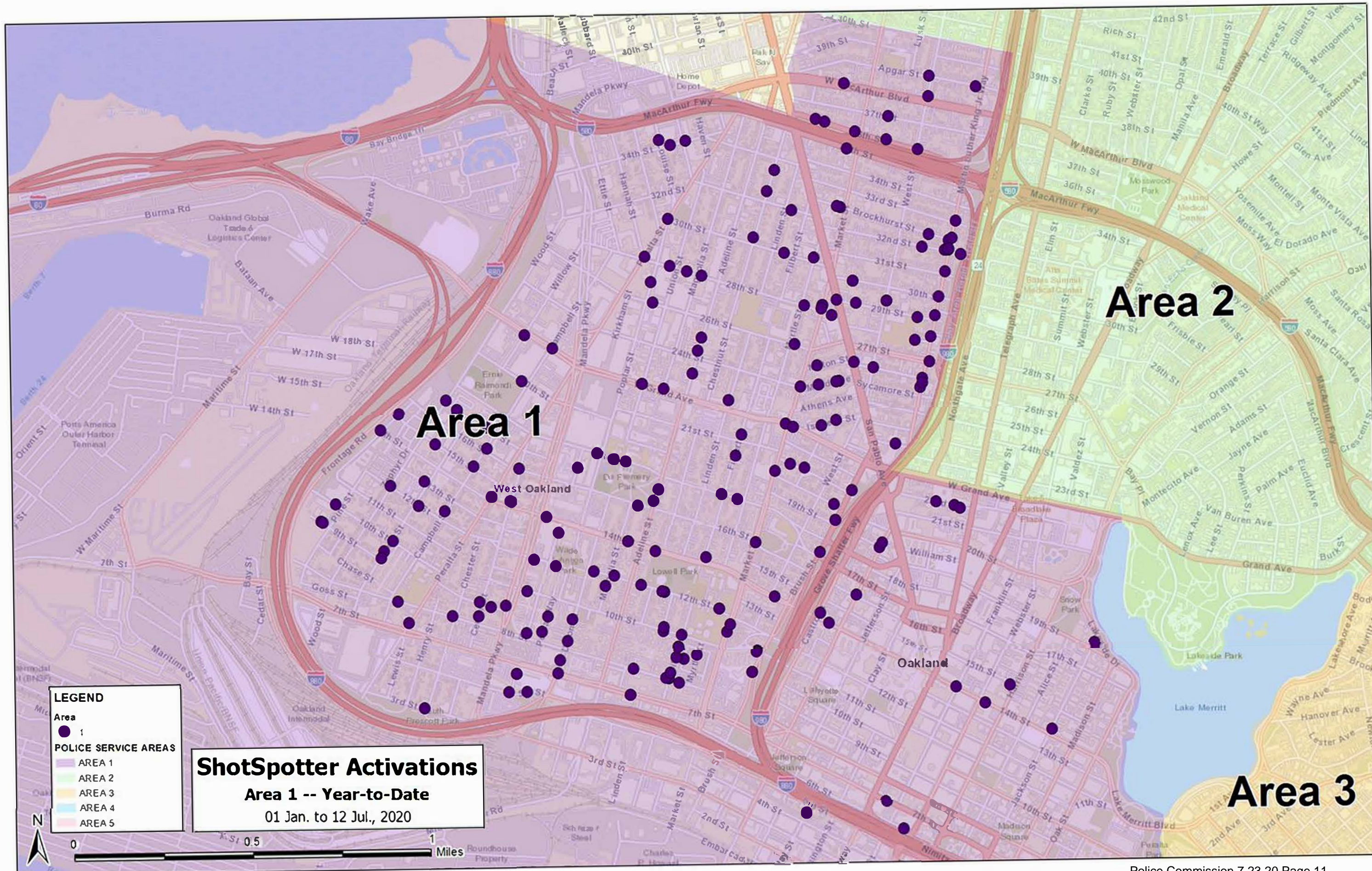
*Purpose of Steering Committee:* The Steering Committee will continue to work as a team to implement, measure, and analyze available data in relation to the Racial Disparity Study's findings. A subset of the Discipline Disparity Study Committee has been designated as a working group. This working group responsibilities will be to evaluate the effectiveness of the recommendations already implemented by the Department, conduct further analysis of the existing data, address and evaluate the findings and recommendations from the Hillard Heintze Discipline Disparity Study, and to develop metrics to assess the impacts of each implemented intervention.

Respectfully submitted,



Susan E. Manheimer  
Chief of Police  
Oakland Police Department



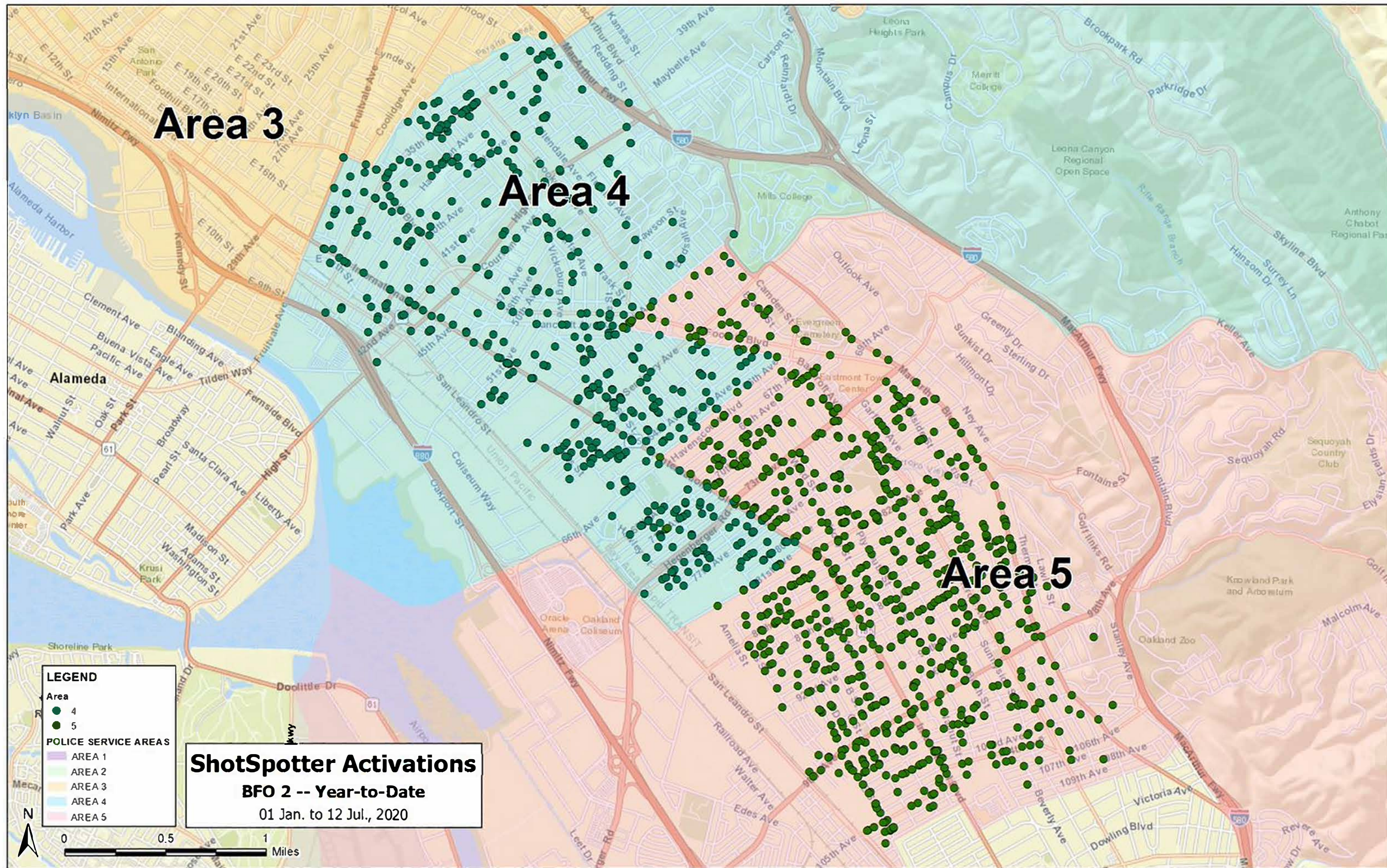


Area 2

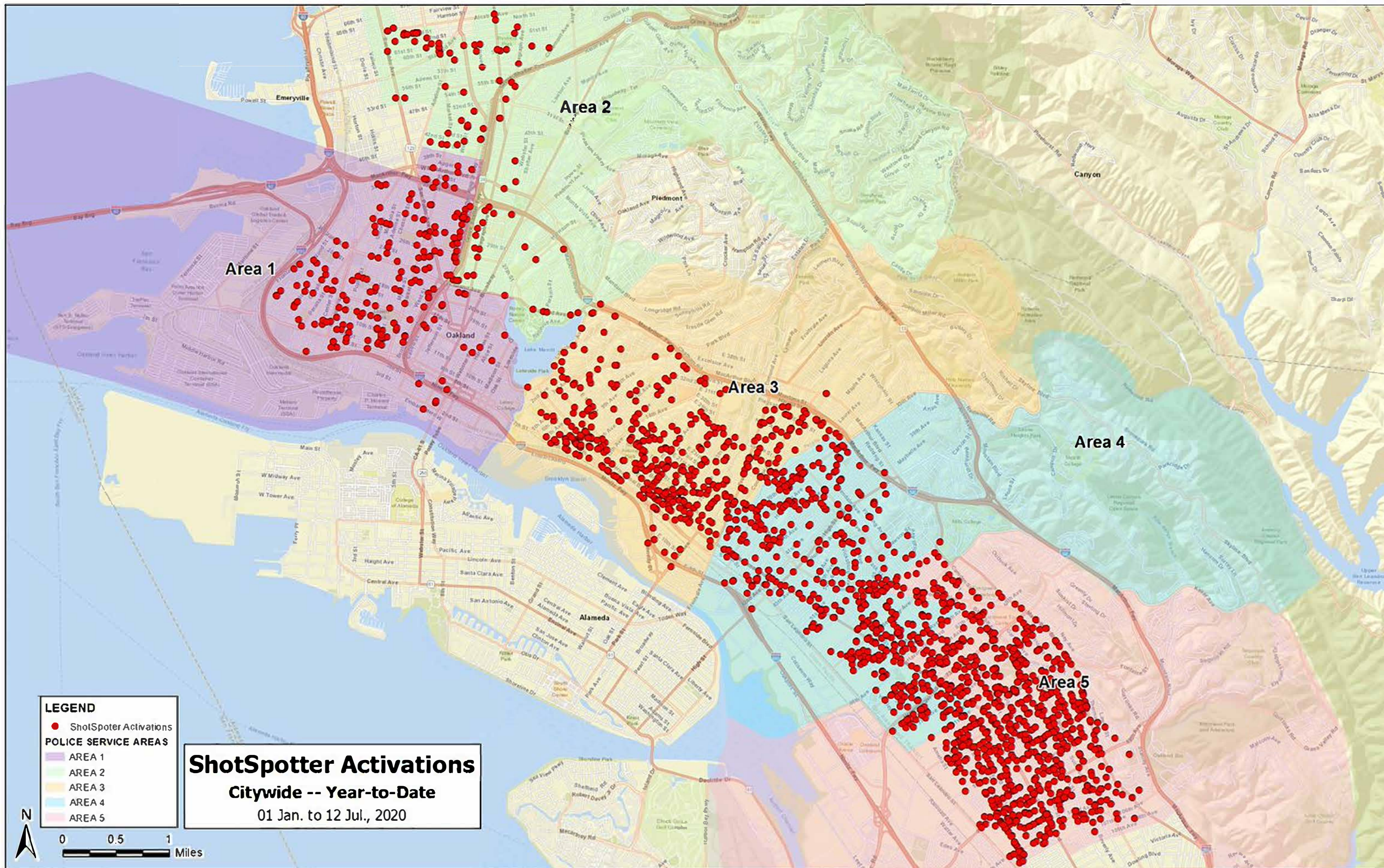
Area 1

Area 3













**Oakland**  
police department

455 7th St., OAKLAND, CA 94607 | OPDCRIMEANALYSIS@OAKLANDNET.COM

CRIME ANALYSIS

## Quarterly Crime Comparison — Citywide 2nd Quarter 2019 vs. 2nd Quarter 2020

<b>Part 1 Crimes</b> <i>All totals include attempts except homicides.</i>	Q2 2019	Q2 2020	Percentage Change
<b>Violent Crime Index</b> (homicide, aggravated assault, rape, robbery)	1,514	1,401	-7%
<b>Homicide – 187(a)PC</b>	19	23	21%
<b>Homicide – All Other *</b>	1	2	100%
<b>Aggravated Assault</b>	764	829	9%
Assault with a firearm – 245(a)(2)PC	83	114	37%
<b>Subtotal - Homicides + Firearm Assault</b>	103	139	35%
Shooting occupied home or vehicle – 246PC	72	82	14%
Shooting unoccupied home or vehicle – 247(b)PC	44	51	16%
Non-firearm aggravated assaults	565	582	3%
<b>Rape</b>	50	44	-12%
<b>Robbery</b>	681	505	-26%
Firearm	223	143	-36%
Knife	34	36	6%
Strong-arm	316	201	-36%
Other dangerous weapon	23	17	-26%
Residential robbery – 212.5(a)PC	28	26	-7%
Carjacking – 215(a) PC	57	82	44%
<b>Burglary</b>	3,287	1,877	-43%
Auto	2,670	1,085	-59%
Residential	419	297	-29%
Commercial	151	416	175%
Other (includes boats, aircraft, and so on)	39	57	46%
Unknown	8	22	175%
<b>Motor Vehicle Theft</b>	1,637	2,375	45%
<b>Larceny</b>	1,710	1,482	-13%
<b>Arson</b>	32	53	66%
<b>Total</b>	8,181	7,190	-12%

THIS REPORT IS HIERARCHY BASED. CRIME TOTALS REFLECT ONE OFFENSE (THE MOST SEVERE) PER INCIDENT.

These statistics are drawn from the Oakland Police Dept. database. They are unaudited and not used to figure the crime numbers reported to the FBI's Uniform Crime Reporting (UCR) program. This report is run by the date the crimes occurred. Statistics can be affected by late reporting, the geocoding process, or the reclassification or unfounding of crimes. Because crime reporting and data entry can run behind, all crimes may not be recorded.

\* Justified, accidental, foetal, or manslaughter by negligence. Traffic collision fatalities are not included in this report.

PNC = Percentage not calculated — [Percentage cannot be calculated.](#)

All data extracted via Coplink Analytics.



**Oakland**  
police department

455 7TH ST., OAKLAND, CA 94607 | OPDCRIMEANALYSIS@OAKLANDNET.COM

CRIME ANALYSIS

## Quarterly Crime Comparison — Citywide 2nd Quarter 2019 vs. 2nd Quarter 2020

<b>Citywide</b> <i>All totals include attempts except homicides.</i>	<b>Q2 2019</b>	<b>Q2 2020</b>	<b>Percentage Change</b>
<b>Homicide – 187(a)PC</b>	19	23	<b>21%</b>
<b>Homicide – All Other *</b>	1	2	<b>100%</b>
Assault with a firearm – 245(a)(2)PC	83	114	<b>37%</b>
<b>Subtotal - 187 + 245(a)(2)</b>	103	139	<b>35%</b>
Shooting occupied home or vehicle – 246PC	72	82	<b>14%</b>
Shooting unoccupied home or vehicle – 247(b)PC	44	51	<b>16%</b>
<b>Subtotal - 187 + 245(a)(2) + 246 + 247(b)</b>	219	272	<b>24%</b>
Negligent discharge of a firearm – 246.3PC	194	249	<b>28%</b>
<b>Grand Total</b>	<b>413</b>	<b>521</b>	<b>26%</b>

THIS REPORT IS HIERARCHY BASED. CRIME TOTALS REFLECT ONE OFFENSE (THE MOST SEVERE) PER INCIDENT.

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CRIME ANALYSIS

## Quarterly Crime Comparison 1st Quarter 2020 vs. 2nd Quarter 2020

<b>Part 1 Crimes</b> <i>All totals include attempts except homicides.</i>	Q1 2020	Q2 2020	Percentage Change
<b>Violent Crime Index</b> (homicide, aggravated assault, rape, robbery)	1,451	1,401	-3%
<b>Homicide – 187(a)PC</b>	11	23	109%
<b>Homicide – All Other *</b>	-	2	PNC
<b>Aggravated Assault</b>	683	829	21%
Assault with a firearm – 245(a)(2)PC	69	114	65%
<b>Subtotal - Homicides + Firearm Assault</b>	80	139	74%
Shooting occupied home or vehicle – 246PC	77	82	6%
Shooting unoccupied home or vehicle – 247(b)PC	30	51	70%
Non-firearm aggravated assaults	507	582	15%
<b>Rape</b>	60	44	-27%
<b>Robbery</b>	697	505	-28%
Firearm	208	143	-31%
Knife	64	36	-44%
Strong-arm	337	201	-40%
Other dangerous weapon	18	17	-6%
Residential robbery – 212.5(a)PC	23	26	13%
Carjacking – 215(a) PC	47	82	74%
<b>Burglary</b>	3,572	1,877	-47%
Auto	2,987	1,085	-64%
Residential	362	297	-18%
Commercial	175	416	138%
Other (includes boats, aircraft, and so on)	37	57	54%
Unknown	11	22	100%
<b>Motor Vehicle Theft</b>	1,930	2,375	23%
<b>Larceny</b>	1,873	1,482	-21%
<b>Arson</b>	36	53	47%
<b>Total</b>	8,862	7,190	-19%

THIS REPORT IS HIERARCHY BASED. CRIME TOTALS REFLECT ONE OFFENSE (THE MOST SEVERE) PER INCIDENT.

These statistics are drawn from the Oakland Police Dept. database. They are unaudited and not used to figure the crime numbers reported to the FBI's Uniform Crime Reporting (UCR) program. This report is run by the date the crimes occurred. Statistics can be affected by late reporting, the geocoding process, or the reclassification or unfounding of crimes. Because crime reporting and data entry can run behind, all crimes may not be recorded.

\* Justified, accidental, foetal, or manslaughter by negligence. Traffic collision fatalities are not included in this report.

PNC = Percentage not calculated — [Percentage cannot be calculated.](#)

All data extracted via Coplink Analytics.





**Oakland**  
police department

455 7TH ST., OAKLAND, CA 94607 | OPDCRIMEANALYSIS@OAKLANDNET.COM

CRIME ANALYSIS

## Quarterly Crime Comparison 1st Quarter 2020 vs. 2nd Quarter 2020

<b>Citywide</b> <i>All totals include attempts except homicides.</i>	<b>Q1 2020</b>	<b>Q2 2020</b>	<b>Percentage Change</b>
<b>Homicide – 187(a)PC</b>	11	23	<b>109%</b>
<b>Homicide – All Other *</b>	-	2	<b>PNC</b>
Assault with a firearm – 245(a)(2)PC	69	114	<b>65%</b>
<b>Subtotal - 187 + 245(a)(2)</b>	80	139	<b>74%</b>
Shooting occupied home or vehicle – 246PC	77	82	<b>6%</b>
Shooting unoccupied home or vehicle – 247(b)PC	30	51	<b>70%</b>
<b>Subtotal - 187 + 245(a)(2) + 246 + 247(b)</b>	187	272	<b>45%</b>
Negligent discharge of a firearm – 246.3PC	158	249	<b>58%</b>
<b>Grand Total</b>	<b>345</b>	<b>521</b>	<b>51%</b>

THIS REPORT IS HIERARCHY BASED. CRIME TOTALS REFLECT ONE OFFENSE (THE MOST SEVERE) PER INCIDENT.

These statistics are drawn from the Oakland Police Dept. database. They are unaudited and not used to figure the crime numbers reported to the FBI's Uniform Crime Reporting (UCR) program. This report is run by the date the crimes occurred. Statistics can be affected by late reporting, the geocoding process, or the reclassification or unfounding of crimes. Because crime reporting and data entry can run behind, all crimes may not be recorded.

\* Justified, accidental, foetal, or manslaughter by negligence. Traffic collision fatalities are not included in this report.

PNC = Percentage not calculated — [Percentage cannot be calculated.](#)

All data extracted via Coplink Analytics.

# OPD VISION: PERFORMANCE AND RISK MANAGEMENT SYSTEM

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# AGENDA

Introduction

General Concepts

Performance Management

Risk Management

Risk Management Usage

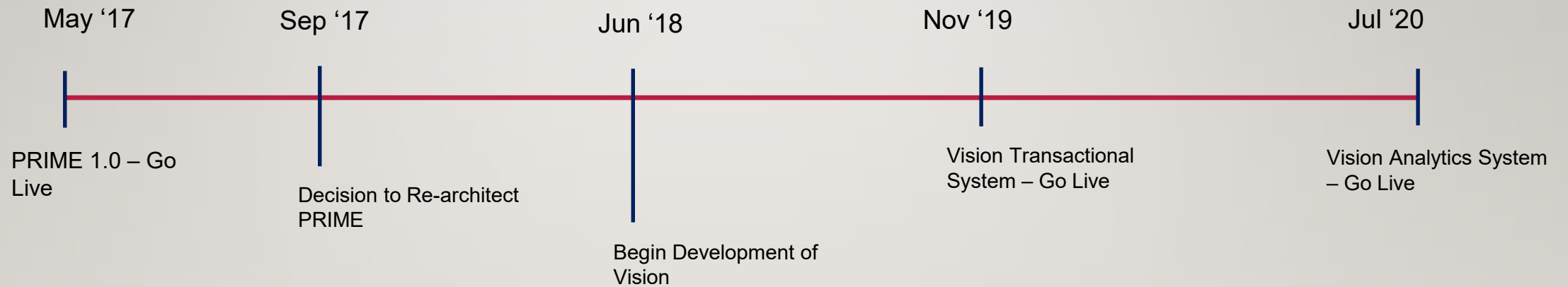
# THE TEAM

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- Andrew Peterson – Chief Information Officer – City of Oakland
- Leslie Wan – Business Intelligence Specialist – Slalom Consulting
- Paul Figueroa – Captain – Oakland Police Department

# GENERAL VISION TIMELINE\*

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\*timeline is approximate

# GENERAL CONCEPTS

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# PERFORMANCE VS. RISK MANAGEMENT

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## Performance Management (Current Activity)

How are you/we performing  
now?

Refers to Present Tense

Uses current behavior to determine  
mitigation for CURRENT  
PERFORMANCE



## Risk Management (Historical and Future Activity)

How have we performed over  
time?

Refers to Past Tense

Uses historical behavior to predict  
and mitigate FUTURE  
PERFORMANCE (RISK)



- Transaction = A Distinct Event
  - Event = When + Who + What + Outcome
- Example Transactions

# TRANSACTIONS

When	Who	What	Outcome
1/01/18	UM vs LSU	Football Game	LSU wins 33-3
Fall 2018	Hayden	French Class	Passed – B+
5/07/11	David Butler	Grocery Shopping	Spent \$2.49
7/02/20	Ofc. Harris	Stopped Ms. Smith	Issued Warning Ticket

- Transaction Outcome – (overall, details)

LSU vs. Miami (FL) 2010 Advocate Classic

ADVOCARE CLASSIC

GAME COMPARISON AWAY HOME SCORING DRIVES DEFENSE SPECIAL TEAMS PLAYS NOTES TOOLS

#8 UM 3 4th 15:00 33 #25 LSU

Start of 4th quarter, clock 15:00, [15:00]  
 Rosier, M rush for 2 yards to the LSU20 (Patrick Queen).  
 Rosier, M rush for 4 yards to the LSU22 (DeCoby Stevenson).  
 Rosier, M pass complete to Thomas, J for 32 yards to the LSU26, 1ST DOWN UM, out-of-bounds.

