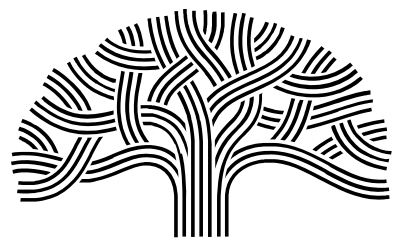


Oakland Police Department

Chief of Police Floyd Mitchell

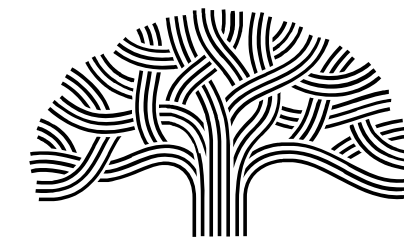


CITY OF
OAKLAND



Department Mission

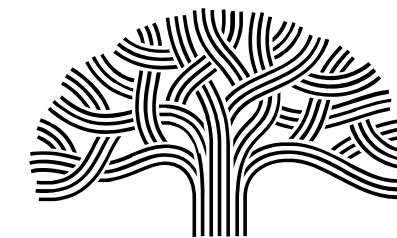
The Oakland Police Department's mission is to provide police service focused on public safety and the sanctity of life, to hold ourselves accountable to a high standard of conduct, efficiency, and efficacy, and to promote mutual respect between the Department and the Communities of Oakland.



**CITY OF
OAKLAND**

Who we Serve

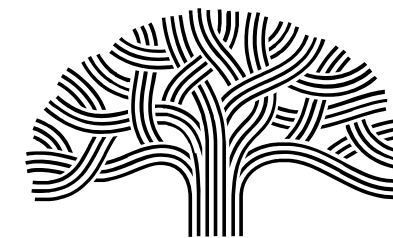
- Our residents
- Our businesses
- Our visitors
- Our City partners
- Our community



**CITY OF
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Intersectionality with other Departments

- Department of Violence Prevention
- Oakland Fire Department and MACRO
- Department of Public Works
- Oakland Department of Transportation
- Encampment Management



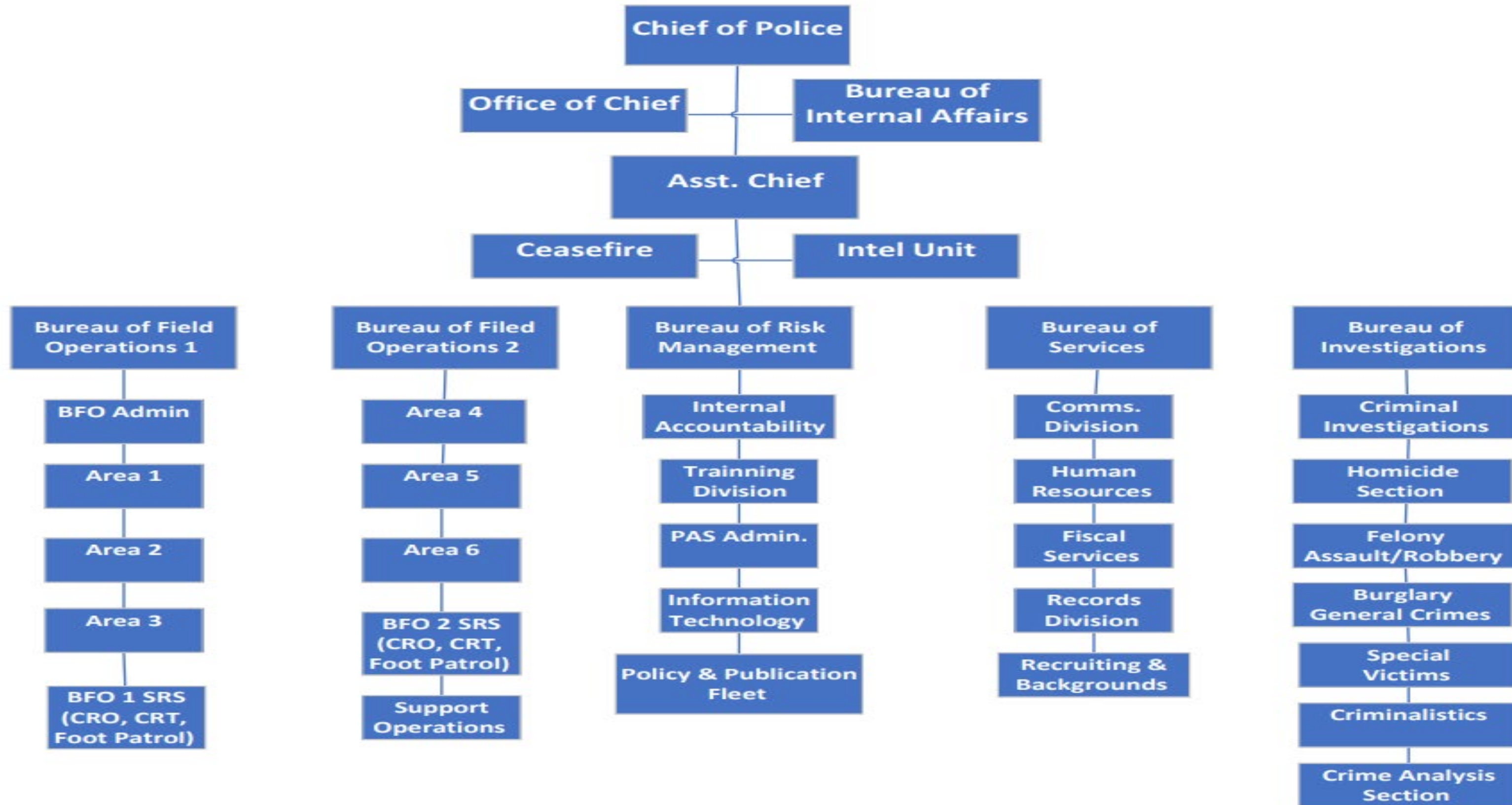
**CITY OF
OAKLAND**



OPD Budget Sources

Funding Sources	Adopted Budget FY24-25	Contingency Budget Effective 9/1/2024	Authorized Staffing	Actual Staffing
1010 - General Fund: General Purpose	353,649,184.00	322,830,020.95	301.5(Professional) 712 (Sworn) **Contingency Budget Effective 9/1/2024 298.50 (Professional) 600 (Sworn)	Total Filled: 258 (Professional) 673 (Sworn)
1100 - Self Insurance Liability	7,248,877.00	7,248,877.00		
1150 - Worker's Compensation Insurance Claims	584,883.00	584,883.00		
2159 - State of California Other	228,246.00	2,179,989.68		
2172 - Alameda County: Vehicle Abatement Authority		(17,071.74)		
2252 - Measure Z - Violence Prevention and Public Safety Act of 2014	22,420,840.00	18,620,366.11	2 (Professional) 54.39 (Sworn)	Total Filled 2(Professional) 43 (Sworn)
2411 - False Alarm Reduction Program	2,655,412.00	1,465,942.94	5.17	
2416 - Traffic Safety Fund		341.73		
4100 - Equipment				
4200 - Radio / Telecommunications	242,189.00	242,189.00		
4400 - City Facilities	11,320.00	11,320.00		
Grand Total	387,040,951.00	353,166,858.67		

Oakland Police Department Staffing



OPD's Top Priorities

#1 Reducing Crime to Improve Public Safety

- Ceasefire Strategy
- OPD has increased its partnership with the Department of Violence Prevention on violence prevention initiatives.
- OPD has increased the number and frequency of Ceasefire call ins.
- There has been a reduction in violent crime, in particular homicides and shootings.

Partnership with DVP

- OPD continues to partner with DVP on Ceasefire direct communication and homicide triangle response.
- OPD Victim Services works closely in conjunction with DVP to ensure victims are connected with resources and services.
- OPD has collaborated with DVP on system partner and violence interrupter trainings.
- OPD and DVP continue to coordinate efforts to respond to school violence; however, there are some challenges around school response when law enforcement is needed.

OPD 2024 Crime Stats



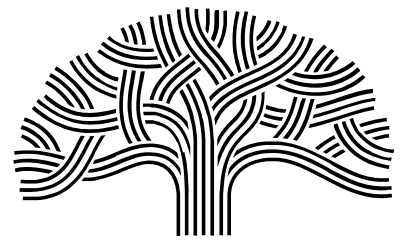
OAKLAND
POLICE DEPARTMENT

455 7TH ST., OAKLAND, CA 94607 | OPDCRIMEANALYSIS@OAKLANDNET.COM

CRIME ANALYSIS

Weekly Crime Report — Citywide 09 Dec. – 15 Dec., 2024

Part 1 Crimes <i>All totals include attempts except homicides.</i>	Weekly Total	YTD 2022	YTD 2023	YTD 2024	YTD % Change 2023 vs. 2024	3-Year YTD Average	YTD 2024 vs. 3-Year YTD Average
Violent Crime Index (homicide, aggravated assault, rape, robbery)	78	6,034	7,553	6,083	-19%	6,557	-7%
Homicide – 187(a)PC	1	113	113	73	-35%	100	-27%
Homicide – All Other *	-	2	7	5	-29%	5	7%
Subtotal - 187(a)PC + all other	1	115	120	78	-35%	104	-25%
Aggravated Assault	45	3,142	3,618	3,098	-14%	3,286	-6%
Assault with a firearm – 245(a)(2)PC	6	451	499	338	-32%	429	-21%
Subtotal - Homicides + Firearm Assault	7	566	619	416	-33%	534	-22%
Shooting occupied home or vehicle – 246PC	-	331	369	241	-35%	314	-23%
Shooting unoccupied home or vehicle – 247(b)PC	2	155	144	88	-39%	129	-32%
Non-firearm aggravated assaults	37	2,205	2,606	2,431	-7%	2,414	1%
Rape	1	175	191	167	-13%	178	-6%
Robbery	31	2,604	3,631	2,745	-24%	2,993	-8%
Firearm	11	1,089	1,633	1,099	-33%	1,274	-14%
Knife	2	100	148	114	-23%	121	-6%
Strong-arm	12	755	999	939	-6%	898	5%
Other dangerous weapon	1	86	85	87	2%	86	1%
Residential robbery – 212.5(a)PC	1	62	103	89	-14%	85	5%
Carjacking – 215(a) PC	4	512	663	417	-37%	531	-21%
Burglary	55	13,427	18,252	9,267	-49%	13,649	-32%
Auto	41	10,634	14,616	6,408	-56%	10,553	-39%
Residential	5	1,124	1,429	1,032	-28%	1,195	-14%
Commercial	5	1,454	1,804	1,297	-28%	1,518	-15%
Other (Includes boats, aircraft, and so on)	2	198	395	280	-29%	291	-4%
Motor Vehicle Theft	97	9,778	14,936	10,130	-32%	11,615	-13%
Larceny	47	9,089	9,492	7,826	-18%	8,802	-11%
Arson	1	161	117	108	-8%	129	-16%
Total	278	38,491	50,357	33,419	-34%	40,756	-18%



