#	Policy Directive	Purpose	Department Responsible	Lead CAO Staff	Status	Status Detail
1	Instill Equity in the Budgeting Process	The City Administrator shall work with the Department of Race and Equity and the City Council to review past practices in creating budget documents and incorporate these goals into our next biennial budget processes. This includes addressing the distribution of city resources to flatlands neighborhoods in the Fruitvale, Central, East and West Oakland, as well as Central Oakland neighborhoods including Chinatown, Eastlake/ Little Saigon, San Antonio, Allendale, and Fairfax.	Responsive, Trustworthy Government	Finance	Completed	Budget coordinated with DRE and established new budgeting equity process. Budget & DRE staff initiated post-budget debrief meetings with Directors and Fiscal Staff.
2	Direct Community Grants	Direct City Administration to create a process for making direct community grants for Council consideration by April 2022. This process shall ensure alignment with Council priorities and evaluation for the allocation of future grant resources directly by Council.	Responsive, Trustworthy Government	Finance	Completed	Staff submitted an informational report on April 19, 2022 (https://oakland.legistar.com/LegislationDetail.aspx?ID =5537838&GUID=C667CF45-7C78-4CBB-8846-294F9B2346B8&Options=ID Text &Search=direct+community+grants). Staff is working on implementing the recommended process for the Fiscal Year 2023-2025 Biennial Budget.

#	Policy Directive	Purpose	Department Responsible	Lead CAO Staff	Status	Status Detail
3	Other Funding for Preservation and Development of Affordable Housing and Homelessness	To the extent that additional federal and state funds becomes available for affordable housing and homelessness solutions, the City shall prioritize the following: Homekey - Acquisition and rehabilitation of buildings to be used to provide housing for Oakland's homeless population and those at risk of homelessness along with necessary services for those in need. Permanent Affordability Program - Replenish the Acquisition and Conversion to Affordable Housing (ACAH) Fund to \$12 Million to help with acquiring and rehabbing community land trust housing and limited equity coops as permanent affordable housing, as funding allows. Interim Housing Interventions - Capital and Operating funds for creating interim housing interventions for our homeless residents in each council district, prioritizing use of public land, along with necessary services for those in need. Affordable Housing Construction NOFAs - Additional funding to leverage available tax credits and help finance new affordable housing.	Affordable Housing and Homelessness Solutions	Housing & Community Development	Completed	Per the 2021-2023 HCD Strategic Action Plan (https://cao-94612.s3.amazonaws.com/documents/HCD.final.21-21Strategic-Plan.pdf), accepted by Council on June 1, 2021, HCD has established a three-pronged approach to supporting the housing needs fo Oakland residents, focusing on 1) Protection for renters and homeowners, 2) Preservation of existing housing resources, and 3) Production of new affordable units. HCD's programs fall within this rubric, and are described in detail in the Plan.
4	· ·	In coordination with the Oakland Unified School District, direct City Administration to allocate at least \$5 million of state affordable housing funding for the development of the Career Technical Education Hub at 1025 2nd Avenue, Oakland, for TAY Housing, which is a partnership with the Oakland Unified School District and will house approximately 100-150 TAY in this safe and neutral location.	Affordable Housing and Homelessness Solutions	HSD	Superceded	HHAP funds received; however, not an eligible use. Therefore, superceded by FY 22-23 item 10

#	Policy Directive	Purpose	Department Responsible	Lead CAO Staff	Status	Status Detail
5	Policy Changes to Increase the Impact and Feasibility of Occupied Acquisition- Rehab	contract compliance, and operations for acquiring	Homelessness Solutions	Housing & Community Development	Completed	Policy changes accomplished by having established the Aquisition and Converstion to Affordable Housing Program. See Resolution Nos. 87876 (http://oakland.legistar.com/gateway.aspx?M=F&ID=67 e0f68d-3c66-4371-a5e0-1a4ea7b2d830.pdf), and 87981 (http://oakland.legistar.com/gateway.aspx?M=F&ID=44 64de19-3a40-4058-950e-17bb6ae41707.pdf).
6	Rent Adjustment Program (RAP) and Rental Registry	consideration no later than May 2022 to create a	Homelessness Solutions	Housing & Community Development	Completed	Council passed Rent Registry Ordinance on 6/21/22 (https://oakland.legistar.com/LegislationDetail.aspx?ID =5640539&GUID=8BE40DF3-8E9B-4786-B540-B723946EF934&Options=&Search=). HCD RAP staff are working with IT consultant to create the registry platform, and conducting outreach.

