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2016 OCT 13 PM 5:37

AGENDA REPORT

TO: Sabrina B. Landreth
City Administrator

FROM: David Downing
Assistant Chief of Police

SUBJECT: Police Recruitment and Hiring Policy
2nd Supplemental Report

DATE: September 30, 2016

City Administrator Approval

Date:

10/13/16

RECOMMENDATION

Staff Recommends That The City Council Accept This Supplemental Informational Report Regarding Police Recruitment and Hiring Policies.

REASON FOR SUPPLEMENTAL

The Public Safety Committee on September 13, 2016 requested additional information from the Oakland Police Department (OPD) after receiving a report titled, "Adopt Recommended Revisions to Police Recruitment and Hiring Policies – Supplemental," dated August 10, 2016. This 2nd Supplemental report addresses this request as follows:

- Responses to Section 6 of a document distributed by Councilmember At-Large Rebecca Kaplan at the September 13, 2016 Committee.
- Correlations between ethnicity, education and retention.
- Correlations between prior military experience and retention.

BACKGROUND / LEGISLATIVE HISTORY

In recent years, OPD has presented several reports detailing the recruiting and hiring process with an emphasis on recruitment in 2015. In April 2015, the Oakland City Council adopted Resolution No. 85540 C.M.S., which created a temporary Ad Hoc Working Group on Police Recruitment. OPD has worked in collaboration with the Ad Hoc Working Group and Human Resources Management (HRM) in an effort to address the issue of recruitment. On September 13, 2016 the Ad Hoc Working Group presented recommendations to the Public Safety Committee and OPD presented supplemental information related to its hiring policy. OPD was asked to present additional follow up information related to hiring. Additionally, the report titled, "Adopt Recommended Revisions to Police Recruitment and Hiring Policies – Supplemental," dated August 10, 2016 presented information on: 1) officer training minimum age; 2) recruitment efforts toward Oakland residents, people of color, women or lesbian, gay, bisexual, or transgender (LGBT) people; and 3) information on officers who have served in the military

Item: 9
Public Safety Committee
October 25, 2016

ANALYSIS AND POLICY ALTERNATIVES

Responses to Section 6 of a document distributed by Councilmember At-Large Rebecca Kaplan at the September 13, 2016 Committee

- What is OPD's total budget for recruitment and advertising and outreach?
Response: The current Fiscal Year (FY) 2016-17 budget is \$20,000 per year.
- How is money spent?
Response: The money is spent on advertising, recruiting events and promotional items.
- Who decides what expenditures to make for recruitment/outreach purposes?
Response: Recruiting & Backgrounds Unit staff.
- What is being done to outreach to the LGTB community, women, and people of color?
Response: OPD attempts to reach out to all communities on a regular basis. A comprehensive list of events attended and advertising resources are attached.
- Please provide a comprehensive list of where OPD recruits and advertises; and examples of what OPD advertisements look like.
Response: See "2016 OPD Recruiting Event List" (*Attachment A*) and "OPD Advertising Sample List" (*Attachment B*)

Education level and retention correlations.

Table 1 below exhibits correlations between education levels and employment retention for police officer trainees (POT) who attended the 172nd, 173rd, and 174th basic police academies. The data contained in the table confirms that the retention rate is similar in the categories of "Associates Degree or Above" and "High School/General Educational Development (GED) or Some College."

Table 1 – Education and Retention

| 172nd - 174th Academies Hired April 2015 – Nov 2015 | Currently Employed | | |
|---|--------------------|------------|------------|
| | Education Level | No | Yes |
| Associates Degree or Above | 25 | 61 | 86 |
| % of Total # of Candidates | 14.6% | 35.7% | 50% |
| High School/GED or Some College | 26 | 59 | 85 |
| % of Total # of Candidates | 15.2% | 34.5% | 50% |
| Grand Total | 51 | 120 | 171 |

Table 2 below provides data concerning education, ethnicity and retention. The information includes data related to 221 candidates in the 172nd to 175th Oakland Police Academies. The data shows that POTs from the four main race sub-groups with an "Associate's Degree or Above" have retained employment with OPD in the 70 percent to 77 percent range; the greatest outlier observed in the data is that for African American POTs with only "High School, GED or Some College" had a retention rate of 52 percent; Asian American, Hispanic, and White POTs with the same education level had retention rates in the 71 percent to 78 percent range.

