

Overview

This quarterly report summarizes complaint activity, investigative outcomes, and oversight observations by the Office of the Independent Police Auditor (OIPA) from January 1, 2025, through March 31, 2025.

Strategic Plan

The Office of the Independent Police Auditor has identified five strategic initiatives to strengthen its mission of independent oversight, enhance public trust, and improve internal operations:

1. **Enhance Oversight and Accountability** by strengthening the investigation and monitoring of BART PD complaints, improving policy reviews, and implementing technology solutions for timely and transparent oversight.
2. **Foster Community Engagement and Trust** through multilingual outreach, public forums, educational initiatives, and recognition of positive police interactions to build stronger relationships with community partners.
3. **Strengthen Training, Policy, and Procedures** by reviewing and recommending improvements to BPD training and policies, supporting community-led officer trainings, and refining mediation processes.
4. **Increase Transparency and Public Reporting** by publishing regular data-driven reports and expanding OIPA's online presence to make information more accessible.
5. **Empower and Support OIPA Staff** through professional development, improved internal protocols and workplace operations.

Community Outreach Activities

In the first quarter of 2025, OIPA engaged in a range of outreach activities aimed at increasing visibility, building trust, and fostering collaboration. Notable events included the 16th Annual Oscar Grant Vigil at Fruitvale BART Station on January 1—a meaningful opportunity for community connection and remembrance. In February and March, OIPA staff attended the BPD Swearing-In & Promotion Ceremonies, BART's Transit Security Advisory Committee (TSAC) meeting, career fairs at the North Berkeley and Concord BART Stations, and the City of Berkeley's virtual event titled *Honoring Black Voices, Advancing Justice*. OIPA also participated in internal engagement activities, including a lunch with BART Legal Department interns and officer interview panels.

Interim Independent Police Auditor Patrick J. Caceres also met with officers from the BART Police Managers Association (BPMA) and BART Police Officers Association (BPOA), as required by the Model. These meetings served as initial introductions and laid the foundation for ongoing dialogue.

Employee Trainings

During the first quarter of 2025, OIPA staff participated in a series of specialized training courses focused on civilian oversight, law enforcement practices, and emerging technologies. Investigator Wyeth McAdam attended multiple virtual webinars hosted by the California Civilian Oversight Alliance (CCOA), Lexipol, NACOLE, and Police1. Topics included artificial intelligence in oversight, the duty to intervene, recruitment practices, digital video evidence, and police-youth interactions. Additionally, both Investigator McAdam and Strategic Engagement Manager Gia Irlando attended the inaugural Larsen Justice Conference hosted by UC Berkeley's Criminal Law & Justice Center, which focused on AI and emerging technologies in the administration of justice. These trainings reflect OIPA's continued commitment to staying current with best practices, evolving legal standards, and innovative oversight methods.

Annual Positive Outcome Award

The OIPA Positive Outcome Award is presented annually to a BART police officer whose actions during a challenging or potentially dangerous situation led to an objectively positive outcome. The award recognizes effective use of de-escalation techniques, their leadership skills, and their compassion when interacting with community members. This year's recipient is **Officer Tyler Cunningham**.

Complaint and Investigation Activity

The following information is based on monthly submissions and presentations to the BART Police Citizen Review Board (BPCRB).

Category	January	February	March	Quarter Total
Cases Filed	8	11	4	23
Investigations Resolved	8	15	13	36
OIPA Investigations Concluded	0	2	1	3
Appeals to OIPA	0	0	1	1

Average Active OIPA Investigations (monthly): 15

Findings and Themes

- **Body-Worn Camera (BWC) Compliance:** Multiple late activation issues were identified. BWC compliance remains a key focus of OIPA monitoring.
- **Bias-Based Policing Allegations:** All reviewed allegations in Q1 were either unfounded or exonerated.
- **Sources of Complaints:** Complaints originated from a mix of community members, anonymous sources, and internal referrals, reflecting increased engagement and visibility.

Working with BART Police Department Internal Affairs

During this quarter, BPD experienced leadership changes in the Internal Affairs Bureau. Deputy Chief Alan Love was appointed and assigned oversight of Internal Affairs, and Lieutenant Chris Plumley was designated to lead the bureau. OIPA met with both individuals and began working collaboratively to address existing concerns. Since their appointment, Internal Affairs has shown progress in addressing issues identified in January, with noticeable improvements observed in February and March.

Timeliness and Transparency

- Timeliness of Investigations: No new issues reported in February or March.
- Transparency and Documentation: Concerns raised in January were addressed by February and March.

Investigative Outcomes

- Sustained findings this quarter primarily involved BWC violations, truthfulness, and conduct unbecoming an officer.
- No formal discipline was issued in January or February; one Letter of Discussion was issued in March.
- OIPA is monitoring additional cases with pending discipline.

Conclusion

This quarter marked a period of meaningful transition for OIPA. While the office continues its search for a permanent Independent Police Auditor, it remains focused on complaint investigations, monitoring of Internal Affairs, and community outreach. Leadership changes within BPD Internal Affairs have positively impacted accountability efforts, and OIPA is encouraged by the department's progress. OIPA appreciates the continued support from the BART Board of Directors and the members of the BPCRB.

For more information or questions regarding this report, please contact:

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