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OPD's Top Priorities

#2 Improve Community Engagement and Strengthen Community Trust

- OPD has expanded de-escalation training and offered de-escalation training to Community members.
- OPD continues to host community events that encourage participation by both residents and OPD employees including block clean ups, and 'Trunk or Treat' for Halloween.

OPD Challenges

- Prevalent Violent and Property Crime
- Inadequate Staffing Levels (Recruiting, Retention, Officer Morale)
- Reliance on Overtime to cover mandated Police Activities
- Aging Fleet and Technology used to fight crime
- OPD Communications Division (Dispatch) has improved its 9-11 call answering times.

Who to Contact?

For questions regarding this presentation:

For questions regarding the content of this this presentation, please contact Chief Floyd Mitchell at Fmitchell@oaklandca.gov and Assistant Chief James Beere at Jbeere@oaklandca.gov.

For questions direct constituent concerns to [Sergeant Mario Fajardo, Chief of Staff at Mfajardo@Oaklandca.Gov](mailto:Mfajardo@Oaklandca.Gov)

Newly Elected City Council Member Briefing

Damon Covington
Fire Chief
Oakland Fire Department



CITY OF
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Oakland Fire Department Mission Statement



The proud members of the Oakland Fire Department are committed to providing the highest quality and highest level of courteous and responsive service to the citizens of Oakland.

This is accomplished by implementing comprehensive strategies and training in fire prevention, fire suppression, emergency medical services, all risk mitigation, emergency preparedness, 911 services and community-based fire services.



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Oakland Fire Department



- Office of the Fire Chief
- Fiscal & Administrative Services Division
- Field Operations Division
- Medical Services Division
- Emergency Management Services Division
- Fire Prevention Bureau
- Support Services Division



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Fire Department Priorities

- Complete a Standards of Coverage Analysis and a Five-Year Strategic Plan
- Establish an Emergency Operations Plan (EOP)/Continuity of Operations Plans (COOPs)
- Upgrade the Emergency Operations Center to provide integration with 21st Century technology and ensure resiliency and sustainability through all-hazards incidents
- Enhance and expand access to behavioral health services for members



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Fire Department Priorities

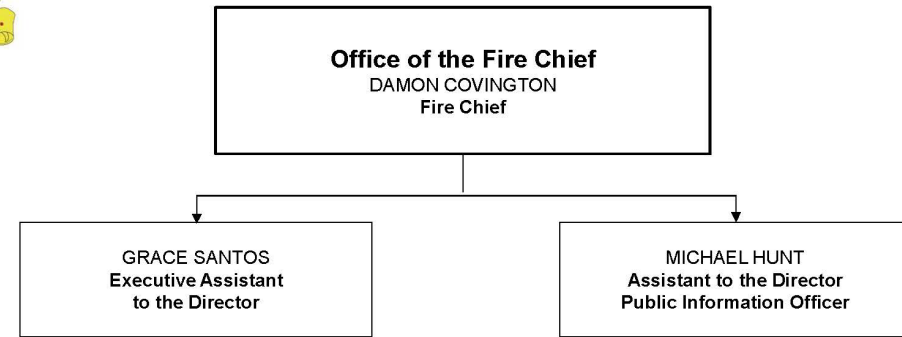
- Develop Annual Training, Exercises and Drills to Ensure Safety of Community and OFD Members (CERT / CORE)
- Complete 100% of annual State Mandated Inspections
- Ensure 100% compliance in annual Vegetation Management Inspections
- Continue to recruit and hire diverse Firefighter candidates
- Support ongoing implementation of the Encampment Management Policy
- Continue renovations of Fire Stations in line with Capital Improvement Plan



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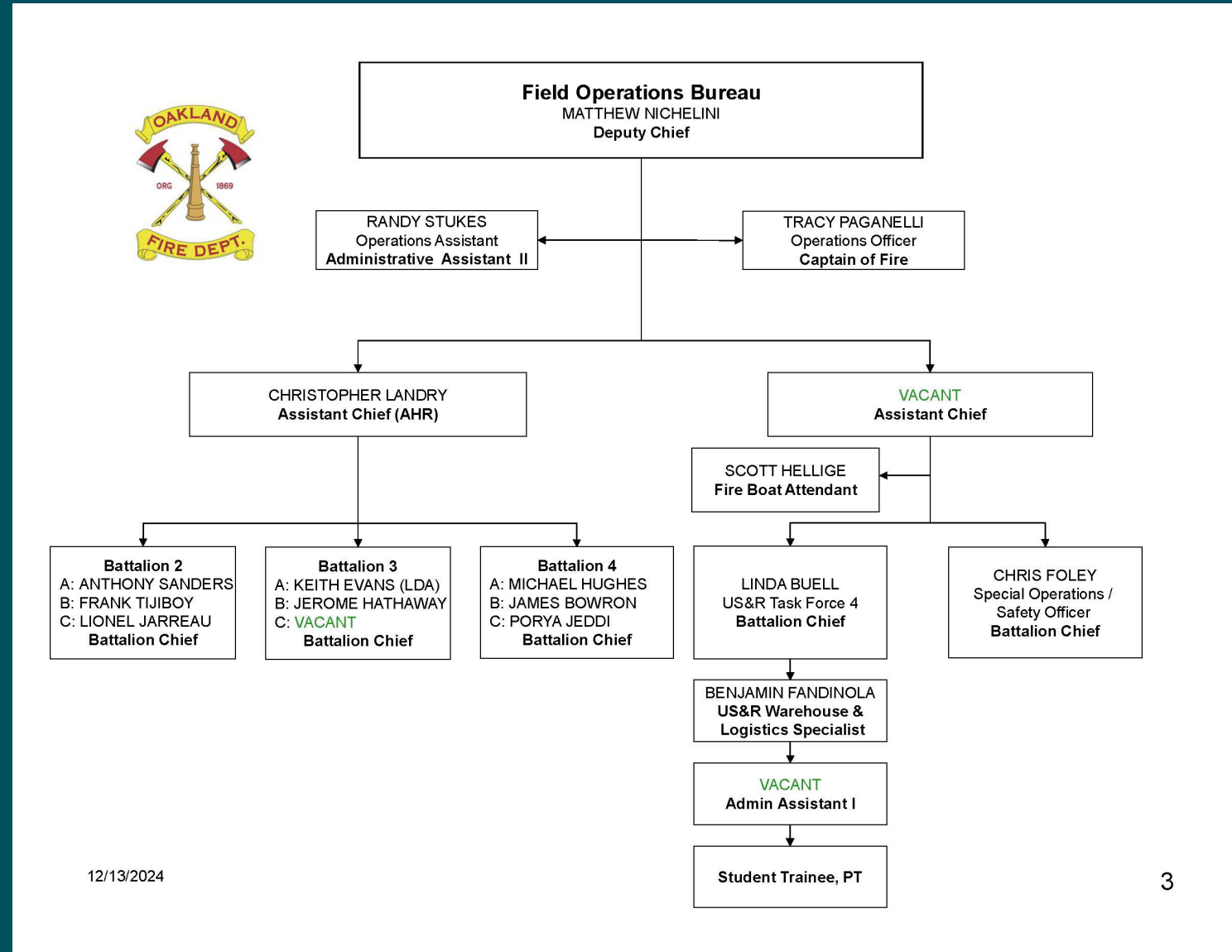
Office of the Fire Chief

Responsible for all activities involving the planning, developing, response and implementation of the policies and programs required for fire emergency response and community risk reduction strategies for the community of the City of Oakland, including administration, suppression, emergency medical services, fire prevention and education, and all associated operational requirements.



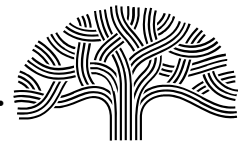
Field Operations Division

The Field Operations Bureau is responsible for emergency medical response, fire suppression, mitigation of disasters and rescue activities. The Field Operations Bureau is the Department's largest division employing 12 Battalion Chiefs and over 430 suppression personnel. The Field Operations Bureau handles over 77,000 emergency incidents a year, which includes fire, rescue, medical aid and other calls for service.



Field Operations Division

- There are three (3) Battalions made up of about 11 Companies – either Engine or Truck Companies.
- Staffing for each Engine is four (4) personnel – a Company Officer (Lieutenant or Captain), an Engineer, a Paramedic Firefighter, and an EMT Firefighter.
- Staffing for three (3) downtown Trucks is five (5) personnel – a Company Officer, and four (4) Firefighters. Staffing for the other four (4) trucks is four (4) personnel.
- Personnel are stationed in 25 fire stations throughout Oakland and work a 48/96 schedule (48 hrs. on, 96 hrs. off).