#	Policy Directive	Purpose	Department Responsible	Lead CAO Staff	Status	Status Detail
7	the	Direct City Administration to establish a Homelessness and Encampment Management Response Task Force, comprised of Human Services, Public Works, Transportation, Planning and Building, Fire, Police, Housing & Community Development, Animal Services, and other necessary external agencies and organizations, directed by the Homlessness Administrator, to develop comprehensive strategies, standardized operations, and services (including but not limited to established interventions providing outreach, human services, safety, sanitation, trash, traffic, infrastructure use, etc.) in response to the conditions of homelessness in the City rights of way.	Housing and Homelessness Solutions	City Administrator	Completed	Interdepartmental task force created per Council Direction.
8	Independent Audit of Police Department	Direct City Administration to work with the Council President and Public Safety Committee Chair to commission an independent, comprehensive audit of the Police Department, which would be overseen by the Police Commission's Inspector General for completion by December 2022.	,	Police Commission / Inspector General	Superceded	Superceded by FY22-23 Directive 17.

#	Policy Directive	Purpose	Department Responsible	Lead CAO Staff	Status	Status Detail
9	Police Department Calls for Service	Direct City Administration to present recommendations and a work plan for Council consideration by April 2022 for the additional transfer of certain categories of non-violent, non-criminal calls for service from the Police Department to alternative first responders, including the Fire Department, Department of Transportation, Violence Prevention, Public Works, etc., for effectuation by July 2022. For the Dept. of Transportation, this should include an analysis of the towing contract currently administered by the Police Department and the nine (9) traffic-related calls in the following list provided to the Reimagining Public Safety Task Force. This should also include an interdepartmental Abandoned Auto strategy task force including the Oakland Police Department, the Department of Transportation, and other departments as appropriate, plus at least two City Council offices, to engage in community outreach and develop near-term and long-term strategies that can make a tangible difference for Oakland residents plagued with incessant abandoned autos and long wait times for abandoned auto removal.	Public Safety and Violence Prevention	City Administrator	Superceded	Superceded by FY22-23 Directive 18.
10	Police Department Academies	Receive an informational report by October 2021 including, but not limited to, demographics, graduation rates, retention rates, outreach efforts, and recommendations for improvement to address the 44.7% completion rate of the Police Department Academies. This may include Recommendation 37 from the Reimagining Public Safety Task Force, which creates a collaborative and multidisciplinary approach to crisis response using cross functional teams.	and Violence Prevention	Police	Completed	Item heard at September 14, 2021 Public Safety Committee (https://oakland.legistar.com/LegislationDetail.aspx?ID =5014871&GUID=1C2B39CF-9018-43F4-824E- C08619F823FC).

