

# Auditing and Accountability

Oakland Police Department's  
Experience



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# Introduction

- History of Law Enforcement Oversight
- Oakland's Negotiated Settlement Agreement
- Auditing Strategies



# History of Law Enforcement Oversight

- Police Corruption and Misconduct
- DOJ patterns and practices investigations
- Consent Decrees (CD) / Negotiated Settlement Agreements (NSA)



# Common Reasons for CDs and NSAs

- Racial disparity in law enforcement stops
- Excessive Use of force
- Unlawful stops and searches





# Agencies with CDs or NSAs

- LAPD
- Detroit PD
- Riverside PD
- Oakland PD
- Seattle PD
- Maricopa County Sheriff
- New Orleans PD



# History of Oakland's NSA

- Rider's scandal
- Negotiated Settlement Agreement signed in 2003
- Goal to implement best practices and increase accountability/transparency
- Multiple stakeholders

# Oakland's NSA – Areas of Focus

- Internal Affairs
- Supervision
- Training
- Use of Force
- Stop Data
- Personnel Practices
- Community Policing







# **Oakland's NSA – Oversight**

- Office of Inspector General (OIG)
- Internal Audits
- Federal oversight by Independent Monitor



# Oakland's NSA – Compliance

- NSA split into 52 Tasks
- Compliance has three components
  - Policy Development
  - Training
  - Implementation



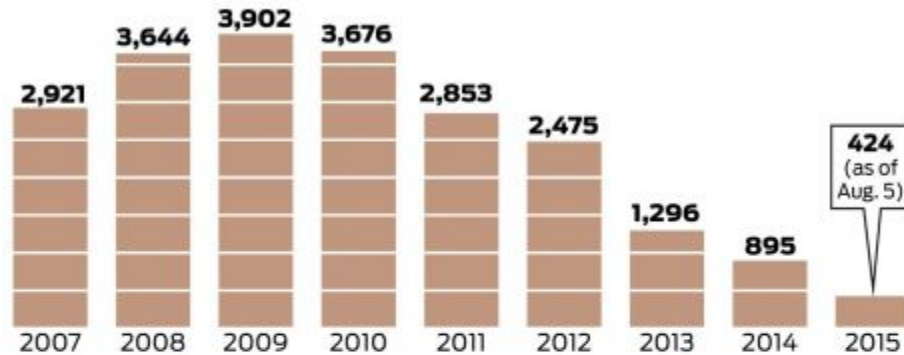
# Examples of Increased Accountability

- Robust Internal Affairs
- Boards of Review for Use of Force
- Consistency of Supervision
- Collection of Stop Data
- Early Warning System
- Body-worn cameras

## Oakland Police Department

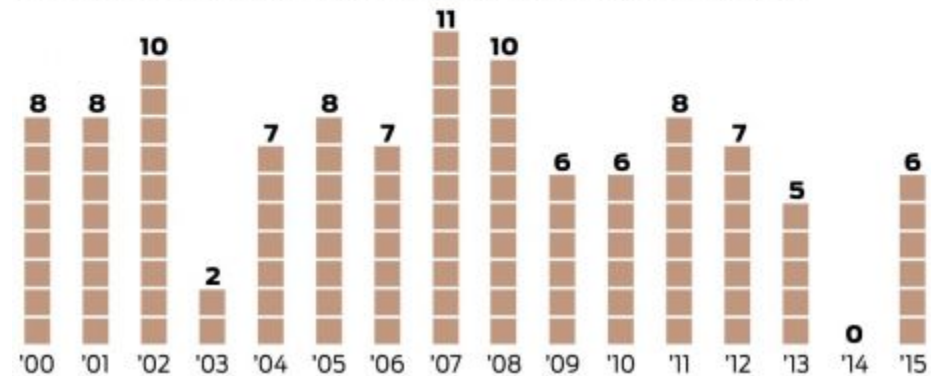
### Use-of-force incidents

Use-of-force incidents reported by Oakland police officers have steadily declined since 2009.



### Officer-involved shootings

Shootings involving OPD officers have declined after 2013, although there has been a spate of incidents over the past few months.



Source: Oakland Police Department

John Blanchard / The Chronicle



# Measuring Compliance

- Who is responsible for compliance?
- What are the criteria for each Task?
- What methodology should be used to audit each Task?
- Agreed upon protocols



# Challenges

- Support for Auditing
- Resources
- Follow through on Audit Findings
- Transition of Staff and Leadership
- Increase in non-audit responsibilities



# Audit Selection

- Mandated Audits
  - NSA requirements
  - Policy requirements
- Management requests
  - Commander requests
  - External requests



# Examples of Audits

- Prisoner Transport
- Confidential Informant Files
- Community Policing
- Reserve Officer Program
- Stop Data Analysis





# Strategies for Auditing/Inspecting

- Compliance Audits
- Monthly Reviews/Inspections
- Commander Reviews
- Audit Consultants



# Audit Follow-up

- Follow-up is critical to ensuring findings are addressed
- Required Response Memos
- Follow-up Inspections



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# Questions