

# Presentation of the Recruitment Process

Oakland Chief of Police Recruitment



Chief Daniel Hahn (ret.), Senior Consultant



# POLICE CHIEF SEARCH TIMELINE



# Public Process

---

Designed to obtain stakeholder and community input on the attributes and characteristics desired in the next Chief of Police



**Community Forums**



**Stakeholder Interviews**



**Surveys**

# Community Forums

---

## Six Community Input Meetings



- March 11<sup>th</sup> - Oakland Public Library – 81<sup>st</sup> Ave. Branch
- March 12<sup>th</sup> – East Bay Church of Religious Science
- March 15<sup>th</sup> – Imani Church
- March 25<sup>th</sup> – Public Library (Fruitvale Area)
- March 30<sup>th</sup> – DeFremery Park Recreation Center
- April 2<sup>nd</sup> – Oakland Asian Cultural Center

# Community Forum/Stakeholder - Themes

---



## **Top Priorities for the Oakland Police Department**

- Well Managed Department
- Staffing
- Constitutional Policing/NSA
- Public Safety

# Community Forum/Stakeholder - Themes

---



## Top Attributes/Skills/Abilities of Police Chief

- Good Communication Skills
- Understanding Oakland
- Character/Courageous
- Management/Leadership Skills
- Ethics/Honesty/Integrity

# Community Forum/Stakeholder - Themes

---

## Most Important Leadership Qualities



- Heart for Oakland
- Community Engagement
- Management/Leadership Experience
- Good Communicator
- Integrity/Honesty/Ethics/Values

# Community Forum/Stakeholder - Themes

---

## Top Priorities for Police Chief

- NSA
- Community Engagement
- Staffing
- Public Safety



# Community Forum/Stakeholder - Themes

---

## Qualifications, Background & Experience of Police Chief

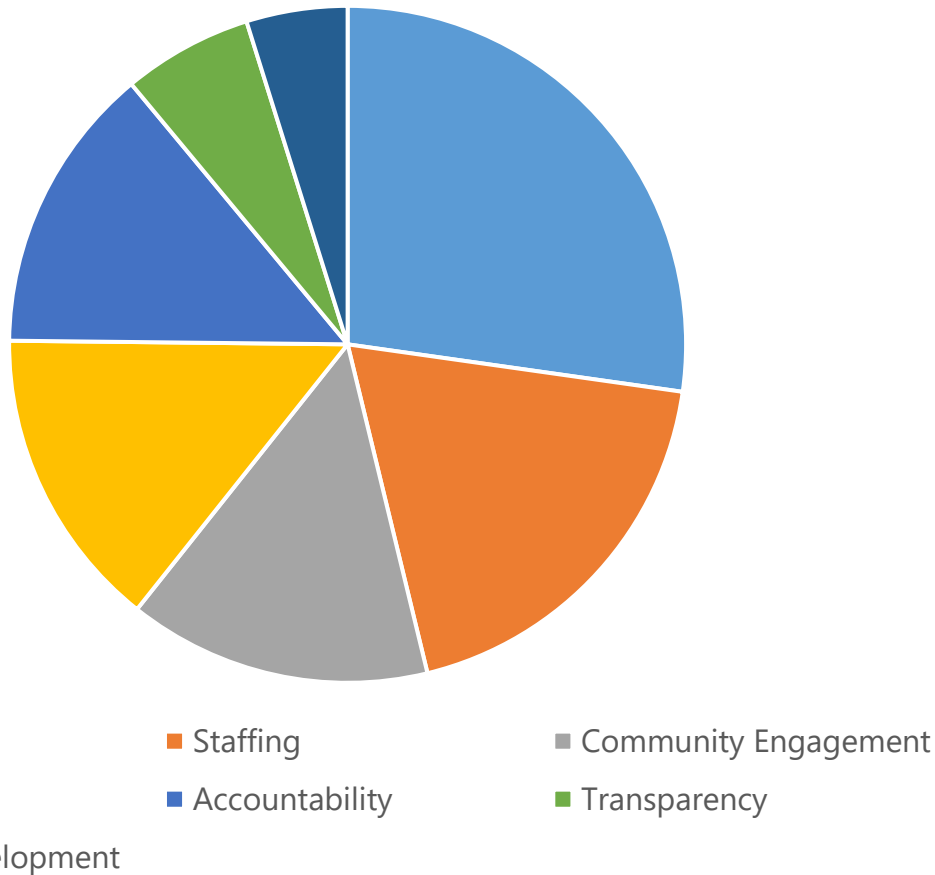


- Oakland/Bay Area, California or Large, Diverse Urban City Experience
- Experience with Civilian Oversight
- Experience with Consent Decree/NSA
- Proven History of Innovation
- Proven History of Treating All With Equal Rights