#	Policy Directive	Purpose	Department Responsible	Lead CAO Staff	Status	Status Detail
11	Second Phase of	Direct City Administration to work with the	Public Safety	City	Superceded	Superceded by FY22-23 Directive 19.
	Reimagining	Council President and Public Safety Chair to hire a	and Violence	Administrator		
	Public Safety to	consultant with expertise on the criminal legal	Prevention			
	Include	system, to facilitate the second phase of				
	Restructuring of	Reimagining Public Safety in Oakland, with the				
	Police	goal of restructuring the Police Department to				
	Department to	focus on serious and violent crime by				
	Focus on Serious	operationalizing the shifting of resources from				
	and Violent	enforcement and punishment to prevention,				
	Crime	wellness and alternative responses for integration				
		in the fiscal year 2023 2025 budget. This includes				
		raising additional private funds if needed. The				
		process shall be community-led, transparent,				
		trauma-informed, and include the following				
		priorities:				
11a	Increase	Analyze possible increase in civilian personnel	Public Safety	Police	Superceded	Superceded by FY22-23 Directive 18.
	Capacity to	assigned to investigations and other specialized	and Violence			
	Investigate and	units (including possible new classifications) and	Prevention			
	Solve Crimes	concomitant decrease in assigned sworn officers				
	and Produce	in the following units/positions for greater				
	Higher	effectiveness and cost savings:				
	Clearance	Evidence Unit				
	Rates on	Property Evidence Specialist Unit				
	Homicides,	Sex Registrants and ID Section				
	Missing Persons,	Patrol Desk in the Police Administration Building				
	and Other	Patrol Desk at the Eastmont Substation				
	Serious Crimes	Supervision of the Homeless Outreach Unit				
	by Restructuring	Internal Affairs Division				
	Investigations	Transportation Lot				
	Units	911 Call Center				
		Traffic Enforcement				

#	Policy Directive	Purpose	Department Responsible	Lead CAO Staff	Status	Status Detail
11b	Level and Non Violent Calls for Service from the Police	Provide detailed analysis and recommendations for operationalizing the removal of low-level, non-violent calls for service from the Police Department's responsibilities and options for an alternative response. Low-level, non-violent calls for service include what the Police Department classifies as "Administrative, Animal-related, Homeless, Mental Health, Noise-related, Ambulance Requested, and Other."	Public Safety and Violence Prevention	City Administrator	Superceded	Superceded by FY22-23 Directive 18.
12	Effective Alternate Response System as First	Prioritize available state and other funding for alternative response systems, including funding through Assembly Bill 988, which creates a new three-digit phone line for suicide prevention and immediate, localized emergency response for individuals in mental health crisis by trained mental health professionals, as well as available federal matching, the CRISIS Act funding for community based organizations, and in partnership with Alameda County.	Public Safety and Violence Prevention	Fire	Completed	In March 2021, MACRO was established by Resolution No. 88553. (https://oakland.legistar.com/LegislationDetail.aspx?ID =4835421&GUID=E42DF8B5-6DF4-4FC9-A8E4-08A4FA35F62B&Options=&Search=) In February 2022, the City Council adopted Resolutiuon No. 89009, formally accepting a state grant of \$10,000,000 to go into the City of Oakland General Fund where it will be disbursed to the MACRO program. (https://oakland.legistar.com/LegislationDetail.aspx?ID =5378282&GUID=93CE043E-A92D-46A2-98D4-8DCDA4F78159&Options=&Search=) The Department continues to seek grant funding opportunities to support MACRO.

#	Policy Directive	Purpose	Department Responsible	Lead CAO Staff	Status	Status Detail
	for MACRO	Direct City Administration to work with the City Council to develop the structure of a MACRO Advisory Board for the purpose of serving as an advisory partner to the Oakland Fire Department in developing the MACRO civilian crisis response.	Public Safety and Violence Prevention	Fire	Completed	The MACRO Advisory Board has been established. Please see this link with biographies of the selected members: https://www.oaklandca.gov/documents/community-advisory-board-biographies.
13	Violence Prevention (DVP) Alternative	Direct DVP via the City Administration to return to Council with recommendations for an RFQ by October 30, 2021 with a proposed set of strategies and spending plan for the additional funds allocated to the DVP through this Budget that is sustainable for the 3 year spending cycle.	•	Violence Prevention	Completed	Approved by Council on 7/26/21. (https://oakland.legistar.com/LegislationDetail.aspx?ID =5065137&GUID=8AD0EFD8-048D-4348-BE6B-B5658AAE5071)

