



# MEMORANDUM

**TO:** Honorable Mayor & City Council,  
Safety and Services Oversight Commission,  
Community Policing Advisory Board,  
Police Commission

**FROM:** Sabrina Landreth  
City Administrator

**SUBJECT:** Public Safety and Services  
Oversight Commission Joint Meeting  
Response to Questions

**DATE:** June 19, 2019

On April 30, 2019 during the Public Safety and Services Oversight Commission's Joint Meeting with the City Council, the Police Commission and the Community Policing Advisory Board a new text a question feature was offered to in-person meeting attendees and online viewers. In addition, hand written questions from audience members were collected. All questions have been compiled and staff has provided responses.

This memorandum is to transmit to the full City Council, the Public Safety and Services Oversight Commission, the Community Policing Advisory Board, the Police Commission and to the public a response to the questions received during the meeting.

## **Public Safety and Services Violence Prevention Oversight Commission Joint Meeting Questions and Responses**

- 1. How will the "equity stream" be available to citizens and how will people know they need adjustments to unrealized bias?**

*Click [HERE](#) for the PowerPoint presentation including the Equity Stream slide shown at the April 30<sup>th</sup> Joint Meeting.*

*Part of the work of the Department of Race and Equity is building the capacity of City staff to recognize the root causes of racial disparities, including bias and discrimination embedded in systemic policies, practices and procedures in City government that need to be changed to produce more equitable outcomes for our Black, Indigenous, Latino and Asian residents.*

- 2. How do the solutions in the left and center sections of the Equity Stream end gender-based violence?**

*Much of, though not all, gender-based violence is domestic violence. When people have economic opportunity and relative financial stability, they have more choices and fewer barriers to leaving or otherwise addressing domestic violence situations.*

*The other main area of concern is sex trafficking, particularly impacting Black and Latino children and young people. Again, those who are most vulnerable to this exploitation and violence are those living in poverty, homelessness, housing insecurity, unemployment, etc. Ending these conditions for the victims and their families would reduce this vulnerability.*

**3. On Restorative Justice, are you collaborating with schools?**

*The City of Oakland Human Services Department (HSD) used Measure Y violence prevention funds to pilot some of the first restorative justice programs in the Oakland Unified School District (OUSD) from 2007-2015. HSD has also funded restorative justice in OUSD through the Oakland Fund for Children and Youth since 2011. HSD will continue to support restorative practices for Oakland youth in these and other ways, such as funding supporting restorative justice diversion efforts in partnership with the Alameda County District Attorney's Office.*

**4. Can OFD provide an update on the overdue safety inspections of delinquent buildings that were discovered after the Ghostship fire as those inspections do impact equity in life outcomes for residents living in unsafe buildings?**

*Following the 31<sup>st</sup> Avenue warehouse fire, the Operations Bureau of Oakland Fire Department provided information on occupancies in districts that were of concern for follow-up by the OFD Fire Prevention Bureau or Planning & Building (for unpermitted live/work occupancies). The Fire Prevention Bureau and a City Inspection unit then proceeded to inspect those properties.*

- The Oakland Fire Department continues to work diligently to ensure that all state mandated commercial inspections are completed.*
- A team from the Fire Prevention Bureau and OFD Operations are working to ensure that the newly implemented computer data base keeps accurate records on property inspections citywide.*
- OFD continues to work closely and meet weekly with the Planning and Building Department to discuss and implement strategies and timelines for new and existing buildings that require joint inspections from both departments.*

**5. What are the exact methods / strategies that OPD will use to build stronger relationships with black communities?**

*OPD uses several strategies to build stronger relationships with all communities, including black communities in Oakland. For example, OPD leaders regularly hold barbershop meetings to discuss complex topics related to policing, race, and criminal justice. OPD representatives also hold living room meetings with community members in relaxed settings where people feel more comfortable discussing complex topics.*

*OPD's Racial Impact Report was recently published online<sup>1</sup> and provides details on the strategies utilized. The recently published Mayor's 2018 Police Accountability Report<sup>2</sup>, also provides details on methods used by OPD to build stronger community relationships.*