**UM Passing**

#	PLAYER	C-A	YDS	TD	I	RTG
12	ROSIER, M	10-23	144	0	2	78.7

**UM Rushing**

#	PLAYER	ATT	YDS	TD	LNG	AVG
13	DALLAS, D	8	38	0	9	4.8
24	HOMER, T	7	30	0	17	4.3
12	ROSIER, M	8	21	0	7	2.6
32	GRAY, T	3	8	0	4	2.7
4 RUSHERS		26	97	0	17	3.7

**UM Receiving**

#	PLAYER	NO	YDS	TD	LNG	AVG	TGT
4T	THOMAS, J	3	60	0	32	20	5
18	CAGER, L	2	42	0	36	21	6
13	DALLAS, D	1	13	0	13	13	1
82	RICHARDS, A	1	9	0	9	9	2
3	HARLEY, M	1	8	0	8	8	1
81	LANGHAM, D	1	8	0	8	8	2
24	HOMER, T	1	4	0	4	4	1
7 RECEIVERS		10	144	0	36	14.4	21

**LSU Passing**

#	PLAYER	C-A	YDS	TD	I	RTG
9	BURROW, JOE	10-22	133	0	0	96.2

**LSU Rushing**

#	PLAYER	ATT	YDS	TD	LNG	AVG
4	BROSSETTE, NICK	13	100	2	50	7.7
22	HELAIRE, C ED	6	18	0	6	2.7
2	BURROW, JOE	2	4	0	5	2
3	CURRY, CHRIS	3	-1	0	2	-0.3
4 RUSHERS		27	115	2	50	4.3

**LSU Receiving**

#	PLAYER	NO	YDS	TD	LNG	AVG	TGT
4	JEFFERSON, JUST	4	74	0	37	18.5	7
2	ANDERSON, DEE	2	20	0	11	10	2
1	CHASE, JAMARR	1	22	0	22	22	2
1	GILES, JONATHAN	1	9	0	9	9	2
2	FOURNETTE, LA	1	5	0	5	5	2
6T	MARSHALL, T	1	3	0	3	3	3
6 RECEIVERS		10	133	0	37	13.3	21

7 Plays, 57 Yards, 3:46 TOP  
 Drive Started: By KO at the UM21 (01:46 3:0)  
 Drive Ended By: at the LSU20 (15:00 4:0)  
 Passing: 1-2 32 yds, Rushing: 5 for 15 yds  
 First Downs: 2  
 Off Penalties: 1 accepted for 5 yds  
 Def Penalties: 1 accepted for 15 yds, 1 First Downs

SAFeway

STORE MGR TIM HILTY 408-733-8251  
 THANK YOU FOR SHOPPING WITH US!

GROcery

1 B 2/4 00 ROTINT UHL UHT 2.00 F  
 BAKED GOODS  
 SPICY BRD 100% UHT CardSav .69 1.50 F  
 ResPrice 2.19

PRODUCE  
 GREEN BELL PEPPERS CardSav .79 .50 F  
 ResPrice 1.29  
 182/1.00 RED BELL PEPPERS CardSav 1.00 .50 F  
 ResPrice 1.50  
 YELLOW ONION 2.99 F

MISCELLANEOUS  
 MC SCANNED COUPON 5.00-  
 TAX .00 BAL 2.49  
 CASH 3.00

CHANGE 7.48 .51  
 TOTAL SAVINGS 7.48  
 7/29/10 19:27 0313 07 0847 8031

DAVID BUTLER 9104

Club Card Savings \$ 2.48  
 PAID BY CARD 5.00  
 TOTAL \$ 2.49

YOUR CASHIER TODAY WAS JORGE



# CONFIDENCE LEVEL (DATA DRIVEN DECISIONS)

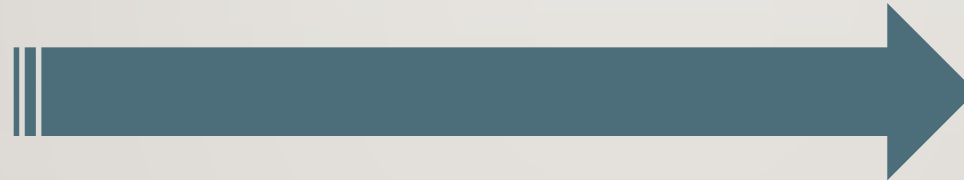
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Single Transaction  
Point in Time

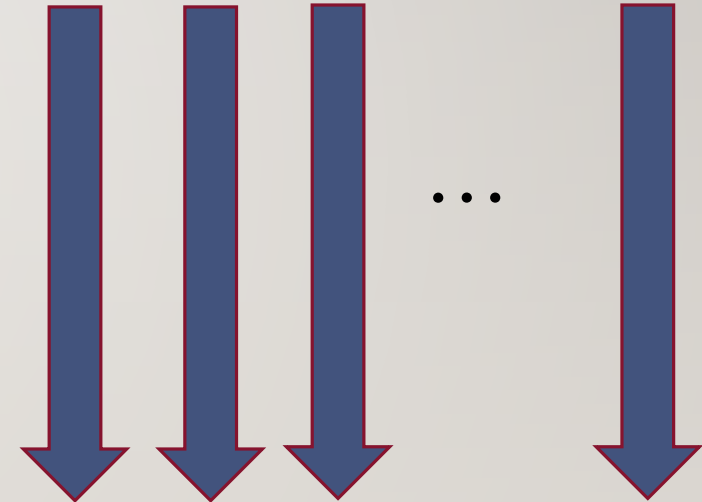


Low Confidence

Officer to Dept. Level Decisions



Aggregated Transactions  
Over Extended Time Period



High Confidence

# DATA WAREHOUSES

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What is data warehousing used for?

**Data warehouses** are **used for** analytical purposes and business reporting. **Data warehouses** typically store **historical data** by integrating copies of **transaction data** from disparate sources...

# DATA ANALYTICS

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What is analytics and why it is used?

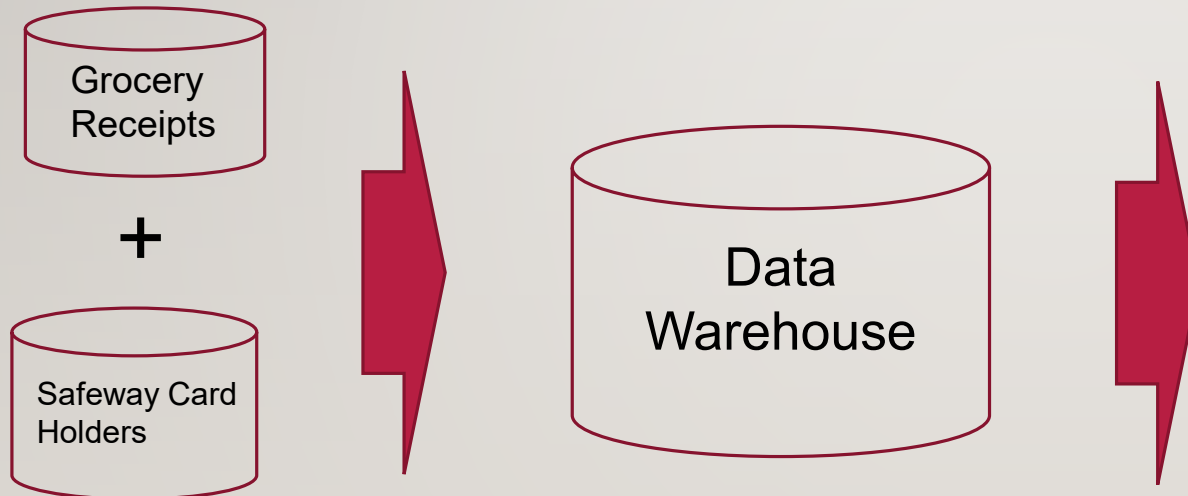
It is concerned with turning raw data into insight for making better decisions. **Analytics** relies on the application of statistics, computer programming, and operations research in order to quantify and gain insight to the meanings of data. It is especially useful in areas which record a lot of data or information.

Transactions

# GROCERY STORE EXAMPLE

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## Transaction Sources



## Analytic Questions

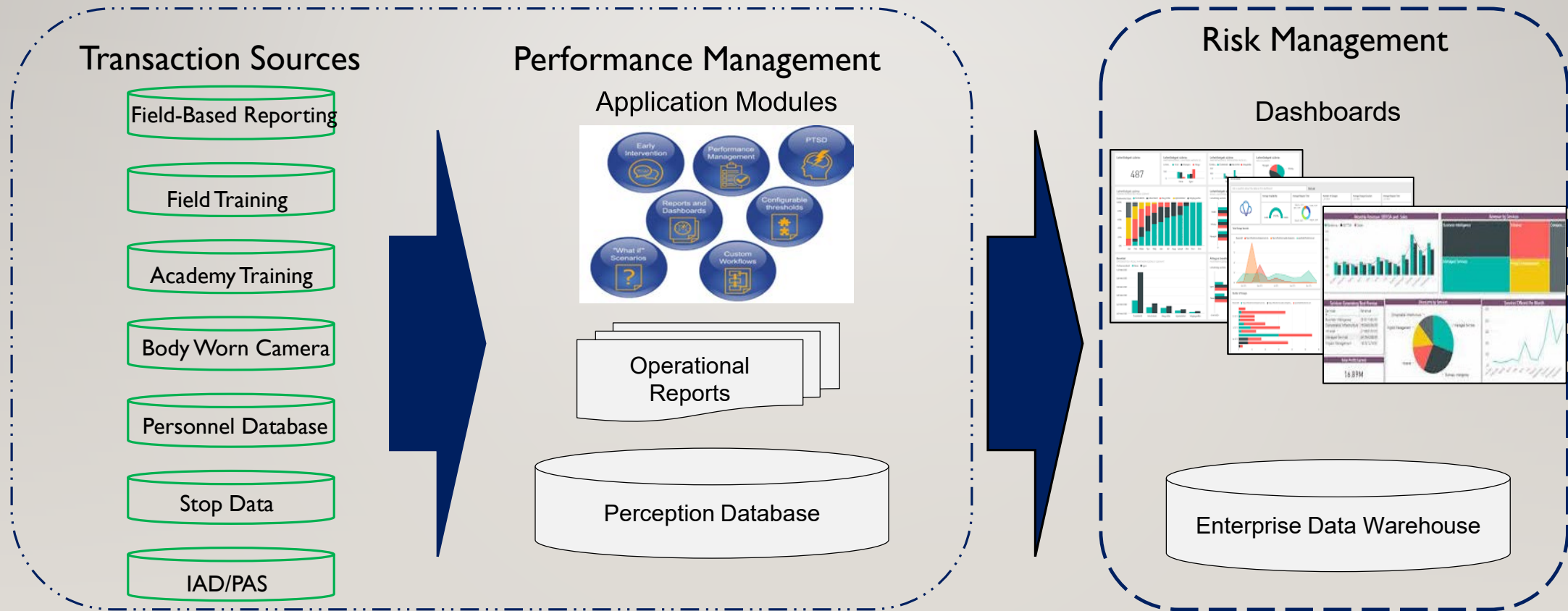
- What was the top selling item over the past 3 months?
- What was the most popular produce sold at store 9?
- Given the July 4<sup>th</sup> sale what was the percentage increase in pork rib sales?
- What are the top 2 items purchased in the same transaction between 9 PM and 11 PM by females over 40?
- ...

# PERFORMANCE MANAGEMENT

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# VISION SOLUTION OVERVIEW



# DEMO – PERFORMANCE MANAGEMENT

## Transaction Recording and Aggregation

# RISK MANAGEMENT

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Slalom is a modern consulting firm focused on strategy, technology, and business transformation.



## Slalom today:

**8,000+**  
Employees

**1,000+**  
Engineers

**1,200+**  
Clients

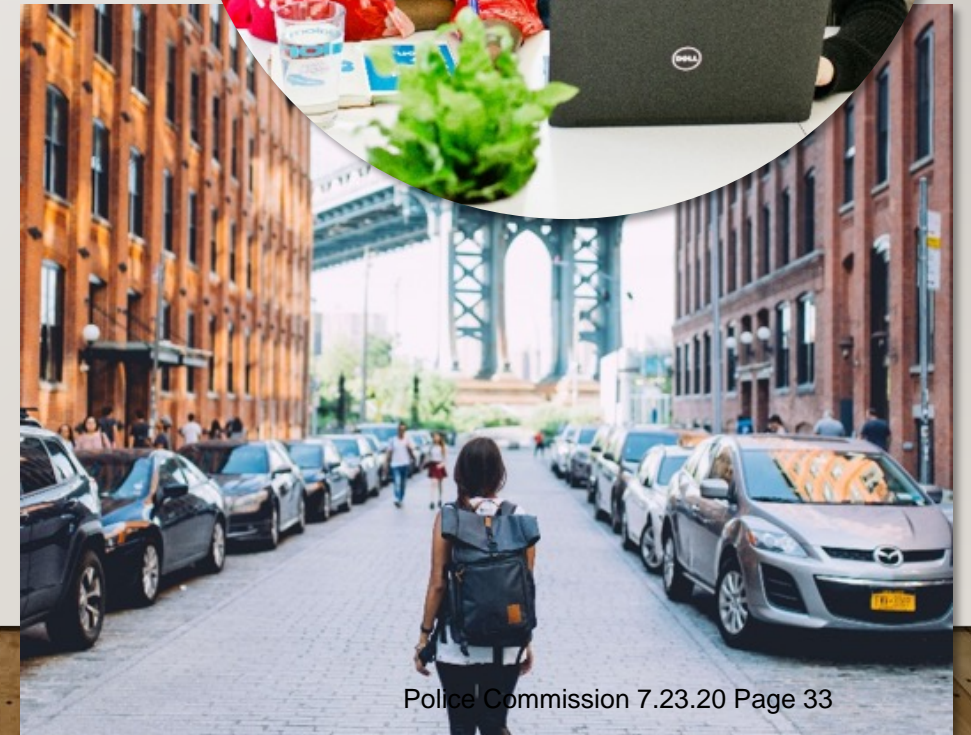
**600+**  
Product Engineering Clients

**\$1.8B+**  
Revenue

**2500+**  
Consumer Grade Products Built

**35**  
Offices

**8**  
US Regional Development "Build" Centers



# The Objective

Dashboards that synthesize and transform police officer data into rich visualizations that enable rapid analysis of potential hotspots – enabling a transparent and equitable experience for the residents of Oakland.

## From

**1,100 officers** work on behalf of community of 450,000 in Oakland, California

**17 years of federal oversight** stemming from civil rights lawsuits

**42 days** average time to complete manual reporting requests.

**7 separate systems** required to generate existing reports.



## Requirements



### Drill Down Capability

Drill down through hierarchy of bureau, area, squad, and officer



### Date Filtering

View historic results, Dynamic filtering for trends, Easy to change date range searches



### Trending Across Time

Comparison to city-wide and higher-level averages (e.g., squad vs. Area). Comparison to other key metrics (UOF v stops and arrests)



### Baseline Comparisons

Normalizing results across areas, squads, and officers



### Threshold Limits

Defining threshold limits to quickly highlight high or low outliers



## To

Democratized data access and transparency

**1,000's hours saved** on manual reporting processes

**Reduction of 41 days of latency**

**400 compiled dashboard metrics**

# Subject Areas

## Users

OIG

Commanders

PAS

## Requirements

IMT  
requirements

NSA  
requirements



## Dimensions for Analysis

Stops

Use of Force

Citations

PAS

Recovery

Collisions

Searches

Complaints

Arrests

Pursuits

Training

Personnel



## Inputs

Transaction  
Sources

Stop Data

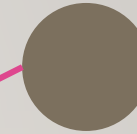
# Summary Dashboard

Central Hub for all Policing Data

**WHO**  
Bureau  
Officer Race



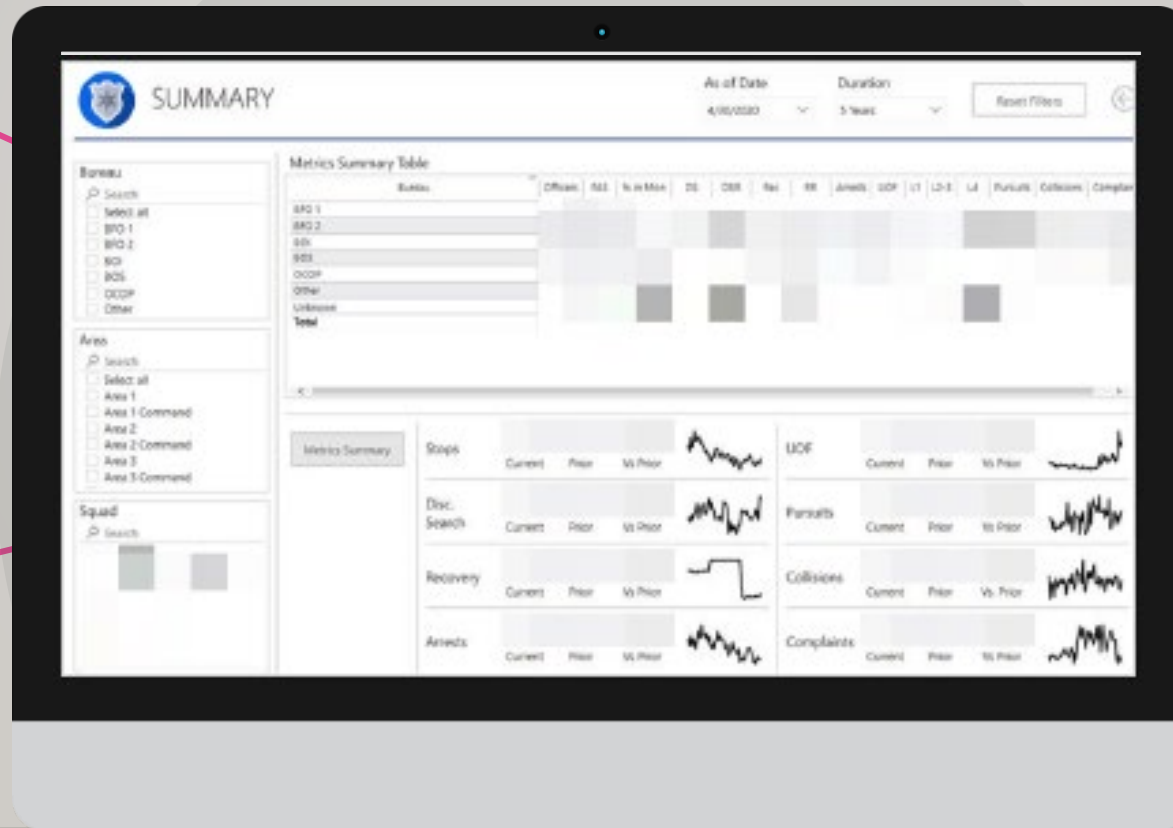
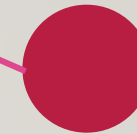
**WHEN**  
Duration by date



**OUTCOME**  
Summary  
Details



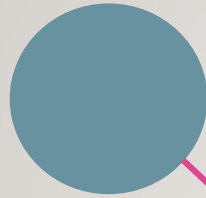
**WHAT**  
Use of Force  
Stop Data  
Recovery Rate



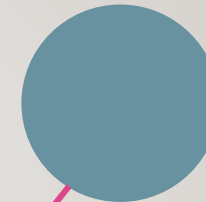


# Dashboards

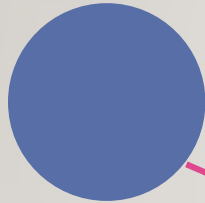
Stops



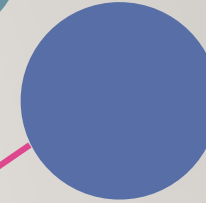
Complaints



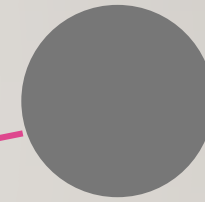
Stop Detail



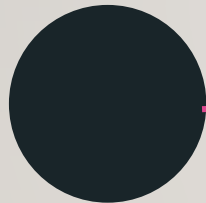
Collisions



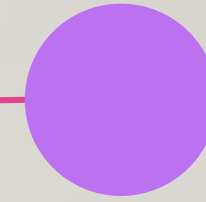
Pursuits



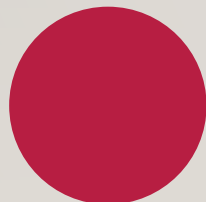
Stops Comparison



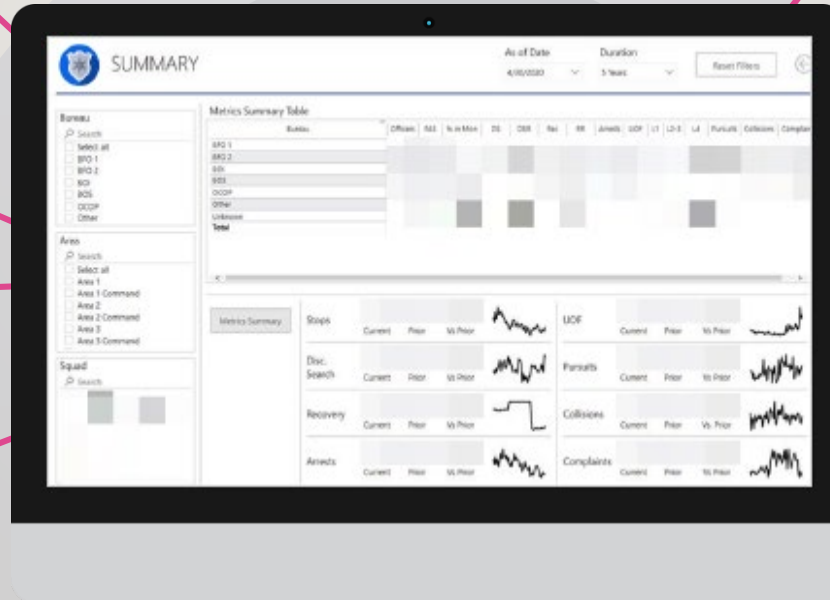
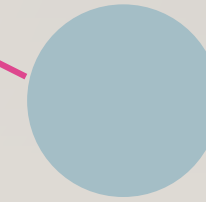
Arrests



Use of Force



Officer



# DEMO – RISK MANAGEMENT

## Data Warehouse and Dashboards

# RISK MANAGEMENT USAGE

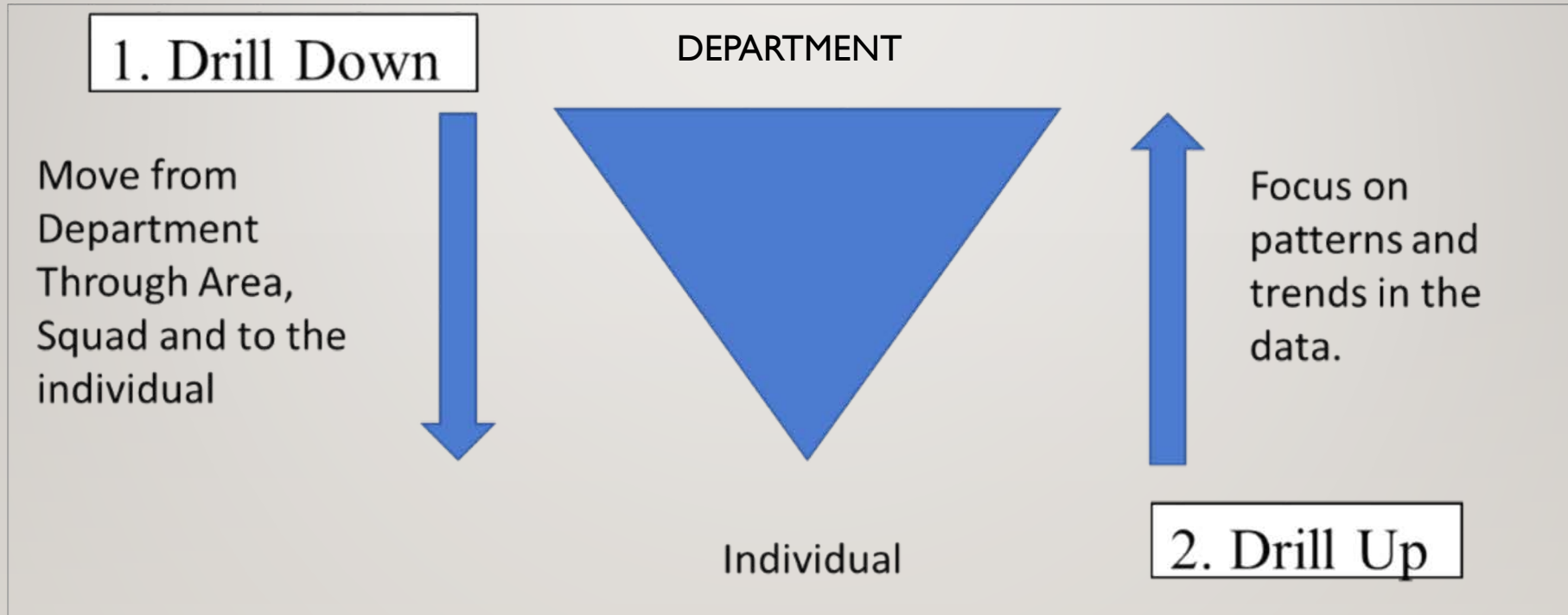
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# OPD RISK MANAGEMENT

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- The purpose of the Risk Management is to manage risk by looking for disparities and trends in data such as uses of force, complaints, pursuits, vehicle collisions, arrests and stop data. The core of the process is evaluating the data and taking corrective action when appropriate.
- Risk Management requires meaningful assessment, analysis and follow up which may include training, intervention, and other strategies which serve to provide fair and equitable treatment of all persons.





