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AGENDA REPORT
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TO: Sabrina B. Landreth
City Administrator

FROM: Sean Whent,
Chief of Police

SUBJECT: OPD African American Recruitment
Efforts – 5th Supplemental Report

DATE: November 6, 2015

City Administrator's
Approval:

DATE:

11/18/15

RECOMMENDATION

Staff Recommends That The Public Safety Committee Accept This 5th Supplemental Information Report Regarding Oakland Police Department (OPD) African American Recruitment Efforts From 2012 To Present With A Focus On Providing Further Analysis Of The Background And Recruitment Processes Undertaken By OPD And Human Resources And Management (HRM).

REASON FOR THE SUPPLEMENTAL

The Public Safety Committee (PSC) on October 13, 2015 requested additional information relating to the Police Officer Trainee (POT) application process and OPD's recruitment efforts.

ANALYSIS

As stated in previous reports, OPD recognizes that efforts to specifically recruit both residents of Oakland as well as people of color will add to the diversity of OPD's workforce, and that such diversity will make OPD a better and stronger organization. OPD is evaluating several components of the recruitment process that have the potential to affect the quality and diversity of individuals invited to basic academies and to subsequently become police officer trainees. This report covers OPD's current progress. Specifically, this report covers the following areas related to the application process and recruitment efforts: 1) roles and responsibilities throughout the entire recruitment and testing process; 2) further analysis of OPD's written test requirements and options for written test alternatives; 3) more information on the oral interview process; 4) additional information on OPD's background process; and 5) OPD's ongoing recruitment efforts.

Roles and Responsibilities

Table 1 below outlines different components of the City's POT recruitment process and whether OPD the Human Resources and Management Department (HRM) maintains primary responsibility.

Item: _____
Public Safety Committee
December 1, 2015

Table 1: POT Recruitment and Hiring Roles and Responsibilities

Tasks	Role	Responsibility	
		OPD	HRM
Recruitment	Initiate recruitment based on established academy dates	x	
Marketing	Prepare an exam plan	x	x
Advertising job	Post job and advertise		x
Testing			
Physical Ability Test (PAT)	1. Notify applicants and send out invitations		x
	2. Conduct test	x	
	3. Score & Tabulate Test		x
Written Exam	1. Notify applicants that pass the PAT		x
	2. Hire proctors		x
	3. Conduct exam		x
	4. Send test materials to CA Commission on Police Officer Standards and Training (POST)		x
	5. Upload scores into software & determine applicant status (pass/fail) based on established pass point		x
	6. Notify applicants of oral interview appointments and send out Personal History Statement (PHS) form to return at interview.		x
Oral Interview Panel	1. Identify sworn, community members and city employee based on announcement	x	
	2. Determine how many panels are needed based on number of applicants		x
	3. Established diverse panel based on volunteers		x
	4. Accept PHS at oral interview appointment and give to OPD		x
	5. Notify applicants of score		x
	6. Review PHS pending successful list of candidates based on pass/fail system	x	
List of Candidates	Send list to OPD to start background process – assigned sworn in the recruiting unit.	x	
Background Process	Place all qualified “pass” candidates into the background process	x	

Further analysis of OPD' written test requirements and options for written test alternatives

HRM is responsible for the written exam process and works with POST to obtain an electronic copy of the selected exam, identifying resources to conduct the test, screening applications, notifying applicants of test dates and verifying passing T-scores and in a short span of time. HRM communicates directly with POST regarding which tests are administered, scores the tests, and verifies the test and any changes that may affect it. POST is responsible for rotating the test instruments used by the City of Oakland. HRM receives the test from POST electronically. After the test is administered, the answer sheets are sent to POST for processing. POST then scores the tests from the applicants' test forms.

Given the diverse needs of California law enforcement agencies, POST does not require all agencies to use the same passing score. Agencies are allowed to determine the pass point that best fits their hiring needs and standards. As stated in past African American Recruitment reports, POST-sponsored research shows that the likelihood of successful academy completion increases for every point above 42 an applicant scores. Therefore, POST requires a minimum passing score of 42 or above. A survey of 37 California cities conducted by the criminal justice program at Laney College showed that the City of Oakland pass point of 45 for the POST Entry-Level Law Enforcement Test Battery (PELLETB) written test is shared only by the City of Brentwood. All other cities on the list have a higher pass point with 46 being the most frequently used. Overall they range from 46 to 52.

