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CITY OF OAKLAND



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June 17, 2010

Oakland City Council
Oakland, California

President Brunner and Members of the City Council:

RE: Supplemental Report for the Annual Status Report on Implementation of the Equal Access to Services Ordinance

This supplemental is intended to clarify information in the Attachment B spreadsheets accompanying the Equal Access report. What follows is simply a comment of the numerical presentation and is not a policy conclusion or recommendation.

In the top row there are columns listed as SP Need and CH Need. These imply that there is a need for an additional 85.43 Spanish-speaking and 47.21 Chinese-speaking employees city-wide in order to comply with the ordinance. This may not be the appropriate interpretation of these numbers.

First, the vast majority of the listed "need" is in Police (71.31 of 85.43 Spanish) and Fire (41.86 of 47.21 Chinese). These Departments present special issues as sworn staff is assigned primarily based on seniority preference and not assigned to specific areas of the City based on ethnicity or language background. As such, selective certification of new hires in those Departments would not necessarily lead to better language access in specific communities. Also, both Departments have special translation capabilities for a wide array of languages, and not just for Spanish and Chinese.

Second, the "need" figures in the spreadsheet are calculated by adding together the "need" calculations for sub-units of the various Departments and Agencies and not for the Department or Agency as a whole. These calculations give no credit for greater numbers of bi-lingual

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Finance & Management Committee
June 22, 2010

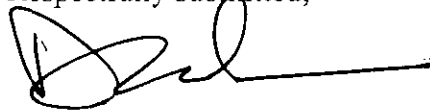
employees than the “need” would imply in some sub-units, while accentuating the “need” in others.

For example, of the non-Police and Fire “need” listed in the spreadsheet (14.12 in Spanish; 5.35 in Chinese), over a third is in CEDA (5.04 Spanish, 2.12 Chinese). CEDA-wide, however, there is no “need”; rather there is a surplus of both Spanish- and Chinese-speaking staff: there are 23 Spanish-speaking PCPs (an “excess” of 3.74 over the goal of 19.26); and 11 Chinese-speaking PCPs (an excess of 3.64 over the goal of 7.38). This is the case in other Departments as well.

Third, calculations of “need” made City-wide, rather than based on the sub-units of Departments and Agencies, indicate the “need” is much less: 36.21 for Spanish (rather than 85.43) and 30.71 for Chinese (rather than 47.21). On this basis, excluding Police and Fire, City-wide, there would be no additional “need”.

I want to reiterate that this supplemental is a methodological comment on how “need” was calculated in Attachment B and is not a policy conclusion or recommendation.

Respectfully submitted,



Dan Lindheim
City Administrator