



# AGENDA REPORT

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**TO:** Police Commissioners

**FROM:** John Alden  
Executive Director  
CPRA

**SUBJECT:** SUPPLEMENTAL - Issuance of RFP  
for Professional Services for IAD to  
CPRA Transition per Past Council and  
Commission Direction

**DATE:** January 25, 2022

## **REASON FOR SUPPLEMENTAL**

After the publication of the agenda for the January 27, 2022, Police Commission meeting, staff received from the City Administrator the attached proposed amendments to the Scope of Work. The City Administrator plans to appear at the Police Commission meeting of January 27, 2022, to discuss these edits and answer any questions the Police Commission might have before finalizing the RFP.

## **BACKGROUND**

As discussed in the original Agenda Report for this item, the Scope of Work for this RFP has been prepared by staff in consultation with the City Administrator and under the past direction of the Police Commission. Since the City Administrator has Charter authority over reorganization of the Police Department, the City Administrator is a necessary party to the transition of responsibilities and resources from IAD to CPRA. Because staff are informed that the City Administrator wishes this transition process to be undertaken in a collaborative manner with key City of Oakland stakeholders, such as the effected city departments and employee groups, that vision has been incorporated into the Scope of Work previously submitted.

That said, the City Administrator has recently provided a revised version, attached, that places greater emphasis on, and greater detail surrounding, the collaborative process he envisions to create buy-in among those key stakeholders.

Staff has no objection to these edits, and will take direction from the Police Commission as to whether to incorporate all or parts of them into the Scope of Work.

## **ACTION REQUESTED OF THE POLICE COMMISSION**

Staff Recommends that the Police Commission vote to issue the RFP after considering which of the City Administrator's proposed edits to the Scope of Work to accept.

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For questions regarding this report, please contact John Alden, Executive Director, CPRA, 510-238-7401.

Respectfully submitted,



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JOHN ALDEN  
Executive Director,  
CPRA

Attachments (1):

- City Administrator's proposed edits to Scope of Work

## Council Policy Directive

Internal Affairs -- Direct City Administrator to analyze options and timeline for moving most or all of the responsibilities of the Internal Affairs Division to the Community Police Review Agency (CPRA).

## Draft SOW from CPRA

*In May 2021, the City of Oakland's Reimagining Public Safety Task Force issued a final report detailing recommendations as to reforming Oakland's approach to public safety. That report can be found [here](#). The Oakland City Council reviewed this report, and flagged as a top priority Recommendations 31/84 entitled "Reorganize OPDs internal structure to include transferring most of IAD to the Community Police Review Agency" (CPRA). Currently, Oakland Police Department's Internal Affairs Division (IAD) and CPRA both separately investigate claims of police officer misconduct. Those parallel but independent investigations form the basis for police officer discipline in the City of Oakland. Under this proposal, those responsibilities and resources would be reviewed to explore which may make sense to consolidate into CPRA and in what timeline.*

*To aid in this consolidation process, the City Council also provided funding for the professional services sought in this RFP in Fiscal Year 2022-23. The Oakland Police Commission, which oversees the Oakland Police Department and the Community Police Review Agency, will oversee the services sought under this RFP and will select the final provider from among the bids received, as described below, in consultation with the City Administrator. The City seeks a consultant with subject-matter expertise relevant to law enforcement investigations.*

*The tasks this contractor would perform are as follows:*

- *Conduct a survey of organizations that assign certain investigations of law enforcement misconduct exclusively to civilian investigators outside of the law enforcement agency, including any available quantitative and/or qualitative evaluation of scope of assignments, effectiveness, lessons learned, etc.*
- *Evaluate the current functions and capabilities of both IAD and CPRA across intake, investigation, disciplinary, and record keeping functions.*
- *Convene and manage a working group of internal stakeholders, such as but not limited to the City Administrator, Human Resources Management and the Police Department, that would, as the City Council directed, "analyze options and timeline for moving most or all of the responsibilities" of IAD to CPRA;*
- *Present findings of survey and evaluation to the working group;*
- *Guide the working group through development of a decision-making framework to recommend the scope and timing of any transition, including but not limited to considerations/criteria of administration, cost, employee/labor, efficiency, effectiveness, community support, etc.;*
- *Support working group in identifying options of both scope and timing and analyzing via the decision-making framework;*
- *Mediate disagreements among stakeholders where possible, and flag points of continued disagreement for appropriate City of Oakland decision-makers to*

*resolve, depending on the nature of the disagreement and existing dispute resolution processes, such as but not limited to the Meet and Confer process, decisions made by the Police Commission and/or City Administrator according to their respective Charter authorities, or the Mayor and City Council according to their budget-setting authority;*

- *Develop final report of options for review by the Police Commission, City Council, and Mayor;*
- *Create a work plan memorializing the resulting actions required to implement the transition;*