Table 2 – Education, Ethnicity and Retention

| 172nd - 175th Academies Hired April 2015 – July 2016 | Currently Employed | | Grand Total | Retention Total % by Group |
|---|--------------------|--------------|-------------|----------------------------|
| | No | Yes | | |
| Associates Degree (AA) or Above | | | | |
| Asian American | 7 | 16 | 23 | 70% |
| African American | 6 | 18 | 24 | 75% |
| Hispanic | 9 | 21 | 30 | 70% |
| Other | 0 | 3 | 3 | 100% |
| White | 6 | 20 | 26 | 77% |
| Total % of Academy | 24.3% | 67.8% | 92% | |
| Total | 28 | 78 | 106 | |
| High School, GED or Some College | | | | |
| Asian American | 5 | 15 | 20 | 75% |
| African American | 10 | 11 | 21 | 52% |
| Hispanic | 8 | 20 | 28 | 71% |
| Other | 2 | 7 | 9 | 78% |
| White | 9 | 28 | 37 | 76% |
| Total % of Academy | 29.6% | 70.4% | 100% | |
| Total | 34 | 81 | 115 | |

Figures 1 – 4 below provide a snapshot of academy demographics based on hiring that considers various criteria including race, education and gender. The information includes data related to 221 candidates that participated in the 172nd – 175th Oakland Police Academies. Figure 1 provides the number of POTs, by race, in the four academies. Figure 2 shows which of these POTs in the four academies, by race, had achieved the education level of "Associates Degree or Above." Figure 3 with the "Potentially Not Hired" heading shows which of the POTs, by race, in the four academies had only the education level of "High School, GED or Some College." Figure 4 below shows POT participation in the four academies, by gender. This data shows that the racial mix of hired POTs might change if OPD were to change its current education requirements (currently POTs must have a high school diploma or GED). However, most other bay area police agencies have the same minimum education standards; therefore, OPD's future recruitment efforts may be significantly impacted by changes to education requirement levels.

