



Oakland Police Department

Chief Richard L. Word



RIDERS' PATTERN AND PRACTICE SETTLEMENT AGREEMENT Summary Sheet

Areas of Emphasis – Eight Core Areas

1. Internal Affairs Investigations
2. Discipline
3. Field Supervision
4. Management Oversight
5. Use of Force Reporting
6. Personnel Information Management System (PIMS)
7. Training
8. Auditing and Review Systems

I. INTERNAL AFFAIRS INVESTIGATIONS

A. Increases Internal Affairs Division (IAD) Staffing

1. Investigators added.
2. Additional investigators loaned for temporary case load increases.

B. Improves Citizen Access to Complaint Process

1. Complaint guidelines posted in key Department and municipal locations.
2. 24-hour complaint line.
3. IAD relocated to City Hall Plaza.
4. Multi-lingual complaint forms and brochures widely available.
5. Anonymous complaints accepted.
6. Prompt complainant contact by investigator.

C. Expands Complaint Control System

1. All complaints entered into central log.
2. Establish timeliness standards for investigations.
3. Complaints categorized by seriousness.

RIDERS' PATTERN AND PRACTICE SETTLEMENT AGREEMENT
Summary Sheet

- D. Develop Comprehensive IAD Procedures Manual
 - 1. Consolidates administrative procedures in one document.
 - 2. Standardizes IAD and unit-level investigations.
- E. Requires Reporting of Misconduct
 - 1. Complainant immediately taken to IAD or a supervisor.
 - 2. Simplified complaint procedure for jail inmates.
- F. Prohibits Retaliation Against Witnesses
- G. Requires Self Reporting to Department
 - 1. If personnel arrested, sued, or served with civil process.
 - 2. Reporting required within 72 hours.

II. DISCIPLINE

- A. Improves Consistency of Discipline
 - 1. Command officer (Lt. or above) initiates disciplinary recommendation.
 - 2. Central documentation and tracking of discipline and corrective actions.
 - 3. Progressive discipline to address overall performance deficiencies.
- B. Documents Disciplinary Recommendations
 - 1. Written recommendations to Chief.
 - 2. Identifying patterns of unacceptable behavior.
- C. Increases Supervisory and Managerial Accountability
 - 1. Supervisors and managers held accountable for subordinate's conduct.
 - 2. Accountable to supervise, review, and intervene as appropriate.

RIDERS' PATTERN AND PRACTICE SETTLEMENT AGREEMENT
Summary Sheet

- D. Adds Factors for Promotional Consideration
 - 1. Commitment to Community Policing.
 - 2. Quality of citizen contacts.
 - 3. Low incidence of citizen complaints.
 - 4. Support for Department integrity measures.
 - 5. Presumptive ineligibility for promotion for 12 months after finding of serious misconduct.

III. FIELD SUPERVISION

- A. More Field Supervision
 - 1. Lower span-of-control to one (1) supervisor to eight (8) officers in Patrol.
 - 2. Supervisors have same schedule and days off as subordinates.
- B. Strengthens Supervisory Oversight
 - 1. Supervisors approve felony, narcotics-related, and other field arrests.
 - 2. More frequent, close supervisory contacts on calls for service.
- C. Adds Notification Procedures When Transporting Detainees and Citizens

IV. MANAGEMENT OVERSIGHT

- A. Improves Performance Review
 - 1. Managers coach staff on strengths and weaknesses twice yearly.
 - 2. Supervisors meet twice monthly with subordinates to review performance.
 - 3. Looking for patterns of improper behavior.
- B. Explores the Use of Camcorders in Patrol Vehicles

RIDERS' PATTERN AND PRACTICE SETTLEMENT AGREEMENT
Summary Sheet

- C. Expands Reporting Practices
 - 1. Additional Documentation of Vehicle Stops and Detentions
 - 2. Fully Identify Witnesses to Arrests and Uses of Force
- D. Improves Performance Appraisal System
- E. Creates Management-Level Liaison to DA's Office and Public Defender