## DRILL DOWN OR DRILL UP?

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# MANAGEMENT FOCUS

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- Sergeant/First Level Supervisor (70% ↓ 30%↑)
- Lieutenant/First Level Commander (50% ↓ 50%↑)
- Executive Commander (10% ↓ 90%↑)

## COMMENTS FROM STANFORD PROF. DR. MONIN

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“The SLALOM dashboards are truly amazing and it will be a great tool for OPD to have. Congratulations to you and to all who contributed to make this happen. I wanted to surface and clarify one of the things that came up in the discussion today. Like any great tool, the dashboards are effective by making some trade-offs. They are very good at certain things, but to do that they have to let go of others. I think it's important to be aware of those trade-offs ...”

# CTIO 1000 HONOREE 2020

# CTIO1000 AWARDS

Attachment 9

## 2020 WINNER PROFILE

### City of Oakland

Andrew Peterson

**COMPANY WHERE WON:** City of Oakland

**PROJECT DESCRIPTION:**

VISION is a performance assessment and risk management solution developed for the Oakland Police Department that provides insights into virtually all of the department's activities. These systems are called Early Intervention Systems (EIS), but VISION goes beyond a traditional EIS by providing a comprehensive view of an officer's activities -- past, present, and probable future behaviors. Data is aggregated from seven different operational systems: academy training, field training, stop data, human resources data (e.g., assignments, awards), field-based reporting, IAD/PAS case management, and body-worn camera video. With VISION, we can analyze all aspects of conduct and performance at each level of the organization, from the individual officer, squad, area, and division to the entire department. This new capability allows the department to effectively assess its performance and develop data-driven policies and procedures to deter misconduct and promote desired behaviors.

**INDUSTRY:** State and Local Government



# NEXT STEPS

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- Vision Release 1.0 is Complete
- Review Feedback from officer Focus Groups and Survey
- Continuously Improve product based on Actual User Feedback
- Iterate

# THANK YOU!!

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CITY OF OAKLAND

CITY OF OAKLAND  
Revision Date: Nov 2, 2016

# CHIEF OF POLICE

Class Code:  
EM122Bargaining Unit: UN1 - Chief of Police,  
Unrepresented

## SALARY RANGE

\$19,482.37 - \$24,923.17 Monthly  
\$233,788.44 - \$299,078.04 Annually

### DEFINITION:

Under policy direction in the Police Department, manages the planning, development and implementation of all law enforcement and crime prevention programs for the City; and performs related duties as assigned.

### DISTINGUISHING CHARACTERISTICS:

This is a single-incumbent executive management level position. The incumbent oversees police services for the entire City.

### EXAMPLES OF DUTIES:

*Duties may include, but are not limited to the following:*

- Plan, direct and monitor the city's law enforcement and crime prevention programs and operations.
- Provide leadership, vision and direction to the department and the command staff.
- Promote public awareness and understanding of law enforcement
- Manage the development and implementation of programs to execute legislative and policy mandates and directives.
- Continuously monitor agency issues and programs, and advise the City Manager and City Council of important issues in a timely and proactive manner.
- Interact with a wide variety of community, civic and media organizations to advance law enforcement and crime prevention plans, proposals and strategies.
- Continuously monitor and evaluate the efficiency and effectiveness of the agency's organizational structure, staffing patterns, service levels and administrative systems; identify opportunities for improvement and increased coordination and collaboration with other the other city agencies.
- Actively promote collaboration, communication and coordination with other city departments in order to advance programs of mutual benefit such as community policing and economic development.
- Manage and participate in the development and administration of the department's budget.
- Serve as a liaison to other city departments, elected officials, community leaders, and state and federal agencies, to coordinate and collaborate on the development and implementation of law enforcement and crime prevention policies, goals, objectives and services.

**MINIMUM QUALIFICATIONS:****EDUCATION**

Bachelor's degree; a Master's degree is preferred.

**EXPERIENCE**

A minimum of 10 continuous years of experience in municipal law enforcement including five years at a level equivalent to Police Captain/Commander or above, ~~and a minimum of two years at a level equivalent to a Deputy Chief in a medium to large law enforcement agency.~~

**KNOWLEDGE AND ABILITIES:**

Knowledge of:

- Principles of modern law enforcement management.
- Principles of modern public administration.
- Laws, codes, policies, rules and regulations that govern the provision of law enforcement and crime prevention programs.
- Major policy and technical issues associated with law enforcement and crime prevention programs.
- Public relations techniques.
- Computer systems and applications.

Ability to:

- Provide leadership.
- Plan, organize and direct the operations of a large and complex law enforcement agency.
- Effectively and creatively budget, allocate and utilize agency resources.
- Recognize and be sensitive to the political environment and related issues.
- Work effectively with a diverse community, senior managers, City Council, Mayor, labor organizations, and members of boards and commissions.
- Identify issues and concerns, develop alternatives, achieve consensus among diverse interests and implement decisions.
- Work with the community, the department and other organizations to build consensus and foster cooperation.
- Develop and implement goals, objectives, policies, and priorities.
- Work in a collaborative and cooperative team environment.
- Understand, interpret and apply laws and administrative policies and rules.
- Communicate clearly, concisely and persuasively both orally and in writing.
- Select, supervise, motivate and evaluate staff.
- Conduct long-range strategic planning.

**LICENSE OR CERTIFICATE / OTHER REQUIREMENTS:**

Required to successfully pass a qualifying medical, psychological, and extensive background screening procedure consistent with California POST regulations.

APPROVED AS TO FORM AND LEGALITY

\_\_\_\_\_  
CITY ATTORNEY'S OFFICE

**OAKLAND CITY COUNCIL**

**RESOLUTION NO. \_\_\_\_\_ C.M.S.**

**INTRODUCED BY COUNCIL PRESIDENT KAPLAN, COUNCIL PRESIDENT  
PRO TEMPORE KALB, COUNCILMEMBER GALLO, AND COUNCILMEMBER  
TAYLOR**

---

**RESOLUTION PROPOSING TO AMEND CITY CHARTER SECTION 604 TO CLARIFY THE POWERS AND DUTIES OF THE OAKLAND POLICE COMMISSION, DIRECTING THE CITY ADMINISTRATOR TO GIVE WRITTEN NOTICE TO EMPLOYEE ORGANIZATIONS THAT MAY BE AFFECTED, AND DIRECTING THE CITY ADMINISTRATOR TO MEET AND CONFER, AS APPROPRIATE, SUBJECT TO FURTHER COUNCIL INSTRUCTIONS.**

**WHEREAS**, on April 15, 1980, the City Council established the Citizens' Police Review Board (hereinafter, Board) with jurisdiction to review certain complaints alleging Oakland Police Department officer misconduct, to conduct fact-finding investigations, and to make advisory reports to the City Administrator; and

**WHEREAS**, on July 30, 1996, the City Council expanded the Board's jurisdiction to include complaints involving the excessive use of force, and bias based on an individual's legally protected status (race, gender, national origin, religion, sexual orientation or disability); and

**WHEREAS**, on November 12, 2002, the City Council passed Ordinance No. 12454 C.M.S., which further refined the Board's powers to include making recommendations to the City Administrator regarding litigated cases, and enlarged the amount of time for the Board to complete its investigations. The Board, however, was not empowered to oversee Department policy, impose discipline or adjudicate disciplinary appeals; and

**WHEREAS**, in 2003, *Delphine Allen, et al. v. City of Oakland* (the Riders case) where multiple Police Department officers violated plaintiffs' civil rights and were found to have planted evidence and used excessive force which resulted in the Negotiated Settlement Agreement ("NSA"); and

**WHEREAS**, the voters of the City of Oakland overwhelmingly voted yes (83.19%) for Measure LL on November 8, 2016, that established an independent Police Commission; and

**WHEREAS**, on July 10, 2018, the City Council approved for final passage an enabling Ordinance No. 13498 C.M.S. to create the Oakland Police Commission and the Community Police Review Agency; and

**WHEREAS**, at the October 11, 2018 Police Commission meeting, a job description for Inspector General was adopted by a 5-0 vote but to date has not been implemented by the City Administrator; and

**WHEREAS**, on April 30, 2019, the City Council passed a Resolution No. 87635 C.M.S. requesting that the City Administrator expedite the process to obtain civil service board approval of and post the job description for the position of Inspector General to support the Police Commission of which the City Administration has refused to act upon; and

**WHEREAS**, on July 16, 2019, the Oakland City Council passed Ordinance No. 13555 C.M.S. to allow the Police Commission the authority to bind the City by written contract, for professional services, again reflecting the need for independence; and

**WHEREAS**, a report by the Oakland Police Department's Inspector General released in July 2019, found that officers failed to report using force against a suspect in over a third of cases from July to September 2018, disproportionately impacting Black Oakland residents; and

**WHEREAS**, on August 19, 2019, the 63<sup>rd</sup> Report of the Independent Monitor for the Oakland Police Department was released indicating that the City was slipping in its compliance with the Negotiated Settlement Agreement ("NSA") and stated that "the City and OPD leadership continue to struggle with using the specific stipulations of the NSA to increase the Department's capacity to identify problems-and, most importantly, to implement effective solutions;" and

**WHEREAS**, public perception persists that the Department and the City do not adequately hold its officers accountable for misconduct; and

**WHEREAS**, maintaining public trust and confidence in the Police Department is essential for the Department to be able to provide the highest level of service to the community; and

**WHEREAS**, ensuring the independence of the Police Commission from the affairs of the City Administration promotes the public trust, police accountability, and ensures that the Department complies with the requirements of the NSA; now, therefore, be it

**RESOLVED:** That the City Council hereby proposes to amend Charter section 604 to add, delete, or modify sections as set for the below (section numbers and titles are indicated in capitalized **bold type**; additions are indicated by underscoring, deletions are indicated by ~~strike through type~~; portions of the provisions not cited or not shown in underscoring or strike-through type are not changed).

The people of the City of Oakland do ordain as follows:

**Section 1.** Amendments to Section 604 of the Charter of the City of Oakland.

## **SECTION 604 – POLICE COMMISSION**

### **(a) Creation and Role.**

1. 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. The Commission shall have the functions and duties enumerated in this Charter Section 604, as well as those assigned to the Commission by Ordinance.
2. There hereby ~~is~~ are established a Community Police Review Agency (hereinafter, Agency) and an Office of Inspector General (hereinafter, OIG), which shall have the functions and duties enumerated in this Charter Section 604, as well as those assigned to ~~the Agency~~ them by Ordinance.
3. Nothing herein shall prohibit the Chief of Police or a commanding officer from investigating the conduct of a Department sworn employee under his or her command, nor shall anything herein prohibit the Chief of Police from taking disciplinary or corrective action with respect to complaints investigated solely by the Department.
4. No later than two (2) years after the City Council has confirmed the first set of Regular Commissioners and Alternates Commissioners (collectively, Commissioners), the City Auditor shall conduct a performance audit and a financial audit of the Commission and the Agency. Performance audits shall be conducted at least once every three (3) years thereafter. Nothing herein shall limit the City Auditor's authority to conduct future performance and financial audits of the Commission and the Agency which may be conducted by an independent contractor selected by the Inspector General, in consultation with the City Auditor, in compliance with the City's contracting processes and procedures.
5. The City Administration shall not exercise any managerial authority over Commissioners, the Agency Director or the Inspector General, and shall not initiate an investigation for the purpose of removing a Commissioner. ~~City employees maintain the right to file, and appropriate City officials and/or staff maintain~~

authority to investigate, complaints alleging violations of applicable Civil Service Rules, City policies, including Administrative Instructions, Memoranda of Understandings (MOUs), and employment laws and regulations.

**(b) Powers and Duties.**

The powers and duties of the Commission are as follows:

1. ~~Organize, reorganize and o~~ Oversee the work of the Agency and the OIG, and contract with professional service providers as authorized by Ordinance.
2. Conduct public hearings at least once a year on Department policies, rules, practices, customs, and General Orders. The Commission shall determine which Department policies, rules, practices, customs, or General Orders shall be the subject of the hearing.
3. Consistent with state law and in accordance with Section 1207 of the City Charter, entitled "Oaths and Subpoenas," issue subpoenas to compel the production of books, papers and documents and take testimony on any matter pending before it except that the Commission shall not have any authority to issue subpoenas for the purpose of investigating any City employee, including an Agency employee, who is not a police officer. If any person subpoenaed fails or refuses to appear or to produce required documents or to testify, the majority of the members of the Commission may find him in contempt, and shall have power to take proceedings in that behalf provided by the general law of the State.
4. Propose changes at its discretion or upon direction, by adoption of a resolution, of the City Council, including modifications to the Department's proposed changes, to any policy, procedure, custom, or General Order of the Department which governs use of force, use of force review boards, profiling based on any of the protected characteristics identified by federal, state, or local law, or First Amendment assemblies, or which contains elements expressly listed in federal court orders or federal court settlements which pertain to the Department and are in effect at the time this Charter Section 604 takes effect for so long as such federal court orders and settlements remain in effect. All such proposed changes and modifications shall be submitted by the Commission Chair or his or her designee to the City Council for review. ~~approval or rejection. If t~~ The City Council does not approve, modify and approve, or reject shall consider the Commission's proposed changes or modifications within one hundred and twenty (120) days of the Commission's vote on the proposed changes, and may approve, modify and approve, or reject the changes. If the Council does not approve, modify and approve, or reject the Commission's proposed changes or modifications, the changes or modifications will become final.
5. Approve or reject the Department's proposed changes to all policies, procedures, customs, and General Orders of the Department which govern use of force, use of force review boards, profiling based on any of the protected



characteristics identified by federal, state, or local law, or First Amendment assemblies, or which contains elements expressly listed in federal court orders or federal court settlements which pertain to the Department and are in effect at the time this Charter Section 604 takes effect ~~for so long as such federal court orders and settlement remain in effect~~. If the Commission does not approve or reject the Department's proposed changes within one hundred and twenty (120) days of the Department's submission of the proposed changes to the Commission, the Department's proposed changes will become final. If the Commission rejects the Department's proposed changes, notice of the Commission's rejection, together with the Department's proposed changes, shall be submitted by the Commission Chair or her or his designee to the City Council for review. ~~If the City Council does not approve or reject shall consider~~ the Commission's decision within one hundred and twenty (120) days of the Commission's vote on the Department's proposed changes, and may approve or reject the decision. If the Council does not approve or reject the Commission's decision, the Commission's decision will become final. The Council may, by ordinance, allow the Chief of Police, without Commission approval but with the approval of the City Administrator, to make written changes to policies, procedures, customs, or General Orders of the Department that are necessary to respond to exigent circumstances related to public safety. Any such ordinance shall require the Chief of Police to notify the Chair of the Commission and the Council President of such unilateral changes which shall expire within seven (7) after 14 days or the day after the next regular meeting of the City Council, whichever period is longer, unless approved by the City Council or the Police Commission.

6. Review and comment on, at its discretion, ~~on all any~~ other policies, procedures, customs, and General Orders of the Department. All such comments shall be submitted to the Chief of Police, ~~who~~ The Chief of Police shall provide a written response to the Commission upon the Commission's request.

7. Review the Mayor's proposed budget to determine whether budgetary allocations for the Department are aligned with the Department's policies, procedures, customs, and General Orders. The Commission shall conduct at least one public hearing on the Department budget per budget cycle and shall forward to the City Council any recommendations for change.

8. Require the Chief of Police or his or her designee to attend Commission meetings and require the Chief of Police to submit an annual report to the Commission regarding such matters as the Commission shall require, including but not limited to a description of Department expenditures on community priorities as identified by the Commission. The Chief of Police or her or his designee shall also respond to requests made by the Commission, through the Chairperson, by a majority vote of those present. The Chief of Police or her or his designee shall provide to the Commission Chair an estimate of the time required to respond to the Commission's requests.

9. Report at least once a year to the Mayor, the City Council, and to the public to the extent permissible by law, the information contained in the Chief's report in addition to such other matters as are relevant to the functions and duties of the Commission.

10. Acting Notwithstanding any other provision of this Charter or any provision of the Oakland Municipal Code, and acting separately or jointly with the Mayor, remove the Chief of Police by a vote of not less no fewer than five (5) affirmative votes. If acting separately, the Commission may remove the Chief of Police only after adopting a finding or findings of cause, which shall be defined by City ordinance. The Commission must make its finding of just cause by not less no fewer than five (5) affirmative votes and must follow a process for notification, substantiation and documentation which shall be defined by ordinance. Upon removal, by the Commission, by the Mayor, or by the Mayor and the Commission acting jointly, or upon the notice of vacancy of the position of Chief of Police, the Mayor, in consultation with the Chair of the Commission, shall immediately appoint an Interim Chief of Police. No person appointed to the position of Interim Chief of Police shall simultaneously hold additional non-sworn employment with the City, or simultaneously serve as an elected official or officer of the City. Such appointment shall not exceed six (6) months in duration unless an extension to a date certain is approved by a majority vote of the Commission. The Commission, with the assistance of the City Administrator, shall prepare and distribute a job announcement, and prepare a list of at least ~~four~~ three (3) candidates and transmit the names and relevant background materials to the Mayor. The Mayor shall appoint one person from this list, or reject the list in its entirety and request a new list from the Commission. ~~This provision shall not apply to any recruitment for the position of Chief of Police that is pending at the time of the Commission's first meeting.~~

11. Send the Chairperson of the Commission ~~or another Commissioner appointed by the Chairperson~~ the Agency Director and/or the Inspector General or their designees to serve as a non-voting members of any ~~level one~~ Oakland Police Force Review Board, as permitted by law.

12. Hire and/or contract for, by an affirmative vote of at least five (5) members, one or more attorneys to provide legal advice to the Commission related to and within the scope of any of its powers or duties, in accordance with Section 604(i) of this Charter. **When considering a candidate for an attorney position, the Commission shall consider the candidate's familiarity with laws applicable to public entities, public meetings, employee privacy, labor relations and law enforcement.**

~~12~~13. Perform such other functions and duties as may be prescribed by this Charter or by City ordinance.

**(c) Appointment, Terms, Vacancies, Removal.**

1. The Commission shall consist of seven (7) regular members and two (2) alternate members, all of whom shall be Oakland residents of at least eighteen (18) years of age. Alternate Commissioners shall be eligible to serve on any Commission standing or ad hoc committee, including any Discipline Committee. To the extent practicable, appointments shall be broadly representative of Oakland's diversity and shall include members with knowledge and/or experience in the fields of human resources practices, management, policy development, auditing, law, investigations, law enforcement, youth representation, civil rights and civil liberties, as well as representation from communities experiencing the most frequent contact with the Department. The City Council may require, by ordinance, that some or all of the Commissioners have expertise in a specified subject matter. Background checks shall be required for all Commissioners. ~~members and alternates.~~ Such background checks shall not be performed by the Department. Commissioners shall be issued identification cards, but shall not be issued and shall not display, wear, or carry badges that so resemble a peace officer's badge that an ordinary reasonable person would believe that Commissioners have the authority of a peace officer. The following shall not be eligible to serve as a Commissioner:

- a. current sworn police officer;
- b. current City employee;
- c. former Department sworn employee; or
- d. current or former employee, official or representative of an employee association representing sworn police officers.

2. Within two hundred and ten (210) days of the enactment of this Section, the Mayor shall appoint three (3) Oakland residents as Regular Commissioners, at least one of whom shall be a retired judge or lawyer with trial experience in criminal law or police misconduct, and one (1) Oakland resident as an Alternate Commissioner, and submit the names of these appointees to the Council for confirmation. The Council shall have sixty (60) days after the completion of the background checks and from the date of receipt of the Mayor's submission to accept or reject each of the Mayor's appointees as Commissioners. The Mayor shall appoint an Oakland resident to fill any Commission vacancies that were previously filled by a Mayor's appointee. If the City Council does not accept or reject the Mayor's appointee within sixty (60) days after the completion of the background check and receipt of the Mayor's submission, the appointee shall be deemed appointed.

3. All other Commissioners ~~and the other alternates~~ shall be appointed as follows:

a. There is hereby established a nine (9) member Selection Panel. Within ninety (90) days of the enactment of this Section, each City Council member shall appoint one (1) person, and the Mayor shall appoint one (1) person, to the Selection Panel. ~~No current Department employee is eligible to be a member of the Selection Panel.~~ The City Council shall, by ordinance, specify qualifications and/or disqualifying characteristics for Selection Panel members. The Selection Panel, with the assistance of the City Administrator, will solicit applications from those willing to serve on the Commission. The Selection Panel will review the applications, and interview applicants to serve as members of the Commission.

b. Within one hundred and twenty days (120) of its formation, the Selection Panel, by a two-thirds (2/3) vote, shall submit a slate of four (4) regular members and one (1) alternate member to the City Council. The City Council may require the nominees to appear before the Council or a Committee of the Council. If the City Council does not accept or reject the slate in its entirety within sixty (60) days after the completion of the background checks and submission by the Selection Panel, the four (4) regular members and one (1) alternate member shall be deemed appointed.

c. Each year the Selection Panel shall re-convene, as needed, to designate replacements for the five (5) Commissioner (four (4) regular members and one (1) alternate) vacancies initially filled by the Selection Panel, ~~and shall~~ The Selection Panel shall, by a two-thirds (2/3) vote of the members present but by a vote of no fewer than five (5) members, submit a slate of names of such designated persons to the City Council for acceptance or rejection. If the City Council does not accept or reject the entire slate within sixty (60) days after the completion of the background checks and submission by the Selection Panel, all designated replacements shall be deemed appointed.

d. Each year the Mayor and each Councilmember may replace her or his assigned person on the Selection Panel. Selection Panel members may serve up to five (5) years. Upon a vacancy on the Selection Panel, the Councilmember who appointed the Selection Panel member (hereinafter referred to as the Appointing Authority) shall appoint a replacement. If the Appointing Authority does not appoint the replacement within one hundred and twenty (120) days of the date of resignation, removal or expiration of the Selection Panel member's term, the Selection Panel, by a two-thirds vote of those present but by a vote of no fewer than five (5) Selection Panel members, shall choose a replacement for the vacancy. All such replacements must be confirmed by the City Council.

4. With the exception of the first group of Commissioners which shall serve staggered terms, the term for each Regular and Alternate Commissioner shall be three (3) years.