POST provides the PELLETB written exam that is a multiple-choice, fill-in-the-blank written examination designed to measure reading and writing ability (*see African American 2nd Supplemental Recruitment dated April 7, 2015 for more information on the PELLETB*). Applicants are given two and a half hours to complete the exam, which contains five sections: 1) Spelling-applicants select the correct spelling of a word from a list of options; 2) Vocabulary-applicants select the correct meaning of a word from a list of options; 3) Clarity-applicants select the sentence that is most clearly written from a pair of options; 4) Reading Comprehension-applicants read a passage and answer questions about the passage's content; and 5) CLOZE (the term is derived from the word 'closure')-applicants use contextual clues to complete a passage that contains blanks/missing words.

Test Score and other potential options for the written exam

The Reading and Writing Ability Assessment (Commission Regulation 1951) requires applicants to be able to read and write at the levels necessary to perform the job of a peace officer as determined by the PELLETB or other professionally developed and validated test of reading and writing ability. POST provides the PELLETB test to law enforcement agencies in the POST program at no charge. Therefore, there is no charge to the applicant; OPD currently requires the PELLETB exam of all new POT applicants (see the African American Recruitment report dated April 7, 2015 for a detailed analysis of the PELLETB).

There are options for police agencies to test the verbal skills of POT applicants. Ergometrics and Applied Personnel Research, Inc., a "human resource management firm specializing in personnel selection and training," according to their website, offers two types of tests used by different police agencies: 1) Frontline National; and 2) National Testing Network (NTN). Frontline National provides a test that is approximately two and one half hours and focused on reading and writing abilities. The cost of this test is \$28.00 per applicant per test and test scores

are sent directly to the hiring city (cities that require this test also pay a \$2,000 annual fee to Ergometrics and Applied Personnel Research, Inc.). The City of Portland Police Department (PPD) uses this test and pays the \$28.00 per applicant fee to the testing company on behalf of applicants. There is a local test site in the City of Concord for the Frontline National test where people interested in applying to departments who use the test may be tested. The San Francisco Police Department (SFPD) uses the Frontline National testing for their lateral and POST-Academy Graduate (PAG) police officer applicants.

The National Testing Network, (NTN)¹ run by Ergometrics and Applied Personnel Research, Inc. manages the systems where testing is done at remote sites. Tests include three components: a video-based human relations test, a reading ability test and a report writing test. Applicants view a video and answer questions related to what they see. Testing takes approximately two and a half hours, and results are pass or fail (as opposed to a T-score). The test costs applicants \$45 each, applicants are notified of their results, and applicants can send notifications to one agency (\$7.00 for each additional notification). The cost of a practice test is \$22.99 and includes two run-throughs of the same test. The NTN test is State of California POST-approved and SFPD requires this test for both entry-level POT and lateral officer applicants. PPD, SFPD and the Seattle Police Department (SPD) use this test and SPD offers scholarships for applicants facing financing difficulty in paying the fees. Once applicants have successfully passed the entry-level test, they are referred to Frontline National to take the reading and writing exam. Unlike SFPD, OPD does not require passage of the Frontline National Test for lateral or PAG applicants. However, its use would allow OPD to assess applicants reading and writing skills prior to hiring. But such a requirement would also add time to the hiring process and applicants would incur costs for taking the exam.

SPD also requires a written test focusing on memorization, general knowledge, grammar, spelling, multi-tasking, and reading comprehension. SPD offers a one and a half hour study session prior to the test to prepare for the memorization port of the test. The written test has 110 multiple choice questions and is one and a half hours long; an 80% correct or higher score is required to pass this test and SPD ranks candidates based on the success of this written test, so higher scores help candidates achieve a higher likelihood in advancing with the application process. The next step in the process with SPD is a video exam, which consists of approximately 46 multiple choice scenarios of Police Officers responding to a variety of different situations. Candidates must receive a score of at least 65 percent to pass the video exam.

Evaluating the use of the Frontline National and National Testing Network products would be done by HRM to determine whether it is an appropriate tool for the City of Oakland's needs.

Oral Exam (Interview) Process for OPD

The oral exam (interview) portion of the OPD testing process is a joint responsibility between OPD and HRM. OPD is responsible for soliciting volunteers to sit on the panels in three categories: 1) sworn members; 2) city employees; and 3) community members. All volunteer names are shared with the City of Oakland to be included in their volunteer database and are used by City of Oakland for various recruitment efforts. OPD is also responsible for receiving the completed Personal History Statement (background investigation) questionnaires at this time.