#	Policy Directive	Purpose	Department Responsible	Lead CAO Staff	Status	Status Detail
14	Internal Affairs	,	and Violence	Police Commission / CPRA	Superceded	Superceded by FY22-23 Directive "Internal Affairs to CPRA".
15	Design (CPTED)	Direct City Administration to prioritize implementation of recommendations from CPTED analysis, particularly in flatlands neighborhoods, business corridors and beats with high rates of serious and violent crimes, and provide an informational report to Council by December 2021 on these efforts. This is in alignment with Recommendations #78 and #79 from the Reimagining Public Safety Task Force. This includes improved lighting, traffic calming and other environmental design. Where these measures would help deter crime and promote community safety, they should be expedited. Examples of CPTED and traffic calming measures to analyze include, but are not limited to: (D7) intersection of 101st Ave and International Blvd and (D2) E 15th St between 15th Ave and 23rd Ave where human trafficking occurs.	Public Safety and Violence Prevention	City Administrator	Completed	The Neighborhood Services Division Staff continue to conduct CPTED studies at locations identified as priority and OakDOT is utilizing the Violence Prevention Traffic Fund to support CPTED Projects in priority NEST locations including International Blvd, East 15th Street, and in Downtown's entertainment district after a series of shootings in 2022. CPTED analysis continues and included traffic calming measures occurred at E 15th St between 15th Ave and 23rd Ave where human trafficking occurs.

#	Policy Directive	Purpose	Department Responsible	Lead CAO Staff	Status	Status Detail
16	y Preparedness	Direct City Administration to conduct extensive outreach and recruitment to residents in underrepresented communities and areas that are at high wildfire risk for Oakland's Community Emergency Response Team (CERT) training program.	Public Safety and Violence Prevention	Fire	Completed	EMSD developed and implemented the following training and exercise plans including at two (2) full-scale exercises, two (2) tabletop exercises, six (6) Emergency Operations Center Trainings, (10) CERT training events, (4) Personnel Emergency Preparedness Training Events, and (11) Emergency Respite Center Series trainings with at 398 members of the public participating, which included three (3) Adult CERT, one (1) CityCERT, one (1) CiviCorps two(2) instructor courses, and three (3) Teen CERT cohorts. This is the first time Oakland has offered TEEN CERT events. EMSD conducted 57 Community Outreach events with 947 direct engagements in underrepresented communities and areas that are at high wildfire risk. EMSD held community meetings/training with the a high volument of neighborhoods/organizations active in the Council Directed Area
17*	Vegetation	Direct City Administration to work with City	Holistic	City	Completed	OFD expects the final Vegetation Managment Plan
	_	Council on preparing a Wildfire Assessment ballot	Community	Administrator	•	(VMP) to be presented to the City Council for adoption
	ildfire	measure for voter consideration to help ensure	Safety			in May 2024 and staff are drafting a WPAD that will
	Prevention	that the City of Oakland can be best prepared to				fund the annual cost of the VMP based on current
		reduce the risk of wildfires in our city.				expenditires and new costs identified in the VMP for the
						expanded work.

#	Policy Directive	Purpose	Department Responsible	Lead CAO Staff	Status	Status Detail
18*	Youth and Families Department	and provide feasible options and timeline for the	and Violence Prevention	City Administrator	Delayed	Creation of the Children, Youth and Family Department was included in the Mayor's Budget Proposal for FY 2023-25 but was delayed.
19	Support Small Businesses with Re-Opening		Vibrant Community	Economic & Workforce Development	Completed	Revised criteria for Façade and Tenant Improvement Program (FTIP) approved by City Council on June 7, 2022 through Resolution 89239 CMS. Updated FTIP program application window launched December 1, 2022. https://oakland.legistar.com/LegislationDetail.aspx?ID= 5538350&GUID=C65745F4-49BD-4F06-815C-79B98AF59580.

