



CITY ATTORNEY'S OFFICE

OAKLAND CITY COUNCIL

RESOLUTION NO. _____ C.M.S.

**RESOLUTION RECOMMENDING TO THE CIVIL SERVICE BOARD
THE EXEMPTION OF THE CLASSIFICATION OF POLICE OFFICER
TRAINEE FROM THE OPERATION OF THE CIVIL SERVICE**

WHEREAS, the existing Police Officer Trainee classification is exempt from civil service since incumbents are part-time employees who are regularly employed for less than one-half the established working hours throughout the year; and

WHEREAS, Oakland City Charter Sections 902(a-e) define specific criteria for classifications that are exempted by Charter from the civil service and Section 902(f) requires that the City Council recommend positions for exemption from Civil Service prior to Civil Service Board approval of such exemption that are not covered by Sections 902(a-e); and

WHEREAS, Oakland City Charter Section 902(d) defines part-time employees as exempted by Charter per the following provision: “Part-time employees who are regularly employed for less than one-half the established working hours throughout the year; or those who are employed in any seasonal employment for not more than 120 days in any consecutive 12 months;” and

WHEREAS, the Oakland Police Department would like to expand the number of hours for the academy program from 900 hours to approximately 1,400 hours to include training on race and equity, emergency vehicle operations, report writing and defensive tactics, and

WHEREAS, expansion of training hours for Trainees would extend the allowable hours beyond “one-half the established working hours throughout the year;” and

WHEREAS, the Oakland Police Department seeks to hire the best qualified Police Officer Trainee candidates in the highly competitive regional, recruitment market for entry-level Police trainee candidates; and

WHEREAS, formally exempting the Police Officer Trainee classification will maintain the classification’s exempt, “at-will” status; and

WHEREAS, Police Officer Trainee incumbents remain at-will until they successfully complete all aspects of the expanded Oakland Police Academy and are appointed to the classified Police Officer classification to serve the required 12 months of probation; now, therefore, be it

RESOLVED: That the City Council of Oakland hereby recommends to the Civil Service Board that the classification of Police Officer Trainee be exempted from the requirements of civil service; and be it

FURTHER RESOLVED: That the Civil Service Board is hereby requested to approve such exemption.

IN COUNCIL, OAKLAND, CALIFORNIA,

PASSED BY THE FOLLOWING VOTE:

AYES - FIFE, GALLO, KALB, KAPLAN, REID, TAYLOR, THAO AND
PRESIDENT FORTUNATO BAS

NOES –

ABSENT –

ABSTENTION –

ATTEST: _____

ASHA REED
City Clerk and Clerk of the Council of the
City of Oakland, California