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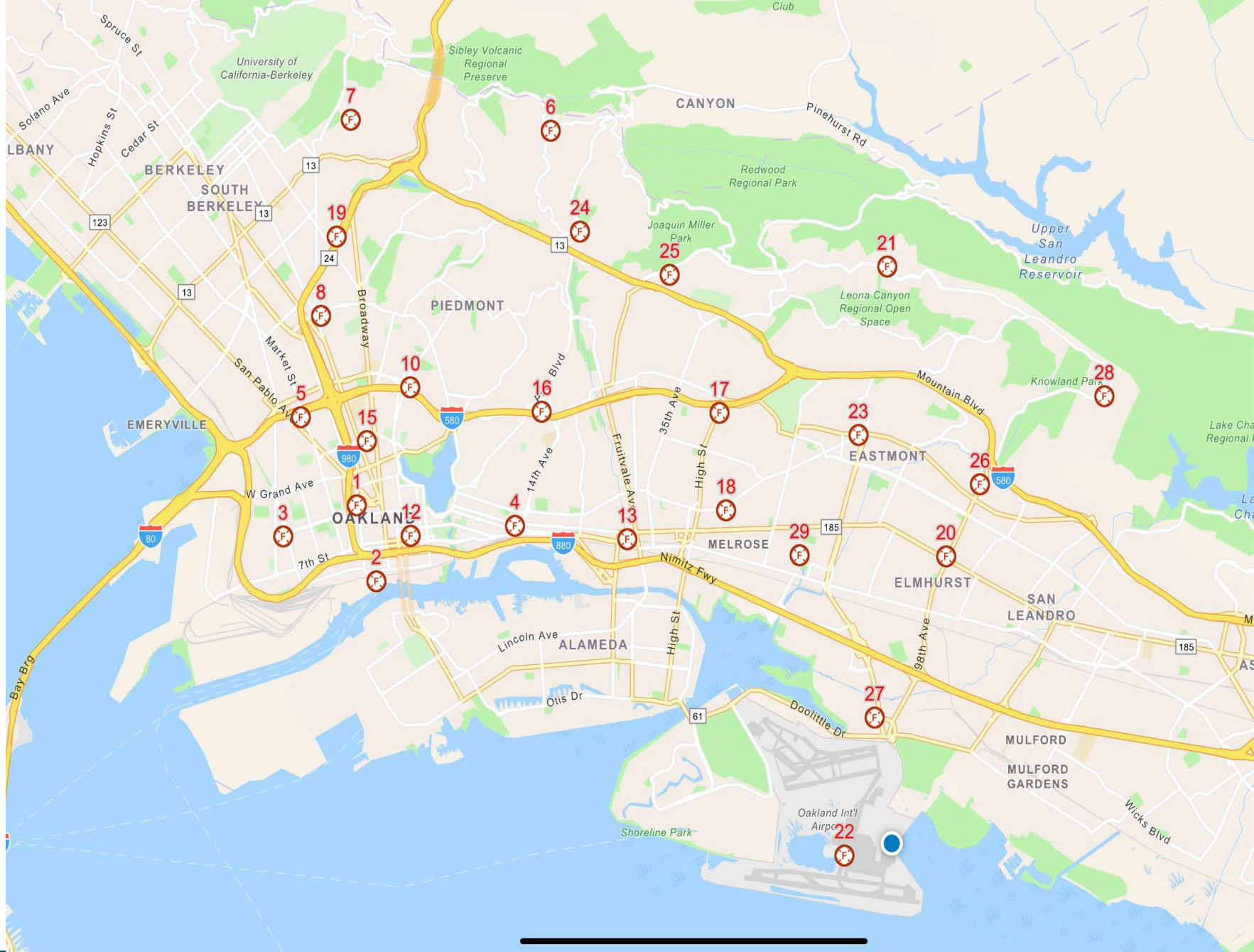
Field Operations Division

- Over 400 Sworn members work within the Field Operations Bureau. The daily minimum staffing on Emergency Apparatus (BCs, Engines, and Trucks) is 137.
- Staffing includes 24 Engines, seven (7) Aerial Ladder Trucks, and six (6) Airport Rescue Firefighting (ARFF) apparatuses for Fire and Emergency Medical responses.
- Members also provide cross-staffing for Hazardous Materials response, Heavy Rescue response, Water Rescue, Wildland Type 3 and Type 6 engines, and Trail Rescue response.



**CITY OF
OAKLAND**

Fire Station Locations



Field Operations Responses

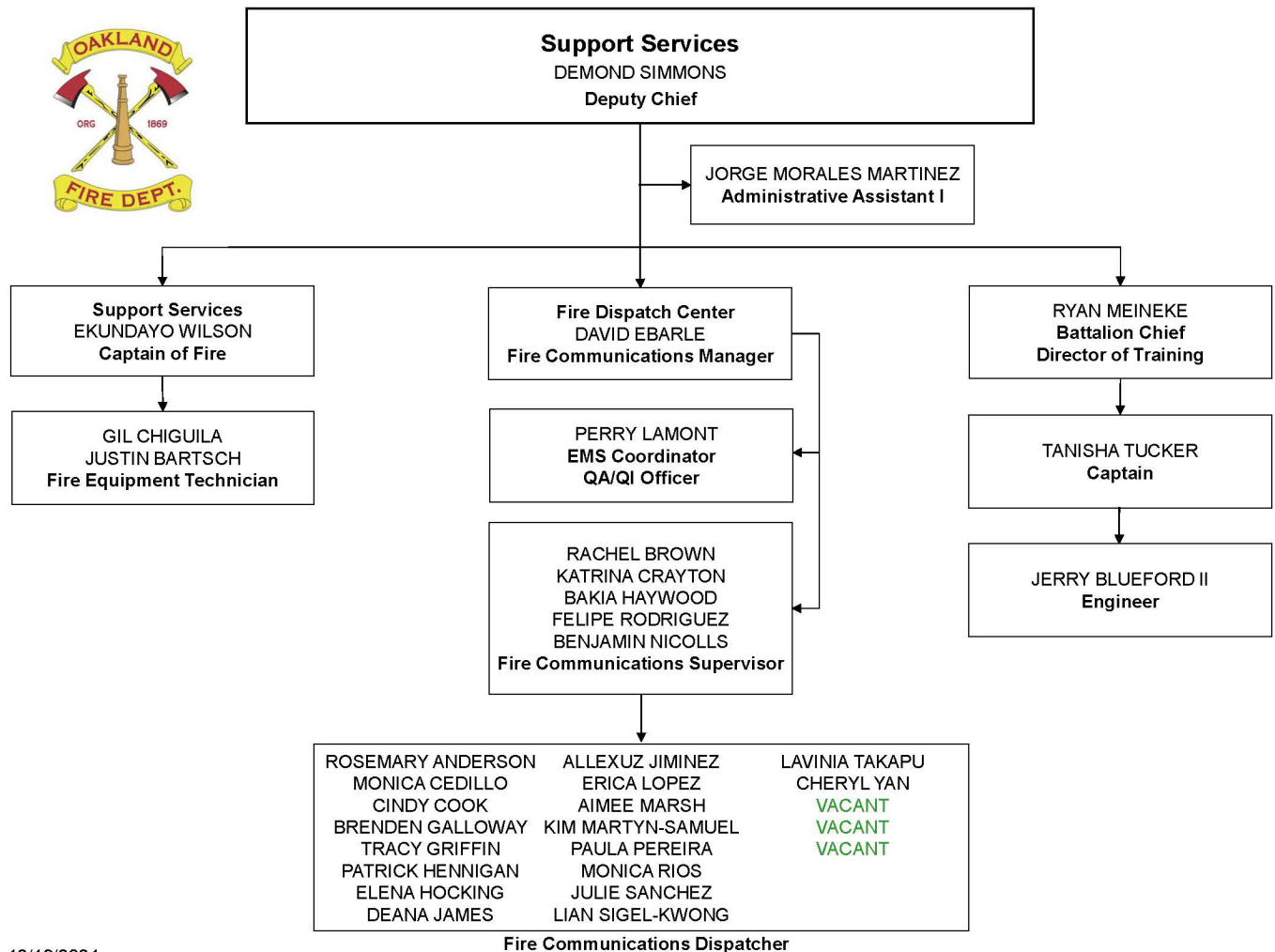
- Field Operations personnel respond to over 77,000 calls annually.
- 2023 totals: 838 Confirmed Structure Fires, 1485 Vehicle Fires, 517 Vegetation Fires, 3548 Outside/ Homeless Fires, 1505 Haz Mat/ Gas Responses, 3686 Utility Calls, 22 ARFF/ BART Responses, 347 Heavy Rescue/ Extrication calls, 37436 Emergency Medical Calls, 3852 Commercial Alarms, and 41 Mutual Aid responses.



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Support Services Division

The Support Services Division manages the timely and cost-effective purchase, acquisition, coordination, maintenance and/or repair of Fire Department facilities, fire apparatus, personal protective safety gear, and tool and equipment. The Training Center is responsible for annual department-mandated, and entry-level academy and probation training. In addition, it oversees the Operations of the Fire Dispatch Center which provides dispatch service support for emergency calls and non-emergency calls throughout the City. Coordinates with ITD, OPD and the Alameda County Regional Emergency Communication Center (ACRECC) to implement and maintain the City's Integrated Public Safety System (IPSS).

