



Community Policing Advisory Board

Meeting Agenda

December 2, 2015

1 Frank Ogawa Plaza, Oakland City Hall

City Council Chambers, 3rd floor Oakland City Hall


Committee Membership: Chairperson Jay Ashford (M), Cathy Leonard (Dist. 1) John Garvey (Dist. 2), Ravinder Singh (Dist. 4), Sal Gomez (District 5), Colleen Brown (Dist. 6), Angela Haller (NW), Don Link (M), Sheryl Walton (M), and Renia Webb (OHA), Nancy Sidebotham (NW pending).

Vacancies: District 3, District 7, At-Large, and OUSD.

Staff: Joe DeVries

Appointee Notes: Dist. = District; M = Mayoral; NW = Neighborhood Watch; OHA = Oakland Housing Authority; OUSD = Oakland Unified School District

CPAB Website: <http://oaklandcommunitypolicing.org>

 Twitter Handle: @oaklandcpab

Each person wishing to speak on items must fill out a speaker's card. Persons addressing the Community Policing Advisory Board shall state their names and the organization they are representing, if any.

1. **Open Forum:** (6:05 – 6:20)
2. **Minutes:** Approval of October 2015 minutes (Joe, Board) – (6:20 – 6:25)
3. **NCPC Funds Process:** Updates by NSD on status of Funds Disbursement Process (Joe D.) - (6:25 – 6:40)
 - a. **Outcome:** Hear an update (as applicable) from NSD regarding finalization of NCPC funds disbursal process and timing of communication of next steps to NCPC chairs.
4. **Formalizing CPAB Committees / Memberships in 2016:** (Board) – (6:40 – 7:40)
 - a. **Outcome:** Determine necessary standing CPAB committees (and membership) to support 2016 CPAB goals and initiatives.
5. **Staff Report:** (Joe) – (7:40 – 7:50)
6. **Agenda Building:** (Board) – (7:50 – 7:55)

Next Meeting: January 6, 2016

Community Policing Advisory Board

Meeting Minutes

November 4, 2015

1 Frank Ogawa Plaza, Oakland City Hall

Hearing Room 1, 1st floor Oakland City Hall

Committee Membership: Chairperson Jay Ashford (M), Cathy Leonard (Dist. 1) John Garvey (Dist. 2), Ravinder Singh (Dist. 4), Sal Gomez (District 5), Colleen Brown (Dist. 6), Angela Haller (NW), Don Link (M), Sheryl Walton (M), and Renia Webb (OHA).

Vacancies: District 3, District 7, At-Large, Neighborhood Watch (2nd appt.), and OUSD

Staff: Joe DeVries

Appointee Notes: Dist. = District; M = Mayoral; NW = Neighborhood Watch; OHA = Oakland Housing Authority; OUSD = Oakland Unified School District

Each person wishing to speak on items must fill out a speaker's card. Persons addressing the Community Policing Advisory Board shall state their names and the organization they are representing, if any.

Members present: Ashford, Leonard, Garvey, Singh, Gomez, Brown, Link, and Walton

Members absent: Haller, Webb,

1. Open Forum:

There were no Open Forum Speakers.

2. Minutes: Approval of October 2015 minutes

The October Meeting Minutes were approved unanimously.

3. Presentation by Coalition for Police Accountability

The Board received an informational presentation by Rashidah Grinage of the Coalition for Police Accountability (see attached PowerPoint) on the formation of a Police Commission that would take the place of the CPAB and the CPRB (Citizen Police Review Board). Such a Commission would also have direct authority over the Chief of Police and make final disciplinary decisions regarding officer misconduct that is identified by civilian complaints (Internal Affairs would still exist as per state law to address internally identified misconduct). The model is similar to what already exists in San Francisco. The Coalition is seeking to have the concept placed on the ballot in 2016 and is engaged in a public education effort throughout Oakland currently.

There were several questions about the structure of such a Commission including how members would be appointed and what experience they would need. Ms. Grinage explained that the SF Model includes 7 members with 3 alternates and they serve 2-3 year staggered terms to ensure continuity. Also, Commissioners receive small stipends due to the amount of time they must dedicate. She suggested that the appointment of members

would be done by a committee that is selected by the City Council, as opposed to being selected directly by Council members as this insulates the Commission from political appointments and instead bases their selection on qualifications and expertise. Member Walton pointed out that the County's AB 109 Commission follows a similar rigorous selection process to ensure a balanced and qualified commission.

Member Singh asked how this Commission would reduce the number of lawsuits against the City and Ms. Grinage explained that if a Commission is in place that disciplines officers more frequently than the current system, than officers are more likely to practice constitutional policing thereby avoiding complaints to begin with.

Member Brown asked about staffing needs and Ms. Grinage noted that the same staff dedicated currently to the CPRB and CPAB would be assigned to this role and therefore she did not see a large increase in staffing needs.

