CITY OF OAKLAND

AGENDA REPORT

TO: Sabrina B. Landreth
City Administrator

FROM: Anne E. Kirkpatrick
Chief of Police

SUBJECT: Professional Services Agreement with
Eberhardt Consulting – Supplemental
Report

DATE: June 20, 2018

City Administrator Approval _____ SBL   Date: 6/29/18

RECOMMENDATION

Staff Recommends That City Council Accept A Supplemental Report And Adopt A Resolution Waiving The Advertising/Bidding And Request For Proposals/Qualifications Requirements And Authorizing An Extension Of Up To Two Years (Through August 31, 2019) Of The Professional Services Agreement Between The City Of Oakland And Eberhardt Consulting For Technical Assistance Services In Delphine Allen V. City Of Oakland, For Two Hundred Fifty One Thousand Dollars ($251,000) And A Total Contract Amount Not To Exceed Five Hundred Thousand Dollars ($500,000).

REASON FOR SUPPLEMENTAL REPORT

The initial agenda report did not provide a list of all 50 recommendations for reform outlined in *Strategies for Change[1]*, a report based on the analysis of stop data, Personal Digital Recording Device (PDRD) footage and further research conducted by Stanford University and Professor Eberhardt.

All 50 recommendations – and the status of each recommendation – are provided in *Attachment A*. There are presently 36 completed recommendations and 14 in progress. Of the outstanding 14 recommendations, OPD has primary responsible for 10 remaining recommendations, two are assigned to the City of Oakland Information Technology Department, and two require completion by Stanford. *Attachment B* provides information about each of the outstanding recommendations.
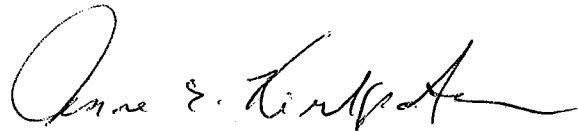
ACTION REQUESTED OF THE CITY COUNCIL

Staff Recommends That City Council Accept A Supplemental Report And Adopt A Resolution Waiving The Advertising/Bidding And Request For Proposals/Qualifications Requirements And Authorizing An Extension Of Up To Two Years (Through August 31, 2019) Of The Professional Services Agreement Between The City Of Oakland And Eberhardt Consulting For Technical

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[1] https://sparq.stanford.edu/strategies-for-change

Assistance Services In Delphine Allen V. City Of Oakland, For Two Hundred Fifty One Thousand Dollars ($251,000) And A Total Contract Amount Not To Exceed Five Hundred Thousand Dollars ($500,000).

For questions regarding this report, please contact Kristin Burgess, Police Program and Performance Audit Supervisor, at 510-238-7097.

Respectfully submitted,

ANNE E. KIRKPATRICK
Chief of Police
Oakland Police Department

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Reviewed by:
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Attachments (1):
A – All Stanford Recommendations as of June 19, 2018
B – Additional Information about Outstanding Stanford Recommendations

Item: _____
Public Safety Committee
July 17, 2018

Stanford Recommendations as of June 19, 2018

#	Original Recommendation	Status	Projected Completion
1	Continue collecting stop data	COMPLETED	
2	Add a field on the stop data form to capture squad information	COMPLETED	
3	Add a field on the stop data form to capture squad sergeant information	COMPLETED	
4	Update the stop data form as needed	COMPLETED	
5	Standardize, track, and analyze crime-related communications provided to officers	COMPLETED	
6	Add a field on the stop data form regarding Body Worn Camera usage	COMPLETED	
7	Capture Body Worn Camera footage	COMPLETED	
8	Use Body Worn Camera footage to train officers	COMPLETED	
9	Require officers to self-audit (racially charged) Body Worn Camera footage (Review of 2017 closed IAD cases of race allegations)	COMPLETED	
10	Use Body Worn Camera footage to ensure policy compliance	COMPLETED	
11	Invest in the development of a Body Worn Camera early warning system	ITD	July 2019
12	Build a stop data dashboard	ITD	July 2019
13	Automate stop data analysis	COMPLETED	
14	Automate stop data narrative analysis	STANFORD	
15	Assist researchers in building an automatic speech recognition system for Body Worn Camera footage	COMPLETED	
16	Improve systems for backing up and accessing Body Worn Camera footage	COMPLETED	
17	Hire a data manager	IN PROGRESS	December 2018
18	Partner with outside researchers to analyze and use data	COMPLETED	
19	Partner with outside researchers to conduct high-quality studies	COMPLETED	
20	Give officers individualized feedback on their stop data performance	COMPLETED	
21	Create new ways for officers to give feedback to command staff	COMPLETED	
22	Use complaint data more effectively	COMPLETED	
23	Conduct customer-service audits after routine stops	STANFORD	
24	Regularly administer community surveys	IN PROGRESS	September 2018
25	Make trainings shorter and more frequent	IN PROGRESS	September 2018