# Community Input Survey

# Top Priorities for the Oakland Police Department

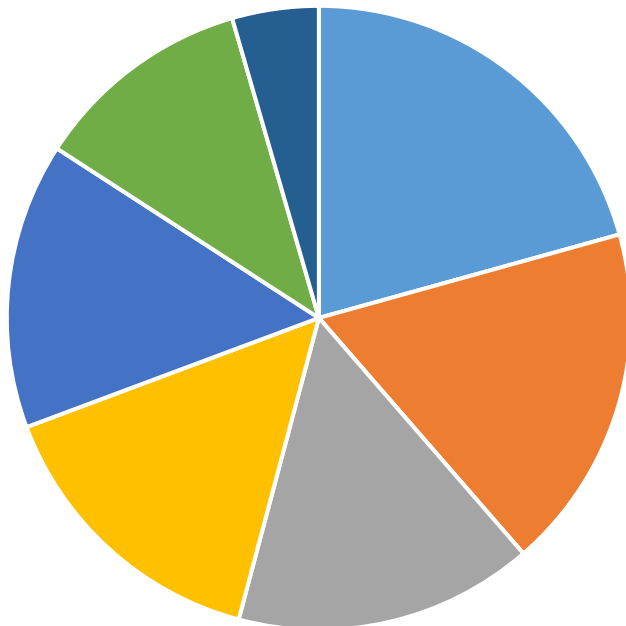
Community Survey



- **79% - Faster 911 Response/Timely Emergency Response**
- **55% - Adequate Staffing/Officer Support**
- **42% - Comm. Engagement/Neighborhood Partnerships**
- **42% - Reduce Shootings & Violent Crime**
- **40% - Honesty, Accountability, & Integrity**
- 18% - Transparency/Technology & Public Reporting
- 14% - Officer Training & Development

# Top Attributes/Skills/Abilities of Police Chief

Community Survey

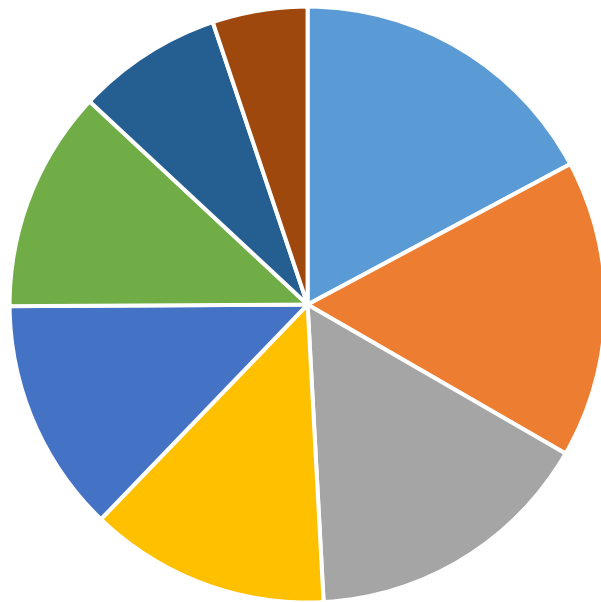


- Proven Leadership
- Experience Large Dept.
- Communities & Businesses
- Strong Communication Skills
- Honesty/Fairness
- Proven Ability to Reduce Crime
- Support, Train, Retain Officers

- **60% - Proven Leadership in a Large Dept./Ability to Drive Change.**
- **52% - Honest, Fairness, & Strong Decision-Making**
- 45% - Exp. Managing Large Dept./Fiscal Management
- **44% - Proven Ability to Reduce Crime**
- **43% - Ability to Work w/ Communities & Businesses**
- 33% - Ability to Support, Train, & Retain Officers
- 13% - Strong Public Communication Skills