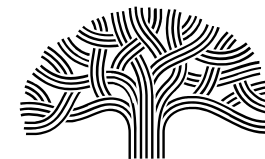


12/13/2024

Support Services Division Priorities



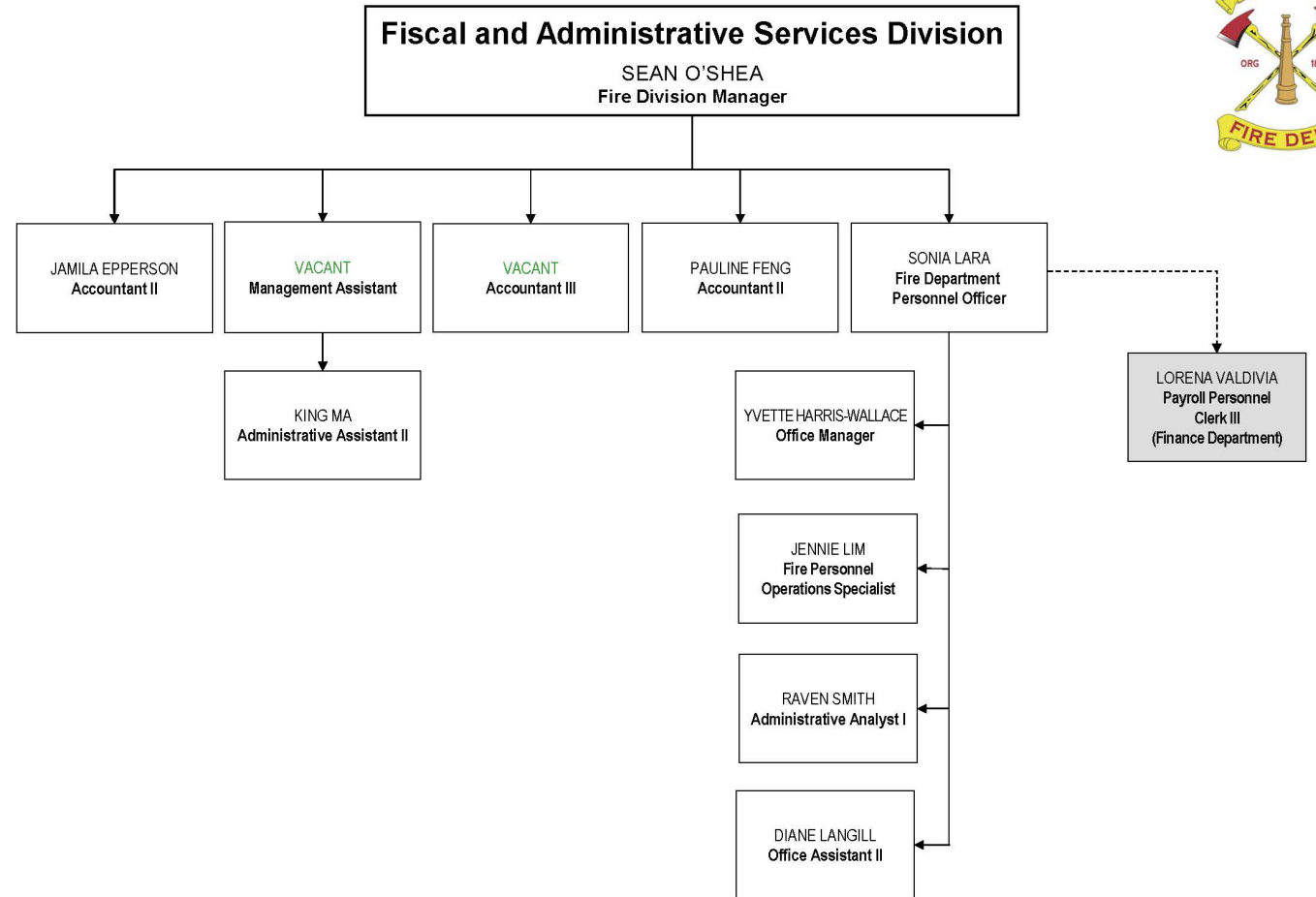
- Procure new apparatus in accordance with the replacement plan
- Purchase and Build a new Fire Station 4
- Begin construction of a new Fire Station 29
- Effectively utilize mental health provider contracts for member treatment
- Formalize strategies consistently meet Capital Improvement planning goals
- Provide world-class training for all OFD members



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Fiscal & Administrative Services Division

The Fiscal and Administrative Services Division manages entry level and promotional recruitments, performance management, worker's compensation, labor relations; provides training in labor law and practices to supervisory and executive-level staff; provides fiscal administration and analysis, payroll and benefits services.



Fiscal & Administrative Services Division



Made up of three functional areas, supporting the Fire Department's core Public Safety functions:

- **Human Resources**

- Process personnel-related matters and maintains personnel files
- Divided into Personnel Administration, Employee Relations, Hiring and Recruiting, Workers' Compensation, and Medical
- Works hand in hand with the Human Resources Management Department (HRMD), Employee Relations and Risk Management Divisions



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Fiscal & Administrative Services Division



- **Fiscal Services**

- Provides accounting, accounts payable, accounts receivable, audits, budget development, contracting and purchasing, financial reporting, and grant services, reimbursements, and general ledger adjustments
- Works hand in hand with the Finance Department

- **Payroll**

- Responsible for daily processing of all payroll-related matters and maintains payroll files



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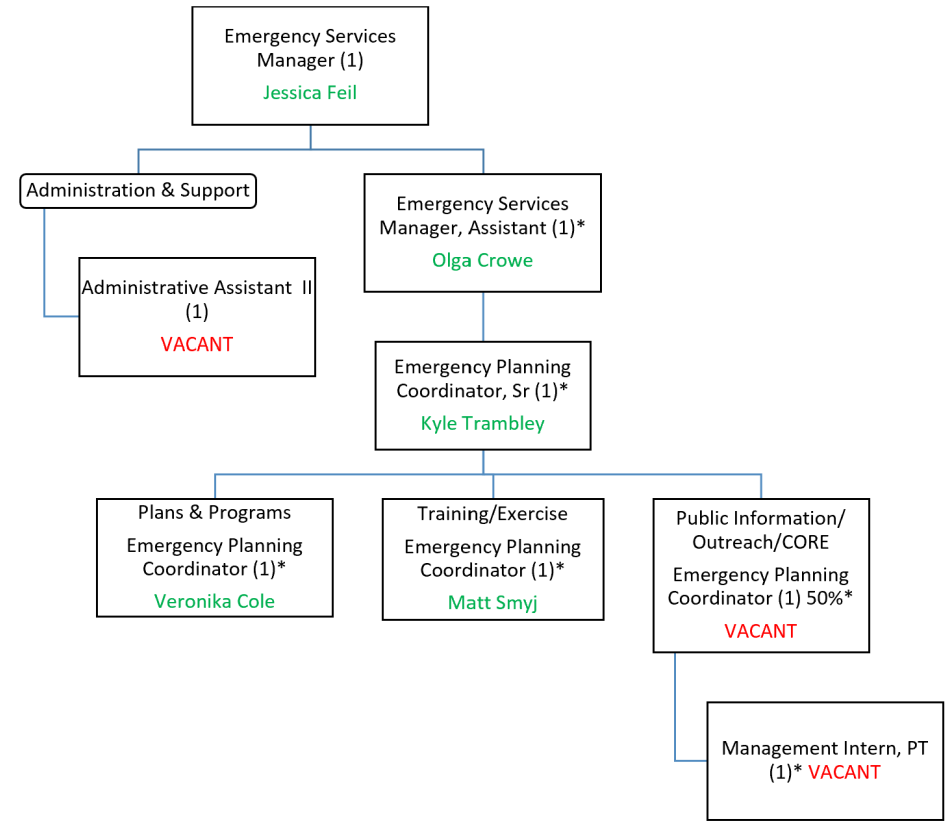
Emergency Management Services Division

The Emergency Management Services Division (EMSD) of the Oakland Fire Department is dedicated to creating a safer and more resilient Oakland. By fostering strong partnerships, enhancing core capabilities, and promoting a culture of preparedness, we ensure the city can effectively respond to, recover from, and mitigate hazards that impact our community. Through comprehensive training, exercises, and plan evaluations, we identify vulnerabilities, build resilience, and continuously improve our preparedness across all phases of emergency management.



OAKLAND FIRE DEPARTMENT Emergency Management Services Division FINAL

Rev. 12/16/2024



*=Grant funded positions

Emergency Management Services Division



We build community resilience through preparedness, mitigation, response, and recovery to all-hazards

Goals:

- Mitigate barriers to resilience to achieve equitable outcomes for Oakland residents
- Bolster comprehensive all-hazards emergency response plans and procedures
- Strengthen capacity and capability to respond to and recover



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Emergency Management Services Division



- Spearheads coordination with local, state, and federal disaster preparedness and response agencies.
- Develops mitigation, response, and recovery plans in coordination with the whole community.
- Manages Oakland's Emergency Operations Center (EOC).
- Develops annual training and exercise plan to build City staff's and residents' capacity and capability to respond and recover from disasters
- Manages the Communities of Oakland Respond to Emergencies (CORE) program and collaborates with community-based organizations on disaster preparedness and response.