#	Policy Directive	Purpose	Department Responsible	Lead CAO Staff	Status	Status Detail
20*	Department of Workplace and Employment Standards (DWES) Staffing to Enforce Worker Protections	Direct City Administration to present a staff report and ordinance to Council no later than May 2022 for consideration of the creation of new classifications, or amending existing classifications, for the positions tasked with enforcing the City's Minimum Wage Ordinance, Worker retention at Large-Scale Hospitality Ordinance, Hotel Minimum Wage and Working Conditions Ordinance, the Emergency Paid Sick Leave Ordinance, the Worker Retention Ordinance, Local Employment Program, 15% Apprenticeship Requirement, any other laws under the purview of the Workplace Standards Enforcement Division of DWES.	Good Jobs and Vibrant Community	Workplace and Employment Standards	Delayed	DWES and Human Resources are working on creating a new job classification that covers DWES's work enforcing Citywide labor laws with private sector employers that operate in the City. The Contract Compliance Officer series of job classifications that is used for enforcing the L/SLBE Program, the Local Employment/Apprenticeship Program, Living Wage, and Prevailing Wage is a mismatch with this work as there are no contracts to assess for compliance in a Citywide labor complaint investigation. The core competencies for investigations and building legal cases for prosecution include: investigative methods, assessing validity of document-based evidence and witness testimony, and ability to analyze large amounts of data. DWES is also working with Human Resources to modernize the Contract Compliance Officer series of job classifications that have not been updated in decades. The target date for finalizing the new job classification and updated Contract Compliance Officer job classification series is by the start of the new fiscal year.
21	Cultural Affairs programs	Direct Cultural Affairs Division via the City Administration to return to Council with recommendations for distribution of program funds by October 31, 2021 with engagement of the Cultural Affairs Commission and the division's Funding Advisory Committee and consideration of Council guidance to focus on flatlands neighborhoods below 580 (including East Oakland, West Oakland, Fruitvale, Chinatown, Little Saigon/Eastlake, San Antonio, Laurel, Brookdale) with equitable distribution across Council Districts.		Economic & Workforce Development	Completed	Cultural Affairs launched a new category of cultural funding grants for Festivals in the fall of 2021, and expended all of the \$500k in new GPF funds allocated in the FY 21-22 budget with a focus on equitable distribution as approved by Council. (https://oakland.legistar.com/LegislationDetail.aspx?ID =5196416&GUID=29FA90D7-4BCF-43A0-B470-6DE08DEB7C72)

#	Policy Directive	Purpose	Department Responsible	Lead CAO Staff	Status	Status Detail
22	Parks	Direct OPRYD via the City Administration to collaborate with neighborhood community groups to maximize programming to activate and utilize parks by creating community-based partnerships at Oakland's parks and rec centers. Prior to the re opening of the San Antonio and Brookdale Recreation Centers, OPRYD shall engage community groups in the neighborhood around programming.	Vibrant Community	Parks, Recreation & Youth Development	Completed	Center Director hired at both San Antonio and Brookdale rec centers to coordinate with community groups. Extensive community engagement conducted during SAP Master Plan process. Collaborative presentation at Nov. 2022 PRAC-item passed; expected to Council 2023 (https://www.oaklandca.gov/projects/sanantoniopark) Brookdale community engagement led by Center Director to develop programs 2021-22. Brookdale center capital project includes Master Plan & community engagement process expected to begin 2023; constructions est 2027.
23	Infrastructure Bond Ballot Measure	Direct City Administration to conduct analysis and community engagement regarding a possible new Infrastructure Bond ballot measure in 2022 for public infrastructure and affordable housing.	•	City Administrator	Completed	Measure U passed. (https://oakland.legistar.com/LegislationDetail.aspx?ID =5702686&GUID=503A10B7-417B-44A6-9D8B-B57BDA7D5683&Options=ID Text &Search=infrastruct ure+bond)

