



**OAKLAND POLICE COMMISSION
PERSONNEL COMMITTEE
MEETING AGENDA**

July 1, 2020

5:00 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 PERSONNEL COMMITTEE MEETING AGENDA

July 1, 2020
5:00 PM

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/84250701879> 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 +1 346 248 7799 or +1 253 215 8782 or +1 301 715 8592 or +1 312 626 6799 or +1 646 558 8656
For each number, please be patient and when requested, dial the following Webinar ID: 842 5070 1879

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. Please note that e-Comment submissions close at **4:00 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.



OAKLAND POLICE COMMISSION PERSONNEL COMMITTEE MEETING AGENDA

July 1, 2020
5:00 PM

I. Call to Order

II. Roll Call and Determination of Quorum

III. Welcome, Purpose, and Open Forum (1 minute per speaker)

The Committee will welcome and call public speakers. The purpose of the Oakland Police Commission Personnel Committee is to review personnel policies and procedures and make recommendations on hiring decisions.

IV. CPRA/Commission Staff/Inspector General Reorganization

The Committee will discuss the proposals for reorganizing positions under the Police Commission's budget authority. ([Attachment 4](#)).

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

V. Meeting Minutes Approval

The Committee will vote to approve the minutes from October 24, 2019. ([Attachment 5](#)).

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

THE PERSONNEL COMMITTEE WILL ADJOURN TO CLOSED SESSION AND WILL REPORT ON ANY FINAL DECISIONS IN OPEN SESSION PRIOR TO ADJOURNING.

VI. Closed Session

PUBLIC EMPLOYEE EVALUATION

Title: Executive Director, Community Police Review Agency

VII. Report out of Closed Session

- a. The Commission will report on any actions taken during Closed Session, as required by law.

VIII. Adjournment



CITY OF OAKLAND

CITY OF OAKLAND
 Established Date: Jul 22, 1993
 Revision Date: Jan 16, 2020

COMPLAINT INVESTIGATOR III

Class Code:
 AP144

Bargaining Unit: TW1 - Local 21 Admin, Prof,
 Technical & Other

SALARY RANGE

\$8,411.84 - \$10,326.88 Monthly
 \$100,942.08 - \$123,922.56 Annually

DEFINITION:

Under general direction of the Community Police Review Agency (CPRA) Executive Director, oversees and participates in intake and investigations; performs investigations of complaints of alleged police misconduct which are filed with the Community Police Review Agency and/or the Oakland Police Department; compiles and analyzes facts and data for cases; acts as a liaison between the Police Commission, City Administrator's Office, the City Attorney's Office, and the Police Department; supervises, trains, and evaluates assigned staff; may act in the absence of the Executive Director; and performs related duties as assigned.

DISTINGUISHING CHARACTERISTICS:

This is a first-line supervisory level position in the professional Complaint Investigator series. Under supervision, the incumbent is responsible for conducting thorough complex, sensitive, and diverse investigations of complaints alleging a broad range of misconduct by sworn Police Officers. The incumbent is responsible for overseeing case intake, critically evaluating complaints, developing a comprehensive investigation plan, pursuing and gathering relative and probative factual information from a variety of sources, analyzing the facts, reviewing and applying appropriate policies, and submitting comprehensive and objective written reports making recommendations on complaints in a timely manner, considering applicable statute of limitations and tolling provisions.

The incumbent is also required to present reports and information orally to the Police Commission, Mayor, City Administrator, City Council and local community groups. The highest degree of independence is utilized in conducting the investigation. The incumbent is expected to carry out assignments with little or no direction except as new or unusual circumstances arise. The incumbent will be expected to attend meetings and hearings outside of normal business hours.

The incumbent receives general supervision from the CPRA Executive Director and may act in the absence of the Executive Director. The incumbent receives direction from the CPRA Executive Director and exercises general supervision over assigned professional and clerical staff.