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Emergency Management Services Division Successes



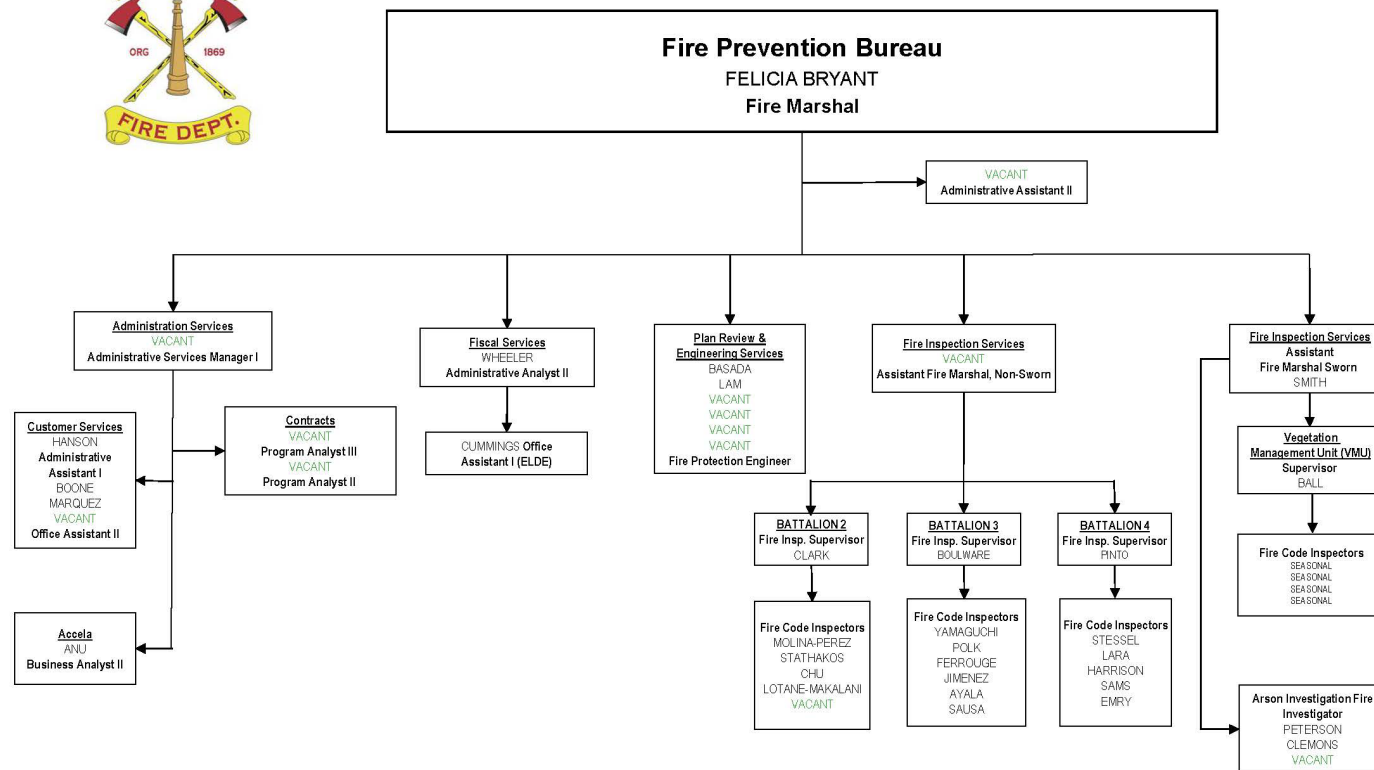
- Activated warming/cooling centers, and overnight shelters with City Staff, trained volunteers, and non-profit community partners.
- 2024 Development and Delivery Statistics:
 - 2 full-scale exercises, 6 tabletop exercises
 - 6 Emergency Operations Center Trainings
 - 10 CERT training events
 - 18 Personnel Emergency Preparedness Training Events
 - 2 Emergency Respite Center Series trainings
 - Trained 352 City staff and 679 members of the public



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Fire Prevention Bureau

The Fire Prevention Bureau (FPB) provides overall fire code regulatory compliance functions for the City of Oakland. The FPB serves to directly benefit the health and life safety well-being of the entire community, through comprehensive fire protection engineering review and approval of new construction and tenant improvement plans, for fire and life safety compartment, and through comprehensive inspection and enforcement of the CA Fire Code. Annual inspection programs include State-mandated and operational permit inspections conducted by FPB code inspectors, with non-permitted and multi-unit residential inspections performed by engine company personnel.



Fire Prevention Bureau Inspection Program



Commercial, Residential, Life Safety and State-Mandated

- Conduct fire safety inspections of apartment buildings and retail businesses.
- Inspect cannabis operations for Fire Code violations and investigates non-permitted operations.
- Review building plans, plans for tenant improvements and new construction.
- Conduct state-mandated inspections of buildings used for public assemblies, educational purposes, institutional facilities, multi-family residential dwellings, and high-rise structures.



**CITY OF
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Fire Prevention Bureau Vegetation Management



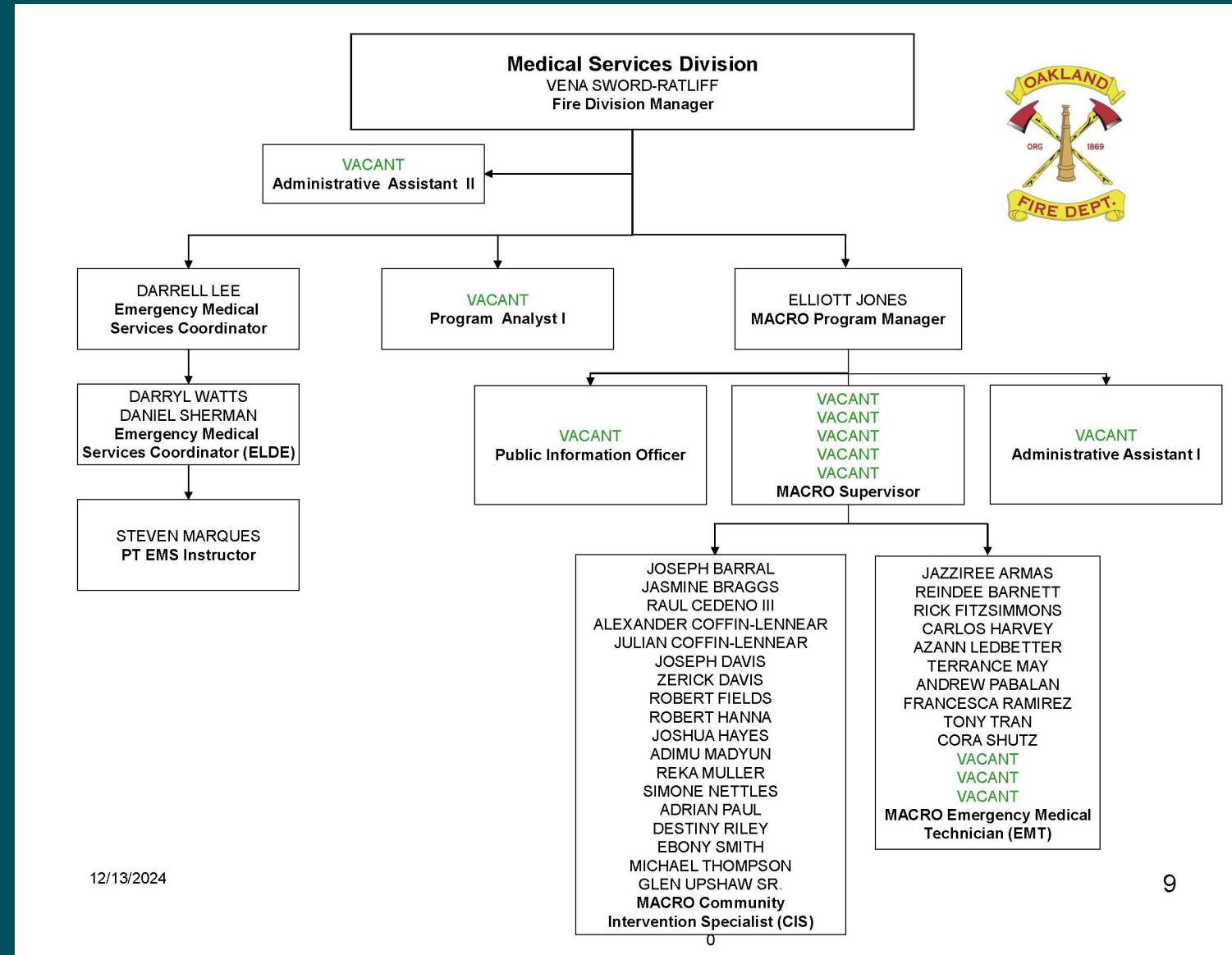
- The Oakland hills fall within High or Very High Fire Hazard Severity Zones (VHFHSZ), as designated by the California Department of Forestry and Fire Protection. Vegetation must be actively managed to reduce the threat and devastating effects of future wildfires.
- Vegetation Management (VM) Inspectors, along with Engine companies, are responsible for inspecting the over 25,000 properties (homes and vacant parcels) in the Oakland hills.
- The VM Unit strives to identify and mitigate hazards that could contribute to the spread, growth, and intensity of wildfire.
- Inspections are done annually, and property owners are required to actively maintain their parcels in a fire-safe condition year-round.



**CITY OF
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Medical Services Division

The Medical Services Division (MSD) is responsible for providing Fire Department personnel and MACRO responders with continuing education and training which meets the state-mandated minimum requirements for Emergency Medical Technicians (EMT) and Paramedics (EMT-P). Fire personnel serves as first responders to emergency calls that may require basic and advanced emergency care when dispatched through the 911 system. We are committed to providing the highest quality medical care to the citizens and visitors of Oakland through training, disaster preparation, and managing the day-to-day needs in a high-call volume EMS system.



Medical Services Division

- Provide the highest level of first responder medical care to the citizens and visitors of Oakland.
- Adhere to the policies and procedures of our Local EMS Agency (LEMSA), Alameda County and California State Emergency Medical Services.
- Provide written guidelines and procedures related to the operation of first responder fire personnel, EMT and Paramedics.
- Provide continuing education, course requirements and skills testing to maintain license and certificates for Paramedic and EMT credentials.



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Medical Services Division



- Provide adequate medical equipment and supplies for all fire companies.
- Establish procedures for patient care reporting for all patient contacts for legal documentation and quality assurance/quality improvement purposes.
- Provide Designated Infection Control Officer (DICO) duties for reporting exposures to suspected or actual communicable diseases, which has been a critical role during the COVID-19 pandemic.