5. ~~Commissioners members~~ are limited to no more than two (2) consecutive terms, except that a Commissioner serving a term of ~~no more~~ less than one (1) year shall be allowed to serve two (2) additional consecutive terms.
6. To effect a staggering of terms among the Commissioners, the duration of the first group of Commissioners shall be determined by the Selection Panel as follows: Three (3) regular members, including one (1) of the mayoral appointees, shall have an initial term of three (3) years; two (2) regular members, including one (1) of the mayoral appointees, shall have an initial term of two (2) years; two (2) regular members, including one (1) of the mayoral appointees, shall have an initial term of four (4) years. The alternate member appointed by the Selection Panel shall have an initial term of two (2) years and the alternate member appointed by the Mayor shall have an initial term of three (3) years.
7. A vacancy on the Commission shall exist whenever a member dies, resigns, ceases to be a resident of the City, is convicted of a felony, or is removed.
8. For vacancies occurring for reasons other than the expiration of a regular member's term, the Commission shall select one of the Alternates Commissioners to replace the regular member for that regular member's remaining term of office. If the Alternate Commissioner chosen to replace the regular member was appointed by the Selection Panel, the Selection Panel shall appoint another Alternate Commissioner. If the alternate chosen to replace the regular member was appointed by the Mayor, the Mayor shall appoint another Alternate Commissioner.
9. All ~~Commissioners members~~ shall receive orientation and training as required by ordinance, including but not limited to orientation and training in the areas of ~~regarding Department operations, policies and procedures, including but not limited to discipline procedures for police officer misconduct and failure to act.~~ All Commission members shall receive training regarding Procedural Justice, conflict resolution, national standards of constitutional policing, best practices for conducting investigations, and labor rights and laws. ~~and other subject matter areas which are specified by City ordinance.~~
10. The City Council may remove ~~members of the~~ any Commissioner for cause as provided in Section 601 of the Charter. After a hearing, the City Council may also suspend any Commissioner for cause by an affirmative vote of at least six (6) members of the Council, or rescind such a suspension by the affirmative vote of at least five (5) members of the Council. A Commissioner who is suspended shall be ineligible to conduct Commission business, and the Commission shall select one of the Alternates Commissioners to replace the suspended Commissioner for the duration of the suspension. ~~or members of the Any Commissioner may also be removed by a majority vote of the Commission only for conviction of a felony, conviction of a misdemeanor involving moral turpitude, a material act of dishonesty, fraud, or other act of moral turpitude, substantial neglect of duty, gross~~



misconduct in office, inability to discharge the powers and duties of office, absence from three consecutive regular Commission meetings or five regular meetings in a calendar year except on account of illness or when absent by permission. The Public Ethics Commission shall have the authority to investigate all allegations which, if true, could be cause for removal of a Commissioner under Section 601 of the Charter and to refer the findings to the City Council.

**(d) Meetings, Rules and Procedures.**

1. The Commission shall meet at least twice each month unless it determines that one meeting is sufficient in a particular month. The Commission shall notify the public of the time and place of the meeting and provide time for public comment at each meeting. The Commission shall meet at least twice each year in locations other than City Hall.
2. The Commission shall establish rules and procedures for the conduct and operations of its business. Such rules shall be made available to the public.
3. Five (5) members shall constitute a quorum. If a quorum is not established by the regular members in attendance, the Chairperson of the Commission may designate one or more Alternate Commissioners to establish a quorum and cast votes. Motions on all matters may be approved by a majority of those Commissioners members present unless otherwise specified in this Charter Section 604.

**(e) Budget and Staffing.**

1. The City shall allocate a sufficient budget for the Commission, including the Agency and the OIG, to perform its functions and duties as set forth in this Charter section 604, including at least one full-time equivalent non-City Attorney legal advisor that is specifically charged with providing legal services to the Agency related to investigations and recommended discipline. The one full-time equivalent non-City Attorney legal advisor shall be assigned by the City Attorney after consultation with the Chair of the Commission. The non-City Attorney legal advisor shall not in the regular course of his or her legal practice defend law enforcement officers and shall not participate in, nor serve as counsel to the City or any of its Council members or employees in defense of any lawsuit arising from any incident involving an Oakland police officer. budgeting for no fewer than two full-time legal advisors for the Agency (hereinafter Agency Attorneys). The budget set-aside for one of the Agency Attorneys may be suspended for a fiscal year or two-year budget cycle upon a finding in the budget resolution that the City is facing an extreme fiscal necessity, as defined by City Council resolution. The Agency Director shall have authority to hire and/or contract with legal advisors subject to said budget. The Agency, including the Agency Staff Attorneys, may consult with the City Attorney on police-officer investigations and discipline, including related hearings, provided there is no conflict of interest.

2. Within sixty (60) days of the City Council's confirmation of the first group of Commissioners ~~and alternates~~, the Oakland Citizens' Police Review Board (hereinafter Board) shall be disbanded and its pending business transferred to the Commission and to the Agency. The Executive Director of the Board shall become the Interim Director of the Agency, and all other staff will be transferred to the Agency.
3. After the effective date of this Charter section 604, the ~~Commission~~ Agency Director and the Inspector General may identify special qualifications and experience that candidates for Agency and OIG staff positions, respectively, must have. Candidates for future vacancies may be selectively certified in accordance with the Civil Service Personnel Manual, as may be amended from time to time; said selective certification shall be subject to discretionary approval by the appointing authority and the Personnel Director ~~City Administrator or his or her designee~~.
4. The staff of the Agency shall consist of no fewer than one line investigator for every one hundred (100) sworn officers in the Department, rounded up or down to the nearest one hundred (100). The number of investigators shall be determined at the beginning of each budget cycle based on the number of sworn officers employed by the Department the previous June 1. At least one investigator shall be a licensed attorney. The budget set-aside for such minimum staffing may be suspended for a fiscal year or two-year budget cycle upon a finding in the budget resolution that the City is facing an extreme fiscal necessity, as defined by City Council resolution.
5. The City Administrator ~~shall~~ may assign a staff member to act as liaison to the Commission. The City shall allocate a sufficient budget for one full-time Ceivil Sservice employee who shall report to the ~~Commission through the Commission Chair~~ Agency Director and whose duties shall include to providing administrative support to the Commission, and attending Commission meetings.
6. Upon a vacancy, the Agency Director of the Agency and the Inspector General shall be hired ~~by the City Administrator from among two (2) or three (3) candidates submitted~~ by the Commission. By an affirmative vote of at least five (5) members, ~~or by an affirmative vote of four (4) members with the approval of the City Administrator~~, the Commission may terminate the Agency Director of the Agency or the Inspector General. The Commission may remove the Inspector General only after adopting a finding or findings of cause, which may be defined by City Ordinance. The Commission shall periodically conduct a performance review of the Agency Director and Inspector General. The Agency Director and Inspector General shall be classified as a Department heads, and shall have the authority to hire and fire Agency staff and OIG staff, respectively, including Agency Attorneys, ~~in consultation with the City Administrator~~ subject to section 604(e)(7) of the City Charter and consistent with state law, City Civil Service Rules and any applicable collective bargaining agreement. The Agency Director and Inspector

General, in consultation with the City Administrator, shall have the authority to organize and reorganize the Agency and the OIG, respectively, subject to section 604(e)(7) of the City Charter.

7. The staff of the Agency, OIG and Commission staff, with the exception of the Agency Director and Inspector General themselves, shall be civil service employees in accordance with Article IX of the City Charter. Civil service staff of the Agency, OIG or Commission may not be separated from employment unless such separation is approved by the City Administrator. Background checks shall be required for all Agency investigator applicants before they are hired by the Agency. Such background checks shall not be performed by the Department. Staff of the Board who are transferred to the Agency as discussed in section (e)(2) above shall not be subject to background checks.

8. No current or former sworn employee of the Department, or current official, employee or representative of an employee association representing sworn police officers, is eligible for any staff position in the Agency, or the Commission.

**(f) Investigations.**

1. Beginning sixty (60) days after the City Council's confirmation of the first group of Commissioners and alternates, the Agency shall receive, review and prioritize all public complaints concerning the alleged misconduct or failure to act of all Department sworn employees, including complaints from Department non-sworn employees. The Agency 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 Agency shall also investigate any other possible misconduct or failure to act of a Department sworn employee, whether or not the subject of a public complaint, as directed by the Commission. The Agency shall forward a copy of each complaint ~~received~~ it receives to the ~~Internal Affairs Division of the Oakland Police Department~~ within one business day of receipt, and the Department shall forward a copy of each complaint it receives to the Agency within one business day of receipt. The Agency Director may report to the Commission on the status of written complaints filed with the Chief of Police asserting that Department employees have resisted attempts any resistance by the Department to by the Agency to conducting reasonable investigative tasks. The Agency Director shall submit to the Commission each month a list of all investigations it is conducting and shall, as permitted by law, answer any questions raised by any Commissioner regarding such investigations at a Commission meeting.

2. Subject to applicable law and provisions of this Charter Section 604, the Commission, OIG, and Agency shall have the same access to all Department files and records, including the Department's Internal Affairs Division (hereinafter, IAD)

files and records, related to sworn employees of the Department with the exception of personnel records, in addition to all files and records of other City departments and agencies related to sworn employees of the Department, as the Department's Internal Affairs Division (IAD)-IAD, including but not limited to the same access to electronic data bases as IAD as permitted by law. Requests for access to such files and records shall be made by a majority vote of the Commission, by the Agency Director, or by the Inspector General. By majority vote, the Commission shall have the authority to request information from the Department, and the Chief of Police or her or his designee shall respond to such requests, as permitted by law. Commission requests for personnel records shall have, and the Commission's vote shall articulate, a reasonable nexus to one or more of the Commission's powers and duties enumerated in subsection (b) of this Charter Section 604. Access to personnel records shall be limited to the Agency Director who All those who have access to confidential information shall maintain confidentiality as required by law. The Department and other City departments and agencies shall make every reasonable effort to respond to the Commission's, OIG's, or Agency's requests for files and records within ten (10) days, including but not limited to: (1) records relevant to Police Department policies or practices, and (2) personnel and disciplinary records of Police Department sworn employees, as permitted by law.

3. The Agency shall make every reasonable effort to complete its investigations within one hundred and eighty (180) days of the filing of the complaint with the Agency. The Agency shall complete its investigations within two hundred and fifty (250) days of the filing of the complaint with the Agency unless the Agency Director, in his or her discretion, makes a written finding that exceptional circumstances exist in a particular case that are beyond the Agency's control. Within thirty (30) days of completion of the investigation, the Agency Director of the Agency shall issue written findings and proposed discipline regarding the allegations stated in the complaint to the Chair of the Commission and the Chief of Police. The Agency Director shall issue written findings and proposed discipline within forty-eight (48) hours of completion of any investigation of Level 1 use of force (as defined by Department policy), sexual misconduct or untruthfulness. The City Administrator shall not have the authority to reject or modify the Agency's findings and proposed discipline.

4. To the extent allowed by law and after consultation with the Commission, the Agency shall forward information to other enforcement agencies, including but not limited to the Alameda County District Attorney, when such information establishes a reasonable basis for believing that a crime may have been committed by a sworn Department employee.

5. The OIG shall audit the Department's compliance with the fifty-two (52) tasks described in the Settlement Agreement in United States District Court case number C00-4599, Delphine Allen, et al., v. City of Oakland, et al., and make recommendations to the Department, the Commission, and the City Council based on its audit(s), even after the Settlement Agreement expires. The OIG may review



legal claims, lawsuits, settlements, complaints, and investigations, by, against, or involving the Department and the Agency, to ensure that all allegations of police officer misconduct are thoroughly investigated, and to identify any systemic issues regarding Department and Agency practices and policies. The OIG shall have access and authority to review Department data, investigative records, personnel records, and staffing information, as permitted by law, for the purpose of conducting audits of the Department. The OIG shall have access and authority to review Agency data, investigative records, personnel records, and staffing information for the purpose of conducting audits of the Agency. **The OIG's access to personnel records for non-sworn employees shall be limited to training records.** OIG shall provide written reports of the results of its audits to the Commission and the City Council, and, upon request, shall publicly report on the results of any audits to the Commission and/or the City Council in a manner consistent with all applicable confidentiality requirements. **The Inspector General shall receive orientation and training as required by Ordinance, including but not limited to orientation and training in the areas of Department operations, policies and procedures, including discipline procedures for police officer misconduct and failure to act, Procedural Justice, conflict resolution, national standards of constitutional policing, best practices for conducting investigations, and labor rights and laws.**

6. Upon the occurrence of a Serious Incident, as defined by Ordinance, the Chief of Police or her or his designee shall immediately notify the Agency Director.

**(g) Adjudication.**

1. If the Chief of Police agrees with the Agency's findings and proposed discipline, he or she shall notify the Agency Director who shall notify the Chair of the Commission of the agreed-upon findings and proposed discipline. The Chief shall send to the subject officer notification of the agreed-upon findings and intent to impose discipline. The Chief of Police may send such notification to the subject officer before IAD has begun or completed its investigation.

2. If the Chief of Police disagrees with the Agency's findings and/or proposed discipline, the Chief of Police shall ~~prepare~~ notify the Agency Director of his or her own findings and/or proposed discipline which shall be submitted to. The Agency Director shall submit the Chief's findings and proposed discipline in addition to the Agency's findings and proposed discipline to the Chair of the Commission. The Chair of the Commission shall appoint a Discipline Committee comprised of three Commissioners. The City Administrator shall not have authority to reject or modify the Chief of Police's findings and proposed discipline. ~~The Agency's findings and proposed discipline shall also be submitted to the Discipline Committee which shall~~ After reviewing the Agency's submission and after consulting with the Agency Director about the time available under applicable statutory deadlines, the Discipline Committee may require the Agency to further investigate the complaint by notifying the Agency Director, in writing, of the specific issues that need further investigation. After reviewing both submissions, the Discipline Committee shall

and resolve any dispute between the Agency and the Chief of Police. Based solely on the record presented by the Agency and the Chief of Police, the Discipline Committee shall submit its final decision regarding the appropriate findings and proposed discipline to the Chief of Police who shall notify the subject officer. The City Administrator shall not have the authority to reject or modify the Discipline Committee's final decision regarding the appropriate findings and level of discipline. The Discipline Committee shall not have the authority to conduct its own investigation.

3. 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 ~~if the Agency is required to conduct an investigation by subsection (f) above 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. The Agency shall notify the Chief of its final decision regarding how and whether it will proceed within ~~five (5) business~~ seven (7) days of the Chief's notice of completion of his or her investigation.

4. All employees are afforded their due process and statutory rights including *Skelly* rights. ~~Subject to state law, the Inspector General may attend, but may not participate in, *Skelly* meetings for the purpose of noting relevant patterns and making policy recommendations. The Inspector General shall maintain the confidentiality of *Skelly* meetings as required by law.~~ After the findings and imposition of discipline have become final, the subject officer shall have the right to grieve/appeal the findings and imposition of discipline if such rights are prescribed in a collective bargaining agreement. Whenever the discipline determination of a Discipline Committee is the subject of a hearing before the Civil Service Board or a labor arbitrator, the Agency Director, in consultation with the City Attorney, shall decide whether an Agency Attorney or the Office of the City Attorney shall represent the City. The Agency Director shall notify the subject officer of the Agency Director's decision no more than fourteen (14) calendar days after the date that the subject officer invokes the right to a hearing.

5. On its own motion and by no fewer than five (5) affirmative votes, the Commission may convene a Discipline Committee for cases involving allegations of Level 1 use of force, sexual misconduct and untruthfulness when either the Agency or the Department have not completed an investigation within two hundred and fifty (250) days of the filing of a complaint or when the evidence upon which either the Department or the Agency bases its findings does not include ~~required~~ available body-worn camera footage of the incident under investigation, or when body-worn camera footage of the incident was required under Department policy but such footage was not recorded or was otherwise unavailable. The Discipline

Committee may require the Agency to further investigate the complaint by notifying the Agency Director, in writing, of the specific issues that need further investigation.

**(h) Enabling Legislation.**

The Commission may make recommendations to the City Council for enacting legislation or regulations that will further the goals and purposes of this Charter section 604. The City Council may, on its own initiative, enact legislation or regulations that will further the goals and purposes of this Charter section 604. Once the Commission is seated, subsequent legislation or regulations shall be submitted to the Commission for review and comment. The Commission shall have forty-five (45) days to submit its comments to the City Council, such time to be extended only by agreement of the City Council.

**(i) Legal Counsel to the Commission**

1. The dollar amount for all employees hired and/or contracts approved according to section 604(b)(12) of this Charter (hereinafter, Commission Attorneys), in aggregate, in a single fiscal year shall not exceed the amount budgeted by the City Council for such fiscal year; and such contracts shall be in the form established by the City for professional legal services contracts. By an affirmative vote of at least five (5) members, the Commission may terminate such contracts or, subject to any applicable personnel rules or collective bargaining agreements, terminate such employment.

2. Commission Attorneys shall represent the City as an organization and shall not commence any claim or other legal proceeding against the City on behalf of the Commission. Commission Attorneys shall respond to any petition or application for a writ of mandate, restraining order or injunction brought against the Commission or against Commissioners in its or their official capacity unless the Commission votes to refer the matter to the City Attorney for response. The City Attorney shall act as legal counsel on behalf of the Commission and Commissioners in all other litigation involving it or them in their official capacity in accord with section 401(6) of this Charter.

3. In accord with their role, Commission Attorneys shall not disclose the confidences of the Commission on any legal matter to any other officer of the City unless:

a. The Commission, either as a body or through its Chair, or the Vice Chair if the Chair is unavailable and the matter is time sensitive, gives Commission Attorney informed consent in writing;

b. The Commission, either as a body or through its Chair, or Vice Chair if the Chair is unavailable and the matter is time sensitive, refers the same legal matter to the City Attorney pursuant to section 401(6) of this Charter;

c. Commission Attorney, in her/his professional discretion, determines it is in the best interests of the Commission to consult with the City Attorney;

d. Commission Attorney, in her/his professional discretion, determines that the Rules of Professional Conduct require referral of the matter to one of the following City officers: City Administrator, Mayor, City Attorney, Council president, Vice Mayor; or

e. The legal matter becomes, in whole or in part, the subject of litigation involving the City or any City officer, board, commission, including the Police Commission, or other agency in their official capacity.

**Section 2. Severability.** If any section, subsection, sentence, clause or phrase of this Measure is for any reason held to be invalid or unconstitutional by decision of any court of competent jurisdiction, such decision shall not affect the validity of the remaining portions of the Measure. The voters hereby declare that they would have passed this Measure and each section, subsection, clause or phrase thereof irrespective of the fact that one or more other sections, subsections, clauses or phrases may be declared invalid or unconstitutional.

and be it

**FURTHER RESOLVED:** That the City Council hereby directs the City Administrator to notify, in writing, any and all employee organizations that may be affected by the proposed amendments; and be it

**FURTHER RESOLVED:** That the City Council hereby directs the City Administrator meet and confer with employee organizations, as may be required by law, subject to and in accordance with the direction of the Council.

IN COUNCIL, OAKLAND, CALIFORNIA,

PASSED BY THE FOLLOWING VOTE:

AYES - FORTUNATO BAS, GALLO, GIBSON MCELHANEY, KALB, REID,  
TAYLOR, THAO AND PRESIDENT KAPLAN

NOES –

ABSENT –

ABSTENTION –

ATTEST: \_\_\_\_\_  
LATONDA SIMMONS



City Clerk and Clerk of the  
Council of the City of Oakland,  
California

**DRAFT**

**OAKLAND POLICE COMMISSION  
DEPARTMENT GENERAL ORDER K-03 USE OF FORCE POLICY REVISION  
PUBLIC ENGAGEMENT PLAN DRAFT- July 3, 2020**

In January 2020, the Oakland Police Commission voted to approve a new version of Department General Order (DGO) K-03 Use of Force, to comply with Assembly Bill 392 Peace Officer: Deadly Force an act to amend Sections 196 and 835a of the Penal Code, relating to peace officers. This was the first phase of a two-phase project and immediate need to bring Oakland's Use of Force policy to legal compliance. As a part of the discussion about approving the new K-03, effective January 1, 2020, the Oakland Police Commission and, external stakeholders and community groups, and the Oakland Police Department collectively asserted during this meeting that the ultimate goal, to best serve the community, was a more comprehensive revision of K-03. Members of the Use of Force Ad Hoc (UOF Ad Hoc) agreed to reconvene to complete the comprehensive revision. The UOF Ad Hoc group met nearly every other Thursday evening, and weekly after the shelter-in-place order, for almost six months to produce a comprehensive document which gives both broad conceptual guidance and specific instruction to Oakland's sworn officers on the Use of Force in the course of their duties.

While the UOF Ad Hoc group is formally presented this draft to the whole of the Commission and to the public during the June 25, 2020 public meeting, the work is not done. The UOF Ad Hoc group formally endorses and recommends three activities to engage the public inform the final development of DGO K-03. After additional work by the ad hoc group to review and modify the draft in consideration of public input, the ad hoc group hopes to formally propose that the policy be approved by the entirety of the Police Commission. In order to facilitate authentic and meaningful inclusion of the information provided through these activities the UOF Ad Hoc believes that the final draft of the revised DGO K-03 will be presented to the Commission in September 2020.

**Objectives:**

Given the progress made so far on reviewing and revising OPD's Use of Force policy, the next few months offer an opportunity to:

- Demonstrate the Commission/the Department/the City's commitment to transparency and collaboration by inviting community and stakeholder input via multiple channels, ensuring broad accessibility.
- Thoughtfully and intentionally co-develop and deliver a policy that begins to address today's challenges and takes into consideration the holistic nature of the public safety landscape (i.e., incorporates community and city agency stakeholders as appropriate).
- Represents the very best in current thinking around law enforcement, elevating disengagement and de-escalation tactics, and puts Oakland front and center as best-in-class nationally.
- Begins to foster renewed trust between the community and the police department that serves them.

**What we'll need:**

- Establish clear expectations and how the engagement activities will be facilitated.
- Craft and disseminate clear and simple messaging around what is being shared and what is being asked of community stakeholders, ensuring blanket understanding, ease in translation (where appropriate) and consistency across platforms and channels.
- Community collaborators to co-host and recruit for town hall participation.
- Determine a mechanism to review and integrate input.
- Consult with advocates and community partners to develop a timeline that considers both the need for urgency and honors the many reform efforts needing their voices.
- Identify a Project Manager.

The following draft timeline targets the October 8, 2020 Police Commission meeting as the date for the vote on the revised DGO K-03 Use of Force Policy

Activity	Description	Promise to the Public	July 2020	August 2020	September 2020
Public Posting on the Police Commission Website	Department General Order K-03 Use of Force Revised Draft Policy and Relevant documents posted on police Commission Website.	<p>Public participation goal: To obtain public feedback on analysis, alternatives and/or decisions.</p> <p>Promise to the public: We will keep you informed, listen to and acknowledge concerns and provide feedback on how public input influenced the decision.</p>	<p>July 6, 2020 Posted to the Police Commission Website <a href="https://www.oaklandca.gov/projects/oakland-police-commission-use-of-force-policy">https://www.oaklandca.gov/projects/oakland-police-commission-use-of-force-policy</a></p>	<p>August 7, 2020 Close of the written feedback period.</p> <p>Staff consolidate the written feedback. A summary written feedback report is posted on the Police Commission Website by August 31, 2020.</p>	<p>Written feedback is reviewed by UOF Ad Hoc in partnership with ACLU.</p> <p>Police Commission Holds Special Use of Force Hearing on September 30, 2020</p> <p>Written feedback report will be included in the special hearing materials.</p>
Town Halls	A series of public town hall-style meetings to solicit public comment and input, where third party facilitators assist with organizing and collecting/contextualizing public feedback.	<p>Public participation goal: To partner with the public in each aspect of the decision including the development of alternatives and the identification of the preferred solution.</p> <p>Promise to the public: We will work together with you to formulate solutions and incorporate your advice and recommendations into the decisions to the maximum extent possible.</p>	<p>A minimum of 4 virtual town halls are convened in partnership with community organizations.</p> <p>Possible Areas of Focus:</p> <ul style="list-style-type: none"> <li>• De-escalation</li> <li>• Preventing Positional Asphyxia</li> <li>• Engaging with persons exhibiting mental health or substance use needs</li> </ul>		<p>Testimony is compiled by ACLU and Summary report is created outlining key themes and recommendations.</p> <p>Police Commission Holds Special Use of Force Hearing on September 30, 2020</p> <p>Town Hall feedback report will be included in the Special Hearing materials.</p>

Activity	Description	Promise to the Public	July 2020	August 2020	September 2020
<p><b>Raheem is an independent service for reporting police conduct in the United States.</b></p>	<p>The specific services under this agreement include; an analysis of resident experiences of and attitudes towards use of force by Oakland Police and creation of Use of Force Study Report.</p>	<p>Public participation goal: To work directly with those directly impacted by police interactions and that public concerns and aspirations are consistently understood and considered.</p> <p>Promise to the public: We will work with you to ensure that your concerns and aspirations are directly reflected in the alternatives developed and provide feedback on how public input influenced the decision.</p>	<p>Raheem Team convenes Advisory Board for to finalize outreach strategy and questions.</p> <p>Analysts begin review of data for trends and identification of respondents with recent experience with having been stopped by, called, and or directly harmed by OPD.</p> <p>Raheem Team launches outreach.</p>	<p>Raheem Team convenes Advisory Board to discuss progress, address challenges and identify opportunities.</p> <p>Outreach concludes.</p>	<p>Raheem Team convenes Advisory Board to discuss progress, address challenges and identify opportunities.</p> <p>Raheem staff complete summary report on key findings and recommendations.</p> <p>Police Commission Holds Special Use of Force Hearing on September 30, 2020</p> <p>Use of Force Study Report is included in the Special Hearing materials.</p>





**Community Engagement and Outreach to finalize revisions to Use of Force Policy (DGO K-03)**

Proposed scope of work for Rania Adwan

There is unprecedented public demand to reimagine policing. This provides an opportunity for the Oakland Police Commission and the Oakland Police Department (OPD) to take on the challenge of crafting policies and shaping practices that are more fair and equitable, allowing the OPD to better serve its community, rebuild trust and set an example to cities nationwide.