Figure 1 – All Education Levels Hired

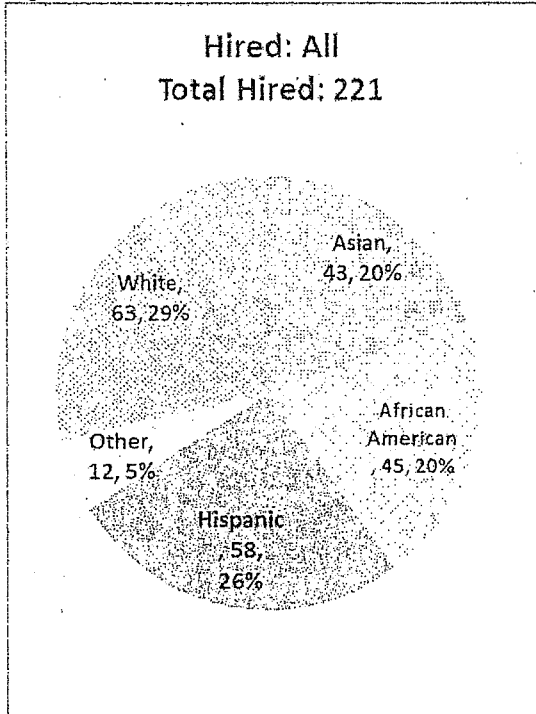


Figure 2 – AA or Above Only Hired

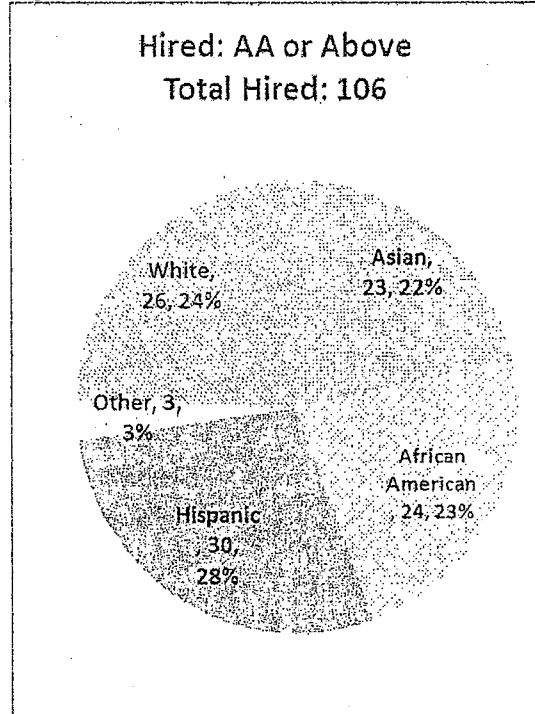


Figure 3 – High School, GED or Some College Only Hired

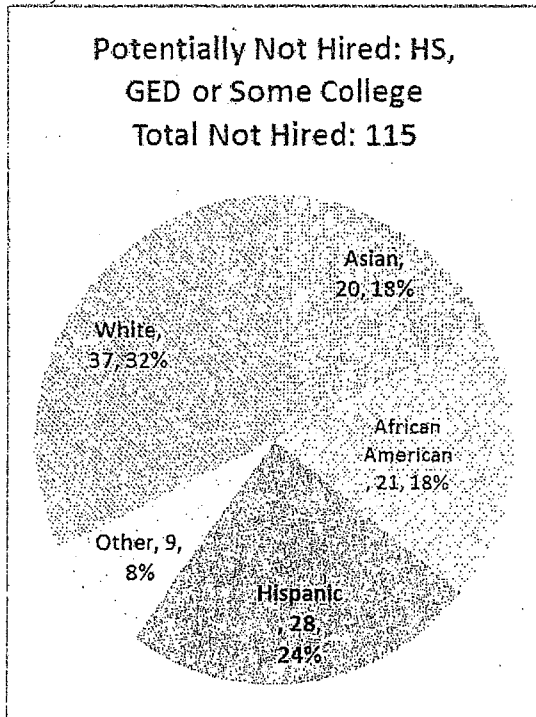
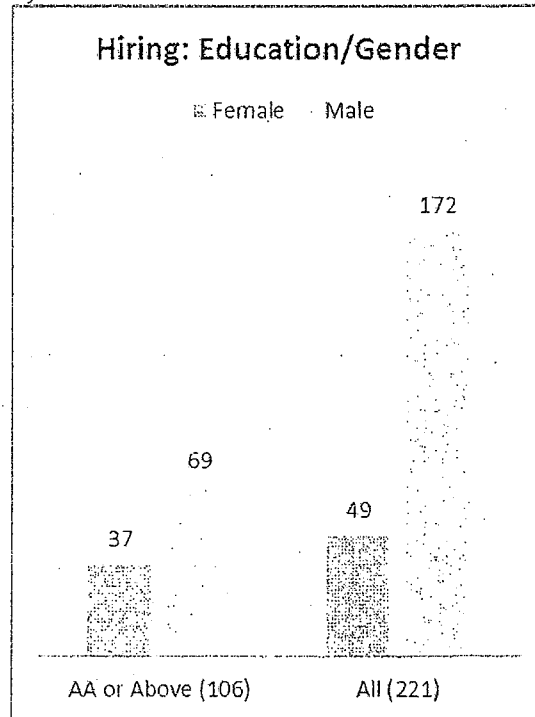


Figure 4 – Education Levels of POTs Hired, by Gender



Military Experience and Retention

20 POTs who participated in the 172nd -175th OPD police academies had prior military experience; 18 of these POTs are still employed by OPD; two of the 20 POTs with prior military experience did not complete the academy. Because of limited tracking, the data may be incomplete. OPD is working with the Department of Human Resources Management (DHRM) to ensure that future data is accurately tracked.