**6. What are the revisions to the community policing policy referenced in the agenda report?**

*With assistance and collaboration from the Community Policing Advisory Board and the Safety and Services Oversight Commission, OPD has drafted proposed changes to the existing Community Policing Policy. The draft has been forwarded to the Police Commission for review and the revisions are not yet final.*

*Nearly all policies require regular review over time, and this policy is no exception. The recently proposed edits address changes to OPD organizational structure and assignments. It updates the policy to reflect best and current practices and provides clarification and expectations on how to meet or succeed OPD vision and goals – which were originally crafted under Measure Y – to better align under Measure Z.*

*No proposed edits were made that impact the Department's long-standing compliance with the Negotiated Settlement Agreement's community policing plan.*

**7. Where is the OPD update to the 2016 Stanford SPARQ “Strategies for Change: Research Initiatives and Recommendations To Improve Police-Community Relations in Oakland, CA” Report<sup>3</sup>?**

*OPD will be providing an update report on the 50 recommendation from the Stanford report later this year to the City Council. OPD has so far fully achieved 43 of the 50 recommendations in the report as of April 30, 2019. The [OPD Racial Impact Report](#) provides details on OPD's ongoing commitment to the different strategies connected to the 50 recommendations.*

**8. How will OPD measure and hold themselves accountable to these next steps?**

*OPD Chief Kirkpatrick has committed the department to ongoing collaboration with Oakland's Department of Race and Equity (DRE). OPD is working with DRE to develop training to all sworn personnel to build capacity to recognize and address the root causes of racial disparities.*

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<sup>1</sup> Download report here: <https://cao-94612.s3.amazonaws.com/documents/OPD-Racial-Impact-Report-2016-2018-Final-16Apr19.pdf>

<sup>2</sup> Download report here: <https://www.oaklandca.gov/documents/principled-policing-the-mayors-2018-police-accountability-report>

<sup>3</sup> <https://sparq.stanford.edu/opd-reports>

*OPD's risk management meetings provide regular opportunities to review departments operations and to hold commanders accountable and to make data-driven decisions. Through ongoing work with the Department of Race and Equity, OPD regularly looks at police operations through an equity lens, including police stops, complaints, use of force and police pursuits.*

**9. How does OPD decide which car to stop if several vehicles are speeding at the same time?**

*The focus is always on safety first. Officers use several factors to make professional, informed decisions. Danger to the public - risk to the driver as well as to nearby pedestrians, cyclists and/or other motorists is always considered.*

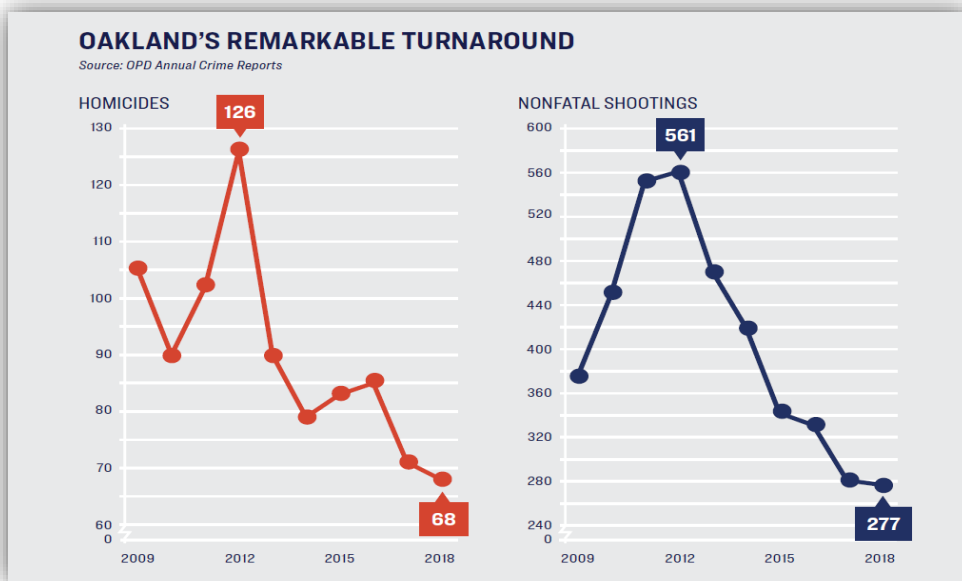
*Speeding is a common occurrence at sideshows in Oakland. During these events, officers attempt to stop as many reckless motorists as possible in order to stop dangerous vehicle activity.*