Revising the Use of Force policy (DGO K-03) sends a powerful signal that the Oakland Police Commission and Oakland Police Department:

- + Acknowledge the challenges facing Oakland communities and the police officers serving them
- + Are committed to transparency and accountability
- + Welcome transformation that embraces a guardian, rather than a warrior, mindset

**Understanding your needs**

The Ad Hoc committee has endeavoured to revise the current policy into a more comprehensive and co-created document. To that end, two distinct needs arise:

*A process to collect and integrate community input.*

Rebuilding relationships between the community, the OPD and the Police Commission begins to mend eroded trust and foster legitimacy, providing a strong foundation for community policing and crime reduction. Including community voices in the crafting of the Use of Force policy is imperative, as the policy underpins a fair social structure and an equitable contract between officers and community.

*What this would look like.* The Ad Hoc Committee will develop an accessible process made up of multiple channels and platforms to quickly and easily share information and engage the community.

*A directive to get this policy over the finish line.*

Policy encourages and directs behavior. Revisions to the Use of Force policy have been ongoing, but do not yet have the full support of stakeholders involved. This policy revision process needs to create a complete policy soon, but also do so in a way that lets stakeholders feel included.

*What this would look like.* The Ad Hoc committee will agree on a process and timeline to engage and integrate public input, and provide a draft Use of Force policy for the full Commission to review and vote on by October 1.

**Community Engagement and Outreach to finalize revisions to Use of Force Policy (DGO K-03)**

Proposed scope of work for Rania Adwan

**Scope of work**

*Co-create and align Ad Hoc on the process*

- + Along with partners (e.g., ACLU, Raheem, and others) design the next few months to include public input and finalize the policy for Commission review and vote
- + Establish the modes, milestones and timetable for engagement
- + Develop and disseminate Rules of Engagement, providing guidance on how public input will be received, reviewed and integrated

*Collaboratively design and help facilitate input (w. Ad Hoc and partners)*

- + Plan and conduct four virtual townhall sessions
- + Craft compelling messaging and simple prompts to engage community members
- + Collect input from sessions and deliver information to the Ad Hoc committee for consideration

*Support the Ad Hoc in expanding its reach and establish more avenues for public input and progress/information output*

- + Help develop alternate modes to reach marginalized members of the public including English as a second language, low/no online access, deaf and hard of hearing, and others not likely or not able to engage in the virtual townhalls
- + Connect with and leverage local press/media to educate the public on what's changing and why

*Research best practice*

- + Connect with City partners including the Human Rights Commission, Youth Commission, CPRA and others to better understand police interactions that have traditionally escalated to use of force
- + Interview Subject Matter Experts on new thinking and ways of policing worth integrating into this policy
- + Research similar initiatives across alike organisations to understand what platforms work best to capture real-time community feedback.

**Community Engagement and Outreach to finalize revisions to Use of Force Policy (DGO K-03)**

Proposed scope of work for Rania Adwan

**Cost and Terms**

Total fees: \$37,000

Fees given are estimates, based on the proposed scope of work.

The proposed work is strictly related to the Oakland Police Department's policy for Use of Force (DGO K-03) and no other ancillary policy or bulletin.

# Rania Adwan

Quick-thinking and energetic, I approach problems with a fresh perspective relying on my diverse and global point-of-view, intellectual curiosity, sharp analytical skills and a knack for connecting dots that others often don't see. Passionate about transformation and rebuilding institutions, I'm trusted by senior leaders to help them imagine brilliant new futures, crafting actionable strategies and activating teams to bring ideas to life.

## **SYPartners** **Strategy Director**

**San Francisco, CA**  
**2018 – 2020**

Partnered with leaders across international institutions and Fortune 100 companies to facilitate purpose-driven growth through organizational change, culture redesign, and legacy building.

- + Developed frameworks and project roadmaps, overseeing the activities of a cross-functional team to execute and deliver thoughtful and creative strategies
- + Designed and facilitated immersive experiences, workshops and interactive summits for C-suite and global leaders through multimedia storytelling, group interactions, and seeing tours to encourage big thinking, foster consensus and build belief to activate change
- + Crafted and delivered leadership development programs with a focus on ideating, storytelling, and coaching towards professional growth and legacy building
- + Collaborated in business development efforts through relationship building, generative ideation, and understanding the leader's evolving needs beyond current scope of work

## **San Francisco Police Commission** **Advisor, FUSE CORP Executive Fellow**

**San Francisco, CA**  
**2016 – 2018**

Trusted advisor and senior analyst to the oversight body that tracks and supports the City's police department, as well as the Department for Police Accountability (DPA). Designed the framework to engage commissioners in SFPD's reform efforts (DOJ mandated), promoting transparency and collaboration with cross-sector stakeholders and developing avenues for community input.

- + Advanced the Commission's position on high priority reforms by crafting points of view, socializing and negotiating these perspectives with the Chief of Police, the Mayor's office and Board of Supervisors
- + Revised the oversight and accountability practices regarding community complaints, subsequent investigation process and disciplinary action against police officers
- + Convened and facilitated stakeholder input and public debate to introduce Tasers as a less lethal force option, crafting a comprehensive policy in anticipation of City approval
- + Assembled working groups and coordinated with legislators to revise the department's 112 policies (not reviewed since 1994), designing a rolling schedule to maintain alignment with best practice including most current laws and statutes

## **PricewaterhouseCoopers (PwC)** **Director/Chief Operating officer for Risk Consulting practice**

**New York, NY**  
**2015 - 2016**

Supported the growth agenda for the Advisory practice of a leading Big4, working directly with C-Suite, territory and practice leaders on leveraging global trends, navigating geopolitical risks and crafting strategies to expand company's and shift the culture towards a more purpose-driven, human-centered and socially responsible model.

- + Collaborated with practice leaders and partners to design the strategic objectives for the Risk Consulting practice; advancing a \$400m business unit, with a \$2m budget to reach 11% annual growth
- + Oversaw practice operations by leading a cross-functional team and ensuring program efficacy
- + Guided the direction and decision-making process leveraging comprehensive research, forward thinking, and consensus building



# Rania Adwan

## Senior manager in global strategy

2013 - 2015

- + Coordinated multi-discipline teams to design and roll-out PwC's transformation program including a new purpose, culture and behaviors across 150 countries and with 250,000+ employees
- + Crafted compelling business cases for new services, expanding existing portfolios to grow PwC's global presence in urbanization and CP&I (capital projects and infrastructure)
- + Launched and managed *Resilience*, an online B2B journal exploring the nexus between strategy, risk and sustainability; grew the readership to over 200,000 C-suite executives in 18 months

## Manager, Advisory practice

2011 - 2013

- + Practitioner in international post-disaster reconstruction efforts
- + Oversaw the progress of reconstruction efforts in Haiti, ensuring transparency and accountability in the distribution of aid and international funds
- + Researched and wrote PwC's thought leadership for Japan's roadmap for country-wide economic recovery and development following the 2011 earthquake and tsunami
- + Crafted anti-corruption training for Iraqi government leaders

## Good Harbor Consulting

Arlington, VA

### Director

2008 - 2010

Part of a team of subject matter experts collaborating to stand up a new security agency for a Gulf state; crafting policies, developing crisis management plans, and coaching leaders

- + Consulted government leaders on security issues, crisis management and counter-terrorism initiatives
- + Designed an interactive database for risk analysis and assessment for clients in government, hospitality and critical infrastructure, improving security policies and programs

## Freelance

Various

### Journalist & Editor

2003 - 2007

Cultivated a compelling and persuasive communication style researching and writing for international publications

- + Launched English-language magazines in the UAE
- + Awarded Knight Editing Fellowship, serving as professional-in-residence at the Missouri School of Journalism

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## EDUCATION

Georgetown University, School of Foreign Service

Washington, DC

MS Foreign Service &amp; Security Studies

2010

Cardiff University, School of Journalism, Media &amp; Culture

Cardiff, Wales

BA Journalism, Film &amp; Broadcast

1999

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## SKILLS

Research . Facilitation . Program Design . Project Management . Storytelling . Business Development .

Bilingual (English/Arabic)

# OAKLAND POLICE COMMISSION

## RESOLUTION NO. 20-03

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**RESOLUTION AUTHORIZING THE COMMUNITY POLICE REVIEW AGENCY (CPRA) EXECUTIVE DIRECTOR TO ENTER INTO A PROFESSIONAL SERVICES AGREEMENT WITH RANIA ADWAN TO PROVIDE COMMUNITY ENGAGEMENT AND OUTREACH SERVICES TO FINALIZE REVISIONS TO THE OAKLAND POLICE DEPARTMENT (OPD) USE OF FORCE POLICY (DGO K-03) FOR AN AMOUNT NOT-TO-EXCEED \$37,000.**

**WHEREAS**, the voters of the City of Oakland voted yes for Measure LL on November 8, 2016, which established the Oakland Police Commission; and

**WHEREAS**, Measure LL amended the Oakland City Charter to add section 604, entitled "Police Commission;" and

**WHEREAS**, the Oakland City Council adopted Ordinance No. 2.04.022 on July 9, 2019, amending Oakland Municipal Code Chapter 2.04 *Purchasing System*, to add section 2.04.022 to authorize the Police Commission to enter Professional Service Agreements necessary to fulfill its duties as defined in Measure LL, codified in section 604 of the Oakland City Charter; and

**WHEREAS**, all Police Commission contract approvals require an affirmative vote of four (4) or more members of the Commission who are designated to vote at the time the action is taken to approve a contract; and

**WHEREAS**, the Community Police Review Agency (CPRA) Executive Director is authorized on behalf of the City of Oakland to enter into Professional Services Agreements properly approved by the Commission and shall be the contract administrator; and

**WHEREAS**, all contracts approved by the Police Commission are subject to the competitive and other processes and procedures required under Oakland Municipal Code Chapter 2.04 *Purchasing System*; and

**WHEREAS**, on July 23, 2020, the Police Commission voted to direct the CPRA Executive Director to engage the services of Rania Adwan to provide policy advice, project management, and community engagement and outreach services to finalize revisions to the OPD Use of Force Policy (DGO K-03); now, therefore be it

**RESOLVED**, that the Oakland Police Commission authorize the CPRA Executive Director to enter into a Professional Services Agreement with Rania Adwan to provide policy advice, project management, and stakeholder outreach and engagement services



CITY OF OAKLAND  
**COMMUNITY POLICE REVIEW AGENCY**

Cases Associated with Public Demonstrations 5/29/20 – 6/20/20 (32 Cases Total, updated 7/17/20)

Case #	Incident Date	Assigned Staff	180-day Goal	1-year Goal	Type* (604(f)(1) or Other)	Allegation(s)
20-0638	5/29/2020	N/A	11/25/2020	5/28/2021	1st Amendment Assembly	Conduct Toward Others
20-0639	5/30/2020	N/A	11/26/2020	5/29/2021	Use of Force, 1st Amendment Assembly	Use of Force
20-0640	5/30/2020	N/A	11/26/2020	5/29/2021	1st Amendment Assembly	Performance of Duty
20-0641	5/31/2020	N/A	11/27/2020	5/30/2021	1st Amendment Assembly	Performance of Duty, Service Related
20-0642	5/30/2020	N/A	11/26/2020	5/29/2021	Use of Force, 1st Amendment Assembly	Use of Force, Crowd Control
20-0643	5/30/2020	N/A	11/26/2020	5/29/2021	Use of Force, 1st Amendment Assembly	Use of Force, Unintentional/Improper Search Seizure Arrest
20-0644	5/30/2020	MB	11/26/2020	5/29/2021	Use of Force, 1st Amendment Assembly	Use of Force, Crowd Control
20-0645	5/31/2020	N/A	11/27/2020	5/30/2021	Use of Force, 1st Amendment Assembly	Use of Force, Harassment and Discrimination, Care of Property, Unintentional/Improper Search Seizure Arrest
20-0646	6/1/2020	ED	11/28/2020	5/31/2021	Use of Force, 1st Amendment Assembly	Use of Force, Failure to Provide Serial Number
20-0647	5/31/2020	N/A	11/27/2020	5/30/2021	Use of Force, 1st Amendment Assembly	Use of Force, Failure to Provide Serial Number
20-0648	6/1/2020	N/A	11/28/2020	5/31/2021	Use of Force, 1st Amendment Assembly	Use of Force, Care of Property, Department Property and Equipment
20-0652	5/30/2020	N/A	11/26/2020	5/29/2021	1st Amendment Assembly	Crowd Control, Failure to take a Report
20-0658	6/1/2020	N/A	11/28/2020	5/31/2021	Use of Force, 1st Amendment Assembly	Unintentional/Improper Search Seizure Arrest, Use of Force
20-0659	6/1/2020	N/A	11/28/2020	5/31/2021	1st Amendment Assembly	Crowd Control, Unintentional/Improper Search Seizure Arrest
20-0660	6/1/2020	N/A	11/28/2020	5/31/2021	1st Amendment Assembly	Conduct Toward Others, Demeanor
20-0661	6/1/2020	N/A	11/28/2020	5/31/2021	Use of Force, 1st Amendment Assembly	Use of Force, Unintentional/Improper Search Seizure Arrest



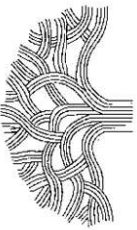
CITY OF OAKLAND  
**COMMUNITY POLICE REVIEW AGENCY**

Cases Associated with Public Demonstrations 5/29/20 – 6/20/20 (32 Cases Total, updated 7/17/20)

20-0662	6/1/2020	N/A	11/28/2020	5/31/2021	1st Amendment Assembly	Unintentional/Improper Search Seizure Arrest, Conduct Toward Others
20-0666	6/1/2020	N/A	11/28/2020	5/31/2021	1st Amendment Assembly	Unintentional/Improper Search Seizure Arrest, Care of Property, Harassment and Discrimination, Demeanor
20-0667	6/1/2020	N/A	11/28/2020	5/31/2021	Use of Force, 1st Amendment Assembly	Use of Force, Crowd Control, Demeanor
20-0668	6/1/2020	N/A	11/28/2020	5/31/2021	1st Amendment Assembly	Demeanor
20-0669	6/1/2020	N/A	11/28/2020	5/31/2021	1st Amendment Assembly	Conduct Toward Others, Demeanor
20-0670	5/20/2020	N/A	11/16/2020	5/19/2021	1st Amendment Assembly	Service Related
20-0675	6/3/2020	N/A	11/30/2020	6/2/2021	1st Amendment Assembly of Duty	Performance of Duty, Service Related
20-0677	6/2/2020	N/A	11/29/2020	6/1/2021	1st Amendment Assembly	Crowd Control, Service Related
20-0682	5/30/2020	N/A	11/26/2020	5/29/2021	1st Amendment Assembly	Service Related, Failure to Act
20-0683	5/30/2020	N/A	11/26/2020	5/29/2021	1st Amendment Assembly	Performance of Duty
20-0685	6/1/2020	N/A	11/28/2020	5/31/2021	Use of Force, 1st Amendment Assembly	Use of Force, Crowd Control, Unintentional/Improper Search Seizure Arrest, Care of Property
20-0686	6/7/2020	N/A	12/4/2020	6/6/2021	1st Amendment Assembly	Care of Property, Obedience to Laws
20-0705	5/29/2020	N/A	11/25/2020	5/28/2021	Use of Force, 1st Amendment Assembly	Use of Force
20-0711	5/29/2020	N/A	11/25/2020	5/28/2021	Use of Force, 1st Amendment Assembly	Use of Force
20-0775	6/20/2020	N/A	12/17/2020	6/19/2021	1st Amendment Assembly	Performance of Duty
20-0853	5/29/20	N/A	11/25/2020	5/28/2021	Use of Force, 1st Amendment Assembly	Use of Force, Crowd Control

\* The Type (604(f) or Other) column addresses whether the investigation contains allegations for which a full investigation is mandated under Oakland City Charter Section 604 (Measure LL). The allegation types listed in this column are: DUI, Profiling, Use of Force, In Custody Death, 1st Amendment Assembly or Other.

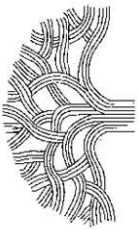
CITY OF OAKLAND  
**COMMUNITY POLICE REVIEW AGENCY**  
*Pending Cases (Sorted by 1-year Goal)*



Case #	Incident Date	Rev'd CPRA	Rev'd IAD	Intake or Investigator	Assigned Staff	180-day Goal	1-year Goal	Type (604(f) or Other)	Class	Subject Officers	Allegation Count	Allegation(s)
19-0869	8/18/19	8/21/19	8/21/19	Investigator	MM	2/17/20	8/16/20	Use of Force	1	2	2	Use of Force
19-0877	8/19/19	8/21/19	8/19/19	Investigator	AN	2/17/20	8/17/20	Use of Force	1	2	6	Harassment and Discrimination/Race, Unlawful arrest, Use of Force
19-0819	6/24/19	7/18/19	6/24/19	Investigator	MM	1/14/20	8/22/20	Use of Force	1	2	11	Improper Search, Excessive Force, Performance of Duty
19-0906	8/26/19	8/28/19	8/26/19	Investigator	JS	2/24/20	8/24/20	Use of Force	1	1	3	Excessive force, handcuffing, demeanor
19-0811	8/27/19	8/29/19	8/27/19	Investigator	AL	2/25/20	8/25/20	Use of Force	1	2	3	Use of Force, Performance of Duty
19-0651	7/1/19	7/18/19	7/1/19	Investigator	JS	1/4/20	8/28/20	Profiling	1	1	6	Improper Stop, Failure to Provide Serial Number, Identity Profiling by Race or Ethnicity
20-0045	1/29/19	2/8/19	1/29/19	Investigator	AN	8/7/19	8/31/20	Other	1	1	5	Performance of Duty, Truthfulness
19-1068	9/30/19	10/2/19	10/2/19	Investigator	MM	3/30/20	9/29/20	Other	1	1	2	Performance of Duty
19-1091	10/4/19	10/9/19	10/4/19	Investigator	ED	4/6/20	10/2/20	Use of Force	1	3	9	Use of Force
19-1093	10/5/19	10/9/19	10/5/19	Investigator	AL	4/6/20	10/3/20	Use of Force	1	4	8	Performance of Duty
19-1123	10/10/19	10/15/19	10/11/19	Investigator	ED	4/12/20	10/9/20	Use of Force	1	8	27	Use of Force, demeanor, performance of duty
19-1169	10/17/19	10/22/19	10/17/19	Investigator	ED	4/19/20	10/15/20	Use of Force, Profiling	1	3	11	Excessive force, false arrest, discrimination, Miranda violation
19-1153	10/17/19	10/17/19	10/17/19	Investigator	MM	4/15/20	10/15/20	Profiling	1	2	6	Identity Profiling by Race or Ethnicity, Unintentional/Improper Search or seizure, or arrest, Performance of Duty
19-1311	11/14/19	11/26/19	11/14/19	Investigator	AL	5/24/20	11/13/20	Other	2	1	2	Performance of Duty
19-1320	11/24/19	11/26/19	11/24/19	Investigator	AL	5/24/19	11/22/20	Use of Force	1	2	4	Harassment and Discrimination, Use of Force
19-1328	5/31/19	12/3/19	11/27/19	Investigator	MM	5/31/19	11/25/20	Profiling	1	1	2	Harassment and Discrimination, Performance of Duty, Truthfulness
19-1390	12/8/19	12/13/19	12/12/19	Investigator	JS	6/10/20	12/10/20	Use of Force	1	1	3	Performance of Duty, Use of Force
19-1391	12/13/19	12/13/19	12/13/19	Investigator	JS	6/14/20	12/11/20	Use of Force	1	2	4	Use of Force
19-1398	12/15/19	12/17/19	12/15/19	Investigator	AL	6/14/20	12/13/20	Use of Force	1	1	2	Use of Force, Performance of Duty
19-1440	12/24/19	12/27/19	12/24/19	Investigator	AL	6/24/20	12/22/20	Use of Force	1	4	6	Use of Force
20-0044	1/10/20	1/15/20	1/10/20	Intake	CD	7/13/20	1/8/21	Other	1	3	3	Conduct towards others
20-0051	11/20/19	1/6/20	1/14/20	Investigator	JS	7/14/20	1/11/21	Other	1	1	1	Inaccurate report
20-0050	1/14/20	1/16/20	1/14/20	Investigator	ED	7/14/20	1/14/21	Use of Force	1	2	9	Use of force, false arrest, improper search, improper handcuffing, Miranda violation
20-0106	1/29/20	1/31/20	1/30/20	Investigator	ED	7/29/20	1/30/21	Use of Force	1	1	2	Use of Force
20-0161	2/10/20	2/18/20	2/10/20	Investigator	AL	8/11/20	2/17/21	Use of Force	1	1	1	Use of Force
20-0171	2/12/20	2/18/20	2/13/20	Investigator	MM	8/16/20	2/11/21	Use of Force	1	1	1	Use of Force
20-0211	2/23/20	2/23/20	2/23/20	Intake	CD	8/21/20	2/21/21	Racial Profiling	1	4	4	Conduct Towards Others
20-0211	2/23/20	2/23/20	2/23/20	Intake	CD	8/21/20	2/21/21	Other	1	4	4	Conduct Towards Others
20-0218	10/28/18	2/25/20	2/25/20	Investigator	JA	8/23/20	2/24/21	Other	1	2	2	Harassment and Discrimination/Race, Failure to Investigate
20-0204	2/22/20	2/26/20	2/24/20	Intake	CD	8/24/20	2/24/21	Other	0	1	1	Service Complaint
20-0270	1/18/19	3/2/20	2/25/20	Intake	CD	8/29/20	2/25/21	Other	2	1	1	Performance of Duty
20-0268	2/28/20	3/5/20	2/28/20	Intake	CD	9/12/20	2/26/21	Other	2	2	5	Performance of Duty, Harassment & Discrimination
20-0258	3/2/20	3/4/20	3/2/20	Intake	CD	8/31/20	3/2/21	Other	2	2	4	Performance of Duty
20-0274	3/4/20	3/5/20	3/4/20	Investigator	JS	8/29/20	3/6/21	Other	1	1	2	Bias: Performance of Duty
20-0313	3/14/20	3/17/20	3/15/20	Investigator	AN	9/13/20	3/15/21	Use of Force	1	4	7	Use of Force, False Arrest, Care of Property
20-0325	3/17/20	3/18/20	3/17/20	Intake	CD	9/14/2020	3/16/21	Use of Force	1	1	2	Use of Force/Performance of Duty
20-0322	3/11/20	3/17/20	3/17/20	Investigator	MM	9/13/20	3/18/21	Other	2	1	1	Performance of Duty
20-0334	3/19/20	3/20/20	3/19/20	Intake	CD	9/16/2020	3/18/21	Other	2	2	2	Performance of Duty
20-0355	3/24/20	3/26/20	3/24/20	Intake	CD	9/22/20	3/23/21	Other	2	2	2	Conduct towards others
20-0366	2/28/20	4/1/20	3/28/20	Intake	CD	9/28/20	3/27/21	Other	1	6	6	Conduct towards others
20-0367	3/28/20	3/29/20	3/29/20	Intake	CD	9/28/20	3/28/21	Other	2	2	2	Performance of Duty
20-0374	3/29/20	4/1/20	3/29/20	Intake	CD	9/28/20	3/28/21	Other	2	1	1	Conduct towards others
20-0385	3/29/20	3/30/20	3/30/20	Investigator	MM	9/26/20	3/29/21	Use of Force	1	1	2	Use of Force
20-0375	3/0/20	4/1/20	3/20/20	Intake	CD	9/28/20	3/29/21	Use of Force	1	2	4	Use of Force/Performance of Duty
20-0379	3/11/20	3/31/20	3/31/20	Investigator	AN	9/28/20	4/1/21	Other	2	1	3	Performance of Duty
20-0391	4/3/20	4/7/20	4/3/20	Intake	CD	10/4/20	4/2/21	Use of Force	1	3	3	Use of Force
20-0416	4/10/20	4/16/20	4/10/20	Intake	MB	10/13/20	4/10/21	Other	2	1	1	Demeanor
20-0426	3/18/20	4/14/20	4/14/20	Intake	CD	10/11/20	4/13/21	Other	2	1	1	Performance of Duty
20-0431	3/18/20	4/17/20	4/15/20	Intake	CD	10/14/20	4/14/21	Use of Force	1	1	1	Use of Force
20-0438	4/16/20	4/16/20	4/16/20	Investigator	AN	10/13/20	4/15/21	Use of Force	1	5	5	Use of Force
20-0423	4/14/20	4/17/20	4/16/20	Intake	CD	10/14/20	4/15/21	Use of Force	1	2	2	Use of Force
20-0455	4/21/20	4/23/20	4/21/20	Intake	CD	10/20/20	4/20/21	Other	1	2	2	Conduct towards others
20-0466	4/24/20	4/25/20	4/24/20	Investigator	ED	10/26/20	4/23/21	Use of Force, Profiling	1	9	30+	Use of Force, profiling/discrimination, improper detention and arrest, performance of duty
20-0471	4/26/20	4/29/20	4/26/20	Intake	CD	10/26/20	4/25/21	Other	1	1	2	Conduct towards other/Performance of Duty
20-0492	4/28/20	4/28/20	4/28/20	Investigator	AL	10/25/20	4/28/21	Other	2	6	12	Performance of Duty
20-0480	4/28/20	4/29/20	4/28/20	Intake	CD	10/26/20	4/28/21	Other	2	1	2	Performance of Duty
20-0498	5/1/20	5/6/20	5/1/20	Intake	CD	11/2/20	4/30/21	Other	1	1	2	Conduct Towards Others/Performance of Duty
20-0501	5/1/20	5/6/20	5/1/20	Intake	MB	11/2/20	5/2/21	Use of Force	1	1	1	Use of Force
20-0522	5/6/20	5/6/20	5/6/20	Intake	CD	11/4/20	5/5/21	Other	1	2	2	Service Complaint/Conduct towards others
20-0523	5/6/20	5/6/20	5/7/20	Intake	CD	11/4/20	5/6/21	Use of Force	1	1	1	Use of Force