¹ The National Testing Network is a public safety officer testing organization that directly contracts with public safety agencies across the country to test candidates for jobs: <https://nationaltestingnetwork.com>

HRM hires the proctors, conducts the interviews and monitors the interview process. HRM determines what questions are used from among a POST Oral Interview Question Bank (password access only). The City of Oakland has signed a Use and Security Agreement for authorization. The scenario questions are provided by OPD. Scenarios are updated every few years. There are five general questions and two scenarios that are focused on: Moral Character; Interpersonal Skills; and Decision-Making and Judgment.

HRM is assessing other recommendations for conducting the oral interview exam and will provide a finding in a separate report.

OPD's Background Investigation Process

The background investigation and hiring process is the responsibility of OPD. OPD uses the POST guidelines as a vehicle to conduct investigations and to ensure consistency, and adherence to the agency policies, practices and operational limitations as well as applicable local, state and federal fair employment laws. The pre-employment background investigation satisfies two goals: 1) assuring compliance with all applicable minimum standards for appointment; and 2) screening out candidates who, based on their past history or other relevant information, are found unsuitable for the position of a police officer or other public safety position (the African American Recruitment Report dated April 7, 2015 provides greater detail into the background process). POST provides procedures and guidance explaining what information should be gathered, and how that information should be considered in determining candidate suitability. POST does not provide legal advice but directs agencies to work closely with their internal legal counsel for direction.

OPD strives to identify diverse candidates that have in some manner distinguished themselves as being outstanding prospects. Minimally, OPD will employ a comprehensive screening, background investigation and selection process that assesses cognitive and physical abilities and includes a review and verification of the following:

1. Polygraph results; Background Narrative Report; PHS; DOJ/FBI and Firearm Clearance; Driving Record; Local Law Enforcement Agency Record Checks; Credit Record; Education Verification; Citizenship/Age Verification; Military history; Dissolution of Marriage Check; Employment History; Relatives/Personal References; Neighborhood Checks.
2. Psychological Clearance (if provided an invitation to attend a basic academy).

Every candidate undergoes a thorough background investigation to verify his/her personal integrity and high ethical standards, and to identify any past behavior that may be indicative of the candidate's unsuitability to perform duties relevant to the operation of OPD.

The background investigator summarizes the results of the background investigation in a report that includes sufficient information to allow OPD leadership to decide whether to extend a conditional offer of employment. The report does not include information from prohibited sources (such as social media sites), in making employment decisions. The report and all supporting documentation shall be included in the candidate's background investigation file.

Candidates can be disqualified during the background process for several different reasons. As a general rule, performance indicators and candidate information and records shall be evaluated by considering the candidate as a whole, and taking into consideration the following:

- Age at the time the behavior occurred
- Passage of time
- Patterns of past behavior
- Severity of behavior
- Probable consequences if past behavior is repeated or made public
- Likelihood of recurrence
- Relevance of past behavior to public safety employment
- Aggravating and mitigating factors
- Other relevant considerations

Recruitment Efforts

OPD works jointly with HRM to identify recruitment opportunities, career and job fairs and offer a variety of workshops to assist applicants in the process. OPD is constantly looking at ways to reach a larger pool of applicants and have work with many organizations, such as:

- Community leaders and organizations: The Unity Council, Eastbay Asian Community, Spanish and African American Annual job fairs
- Faith-based organizations (Acts Full Gospel Church, BeBe Memorial...)
- Education Organizations (Merritt College Law Enforcement Pre-Academy Program, local high school career events....)

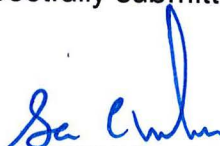
Over the past twelve months, OPD has been involved in numerous events recruiting applicants **(see Attachment A)**.

ACTION REQUESTED OF THE PUBLIC SAFETY COMMITTEE

Staff recommends that the Public Safety Committee accept this 5th Supplemental Informational Report Regarding Oakland Police Department (OPD) African American Recruitment Efforts from 2010 to present with a focus on providing further analysis background and recruitment processes undertaken by OPD and Human Resources And Management (HRM).

For questions regarding this report, please contact Drennon Lindsey, Captain of Police, OPD Personnel and Training, at (510) 238-7182.