#	Original Recommendation	Status	Projected Completion
26	Expand training topics	IN PROGRESS	September 2018
27	Let officers choose which trainings to take	IN PROGRESS	September 2018
28	Incentivize training-in-action workshops	IN PROGRESS	September 2018
29	Rigorously measure the effects of all trainings	IN PROGRESS	September 2018
30	Hire a training coordinator	COMPLETED	
31	Implement living room meetings with residents and other monthly relationship-building (Stanford 31) meetings with residents out of uniform whenever possible and encourage other out-of-uniform community contact (Stanford 35)	COMPLETED	
32	Enhance the capacity of Community Resource Officers through attendance at relationship-building tables and living room meetings and use of social media platforms and electronic communications	COMPLETED	
33	Require squad-based community projects	COMPLETED	
34	Train officers and community members together	COMPLETED	
35	Implement living room meetings with residents and other monthly relationship-building (Stanford 31) meetings with residents out of uniform whenever possible and encourage other out-of-uniform community contact (Stanford 35)	COMPLETED	
36	Provide business cards for every investigative consensual encounter, detention, and community contact	COMPLETED	
37	Show more care in high-crime areas (through making contact with residents following reports of shots being fired)	COMPLETED	
38	Hold critical incident discussions and trainings	COMPLETED	
39	Host annual conference on police-community relations	IN PROGRESS	July 19, 2018
40	Develop and track measures of positive community engagement	COMPLETED	
41	Continue risk management meetings	COMPLETED	
42	Identify outlier officers	COMPLETED	
43	Monitor and reduce time pressure	COMPLETED	
44	Monitor and reduce stress and fatigue	COMPLETED	
45	Identify factors associated with high- and low-performing squads	COMPLETED	
46	Review handcuffing policies	COMPLETED	

#	Original Recommendation	Status	Projected Completion
47	Review search policies	IN PROGRESS	*Revised* **Draft to IMT by July 1, 2018**
48	Review officer inquiries concerning probation or parole status and justification for inquiries	**COMPLETED**	
49	Produce and publish an annual Racial Impact Report	IN PROGRESS	**July 19, 2018**
50	Analyze (stop) data for trends over time	**COMPLETED**	

Stanford Recommendations in Progress

11	**Invest in the development of a Body Worn Camera early warning system** As part of PRIME (explanation) 2.0, the Oakland Police Department (OPD) will be integrating body worn camera footage to allow supervisors and commanders to immediately review stops, arrests, and uses of force. OPD anticipates this recommendation to be completed along with the implementation of PRIME 2.0 in July 2019. OPD is reliant upon the City of Oakland Information Technology Department to complete this recommendation.
12	**Build a stop data dashboard** This recommendation will also be implemented as part of the development of PRIME 2.0 in July 2019. OPD is reliant upon the City of Oakland Information Technology Department to complete this recommendation.
14	**Automate stop data narrative analysis** Stanford has developed a software tool that improves OPD's abilities to search and analyze officers' narrative accounts, which will particularly assist the Department's Office of Inspector General in conducting audits of stops, handcuffing, searches, and uses of force. Stanford needs to train individuals in OPD on the use of the software, to be completed no later than July 2018.
17	**Hire a data manager** OPD has identified this recommendation as one that could not be implemented because the funding request for the position was not approved as part of the overall City budget. OPD is currently working with the City of Oakland Department of Human Resources to determine if an existing, funded position can be reclassified and redefined to include the recommended data management skills.
23	**Conduct customer-service audits after routine stops** This recommendation was for an independent entity – such as a research team – to contact community members who have recently undergone a police stop and ask about their experience. OPD has elected to have Stanford conduct these interviews. Stanford is currently developing an audit protocol and determining an appropriate start date.
24	**Regularly administer community surveys** OPD has issued a Request for Proposal for professional polling services to conduct community surveys. The proposals are due on June 29, 2018.
25	**Make trainings shorter and more frequent** The OPD Training Division is currently developing scenario-based classes designed to improve police-community relations that range from two to four hours in length. These classes will be offered frequently. OPD hopes to have the classes developed no later than September 2018.
26	**Expand training topics** OPD conducted a Department-wide survey to determine what training topics sworn and professional staff members would like to see offered. The Training Division is working on finalizing classes on or before September 2018.

27	**Let officers choose which trainings to take** The OPD Training Division is developing an online course catalog and calendar to allow personnel to select the elective trainings they would like to attend. Along with the new training classes, OPD is projecting a September 2018 completion date.
28	**Incentivize training-in-action workshops** OPD is working on developing internal and external opportunities for officers to receive continued training, particularly on social tactics. Officers who attend outside, non-mandatory trainings already receive positive supervisory notes in their personnel files. As with the other training-related recommendations, OPD is targeting a September 2018 implementation date.
29	**Rigorously measure the effects of all trainings** OPD has started this process by engaging Stanford to evaluate the mandatory, Department-wide Procedural Justice II training. All OPD members will have undergone this training by mid-July 2018. OPD expects Stanford to complete their analysis of the training and effects around September 2018.
39	**Host annual conference on police-community relations** This conference will be held in conjunction with the Mayor's Office. It is scheduled for July 19, 2018.
47	**Review search policies** Stanford's recommendation questions whether the discovery that an individual is on probation or parole should always trigger a search, and, if so, whether such practice helps or hinders community-police relations, individuals' rehabilitation processes, and the protection of the community from crime. An OPD working group was formed a new draft Department General Order (DGO) R-02: Searches of Individuals on Probation or Parole was written. The Office of the City Attorney has reviewed and approved the draft policy, which emphasizes that the primary purpose of probation and parole searches is to further legitimate law enforcement or rehabilitative interests, and that probation and parole searches should not be arbitrary, capricious, or harassing. The policy will also require officers to document articulable facts underlying their decision to initiate a parole or probation search. The IMT has conducted an initial review and OPD is in the final stages of internal review before returning to the IMT in early July for further discussion.
49	**Produce and publish an annual Racial Impact Report** This report is in final review stages. OPD anticipates publishing the report before the annual conference on police-community relations scheduled for July 19, 2018.