PUBLIC OUTREACH / INTEREST

This report contains information of public interest as it relates to OPD efforts to recruit a diverse group of applicants and increase the number of applicants from within the Oakland community. Increased diversity will better represent the Oakland community and improve police and community relations.

COORDINATION

OPD consulted with DHRM in the preparation of this report.

SUSTAINABLE OPPORTUNITIES

Economic: Efforts to employ more Oaklanders create local economic opportunities.

Environmental: There are no environmental opportunities identified in this report.

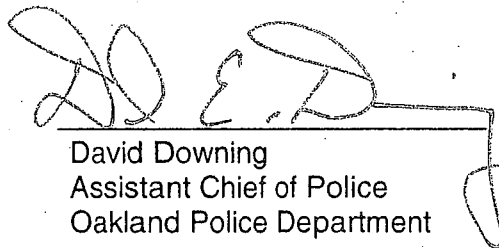
Social Equity: This report outlines OPD efforts to ensure that specific groups are not disproportionately underrepresented from the OPD recruiting and hiring process.

ACTION REQUESTED OF THE CITY COUNCIL

Staff Recommends That The City Council Accept This Supplemental Informational Report Regarding Police Recruitment and Hiring Policies.

For questions regarding this report, please contact Antone Hicks, Police Personnel Operations Specialist, OPD, Bureau of Services, Personnel and Training Division, at (510) 238-3733.

Respectfully submitted,



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Attachments (2):

1. ***OPD Recruiting List***
2. ***OPD Advertising Sample List***

2016 OPD Recruiting Event List

| DATE(S) | DETAILS | LOCATION |
|---------|---|---------------|
| 1/24/16 | OPD POST Written Test Workshop | Oakland |
| 2/6/16 | OPD Practice Physical Ability Test | Oakland |
| 2/9/16 | OPD Online POST Written Test Workshop | On-line |
| 2/26/16 | 2016 Oakland Youth Careers Expo | Oakland |
| 3/5/16 | OPD Practice Physical Ability Test | Oakland |
| 3/13/16 | OPD POST Written Test Workshop | Oakland |
| 5/7/16 | OPD Practice Physical Ability Test | Oakland |
| 5/9/16 | Diablo Valley College Speaker Request | Concord |
| 5/10/16 | Employment Development Department (EDD) Recruiting Booth | Vallejo |
| 5/12/16 | OPD Open House | Oakland |
| 5/17/16 | 3 rd Annual West Oakland Middle School Health and Career Fair | Oakland |
| 5/20-22 | Oakland Greek Festival | Oakland |
| 5/21/16 | Parks Chapel Church Annual Prayer Breakfast | Oakland |
| 5/23/16 | Latino Public Schools Oakland Career Day | Oakland |
| 5/26/16 | Diversity Employment Day Career Fair | San Francisco |
| 5/27/16 | Oakland Military Institute 4 th Annual Career Day | Oakland |
| 6/1/16 | Montera Junior High School Career Day | Oakland |
| 6/21/16 | Basic Academy #32 Career Night | McClellan |
| 6/24/16 | Military Career Day at the Raceway | Sonoma |
| 6/24/16 | E.C.Reems Job &Health Fair | Oakland |
| 7/2/16 | OPD Practice Physical Ability Test | Oakland |
| 7/21/16 | BMOC (Boy & Men of Color) Career Fair | Oakland |
| 7/23/16 | Bay Area Black Expo/\$325 | Oakland |
| 7/28/16 | SacJobs.com Career Fair -1100-1500 Courtyard Marriott Cal Expo/\$595 | Sacramento |
| 8/6/16 | OPD Practice Physical Ability Test | Oakland |
| 8/10/16 | Good Samaritan Church Public Safety Community Engagement Forum | Oakland |
| 8/12-13 | Town's Half Marathon/\$525 | Oakland |
| 8/13/16 | Allen Temple 38 th Annual Health Fair | Oakland |
| 8/14/16 | Oakland Natives Give Back: 2016 Attend and Achieve Back to School Rally | Oakland |
| 8/20-21 | 16 th Art and Soul Festival | Oakland |
| 8/26/16 | Travis Air Force Base Job Fair | Travis AFB |
| 8/27-28 | Chinatown Street Festival/\$575 Fee Waived | Oakland |
| 9/3/16 | OPD Practice Physical Ability Test | Oakland |
| 9/7/16 | Diversity Employment Day Career Fair/\$525 | Oakland |
| 9/21/16 | Oakland Library Job Fair | Oakland |
| 9/24/16 | Travis Air Force Base Job Fair | Travis AFB |

