

# SAFETY AND SERVICES OVERSIGHT COMMISSION SPECIAL MEETING

*Created by the Public Safety and Services Violence Prevention Act of 2014*

**Monday, September 26, 2016**

**6:30-9:00 p.m.**

**Hearing Room 1**

**1 Frank H. Ogawa Plaza Oakland, California 94612**

**Oversight Commission Members:** Chairperson Rev. Curtis Flemming, Sr. (D-3), Vice-Chairperson Jennifer Madden (D-4), Jody Nunez (D-1), Tony Marks-Block (D-2), Rebecca Alvarado (D-5), Melanie Shelby (D-6), Kevin McPherson (D-7), Letitia Henderson Watts (At-Large), and Gary Malachi Scott (Mayoral).

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

- ✓ If you wish to speak before the Oversight Commission, please fill out a speaker card and hand it to the Oversight Commission Staff.
- ✓ 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 Commission when called, give your name, and your comments.

Please be brief and limit your comments to the specific subject under discussion. Only matters within the Oversight Commission's jurisdictions may be addressed. Time limitations shall be at the discretion of the Chair.

ITEM	TIME	TYPE	ATTACHMENTS
1. Call to Order	6:30pm	AD	
2. Roll Call	2 Minutes	AD	
3. Agenda Approval	3 Minutes	AD	
4. Open Forum	10 Minutes	I	
5. Coordinator's Announcements a) Retreat b) Evaluation RFP Contract Award Recommendation will come to the October 24 <sup>th</sup> Regular Meeting	5 Minutes	A	
6. Approval of Minutes from Special Meeting of July 18, 2016	5 Minutes	A	Attachment 1
7. Appointment of New Vice Chairperson	15 Minutes	A	
8. Police Chief Recruitment Process and Soliciting Feedback on desires in a New Chief	20 Minutes	I	Attachment 2
9. Schedule Planning and Pending Agenda Items	15 Minutes	I	
10. Adjournment	1 Minutes	I	

**A = Action Item**

**I = Informational Item**

**AD = Administrative Item**

PUBLIC SAFETY AND SERVICES OVERSIGHT COMMISSION SPECIAL MEETING MINUTES

**Monday, July 18, 2016**

Hearing Room 1

**ITEM #1: CALL TO ORDER**

The meeting was called to order at by Chair Rev. Curtis Flemming at 6:31pm

**ITEM #2 ROLL CALL**

Present: Chairperson Rev. Curtis Flemming Sr.  
Vice Chair Jennifer Madden  
Commissioner Letitia Henderson Watts  
Commissioner Kevin McPherson  
Commissioner Jody Nunez

Excused: Commissioner Melanie Shelby

Absent: Commissioner Tony Marks-Block  
Commissioner Rebecca Alvarado  
Commissioner Gary Malachi Scott

Quorum present.

**ITEM #3: AGENDA APPROVAL**

Approved by consensus.

**ITEM #4: OPEN FORUM**

No speakers.

**ITEM #5: COORDINATOR'S ANNOUNCEMENTS – Chantal Cotton Gaines**

Apologized for the last minute cancellation of the June 27<sup>th</sup> meeting, as council held a last minute special meeting on a very big topic and needed Hearing Room 1 to accommodate the over 300 people who came to the meeting.

Reappointments to this Commission for Districts 1, 3, 5, 7 and the At-Large Councilmember have been approved to serve until June 7, 2018.

The retreat for July 9<sup>th</sup> has been cancelled. Possible dates included August 6 and 27, September 24<sup>th</sup>. A doodle poll will be sent out to Commissioners regarding possible dates.

Confirming the intent to cancel the next regularly scheduled meeting (Monday, July 25, 2016) since the SSOC is at a special meeting today. There was general consensus for this.

Sometimes there is an interest to cancel meetings during the Council recess. The SSOC decided to hold the scheduled August 22, 2016 meeting unless otherwise advised to cancel due to lack of items or quorum.

The Measure Z RFP is out for evaluation services. The deadline was extended to July 25<sup>th</sup>. There were 2 firms at the bidder's conference. Hopefully the City will get a good pool of bids to choose from.

**Message from the Chair:**

Chair Flemming wanted to congratulate Vice Chair Jennifer Madden on her election victory to serve as Judge for the Alameda County Superior Courts.