**10. What are the traffic violations that officers in the community look out for the most?**

*Patrol officers focus on vehicle activity with the greatest potential to cause harm, such as running through stop signs and red lights, and speeding. These types of vehicle activity have the greatest adverse impact upon pedestrians and cyclists.*

**11. How is crime trending over recent years in Oakland?**

*The following data presented in the report at the April 30, 2019 SSOC Joint Meeting provides data relevant to Ceasefire Strategy and crime trends.*



**12. Why do some people get tickets while others don't for the same violation?**

*Officers have discretion, but OPD constantly reviews stop data in regular risk management meetings. In these meetings the OPD Executive Team reviews data and holds captains and officers accountable for the outcomes of police stops.*

*The ongoing work with Stanford (see question #7 above) as well as with DRE (see question #8 above) helps OPD to continually ensure that the right processes and tools are being utilized to ensure accountability.*

**13. Does OPD target entertainment venues in certain locations more than others?**

*OPD relies on community collaboration, risk assessments, and follow-up with entertainment venues to ensure proper data-driven oversight of entertainment venues. For several years OPD has partnered, and continues to partner, with the office of District 3 Councilmember Lynette Gibson-McElhaney who represents the downtown area that has many entertainment venues.*

*This informal working group meets to discuss how best to promote public safety in and around night-life venues (restaurants, clubs and bars). Discussions include public safety and how venue owners can lessen any atmosphere of danger and fear. Merchants regularly ask OPD how they can ensure public safety and the perception of safety. In fact, many venue owners' contract with OPD to provide additional police overtime support (as is the case at A's and Warriors games).*

*OPD uses risk assessments to look at planned events; OPD special permits staff review whether there has been a history of violent criminal activity (e.g. shootings) and/or major traffic problems and/or community complaints associated with a performer and/or venue. OPD risk assessments are always data driven. OPD's follow-up with entertainment and night-life venues always look at whether there is a history of criminal activity and/or large crowds with a potential for harm (e.g. violent crime, loud noise, traffic problems).*

**14. Why have we had such a challenge to bring up the OPD sworn numbers to the goal from 3-4 years ago that were set by Mayor Schaaf?**

*Several factors impact OPD's efforts to bring sworn staffing in alignment with budgeted positions. Policing is a challenging career and with the unemployment rate at an all-time low, many would-be qualified candidates choose alternative careers. Other law enforcement agencies also recruit from the same pool of candidates.*

*OPD's latest police academy began with 39 recruits. The next academy is scheduled to start at the end of August 2019. A recruitment campaign is currently being planned with a big push in the City of Oakland. Attrition is estimated at five to six officers per month – equating to 60 to 72 officers per year.*

*The staffing report numbers (annual average) below indicate decreasing levels since 2009, then small upward trending levels since 2013.*

	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Sworn Staffing Levels as of January 1 of each year	830	780	656	642	613	626	695	721	744	747	749

*The planned 183<sup>rd</sup> and tentatively planned 184<sup>th</sup> and 185<sup>th</sup> academies in 2019 will help OPD raise levels to full strength. For these reasons, OPD sees recruiting and staffing starting to trend towards greater fulfillment of budgeted positions.*

**15. How does OPD account for time for community policing officers? What do they actually do in the community and for how much time?**

*The Measure Z funded Community Resource Officers (CRO) and Crime Reduction Team (CRT) officers perform a wide variety of tasks that are focused on continued efforts to reduce homicides, robberies, burglaries, and gun-related violence. CRT and CRO officers are also deployed to meet the demands of public safety and policing priorities where patrol and other personnel resources are insufficient (e.g., unpermitted or unstaffed crowd management operations, sideshow enforcement, preventative patrols, etc.).*

