



# City of Oakland

Office of the City Clerk  
Oakland City Hall,  
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Room 201  
Oakland, California 94612

## Legislation Text

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**File #:** 21-0931, **Version:** 1

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**Subject:** Amending The City's Hiring Plan For Police Officers

**From:** President Pro Tempore Thao

**Recommendation:** Adopt A Resolution Amending The City's Hiring Plan For Police Officers For The Purpose Of Ensuring Compliance With Measure Z, A 2014 Parcel Tax That Funds Public Safety Services, To; (1) Authorize A \$50,000 Hiring Bonus For Lateral Hires Who Successfully Complete OPD's Lateral Academy And Accept An Officer Position With The City Of Oakland As A Sworn Officer; (2) Require That Lateral And Local Incentives Return The Entire Financial Incentive To The City If They Leave The City Before Completing 18 Months Of Service; (3) Require That Lateral Hires Who Leave Before Completing 5 Years Of Service With The Oakland Police Department ("OPD") Repay A Prorated Amount Based On Their Tenure With OPD; (4) Authorize A \$20,000 Signing Bonus For Local Residents Who Successfully Complete OPD's Academy And Accept A Position With The City Of Oakland As A Sworn Officer; (5) Directing That Interview Panels For Police Recruits Shall Include At Least One Person Representing Expertise In NSA/Race And Equity And One Youth 18 Years-24 Years Of Age; And (6) To Exclude Any Police Officer With A History Of Misconduct Or Police Brutality, And In Cases Were Misconduct Information Is Not Available Or There Are Disclosure Challenges, If The Review Board Recommends The Lateral Hire; Subject To Completing Legally Required Collective Bargaining And The City Attorney's Review Of The Legality Of All Of The Foregoing