\* The Type (604(f) or Other) column addresses whether the investigation contains allegations for which a full investigation is mandated under Oakland City Charter Section 604 (Measure LL). The allegation types listed in this column are: DUI, Profiling, Use of Force, In Custody Death, 1st Amendment Assembly or Other.

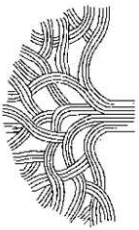
**CITY OF OAKLAND**  
**COMMUNITY POLICE REVIEW AGENCY**  
**Pending Cases (Sorted by 1-year Goal)**



Case #	Incident Date	Rev'd CPRA	Rev'd IAD	Intake or Investigator	Assigned Staff	180-day Goal	1-year Goal	Type (604(f)(1) or Other)	Class	Subject Officers	Allegation Count	Allegation(s)
20-0628	5/7/20	5/13/20	5/7/20	Intake	MB	1/19/20	5/7/21	Profiling	1	4	1	Profiling
20-0638	5/9/20	5/13/20	5/9/20	Intake	CD	1/19/20	5/8/21	Use of Force	1	2	2	Use of Force
20-0639	5/9/20	5/13/20	5/9/20	Intake	CD	5/9/20	5/8/21	Felony/Serious Misdemeanor	1	1	1	Obedience to laws
20-0644	5/8/20	5/13/20	5/8/20	Intake	MB	1/19/20	5/9/21	Profiling	1	3	3	Profiling
20-0647	5/11/20	5/13/20	5/11/20	Intake	CD	1/19/20	5/10/21	Use of Force	2	3	6	Use of Force/Performance of Duty
20-0648	5/11/20	5/13/20	5/11/20	Intake	MB	1/19/20	5/11/21	Use of Force	1	1	1	Use of Force
20-0656	5/12/20	5/14/20	5/13/20	Intake	CD	1/11/20/20	5/12/21	Other	2	2	6	Conduct Toward Other/Performance of Duty
20-0646	5/6/20	5/13/20	5/11/20	Intake	MB	1/19/20	5/12/21	Use of Force	1	1	3	Use of Force
20-0681	5/15/20	5/15/20	5/15/20	Intake	CD	1/11/1/20	5/14/21	Other	1	1	1	Conduct Toward Other
20-0673	5/11/20	5/20/20	5/17/20	Intake	CD	1/11/16/20	5/16/21	Use of Force	1	2	2	Conduct Toward Other
20-0675	5/16/20	5/20/20	5/16/20	Intake	MB	1/11/16/20	5/16/21	Use of Force	1	1	3	Use of Force
20-0689	5/19/20	5/21/20	5/19/20	Intake	MB	1/11/17/20	5/17/21	Other	2	2	2	Performance of Duty
20-0603	5/21/20	5/23/20	5/21/20	Intake	CD	1/11/17/20	5/18/21	Other	1	1	1	Conduct towards others
20-0622	4/25/20	5/27/20	5/26/20	Intake	MB	1/12/3/20	5/27/21	Use of Force	1	1	1	Use of Force
20-0635	5/19/20	6/1/20	5/28/20	Intake	MB	1/12/8/20	5/29/21	Use of Force	1	1	1	Use of Force
20-0644	5/30/20	5/31/20	5/31/20	Intake	MB	1/12/7/20	5/30/21	Use of Force	1	1	3	Use of Force
20-0646	5/31/20	6/2/20	6/1/20	Investigator	ED	1/12/9/20	5/31/21	Use of Force	1	1	2	Use of force, refusal to accept or refer complaint
20-0698	5/20/20	6/2/20	5/20/20	Intake	MB	1/12/9/20	6/2/21	Other	1	1	1	Obedience to Laws
20-0648	6/1/20	6/2/20	6/1/20	Intake	MB	1/12/9/20	6/2/21	Use of Force	1	1	2	Use of Force
20-0721	6/13/20	6/17/20	6/13/20	Intake	CD	12/14/20	6/12/21	Use of Force	1	2	2	Use of Force
20-0727	6/3/20	6/17/20	6/16/20	Intake	CD	12/14/20	6/15/21	Other	1	2	2	Conduct towards others
20-0728	6/9/20	6/24/20	6/16/21	Intake	CD	12/21/20	6/16/21	Use of Force	1	1	6	Use of Force P erformance of Duty
20-0805	6/26/20	7/1/20	6/26/20	Intake	CD	12/28/20	6/25/21	Other	1	2	2	Conduct towards others
20-0799	6/28/20	7/1/20	6/28/20	Intake	CD	12/28/20	6/27/21	Other	1	1	2	Conduct towards others
20-0800	6/27/20	7/1/20	6/28/20	Intake	CD	12/28/20	6/27/21	Use of Force	1	4	4	Use of Force
20-0277	2/22/20	3/10/20	3/6/20	Intake	CD	9/6/20	9/6/21	Use of Force	1	1	3	Use of Force
18-0335	4/4/18	4/12/18	4/4/18	Investigator	JS	10/4/18	Tolled	Use of Force	1	1	1	Use of Taser, PDRD violation.

\* The Type (604(f) or Other) column addresses whether the investigation contains allegations for which a full investigation is mandated under Oakland City Charter Section 604 (Measure LL). The allegation types listed in this column are: DUI, Profiling, Use of Force, In Custody Death, 1st Amendment Assembly or Other.

CITY OF OAKLAND  
**COMMUNITY POLICE REVIEW AGENCY**  
**Pending Cases (Sorted by Assigned Staff)**



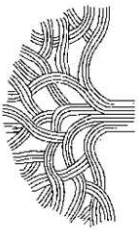
Case #	Incident Date	Rev'd-CPRA	Rev'd_IAD	Intake or Investigator	Assigned Staff	180-day Goal	1-year Goal	Type (604(f)(1) or Other)	Class	Subject Officers	Allegation Count	Allegation(s)
19-0911	8/27/19	8/29/19	8/27/19	Investigator	AL	2/25/20	8/25/20	Use of Force	1	2	3	Use of Force, Performance of Duty
19-1093	10/5/19	10/9/19	10/5/19	Investigator	AL	4/6/20	11/3/20	Use of Force	1	4	8	Performance of Duty
19-1311	11/14/19	11/26/19	11/14/19	Investigator	AL	5/24/20	11/13/20	Other	2	1	2	Performance of Duty
19-1320	11/24/19	11/26/19	11/24/19	Investigator	AL	5/24/19	11/22/20	Use of Force	1	2	4	Harassment and Discrimination, Use of Force
19-1398	12/15/19	12/17/19	12/15/19	Investigator	AL	6/14/20	12/13/20	Use of Force	1	1	2	Use of Force, Performance of Duty
19-1440	12/24/19	12/27/19	12/24/19	Investigator	AL	6/24/20	12/22/20	Use of Force	1	4	6	Use of Force
20-0161	2/10/20	2/13/20	2/8/20	Investigator	AL	8/11/20	2/7/21	Use of Force	1	1	1	Use of Force
20-0492	4/28/20	4/28/20	4/28/20	Investigator	AL	10/25/20	4/28/21	Other	2	6	12	Performance of Duty
19-0877	8/19/19	8/21/19	8/19/19	Investigator	AN	2/17/20	8/17/20	Use of Force	1	2	6	Harassment and Discrimination/Race, Unlawful arrest, Use of Force
20-0045	1/29/19	2/8/19	1/29/19	Investigator	AN	8/7/19	8/31/20	Other	1	1	5	Performance of Duty, Truthfulness
20-0313	3/14/20	3/17/20	3/15/20	Investigator	AN	9/13/20	3/15/21	Use of Force	1	4	7	Use of Force, False Arrest, Care of Property
20-0379	3/11/20	3/31/20	3/31/20	Investigator	AN	9/28/20	4/1/21	Other	2	1	3	Performance of Duty
20-0438	4/16/20	4/16/20	4/16/20	Investigator	AN	10/13/20	4/15/21	Use of Force	1	5	5	Use of Force
19-1091	10/4/19	10/9/19	10/4/19	Investigator	ED	4/6/20	10/2/20	Use of Force	1	3	9	Use of Force
19-1123	10/10/19	10/15/19	10/11/19	Investigator	ED	4/12/20	10/9/20	Use of Force	1	8	27	Use of Force, demeanor, performance of duty
19-1169	10/17/19	10/22/19	10/17/19	Investigator	ED	4/19/20	10/15/20	Use of Force, Profiling	1	3	11	Excessive force, false arrest, discrimination, Miranda violation
20-0050	1/14/20	1/16/20	1/14/20	Investigator	ED	7/14/20	1/14/21	Use of Force	1	2	9	Use of force, false arrest, improper search, improper handcuffing, Miranda violation
20-0106	1/29/20	1/31/20	1/30/20	Investigator	ED	7/29/20	1/30/21	Use of Force	1	1	2	Use of Force
20-0466	4/24/20	4/25/20	4/24/20	Investigator	ED	10/26/20	4/23/21	Use of Force, Profiling	1	9	30+	Use of Force, profiling/discrimination, improper detention and arrest, performance of duty
20-0646	5/31/20	6/2/20	6/1/20	Investigator	ED	11/29/20	5/31/21	Use of Force	1	1	2	Use of force, refusal to accept or refer complaint
20-0218	10/28/18	2/25/20	2/25/20	Investigator	JA	8/23/20	2/24/21	Other	1	2	2	Harassment and Discrimination/Race, Failure to Investigate
18-0335	4/4/18	4/12/18	4/4/18	Investigator	JS	10/4/18	Tolled	Use of Force	1	1	1	Use of Taser, PDRD violation.
19-0651	7/1/19	7/8/19	7/1/19	Investigator	JS	1/4/20	8/28/20	Profiling	1	1	6	Improper Stop, Failure to Provide Serial Number, Identity Profiling by Race or Ethnicity
19-0006	8/26/19	8/28/19	8/26/19	Investigator	JS	2/24/20	8/24/20	Use of Force	1	1	3	Excessive force, handcuffing, demeanor
19-1990	12/8/19	12/13/19	12/12/19	Investigator	JS	6/10/20	12/10/20	Use of Force	1	1	3	Performance of Duty, Use of Force
19-1391	12/13/19	12/19/19	12/13/19	Investigator	JS	6/14/20	12/11/20	Use of Force	1	2	4	Use of Force
20-0051	11/20/19	1/6/20	1/14/20	Investigator	JS	7/14/20	1/11/21	Other	1	1	1	Inaccurate report
20-0274	3/4/20	3/5/20	3/4/20	Investigator	JS	8/29/20	3/6/21	Other	1	1	1	Bias; Performance of Duty
19-0619	6/24/19	7/18/19	6/24/19	Investigator	MM	6/24/19	8/22/20	Use of Force	1	2	11	Improper Search, Excessive Force, Performance of Duty
19-0869	8/18/19	8/21/19	8/21/19	Investigator	MM	2/17/20	8/16/20	Use of Force	1	2	2	Use of Force
19-1068	9/30/19	10/2/19	10/2/19	Investigator	MM	3/30/20	9/29/20	Other	1	1	2	Performance of Duty
19-1153	10/17/19	10/17/19	10/17/19	Investigator	MM	4/15/20	10/15/20	Profiling	1	2	6	Identity Profiling by Race or Ethnicity, Unintentional/Improper Search or seizure, or arrest, Performance of Duty
19-1328	5/31/19	12/3/19	11/27/19	Investigator	MM	5/31/19	11/25/20	Profiling	1	1	2	Harassment and Discrimination, Performance of Duty, Truthfulness.
20-0171	2/12/20	2/18/20	2/13/20	Investigator	MM	8/16/20	2/11/21	Use of Force	1	1	1	Use of Force
20-0322	3/11/20	3/17/20	3/17/20	Investigator	MM	9/13/20	3/18/21	Other	2	1	1	Performance of Duty
20-0385	3/29/20	3/30/20	3/30/20	Investigator	MM	9/26/20	3/29/21	Use of Force	1	1	2	Use of Force
20-0044	1/10/20	1/15/20	1/10/20	Intake	CD	7/13/20	1/8/21	Other	1	3	3	Conduct towards others
20-0204	2/22/20	2/26/20	2/24/20	Intake	CD	8/24/20	2/24/21	Other	0	1	1	Service Complaint
20-0211	2/23/20	2/23/20	2/23/20	Intake	CD	8/21/20	2/21/21	Racial Profiling	1	1	4	Conduct Towards Others
20-0211	2/23/20	2/23/20	2/23/20	Intake	CD	8/21/20	2/21/21	Other	2	2	4	Conduct towards others
20-0258	3/2/20	3/4/20	3/3/20	Intake	CD	8/31/20	3/2/21	Other	2	2	4	Performance of Duty
20-0268	2/28/20	3/5/20	2/28/20	Intake	CD	9/1/20	2/26/21	Other	1	2	5	Performance of Duty, Harassment & Discrimination
20-0270	11/18/19	3/2/20	2/5/20	Intake	CD	8/29/20	2/25/21	Other	2	1	1	Performance of Duty
20-0277	2/22/20	3/10/20	3/6/20	Intake	CD	9/6/20	9/6/21	Use of Force	1	1	3	Use of Force
20-0325	3/17/20	3/18/20	3/17/20	Intake	CD	9/14/20/20	3/16/21	Use of Force	1	1	2	Use of Force/Performance of Duty
20-0334	3/19/20	3/20/20	3/19/20	Intake	CD	9/16/20/20	3/18/21	Other	2	2	2	Performance of Duty
20-0355	3/24/20	3/26/20	3/24/20	Intake	CD	9/26/20	3/23/21	Other	2	2	2	Conduct towards others
20-0366	2/28/20	4/1/20	3/28/20	Intake	CD	9/26/20	3/27/21	Other	1	6	6	Conduct towards others
20-0367	3/28/20	4/1/20	3/29/20	Intake	CD	9/26/20	3/28/21	Other	2	2	2	Performance of Duty
20-0374	3/29/20	4/1/20	3/29/20	Intake	CD	9/26/20	3/28/21	Other	2	1	1	Conduct towards others
20-0375	3/30/20	4/1/20	3/20/20	Intake	CD	9/28/20	3/29/21	Use of Force	1	2	4	Use of Force/Performance of Duty
20-0391	4/3/20	4/7/20	4/3/20	Intake	CD	10/4/20	4/2/21	Use of Force	1	3	3	Use of Force
20-0423	4/14/20	4/17/20	4/16/20	Intake	CD	10/14/20	4/15/21	Use of Force	2	2	2	Use of Force
20-0426	2/16/19	4/14/20	4/14/20	Intake	CD	10/14/20	4/13/21	Other	2	1	1	Performance of Duty
20-0431	3/18/20	4/17/20	4/15/20	Intake	CD	10/14/20	4/14/21	Use of Force	1	1	1	Use of Force
20-0455	4/21/20	4/23/20	4/21/20	Intake	CD	10/20/20	4/20/21	Other	1	2	2	Conduct towards others
20-0471	4/26/20	4/29/20	4/26/20	Intake	CD	10/26/20	4/25/21	Other	1	1	2	Conduct towards other/Performance of Duty
20-0480	4/28/20	4/29/20	4/28/20	Intake	CD	10/26/20	4/28/21	Other	2	1	2	Performance of Duty
20-0498	5/1/20	5/6/20	5/1/20	Intake	CD	11/2/20	4/30/21	Other	1	1	2	Conduct Towards Others/Performance of Duty
20-0507	5/15/20	5/15/20	5/15/20	Intake	CD	11/11/20	5/14/21	Other	1	1	1	Conduct Toward Other

\* The Type (604(f) or Other) column addresses whether the investigation contains allegations for which a full investigation is mandated under Oakland City Charter Section 604 (Measure LL). The allegation types listed in this column are: DUJ, Profiling, Use of Force, In Custody Death, 1st Amendment Assembly or Other.



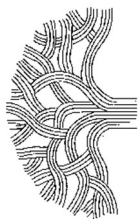
CITY OF OAKLAND

**COMMUNITY POLICE REVIEW AGENCY**  
**Pending Cases (Sorted by Assigned Staff)**



Case #	Incident Date	Rev'd CPRA	Rev'd IAD	Intake or Investigator	Assigned Staff	180-day Goal	1-year Goal	Type (604(f)(1) or Other)	Class	Subject Officers	Allegation Count	Allegation(s)
20-0522	5/6/20	5/6/20	5/6/20	Intake	CD	11/4/20	5/5/21	Other	1	2	2	Service Complaint/Conduct towards others
20-0523	5/6/20	5/6/20	5/7/20	Intake	CD	11/4/20	5/6/21	Use of Force	1	1	1	Use of Force
20-0538	5/9/20	5/13/20	5/9/20	Intake	CD	11/9/20	5/8/21	Use of Force	1	2	2	Use of Force
20-0539	5/9/20	5/13/20	5/9/20	Intake	CD	5/9/20	5/8/21	Felony/Serious Misdemeanor	1	1	1	Obedience to laws
20-0547	5/11/20	5/13/20	5/11/20	Intake	CD	11/9/20	5/10/21	Use of Force	2	3	6	Use of Force/Performance of Duty
20-0556	5/12/20	5/14/20	5/13/20	Intake	CD	11/10/20	5/12/21	Other	2	2	6	Conduct toward Other/Performance of Duty
20-0561	5/17/20	5/20/20	5/17/20	Intake	CD	11/16/20	5/16/21	Other	1	2	2	Conduct towards others
20-0569	5/19/20	5/21/20	5/19/20	Intake	CD	11/17/20	5/18/21	Other	1	1	1	Conduct towards others
20-0721	6/13/20	6/17/20	6/13/20	Intake	CD	12/14/20	6/12/21	Use of Force	1	2	2	Use of Force
20-0727	6/3/20	6/17/20	6/16/20	Intake	CD	12/14/20	6/15/21	Other	1	2	2	Conduct towards others
20-0728	6/9/20	6/24/20	6/16/21	Intake	CD	12/21/20	6/16/21	Use of Force	1	1	6	Use of Force/Performance of Duty
20-0799	6/28/20	7/1/20	6/28/20	Intake	CD	12/28/20	6/27/21	Other	1	1	2	Conduct towards others
20-0800	6/27/20	7/1/20	6/28/20	Intake	CD	12/28/20	6/27/21	Use of Force	1	4	4	Use of Force
20-0805	6/26/20	7/1/20	6/26/20	Intake	CD	12/28/20	6/25/21	Other	1	2	2	Conduct towards others
20-0416	4/10/20	4/16/20	4/10/20	Intake	MB	10/13/20	4/10/21	Other	2	1	1	Demeanor
20-0501	5/1/20	5/6/20	5/2/20	Intake	MB	11/2/20	5/2/21	Use of Force	1	1	1	Use of Force
20-0528	5/7/20	5/13/20	5/7/20	Intake	MB	11/9/20	5/7/21	Profiling	1	4	1	Profiling
20-0544	5/8/20	5/13/20	5/8/20	Intake	MB	11/9/20	5/9/21	Profiling	1	3	3	Profiling
20-0546	5/8/20	5/13/20	5/11/20	Intake	MB	11/9/20	5/12/21	Use of Force	1	1	3	Use of Force
20-0548	5/11/20	5/13/20	5/11/20	Intake	MB	11/9/20	5/11/21	Use of Force	1	1	1	Use of Force
20-0573	5/11/20	5/20/20	5/11/20	Intake	MB	11/16/20	5/16/21	Use of Force	1	1	3	Use of Force
20-0575	5/16/20	5/20/20	5/16/20	Intake	MB	11/16/20	5/17/21	Other	2	2	2	Performance of Duty
20-0598	5/20/20	6/2/20	5/20/20	Intake	MB	11/29/20	6/2/21	Other	1	1	1	Obedience to Laws
20-0603	5/21/20	5/23/20	5/21/20	Intake	MB	11/23/20	5/21/21	Use of Force	1	1	1	Use of Force
20-0622	4/25/20	5/21/20	5/26/20	Intake	MB	11/23/20	5/27/21	Use of Force	1	1	1	Use of Force
20-0635	5/19/20	6/1/20	5/28/20	Intake	MB	11/28/20	5/29/21	Use of Force	1	1	3	Use of Force
20-0644	5/30/20	5/31/20	5/31/20	Intake	MB	11/27/20	5/30/21	Use of Force	1	1	2	Use of Force
20-0648	6/1/20	6/2/20	6/1/20	Intake	MB	11/29/20	6/2/21	Use of Force	1	1	2	Use of Force

