

## OAKLAND CITY COUNCIL

### RESOLUTION NO. \_\_\_\_\_ C.M.S.

INTRODUCED BY COUNCIL PRESIDENT PRO TEMPORE SHENG THAO

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#### RESOLUTION MODIFYING THE CITY'S HIRING PLAN FOR THE PURPOSE OF ENSURING COMPLIANCE WITH MEASURE Z

**WHEREAS**, a diverse Police Department representative of the community it serves is essential to building community trust, equal protection under the law, and effective and equitable enforcement of the law; and

**WHEREAS**, research suggests that female police officers are less likely to face sustained allegations of excessive force, cost cities less in civil lawsuit settlements, are subject to fewer citizen complaints, and injure suspects less frequently; and

**WHEREAS**, Section 801 of the Charter of the City of Oakland requires that the Oakland City Council adopt by resolution a budget of proposed expenditures and appropriations necessary for the ensuing year; and

**WHEREAS**, on June 24, 2021 the Oakland City Council passed Resolution No. 88717, which adopted the Biennial Budget for fiscal years 2021-23 ("Biennial Budget"); and

**WHEREAS**, the Biennial Budget appropriated funds for two police academies for new police recruits in fiscal 2021-22; and

**WHEREAS**, on September 21, 2021 the Oakland City Council passed Resolution No. 88822 which, among other actions, authorized an additional police academy and directed the City Administrator to return to the City Council with costing for an additional police academy in fiscal year 2022-23; and

**WHEREAS**, in 2014 voters approved Measure Z, "The 2014 Oakland Public Safety and Services Violence Prevention Act", which imposes a parcel tax to fund public safety services; and

**WHEREAS**, Measure Z, Section 2, Maintenance of Sworn Police Personnel, requires that the City budget for, hire, and maintain at least 678 sworn police personnel at all times after July 1, 2016; and

**WHEREAS**, subject to a few exceptions, Measure Z, Section 3(C)(2)(d) and (e) require the City to suspend or reduce its collection of the Measure Z tax for a specified period time if the City fails to budget for, hire or maintain at least 678 sworn police personnel after July 1, 2016; and

**WHEREAS**, during the fiscal year 2021-23 biennial budget process, the City Administrator presented to the City Council a proposed sworn police personnel hiring plan that included funding for more than traditional four police academies during the FY 21-23 budget cycle; and

**WHEREAS**, Measure Z tax revenue provides funding to the Oakland Fire Department, whose efforts to keep Oakland safe from wildfire are invaluable to the City and its residents; and

**WHEREAS**, Measure Z tax revenue also provides funding for violence prevention programs which are vital to maintaining public safety and have been effective at reducing Oakland's violent crime rates in recent years; and

**WHEREAS**, funding a police academy in addition to the police academy authorized through Resolution No. 88822 will help to ensure the City of Oakland can maintain required sworn police staffing levels and continue to collect Measure Z tax revenue during the fiscal year 2021-23 budget cycle; and

**WHEREAS**, maintaining a sufficient number of officers allows the City to staff and expand its proven violence prevention programs such as Ceasefire; and

**WHEREAS**, it is more efficient to hire previously-trained, lateral police officers than to train new police cadets; and

**WHEREAS**, attracting strongly qualified and experienced lateral police officers from other public agencies to the City of Oakland will help to ensure the City of Oakland can maintain its sworn police staffing levels, quality officers, and continue to collect Measure Z tax revenue during the fiscal year 2021-23 budget cycle; and

**WHEREAS**, hiring an independent recruiting firm will help expand the City of Oakland's outreach to find strongly qualified and experienced lateral police officers nationwide; and

**WHEREAS**, financial incentives will help attract strongly qualified and experienced police officers from other public agencies, and clauses which require police officers hired through these incentives to return a pro-rated portion of the incentives will help the City of Oakland retain these officers; and

**WHEREAS**, attracting and hiring strongly qualified and experienced police officers from other public agencies (laterals) is more efficient financially and will get more officers on the ground more expeditiously; and

**WHEREAS**, attracting local residents to the police force can enhance police-community relations; now, therefore, be it

**RESOLVED:** That the Oakland City Council authorizes the City Administrator to conduct an additional police academy (6<sup>th</sup> academy); and be it

**FURTHER RESOLVED:** That the City Council directs the City Administrator to immediately hire an independent recruiting firm to conduct a nationwide search to hire qualified and experienced lateral candidates and work with the recruiting firm to offer a minimum of \$50,000.00 as a financial incentive to lateral candidates who successfully join the Oakland Police Department as an active patrol officer, and a minimum of \$20,000.00 as a financial incentive for a new officer trainee who is a resident of Oakland and successfully joins the Oakland Police Department; and be it

**FURTHER RESOLVED:** That the City Council directs the City Administrator to work with the independent recruiting firm to structure the financial incentives such that should an officer who has received the financial incentive leave the Oakland Police Department before eighteen months of service, the officer must return the entire financial incentive, and should an officer who has received the financial incentive leave the Oakland Police Department before five years of service, they must return a pro-rated portion of the financial incentive based on their tenure with the Oakland Police Department; and be it

**FURTHER RESOLVED:** That the City Council directs the City Administrator to return with a status update with recommendations for the Council to take action at the first City Council meeting of January 2022.

IN COUNCIL, OAKLAND, CALIFORNIA,

PASSED BY THE FOLLOWING VOTE:

AYES - FIFE, GALLO, KALB, KAPLAN, REID, TAYLOR, THAO AND  
PRESIDENT FORTUNATO BAS

NOES –

ABSENT –

ABSTENTION –

ATTEST: \_\_\_\_\_

ASHA REED  
City Clerk and Clerk of the Council of the  
City of Oakland, California