# Most Important Leadership Qualities

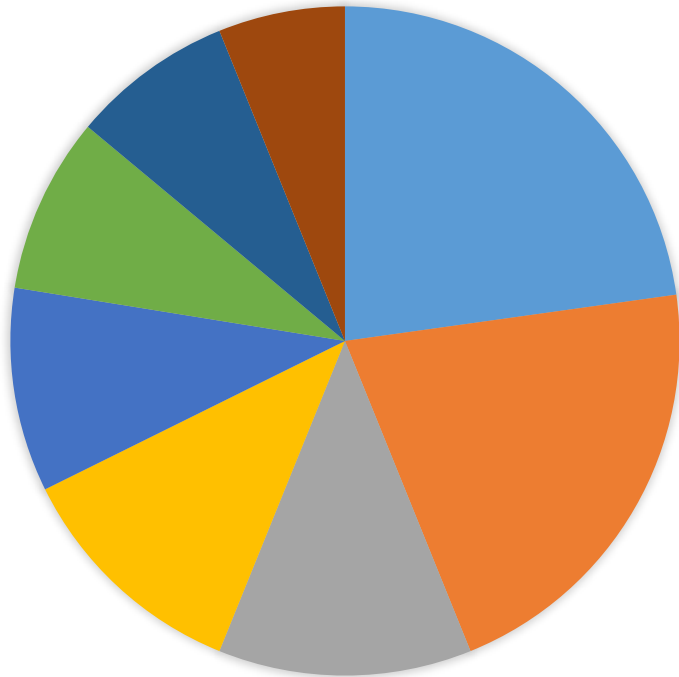
Community Survey



- Improve Dept.
- Honesty & Accountability
- Develop/Retrain Staff
- Resource/Budget Mgmt
- Collaborate w/ City & Community
- Listening/Responsiveness

- **50% - Ability to Fix Problems & Improve Department**
- **47% - Honesty & Accountability**
- 46% - Ability to Develop & Retain Strong Staff
- **38% - Effective Resource & Budget Management**
- **37% - Ability to Collaborate w/ City Leaders & Community**
- **35% - Active Listening & Responsiveness to Community Concerns**
- 23% - Calm, Effective Decision-Making in Emergencies
- 15% Fairness & Respect For All Communities

# Top Priorities for Police Chief



■ Reduce Violent Crime

■ Data/Tools/Technology

■ Strengthen Community Relationships

■ Equitable/Fair Policing

■ Staffing/Response Times

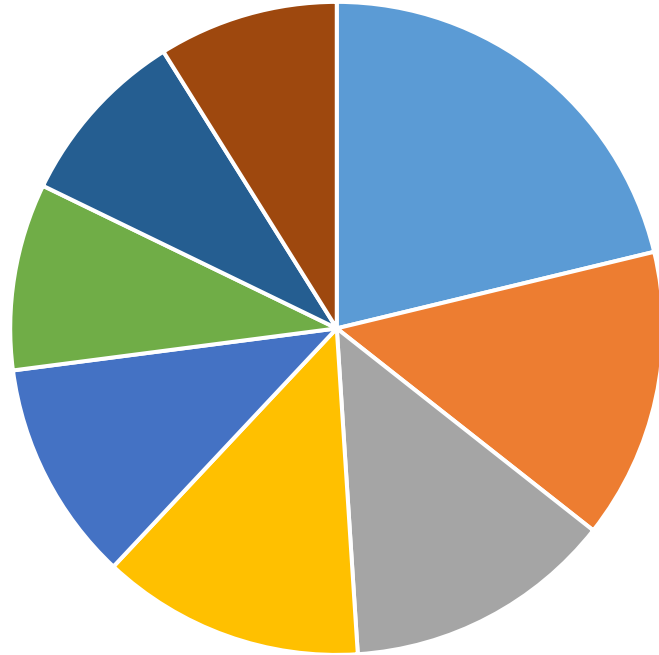
■ Accountability/Transparency/Compliance

■ Resource Efficiency/Fiscal Responsibility

■ Officer Wellness, Training, Morale

- **67% - Reduce Violent Crime & Improve Public Safety**
- **62% - Increase Staffing/Improve Response Times**
- **36% - Use Data, Tools, & Technology to Improve Policing**
- **34% - Ensure Accountability, Transparency, & Rule Compliance**
- **29% - Strengthen Community Relationships**
- **25% - Use Resources Efficiently/Fiscal Responsibility**
- **23% - Ensure Equitable & Fair Policing**

# Qualifications, Background & Experience of Police Chief



- Improve Dept/Implement Reform
- Reduce Crime
- Large Dept.
- Ethics/Integrity
- Work w/ City Leaders/Community
- Budget/Fiscal Mgmt Exp.
- Experience in Diverse Communities
- Data-Driven Decision Making

- **62% - Experience Improving Dept.'s/Implementing Reform**
- **42% - Proven Ability to Reduce Crime**
- **39% - Prior Leadership of a Large Police/Public Safety Department**
- **38% - Strong Ethical Record/Integrity**
- **32% - Ability to Work With City Leaders & Community Stakeholders**
- 27% - Budget & Financial Mgmt. Experience
- 26% - Experience Working w/ Diverse Communities
- 26% - Data-Driven Decision Making Experience

Questions?