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Mobile Assistance Responders of Oakland (MACRO)



- The MACRO Program is an alternative response program in the Oakland Fire Department (OFD) for non-emergency, "quality of life" calls for service.
- **The purpose of MACRO** is to meet the needs of the community with a compassionate care first response model grounded in empathy, service and community.
- **The goal of MACRO** is to reduce responses by emergency services (Fire & Police), resulting in increased access to community-based services and resources for impacted individuals.



**CITY OF
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MACRO Continued

- MACRO teams respond to non-emergency, non-violent calls for service
- MACRO units do not respond inside homes or dwellings.

- **Hours of Operation: 7 days a week [6:30 am - 8:30 pm]**
- **How to Request a MACRO Response**
- **Phone: (510) 44 MACRO | (510) 446-2276**
- **E-mail: MACRO@oaklandca.gov**



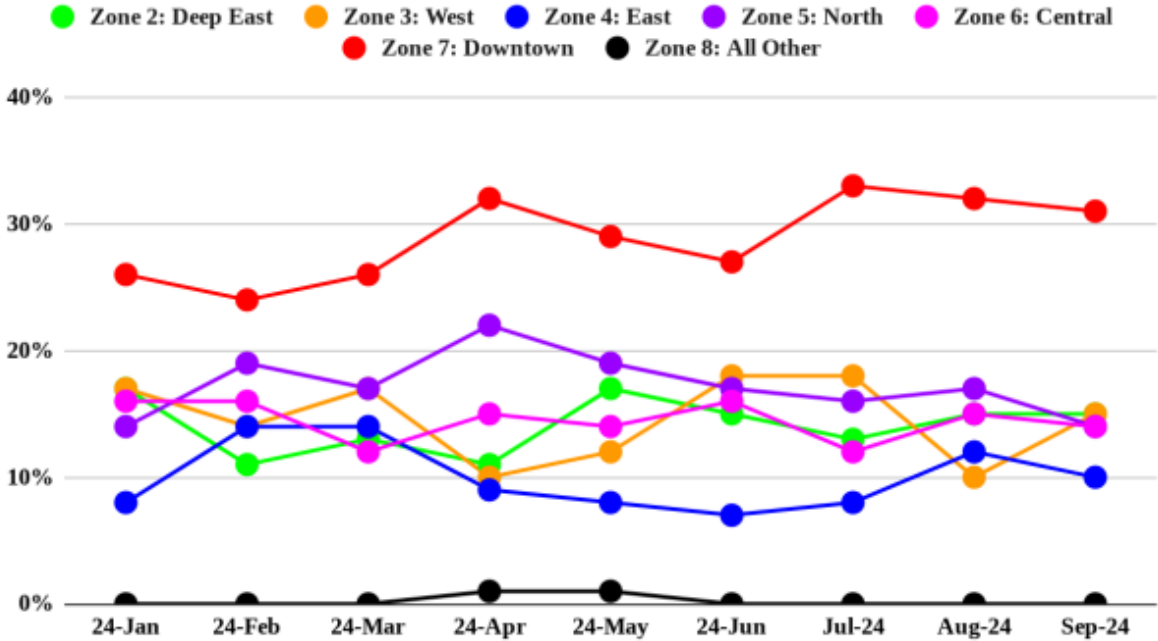
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MACRO Output Data



The Graph below shows variability of MACRO Responses across Oakland in different geographic zones through 2024.

Geographical Area of Service Request

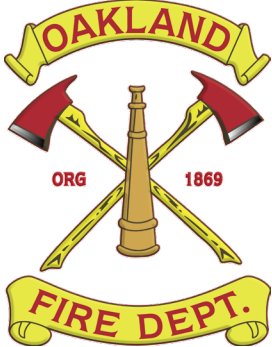


MACRO Lifetime Output

- 5800+ Dispatched Responses
- 22,000+ Total Incident Responses
- 910+ Days-In-Service



Oakland Fire Department



LEARN MORE

For questions regarding the content of this presentation, please contact: Fire Chief Damon Covington at [DLCovington@oaklandca.gov](mailto: DLCovington@oaklandca.gov)

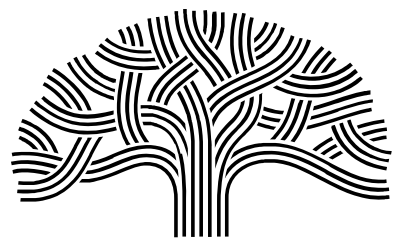
For questions or direct concerns to Michael Hunt at [MHunt@oaklandca.gov](mailto: MHunt@oaklandca.gov)

[OAKLANDCA.GOV/DEPARTMENTS/FIRE](https://oaklandca.gov/departments/fire)

Department Of Violence Prevention

Dr. Holly Joshi
Chief of Violence Prevention

Jenny Linchey
Deputy Chief

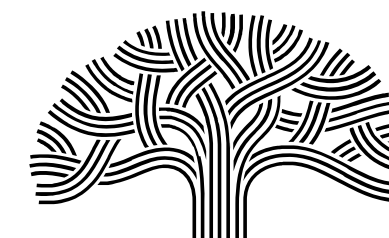


**CITY OF
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Department Mission

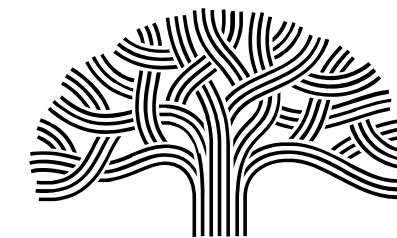
The Department of Violence Prevention (DVP) is charged with reducing group violence, intimate partner violence, and commercial sexual exploitation in Oakland. To do this, the DVP invests in immediate crisis response services and near-term interventions that stabilize victims and prevent additional violence, as well as longer-term, intensive support services for individuals caught in cycles of violence.



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Departmental Goals

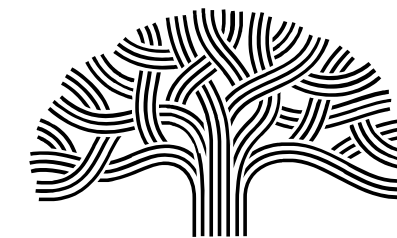
1. Reduce Homicides and Shootings.
2. Reduce Gender Based Violence and Commercial Sexual Exploitation.
3. Reduce levels of trauma associated with violence.



**CITY OF
OAKLAND**

Who We Serve

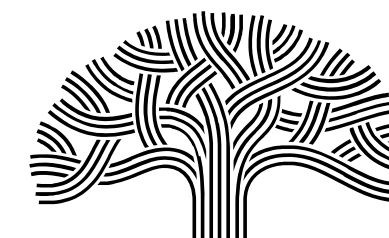
The Department of Violence Prevention (DVP) works directly with individuals, peer groups, families, communities of victims, potential victims, and perpetrators of multiple forms of violence, including gun-related, group/gang-related, intimate partner violence, and commercial sexual exploitation.



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Intersections with other Departments

- Oakland Police Department
- OFCY
- Workforce Development
- Public Works
- Oakland Parks and Recs

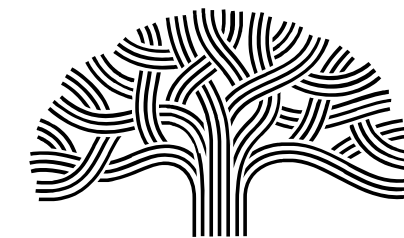


**CITY OF
OAKLAND**

Our Work: Ecosystem

CBO Supports

- Direct Grants
- Training/Capacity Building
- Convening

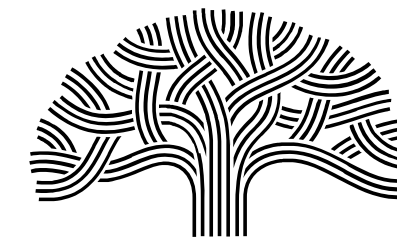


**CITY OF
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Our Work: Internal

Direct Services Team

- Violence Interrupters
- Life Coaches
- Gender Based Violence Specialists



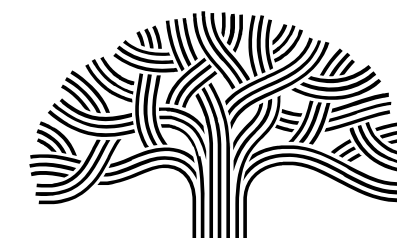
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Theory of Change

The Department of Violence Prevention seeks to create a safer community by preventing group and gun violence. We believe that identifying and engaging with the people at the *highest risk* is the most effective intervention strategy.