EXAMPLES OF DUTIES:

Duties and responsibilities include, but are not limited to the following:

- Supervise, train, and evaluate intake technicians, investigators, and attorneys. Consult with investigators on complex cases and coordinate investigative resources where applicable. Provide initial review of completed investigative reports. Investigate complaints filed with the CPRA; facilitate mediation of complaints as appropriate. Analyze and compile facts and data for cases concerning police complaints; formulate objective recommendations based on critical analysis; interpret rules, laws and regulations pertaining to police conduct; develop, maintain, revise and provide CPRA Executive Director with the comprehensive investigative plan and case status. Prepare a variety of complex written reports; attend meetings; make oral presentations to the Police Commission, City Council, community groups, and others.
- Consult and confer with the CPRA Executive Director regarding the following: prioritization of cases for investigation; facts established in investigations; important issues that may arise in interpreting various laws; facts, trends, and patterns identified through investigations; and the recommended disposition and conclusion of cases. Respond to inquiries from the community members, Police Officers, the Police Commission, the media, and other interested parties in a timely manner. Participate in community outreach activities and serve as a representative of the CPRA and the Police Commission to community groups, the Police Department, and other government agencies.
- Identify, actively seek out, and interview complainants, witnesses, technicians, sworn police personnel, dispatchers, medical personnel, and others as necessary to complete thorough investigations; gather pertinent evidence material to complaints; assess Oakland Police Department, including Internal Affairs Division, records and maintain confidentiality; compile and summarize information collected. Maintain complete and accurate complaint files, conversation logs, closed files, media reports, police reports, computerized files and other related files and records; formulate reports based on the evidence gathered; ensure that records are secured and confidential. Drive to various locations to conduct interviews, research complaints, access data and information, and attend meetings. Participate in training and orienting new personnel and Police Commissioners; make recommendations regarding training and policy changes. Process Public Records Act requests in accordance with City policy and applicable laws, consulting and conferring with City Attorney and CPRA Executive Director as needed.
- Operate an automotive vehicle in the performance of assigned duties; travel to off-site locations throughout the community.

MINIMUM QUALIFICATIONS:

Any combination of education and experience that is equivalent to the following minimum qualifications is acceptable.

Education:

Bachelor's degree from an accredited college or university in public administration, behavioral science, political science or a related field. Master's or law degree is highly desirable.

Experience:

Five (5) years of professional full-time paid experience in civil or criminal investigation or related field where the responsibility includes evidence gathering, evidence evaluation, and disposition recommendation.

KNOWLEDGE AND ABILITIES:

Knowledge of:

- Principles, practices, and techniques of conducting an investigation including interview and interrogation procedures, research and data investigation, analysis of information, and preparing thorough and objective recommendations.
- Laws of arrest, search, and seizure; legal rights of citizens; principles of constitutional law and the public safety officer's bill of rights.
- Public relations principles including public speaking, conflict resolution/mediation, and related techniques.
- Police department administration and organization; administrative hearing practices.
- English punctuation, syntax, language mechanics, and spelling.

- Principles and techniques necessary for the objective presentation of recommendations both in oral and written formats.
- Computer systems and software applications including word processing, databases, and spreadsheets.
- Principles of supervision, training, and development.

Ability to:

- Plan, organize and conduct thorough investigations of complex and sensitive issues in a timely manner.
- Maintain accurate records and files.
- Create comprehensive investigative operational plans.
- Conduct effective interviews using appropriate techniques and approaches; follow-up on discrepancies; corroborate evidence and leads to other evidence suggested by complaint and defense. Use tact and diplomacy in interviewing individuals from diverse backgrounds while remaining calm and impartial during sensitive, confrontational, and stressful situations.
- Compile and critically analyze information, facts, evidence and other data to evaluate testimony and analyze the credibility of the witness and the probative value of information obtained.
- Reason logically; apply rules and facts; draw conclusions and make supported recommendations; operate a camera to photograph complainants' injuries and the scene of the incident if necessary.
- Read, comprehend, and analyze complex policies, rules, laws, reports, medical records, and other pertinent documents.
- Interpret information regarding the case and process in lay person's terms.
- Maintain a high level of professionalism and ethical standards in approaching each case without preconceived biases.
- Communicate effectively orally and in writing; make verbal presentations to both large and small groups.
- Establish and maintain professional working relationships with employees, elected officials, boards and commissions, community groups and the general public.
- Handle stressful and sensitive situations with tact and diplomacy.
- Meet critical deadlines, manage time effectively, and adapt quickly to changing priorities.
- Work with minimal supervision and direction.
- Work flexible hours as necessary including nights and weekends.
- Supervise, train, and evaluate assigned staff.