| | | |
|----------|--|---------------|
| 9/24/16 | City of Oakland Employee Family Day | Oakland |
| 9/28/16 | SacJobs.com Career Fair/\$595 | Sacramento |
| 10/1/16 | OPD Practice Physical Ability Test | Oakland |
| 10/6/16 | American River College Career Fair/\$125 | Sacramento |
| 10/12/16 | 4 th Annual Veteran Appreciation Job Fair | Salinas |
| 10/12/16 | City College of San Francisco Fall Job Fair | San Francisco |
| 10/18/16 | Travis Air Force Base Job Fair | Travis AFB |
| 10/20/16 | Criminal Justice Association Lambda Alpha Epsilon Speaker Request | Sacramento |
| 10/25/16 | Cal Maritime Career Fair/\$350 | Vallejo |
| 10/26/16 | Criminal Justice Association Lambda Alpha Epsilon Speaker Request | Sacramento |
| 11/5/16 | OPD Practice Physical Ability Test | Oakland |
| 12/3/16 | OPD Practice Physical Ability Test | Oakland |

OPD Advertising Sample List

The following is a list of a typical OPD advertising outlet. Ads are usually placed during each application cycle.

| TYPE | Outlet | Cost | Outreach |
|-------------------------|---------------------------|------------------|--------------------------------|
| Sports Magazine/Website | SportStars | \$500 per ad | San Francisco Bay Area/On-line |
| Newsletter | Catholic Voice Newsletter | \$400 per ad | Northern California |
| Newspaper | Bay Area News Group | \$1,710 per ad | San Francisco Bay Area |
| Newspaper | Sing Tao Daily | \$275-305 per ad | San Francisco Bay Area |
| Newspaper | POST News Group | \$125 per ad | San Francisco Bay Area |
| Newspaper | El Mundo | \$90 per ad | San Francisco Bay Area |
| Billboards | Signal Campus | \$2,500 per ad | Cal State East Bay |
| Sports Guide | KNBR 680 | \$1,000 per ad | San Francisco Bay Area |
| Newsletter/Website | Daily Republic | \$475 per ad | Travis AFB/On-line |

Sample Newsletter/Magazine Ad

**police
officer
trainee**

Are you socially conscious, do you use good judgment and have integrity? Do you believe in public service, like solving problems and have empathy and compassion? Are you resourceful, take initiative and are committed to service and social concerns? If so, the Oakland Police Department **NEEDS YOU!**

\$5,159.57/month
Do you know someone interested in becoming a Police Officer Trainee? Must have HS diploma/GED, CDL, no felony convictions, 21 by grad from academy & eligible to work in U.S.

Positions open throughout summer • www.opdjobs.com

Follow us on **Twitter @OPDJobs** **You Tube**

Sample Newspaper Ad

**POLICE OFFICER
TRAINEE**
\$5,058.40/month
Closing Date: 4/24/15 at 11:59pm
**Do you believe in
public service & are
interested in becoming
a Police Officer Trainee?**
Must have HS diploma/GED,
CDL, no felony convictions, 21
by grad from academy & eligible
to work in the US.
www.oaklandnet.com
Click on "City Jobs" or
Call 510-238-3112.
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