




AGENDA REPORT

TO: Edward D. Reiskin
City Administrator

FROM: LeRonne L. Armstrong,
Chief of Police, Oakland
Police Department

SUBJECT: SUPPLEMENTAL – OPD NSA Status
Update

DATE: December 28, 2022

City Administrator Approval 

Date: Jan 4, 2023

RECOMMENDATION

Staff Recommends That The City Council Receive An Informational Report From Oakland Police Department (OPD) On OPD’s Progress Toward Compliance With The Negotiated Settlement Agreement (NSA) In The Case Of Delphine Allen, Et Al., V. City Of Oakland, Et Al.

REASON FOR SUPPLEMENTAL

At the [December 12, 2022 Public Safety Committee Meeting](#), Councilmembers Gallo and Kaplan requested additional information be provided regarding this report. Here is the information in response to the requests for additional information.

A. Cost of the OPD Negotiated Settlement Agreement (NSA) oversight

The cost of NSA oversight, including payments made through the Court to Warshaw and Associates and Swanson and McNamara for monitor and compliance director work, as well as payments to plaintiff’s counsel Jim Chanin, totals on average approximately \$1 million annually.

The total annual numbers from 2019 through YTD 2022 are provided in **Table A** below:

Table A: NSA Oversight Annual Cost: 2019-Dec. 27, 2022*

2019	2020	2021	YTD 2022 (Dec. 22, 2022)
\$1,103,658	\$1,129,193	\$1,004,196	\$812,131

*Includes payments to Warshaw and Associates, and Swanson and McNamara for Monitor and Compliance Director services; and Jim Chanin, plaintiffs’ counsel. Does not include City staff salaries. Rounded to nearest dollar.

B. Implementation plan improving recruitment processes within OPD to include more diversity and hiring of more Oakland residents

1. Who OPD is hiring?

The best qualified candidates available who share the City of Oakland's values and vision.

Minimum qualifications for the Police Officer Trainee position are as follows:

Education: Diploma from an accredited U.S. high school or G.E.D. certificate.

Age: Candidates must be 21 years of age upon graduation from the academy, which is six months in duration.

Driver's License: Candidates must possess and maintain a valid Driver's License to operate an automobile at the time of application.

Criminal Record: Candidates may not have any felony convictions or other misdemeanor convictions that would prevent carrying a firearm.

Citizenship: Candidates must be U.S. citizens or permanent residents who are eligible for and have applied for U.S. citizenship.

2. How is OPD hiring?

Oakland Police Department (OPD) staff attends seminars and training on a regular basis to stay abreast of current recruiting and retention strategies. Staff has implemented the best practice recruiting methods. OPD advertises via social media, attends recruiting events as often as possible, and relies on personal referrals. OPD is working with the Economic Workforce Development Agency, which funded ten Police Cadet positions for high school and college students in the city of Oakland. OPD advertises and recruits with Campus Pride and LGBT Connect, to online platforms, to ensure a healthy and diverse candidate pool. OPD has created a recruitment video that is Oakland-centric and focuses on recruiting local people of diverse backgrounds with a special emphasis on women. OPD has expanded its efforts to target former members of the Armed Forces and staff attend Affinity-based events to help increase our presence within the Community with a goal of increasing the diversity of our candidate pool.

OPDs retention strategies include increased training which reinforces an employee's sense of value and helps sworn and professional staff build their skillset, leading to an engaged and capable workforce. OPD has also instituted a mentoring program, which pairs a less experienced individual with someone with more experience. OPD has improved communication up and down the organization, which is important to help employees feel involved and valued. When sworn and professional staff feel valued, they are more engaged and committed to the organization.

3. What is OPD doing to hire those who are committed to Oakland and reflect the local community?

- Conduct continuous testing cycles every three to four weeks. During the cycle, staff has multiple contacts with candidates. The candidates are asked to explain their

Oakland connection and motivation to become a police officer. Community members are invited to participate in oral exam panels and provide input prior to candidates moving forward in the process.