LICENSE OR CERTIFICATE / OTHER REQUIREMENTS:

LICENSE OR CERTIFICATE

Individuals who are appointed to this position will be required to maintain a valid California Driver's License throughout the tenure of employment OR demonstrate the ability to travel to various locations in a timely manner as required in the performance of duties.

OTHER REQUIREMENTS

Oral and written bi-lingual skills in Spanish, Mandarin or Cantonese are highly desirable. Other languages may be added to comply with the City's Equal Access Ordinance or other relevant legislation or department needs.

Incumbents will be expected to work nights and weekends as necessary.

Must pass a thorough background investigation.

CLASS HISTORY:

Revision Date: 01/16/2020; CSB Reso#: 44966

Revision Date: 03/6/2008; CSB Reso#: 44516

Established: 07/22/1993; CSB Reso#: 44287





CITY OF OAKLAND

CITY OF OAKLAND
Revision Date: Jul 18, 2011

COMPLAINT INVESTIGATOR II

Class Code:
AP146Bargaining Unit: TW1 - Local 21 Admin, Prof,
Technical & Other

SALARY RANGE

\$7,265.16 - \$8,920.20 Monthly
\$87,181.92 - \$107,042.40 Annually

DEFINITION:

Under supervision of the Citizens' Police Review Board Executive Director in the City Administrator's Office, investigates citizen's complaints of alleged police misconduct which are filed with the Citizens' Police Review Board; compiles and analyzes facts and data for cases; prepares investigative reports for meetings and hearings; and performs other related duties as assigned.

DISTINGUISHING CHARACTERISTICS:

This is the journey level position in the professional Complaint Investigator series. Under supervision the incumbent is responsible for conducting thorough complex, sensitive, and diverse investigations of citizens' complaints alleging a broad range of misconduct by sworn police officers and park rangers. The incumbent is responsible for case intake, critically evaluating complaints, developing a comprehensive investigation plan, pursuing and gathering relative and probative factual information from a variety of sources, analyzing the facts, reviewing and applying appropriate policies and submitting comprehensive and objective written reports making recommendations on complaints in a timely manner, considering applicable statute of limitations and tolling provisions.

The incumbent is also required to present reports and information orally to the Citizens' Police Review Board, Mayor, City Administrator, City Council and local community groups. A high degree of independence is utilized in conducting the investigation. The incumbent is expected to carry out assignments with little or no direction except as new or unusual circumstances require. The incumbent will be expected to attend meetings and hearings outside of normal business hours.

The incumbent receives general supervision from the Citizens' Police Review Board Executive Director.

EXAMPLES OF DUTIES:

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

- Provide assistance to citizens filing complaints with the Citizens' Police Review Board and provide referrals to other appropriate agencies as necessary.
- Investigate complaints filed with the Citizens' Police Review Board.
- Facilitate mediation of complaints as appropriate.
- Analyze and compile facts and data for cases concerning police complaints.
- Formulate objective recommendations based on critical analysis.
- Interpret rules, laws and regulations pertaining to police conduct.

