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2015 OCT -8 PM 4:45

## AGENDA REPORT

**TO:** Sabrina B. Landreth  
CITY ADMINISTRATOR

**FROM:** Sean Whent  
Chief of Police

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

**DATE:** September 18, 2015

City Administrator  
Approval

Date

10/8/15

### RECOMMENDATION

Staff recommends that the City Council:

**Accept this 5<sup>th</sup> 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 the Department of Human Resources and Management.**

### REASON FOR THE SUPPLEMENTAL

The Oakland Police Department (OPD) offers this report to provide an update on efforts to evaluate and improve current police officer recruitment strategies. This report provides additional information beyond that listed in the prior African American Recruitment Report and subsequent supplemental reports. OPD's efforts to recruit local individuals as well as African Americans and other people of color for the position of police officer is ongoing. The Oakland Police Department will continue to look for the best strategies to grow the department to reflect the public it serves.

### 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 subsequently become police officer trainees. This report covers current progress to evaluate: 1) the POST-mandated written test; 2) the POST-mandated oral interviews; 3) efforts to recruit locally; and 4) preparing people for success in the police academies.

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*POST-mandated written tests*

The California Commission on Police Officer Standards and Training (POST) requires that OPD require written tests, as well as oral interviews, as part of the interview process (see 2<sup>nd</sup> Supplemental African American Recruitment Report dated April 7, 2015 for a detailed analysis of POST requirements). Police officer trainees (POT) candidates must score a 45 or above on the PELLETB exam (explained in detail in the 2<sup>nd</sup> Supplemental African American Recruitment Report dated April 7, 2015). Test results are known as “T scores,” based on standard deviations from the mean score. An analysis of T scores of POTs who began the 168<sup>th</sup> through 171<sup>st</sup> OPD basic academies – and graduated or did not graduate - shows no clear difference. The average T score for successful academy graduates of these recent four academies was 55.3. The average T score for academy participants who did not graduate was 56.44. However, the POST study, “POST Reading & Writing Test Validation Research,” 1994<sup>1</sup> states that correlation studies of POST written test scores “indicate that the POST Reading & Writing Test Battery provides a reliable and valid measure of an examinee's aptitude to perform writing-related activities in basic training, in subsequent field training, and even later as a tenured patrol officer,” p. 119. POST maintains that police agencies should consider a minimum passing T-score of 45 on the POST-certified PELLETB (written test).

*Oral Interviews Panels*

The 2<sup>nd</sup> Supplemental African American Recruitment Report dated April 7, 2015 provided a detailed analysis of the OPD and DHRM POST-Certified Oral Interview. All POT candidates who have passed the physical exam and written test are invited to the oral interviews where they are asked a series of questions; each panel consists of a current or retired OPD officer, a City of Oakland employee and a community member. OPD and DHRM have recently met to discuss strategies for ensuring a stronger community presence in the oral interviews, to ensure that POT candidates selected for background checks appreciate diverse communities and racial diversity. DHRM is now evaluating moving from the one interview process to operating two smaller panels where each POT would attend both sub-panels. DHRM expects to complete its evaluation of such a program in the next one to two months. Additionally, OPD and DHRM are investigating strategies for recruiting more young people to sit on oral interview panels.

*Recruiting from Oakland Youth*

The OPD Cadet Program described in both the February 5, 2015 report and March 16, 2015 supplemental report explained that OPD holds much promise in the Cadet Program as a strategy for recruiting new officers with Oakland life experience. The program is designed for youth ages 17.5 to 20.5 years old, who wish to explore the law enforcement field. Cadets receive training and experience as they rotate through a variety of assignments designed to stimulate their interest in professional police services. The program pays \$13.87 to \$15.29 per hour. The March 16, 2015 report explained that FY 2014-2015 budget allocated funding for nine full time equivalent (FTE) cadet positions (equivalent to 18 half-time cadets). The FY 2015-2017

<sup>1</sup> <http://lib.post.ca.gov/Publications/60527628.pdf>

budget now allocates one-time funding of \$450,000 for funding of additional cadets, and the Office of the Mayor has announced an additional \$750,000 in anonymous funding over the next three years for funding additional cadets. These two latest funding sources should fund an additional 26 part-time cadets each year. OPD will recruit for these positions at Oakland high schools, and the Mayor's Office will be actively involved in promoting this program.

*Preparing Locals for Success in the Academy*

The Merritt College Administration of Justice Program's 17-week intensive course on all aspects of POST testing and actual police academies will begin this month. OPD former Chief of Police Howard Jordan as well as other OPD staff will be assisting Program Director Margaret Dixon to teach this course. OPD expects that this course will offer ideal support for these students who wish to apply to become police officer trainees.

**PUBLIC OUTREACH / INTEREST**

This report contains information of public interest as it directly relates to community policing, police-community relations, and public safety within the City of Oakland.

**COORDINATION**

The City Attorney's Office and the Department of Human Resources and Management were consulted in preparation of this report.

**COST SUMMARY / IMPLICATIONS**

There are no costs associated with this report. However, there may be costs associated with implementing or expanding the outreach strategies provided in prior African American Recruitment Reports.

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**SUSTAINABLE OPPORTUNITIES**

**Economic:** There are no economic opportunities identified in this report.

**Environmental:** No environmental opportunities have been identified.

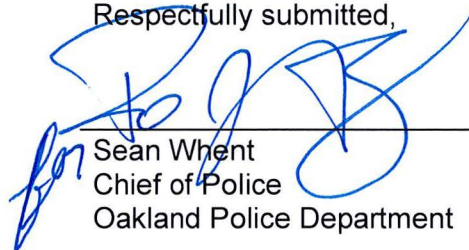
**Social Equity:** This report provides valuable information to the Oakland community regarding inclusion of under-represented groups in the Oakland Police Department.

**ACTION REQUESTED OF THE CITY COUNCIL**

Accept this 5<sup>th</sup> 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 the Department of Human Resources and Management.

For questions regarding this report, please contact Bruce Stoffmacher, Legislation Manager, OPD Research and Planning, at (510) 238-6976.

Respectfully submitted,



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