



# AGENDA REPORT

---

**TO:** Honorable Oakland  
Police Commission

**FROM:** Zurvohn A. Maloof  
Inspector General

**SUBJECT:** Office of the Inspector General  
Informational Report

**DATE:** November 14, 2024

## **PURPOSE**

The purpose of this informational report is to provide the Oakland Police Commission (“Commission”) and members of the public with updates from the Office of the Inspector General (“OIG”), since the last presentation.

I officially started as Oakland’s Inspector General on November 9, 2024, and I am excited to take on this new position. Since I have just stepped into the role of Inspector General this week, I am still meeting individually with my staff and other stakeholders to make important and strategic decisions on how we can move the work of the Office of the Inspector General forward effectively.

As I am in the initial phase of learning what the OIG has accomplished and deciding what the OIG will do in the future, I will hold off on reporting in detail on the present and upcoming work of the OIG. However, I would like to let the Commission and community know what I have been doing in just this short time.

## **Prior to Onboarding**

### Introduction to the Oakland Police Commission

On October 24, 2024, I attended a Police Commission meeting to be introduced as the new Inspector General. The OIG needs to build a strong rapport with Commissioners and develop a mutual relationship of trust and cooperation. My aim is to ensure that our objectives and goals align and that there are clear communication channels that encourage proactive engagement, accessibility, and support.

### Met with OIG staff

Prior to introducing myself to the Commission, I met in-person with the OIG staff. The initial meeting was the beginning of establishing rapport and trust with my team. As we continue to learn to work effectively with each other, I intend to build relationships, understand the culture, set expectations,

Police Commission Meeting  
September 26, 2024

identify priorities, and foster open communication. My proactive approach will hopefully ensure a strong cohesive start for me and the OIG team, paving the way for effective collaboration and success.

#### Met with the City Auditor

I met with the City Auditor and intend to establish regular meetings. Although our responsibilities are different both the OIG and the City Auditor aim to promote accountability and transparency within city operations. Regular meetings can help align our efforts and share best practices. We discussed shared goals, avoiding overlap, enhancing impact, and sharing information to enhance both the work of the City Auditor and the OIG.

#### Met with CPRA Executive Director

I met with the CPRA Director and plan to have regular meetings going forward. Both the OIG and the CPRA are dedicated to enhancing civilian oversight of the Oakland Police Department. We will continue to discuss aligning our goals, building trust in the oversight entities, strategically improving oversight structures, and the enhancing public confidence in accountability mechanisms.

#### National Organization of Black Law Enforcement Executives (NOBLE) Achievers' Luncheon

On October 30<sup>th</sup> I attended the NOBLE Achiever's luncheon, which provided an excellent opportunity to meet and connect with other leaders and professionals committed to public safety. The event featured significant networking, opportunities for recognition and visibility, learning and inspiration, community engagement and professional development. The intention was to contribute to my growth and strengthen the role of the OIG within the law enforcement community.

#### **Since Onboarding**

##### 2024 Association of Inspector's General (AIG) Annual Training Conference

Prior to accepting the role as Oakland's IG, I planned to attend the AIG training conference from November 13<sup>th</sup> to November 15<sup>th</sup>. The training conference, which is at no cost to Oakland, will enhance my abilities as the Inspector General. The conference has several benefits, including professional development, networking, knowledge sharing, and certification opportunities. In addition, the conference keeps the IG's informed about changes in laws, regulations, and policies that impact our work as well as allows us to be a part of a larger community of Inspectors General to advocate for important issues and influence policy on a broader scale.

#### **In the Upcoming Future**

##### Meet with Oakland's Chief of Police

The Chief of Police was on vacation prior to my onboarding, so I did not schedule a meeting. My intention is to meet with Chief Mitchell in the near future to establish a connection and share the OIG's

priorities. The plan going forward is to create a space where he and I meet regularly and discuss policy and procedural updates.

#### Meet with BART Police Auditor and Long Beach Auditor

As I transition into my new role, I will also meet with both the BART and Long Beach Police Auditors. My intention is to discuss best practices for auditing and evaluating, identify areas for improved policy recommendations, develop joint initiatives for community engagement, and collaborate on training programs to emphasize cultural competency.

#### WORK OF THE OIG

As I prioritize and make strategic plans about the work of the OIG, I will report that the office continues to work on the audits, evaluations, and policy analysis.

- The office is in the final stages of contracting with an auditing firm.
- The audits and policy analysis currently intended is:
  - o Audit of NSA Section III: Internal Affairs Division (IAD) “inactive” (Tasks 3, 4, 7, 8, 9, 11, 13)
  - o Policy Review of DGO B-08: Field Training Program (Task 32)
  - o Audit of Vehicle Stops, Field Investigations and Detentions (Task 34)
  - o Audit of closures of discrimination allegations
- The OPD staffing study is in its drafting stage and should be presented in final next month.

#### ADDITIONAL PROJECTS

The OIG is now prioritizing the OIG Audit Work Plan for fiscal year 2025, where we will indicate our audit and strategic goals for the year. For questions regarding this report, please contact the Office of the Inspector General, at [OIG@oaklandca.gov](mailto:OIG@oaklandca.gov).

Respectfully submitted,

---

Zurvohn A. Maloof  
Inspector General  
Office of the Inspector General



---

250 Frank H. Ogawa Plaza • Oakland, CA 94612 • oaklandca.gov/departments/inspector-general • 510-238-2916

Dear Oaklanders,

I am deeply honored to be the new Inspector General for the City of Oakland. This position carries with it the immense responsibility of working towards ensuring transparency, accountability, and integrity within the Oakland Police Department. As your new Inspector General, I am committed to working tirelessly to uphold these principles and fostering a culture of trust and openness. I am eager to collaborate with the commissioners, stakeholders, and the community at large to address any concerns and improve our systems.

Together we can build a stronger, more transparent Oakland, where everyone feels safe and respected.

**Three Clear Purposes for the OIG.**

1. Audit and monitor OPD and CPRA policies, practices, and procedures.
2. Produce objective recommendations to improve the administration of those programs with an eye towards ensuring accountability, enhanced community trust, and increased transparency via fair and thorough assessments of compliance with the law and department policies.
3. Keep the Police Commissioners, stakeholders and the community “fully and currently” informed about recognized issues in OPD policies, practices, and procedures.

**IG’s Three Core Values:**

1. People Matter
2. Communities need to be heard, and
3. Collaboration requires openness and transparency.

**IG’s Three Eye’s (I’s)**

1. Eye on Interaction (engagement)
2. Eye on Inclusion
3. Eye on Innovation

Thank you for your trust and support as we embark on this important journey together.

Zurvohn A. Maloof  
Inspector General