*Despite OPD’s firm belief that Community Resource Officers (CRO’s) and Crime Reduction Team (CRT) officers are essential to achieving the vision of reduced crime through positive community policing, many variables have proved to be challenging when addressing questions of time and productivity. OPD is working with Research Development Associates (RDA) who is tasked with auditing and evaluating CRO and CRT related activities and personnel on how to best to collect and provide this information.*

*RDA recently determined that existing data collection tools, data reporting practices, and performance measures do not capture the full extent of the officers’ work and their impact on communities. A project is now underway with RDA that will assist OPD to better document and track the activity of Community Resource Officers and Crime Reduction Team officers including documenting and tracking the assignments and duration of assignments for such officers.*

**16. Please provide information on mental health crisis teams riding with OPD.**

*The Mobile Evaluation Team (MET) is a co-responder model based on the Long Beach Police Department’s Mental Evaluation Team (MET). This unique team was developed to respond to mental health challenges and emergencies involving mental illness called into the 911 system to provide on-scene crisis intervention and referral.*

*OPD has entered into a Memorandum of Understanding and a Business Agreement with Alameda County Behavioral Health Care Services (AC BHCS) to meet the needs of the community. OPD has paired a Crisis Intervention Trained (CIT) officer with a Licensed Clinician from the Alameda County Behavioral Health Clinical Series (BHCS) Crisis Response Program. OPD and Crisis Response have had a long-standing relationship dating back to 1989 when licensed clinicians began assisting officers in the field on calls involving mental health concerns. BHCS continues to staff a Crisis Response Unit, which consists of two (2) licensed clinicians, who carry police radios and aid officers when called to evaluate an individual's needs. The MET Unit was added to increase collaboration between agency and offer alternatives to hospitalization.*

*The MET Unit has one (1) team in the field who deploys from the Eastmont Sub Station and primarily serves East Oakland. The department has received approval for a total of four (4) unit's city wide to cover a majority of the day, seven (7) days a week. OPD is currently finalizing details to deploy the second MET unit in the summer of 2019.*

**17. 370 weapons were reported lost by OPD from 2011-2016. Did over 50% of OPD lose weapons into Oakland communities?**

*OPD is committed to ensuring that each Department-issued firearm is efficiently tracked using modern identification systems – and continuing to improve upon past identification protocols. In 2010, OPD began a thorough audit of all Department-issued firearms as part of this process to implement better security and oversight.*

*The audit revealed that there were 300 firearms unaccounted for from the late 1970s through 2010. It is doubtful that these firearms are, or were ever, missing; a lack of an established record-keeping method, a failure to adequately track batches of destroyed firearms, and changes in weapon registration protocol are responsible for the apparent inventory discrepancy. In 2010, OPD created a tracking system for Department-owned firearms. By 2011, a complete reconciliation had been performed, despite a rudimentary database and tracking method. Tracking methods have since evolved, and last year all firearms inventory data was migrated to an established database application.*

*OPD is currently tracking every firearm and has done so for several years. Each firearm has a serial number that is recorded by OPD. Firearms that are issued to individual officers are checked on an annual basis by OPD Firearms Instructors when officers complete range proficiency training. Firearms not issued to an individual officer are maintained in secured caged locations in the Police Administration Building (PAB) and the Eastmont Sub-Station and are audited quarterly to ensure that no firearms are missing.*

- 18. Meetings like tonight's should be posted on Eventbrite and Meet Up and in local event calendars like 510 for families and in local libraries on Storytime days on the weekend when lots of parents are there.**

*Thank you for this feedback. At a minimum, all public meetings must comply with the California Brown Act and City of Oakland Sunshine Ordinance.*

*Additional noticing and advertising of meetings to increase community participation is always helpful. In addition, this meeting was recorded. Click [HERE](#) to view meeting.*

- 19. I am curious why the Oakland City Council has not used tax increment financing in a way such that part of the monies could be used to legally help OPD Violence Prevention Efforts? SB 628 Bealle offers a loophole.**

*Thank you for this feedback. We will review the legislation to see if there are opportunities for the City to pursue.*