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OAKLAND

2012 JAN -5 PM 1:02

# Policy and Training Recommendations

## November 2011



CITY OF OAKLAND

# CITIZENS' POLICE REVIEW BOARD

# Policy and Training Recommendations



*“The Board may on a quarterly basis recommend in writing policy changes with regards to matters within its jurisdiction.”*

- Oakland City Ordinance 12454 §6.C.4

# Recommendations



## In full agreement with OPD:

1. Retrain officers to recognize hate crimes
2. Maintain updated community resource lists

## In partial agreement with OPD

3. Require validation of CRIMS data

## In disagreement with OPD:

4. Define a “pattern of misconduct”
5. Align dog shooting policy with ASPCA guidelines

## FULL AGREEMENT :

### 1. Retrain officers to recognize hate crimes



#### Problem:

- Multiple officers failed to articulate the Department's hate crime policy

#### CPRB Recommendations:

- Require officers to review hate crimes policy and take a PowerDMS exam
- Line-up training on hate crimes
- Consider in-service training

#### OPD response:

- Conducted line-up training on hate crime policy
- Working on PowerDMS training

## FULL AGREEMENT:

### 2. Maintain updated community resource lists



#### Problem:

- Obsolete pamphlet

#### CPRB Recommendations:

- Update or replace pamphlet
- Update or eliminate TF-3083 Resource Guide

#### OPD response:

- Ensured removal of old literature
- Deleted obsolete guide.

## PARTIAL AGREEMENT:

### 3. Require validation of CRIMS data in case of conflict



#### Problem:

- Inaccurate database information led to illegal probation search

#### CPRB Recommendations:

- Require that probation status be checked against a court-validated database (CRIMS)

#### OPD Response:

- Issued Training Bulletin I-O.4: “Legal Aspects of Searching Persons”
  - Does not specify that CORPUS data is unreliable

# DISAGREEMENT

## 4. Define a “pattern of misconduct”



### Problem:

- Internal Affairs cannot informally resolve cases against officers with a “pattern of misconduct”; that pattern is undefined

### Recommendation:

- Amend DGO M-3.1 to numerically define a “pattern of misconduct”

### OPD Response:

- Conduct an audit of NSA Task 4 in January

## DISAGREEMENT

### 5. Align policy on dog shootings with ASPCA guidelines



#### Problem:

- Frequent, high-profile shootings of household pets

#### Recommendation:

- Issue a Training Bulletin on the Use of Force Against Animals, including:
  - Force continuum response for dogs
  - Killing dogs as last resort
  - Courtesy and sensitivity

#### OPD Response:

- Will consider including language in revision of DGO A-5 (Animal Control Policy)



# Policy issues currently being examined



- Mutual aid and crowd control
- Citizen recordings of police
- Officers' use of lapel cameras and audio recording devices
- Collecting fingerprints in cases of officer-involved shootings

# Conclusion



# Questions