

***City of Oakland Community Input Meeting Notes
Police Chief Recruitment Input Session—***

*Measure Y Oversight Committee Meeting, City Hall, Hearing Room #1
Monday, October 21, 2013*

The following is a summary of the comments from the Measure Y Oversight Committee Input Meeting for the Police Chief Recruitment held on Monday, October 21 at 6:30 p.m. at the City Hall, Hearing Room #1. The summary is compiled from staff notes. It is not a verbatim account of all discussions that occurred at the public meeting.

Question#1: What are the most important issues/priorities that you would like the new Police Chief to address?

- Need equipment in order to be safer and to move priorities forward (e.g. Ceasefire)
- Major challenges: crime and compliance with the Negotiated Settlement Agreement
- Focus on community policing
- Need Chief to address a mixture of issues

Question #2: What experience and track record should the new Police Chief have?

- Someone who has been a Chief before
- Experience with Ceasefire
- Attends community meetings (including Measure Y)
- Background in handling protests (responsibly follows Civil Rights while at the same time preventing violence)
- Experience in using data and putting it into action
- Needs to respect voice of the Measure Y Oversight Committee
- Need experience with parcel tax initiatives; able to help shape those initiatives moving forward
- Relationships with Federal and State law enforcement officials
- Able to leverage grants, have experience in maximizing resources
- Experience with the challenges of having a reduced workforce and using limited funding/resources effectively.
- Track record of reducing crime/violence, especially amongst young populations, while being trusted by the community
- History with community policing

- Understands the culture of violence and violence prevention
- Has experience implementing institutional changes

Question #3: What skills and characteristics are the most critical for a new Police Chief to succeed in Oakland?

- Be a partner in community policing; able to help build capacity/number of Neighborhood Crime Prevention Councils
- Someone who does not see Negotiated Settlement Agreement goals and community goals as being in conflict with one another; does not see the NSA as a check list
- A reformer
- Commitment to OPD for the long haul, not just 3-4 years until retirement
- Able to work with Mayor and Council
- Patience, humility, transparency
- Sincere
- Needs to be respected by rank and file
- Charismatic, able to communicate with people
- Leader that has presence
- Spent time learning the history of Oakland—understanding issues
- Strong thinker with vision of what Oakland can look like and how it can achieve its full potential
- Able to work under the potential reauthorization of Measure Y
- Able to think on their feet—fast, savvy, able to deal with issues
- Trust—community race relations. Offers approach to address issues as they arise.
- Able to think outside the box

Question #4: Is there anything else you would like the City to consider when selecting the new Police Chief?

- Has a theoretical framework/comprehensive thought process re: how to reduce crime, and a long-term vision and plan for getting there
- Need to develop a long-range strategy (not just tactics)
- Police Chief needs autonomy—in context of upcoming elections, politics, etc.
- Make assessment of what has been done/needs to be done/what works/what does not

Police Chief Recruitment: Measure Y Oversight Committee Meeting Notes

Monday, October 21, 2013

- Able to be creative with the number of current officers on force
- Transforming Oakland as a place to visit
- Tension re: community and police. We want a Chief who puts thought into that historical relationship with a focus on rebuilding trust, connecting with community groups, etc.

Question #5: What are you willing to do or contribute to help the new Police Chief?

Question was not addressed in forum