



**VIOLENCE PREVENTION &  
PUBLIC SAFETY OVERSIGHT  
COMMITTEE – Special Meeting**

Wednesday, September 4, 2013

6:30-9:00 p.m.

Hearing Room 3, 1st Floor  
1 Frank H. Ogawa Plaza, City Hall  
Oakland, California 94612

**AGENDA - Half-Day Retreat**

**Oversight Committee Members:** Chairperson José Dorado, Qa'id Aqeel, Peter Barnett, Joanne Brown, Vicente Cruz, Lucas Daumont, Nyeisha DeWitt, Ryan Hunter, and Melanie Shelby.

**PUBLIC COMMENT:** The Oversight Committee welcomes you to its meetings and your interest is appreciated.

- ✓ If you wish to speak before the Oversight Committee, please fill out a speaker card and hand it to the Staff of the Oversight Committee.
- ✓ If you wish to speak on a matter not on the agenda, please sign up for Open Forum and wait for your name to be called.
- ✓ If you wish to speak on a matter on the agenda, please approach the Committee when called, give your name, and your comments.

ITEM	TIME	TYPE	ATTACHMENTS
1. Call to Order		AD	
2. Roll Call	2 Minutes	AD	
3. Open Forum	10 Minutes	AD	
4. Agenda - Discussion	5 Minutes	AD/A	
5. "Community Policing and Violence Prevention 2014" Initiative	90 Minutes	A	1
6. Adjournment		AD	

A = Action Item

I = Informational Item

AD = Administrative Item

## New Violence Prevention Measure

Measure Y Oversight Committee ad hoc committee proposals

August 19, 2013

An ad hoc committee of the Measure Y Oversight Committee consisting of Members Ryan Hunter, Peter Barnett, Vicente Cruz, Joanne Brown, and Chairman Jose Dorado exchanged proposals for requirements of a new violence prevention measure over email. Individual members' proposals are attached; below is a summary of areas of consensus and other ideas.

### Areas of consensus

- Any new measure must include **funding for both community violence prevention programs and police staffing**.
- **Community policing strategies must be reinforced.** Problem-solving practices and community involvement should be the work not just of PSOs, but of all officers, and command staff should be held responsible for the implementation of effective community policing.
- Violence prevention should continue to prioritize **re-entry programs** for formerly incarcerated individuals.
- An independent evaluation should examine not only program activities, but **the extent to which each violence prevention program reduced violence**. These measurements should drive decisions about which programs to prioritize for additional funding.

### Areas of disagreement or individual proposals

#### About policing

- Structure funding for police staffing as a matching grant, to incentivize hiring while eliminating the "cliff" (Ryan)
- Eliminate restrictions on officer deployment (Peter)
- Specify a *number* of officers that must remain on beats and guarantee a sustained level of police staffing (Ryan, Joanne); PSO's must stay in their beats, emergencies excepted (Jose) –(I think everyone but Peter would agree with these)
- PSO's, in partnership with NCPC's, must formulate a detailed procedure for developing NCPC priorities such that it interfaces seamlessly with the PSO converting it to a project and taking it through the SARA process (Jose)
- The SARA database must be accessible to the general public, redacted as necessary (Jose)
- Prohibit tax measure funds from paying for overtime (Ryan)
- Assign a minimum number of officers to fight sex trafficking (Ryan)
- Community meetings in each police beat with broader representation from city officials, perhaps to replace existing NCPC structure (Peter)
- New police hires would be unarmed and required to live in Oakland (Vicente)

#### About violence prevention

- Fund additional drug treatment programs (Vicente)
- Programs receiving minimal financial contributions from the tax fund should not be funded (Peter)
- Target funding to programs for youth under age 10 (Peter) or to middle school (Joanne)
- Include specific funds to partner with private industry around reentry (Joanne)

#### About other things

- Fund OFD to purchase energy-efficient medical emergency vehicles instead of fire trucks (Vicente)
- Further implement fire mentoring program (Vicente)

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## Measure Y renewal – Ryan Hunter

6/21/2013

### What do we know about what's happened?

- Crime and violence decreased for most of Measure Y's lifespan – but have spiked in the past couple years. That spike correlates with a decrease in police staffing.
- Measure Y was intended to maintain a certain level of police staffing. That didn't happen.
- Measure Y was intended to keep officers in neighborhoods. That didn't happen. (We reduced the number of beats, PSOs spend significant time away from beats, and we gutted the staffing requirements with Measure BB.)
- We can show that our violence prevention programs have benefits to individuals. But we can't show that they've had an effect on crime city-wide.
- Oaklanders do not feel safe, and they feel Measure Y has failed.

### What should priorities be in a new measure?

- A strategy that integrates prevention, intervention, and enforcement.
- Continue to prioritize community violence prevention programs.
- Increase police staffing.
- Expand and reinforce community policing philosophy: training *all officers* in community policing, reinforcing geographical policing strategy, keep officers on beat. Require community involvement.

