




AGENDA REPORT

TO: Edward D. Reiskin
City Administrator

FROM: Ian Appleyard
HRM Director

SUBJECT: Resolution Recommending Exemption
Of The Classification Of Police Officer
Trainee From The Operation Of The
Civil Service

DATE: April 5, 2021

City Administrator Approval 

Date: Apr 15, 2021

RECOMMENDATION

Staff Recommends That The City Council Adopt A Resolution Recommending To The Civil Service Board The Exemption Of The Classification Of Police Officer Trainee From The Operation Of The Civil Service.

EXECUTIVE SUMMARY

Adoption of the proposed Resolution will ensure accuracy of the City's classification plan with the Salary Schedule. This Resolution seeking exemption of the existing classification of Police Officer Trainee from the operation of the civil service will ensure compliance with Civil Service Board and City Council policies. The proposed Resolution is related to a classification that is allocated in the Oakland Police Department.

BACKGROUND / LEGISLATIVE HISTORY

The existing Salary Ordinance (Ordinance No. 12187 C.M.S.) establishes salaries as well as other terms and conditions of City employment including the classification titles and bargaining unit designation of positions. The Ordinance is amended from time to time to accommodate the City's evolving classification needs. Pursuant to the Personnel Manual (Civil Service Rules), Section 3.04, components of the City's Classification Plan shall be administered and maintained by the Personnel Director with the approval of the Civil Service Board. In this case, the Ordinance contains accurate information, but a Resolution must be processed to ensure that the information contained in the Ordinance remains accurate and in compliance with governing policy.

As applicable regulations or departmental operations change, staff in Human Resources Management (HRM) periodically consults with departments regarding classification needs. Many such changes require HRM to initiate classification actions. The proposed Resolution accompanying this report is intended to address the civil service status of the existing Police Officer Trainee classification by seeking formal exemption from the operation of the civil service.

City Council
May 4, 2021

ANALYSIS AND POLICY ALTERNATIVES

The proposed action is recommended to enable the Police Officer Trainee classification to maintain its exemption from the Civil Service system while expanding the academy training requirements for incumbents. Under current rules, the Police Officer Trainee classification is exempt because the hours worked are under 960 per fiscal year. This resolution will allow OPD to expand hours and require additional training on subjects that include race and equity, emergency vehicle operations, report writing and defensive tactics. This change will be reflected accurately in the Salary Schedule of the Salary Ordinance. The proposal was shared with the Oakland Police Officers' Association who raised no objections.

Exemption Resolution – One existing classification involves a proposed modification to the City's Classification Plan:

The proposed resolution will not impact the rigorous application, testing and screening process for Police Officer Trainee candidates. It also will not impact the formal 12-month probationary period Police Officers are required to serve once a candidate successfully completes the training academy.

Under this resolution, the Police Officer Trainee classification will be exempted from the Civil Service under Section 902 (f) instead of Section 902 (d) of the City of Oakland Charter. Section 9.02(f) provides that positions may be exempted if recommended by City Council and approved by the Civil Service Board.

This change will also provide the City of Oakland with a competitive advantage in a marketplace where there is a high demand for qualified and diverse Police Officer Trainee candidates. The department will be able to pre-hire the most desirable candidates and utilize them in administrative capacities rather than allow another agency to hire them before an Oakland Academy can begin. It will allow academy classes to be filled to capacity, which is a more efficient use of City resources.

The classification is unrepresented, but discussions took place with the Oakland Police Officers' Association (OPOA) in January 2021. OPOA supported this change. The request to exempt the Police Officer Trainee classification under Section 9.02(f) will be scheduled for the next g Civil Service Board meeting after this resolution is adopted.

FISCAL IMPACT

Adoption of the proposed Resolution will not directly affect the budget. However, there may be additional benefits and retirement contribution costs for Police Officer Trainees who remain in the classification for more than nine hundred-sixty (960) hours in a fiscal year. The Oakland Police Department can work with the Budget Bureau to identify and allocate appropriate funding to account for this slight cost increase as it applies to certain, affected employees.

PUBLIC OUTREACH / INTEREST

No public outreach was deemed necessary other than the required posting on the City's website.

COORDINATION

Human Resources Management coordinated with the Oakland Police Department regarding the proposed modification. The affected union was provided notice, given an opportunity to discuss the proposed changes, and had their input incorporated, when possible.

Public notices regarding the Civil Service Board actions to exempt classifications from the operation of the civil service are posted pursuant to the provisions of the California Brown Act and City of Oakland Sunshine Ordinance.

Additionally, the preparation of this report was coordinated with HRM, City Attorney's Office, and Finance Department Budget Bureau.

SUSTAINABLE OPPORTUNITIES

Economic: There are no economic opportunities associated with this report.

Environmental: There are no environmental opportunities associated with this report.

Race & Equity: There are no social equity opportunities associated with this report.

ACTION REQUESTED OF THE CITY COUNCIL

Staff Recommends That The City Council Adopt A Resolution Recommending To The Civil Service Board The Exemption Of The Classification Of Police Officer Trainee From The Operation Of The Civil Service.

For questions regarding this report, please contact Ian Appleyard, Director of Human Resources Management, at (510) 238-6450.

Respectfully submitted,



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