#	Policy Directive	Purpose	Department Responsible	Lead CAO Staff	Status	Status Detail
24*	and Other Programs to Promote	In partnership with Alameda County, invest resources into healthier communities by supporting abatement of lead, asbestos, and other negative environmental factors in homes and neighborhoods.	Clean, Healthy, Sustainable Neighborhoods	City Administrator	In Progress	HCD issued an RFP in 2024 and entered into a PSA with Green Healthy Homes Institute (GHHI) on the design of an Equitable Lead Hazards Abatement Program (ELHAP) for \$166,605 from 9/13/2024 to 9/13/2026. To date, GHHI has completed the following: • Asset and Gap Analysis (Available if needed): This analysis involved interviews with a broad range of
						stakeholders, including the County of Alameda, community organizations, HCD staff, and others. It reviews community needs based on the Race and Equity Impact Analysis (REIA – also available if needed), examines existing resources for lead poisoning prevention efforts, and outlines a regulatory framework and funding overview.
						• Program Design Framework: A draft of the program design framework for the lead abatement program has been received. GHHI is continuing to refine recommendations for an equity-informed program design, which is expected to be submitted to HCD by the end of March, 2025.
						 Community Engagement Plan: Meetings with community members are scheduled for April, May, and June. Additionally, an in-depth briefing for CAO and DRE will be scheduled in early April to discuss the plan. Final Program Design Guidelines: GHHI anticipates issuing the final guidelines in June 2025 and will

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25	Lake Merritt and City Parks	Extend current Lake operations through November 28, 2021. Direct City Administrator to work with the interdepartmental Lake Working Group with stakeholder input, to develop a plan and timeline for phasing out City Department Teams and phasing in Parks Ambassadors and other alternatives to address safety and community at Lake Merritt. This plan shall also include follow up from the May 25, 2021 joint meeting of the Life Enrichment Committee, Parks & Recreation Advisory Commission and Cultural Affairs Commission to develop programming across the City in our parks and public spaces with accessible permitting and marketing, and to develop community agreements for our parks and public spaces with plans for implementation such as parks/community ambassadors and event monitors.	Sustainable Neighborhoods	City Administrator	Completed	Additional funding was provided to cover lake operations through November 2022. Also, the Council adopted the Lake Merritt Parking Management Plan which will generate 1-1.5 million annually with portions allocated for ongoing lake management including the items identified by Council.
26	Impact Fees	Direct City Administration to present an analysis and options for consideration to pre-allocate a portion of assessed Affordable Housing and Jobs/Housing Impact Fees to pending affordable housing projects before the funds are collected by the City to help provide needed funds for affordable housing construction. This report shall be presented to the Council for consideration no later than September 2021.	Housing and Homelessness Solutions	Finance/ Planning & Building	Completed	Considered and discussed with the Impact Fees Phase 2: Development Feasibility Analysis And Housing Strategy Study, which was received and filed December 2024 (https://oakland.legistar.com/MeetingDetail.aspx?ID=1 244590&GUID=451F42E1-22E8-4685-96C6-DC2A27C55DDC&Options=&Search=).

#	Policy Directive	Purpose	Department Responsible	Lead CAO Staff	Status	Status Detail
27	Improvement Programs	Because the current upfront payment structure inhibits participation by less capitalized businesses, the City Administration/Economic and Workforce Development Dept shall develop a plan to retool current and future Façade Improvement Programs to reduce or eliminate the burden of up-front payment for property owners and business owners.	Sustainable	Economic & Workforce Development	Completed	Revised criteria for Façade and Tenant Improvement Program (FTIP) approved by City Council on June 7, 2022 through Resolution 89239 CMS. Updated FTIP program application window launched December 1, 2022. (www.Oaklandca.gov/FTIP)
28	City Hall East	Whereby City Services Are Made Available To Oakland Residents From A Satellite Location	Trustworthy Government;	City Administration (lead), EWD, OPW, PBD, ITD	Completed	Heard by City Council on 12/6/22. (https://oakland.legistar.com/LegislationDetail.aspx?ID =5848056&GUID=E26A3C78-A545-4033-84F8-2F346D20A554). Community outreach with partners in the area yielded a mild response to the idea. This project is administratively canceled due to budgetary constraints.

^{*}This item was updated in March 2025 since the last status provided to the Finance and Management Committee in September 2024.