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# CITY OF OAKLAND



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May 22, 2018

Public Safety Committee  
HONORABLE CITY COUNCIL  
Oakland, California

**Re: Fifth Report from the City Attorney Regarding Arbitration Decisions, Efforts to Support the Police Discipline Process, and Recent Developments in Police Discipline.**

Dear Chairperson Brooks and Members of the Public Safety Committee:

## I. INTRODUCTION

This is the City Attorney's fifth report regarding arbitration decisions, efforts to support the police discipline process, and recent developments in police discipline. This report provides information on arbitration results and other developments related to police accountability from October 6, 2017 through May 17, 2018.

## II. ARBITRATION DECISIONS SINCE LAST REPORT

GRIEVANT & VIOLATION	CITY'S DISCIPLINE	ARBITRATOR'S DECISION	OUTCOME	DECISION DATE
Officer A Obedience to Laws General Conduct	Termination	Upheld City's Obedience to Laws findings and upheld the discipline	Termination	3-2-2018

## III. OCA'S EFFORTS TO SUPPORT THE POLICE DISCIPLINE PROCESS

### *OPD Trainings*

OCA conducted the following trainings of OPD personnel involved in the discipline process:

- June 3, 2017 - Trained Internal Affairs investigators, Command staff, and Division Level Investigations Coordinators on policies and best practices for conducting investigations, including revisions to Training Bulletin V-T.1 – Internal Investigations Procedures.

- June 8, 2017 - Trained Internal Affairs investigators, Command staff, and Division Level Investigations Coordinators on credibility assessments.

After the upcoming OPD promotions in June, OCA will train OPD command staff regarding the pre-discipline *Skelly* process as a refresher for existing commanders and as an initial training for newly-promoted commanders.

### ***Policy Revisions***


OCA continues to provide technical and legal support to OPD in its revisions to the following policies and procedures:

- Department General Order M-4.1 – Criminal Investigations Involving Active Law Enforcement, or a Member or Employee of the Department
- Training Bulletin V-T.1 – Internal Investigations Procedures
- Internal Affairs Division Manual

## **IV. CONCLUSION**

We ask that the City Council accept this informational report.

Respectfully submitted,



BARBARA J. PARKER, City Attorney

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Assigned Attorneys:

Ryan Richardson

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