Member Link noted that this type of Commission would have much broader power than current advisory boards and that it would be a challenge to balance the need to partner with OPD around community policing while also serving as a jury in cases of misconduct over the very officers the commission would partner with.

Ms. Grinage noted that indeed the commission would have a great deal of power over the Chief of Police and while the Chief would still run the day-to-day affairs of the department, they would ultimately answer to the Commission. She felt this would give Chiefs the ability to "stand-up" to the Oakland Police Officers' Association because his hands would be tied regarding discipline with the Commission as the final arbiter.

Member Singh asked what the Coalition's request is of the Board and Ms. Grinage explained that she hopes individual members would support the concept (but acknowledged that the Board is prohibited from taking any official position on a ballot measure) and she invited members to join the coalition and be part of the committee drafting the measure.

4. Preparation for a January 2016 Report by CPAB to Public Safety Committee

Chairperson Ashford presented to the Board the desire to bring the definition of community policing forward to the Public Safety Committee and that Joe DeVries recommended it be part of an annual report. Joe included the last comprehensive annual report in the packet for members to review. He noted that the past Chair, Marcus Johnson, did bring forward shorter policy recommendations to the Public Safety Committee on a regular basis which was effective (such as recommending an increase in NSC staffing, restoring funding, etc).

Member Link noted that a shorter report with specific request and recommendations is likely better than the more robust report included in the packet since the council has so much else to focus on. There was general consensus that a short, specific report would be better.

Member Singh recommended a short list of categories: Certification, Funding, and the Definition as the bulk of the report's content but also aired concern about trying to prepare a report through the winter holiday season.

Member Walton suggested a format that includes Accomplishments and Challenges (such as vacancies) and Member Link suggested using the same format that staff uses for regular Council Reports.

Ultimately the Board selected an ad hoc committee to draft the report, which includes: Members Singh, Leonard, Brown and Link. Other members are welcome to join and to submit ideas as long as less than a quorum meets to draft the report.

One member of the public spoke on this item:

Carolyn Burgess noted that she attends the Public safety Committee Meetings often and rarely hears mention of the CPAB so she believes a stronger presence there is important.

5. NCPC Funds Process: Updates from staff on status of Funds Disbursement Process

Joe DeVries explained the concerns being reviewed internally and with the comments received last month. Specifically, the goal is to allow the use of funds without NCPC leaders having to spend out-of-pocket and without the funds ultimately appearing as reportable, taxable income, all while not violating the City's internal controls. There are also concerns about overburdening Neighborhood Services Staff with the administrative processes. The Staff recommendation based on all of these factors is as follows:

- a. Create a Purchase Order account with a mail house that also provides printing services that any NCPC Leader can go to and have a print/mail job completed (after receiving authorization from their NSC)*
- b. Create a Purchase Order account with Smart-and-Final so any NCPC Leader can go there to purchase supplies/food for the NCPC (after receiving authorization from their NSC)*
- c. Provide a list of pre-approved caterers that any NCPC Leader can order from to have prepared food at an event (after receiving authorization from their NSC) these vendors send invoices to the City after the fact therefore no Purchase order is necessary.*

It's likely this will account for the overwhelming majority of funding requests but if an anomalous one comes up it will be handled on a case by case basis.

The Board supported this plan.

6. Staff Report: *There was no further staff report.*

Member Brown asked that the selection of Committee Assignments be placed on the December Agenda and Chairperson Ashford agreed to do so.

CPAB – Business Use Case Diagram (Unified Modeling Language 2.0)

Draft Ver. 0.2 – 2015-09-01_JA

UML Business Use Case Diagrams: <http://www.uml-diagrams.org/use-case-diagrams.html>



Coalition for Police Accountability



Oakland Police Oversight NOW!



What's wrong?

- **2002 “Riders” class action law suit 120 Black complainants accused 19 OPD officers of planting drugs, kidnapping, excessive force, etc.**
 - **Result was mandated reforms - Negotiated Settlement Agreement (NSA)**
 - **Oakland is still not fully compliant after 13 years -- longer than any other US city**
 - **During the NSA, the City of Oakland paid more than \$74 million in lawsuits due to police misconduct and \$30 million in Court monitoring costs**
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Who's Accountable?

- **Neither Mayors Brown, Dellums, Quan and Schaaf, nor City Administrators Edgerly, Lindheim, Ewell, Blackwell, Santana, Blackwell, Gardner, and Landreth, nor Police Chiefs Word, Tucker, Batts, Jordan and Whent have been able to achieve NSA compliance**
 - **Current system of local oversight proven ineffective**
 - **The Community must have a mechanism to hold OPD accountable for sustaining reforms**
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Background

- In 1996, Oakland City Council strengthened the Citizens' Police Review Board (CPRB) passing Ordinance (#12454) which provided:
 1. Civilian investigators of complaints
 2. An attorney to advise the Board
 3. Subpoena power
 4. A Policy Analyst and Outreach Coordinator
 5. Bi-annual reporting obligations
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OPD Historical Problems

- **Community policing weakened – 57 NCPCs reduced to 35**
 - **Police misconduct lawsuits were more than San Francisco and San Jose combined in a 10 year period**
 - **STOP data shows disparate stops and searches of African-American residents**
 - **Police-community relations strained**
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It's time for a Solution!