Respectfully submitted,



Sean Whent
Chief of Police
Oakland Police Department

Reviewed by:
Captain Drennon Lindsey,
OPD, Personnel and Training

Prepared by:
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OPD, Personnel Section

Attachments (1)
A: OPD Recruiting Events

Attachment A: OPD Recruiting Events

DATE(S)	TYPE	MEDIA	FEE	OPD Contact	STATUS
1/3/15	Workshop	Practice PAT 0800 – 1000 Police Parking Lot 6th & Jefferson Street Under Highway 880	Free	Ofc. O'Reilly	<i>Completed</i>
1/12/15	E-mail	E-mail sent to state wide police academy self-sponsored students about open Lateral/ PAG job application	Free	Ofc. Brewster	<i>Completed</i>
1/11/15	Event	Oakland Mayor (Libby Schaaf) Inaugural Festival	Free	Ofc. Brewster	<i>Completed</i>
1/21/15	Newspaper	OPD Sgt. Juan Sanchez interviewed for article "Police redouble efforts to recruit diverse officers" in USA Today	Free	Sgt. Sanchez	<i>Completed</i>
1/25/15	Workshop	Online POST written test workshop 1830-2030	Free		<i>Completed</i>
1/26/15	Meeting	First Place for Youth meeting to discuss outreach/ marketing strategies and a youth mentoring program	Free	Sgt. Sanchez and A. Hicks	<i>Completed</i>
2/7/15	Workshop	Practice PAT 0800 – 1000 Police Parking Lot 6th & Jefferson Street Under Highway 880	Free	Ofc. O'Reilly	<i>Completed</i>
2/12/15	News	KQED mentions OPD in "College Program Helps Oakland Police in Push to Hire Local"	Free		<i>Completed</i>
2/12/15	Event	Oakland International HS Career Day 0815-1000	Free	Ofc. F. Romero and Ofc. S. Tith	<i>Completed</i>
2/21/15	Event	Polar Plunge for Special Olympics 0630-1500		Ofc. McNeil and Ofc. F. Romero	<i>Completed</i>
2/24/15	Workshop	Online POST written test workshop 1830-2030	Free		<i>Completed</i>
2/25/15	Meeting	BWOPA Workforce Development - "Get Oakland Working"	Free	A. Hicks	<i>Completed</i>
3/2/15	Fliers	Sent Police Cadet fliers to Howard Jordan and Margaret Dixon (ex- OPD and current Merritt College educators) for distribution	Free	A. Hicks	<i>Completed</i>
3/7/15	Workshop	Practice PAT 0800 – 1000 Police Parking Lot 6th & Jefferson Street Under Highway 880	Free	Ofc. O'Reilly	<i>Completed</i>
3/7/15	Workshop	POST written test workshop at 150 FOP 1100-1300 (35 attendees)	Free	Ofc. Brewster	<i>Completed</i>
3/21/15	Event	Oakland Running Festival 0900-1700 (4000 attendees)		Ofc. F. Romero and Ofc. J. Warford	<i>Completed</i>
3/22/15	Event	Faith based outreach at Friendship Christian Center 1200-1400 (35 attendees)	Free	Sgt. T. Small and A. Smith	<i>Completed</i>
3/23/15	E-mail	Outreach e-mail sent to Alpha Kappa Sorority – Xi Gamma Omega. Response received.	Free	A. Hicks	<i>Completed</i>
3/23/15	E-mail	Outreach e-mail sent to Delta Sigma Theta Sorority, Inc. Oakland East Bay Alumnae Chapter (OEBAC)	Free	A. Hicks	<i>Completed</i>
3/25/15	Event	OPD Open House for Skyline High school students 1100-1245 (35 attendees)	Free	Ofc. Brewster	<i>Completed</i>
3/29/15	Event	Faith based outreach at Tree of Life Empowerment Ministries 1000-1300 (30 attendees)	Free	Sgt. T. Small and A. Smith	<i>Completed</i>
4/4/15	Workshop	Practice PAT 0800 – 1000 Police Parking Lot 6th & Jefferson Street Under Highway 880 (15 attendees)	Free	Ofc. O'Reilly	<i>Completed</i>