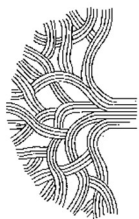
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**CITY OF OAKLAND  
COMMUNITY POLICE REVIEW AGENCY**  
*Recently Completed Investigations*  
*(Allegations in bold were discovered by CPRA investigators)*

7/17/20  
**Page 1 of 7**  
(Total Completed = 12)

Assigned Inv.	Case #	Incident Date	Completion Date	1-year goal	Officer	Allegation	Finding
AN	19-0685	6/26/19	6/23/20	7/7/20	Subject Officer 1	1. Performance of Duty – Unintentional/ Improper Search, Seizure or Arrest	Exonerated
						2. Performance of Duty – Unintentional/ Improper Search, Seizure or Arrest	Exonerated
						3. Performance of Duty – Unintentional/ Improper Search, Seizure or Arrest	Exonerated
						4. Performance of Duty – Unintentional/ Improper Search, Seizure or Arrest	Exonerated
						5. Performance of Duty – Unintentional/ Improper Search, Seizure or Arrest	Exonerated
						6. Performance of Duty – Unintentional/ Improper Search, Seizure or Arrest	Exonerated
						7. Performance of Duty – Unintentional/ Improper Search, Seizure or Arrest	Exonerated
						8. Performance of Duty – Unintentional/ Improper Search, Seizure or Arrest	Exonerated
						9. Performance of Duty – Unintentional/ Improper Search, Seizure or Arrest	Exonerated
AN	19-1447	12/26/19	6/19/20	12/25/20	Subject Officer 1	1. Performance of Duty – Care of Property	Sustained
						<b>2. Performance of Duty – PDRD</b>	<b>Sustained</b>
						<b>3. Performance of Duty – General</b>	<b>Sustained</b>
						4. Use of Force (Level 1)	Unfounded



**CITY OF OAKLAND  
COMMUNITY POLICE REVIEW AGENCY**

*Recently Completed Investigations  
(Allegations in bold were discovered by CPRA investigators)*

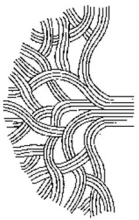
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(Total Completed = 12)

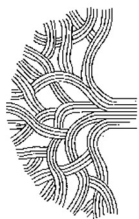
Assigned Inv.	Case #	Incident Date	Completion Date	1-year goal	Officer	Allegation	Finding
AL	19-0775	7/31/19	6/9/20	7/30/20	Subject Officer 1	1. Conduct Toward Others – Demeanor	Withdrawn
						2. No MOR Violation	No MOR Violation
						3. No MOR Violation	No MOR Violation
JS	19-0739	7/22/19	6/22/20	7/20/20	Officer Unknown	1. Obedience to Laws	Unfounded
					Subject Officer 1	<b>2. Truthfulness</b>	<b>Unfounded</b>
						<b>3. Performance of Duty</b>	<b>Unfounded</b>
CD	20-0206	2/23/20	7/9/20	2/23/21	Subject Officer 1	1. Conduct Toward Others – Demeanor	Unfounded
						2. Performance of Duty – PDRD	Unfounded
						3. Performance of Duty – Care of Property	Unfounded
						4. Use of Force	Unfounded
						5. No MOR Violation	No MOR Violation
CD	20-0196	2/19/20	7/6/20	2/17/21	Subject Officer 1	1. Conduct Toward Others – Harassment and Discrimination/General	Unfounded

CITY OF OAKLAND  
**COMMUNITY POLICE REVIEW AGENCY**  
*Recently Completed Investigations*  
 (Allegations in bold were discovered by CPRA investigators)



Assigned Inv.	Case #	Incident Date	Completion Date	1-year goal	Officer	Allegation	Finding
						2. Conduct Toward Others – Demeanor	<i>Unfounded</i>
						3. Use of Force	<i>Unfounded</i>
						4. Performance of Duty – Unintentional/ Improper Search, Seizure or Arrest	<i>Exonerated</i>
						5. Use of Force	<i>Unfounded</i>
					Subject Officer 2	6. Use of Force	<i>Unfounded</i>
						7. Conduct Toward Others – Harassment and Discrimination	<i>Unfounded</i>
						8. Performance of Duty – Unintentional/ Improper Search, Seizure or Arrest	<i>Exonerated</i>
						9. Use of Force	<i>Unfounded</i>
CD	20-0116	1/22/20	7/3/20	1/20/21	Officer Unknown	1. Conduct Toward Others – Harassment and Discrimination	<i>Unable to Identify Officer</i>
						2. Performance of Duty – Care of Property	<i>Unable to Identify Officer</i>
MB	20-0512	5/4/20	7/2/20	5/3/21	Officer Unknown	1. Service Complaint	<i>Service Complaint</i>
						2. Performance of Duty – Unintentional/ Improper Search, Seizure or Arrest	<i>Exonerated</i>
						3. Performance of Duty – General	<i>Exonerated</i>





**CITY OF OAKLAND  
COMMUNITY POLICE REVIEW AGENCY**

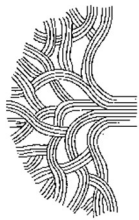
*Recently Completed Investigations  
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(Total Completed = 12)

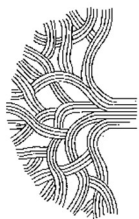
Assigned Inv.	Case #	Incident Date	Completion Date	1-year goal	Officer	Allegation	Finding	
MB	20-0413	4/12/20	6/30/20	4/12/21	Subject Officer 1	1. Conduct Toward Others – Harassment and Discrimination	Unfounded	
						2. Performance of Duty – Unintentional/ Improper Search, Seizure or Arrest	Exonerated	
						3. Performance of Duty – Unintentional/ Improper Search, Seizure or Arrest	Exonerated	
						4. Use of Force	Exonerated	
						Subject Officer 2	5. Conduct Toward Others – Harassment and Discrimination	Unfounded
							6. Performance of Duty – Unintentional/ Improper Search, Seizure or Arrest	Exonerated
						Subject Officer 1	7. Performance of Duty – Unintentional/ Improper Search, Seizure or Arrest	Exonerated
							8. Use of Force	Exonerated
MB	20-0394	4/5/20	6/29/20	4/4/21	Unknown Officer	1. Service Complaint	Service Complaint	
						2. Service Complaint	Service Complaint	
						3. Service Complaint	Service Complaint	
						4. Service Complaint	Service Complaint	
						5. Performance of Duty - General	Unfounded	



CITY OF OAKLAND  
**COMMUNITY POLICE REVIEW AGENCY**  
*Recently Completed Investigations*  
*(Allegations in bold were discovered by CPRA investigators)*

7/17/20  
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 (Total Completed = 12)

Assigned Inv.	Case #	Incident Date	Completion Date	1-year goal	Officer	Allegation	Finding
						6. Use of Force	<i>Unfounded</i>
						7. Use of Force	<i>Exonerated</i>
					Subject Officer 2	8. Performance of Duty - General	<i>Unfounded</i>
						9. Use of Force	<i>Unfounded</i>
						10. Use of Force	<i>Exonerated</i>
					Subject Officer 3	11. Performance of Duty – General	<i>Unfounded</i>
						12. Use of Force	<i>Unfounded</i>
						13. Use of Force	<i>Exonerated</i>
MB	20-0483	4/27/20	6/25/20	4/26/21	Officer Unknown	1. Use of Force	<i>Unfounded</i>
MB	20-0432	4/15/20	6/25/20	4/14/21	Subject Officer 1	1. Conduct Toward Others – Demeanor	<i>Unfounded</i>
						2. Use of Force	<i>Unfounded</i>
					Subject Officer 2	3. Conduct Toward Others – Demeanor	<i>Unfounded</i>
						4. Use of Force	<i>Unfounded</i>



CITY OF OAKLAND  
**COMMUNITY POLICE REVIEW AGENCY**

*Recently Completed Investigations*  
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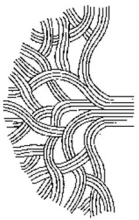
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(Total Completed = 12)

Assigned Inv.	Case #	Incident Date	Completion Date	1-year goal	Officer	Allegation	Finding
					Subject Officer 3	<b>5. Conduct Toward Others – Demeanor</b>	<i>Unfounded</i>
						<b>6. Use of Force</b>	<i>Unfounded</i>

CITY OF OAKLAND  
**COMMUNITY POLICE REVIEW AGENCY**  
*Recently Completed Investigations*  
*(Allegations in bold were discovered by CPRA investigators)*



**CPRA Made the following Training Recommendations with Respect to Investigations in this Report**

**Training Recommendation(s)** The CPRA recommends that departmental training on the topic of reasonable suspicion vs. probable cause be re-evaluated for clarity and accuracy and that officers receive re-training on search and seizure policy and law.

**CPRA Made the following Policy Recommendations with Respect to Investigations in this Report**

**Using a Police Vehicle to “Channel” Subjects on Bicycles**

- While OPD policy does not prohibit officers from using their patrol vehicles to “channel” or alter the path of subjects on bicycles, the CPRA recommends that OPD consider a policy outlining when and under what circumstances (if any) such action can be taken. Using a vehicle to alter the path of a bicyclist may endanger the bicyclist, the officer(s) in the vehicle and/or uninvolved pedestrians or motorists.
- In addition, the CPRA recommends that OPD designate channeling as a use of force anytime the bicyclist is injured or the bicycle makes contact with any other object, such as a parked vehicle. In this regard, OPD should designate which level of force (one through four) would be most appropriate and consider what reporting and investigation standards should apply.

**Policy Recommendation(s)**

The CPRA recommends that the Department make an in-depth review of the department search policy and make clarifications with respect to “Probable Cause Searches” of individuals when there is no probable cause to arrest, and that officers receive regular updates and trainings related to search and seizure legal and tactical developments.



# OAKLAND POLICE COMMISSION

## SPECIAL MEETING MINUTES - DRAFT

June 25, 2020  
5:30 PM

### I. Call to Order

Chair Regina Jackson

The meeting started at 5:35 pm.

### II. Roll Call and Determination of Quorum

Chair Regina Jackson

Commissioners Present: Tara Anderson, José Dorado, Henry Gage, III, Ginale Harris, Regina Jackson, Edwin Prather (*arrived during item IV*), and Thomas Lloyd Smith. Quorum was met.

Alternate Commissioners Present: Chris Brown and David Jordan

Counsel for this meeting: Conor Kennedy and Nitasha Sawhney

### III. Public Comment on Closed Session Items

Comments were provided by the following public speakers:

Assata Olugbala

Gene Hazzard

**The Commission adjourned to closed session. The open session section of the meeting commenced at 6:41 pm.**

### IV. Closed Session

CONFERENCE WITH LEGAL COUNSEL— ANTICIPATED LITIGATION: 1 CASE - Govt. Code § 54956.9(d)(2)

PUBLIC EMPLOYEE DISCIPLINE/DISMISSAL/RELEASE - Gov't Code § 54957(b)

Review of closed CPRA cases.

### V. Report out of Closed Session

There were no reportable actions on this item.

### VI. Welcome and Purpose

Chair Regina Jackson welcomed participants to the meeting.

### VII. Update from Interim Police Chief

OPD Interim Chief Manheimer provided an update on Department activities including crime statistics.

Comments were provided by the following public speakers (*after item VIII*):

Anne Janks



Assata Olugbala  
Jennifer Tu  
Kevin Cantu  
Ashley Greenwood  
Grace  
Starchy Grant  
Jasmine Fallstich  
Phi Tran

**VIII. Open Forum/Public Comment**

Comments were provided by the following public speakers:

Anne Janks  
Maureen Benson  
Allie Bach  
Gene Hazzard  
Lorelei Bosserman  
Jennifer Tu  
Sameena Usman  
Michelle Lazaneo  
Kevin Cantu  
Assata Olugbala  
John Lindsay-Poland  
Cameron Bird  
Megan S.  
JP Massar  
Maahum Shahab  
Joseph Mente  
Ashley Greenwood  
Gema Corrales  
Kelan Thomas  
Jay Farber  
Ellen Monroe  
Jack Konevich  
Bruce Schmiechen  
Oliver Dillon  
Lucio Mejia  
Phi Tran  
Starchy Grant  
Mariano Contreras  
Chelsea Crandall  
Dena  
Debra McCracken  
Judy Belle

**Regina Jackson left the meeting at approximately 8:42 pm.**

**IX. Status of Consensus Policy Changes and OPD Special Order (SO) 9025 on Suspension of the Carotid Use of Restraint (*this item was tabled to a future agenda*)**

*6.25.20 Minutes Page 2*

Comments were provided by the following public speakers:

Anne Janks  
Jim Chanin  
Bruce Schmiechen  
Starchy Grant  
Grace  
Maureen Benson  
Assata Olugbala  
Rashidah Grinage  
Megan S.  
Gene Hazzard  
Ashley Greenwood  
Terri McWilliams  
Jennifer Quintanilla  
Lorelei Bosserman  
Michael Sagehorn

A motion was made Ginale Harris, seconded by José Dorado, to forward SO 9025 to the Use of Force Ad Hoc Committee to revise. The motion failed to carry by the following vote:

Aye: Dorado and Harris  
No: Anderson, Gage, Prather, and Smith

A second motion was made by Henry Gage, III, seconded by Thomas Lloyd Smith, to table this item and allow the newly created Ad Hoc Committee of Commissioners Anderson, Prather, and Smith to submit a revised version of SO 9025. The motion carried by the following vote:

Aye: Anderson, Dorado, Gage, Harris, Prather, and Smith  
No: 0

**A motion was made by Henry Gage, III, seconded by Thomas Lloyd Smith, to suspend the rules of procedure and take items XIII and XIV out of order and then to proceed to the rest of the agenda. The motion carried by the following vote:**

**Aye: Dorado, Gage, Prather, and Smith  
No: Anderson and Harris**

**A second motion was made by Edwin Prather, seconded by Henry Gage, III, to continue the meeting until midnight. The motion carried by the following vote:**

**Aye: Anderson, Dorado, Gage, Prather, and Smith  
No: Harris**

**X. OPD General Order (DGO) on New Crowd Management Use of Force Restrictions and Mutual Aid Protocols (*this item was tabled to a future agenda*)**

Comments were provided by the following public speakers:

Starchy Grant  
Megan S  
Britt R  
Jim Chanin  
Kevin Cantu  
Jennifer Tu  
Lorelei Bosserman  
Assata Olugbala  
Grace  
Maureen Benson  
Anne Janks  
Gene Hazzard  
John Lindsay-Poland  
Ashley Greenwood  
Joseph Mente  
Jean Moses  
Elyse  
Kyle Mitchell

**XI. Resolution Urging the Civil Service Commission to Adopt Rules to Disqualify Any Applicant for Employment in the Uniformed Ranks of the Oakland Police Department Based on Prior Acts of Misconduct**

The Commission discussed and voted to approve a resolution urging the Civil Service Commission to disqualify applicants to the uniformed ranks of OPD based on prior acts of misconduct.

Comments were provided by the following public speakers:

Jennifer Tu  
Assata Olugbala  
Joseph Mente

A motion was made by Tara Anderson, seconded by Edwin Prather, to adopt Resolution 20-02 as written and change “Civil Service Commission” to “Civil Service Board.” The motion carried by the following vote:

Aye: Anderson, Dorado, Gage, and Prather  
No: 0  
Abstain: Smith

A second motion was made by Tara Anderson, seconded by Thomas Lloyd Smith, to include a letter with the resolution written by Tara Anderson on behalf of the Chair emphasizing the need for an equity analysis and addressing the points of racial discrimination that have been proven to exist in the discipline process, not only in Oakland but in other Police Departments. The motion carried by the following vote:

Aye: Anderson, Dorado, Gage, Prather, and Smith  
No: 0

**A motion was made by Henry Gage, III, seconded by Thomas Lloyd Smith, to table the remaining items and adjourn the meeting following public comment. The motion carried by the following vote:**

**Aye: Anderson, Dorado, Gage, and Smith  
No: Prather**

**A second motion was made by Tara Anderson, seconded by José Dorado, to take item XII and table the remaining items. The motion failed to carry by the following vote:**

**Aye: Anderson and Dorado  
No: Gage, Prather, and Smith**

**XII. Path to Justice Pledge (*this item was tabled to a future agenda*)**

No public comments were provided on this item.

**XIII. Use of Force Ad Hoc Committee Update (*this item was taken after item IX*)**

The Use of Force Ad Hoc Committee provided an update of progress to date on the drafting of a new OPD Use of Force policy, including planning for future opportunities for public input and outreach.

Comments were provided by the following public speakers:

Anne Janks  
Lorelei Bosserman  
Assata Olugbala  
Bruce Schmiechen  
Starchy Grant  
Maureen Benson  
Rashidah Grinage  
Gene Hazard  
Jim Chanin  
John Lindsay-Poland  
Jasmine Fallstich

A motion was made by Henry Gage, III, seconded by José Dorado, to post the draft Use of Force policy on the Commission's webpage for public comment and that the ad hoc committee begin the process for outlining dates for further public engagement. The motion carried by the following vote:

Aye: Anderson, Dorado, Gage, Harris, Prather, and Smith  
No: 0

**Ginale Harris left the meeting at approximately 11:15 pm.**

**XIV. Draft Ordinance on Acquisition and Use of Controlled Equipment**

The Commission discussed and voted to approve a draft ordinance regulating the acquisition and use of controlled equipment by the Oakland Police Department, and to forward the draft ordinance to City Council with a request for immediate adoption.

Comments were provided by the following public speakers:

Anne Janks

John Lindsay-Poland

Jennifer Tu

Assata Olugbala

A motion was made by Henry Gage, III, seconded by Thomas Lloyd Smith, to approve the draft ordinance with the following edits: In section 2 Definitions, item A (9) should read: Projectile launch platforms, and their associated munitions, such as 40mm projectile launchers, "bean bag," rubber bullet, or specialty impact munition ("SIM") weapons, and "riot guns" used to disperse chemical agents. Item A (11) should read: Explosives and pyrotechnics, such as "flashbang" grenades and explosive breaching tools, and chemical weapons such as "teargas," CS gas, pepper spray, and "pepper balls." In section 3 Acquisition and Use of Controlled Equipment, item A (2)(b) change the word "purchased" to "funded." In section 3, item A add (3) The Police Department shall not cooperate with agencies or mutual aid partners that deploy controlled equipment that would be subject to this ordinance unless said cooperation or deployment of equipment by such agencies or mutual aid partners is consistent with the restrictions, use policies, and reporting requirements established by this ordinance. In Section 2 item A (1)(a) change the word "patrol" to "passenger." The motion carried by the following vote:

Aye: Anderson, Dorado, Gage, Prather, and Smith

No: 0

**XV. Commission and CPRA Audits (*this item was tabled to a future agenda*)**

No public comments were provided on this item.

**XVI. Report on and Review of CPRA Pending Cases, Completed Investigations, Staffing, and Recent Activities (*this item was tabled to a future agenda*)**

No public comments were provided on this item.

**XVII. Open Forum, Part Two**

Comments were provided by the following public speakers:

Joseph Mente

**XVIII. Adjournment**

The meeting was adjourned at 12:05 am.





# OAKLAND POLICE COMMISSION

## MEETING MINUTES - DRAFT

July 9, 2020  
6:30 PM

### I. Call to Order

Chair Regina Jackson

The meeting started at 6:31 pm.

### II. Roll Call and Determination of Quorum

Chair Regina Jackson

Commissioners Present: Henry Gage, III, Ginale Harris, Regina Jackson, Edwin Prather, and Thomas Lloyd Smith. Quorum was met.

Alternate Commissioners Present: Chris Brown and David Jordan

Commissioners Excused: Tara Anderson and José Dorado

Counsel for this meeting: Conor Kennedy and Nitasha Sawhney

### III. Welcome, Purpose, and Open Forum

Comments were provided by the following public speakers:

Megan Steffan

Lorelei Bosserman

William Chorneau

Kevin Cantu

Nicole Welch

Allysa Victory

Assata Olugbala

Cathy Leonard

Michael Tigges

Ashley

### IV. Update from Interim Police Chief

OPD Interim Chief Manheimer provided an update on Department activities including crime statistics.

Comments were provided by the following public speakers:

William Chorneau

Reisa Jaffe

Kevin Cantu

Joseph Mente

Assata Olugbala

Megan Steffan

Anne Janks

Terri McWilliams  
Kenneth W.  
Cathy Leonard

No action was taken on this item.

**V. Commission and CPRA Audits (*this item was not discussed*)**

Comments were provided by the following public speakers:  
Assata Olugbala  
Rashidah Grinage  
Cathy Leonard  
Ashley

No action was taken on this item.

**VI. CPRA/Commission Staff/Inspector General Reorganization**

The Commission voted to adopt the Personnel Committee's motion to reorganize passed on July 1, 2020.

Comments were provided by the following public speakers:  
Juanito Rus  
Michael Tigges  
Anne Janks  
Assata Olugbala  
Rashidah Grinage  
William Chorneau  
Kevin Cantu

A motion was made by Ginale Harris, seconded by Regina Jackson, to approve the two-step reorganization process submitted by the Personnel Committee. The motion carried by the following vote:

Aye: Gage, Harris, Jackson, Prather, and Smith  
No: 0

**A motion was made by Ginale Harris, seconded by Thomas Lloyd Smith, to suspend the rules of procedure and take items VIII and IX ahead of item VII and then to proceed to the rest of the agenda. The motion carried by the following vote:**

**Aye: Gage, Harris, Jackson, Prather, and Smith  
No: 0**

**VII. Measure LL Ballot Measure Initiative**

The Commission provided an update on the status of the ballot measure regarding changes to Measure LL.

Comments were provided by the following public speakers:

Larry White  
Michael Tigges  
Cathy Leonard  
Rashidah Grinage  
Assata Olugbala

No action was taken on this item.

**VIII. Ad Hoc Committee Update to OPD Special Order (SO) 9205 on Suspension of the Carotid Use of Restraint (*this item was taken after item VI*)**

The Ad Hoc Committee on SO 9205 that was established at the last meeting on June 25, 2020 presented a revised version of the Special Order.

Comments were provided by the following public speakers:

Larry White  
Britt R.  
Anne Janks  
Michael Tigges  
Jennifer Tu  
Kevin Cantu  
Lorelei Bosserman  
Ashley Abraham  
Kyle Mitchell  
Assata Olugbala  
Tasha Mente  
Rachel Beck  
Megan Steffen  
Mariano Contreras  
Deron Jenkins  
Cathy Leonard  
Reisa Jaffe  
Terri McWilliams  
Bruce Schmiechen

A motion was made by Thomas Lloyd Smith, seconded by Edwin Prather, to approve the Commission's version of SO 9205 for submission to City Council with the following edits: on page 1, in footnote number 1, change "Ibid" to "DGO-K03 Use of Force;" on page 2 at the end of the first paragraph change "practicable" to "practical;" in the third paragraph on page 2 add the word "physically" before "forcing." The motion carried by the following vote:

Aye: Gage, Harris, Jackson, Prather, and Smith

No: 0

**A motion was made by Edwin Prather, seconded by Henry Gage, III, to extend the meeting until 11:30 pm. The motion carried by the following vote:**

**Aye: Gage, Harris, Jackson, Prather, and Smith**

**No: 0**

**IX. Use of Force Ad Hoc Committee Public Engagement**

The Commission discussed a timeline on public engagement for the Use of Force policy.

Comments were provided by the following public speakers:

Bruce Schmiechen

Anne Janks

Terri McWilliams

Assata Olugbala

No action was taken on this item.

**X. Recognition of Edwin Prather**

The Commission recognized Edwin Prather's service as a Commissioner.

Comments were provided by the following public speakers:

Anne Janks

Lorelei Bosserman

Larry White

Bruce Schmiechen

Michael Tigges

Rashidah Grinage

No action was taken on this item.