V. USE OF FORCE REPORTING

- A. New Use of Force Reporting
 - 1. Notify supervisor immediately after lesser uses of force than previously required.
 - 2. Adds reporting of intentional pointing of firearm.
 - 3. Supervisor required to respond to scene.
 - 4. Notify DA of use of lethal force likely to result in death.
- B. Expands Use of Force Investigation
 - 1. Additional interviews, documentation, analysis, and evidence collection.
 - 2. Witness officers separated until after interviewed.
 - 3. Investigation by supervisor.
 - 4. Reviewed by Watch Commander, Area Commander, and Deputy Chief.
- C. Enhances Use of Force Review
 - 1. Boards review all Use of Force investigations.
 - 2. Recommends whether use of force was in policy or out of policy.
 - 3. Recommends policy or tactics changes and training needs to Chief.
 - 4. Issues annual report to Chief discussing patterns of use of force that may have policy or training implications.
- D. Implements Oleoresin Capsicum (Pepper Spray) Procedures
 - 1. Keep a log of OC spray canisters checked out and used.
 - 2. Review the log to verify appropriate usage.

RIDERS' PATTERN AND PRACTICE SETTLEMENT AGREEMENT
Summary Sheet

- E. Improves Officer-Involved Shooting Investigation
 - 1. Homicide and Internal Affairs investigates jointly with District Attorney.
 - 2. City Attorney promptly notified.

VI. PERSONNEL INFORMATION MANAGEMENT SYSTEM (PIMS)

- A. Expands Automated Computer Early Warning System
 - 1. Builds on existing early warning system.
 - 2. Resource for supervisors and managers.
 - 3. Reveals patterns and series of events.
 - 4. To identify officers engaging in at-risk behaviors.
- B. Develops Database
 - 1. Adding eleven (11) elements to matrix.
 - 2. Developing new reporting protocols and database.
 - 3. Interactive access for authorized supervisors and managers.
- C. Establishes Follow-up Policy and Procedures
 - 1. Automatic triggers for follow-up actions.
 - 2. Required quarterly review by supervisors.
 - 3. Intensive review of personnel and performance history.
 - 4. Meeting with manager and supervisor for identified officers.
 - 5. Corrective action plan and follow-up meetings.

VII. TRAINING

- A. Field Training Officer Program
 - 1. New Field Training Coordinator position.
 - 2. Field Trainee interviews regarding quality of training.
 - 3. Increased participation incentives for Field Training Officers
 - 4. Improved FTO selection and decertification procedures.
 - 5. Anonymous FTO evaluations by Trainee Officers.
 - 6. Post-training focus groups to review curriculum.

RIDERS' PATTERN AND PRACTICE SETTLEMENT AGREEMENT
Summary Sheet

B. Academy and In-Service Training

1. Expanded professionalism and ethics training.
2. Additional supervisory and command leadership training.
3. Specified requirements for transfer to a Training assignment.

VIII. AUDITING AND REVIEW SYSTEMS

A. Integrity Tests

1. Random or targeted tests, or “stings,” designed to identify personnel engaged in “at-risk” behavior, and
2. Measure compliance with Department directives and orders, or the terms of the Settlement Agreement.

B. Independent Monitor

1. Selected jointly by the City and Plaintiffs.
2. Reports to Federal Court.
3. Oversees compliance with Agreement.
4. Issues quarterly public reports.

C. Compliance Coordinator Liaison

1. Single-point-of-contact with Independent Monitor.
2. Tracks Department implementation timelines and progress.
3. Facilitates the provision of documents and data to the Monitor.
4. Prepares a semi-annual compliance report.

D. Compliance Audits

1. Institute new Department audit capacity.
2. Measure compliance with terms of Agreement.
3. Conduct compliance audits in six (6) specific areas.