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OAKLAND CITY COUNCIL

Resolution No. _____ C.M.S.

INTRODUCED BY COUNCIL PRESIDENT LYNETTE GIBSON MCELHANEY

RESOLUTION CALLING FOR AN AD-HOC WORKING GROUP ON POLICE RECRUITMENT IN WHICH EACH COUNCIL DISTRICT APPOINTS 1 OR 2 REPRESENTATIVES TO BRAINSTORM IDEAS, DEVELOP STRATEGIES, AND ADDRESS GAPS IN THE OAKLAND POLICE DEPARTMENT'S ABILITY TO RECRUIT AND RETAIN OAKLAND RESIDENTS AND CANDIDATES OF COLOR, AND CALLING FOR STAFF TO RETURN TO THE PUBLIC SAFETY COMMITTEE WITHIN 6 MONTHS WITH RECOMMENDATIONS AND POSSIBLE ACTION.

WHEREAS, many Oakland community members have called upon on the Oakland Police Department to hire more Oakland residents and to hire more racially diverse officers; and

WHEREAS, as of December 31, 2014, only 7% of Oakland Police Department (OPD) sworn officers reside in the City of Oakland, according to the February 2015 OPD Monthly Staffing Report; and

WHEREAS, as of December 31, 2014, the racial breakdown of sworn OPD officers is as follows:

- 41.8% are white
- 18.3% are black
- 12.25% are Asian
- 22.5% are Latino
- And 5.2% identify as Other; and

WHEREAS, while the Oakland Police Department undertakes a thorough outreach and recruitment strategy, few Oakland residents apply and even fewer are accepted into the police academies; and

WHEREAS, the Oakland Municipal Code permits such ad-hoc committees to form in order to conduct City business, as long as they abide by the requirements under the Brown Act; and

WHEREAS, in a spirit of collaboration, the Oakland Police Department is seeking community feedback in order to generate new approaches which will increase the number of Oaklanders applying, being accepted into, and remaining on the Oakland Police force; now, therefore, be it

RESOLVED: that the City Administrator will designate staff to manage the Ad-Hoc Working Group on Oakland Police Recruitment; and

RESOLVED: that each City Councilmember will designate 1 or 2 representatives to participate in the Working Group, including but not limited to faith

leaders, violence prevention leaders, educators, employment and human resource specialists to this ad-hoc working group; and

RESOLVED: the Ad-Hoc Working Group will focus on the following tasks:

- Evaluate gaps in yielding Oakland residents and applicants of color in OPD's current recruitment strategies,
- Develop strategies for recruitment of a more equitable and Oakland-based police force
- Brainstorm a list of places where OPD can share academy information, offer recruiting workshops, or post job opportunities,
- Identify external issues which hinder Oakland residents and people of color to apply to OPD,
- Suggest ways in which the Oakland Police Department can build relationships with institutions that can recommend the Oakland Police Academy to students or job-seekers, as well as to develop a list of potential partners institutions
- And any related discussions; and

RESOLVED: staff and the ad-hoc working group will report to the Public Safety Committee with recommendations, ideas, and analysis within six months.

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