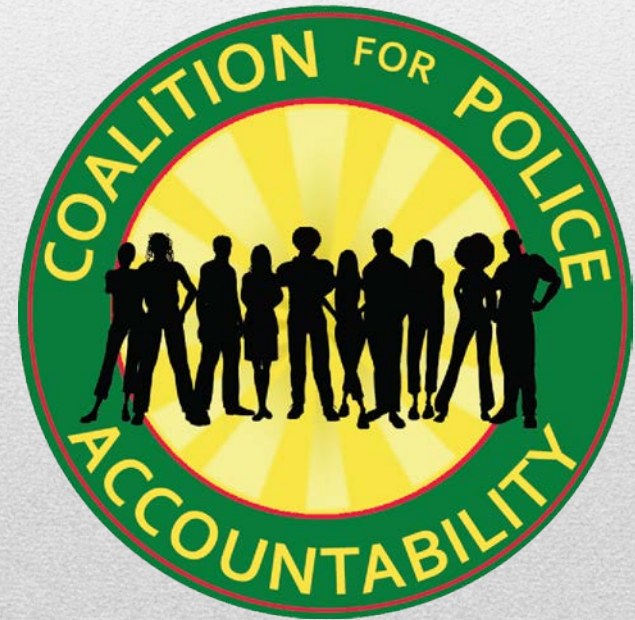
- A group of Oakland residents and organizations formed a Coalition to analyze the problems and come up with a solution
- Our initiative is based on research into 'best practices' in civilian oversight of police



GOAL: Create Oakland Police Commission

Objectives:

- Hold police accountable
- Deter police misconduct
- Sustain NSA reforms
- End discriminatory policing
- Save taxpayer money
- Promote 21st century policing standards
- Promote transparency and public engagement



Oakland Police Commission: What will it do?

- **Oversee the Police Department**
 - **Assume authority to discipline police officers who are found to have committed OPD policy or civil rights violations**
 - **Integrate the mission of the Community Police Advising Board (CPAB) into the Police Commission to oversee community policing**
 - **Oversee Community Police Review Agency (CPRA) which investigates all complaints against police**
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Provisions continued

- **Conduct public hearings on safety policies, policing strategies, and budget, including the implementation of community policing**
 - **Ensure that OPD practice Constitutional policing, eliminate racial disparities, reduce costly law suits and increase community trust**
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Community Benefits

- **Deter police misconduct and prevent future Federal oversight**
 - **Ensure sustainability of NSA reforms**
 - **Save taxpayers millions of dollars on costly lawsuits**
 - **Provide greater community input into public safety policies**
 - **Improve community-police relationship**
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Fiscal Impact

- **The cost of implementation will be less than the current expenditures associated with Federal oversight**
 - **Cost savings will result from integrating the staff of two existing commissions**
 - **The CPRB will be required to maintain a ratio of 1 line complaint investigator for every 100 officers, which is already established in the current Ordinance governing the CPRB**
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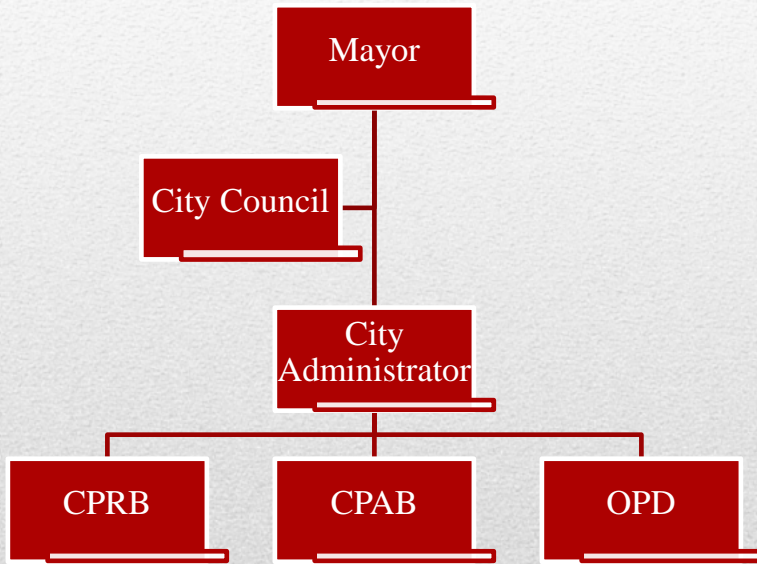
It's Time!

