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*\*As Amended at the Public Safety Committee Meeting, April 14, 2015*

**OAKLAND CITY COUNCIL  
RESOLUTION NO. 85540 C.M.S.**

INTRODUCED BY COUNCIL PRESIDENT LYNETTE GIBSON MCELHANEY AND  
COUNCILMEMBER ABEL GUILLEN

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**RESOLUTION CALLING FOR AN AD-HOC WORKING GROUP ON POLICE RECRUITMENT IN WHICH EACH COUNCIL DISTRICT APPOINTS TWO REPRESENTATIVES TO BRAINSTORM IDEAS, DEVELOP STRATEGIES, AND ADDRESS GAPS IN THE OAKLAND POLICE DEPARTMENT'S ABILITY TO RECRUIT AND RETAIN OAKLAND RESIDENTS AND CANDIDATES REFLECTIVE OF THE DIVERSITY OF THE CITY OF OAKLAND, AND CALLING FOR STAFF TO RETURN TO THE PUBLIC SAFETY COMMITTEE WITHIN 6 MONTHS WITH RECOMMENDATIONS AND POSSIBLE ACTION**

**WHEREAS**, on January 24, 2015 the Oakland City Council held a Special Hearing on Black Lives Matter and related protests that sought to redress inequities in the law enforcement and criminal justice systems; and

**WHEREAS**, advocates, protestors, residents and Oakland community members have identified the lack of local residents working in the police force as a critical concern that negatively impacts community-police relations and have called upon on the City of Oakland to hire more Oakland residents and to hire more racially diverse officers; and

**WHEREAS**, President Barack Obama established the President's Task Force on 21st Century Policing to strengthen community policing and trust among law enforcement officers and communities they serve; and

**WHEREAS**, the President's Task Force recommends that "Law enforcement agencies should strive to create a workforce that contains a broad range of diversity including race, gender, language, sexual orientation, life experience, and cultural background to improve understanding and effectiveness in dealing with all communities," as a means to manage bias; and

**WHEREAS**, as of December 31, 2014, only 7% of Oakland Police Department (OPD) sworn officers reside in the City of Oakland, according to the February 2015 OPD Monthly Staffing Report; and

**WHEREAS**, as of December 31, 2014, the racial breakdown of sworn OPD officers is reported as follows:

- 12.25% are Asian
- 18.3% are African American/Black

22.5% are Latino  
41.8% are white  
and 5.2% identify as other; and

**WHEREAS**, according to the 2010 United States Census, the racial breakdown of Oakland residents is as follows:

16.8% are Asian  
28% are African American/Black  
25.4%% are Latino/Hispanic  
34.5% are white; and

**WHEREAS**, the Oakland Police Department has established a partnership with Merritt College and is engaged in other measures including its partnership with local high schools and its cadet program, however the number of Oakland residents who apply are very low and the number accepted into the Academy are even lower; and

**WHEREAS**, the Oakland Municipal Code permits such ad-hoc committees to form in order to conduct City business, as long as they abide by the open meeting requirements of the Brown Act; and

**WHEREAS**, Chief Sean Whent, in a spirit of collaboration is seeking community feedback in order to generate new approaches that will increase the recruitment, hiring, and retention of Oakland residents and a diverse and inclusive Oakland Police force; now, therefore, be it

**RESOLVED**: That the City Administrator will designate staff to manage the Ad-Hoc Working Group on Oakland Police Recruitment; and be it

**FURTHER RESOLVED**: That each City Councilmember will designate two representatives to participate in the Ad-Hoc Working Group, including but not limited to faith leaders, violence prevention leaders, educators, employment and human resource specialists; and be it

**FURTHER RESOLVED**: That representatives of the Ad-Hoc Working Group will not have access to personnel records or employee records, but will be provided with data and information to enable them to understand recruitment and retention trends, gaps, and changes; and be it

**FURTHER RESOLVED**: The Ad-Hoc Working Group will focus on the following tasks:

- Evaluate gaps in yielding Oakland residents and applicants of color in OPD's current recruitment strategies.
- Develop strategies for recruitment of a more equitable and Oakland-based police force.
- Brainstorm a list of places where OPD can share academy information, offer recruiting workshops, or post job opportunities.

- Identify external issues which hinder Oakland residents and people of color to apply to OPD.
- Suggest ways in which the Oakland Police Department can build relationships with institutions that can recommend the Oakland Police Academy to students or job-seekers, as well as to develop a list of potential partners institutions.
- Evaluate economic and non-economic incentives to recruit and retain residency of OPD officers in Oakland.
- Ways of expanding partnerships with Merritt College to strengthen the pipeline of Oakland residents to OPD Police Academy.
- Explore requirement for Oakland police officers to live within a reasonable driving distance from Oakland to ensure rapid response times in emergency situations.
- Conduct community-based outreach to gather input from the community at large.
- And any related discussions; and be it

**FURTHER RESOLVED:** That the Ad-Hoc Working Group is established for a limited and temporary purpose and will automatically disband upon completion of the work and presentation of findings to the Public Safety Committee ~~and/or City Council~~; and be it

**FURTHER RESOLVED:** That staff and the Ad-Hoc Working Group will report to the Public Safety Committee with recommendations, ideas, and analysis within six months of the Ad-Hoc Working Group's first meeting.

IN COUNCIL, OAKLAND, CALIFORNIA,

APR 21 2015

PASSED BY THE FOLLOWING VOTE:

AYES - ~~BRUNO~~, CAMPBELL-WASHINGTON, ~~BRUNO~~, GUILLEN, KALB, KAPLAN, ~~REID~~ AND PRESIDENT GIBSON MCELHANEY - 5

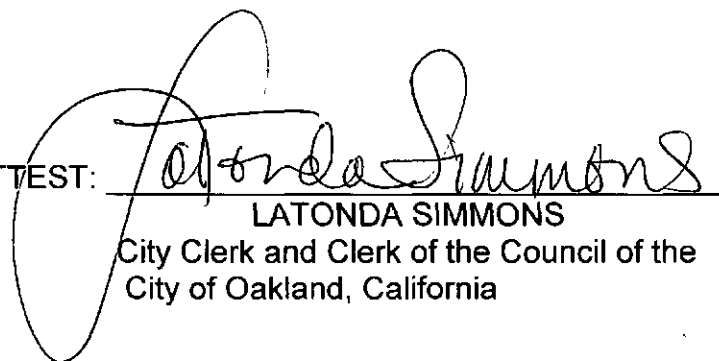
NOES - Gallo - 1

ABSENT - Brooks - 1

ABSTENTION -

Excused - Reid - 1

ATTEST:

  
 LATONDA SIMMONS  
 City Clerk and Clerk of the Council of the  
 City of Oakland, California