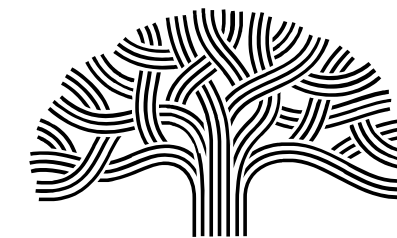
To this end, we relentlessly pursue those driving gun violence in an effort to build deep supportive relationships, provide intensive services, and *inspire the behavioral changes* needed to prevent further victimization, engagement in violence, and incarceration



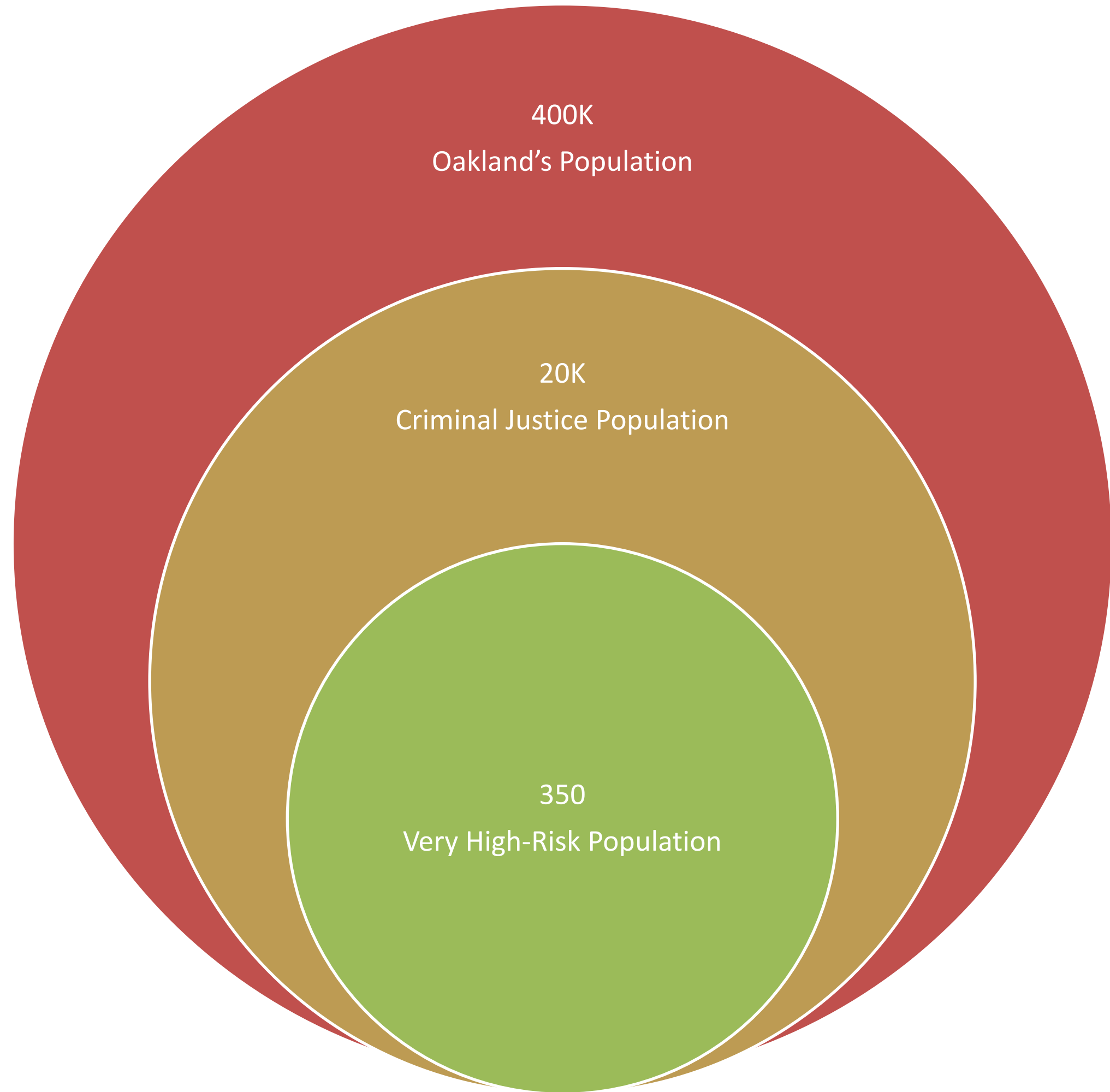
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Ceasefire-Life Line Strategy

- Focused Deterrence
- Evidence-based
- Data-driven
- Cross-sector collaboration
- Centers those at the very highest risk



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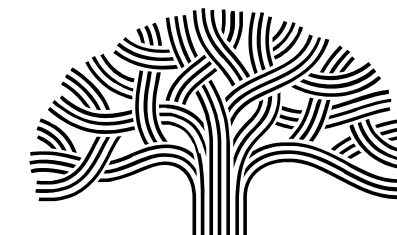
Ceasefire Oakland Strategy



Intervention:

Life Coaching Model: *DVP serves the highest risk clients through an intensive program model.*

- Life coaches maintain a caseload between 8-10
- Daily contact w/ clients
- In person meeting w/ clients at least 2x per week
- At least 12 months on caseload

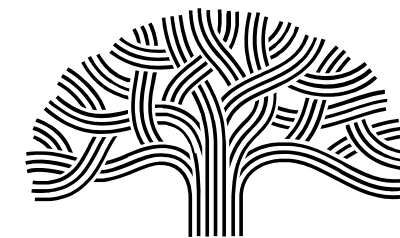


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Intervention:

Violence interrupters: *DVP VIs focus on relentless pursuit of the highest risk individuals.*

- VIs are focused on *proactive* conflict mediation to prevent retaliatory violence
- And relentless pursuit of individuals at the highest risk for gun violence

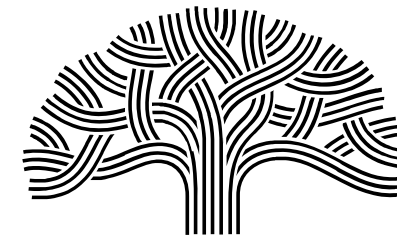


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Expected Outcomes

- Reduced affiliation with street groups
- Reduced perpetration of gun violence
- Reduced victimization
- Reduced recidivism

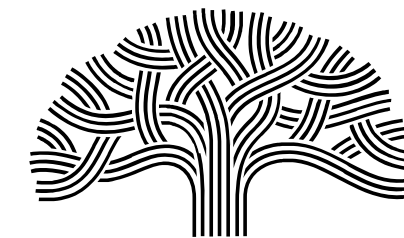
Violent crime is reduced



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Next Steps/ Priorities

1. Scale Ceasefire-Lifeline
2. Expand Capacity to Prevent/Reduce CSE
3. Create a Peace Academy



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Who to Contact?

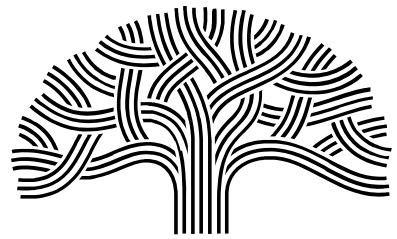
For questions regarding this presentation:

Hjoshi@oaklandca.gov

Jlinchey@oaklandca.gov

Office of
the Inspector
General

Zurvohn A. Maloof
Inspector General



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OIG Key Staff

Zurvohn A. Maloof, Inspector General

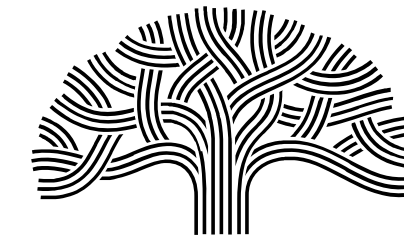
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510-238-2916 (O)

510-919-2280 (C)

Charlotte Jones, Deputy Inspector General

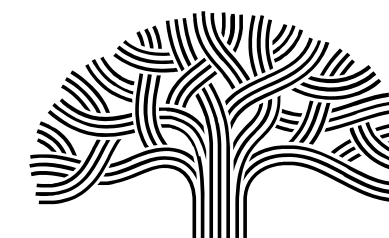
CJones@oaklandca.gov



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Mission Statement

The Office of the Inspector General is an independent, non-partisan oversight agency that will assist with increasing community trust and ensuring accountability in the Oakland Police Department. In its administration of duties, the Office of the Inspector General will implement a fair, thorough, and autonomous system of civilian oversight of law enforcement. This is accomplished by conducting detailed, objective, and timely audits, reviews, inspections and evaluations of the Oakland Police Department and the Community Police Review Agency, to ensure compliance with laws and policies. The Office of the Inspector General will drive best practices by recommending improvements to policies and trainings as well as engaging in collaborative initiatives that promote systemic advancements.



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Core Services

1) The OIG shall audit and monitor OPD compliance with their policies and procedures, as well as their compliance with tasks of the Negotiated Settlement Agreement

2) The OIG may review claims, lawsuits, settlements, complaints, and investigations, by, against, or involving the Oakland Police Department and the Community Police Review Agency

Independent Civilian Oversight of the Oakland Police Department

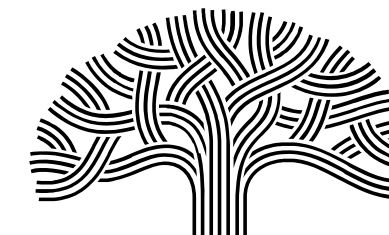
3) Attend community engagement events. Facilitate community conversations surrounding independent civilian oversight of the Oakland Police Department

4) Make recommendations to the Oakland Police Commission, City Council or other stakeholders based on audits, reviews, evaluations and inspections

The OIG serves:

- Oakland Residents:** Ensuring that the OPD operates transparently and accountably to maintain public trust.
- OPD Officers and Staff:** Providing oversight and recommendations to improve policing practices and policies.
- Community Organizations:** Engaging with various community groups to gather feedback and address concerns related to police practices.
- City Officials and Stakeholders:** Collaborating with city officials, including the Commission and other Bay Area Police Auditors.

