



FILED  
OFFICE OF THE CITY CLERK  
OAKLAND

2016 OCT 13 PM 2:30

# AGENDA REPORT

TO: Public Safety Committee

FROM: Sabrina B. Landreth  
City Administrator

SUBJECT: Community Engagement regarding  
the Chief of Police Recruitment

DATE: September 15, 2016

City Administrator Approval

Date:

10/13/16

## RECOMMENDATION

**Staff Recommends That The Public Safety Committee Accept This Informational Report To Provide An Update On The Police Chief Recruitment And To Gather Feedback From The Public Safety Committee (PSC) And The Public About Desired Qualities In A New Police Chief.**

## ANALYSIS AND POLICY ALTERNATIVES

The City is conducting a community engagement effort to seek input on the recruitment of the next Chief of Police. This effort includes several community forums, seeking opinions from the Community Policing Advisory Board, the Citizens Police Review Board, the Safety and Services Oversight Committee, the Public Safety Committee, and through an online survey. The information gathered will: 1) Help inform the recruiter to find the most qualified pool of candidates, 2) Provide the City with community-driven criteria to evaluate the final candidates, and 3) Give the new Police Chief a roadmap of how the community expects the Police Department to move forward under new leadership.

Any member of the public can complete the online survey through any of the following links depending on language:

English: <https://www.surveymonkey.com/r/OPDchiefsurvey>

Spanish: <https://www.surveymonkey.com/r/OPDchiefsurveyS>

Chinese: <https://www.surveymonkey.com/r/OPDchiefsurveyC>

Vietnamese: <https://www.surveymonkey.com/r/OPDchiefsurveyV>

Staff will ask the questions below at the Public Safety Committee. The City asks these questions at each of the public forums. Staff compiles the trends and themes related to these questions and other general input from these forums and will be posting the information on its website:

1. What are the qualities of an ideal Police Chief candidate for the City Oakland?
2. Describe the relationship between the Police Department and your community?
3. What do you think the Oakland Police Department is doing that is working?

Item: \_\_\_\_\_  
Public Safety Committee  
October 25, 2016

4. What would you like to see change in how the police department interacts with the community?
5. What role do you have in making Oakland a safer place to live?
6. How do the people of Oakland keep the new Police Chief and department accountable?

### **FISCAL IMPACT**

This report has no fiscal impact.

### **PUBLIC OUTREACH/INTEREST**

This report is an additional opportunity for the community to give input about the Chief of Police Recruitment as one of many opportunities throughout the month of September. Among those opportunities are two Youth Forums, a Community-wide Forum in North Oakland, another in East Oakland, a Cantonese Forum in Chinatown, a Spanish Language Forum in the Fruitvale, at the Community Poling Advisory Board, the Citizens Police Review Board, and at the Safety and Services Oversight Committee. The City has also created an online survey in multiple languages (links above), a dedicated email account ([OPDChiefRecruitment@oaklandnet.com](mailto:OPDChiefRecruitment@oaklandnet.com)) and a voicemail box (510-238-3600) to gather input as well.

### **COORDINATION**

The City Administrator's Office is working in partnership with the Mayor's Office to facilitate these events.

### **SUSTAINABLE OPPORTUNITIES**

**Economic:** This report has no economic impacts.

**Environmental:** This report has no environmental impacts.

**Social Equity:** This process gives all communities the opportunity to have their voices heard in regards to the future of the direction of the Oakland Police Department.

### **ACTION REQUESTED OF THE CITY COUNCIL**

Staff Recommends That The Public Safety Committee Accept This Informational Report To Provide An Update On The Police Chief Recruitment And To Gather Feedback From The Public Safety Committee (PSC) And The Public About Desired Qualities In A New Police Chief.

For questions regarding this report, please contact Joe DeVries at (510) 238-3083.

Respectfully submitted,

A handwritten signature in black ink, appearing to read "Joe DeVries", is written over a horizontal line.

JOE DEVRIES  
Assistant to the City Administrator

Attachment (1)

- 1- Oakland Chief of Police Recruitment Community Engagement Brochure

## Recruitment Schedule

Recruitment activity will begin in September and it is anticipated that an appointment will be made in February or March 2017. Below are key milestones leading to the appointment of a Police Chief.

Activity	Tentative Schedule
Community and Stakeholder Outreach Meetings	September – October
Release of Position Profile Brochure / Advertise Position	September
Open Application Period	45 Days
Candidate Screening	November
Selection Process	January 2017

## Take An Online Survey

English:

<https://www.surveymonkey.com/r/OPDchiefsurvey>

Spanish:

<https://www.surveymonkey.com/r/OPDchiefsurveyS>

Chinese:

<https://www.surveymonkey.com/r/OPDchiefsurveyC>

Vietnamese:

<https://www.surveymonkey.com/r/OPDchiefsurveyV>

## Join the Online Conversation

[www.speakupoakland.org](http://www.speakupoakland.org)



# Your Opinion Matters!

# Oakland's Chief of Police



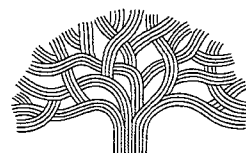
## Contact Us

✉ [OPDChiefRecruitment@oaklandnet.com](mailto:OPDChiefRecruitment@oaklandnet.com)

☎ (510) 238-3600

🌐 [www.oaklandnet.com](http://www.oaklandnet.com)

📍 City Administrator's Office  
Attn: Police Chief Recruitment  
1 Frank H. Ogawa Plaza, 3rd Floor  
Oakland CA 94612



CITY OF OAKLAND



**T**he City of Oakland is launching a nationwide search for a permanent Police Chief of the Oakland Police Department (OPD).

Our goal is to ensure that the best and brightest candidates emerge from the recruitment process. The City will engage the community and OPD staff to maximize stakeholder input. This insight will be used to:

- Help inform the recruiter to find the most qualified pool of candidates.
- Provide the City with community-driven criteria to evaluate the final candidates.
- Give the new Police Chief a roadmap of how the community expects the Police Department to move forward under new leadership.

**Your input will help make this recruitment a success. It is essential that prospective candidates understand the values, standards and needs of the Oakland community.**

There are multiple paths of community and stakeholder engagement, including:

- **Community Meetings**
- **Online Survey**
- **Online Conversation**

The City will consider community input throughout the entire process, right up to the appointment of the new Police Chief.

### Community Meetings

The City will conduct three citywide meetings and two Youth Forums in September 2016. In addition, the City will make presentations on the OPD Police Chief recruitment at several standing meetings as listed below. Oaklanders are encouraged to participate in any of these opportunities:



DATE	TIME	LOCATION
Wednesday, September 7	6:00 p.m.	Community Policing Advisory Board Meeting Eastmont Police Station, 2651 73rd Ave.
Saturday, September 10	12 noon	Youth Community Forum (Lunch Provided) McClymonds High School, 2607 Myrtle St.
Wednesday, September 21	4:00 p.m.	Chinatown Neighborhood Crime Prevention Council <i>in Cantonese</i> Lincoln Recreation Center, 250 10th St.
Monday, September 26	6:30 p.m.	Safety and Services Oversight Committee (Measure Z) City Hall, Hearing Room 1, 1 Frank H. Ogawa Plaza
Tuesday, September 27	6:00 p.m.	Public Safety Committee City Hall, Hearing Room 1, 1 Frank H. Ogawa Plaza
Wednesday, September 28	6:00 p.m.	Citywide Community Forum <i>in Spanish</i> sponsored by the Unity Council & Spanish Speaking Citizens Foundation Fruitvale Village, 3301 E. 12th St.