**ITEM #6: APPROVAL OF MINUTES**

By consent, the minutes for the Special Meeting of April 18, 2016 and the regular meeting of April 25, 2016 are accepted as submitted.

**ITEM #7: QUARTERLY REPORT – OFD 3<sup>RD</sup> QUARTER – Darin White and Trinette Gist Skinner**

Deputy Chief White reviewed the report as submitted and provided additional updates.

12 additional sworn staff members have been hired. OFD also began an additional recruitment class consisting of 32 members.

Ms. Gist Skinner gave the following statistics:

**Class #1 2014: 25**

20 Male 5 Female (8 White; 6 African American; 6 Hispanic; 5 Asian)  
5 Oakland residents  
9 bilingual

**Class #2 2014: 24**

22 Male 2 Female (7 White; 3 African American; 7 Hispanic, 6 Asian; 1 other)  
6 Oakland residents  
13 bilingual

**Class #1 2015: 14**

All Male (8 White; 5 Hispanic; 1 Asian)  
3 bilingual

**Class #2 2015: 13**

All Male (4 White; 1 African American; 6 Hispanic; 1 Asian; 1 Native American)  
3 Oakland residents  
5 bilingual

**Class #3 2015: 34**

27 Males 6 Female (7 White; 10 African American; 11 Hispanic; 6 Asian)  
4 Oakland  
6 bilingual  
2 resigned (did not impact Oakland or bilingual stats and were reduced race stat to 5 White)

Deputy Chief White addressed that mutual aid is generally an operated under a unified command. Anyone responding in Oakland there is a chain of command that addresses the operational safety and liability concerns.

**SSOC Discussion:**

1. There was an inquiry about recruitment procedures and opportunities for promoting within the department.
  - a. Ms. Gist Skinner advised promotions within the department are ongoing. Recruitments are done outside the department for entry level positions.
2. What is the plan for the vacant Assist Chief position?
  - a. Ms. Gist Skinner noted that the Assistant Chief position is a classification OFD has a budget for in accordance with the Urban Search and Rescue grant, but that OFD has an agreement with the federal granters to fill that position at the Battalion Chief level.
3. Are there enough OFD personnel to handle a large scale disaster? Are there trainings across organizations?
  - a. Deputy Chief White answered that OFD remains fully staffed in every shift. In a large scale disaster mutual aid would be essential, as was the case in the Firestorm in 1991. OFD still has emergencies to answer to throughout the city.
  - b. Deputy Chief White said that OFD will be having upcoming trainings with OPD, but that they have worked with Alameda County Sherriff's Office and Oakland Unified School Officers. There are costs associated with trainings as there would have to be multiple trainings to remain in compliance with the bargaining unit with regards to the number of stations being allowed to be out of service.
4. How is the CARES program impacted by the closing of Lafayette school?
  - a. Deputy Chief White was unaware of the situation with the school's closure, but that they have a staff person who works with OUSD and will continue to work with the targeted 3<sup>rd</sup> grade students. Stations 27 (Brookfield Elementary), 17 (Allendale Elementary) and 5 (Lafayette) all participate in the CARES program. Additionally, individuals also reach out to 10<sup>th</sup> graders at Oakland High. Efforts were made to have the same shifts go to the schools to allow staff to build relationships with the students.
5. Please explain the response times as provided in the report.
  - a. Deputy Chief White advised they are exploring the ability to interface with the CAD system where the information can be printed out directly to the station and updates provided on their Mobile Data Terminals. There by eliminating the phone call and allowing for quicker response times.

It could be 60 days before the printers arrive, then there is the time needed for installing.

## 1 Public Speaker

Ms. Gaines noted Oakland is working on the rerouting of the 911 calls. She will provide the specifics from a recently Public Safety Committee meeting.

### **ITEM #8: QUARTERLY REPORT – HUMAN SERVICES DEPT. – Peter Kim and Josie Halpern-Finnerty**

Ms. Halpern-Finnerty reviewed the report submitted. She clarified that this represents final payments to grantees that were part of the 6 month extension. All new grantees have been issued advanced payment which has been our standard practice so agencies can begin their work. All contracts are on a quarterly basis which explains the fluctuations from month to month. The true quarterly payments will be reflected in the next financial report.

All service positions housed within HSD except for 1 has been filled.