- Host monthly Zoom meetings. Attendees are provided with information on the hiring process, life in the police academy, expectations of an Oakland recruit, and the impact on family.
- Host twice monthly Physical Training Workshops. This is another opportunity for OPD staff to speak with candidates and gauge commitment to Oakland and the hiring process.
- Host monthly Oral Board Workshops. Candidates speak directly to an Oakland Recruiting & Background Unit staff member. The workshop assists candidates with preparing for the Oral Board Interview. Staff explains what OPD and the community are looking for in an OPD candidate.
- Host a monthly Practice Physical Ability Test. It is designed to help prepare recruits who are planning to take the Physical Ability Test. Staff can gauge a candidate's Physical Ability commitment to the Oakland hiring process.
- Staff attends as many Oakland/Bay Area community events as possible. The purpose is to recruit people who work, go to school, and live in Oakland.
- OPD offers a mentorship program for local candidates that face challenges and need additional support.
- Attend recruiting events at Travis Air Force Base, Coast Guard Island, and San Diego Naval Base.
- Post daily on Instagram, Facebook, and Twitter.
- Advertise targeting Alameda and Contra Costa Counties.
- Advertise on local radio (95.7 The Game).
- Distribute flyers and brochures advertising Police Officer, Police Cadet and Dispatcher positions. Flyers equipped with a QR code for immediate access to the application process.
- Partnered with Interview Now which facilitates a text message process. Candidates can receive information via text on how to apply for a position with OPD via text message.
- OPD has partnered with Merritt College to provide testing and accessibility to recruiters. The Department currently holds its Physical Agility Test on the Merritt College campus and works with the Merritt College Criminal Justice staff to hold the written test on campus. The Department is also working with Merritt College to become more involved in the Administration of Justice Law Enforcement Pre-Academy, which offers a unique opportunity to get the hands-on training needed for the rigorous police academy required for all police applicants as well as the knowledge to pass the certification test.

4. What is OPD doing to hire AA, women, LGBTQ communities?

- Attended/Organized the following items geared towards the LGBTQ community:
 - a. Advertised with Campus Pride (works to directly connect young adults with LGBTQ friendly and inclusive careers to make job searches easier and more accessible), LGBT Connect (connecting employers with the LGBT community), Out and Equal (celebrating inclusion and equality),

- and Black Career Network (African American job board geared towards recruiting diverse candidates of African American descent).
 - b. Attended Oakland Pride Parade.
 - c. Visited the LGBTQ Community Center and distributed flyers and information. The Recruiting and Background staff plan to meet with staff from the community center on a regular basis to ensure the LGBTQ community is aware of the career opportunities at the Oakland Police Department.
- Attended/Organized the following events geared towards African Americans:
 - a. Black College Expo (four times a year)
 - b. Oakland Lake Fest-Fairyland
 - c. Black Joy Parade
 - d. Oakland Private Industry Council (OPIC)
 - e. Bill Picket Rodeo (African American) event
 - f. 100 Black Men Recruiting events at four Historically Black Colleges & Universities (HBCUs) which included Morehouse, Spelman, Clark Atlanta, Prairie View, and Texas Southern University
 - Attended the following events geared towards Asian Americans
 - a. Oakland Chinatown Safety & Resource Fair
 - b. Oakland Chinatown Chamber of Commerce Lunar Bazaar
 - c. Oakland Chinatown Improvement Summer Fest
 - d. Chinatown Street Fest
 - e. Chinatown Summer Festival
 - Attended the following events geared towards women:
 - a. Women Leaders in Law Enforcement (WLLE) recruitment event at Spelman College
 - b. Attended Holy Names female athlete event

5. What is OPD doing to hire Oakland residents?

- Attended recruiting events at local colleges (Merritt, Laney, and Holy Names).
- Created a recruitment video that is Oakland-centric for social media campaign.
- Worked with advertising agencies (CPS Human Resources Consulting, Disney, and Audacy Inc.).
- Partnered with Economic Workforce Development and secured grant funding for 10 Oakland Police Cadets. Also secured funding for advertising and recruitment giveaway items.
- Attended/organized a host of Oakland events including the following:
 - a. Oakland Community Tour Block Party events hosted by the Chief of Police (4 Locations).
 - b. One-year advertising campaign at two Oakland 24-Hour Fitness gyms
 - c. Trunk or Treat give away (ensuring kids have a positive interaction the first time they meet police)
 - d. Cinco De Mayo in Fruitvale
 - e. Greek Festival
 - f. Oaktober Fest - Fruitvale District

g. Oakland A's Games

6. Is OPD excluding any residents for marijuana usage, etc.?

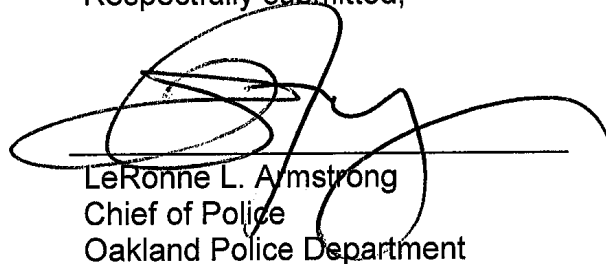
Marijuana and other drug usage are not automatic disqualifiers. OPD considers the last time a person consumed marijuana or other drugs in relation to when they applied for an OPD position

ACTION REQUESTED OF THE CITY COUNCIL

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For questions regarding this report, please contact Deputy Chief Clifford Wong, Bureau of Risk Management, at cwong@oaklandca.gov.

Respectfully submitted,



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