**A motion was made by Henry Gage, III, seconded by Regina Jackson, to extend the meeting 20 minutes. The motion carried by the following vote:**

**Aye: Gage, Harris, Jackson, Prather, and Smith**

**No: 0**

**XI. Path to Justice Pledge**

The Commission discussed the Path to Justice Pledge and voted on having the Chair write a letter of support.

Comments were provided by the following public speakers:

Assata Olugbala

A motion was made by Henry Gage, III, seconded by Regina Jackson, to adopt the Path to Justice Pledge and have the Chair write a letter of support. The motion carried by the following vote:

Yes: Gage, Jackson, and Prather

No: 0

Abstain: Harris and Smith

**XII. Meeting Minutes Approval and Amendment to Minutes from September 13, 2018**

The Commission voted to approve minutes from May 14 and 28, and June 8, 11, and 18, 2020.

No public comments were provided on this item.

A motion was made by Edwin Prather, seconded by Regina Jackson, to approve the minutes of May 14, 2020. The motion carried by the following vote:

Aye: Gage, Harris, Jackson, Prather, and Smith

No: 0

A second motion was made by Edwin Prather, seconded by Regina Jackson, to approve the minutes of May 28, 2020. The motion carried by the following vote:

Aye: Gage, Harris, Jackson, Prather, and Smith

No: 0

A third motion was made by Edwin Prather, seconded by Regina Jackson, to approve the minutes of June 8, 2020, with the edit of noting that Edwin Prather attended the meeting. The motion carried by the following vote:

Aye: Gage, Harris, Jackson, Prather, and Smith

No: 0

A fourth motion was made by Edwin Prather, seconded by Regina Jackson, to approve the minutes of June 11, 2020. The motion carried by the following vote:

Aye: Gage, Harris, Jackson, Prather, and Smith

No: 0

A fifth motion was made by Edwin Prather, seconded by Regina Jackson, to approve the minutes of June 18, 2020. The motion carried by the following vote:

Aye: Gage, Harris, Jackson, and Prather



No: 0  
Abstain: Smith

**XIII. Agenda Setting and Prioritization of Upcoming Agenda Items**

The Commission engaged in a working session to discuss and determine agenda items for the upcoming Commission meeting: a timeline for public engagement on the Use of Force policy; status of the ballot measure for updates to Measure LL; and amendment to minutes from September 13, 2018.

No public comments were provided on this item.

No action was taken on this item.

**XIV. Adjournment**

A motion was made by Regina Jackson, seconded by Ginale Harris to adjourn the meeting at 11:54 pm. The motion carried by the following vote:

Aye: Gage, Harris, Jackson, Prather, and Smith  
No: 0

# OAKLAND POLICE COMMISSION

## RESOLUTION NO. 20-04

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### RESOLUTION TO CORRECT PREVIOUSLY ADOPTED MEETING MINUTES FROM SEPTEMBER 13, 2018 AND AMEND BYLAW 2.16.

**WHEREAS**, the voters of the City of Oakland voted yes for Measure LL on November 8, 2016, which established the Oakland Police Commission; and

**WHEREAS**, Measure LL amended the Oakland City Charter to add section 604, entitled "Police Commission;" and

**WHEREAS**, on September 13, 2018, the Oakland Police Commission ("Commission") properly moved, seconded, and voted to adopt in bylaw form a process for adopting new policies ("Commission Bylaw 2.16"); and

**WHEREAS**, the Commission's official copy of its meeting minutes from September 13, 2018 do not currently reflect the Commission's passage of Commission Bylaw 2.16; now, therefore be it

**RESOLVED**, that the amended meeting minutes are hereby adopted to reflect that the Commission passed Commission Bylaw 2.16 as reflected below at the Commission's September 13, 2018 meeting; and be it

**FURTHER RESOLVED**, that Commission Bylaw 2.16 as drafted is hereby clarified that it applies on a forward-looking basis to policies to be developed beginning after July 23, 2020; and be it

**FURTHER RESOLVED**, that due to the meeting minutes discrepancy and the ambiguity about the policy's mandatory nature, the Commission Bylaw 2.16 hereby waives and deems the bylaw not to have applied any formal process requirements to any of its prior formal policy actions; and be it

**FURTHER RESOLVED**, that the Commission hereby expresses its intention to revisit and amend the new Bylaw 2.16 to ensure it continues to reflect best practices for transparent and effective development of policies for the Oakland Police Department by the first regular meeting of the Commission in November of this year, which is currently scheduled for Thursday, November 12, 2020. and be it

**FURTHER RESOLVED**, that The full text of the bylaw will be included in the Commission's official list of bylaws as follows, and the numbering of the prior Bylaw 2.16 will be updated and changed to Bylaw 2.17, with all sequential bylaws up to but not including Bylaw 3.1 to be updated in turn.

**Bylaw 2-16 - Police Commission: Process for editing or drafting policy.**

**1. Initial announcement of intent to review or draft with 4-6 weeks' notice prior to date agendized.**

- A. Present in a method to generate ideas, include key points, critical elements of policy initiative.
- B. Chair will direct the ED of CPRA to review policy and provide an analysis.
- C. Include CPRA memo for updates on best practice, relevant research (must be presented at least two weeks prior to the Commission meeting where it is agendized).
- D. Make sure impacted parties are well invited and included. Commission will generate a list of community groups to outreach to as they relate to the topic (i.e. NCPD, NSC or organizations related to the topic of the policy.)
- E. Ensure policy is able to be translated to multiple languages for community groups to have access (i.e. Google Translate button featured on website)
- F. Include clear dates (submitted by, date of action needed, etc.)

**2. Hold commission meeting where we engage feedback, generate key points, etc. from the Community and Commission.**

- A. Create list of points, feedback, concerns, questions, etc. that will be used to review the next draft against.
- B. Be mindful of creating inclusive facilitation (i.e. using live tweets, polls from constituent groups, etc.)
- C. Follow up with implications for the outreach committee (social media, canvassing, flyering, community meetings, etc.) Commission will generate a list of community groups to outreach to as they relate to the topic.

**3. Ad hoc creates policy or edits existing, drafts based on initial Commission mtg.**

**4. Announce second review with 3-4 weeks' notice prior to date agendized. Include:**

- A. Plan for outreach, to review draft of policy or initiative and check it against the brainstorm (make sure Commissioners have the brainstorm and new draft to check against at least 1-2 weeks before the official meeting)
- B. Make sure impacted parties (community groups as created above) are well invited and included.
- C. Consider before the meeting use of social media, newsletters and outreach to generate feedback in multiple ways.

IN POLICE COMMISSION MEETING, OAKLAND, CALIFORNIA,

PASSED BY THE FOLLOWING VOTE:

AYES –

NOES –

ABSENT –

ABSTENTION –

ATTEST: \_\_\_\_\_

CHRISSIE LOVE  
Administrative Analyst, II  
Community Police Review Agency  
City of Oakland, California

Police Commission Pending Agenda Matters List

	A	B	C	D	E	F	G	H
1	Pending Agenda Matter	Date Placed on List	Duties/Deliverables	Additional Information/Details	Priority Level	Timeline/Deadline	Scheduled	Lead Commissioner(s), if any
2	City Auditor's Office to Present Performance and Financial Audit of Commission and Agency		City Auditor to conduct a performance audit and a financial audit of the Commission and the Agency	No later than two (2) years after the City Council has confirmed the first set of Commissioners and alternates, the City Auditor shall conduct a performance audit and a financial audit of the Commission and the Agency. Nothing herein shall limit the City Auditor's authority to conduct future performance and financial audits of the Commission and the Agency.	High			
3	Commissioner Trainings	1/1/2018	Complete trainings mandated by City Charter section 604 (c)(9) and Enabling Ordinance section 2.45.190  Some trainings have deadlines for when they should be completed (within 3 months, 6 months, etc.)  Several trainings were delivered in open session and have been recorded for future use	The following trainings must be done in Open Session: 1. California's Meyers Milias Brown Act (MMBA) and Public Employment Relations Board's Administration of MMBA (done 3.12.20) 2. Civil Service Board and Other Relevant City Personnel Policies and Procedures (done 2.27.20) 3. Memoranda of Understanding with Oakland Police Officers Association and Other Represented Employees ( <b>rescheduled due to COVID-19 health emergency</b> ) 4. Police Officers Bill of Rights (done 12.12.19)	High	Ongoing		

Police Commission Pending Agenda Matters List

	A	B	C	D	E	F	G	H
1	Pending Agenda Matter	Date Placed on List	Duties/Deliverables	Additional Information/Details	Priority Level	Timeline/Deadline	Scheduled	Lead Commissioner(s), if any
4	Confirming the Process to Hire Staff for the Office of Inspector General	5/17/2019	Per the Enabling Ordinance: The City shall allocate a sufficient budget for the OIG to perform its functions and duties as set forth in section 2.45.120, including budgeting one (1) full-time staff position comparable to the position of Police Program and Audit Supervisor. Within thirty (30) days after the first Inspector General is hired, the Policy Analyst position and funding then budgeted to the Agency shall be reallocated to the OIG. All OIG staff, including the Inspector General, shall be civil service employees in accordance with Article IX of the City Charter.	This will require information presented from the City Administrator's Office.	High			
5	Finalize Bylaws and Rules	1/24/2019			High			Gage
6	Hire Inspector General (IG)	1/14/2019	Hire IG once the job is officially posted	Pending Measure LL revisions to be included in the November 2020 ballot. Recruitment and job posting in process.	High			Personnel Committee



Police Commission Pending Agenda Matters List

	A	B	C	D	E	F	G	H
1	Pending Agenda Matter	Date Placed on List	Duties/Deliverables	Additional Information/Details	Priority Level	Timeline/Deadline	Scheduled	Lead Commissioner(s), if any
7	Notification of OPD Chief Regarding Requirements of Annual Report	1/1/2018	Commission must notify the Chief regarding what information will be required in the Chief's annual report	<p>The Chief's report shall include, at a minimum, the following:</p> <ol style="list-style-type: none"> <li>1. The number of complaints submitted to the Department's Internal Affairs Division (IAD) together with a brief description of the nature of the complaints;</li> <li>2. The number of pending investigations in IAD, and the types of Misconduct that are being investigated;</li> <li>3. The number of investigations completed by IAD, and the results of the investigations;</li> <li>4. The number of training sessions provided to Department sworn employees, and the subject matter of the training sessions;</li> <li>5. Revisions made to Department policies;</li> <li>6. The number and location of Department sworn employee-involved shootings;</li> <li>7. The number of Executive Force Review Board or Force Review Board hearings and the results;</li> <li>8. A summary of the Department's monthly Use of Force Reports;</li> <li>9. The number of Department sworn employees disciplined and the level of discipline imposed; and</li> <li>10. The number of closed investigations which did not result in discipline of the Subject Officer.</li> </ol> <p>The Chief's annual report shall not disclose any information in violation of State and local law regarding the confidentiality of personnel records, including but not limited to California Penal Code section 832.7</p>	High	June 14, 2018 and June 14 of each subsequent year		Dorado
8	OPD to Provide a 30 Day Snapshot on the Effectiveness of SO 9202	2/27/2020		On 2.27.20, at the request of OPD the Commission considered and approved SO 9202 which amends the section in SO 9196 regarding Type 32 reportable force	High			

Police Commission Pending Agenda Matters List

	A	B	C	D	E	F	G	H
1	Pending Agenda Matter	Date Placed on List	Duties/Deliverables	Additional Information/Details	Priority Level	Timeline/Deadline	Scheduled	Lead Commissioner(s), if any
9	Performance Reviews of CPRA Director and OPD Chief	1/1/2018	Conduct performance reviews of the Agency Director and the Chief	The Commission must determine the performance criteria for evaluating the Chief and the Agency Director, and communicate those criteria to the Chief and the Agency Director one full year before conducting the evaluation. The Commission may, in its discretion decide to solicit and consider, as part of its evaluation, comments and observations from the City Administrator and other City staff who are familiar with the Agency Director's or the Chiefs job performance. Responses to the Commission's requests for comments and observations shall be strictly voluntary.	High	Annually; Criteria for evaluation due 1 year prior to review		
10	Recommendations for Increasing Communication Between CPRA and IAD	10/6/2018		Review of existing communication practices and information sharing protocols between departments, need recommendations from stakeholders about whether a policy is needed. Ensure prompt forwarding of complaints from IAD to CPRA and prompt data sharing.	High			
11	Reports from OPD	10/6/2018	Commission to decide on what reports are needed prior to receiving them.	Receive reports from OPD on issues such as: response times; murder case closure rates; hiring and discipline status report (general number for public hearing); any comp stat data they are using; privacy issues; human trafficking work; use of force stats; homelessness issues; towing cars of people who sleep in their vehicles	High	Ongoing as appropriate		

## Police Commission Pending Agenda Matters List

	A	B	C	D	E	F	G	H
1	Pending Agenda Matter	Date Placed on List	Duties/Deliverables	Additional Information/Details	Priority Level	Timeline/Deadline	Scheduled	Lead Commissioner(s), if any
12	Request City Attorney Reports	1/1/2018	Request the City Attorney submit semi-annual reports to the Commission and the City Council	Request the City Attorney submit semi-annual reports to the Commission and City Council which shall include a listing and summary of: 1. To the extent permitted by applicable law, the discipline decisions that were appealed to arbitration; 2. Arbitration decisions or other related results; 3. The ways in which it has supported the police discipline process; and 4. Significant recent developments in police discipline. The City Attorney's semi-annual reports shall not disclose any information in violation of State and local law regarding the confidentiality of personnel records, including but not limited to California Penal Code 832.7	High	Semi-annually		Smith
13	Community Policing Task Force/Summit	1/24/2019			Medium			Dorado
14	CPAB Report			Receive any and all reports prepared by the Community Policing Advisory Board (hereinafter referred to as "CPAB") and consider acting upon any of the CPAB's recommendations for promoting community policing efforts and developing solutions for promoting and sustaining a relationship of trust and cooperation between the Department and the community.	Medium			
15	Determine Outstanding Issues in Meet and Confer and the Status of M&C on Disciplinary Reports	10/6/2018		Need report from police chief and city attorney. Also need status report about collective bargaining process that is expected to begin soon.	Medium			

## Police Commission Pending Agenda Matters List

	A	B	C	D	E	F	G	H
1	Pending Agenda Matter	Date Placed on List	Duties/Deliverables	Additional Information/Details	Priority Level	Timeline/Deadline	Scheduled	Lead Commissioner(s), if any
16	Develop Plan for Quarterly Reports in Relation to Annual Report that is Due April 17th of Each Year	12/6/2019		The Commission is required to submit an annual report each year to the Mayor, City Council and the public. Preparing quarterly reports will help with the coordination and preparation of an annual report.	Medium			
17	Free Gun Trace Service	1/27/2020		This service was mentioned at a meeting in 2019.	Medium			Dorado
18	Modify Code of Conduct from Public Ethics Commission for Police Commission	10/2/2018		On code of conduct for Commissioners there is currently a code that was developed by the Public Ethics Commission.	Medium			
19	Offsite Meetings	1/1/2018	Meet in locations other than City Hall	The offsite meetings must include an agenda item titled "Community Roundtable" or something similar, and the Commission must consider inviting individuals and groups familiar with the issues involved in building and maintaining trust between the community and the Department.	Medium	Annually; at least twice each year		Dorado, Harris, Jackson
20	OPD Supervision Policies	10/2/2018		Review existing policy (if any) and take testimony/evidence from experts and community about best practices for supervisory accountability. Draft policy changes as needed. In addition, IG should conduct study of supervisor discipline practices. In other words, how often are supervisors held accountable for the misconduct of their subordinates.	Medium			
21	Receive a Report from the Ad Hoc Committee on CPRA Appellate Process	6/13/2019	Once the Commission has an outside counsel, work with them on determining an appellate process	When a draft process is determined, bring to the Commission for a vote.	Medium			Brown, Gage, Prather
22	Report from OPD Regarding Found/Confiscated Items	7/12/2019	OPD will report on the Department's policy for disposition of found/confiscated items.	This came about through a question from Nino Parker. The Chief offered to present a report at a future meeting.	Medium			

## Police Commission Pending Agenda Matters List

	A	B	C	D	E	F	G	H
1	Pending Agenda Matter	Date Placed on List	Duties/Deliverables	Additional Information/Details	Priority Level	Timeline/Deadline	Scheduled	Lead Commissioner(s), if any
23	Report Regarding OPD Chief's Report	1/1/2018	submit a report to the Mayor, City Council and the public regarding the Chief's report in addition to other matters relevant to the functions and duties of the Commission	The Chief's report needs to be completed first.	Medium	Annually; once per year		
24	Review Budget and Resources of IAD	10/10/2018		In Discipline Training it was noted that many "lower level" investigations are outsourced to direct supervisors and sergeants. Leaders in IAD have agreed that it would be helpful to double investigators and stop outsourcing to Supervisors/Sgts. Commissioners have also wondered about an increase civilian investigators. Does the Commission have jurisdiction over this?	Medium			
25	Review Commission's Agenda Setting Policy	4/25/2019			Medium			
26	Review Commission's Code of Conduct Policy	4/25/2019			Medium			Prather
27	Review Commission's Outreach Policy	4/25/2019			Medium			Dorado
28	Revise Contracts with CPRA and Commission Legal Counsels	10/10/2018		The contract posted on the Commission's website does not comport with the specifications of the Ordinance. As it stands, the Commission counsel reports directly to the City Attorney's Office, not the Commission. The Commission has yet to see the CPRA attorney's contract, but it, too, may be problematic.	Medium			
29	Taser Policy (incorporate into Use of Force)	10/10/2018		This is part of Use of Force Policy; Review use of tasers in light of what happened to Marcellus Toney - In the report the Commission was given, it mentioned that officers have choice as to where to deploy a taser.	Medium			

## Police Commission Pending Agenda Matters List

	A	B	C	D	E	F	G	H
1	Pending Agenda Matter	Date Placed on List	Duties/Deliverables	Additional Information/Details	Priority Level	Timeline/Deadline	Scheduled	Lead Commissioner(s), if any
30	Amendment of DGO C-1 (Grooming & Appearance Policy)	10/10/2018		DGO C-1 is an OPD policy that outlines standards for personal appearance. This policy should be amended to use more inclusive language, and to avoid promoting appearance requirements that are merely aesthetic concerns, rather than defensible business needs of the police department.	Low			
31	Annual Report	1/1/2018	Submit an annual report each year to the Mayor, City Council and the public		Low	Spring, 2021		Prather, Smith
32	Assessing Responsiveness Capabilities	10/6/2018		Review OPD policies or training regarding how to assess if an individual whom police encounter may have a disability that impairs the ability to respond to their commands.	Low			
33	CPRA Report on App Usage	10/10/2018		Report from staff on usage of app.	Low			
34	Creation of Form Regarding Inspector General's Job Performance	1/1/2018	Create a form for Commissioners to use in providing annual comments, observations and assessments to the City Administrator regarding the Inspector General's job performance. Each Commissioner shall complete the form individually and submit his or her completed form to the City Administrator confidentially.	To be done once Inspector General position is filled.	Low			
35	De-Escalation Policy (incorporate into Use of Force)	1/1/2018		This should be part of Use of Force Policy; review existing policy (if any) and take testimony/evidence from experts and community about best practices for de-escalation.	Low			



Police Commission Pending Agenda Matters List

	A	B	C	D	E	F	G	H
1	Pending Agenda Matter	Date Placed on List	Duties/Deliverables	Additional Information/Details	Priority Level	Timeline/Deadline	Scheduled	Lead Commissioner(s), if any
36	Discipline: Based on Review of MOU	10/6/2018		<p>How often is Civil Service used v. arbitration?                      How long does each process take?                      What are the contributing factors for the length of the process?                      How often are timelines not met at every level?                      How often is conflict resolution process used?                      How long is it taking to get through it?                      Is there a permanent arbitration list?                      What is contemplated if there's no permanent list?                      How often are settlement discussions held at step 5?                      How many cases settle?                      Is there a panel for Immediate dispute resolution?                      How many Caloca appeals? How many are granted?                      What happened to the recommendations in the Second Swanson report?</p>	Low			
37	Discipline: Second Swanson Report Recommendations – Have These Been Implemented?	10/6/2018		<p>Supervisor discipline                      Process for recommending improvements to policies, procedures and training, and to track and implement recommendations                      Tracking officer training and the content of training                      Comparable discipline imposed – database of discipline imposed, demonstrate following guidelines                      IAD civilian oversight for continuity in IAD                      Improved discovery processes                      Permanent arbitration panel implemented from MOU                      OPD internal counsel                      Two attorneys in OCA that support OPD disciplines and arbitration                      Reports on how OCA is supporting OPD in discipline matters and reports on arbitration                      Public report on police discipline from Mayor's office                      OIG audit includes key metrics on standards of discipline</p>	Low			

## Police Commission Pending Agenda Matters List

	A	B	C	D	E	F	G	H
1	Pending Agenda Matter	Date Placed on List	Duties/Deliverables	Additional Information/Details	Priority Level	Timeline/Deadline	Scheduled	Lead Commissioner(s), if any
38	Feedback from Youth on CPRA App	10/10/2018		Get some feedback from youth as to what ideas, concerns, questions they have about its usability.	Low			
39	OPD Data and Reporting			Review and comment on the Department's police and/or practice of publishing Department data sets and reports regarding various Department activities, submit its comments to the Chief, and request the Chief to consider its recommendations and respond to the comments in writing.	Low			
40	Outreach Committee: Work with Mayor's Office and City Admin to Publicize CPRA App	10/10/2018			Low			
41	Overtime Usage by OPD - Cost and Impact on Personal Health; Moonlighting for AC Transit	1/1/2018		Request Office of Inspector General conduct study of overtime usage and "moonlighting" practices.	Low			
42	Process to Review Allegations of Misconduct by a Commissioner	10/2/2018		Maureen Benson named concerns/allegations about a sitting Commissioner early in 2018, but no process exists which allows for transparency or a way to have those concerns reviewed. It was suggested to hold a hearing where anyone making allegations presents evidence, the person named has an opportunity to respond and then the Commission decides if there's sanctions or not. *Suggestion from Regina Jackson: we should design a form...check box for the allegation...provide narrative to explain..hearing within 4 weeks?	Low			Jackson

## Police Commission Pending Agenda Matters List

	A	B	C	D	E	F	G	H
1	Pending Agenda Matter	Date Placed on List	Duties/Deliverables	Additional Information/Details	Priority Level	Timeline/Deadline	Scheduled	Lead Commissioner(s), if any
43	Proposed Budget re: OPD Training and Education for Sworn Employees on Management of Job-Related Stress	1/1/2018	Prepare for submission to the Mayor a proposed budget regarding training and education for Department sworn employees regarding management of job-related stress. (See Trauma Informed Policing Plan)	Review and comment on the education and training the Department provides its sworn employees regarding the management of job-related stress, and regarding the signs and symptoms of posttraumatic stress disorder, drug and alcohol abuse, and other job-related mental and emotional health issues. The Commission shall provide any recommendations for more or different education and training to the Chief who shall respond in writing consistent with section 604(b)(6) of the Oakland City Charter. Prepare and deliver to the Mayor, the City Administrator and the Chief by April 15 of each year, or such other date as set by the Mayor, a proposed budget for providing the education and training identified in subsection (C) above.	Low	4/15/2021		
44	Public Hearing on OPD Budget	1/1/2018	Conduct at least one public hearing on the Police Department's budget	Tentative release date of Mayor's proposed budget is May 1st of each year.	Low	Spring, 2021		
45	Public Hearings on OPD Policies, Rules, Practices, Customs, General Orders	1/1/2018	Conduct public hearings on Department policies, rules, practices, customs, and General Orders; CPRA suggests reviewing Body Camera Policy		Low	Annually; at least once per year		Dorado
46	Revisit Standing and Ad Hoc Committee Assignments	10/29/2019			Low			
47	Social Media Communication Responsibilities, Coordination, and Policy	7/30/2019		Decide on social media guidelines regarding responsibilities and coordination.	Low			