- Develop, maintain, revise and provide Citizens' Police Review Board Executive Director with the comprehensive investigative plan and case status.
- Prepare a variety of complex written reports.
- Attend meetings and hearings and prepare minutes of Citizens' Police Review Board meetings and hearings.
- Make oral presentations to the Mayor, City Administrator, City Council, Citizen's Police Review Board and community groups and others.
- Consult and confer with Executive Director regarding the following: prioritization of cases for investigation; facts established in investigations; important issues that may arise in interpreting various laws; facts, trends and patterns identified through investigations; the recommended disposition and conclusion of cases.
- Under the direction of the Executive Director, act as liaison between the Mayor's Office, City Administrator's Office, City Attorney's Office, and Police Department in the acquisition and presentation of findings.
- Respond to inquiries from citizens, Police Officers, Citizens' Police Review Board, the media and other interested parties in a timely manner.
- Participate in community outreach activities and serve as a representative of the Citizens' Police Review Board and City Administrator's Office to citizen groups, the police department, and other government agencies.
- Identify, actively seek out, and interview complainants, witnesses, technicians, sworn police personnel, dispatchers, medical personnel and others as necessary to complete thorough investigations.
- Gather pertinent evidence material to complaints.
- Assess Oakland Police Department, including Internal Affairs Division records, and maintain confidentiality.
- Compile and summarize information collected.
- Maintain complete and accurate complaint files, conversation logs, closed files, media reports, police reports, computerized files and other related files and records.
- Formulate report based on the evidence gathered.
- Ensure that records are secured and confidential.
- Drive to various locations to conduct interviews, research complaints, access data and information and attend meetings and hearings.
- Participate in training new personnel and Board members; make recommendations regarding training and policy changes.
- Process Public Records Act requests in accordance with City policy and applicable laws, consulting and conferring with City Attorney and Executive Director as needed.

MINIMUM QUALIFICATIONS:

Any combination of education and experience that is equivalent to the following minimum qualifications is acceptable.

Education:

Bachelor's degree from an accredited college or university in public administration, behavioral science, political science, or a related field.

Experience:

Three years of professional full-time paid experience in civil or criminal investigation or related field where the responsibility includes evidence gathering, evidence evaluation, and disposition recommendation.

KNOWLEDGE AND ABILITIES:

Knowledge of:

- Principles, practices and techniques of conducting an investigation including conduct of interviews and interrogation, research and data investigation, analysis of information, and preparing thorough

and objective recommendations.

- Laws of arrest, search and seizure.
- Legal rights of citizens.
- Principles of constitutional law and Public Safety Officer's Bill of Rights.
- Public relations principles including public speaking and conflict mediation techniques.
- Police department administration and organization.
- Administrative hearing practices.
- English punctuation, syntax, language mechanics and spelling.
- Principles and techniques necessary for the objective presentation of recommendations both in oral and written formats.
- Basic personal computer applications including word processing, databases and spreadsheets.

Ability to:

- Plan, organize and conduct thorough investigations of complex and sensitive matters in a timely manner.
- Maintain accurate records and files.
- Create comprehensive investigative operational plans.
- Interview effectively and analytically.
- Follow-up on discrepancies.
- Corroborate evidence and leads to other evidence suggested by complaint and defense.
- Use tact and diplomacy in interviewing individuals from diverse backgrounds while remaining calm and impartial during sensitive, confrontational, and stressful situations.
- Compile and critically analyze information, facts, evidence and other data to evaluate testimony and analyze the credibility of the witness and the probative value of information obtained.
- Reason logically.
- Apply rules and facts.
- Draw conclusions and make supported recommendations.
- Operate a camera to photograph complainants' injuries and the scene of the incident if necessary.
- Read, comprehend, and analyze complex policies, rules, laws, reports, medical records and other pertinent documents.
- Interpret information regarding the case and process in lay person's terms.
- Maintain a high level of professionalism and ethical standards in approaching each case without preconceived biases.
- Communicate effectively orally and in writing.
- Make verbal presentations to both large and small groups.
- Establish and maintain professional working relationships with employees, elected officials, boards and commissions, community groups and the general public.
- Handle stressful and sensitive situations with tact and diplomacy.
- Meet critical deadlines, manage time effectively and adapt quickly to changing priorities.
- Work with minimal supervision and direction.
- Work flexible hours as necessary including nights and weekends.