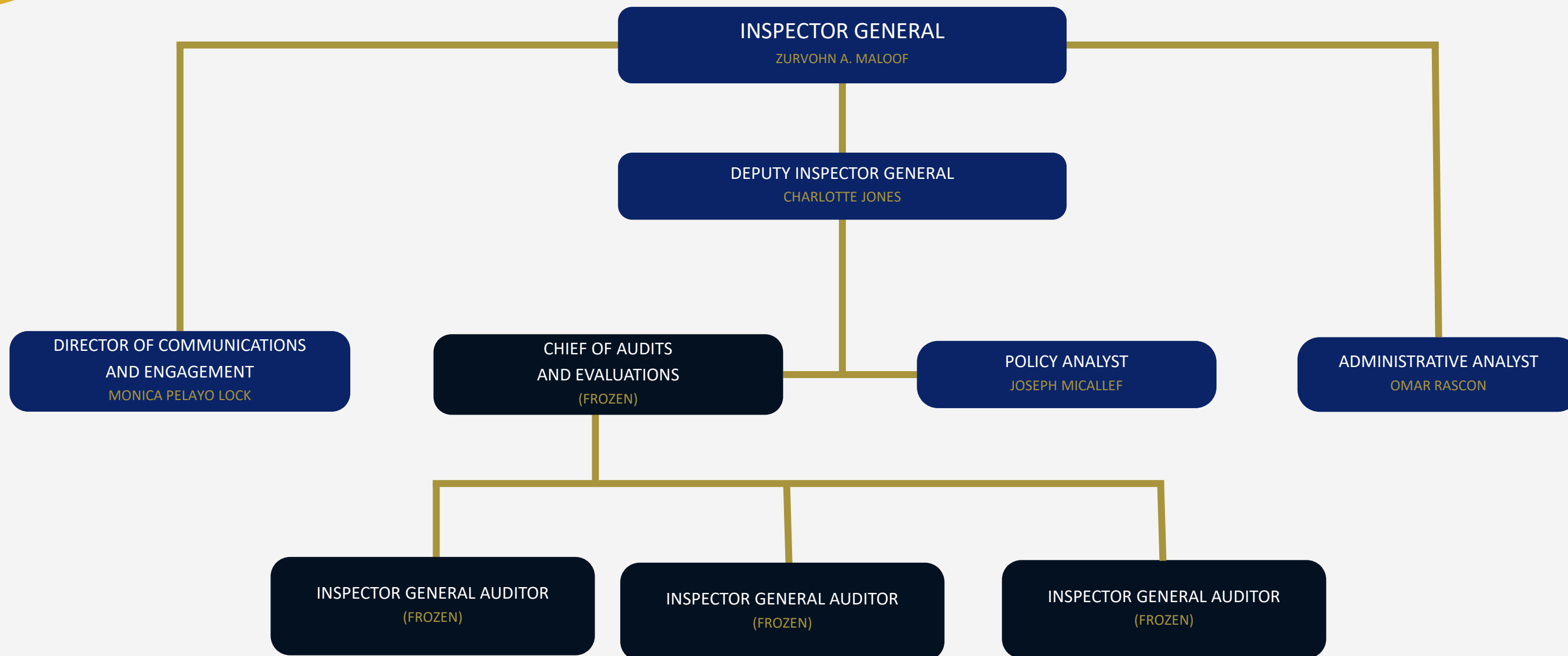
By serving these groups, the OIG aims to foster a safer, more just, and transparent environment for everyone in Oakland.



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OFFICE OF INSPECTOR GENERAL ORGANIZATIONAL CHART



Top Priorities

1. To conduct audits, inspections, and evaluations of OPD policies and procedures.
2. To audit OPD's compliance with the NSA tasks.
3. To conduct audits, inspections, and evaluations of CPRA's compliance with their own policies and procedures.
4. To conduct policy analysis to provide recommendations.
5. Community engagement.

Problem Statement:

Lack of funding to conduct planned audits as described in legislation and the Audit Work Plan.

Background:

Under Oakland Ordinance §2.45.100 and City Charter §604(f)(5), the OIG is **mandated by law** to conduct audits, evaluations, and inspections of OPD's policies and procedures. Importantly, the OIG is also **required by law** to audit OPD's compliance with the Negotiated Settlement Agreement (NSA). Voter-approved City Charter measures such as Measure LL and Measure S1 **mandates** the OIG to maintain specific minimum staffing levels to fulfill their responsibilities.



Top Priorities continued

Challenges:

Prior to my arrival, all vacant positions were frozen. As you know, the city has decided to extend those frozen positions. As a result, there are currently no auditors at the OIG to conduct the required audits, evaluations, or inspections and the recent reduction in the OIG budget does not allow for contracting with an audit firm to conduct performance audits, which are the legislative requirements of the office. Other challenges are that CPRA does not have formalized policies and procedures for the OIG to audit; the OIG has one person in the capacity to conduct policy analysis, but we need additional staff in that area; and with our staffing shortage, opportunity for community engagement is limited.



Top Priorities continued

Successes:

- In November 2024, a new IG was appointed.
- In December 2024, the Enabling ordinance, brought forward to the City Council, will allow for more OIG autonomy.
- The OIG submitted a carryforward justification memo requesting funding for planned audits and subsequently submitted an appeals memo for the funding.
- The OIG was able to save current positions by working with the Commission for additional funding.
- Initiated a collaboration with Ethics and the City Auditor on community outreach.
- Contributed to the Commission's strategic planning process by sharing ideas and insights about their future work.
- Participated in a Bay Area Oversight Regional Collaborative Discussion.



Learn More



City of Oakland



Office of the Inspector

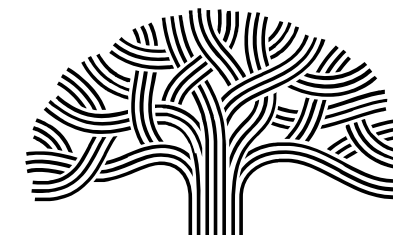


General

General Email: OIG@oaklandca.gov

Website: <https://www.oaklandca.gov/departments/inspector-general>

**All Social Platforms continue to be a work in progress

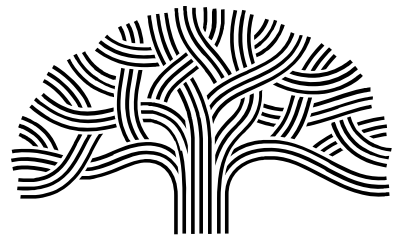


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Community Police Review Agency

Mac Muir, Executive Director

Roger Smith, Chief of Special
Investigations and Training

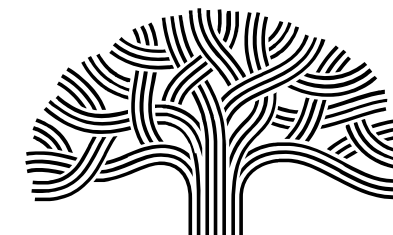


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Department Mission

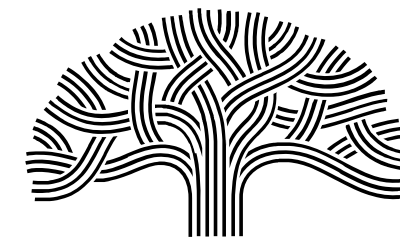
- Civilian-run, community-centered police oversight agency;
- Investigates allegations of Oakland Police Department (OPD) misconduct;
- Mission is to achieve fairness, impartiality, and timeliness in its investigations, and;
- Strengthen police accountability, and to ensure constitutional policing that respects the civil rights of persons in the Oakland community.



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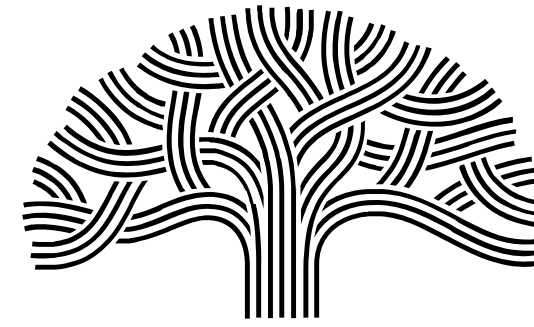
Who is served by CPRA

- People of Oakland
- Vulnerable Communities
- Oakland Police Commission
- Oakland Police Department

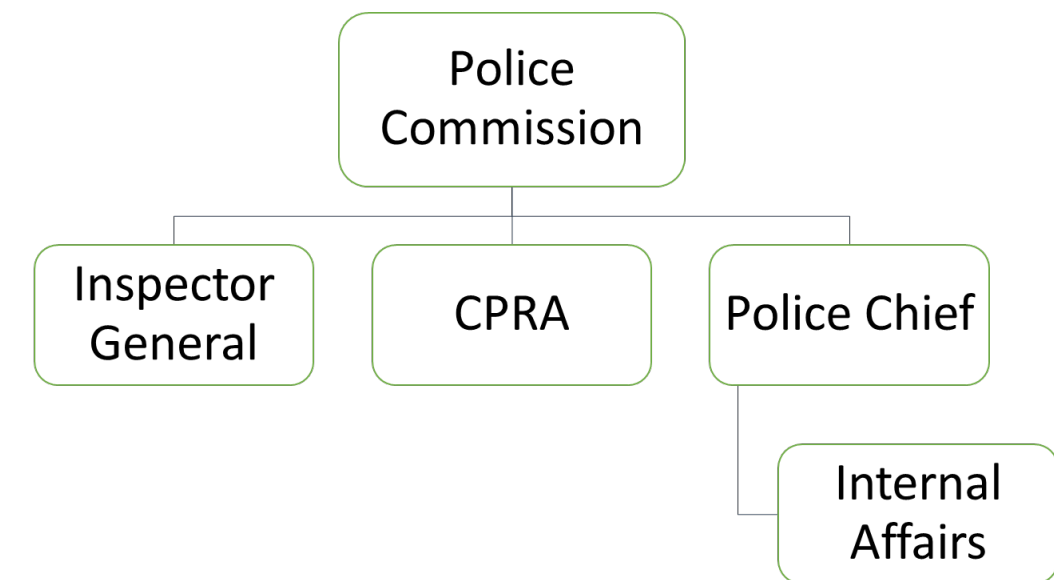


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Connectivity with other Departments



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- 65 Sustained Findings in FY 2023-24
- Mediation Program in Progress
- IAB to CPRA Transition Pending



- Director Reports to Police Commission
- Police Commission May Fire Chief for Cause
- Unique Concurrence Process
- Significant Access to Documents
- Independent Counsel
- Impact on Discipline and Policy



CPRA Organization Chart



Annual Report link [here](#)

Who to Contact?

For questions regarding this presentation contact:

Roger Smith, Chief of Special Investigations and Training

Rcsmith@oaklandca.gov

<https://www.oaklandca.gov/departments/community-police-review-agency>