4/10/15	Event	Community and Police Block Party Friday, April 10 1500-1930 (100 attendees)	Free	Ofc. Brewster and Ofc. Romero	<i>Completed</i>
4/11/15	Event	8 th Annual Sobrante Park Time Banking Banking Health Fair 100-1500 (50 attendees)	Free	Ofc. Brewster & J. Sanchez	<i>Completed</i>
4/18/15	Event	Unity: A Community Gathering Community Gathering in conjunction with Acts Full Gospel Church 1200-1500 (40 attendees)	Free	Sgt. T. Small and S. Neri	<i>Completed</i>
4/21/15	Workshop	Online POST written test workshop 1830-2030 (73 attendees)	Free		<i>Completed</i>
4/26/15	Event	Faith based community outreach 1000-1300		Sgt. T. Small and A. Smith	<i>Postponed until further notice</i>
4/28/15	Event	Online POST written test workshop 1830-2030 (50 attendees)	Free		<i>Completed</i>
5/1/15	Event	Spring Fling Friday 1700-1900 (approx. 100 attendees)		Ofc. P. McNeil and Ofc. F. Romero	<i>Completed</i>
5/2/15	Workshop	Practice PAT - 0800 – 1000 Police Parking Lot 6th & Jefferson Street Under Highway 880 (14 attendees)	Free	Ofc. O'Reilly	<i>Completed</i>
5/2/15	Event	Youth UpRising 10 th Anniversary Block Party 1200-1700 (200+ attendees, 1 contact)		Ofc. P. McNeil and Ofc. F. Romero	<i>Completed</i>
5/3/15	Event	Cinco de Mayo 0900-1700 (1000+ attendees, 20 contacts for POT, Cadets & Explorers)		Ofc. F. Romero and F. Mendoza	<i>Completed</i>
5/12/15	Event	CSUEB Oakland Center for employers to mingle with recent Cal State East Bay graduates, alumni and students (40 attendees, 3 contacts)	Free	Sgt. T. Small	<i>Completed</i>
5/14/15	Workshop	Online POST written test workshop 1830-2030	Free		<i>Completed</i>
5/15/15	Event	OPD Open House 1600-1800 (100-150 attendees, 0 contacts)	Free	Ofc. P. McNeil and F. Romero	<i>Completed</i>
5/16/15	Event	Action Readiness Summit at Mt. Eden High School 0900-1800 (100-150 attendees, 8 contacts)	Free	Chief Whent, Sgt. T. Small & Ofc. F. Romero	<i>Completed</i>
5/18/15	Event	OPD Open House for Frick and Roosevelt Middle Schools 1130-1245 (50 attendees, 0 contacts)	Free	Ofc. Brewster	<i>Completed</i>
5/21/15	Event	Oakland Unified School District Youth Career Expo 0900-1400 (Unable to attend due to mandatory meeting)		Ofc. Brewster and Ofc. McNeil	<i>Did not attend</i>
5/24/15	Event	Stone Soul Concert 0900-1430 (12000 attendees, 30 contacts)		Ofc. Brewster and Sgt. Sanchez	<i>Completed</i>
6/1/15	Event	Oakland Amethod Charter High School Career Week (60 attendees, 5 contacts)	Free	Ofc. McNeil	<i>Completed</i>
6/3/15	Event	Montera Middle School Career Day (40 attendees, 10 contacts)	Free	Sgt. T. Small	<i>Completed</i>
6/6/15	Workshop	Practice PAT - 0800 – 1000 Police Parking Lot 6th & Jefferson Street Under Highway 880 (27 attendees)	Free	Ofc. O'Reilly	<i>Completed</i>
6/6/15	Workshop	POST written test workshop 1100-1300 at Merritt College (29 attendees)	Free	Ofc. Brewster	<i>Completed</i>