### What do I think should change?

- Greater accountability and performance standards:
  - Specify a **number of officers that must remain on beats**. No more accounting tricks. Two PSOs per beat?
  - Specify that Measure Y cannot fund overtime.
  - Add a minimum number of officers assigned to **fighting sex trafficking**.
  - More explicit **evaluation requirements** (shorter version of the questions from the RFP)
- Guarantee a **sustained level of police staffing**.
- Structure police staffing as a **matching grant**. This will incentivize police hiring while eliminating the "cliff" scenario that led to the temporary suspension of the Measure Y tax collection.
  - Details: Matching grants are the best way to incentivize an agency to spend money in a particular direction. OPD would get a minimum guaranteed funding amount, but beyond that it's based on staffing level. For example, an additional \$X thousand per year for each 1 FTE beyond 650 officers, up to some maximum. Money could be set aside for the maximum OPD expenditure and directed to violence prevention programs if OPD cannot produce enough staff to use it all. Basically, we would be reducing the cost of each new officer to OPD – but it's not money they see until they actually do the hiring. This is better than the all-or-nothing maintenance of effort requirements under the original Measure Y.
- **Role of oversight committee**: Require that items brought to City Council related to Measure first be heard by oversight committee, except in case of emergency.

### Questions I still have:

- What will Oaklanders support?
- How to build in accountability and performance standards. How do we ensure that officers remain on their beats and in communities?
- Other ways to guarantee a minimum level of police staffing?
- **How can the MYOC make its opinion known?** Can we agree together on the basics and issue a statement?

②

1. The restrictions on deployment of police officers should be eliminated. The implementation of a community policing strategy should be the responsibility of the Chief. The Oversight Committee should oversee the process and report to the city council.
  - a. Deployment of police officers should recognize the importance of officers being involved with the community in which they work, understand the issues which are important to the citizens in the area, are able to respond to citizens concerns, and are committed to working with that community to reduce crime.
  - b. Effective community policing requires that all members of the police department be involved in the process. Line officers, special assignment officers, and command staff must recognize the importance of community policing, participate in the development of effective community policing strategies, and be involved in the implementation of these strategies.
2. The number of violence prevention programs should be reduced based on the following criteria:
  - a. Programs in which the financial contributions from MY revenue are minimal should not be funded by MY.
  - b. Programs which cannot demonstrate a credible contribution to violence reduction should not be funded by MY.
  - c. Programs which focus on youth under the age of 10 should be considered as an important target of MY funding.
  - d. Programs which focus on the formerly incarcerated should be an important target for MY funding.
3. NCPC-like organizations should be developed for each of the 35 police beats in the city.
  - a. Community meetings with representatives from the community, police department (both line officers and command staff), violence prevention programs, MY oversight committee, and other relevant city programs should be held on a quarterly basis in each of the 35 beat areas. (This process may or may not replace the current NCPC structure).
  - b. The structure, support, operation, and staffing of these committees should be formalized to result in documented, publicized, and specific goals, implementation of problem-specific activities and measurable results. The SARA database should be developed and made useable to determine progress on identified projects, understanding reactions being implemented for those projects specific projects, and evaluating the overall effectiveness of the process.
4. The evaluation of the effectiveness of community policing and violence reduction strategies is not merely an inventory of activities. Evaluation should consider the success of any program or strategy based on achievement of measurable reductions in violence, non-violent criminal activity, and the resolution of community problems that have been identified.

**Vicente:**

- Any new police officers to be hired will be community police unarmed and trained in conflict management, and equipped to fill out any OPD reports. Further these new officers would be required to live in Oakland.
- Funds for the OFD are used to purchase energy efficient vehicles that could be used for medical emergency calls saving long term money in not having to use actual fire trucks for non-fire emergencies. Further implement the junior fire fighters program to breed the next generation of OFD home grown from Oakland.
- More funding for program based groups taking funds saved from OPD only hiring community police rather than cadets. Funding treatment programs to start to look at addiction as a medical issue rather than criminal.
- Fund living wage job training programs to reduce reentry to the prison industrial complex

Measure Y Oversight Committee  
August 7, 2013  
Commissioner Lucas Daumont

### **Future Initiative Notes**

- The Measure Y Oversight Committee-Ad Hoc Committee Proposal needs to include more of the current Measure Y's shortcomings. This needs to be stated upfront in the proposal to mention what did not happen but was expected from the Measure. Additionally, there needs to be a clear acknowledgement of those areas that did not work.
- The \$2 million reserve in the Police Department's funds in the prior year and expected \$2 million reserve in the current fiscal year needs to be addressed presently and fixed for a future initiative. This should not happen with a new measure. Measure Y was never meant to augment the police department's General Fund budget and should be avoided entirely.
  - o Alternatives for what to do with the reserve should be considered and articulated. Some options might be a reallocation of the reserve funds to the Violence Prevention programs. A recommendation is that the police department invests in temporary contracts or part-time staffing for community policing.
- A future initiative should address and provide greater guidelines for Crime Reduction Teams (CRT) activities using Measure Y. There is a need for greater transparency and access to review these activities. The recording and documentation of CRT activities has to be more organized and standard.
- A small group of members from the Measure Y Oversight Committee should meet with each of the department heads to have a detailed conversation about the ways Measure Y can be improved to be more effective in the future. For example, a meeting should occur with Sara Bedford, Director of DHS and Chief Whent of the Oakland Police Department and Chief Reed of the Oakland Fire Department. These meetings should occur in August and September 2013.