LICENSE OR CERTIFICATE / OTHER REQUIREMENTS:

Individuals who are appointed to this position will be required to maintain a valid California Driver's License throughout the tenure of employment OR demonstrate the ability to travel to various locations in a timely manner as required in the performance of duties.

OTHER REQUIREMENTS

Oral and written bi-lingual skills in Spanish, Mandarin or Cantonese are highly desirable. Other languages may be added to comply with the City's Equal Access Ordinance or other relevant legislation or department needs.

Incumbents will be expected to work nights and weekends as necessary.

CLASS HISTORY:

Revised: 03-06-2008; CSB Reso#: 44515

Established: 02-27-1997; CSB Reso#: 44365

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CITY OF OAKLAND

CITY OF OAKLAND
Established Date: Aug 15, 2013
Revision Date: Aug 21, 2013

INTAKE TECHNICIAN

Class Code:
AP434

Bargaining Unit: TW1 - Local 21 Admin,
Prof, Technical & Other

SALARY RANGE

\$5,421.78 - \$6,656.82 Monthly
\$65,061.36 - \$79,881.84 Annually

DEFINITION:

Under general supervision in the Oakland Police Department, uses a full range of clerical and technical level skills to perform intake and examination of allegations of misconduct and/or citizen's complaints; compile and organize facts and data for cases; assist with the preparation of investigative reports for meetings and hearings; coordinate with sworn and civilian staff and the general public; access and maintain complex internal automated records systems; and, perform related duties as assigned.

DISTINGUISHING CHARACTERISTICS:

An Intake Technician is a journey level, specialized administrative position that is responsible for receiving complaints regarding allegations of misconduct.

EXAMPLES OF DUTIES:

- Receive oral or written allegations/complaints from individuals walking into the office, mailing forms or speaking over the telephone.
- Provide assistance and information to citizens filing complaints and provide referrals to other appropriate agencies as necessary.
- Analyze and compile facts and data.
- Create and compile case files both electronically and in hard copy of supporting documentation of the complaint.
- Maintain internal manual and automated recordkeeping systems and provide information in compliance with federal and state regulations; maintain complete and accurate complaint files, conversation logs, closed files, media reports, police reports, computerized files and other related files and records; ensure that records are secure and confidential.

- Verify and document statutory deadline dates, take complainant statements, identify subject officers and witnesses, and classify allegations.
- Prepare written reports for supervisory review; attend meetings and hearings and, if needed, prepare meeting minutes deemed necessary by OPD.
- Coordinate and conduct transactions with other employees, sworn and civilian staff, and the public in matters requiring knowledge and analytical application of Police Department rules, policies and procedures.
- Drive to various locations to conduct intake of allegations of Police misconduct.
- Participate in community outreach activities as deemed necessary by OPD or management staff.
- Process Public Records Act requests in accordance with City policy and applicable laws.

MINIMUM QUALIFICATIONS:

Any combination of education and experience that is equivalent to the following minimum qualifications is acceptable.

Education:

Bachelor's degree from an accredited college or university in criminal justice, communications, social science or related field. Experience may be substituted for education on a year-for-year basis.

Experience:

Three (3) years of full-time experience performing standard administrative duties including a high degree of public contact. Experience with civil, criminal or factual investigations, preferably performing critical analysis of evidence, is desirable. Law enforcement experience is also highly desirable.

KNOWLEDGE AND ABILITIES:

Knowledge of:

- Principles and techniques of effective interviews leading to investigations, including evidence gathering, evidence evaluation and analysis of information.
- Laws of arrest, search and seizure; legal rights of citizens.
- Principles of constitutional and criminal law and California Public Safety Officer's Bill of Rights.
- Principles and techniques of public relations including public speaking and conflict mediation.
- Police department administration and organization; administrative hearing procedures.
- English punctuation, syntax, language mechanics and spelling.
- Principles and techniques necessary for the objective presentation of recommendations both in oral and written formats.
- Advanced personal computer applications including word processing, databases and spreadsheets.

