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2016 JUL -7 PM 2:37

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To: Oakland Public Safety Committee
Chair Desley Brooks
Councilmember Noel Gallo
Councilmember Abel Guillen
Councilmember Dan Kalb

Re: Adopt Recommended Revisions to Police Recruitment and Hiring Policies

Dear Members of the Public Safety Committee,

Over the years, we have often confronted the challenge that our police department contains very few people who live in, or have connections with, the communities of Oakland. In addition, we have under-representation of women, LGBT people, and people of color. These issues have perpetuated a sense of disconnect between our community and police department. Recent scandals have further contributed to the concern that our police hiring and screening is not only failing to adequately recruit people with good community connections, it is also failing to flag and weed out those with problematic attitudes, including disrespect for community and acceptance of sexual misconduct.

In order to strengthen public safety, improve community-police relations, reduce the likelihood of misconduct and improve community trust, it is important to review and make changes to our recruitment and hiring policies to better recruit people who are appropriate to be police officers for Oakland.

To answer this call from many in the community and to increase the number of Oakland officers from, and with respect for, the community, I am proposing that the City of Oakland explore a number of revised recruitment and hiring policy proposals for the Oakland Police Department.

Thank you for your leadership.

Respectfully submitted,

A handwritten signature in black ink, which appears to read "Rebecca Kaplan".

Councilmember At-Large Rebecca Kaplan

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Approved as to Form and Legality

Draft

City Attorney's Office

OAKLAND CITY COUNCIL

Resolution No. _____ C.M.S.

INTRODUCED BY COUNCILMEMBER REBECCA KAPLAN

A RESOLUTION URGING THE ADOPTION OF REVISED RECRUITMENT AND HIRING POLICY PROPOSALS FOR THE OAKLAND POLICE DEPARTMENT

WHEREAS, there has been a lot of national momentum recently galvanized by incidents occurring between law enforcement and the communities they serve; and

WHEREAS, many Oakland leaders and community members have held hearings, town halls, forums and community meetings to address the issue of police accountability and community relations in Oakland; and

WHEREAS, there have been calls for connected and accountable policing in an effort to improve relations between law enforcement, the community and residents; and

WHEREAS, several incidents have increased concerns that recruiting and hiring practices are not successfully screening those with problematic or disrespectful attitudes toward women, the community, and toward sexual misconduct; and

WHEREAS, the past recruiting and hiring practices have resulted in a police department with low numbers of women, people of color, openly-LGBT people, and people from Oakland; and

WHEREAS, the low numbers of women hired by the department can also contribute to perpetuating an environment of disrespect for women; and

WHEREAS, the fact that the overwhelming majority of officers do not live in Oakland can worsen the feeling of disconnect between police and community; and

WHEREAS, one part of a strategy to improve relations is to ensure that Oakland officers reflect the population they serve to create stronger community ties; and

WHEREAS, increasing the number of officers with positive bonds to the communities of Oakland is important to many of our goals, including both crime-fighting and improving community relations; and

WHEREAS, there are a number of barriers in the hiring and recruitment process that has led to many people being barred from employment in the Oakland Police Department; and

WHEREAS, the Oakland Police Department must confront the issue of people being excluded from employment in the department for relationships and acts that are not considered a crime nor would impede one from performing their duties as an officer; and

WHEREAS, many Oakland residents were rejected for employment in the Oakland Police Department at the background check stage late in the hiring process; now, therefore, be it

RESOLVED, that the City Council of Oakland, California hereby Urges the Adoption of New Police Recruitment And Hiring Policies to increase the proportion of new recruits with connections to the community, repair the underrepresentation of women, LGBT people, and people of color, to remove inappropriate grounds for rejection, and screen out applicants with problematic attitudes about appropriate sexual conduct; and;

Be it Further Resolved, that the Oakland City Council requests the Administration review the following proposed changes to hiring and recruitment policies, and Report Back to Council no Later than Fall of 2016 regarding feasibility and potential next steps for implementation of each of the following:

- (1) Prohibit the Use Of Past Marijuana Use As Grounds For rejection;
- (2) Prohibit The Use Of Having Student Loans As Grounds For Rejection;
- (3) Restrict The Use Of Debt As Grounds For Rejection To Those Situations Where Lack Of Income Would Be Solved By Obtaining A Job As A Police Officer;
- (4) To Seek A Goal Of Not Less Than 50% Of New Hires Will Be Among Those Who Do Have Some Connection Or History With Oakland Or Live Or Have Lived In Oakland;
- (5) Request A Review Of Recent Applicants Who Were Rejected At The Background Check Stage To Determine If Any Of Them, Especially Oakland Residents, Were Rejected For Reasons That Might Warrant Reconsideration;

- (6) Expand Outreach And Explore Additional Strategies To Mitigate The Under Representation Of Women, LGBT People, And People Of Color In The Department;
- (7) Report Back To Council On Additional Strategies To Improve Recruitment Screening For Attitude Issues, Including Attitudes About Appropriate Conduct Toward Women and Understanding Of Respecting The Community and Standards Regarding Sexual Misconduct;
- (8) Explore whether the minimum age for applicants should be raised;
- (9) Report back on whether applicants are asked whether they have engaged in sexual conduct with a minor, or with a sex worker, and whether these questions are to be asked going forward;
- (10) Review whether any other factors are disproportionately excluding Oakland residents, people of color, women, or LGBT people.

IN COUNCIL, OAKLAND, CALIFORNIA, _____

PASSED BY THE FOLLOWING VOTE:

AYES - BROOKS, CAMPBELL WASHINGTON, GALLO, GUILLEN, KALB, KAPLAN,
REID AND PRESIDENT GIBSON MCELHANEY

NOES –
ABSENT –
ABSTENTION –

ATTEST:

LATONDA SIMMONS
City Clerk and Clerk of the Council of the City
of Oakland, California