HSD currently is in the contracting process for the technical assistance and employment liaison position. They are hosting regular meetings for the providers. They are looking forward to an evaluator come on board so we can begin look more closely at results.

Also, 2 weeks into the Friday Nights @ the Parks program and we are very pleased with the success as we had 200 people at each site.

Ms. Halpern-Finnerty explained that it was about 10 percent of the contract, and the grantees are still required to spend down the funds and account for these expenses.

### **ITEM #9: QUARTERLY REPORT – OPD – Nell Taylor and Cpt. Randy Wingate**

Ms. Taylor reviewed her previously submitted report. Deputy Chief Darin Allison now oversees the programmatic representative, but he is out of town and Cpt. Randy Wingate is acting on his behalf. She also inquired as to what type of programmatic data you want included in these reports.

#### **SSOC Discussion:**

1. Chairperson Flemming extended his thanks for the hard work OPD is doing during these troubling times and it is appreciated.
2. Please tell us about the Procedural Justice and Implicit Bias training as to the timeline on when all officers will be trained.
  - a. Ms. Taylor reported all sworn officers have been trained, and they are now working on the professional staff.
  - b. Cpt. Wingate added that they are nearly 100% complete in this training. Procedural Justice and Implicit Bias have been added to the academy so it is part of their training.
  - c. Updates will also be addressed at the bi-annual trainings to all officers.

3. Tell the Commission about consistency in the Ceasefire Program since Assistant Chief Figueroa has stepped down.
  - a. Cpt. Wingate assured that the program will continue under the direction of Reygan Harmon and Cpt. Ersie Joyner. Assistant Chief Figueroa aided in problems that arose as well as securing the training for the violence reduction programs and working with other agencies. The weekly meetings continue it has a very good foundation that losing one person alone won't stop the program or the success of the program.
4. When will Ceasefire Program go beyond East Oakland?
  - a. Cpt. Wingate felt that was a better question for Ms. Harmon to address.
5. What are the "de-escalation" trainings?
  - a. Cpt. Wingate indicated it is part of the academy, but he was unsure as to how much and can provide more details at another meeting.

1 Public Speaker

**ITEM # 10      HSD GRANTEE TERMINATION AND NEW GRANT RECOMMENDATION – Peter Kim**

The contract with Volunteers of America has been terminated for a breach of contract. A new grant agreement seeking approval is for Abode Services to begin August 1<sup>st</sup> to remain continuity in providing housing and case management services for high risk for violence and engaged in high risk activity. This will be brought before the full council tomorrow evening for approval.

Ms. Cotton Gaines added that because of the cancellation of the June 18<sup>th</sup> meeting, where the Abode Services contract and Ceasefire Evaluation contract contracts would have been presented to the Commission for approval, and only because of time constraints for Council before they leave on recess, these contracts went before the Council on July 26<sup>th</sup> for approval. Normally, they would have been an action item for your approval, but tonight it is an informational item.

**ITEM #11:      CEASEFIRE EVALUATION RFQ CONTRACT AWARD RECOMMENDATION – Nell Taylor**

Ms. Taylor provided an overview for Ms. Harmon. Only 1 application was submitted - North Eastern University/Yale University. The committee still went through the interview process and they were found to be qualified and were chosen to award the contract for August 1, 2016 – July 31, 2018 for \$500,000.

The proposed consultant has conducted numerous Ceasefire evaluation including neighboring Stockton. Last week and North Eastern University/Yale University presented at the Public Safety Committee meeting and it was noted that the PSC wanted community involvement with the process.

Ms. Cotton Gaines added that the community involvement piece of their proposal that they will use graduate students to help with research and since they are not local, they will be required to use students in the bay area.

**ITEM #12: SCHEDULE PLANNING AND PENDING AGENDA ITEMS**

**Possible items**

- Dr. Eberhart to address Commission
- What are the specific punishments for Ceasefire participants who were considered as failed
- “Cheat” sheet for community outreach available to the Commissioners so if they are ever contacted, they can refer the services.
- Pilot project for CBO for capacity building through our budget
- Schedule Ceasefire call-ins for commissioners

**Announcement:** Vice Chair Madden shared that due to ethical considerations, she must resign her post as of this meeting and thanked everyone.

Motion to adjourn was made by Commissioner Henderson Watts approved by consent.

