



## Legislation Details (With Text)

**File #:** 15-1214      **Version:** 2      **Name:** Adopt Recommended Police Recruitment and Hiring Policy Proposals

**Type:** Informational Report      **Status:** Filed

**File created:** 6/15/2016      **In control:** \*Public Safety Committee

**On agenda:** 10/25/2016      **Final action:** 10/25/2016

**Title:** Subject: Police Recruitment And Hiring Policy Supplemental Report  
From: Councilmember Kaplan  
Recommendation: Adopt New Police Recruitment And Hiring Policies To: (1) Prohibit The Use Of Past Marijuana Use As Grounds For Rejection; (2) Prohibit The Use Of Having Student Loans As Grounds For Rejection; (3) Restrict The Use Of Debt As Grounds For Rejection To Those Situations Where Lack Of Income Would Be Solved By Obtaining A Job As A Police Officer; (4) To Seek A Goal Of Not Less Than 50% Of New Hires Will Be Among Those Who Do Have Some Connection Or History With Oakland Or Live Or Have Lived In Oakland; (5) Evaluate The Use Of And Impact Of Rejecting Applicants With An "Association" To People With Criminal Records, And Determine How This Is Being Used And Decide Whether It Genuinely Measures The Potential Of The Applicants, And Whether It Is Disproportionately Excluding Oakland Residents And/Or People Of Color; (6) Weigh Out -Of-School Suspensions, Dismissal From School Or Poor Academic Performance Within Reasonable Contexts; (7) Request A Review Of Recent Applicants Who Were Rejected At The Background Check Stage To Determine If Any Of Them, Especially Oakland Residents, Were Rejected For Reasons That Might Warrant Reconsideration; (8) Expand Outreach And Explore Additional Strategies To Mitigate The Under Representation Of Women, LGBT People, And People Of Color In The Department; (9) Explore And Report Back To Council On Additional Strategies To Improve Recruitment Screening For Attitude Issues, Including Attitudes About Appropriate Conduct Toward Women And Understanding Of Respecting The Community [TITLE CHANGE]

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**Attachments:** 1. View Report, 2. View Supplemental Report, 3. View Supplemental Report, 4. View Supplemental Report, 5. View Supplemental Report

Date	Ver.	Action By	Action	Result
10/25/2016	2	*Public Safety Committee	Received and Filed	Pass
9/13/2016	1	*Public Safety Committee	Continued	
7/12/2016	1	*Public Safety Committee	Approved as Amended the Recommendation of Staff, and Forward	Pass
6/16/2016	1	*Rules & Legislation Committee	Scheduled	

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