6/20/15	Event	Rainbow Recreation Center – Father’s Day Celebration 1100-1500 (100 attendees, 8 contacts)	Free	Sgt. T. Small and A. Smith	Completed
6/26/15	Event	E.C. Reems Community Services 6 th Annual Job and Healthy Fair 1100-1500 (60 attendees, 8 contacts)	Free	Sgt. T. Small and A. Smith	Completed
7/11/15	Workshop	Practice PAT - 0800 – 1000 Police Parking Lot 6th & Jefferson Street Under Highway 880 (2 attendees)	Free	Ofc. O’Reilly	Completed
7/12/15	Workshop	Online POST written test workshop 1830-2030 (39 participants)	Free		Completed
7/20/15	Newspaper	Catholic Voice puts OPD ads in newspaper to recruit Police Officer Trainees	\$400	A. Hicks	Completed
7/21/15	Ad	SportsStars ad for the month of August 2015	\$375	A. Hicks	Completed
7/23/15	Newspaper	Received free 3 year subscription of American Police Beat news media, displayed in Recruiting and Backgrounds Unit	Free	A. Hicks	Completed
7/25/15	Event	Bay Area Black Expo 0900-1700 (800 attendees, 8 contacts)		Sgt. E. Petersen and Ofc. D. Gilbert	Completed
7/31/15	Event	Mission Middle School “Heroes Week” (100 attendees)	Free	Sgt. T. Small	Completed
7/31 – 8/2/15	Event	“So You Think You Can Hoop” Competition Council Person Brooks 3 rd Annual 3 on 3 basketball tournament Aug. 1 0900-1700, Aug. 2 0900-1530 (80 attendees, 5-10 contacts per day)		Ofc. E. Morris and E. Cumby, Sgt. T. Small and Ofc. E. Morris	Completed
8/1/15	Workshop	Practice PAT - 0800 – 1000 Police Parking Lot 6th & Jefferson Street Under Highway 880 (2 attendees)	Free	Ofc. O’Reilly	Completed
8/1- 8/2/15	Event	Art & Soul Festival 1200-1800 (1000 attendees, 15-20 contacts per day)		Ofc. S. Brewster and J. Sanchez	Completed
8/4/15	Event	National Night out Block Party		Ofc. Brewster	Completed
8/12/15	Workshop	Online POST written test workshop 1830-2030	Free		Completed
8/14- 8/15/15	Event	2015 The Town’s Half Marathon (2500 attendees, 50 contacts)	\$575	Ofc. Brewster	Completed
8/22/15	Event	Submerge and Arise to Life 0900-1400 – Baptism, school supply giveaway, live music (200 attendees, 3 contacts)	Free	Sgt. Aaron Smith	Completed
8/22/15	Event	Acts Full Gospel Church – 0900-1400 Hot August Day Classic Car Show & Community Health Fair (500 attendees, 20 contacts)		Ofc. D. Gilbert & Ofc. E. Morris	Completed
8/22- 8/23/15	Event	Chinatown Festival (5000 attendees, 20-25 contacts each day)		Lt. A. Yu	Completed
8/28- 8/29/15	Event	Oakland Triathlon Festival: Expo and Race day booth (400-500 attendees, 25-35 contacts) Booth Pricing - 10x10: \$500, 20x20 \$1000	Oakland Triathlon Festival: \$2500	Ofc. D. Gilbert & Ofc. E. Morris	Completed
8/29/15	Event	Job and Educational Fair - Young Adult Project located at 1730 Oregon Street, Berkeley CA (35 attendees, 10 contacts)		Ofc. P. McNeil	Completed

9/5/15	Workshop	Practice PAT - 0800 – 1000 Police Parking Lot 6th & Jefferson Street Under Highway 880 (8 attendees)	Free	Ofc. O'Reilly	<i>Completed</i>
9/11/15	Event	Patriots Day Assembly (75 to 100 elementary students)		Ofc. D. Gilbert	<i>Completed</i>
9/12/15	Workshop	POST written test workshop at the PAB 1100-1300 (29 attendees)	Free	Ofc. Brewster	<i>Completed</i>
10/3/15	Workshop	Practice PAT - 0800 – 1000 Police Parking Lot 6th & Jefferson Street Under Highway 880 (100 attendees)	Free	Ofc. O'Reilly	<i>Completed</i>
10/3/15	Event	San Mateo Housing Authority Workshop 0900-1400 (300 attendees, 15 contacts for POT and 10 for Cadets)		Ofc. F. Romero	<i>Completed</i>
10/3/15	Event	Asian Safety Fair 0900-1400 (400-500 attendees, 10 contacts)		Ofc. Saeparn and Sgt. Phan	<i>Completed</i>
10/10/15	Workshop	Online POST written test workshop 1830-2030	Free		<i>Completed</i>
10/23/15	E-mail	OPD is hiring for POT announcement via City Administrator's Weekly Report	Free		<i>Completed</i>
10/28/15	Event	Oakland City Hall Open House	Free	Ofc. Brewster	<i>Pending</i>
10/30/15	Event	Acorn Woodland Annual Safety Fair 0800-1200	Free	Ofc. P. McNeil	<i>Pending</i>
11/7/15	Workshop	Practice PAT - 0800 – 1000 Police Parking Lot 6th & Jefferson Street Under Highway 880	Free	Ofc. O'Reilly	<i>Pending</i>
11/7/15	Workshop	POST written test workshop 1100-1300 location and Officers TBD			<i>Pending</i>
12/3/15	Workshop	Online POST written test workshop 1830-2030			<i>Pending</i>
12/5/15	Workshop	Practice PAT - 0800 – 1000 Police Parking Lot 6th & Jefferson Street Under Highway 880	Free	Ofc. O'Reilly	<i>Pending</i>