“If not us, then who? If not now, then when?”- John E Lewis

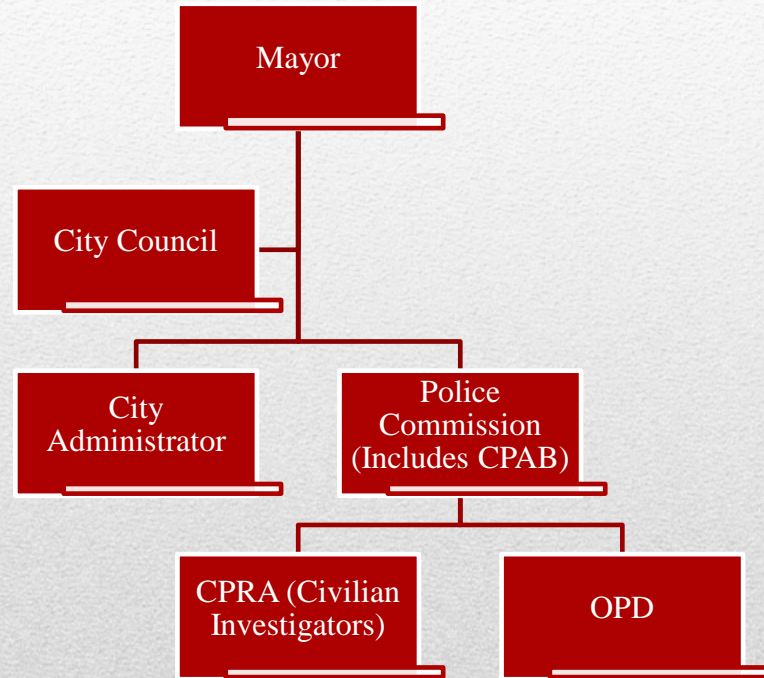
The *Coalition for Police Accountability* asks the Oakland City Council to place a measure on the November 2016 ballot to:

- **Improve the ability of the City of Oakland to oversee, monitor and hold accountable its Police Department in order to conserve resources and ensure appropriate, professional and equitable Constitutional policing services to enhance public safety for Oakland residents.**
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Current Structure



Proposed Structure

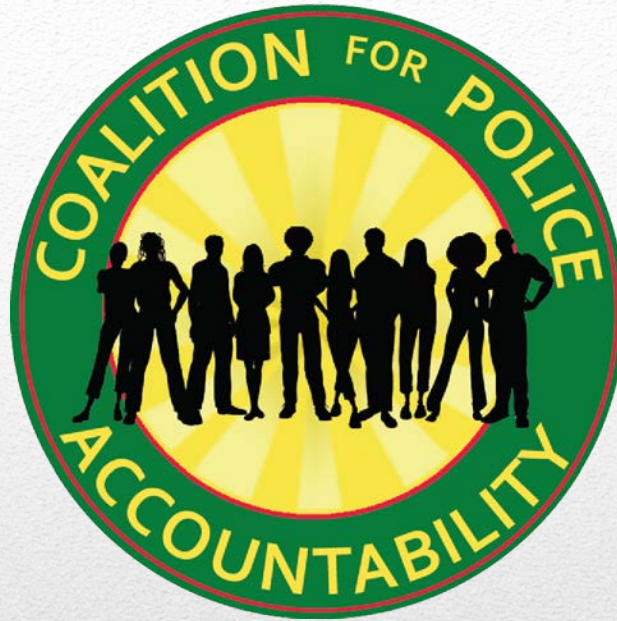


Organizational Change



Coalition Organizations 10/25/15

- **SEIU 1021**
 - **ACCE**
 - **ILWU Local 10**
 - **100 Black Men of the Bay Area**
 - **Alan Blueford Justice Center**
 - **ONYX**
 - **The Ella Baker Center**
 - **The Bay Area Chapter of the National Lawyers' Guild**
 - **The Mentoring Center**
 - **The Gray Panthers**
 - **Wellstone Democratic Renewal Club**
 - **Oakland Alliance**
 - **The Oakland Greens**
 - **PAV; Providing Alternatives to Violence**
 - **OaklandWORKS**
 - **The Oakland-Berkeley chapter of Black Women Organized for Political Action (BWOPA),**
 - **West Oakland Environmental Indicators Project,**
 - **Oakland Black Caucus**
 - **Concerned Black Men of Oakland**
 - **Oakland NAACP**
 - **John George Democratic Club**
 - **Oakland Parents Together**
 - **PUEBLO, People United for a Better Life in Oakland**
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<http://coalitionforpoliceaccountability.wordpress.com>

Email: oakcopoversight@gmail.com

Phone: (510) 306 0253

Get involved!