Ability to:

- Plan and organize preliminary documents related to investigations of complex, confidential and sensitive matters in a timely manner; while adhering to high standards of ethical conduct; maintain accurate records and files of actions taken on cases.
- Assist with the creation of investigative operational plans; focus on facts and details.

- Use tact and diplomacy and maintain confidentiality in interviewing individuals from diverse backgrounds while remaining calm and impartial during sensitive, confrontational, and stressful situations.
- Compile information, facts, evidence and other data and note the credibility of the witness and the probative value of information obtained; and determine appropriate referral or administrative closure.
- Operate a camera to photograph complainants' injuries and the scene of the incident if necessary.
- Read, comprehend and apply complex policies, rules, laws, reports, medical records and other pertinent documents.
- Interpret information regarding the case and process in lay person's terms.
- Maintain a high level of professionalism and ethical standards in approaching each case without preconceived biases.
- Communicate effectively orally and in writing; make verbal presentations.
- Meet critical deadlines, manage time effectively and adapt quickly to changing priorities.
- Work with minimal supervision and direction; work flexible hours as necessary including nights and weekends.
- Establish and maintain professional working relationships with employees, elected officials, boards and commissions, community groups and the general public.
- Participate in regular on and offsite training.

LICENSE OR CERTIFICATE / OTHER REQUIREMENTS:

Possession of a valid California Driver's License is required.

OTHER REQUIREMENTS

Incumbents will be expected to work nights and weekends as necessary.

Candidates who receive offers of employment will be required to submit fingerprints, undergo a criminal record clearance, and have a physical examination including a TB screening. Must pass a thorough background investigation.

Must be eighteen (18) years of age or older.

Must pass a Department of Justice fingerprint check, which allows special access to law enforcement data systems.

Must pass a six (6) hour Department of Justice training course regulating access to law enforcement data systems.

Must meet Department of Justice and other training mandates regulating access to law enforcement data systems.

CLASS HISTORY:

Established: 08-15-2013; CSB Reso#: 44650



**OAKLAND POLICE COMMISSION
PERSONNEL COMMITTEE
MEETING MINUTES - DRAFT**

**October 24, 2019 • 5:00 PM
City Council Chamber, 3rd Floor
1 Frank H. Ogawa Plaza, Oakland, CA 94612**

I. Call to Order

Regina Jackson called the meeting to order at 5:07 pm

II. Roll Call and Determination of Quorum

Commissioner Present: Ginale Harris and Regina Jackson. Quorum was met.

Commissioners Absent: Tara Anderson (*arrived during item III*)

III. Welcome, Purpose, and Open Forum

There were no public speakers on this item.

IV. Meeting Minutes Approval

The Committee voted to approve the minutes from September 12, 2019.

There were no public speakers on this item.

A motion was made by Ginale Harris, seconded by Tara Anderson, to approve the minutes from September 12, 2019. The motion carried by the following vote:

Aye: Anderson and Harris

No: 0

Abstain: Jackson

V. Inspector General Position Update

The Committee provided an update on the status of the Inspector General position. The position is currently on hold.

There were no public speakers on this item.

No action was taken on this item.

VI. Criteria for Performance Review of Oakland Police Department (OPD) Chief

Tara Anderson presented a draft of performance criteria. The Committee discussed the plan for developing evaluation criteria and will review prior meetings regarding expectations of the Chief and will compare them to other evaluation tools.

There were no public speakers on this item.

No action was taken on this item.

VII. Agenda Setting and Prioritization of Upcoming Agenda Items

The Committee discussed scheduling a special meeting on December 3rd to discuss the criteria for an evaluation of the Chief of Police.

There were no public speakers on this item.

No action was taken on this item.

VIII. Adjournment

A motion was made by Regina Jackson, seconded by Tara Anderson, to adjourn the meeting at 5:48 p.m. The motion carried by the following vote:

Aye: Anderson, Harris, and Jackson

No: 0