Meeting adjourned at 7:57pm.

## Recruitment Schedule

Recruitment activity will begin in September and it is anticipated that an appointment will be made in February or March 2017. Below are key milestones leading to the appointment of a Police Chief.

Activity	Tentative Schedule
Community and Stakeholder Outreach Meetings	September – October
Release of Position Profile Brochure / Advertise Position	September
Open Application Period	45 Days
Candidate Screening	November
Selection Process	January 2017

## Take An Online Survey

English:  
<https://www.surveymonkey.com/r/OPDchiefsurvey>

Spanish:  
<https://www.surveymonkey.com/r/OPDchiefsurveyS>

Chinese:  
<https://www.surveymonkey.com/r/OPDchiefsurveyC>

Vietnamese:  
<https://www.surveymonkey.com/r/OPDchiefsurveyV>

## Join the Online Conversation

[www.speakupoakland.org](http://www.speakupoakland.org)



# Your Opinion Matters!

## Oakland's Chief of Police



## Contact Us

✉ [OPDChiefRecruitment@oaklandnet.com](mailto:OPDChiefRecruitment@oaklandnet.com)

☎ (510) 238-3600

🌐 [www.oaklandnet.com](http://www.oaklandnet.com)

📄 City Administrator's Office  
Attn: Police Chief Recruitment  
1 Frank H. Ogawa Plaza, 3rd Floor  
Oakland CA 94612



CITY OF OAKLAND



The City of Oakland is launching a nationwide search for a permanent Police Chief of the Oakland Police Department (OPD).

Our goal is to ensure that the best and brightest candidates emerge from the recruitment process. The City will engage the community and OPD staff to maximize stakeholder input. This insight will be used to:

- Help inform the recruiter to find the most qualified pool of candidates.
- Provide the City with community-driven criteria to evaluate the final candidates.
- Give the new Police Chief a roadmap of how the community expects the Police Department to move forward under new leadership.

**Your input will help make this recruitment a success. It is essential that prospective candidates understand the values, standards and needs of the Oakland community.**

There are multiple paths of community and stakeholder engagement, including:

- **Community Meetings**
- **Online Survey**
- **Online Conversation**

The City will consider community input throughout the entire process, right up to the appointment of the new Police Chief.

## Community Meetings

The City will conduct three citywide meetings and two Youth Forums in September 2016. In addition, the City will make presentations on the OPD Police Chief recruitment at several standing meetings as listed below. Oaklanders are encouraged to participate in any of these opportunities:



DATE	TIME	LOCATION
<b>Thursday, September 1</b>	5:00 p.m.	<b>Youth Community Forum (Pizza Provided)</b> Castlemont High School Cafeteria, 8601 MacArthur Blvd.
<b>Wednesday, September 7</b>	6:00 p.m.	Community Policing Advisory Board Meeting Eastmont Police Station, 2651 73rd Ave.
<b>Thursday, September 8</b>	6:00 p.m.	Citizens' Police Review Board Meeting City Hall, Council Chamber, 1 Frank H. Ogawa Plaza,
<b>Saturday, September 10</b>	12 noon	<b>Youth Community Forum (Lunch Provided)</b> McClymonds High School, 2607 Myrtle St.
<b>Monday, September 12</b>	6:00 p.m.	<b>Citywide Community Forum</b> North Oakland Senior Center, 5714 MLK Jr. Way
<b>Wednesday, September 21</b>	4:00 p.m.	<b>Chinatown Neighborhood Crime Prevention Council in Cantonese</b> Lincoln Recreation Center, 250 10th St.
<b>Wednesday, September 21</b>	6:00 p.m.	<b>Citywide Community Forum</b> East Oakland Senior Center, 9255 Edes Ave.
<b>Monday, September 26</b>	6:30 p.m.	Safety and Services Oversight Committee (Measure Z) City Hall, Hearing Room 1, 1 Frank H. Ogawa Plaza
<b>Tuesday, September 27</b>	6:00 p.m.	Public Safety Committee City Hall, Hearing Room 1, 1 Frank H. Ogawa Plaza
<b>Wednesday, September 28</b>	6:00 p.m.	<b>Citywide Community Forum in Spanish</b> sponsored by the Unity Council & Spanish Speaking Citizens Foundation Fruitvale Village, 3301 E. 12th St.