SAFETY AND SERVICES OVERSIGHT COMMISSION MEETING

SSOC created by the Public Safety and Services Violence Prevention Act of 2014

Monday, March 26, 2018
6:30-9:00 p.m.
Hearing Room 1

Oversight Commission Members: *Chairperson: Jody Nunez (D-1), Vacant (D-2), Rev. Curtis Flemming, Sr. (D-3), Vacant (D-4), Rebecca Alvarado (D-5), Carlotta Brown (D-6), Kevin McPherson (D-7), and Troy Williams (Mayoral); Letitia Henderson Watts (At-Large),*

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	1 Minutes	AD	
3. Agenda Approval	1 Minutes	AD	
4. Open Forum	10 Minutes	AD	
5. Measure Z Audit	20 Minutes	A	Attachment 1
6. HSD Quarterly Reports Approval pending explanation of the DVP line items in report; Approval of Quarterly Report submitted on February 26, 20018	10 Minutes	A	
7. SSOC Budget	15 Minutes	A	Attachment 2
8. California Partnership for Safe Communities: Problem and Opportunity Analysis regarding gang/group involvement in homicides in 2016 & 2017.	20 Minutes	A	Attachment 3
9. OPD Quarterly Report and CRO Curriculum	20 Minutes	A	Attachment 4
10. OFD Quarterly Report	15 Minutes	A	Attachment 5
11. HSD Update on Grantee Progress	15 Minutes	I	Attachment 6
12. Minutes from February 26, 2018	5 Minutes	A	Attachment 7
13. Nomination/Election of Vice-Chair	15 Minutes	A	
14. Coordinators Announcement 15. a) DVP Update	5 Minutes	I	
16. Schedule Planning and Pending Agenda Items	5 Minutes	I	
17. Adjournment	1 Minute		

A = Action Item I = Informational Item AD = Administrative Item A* = Action, if Needed

This location is wheelchair accessible. To request meeting and/or examination accommodations due to disability, including ASL or alternative format materials, please contact 510-238-3294 (voice), 510-238-3254 (TTY) or nmarcus@oaklandnet.com at least three business days in advance. Please refrain from wearing scented products to this venue.

CITY OF OAKLAND

AGENDA REPORT

TO:	Sabrina B. Landreth City Administrator	**FROM:**	Katano Kasaine Finance Director/Treasurer
SUBJECT:	Measure Z – Public Safety and Services Violence Prevention Act of 2014 Audit Report	**DATE:**	March 19, 2018

City Administrator Approval Date:

DRAFT

RECOMMENDATION

Staff Recommends That The City Council Accept The Measure Z – Public Safety and Services Violence Prevention Act Of 2014 Audit Report For The Year Ended June 30, 2017.

EXECUTIVE SUMMARY

The Finance Department is pleased to present to the City Council the attached Measure Z – Public Safety and Services Violence Prevention Act of 2014 Audit and Program Status Report.

Measure Z, Part 1, Section 3.4 and Part 2, Section 1, as well as Government Code Section 50075.3 (a) and (b), require the Chief Financial Officer to present to the governing board an annual report identifying: (a) the amount of funds collected and expended; and (b) the status of any project required or authorized to be funded.

Williams, Adley & Company-CA, LLP, an independent accounting firm and subcontractor to Macias, Gini & O'Connell, the City's external auditor, performed the Measure Z – Public Safety and Services Violence Prevention Act of 2014 financial audit for the year ending June 30, 2017 ***(Attachment A)***. This report also provides the annual program status report for the Measure Z programs (Community and Neighborhood Policing, Violence Prevention Services with an Emphasis on Youth and Children, Fire Services, Program Audit and Oversight), for Fiscal Year (FY) 2016-2017 in accordance with Government Code Section 50075.3 (b).

The Independent Auditor's Report for fiscal year ended June 30, 2017 did not contain any findings and did not identify any deficiencies in internal controls.

BACKGROUND / LEGISLATIVE HISTORY

On November 2, 2004, Measure Y was passed by Oakland voters. Measure Y provides approximately $20 million every year for 10 years to fund violence prevention programs, additional police officers, and fire services. Measure Y funds are generated through a parcel tax along with a parking tax surcharge on the rental of parking spaces. In accordance with Government Code sections 50075.1 and 50075.3(a), and City of Oakland Resolution No. 78734 C.M.S., an independent audit shall be performed to assure accountability and the proper disbursement of the proceeds of the tax and the status of Measure Y programs.

The parcel tax is collected with the annual Alameda County property taxes, beginning on July 1, 2005. The annual parcel tax is levied to pay for all activities and services for Measure Y in accordance with the terms and conditions outlined in the approved ballot measure. Measure Y shall be in existence for a period of 10 years. Beginning in Fiscal Year 2004-2005, and each year thereafter, the City Council may increase the tax imposed based on the cost of living for the San Francisco Bay Area, as shown on the Consumer Price Index (CPI). The percentage increase of the tax shall not exceed such increase, using FY 2003-2004 as the index year and in no event shall any adjustment exceed five percent.

In November 2014, voters in the City of Oakland approved the City's Public Safety and Services Violence Prevention Act of 2014 (Measure Z) which renews the parcel tax at the same rate of Measure Y per property unit and parking tax of 8.5 percent for 10 years. The measure requires the City to maintain a minimum of 678 sworn police officers unless some sudden, unforeseen event sharply affects the City's financial status. If the City fails to budget for at least this many officers in any given year, the City would be prohibited from levying either the parcel tax or the parking tax.

DRAFT

ANALYSIS AND POLICY ALTERNATIVES

The Measure Z audit report reflects the independent Auditor's opinion that the Measure Z financial schedule of revenues and expenditures fairly presents, in all material respects, Measure Z activities, in conformity with United States generally accepted accounting principles, and in compliance with the purposes for which Measure Z was approved by the voters. The audit disclosed no instances of noncompliance or other matters that are required to be reported under Government Auditing Standards *(page 8 of **Attachment A**)*.

The Measure Z expenditures for FY 2016-2017 by program are summarized in *Table 1* on the following page, along with a description of each program. The audit report provides further details on program deliverables during FY 2016-17 ***(Attachment A)***.

Table 1: Measure Z Summary by Program

Program	Program Description	FY 2016-17 Expenditures
Community and Neighborhood Policing	Hire and maintain at least a total of 63 officers assigned to the following specific community policing areas: neighborhood beat officers, school safety, crime reduction team, domestic violence and child abuse intervention, and officer training and equipment.	$12,605,398
Violence Prevention Services with an Emphasis on Youth and Children	Expand preventive social services provided by the City of Oakland, or by adding capacity to community-based nonprofit programs with demonstrated past success for the following objectives: youth outreach counselors, after and in school program for youth and children, domestic violence and child abuse counselors, and offender/parolee employment training.	$8,510,383
Fire Services	Maintain staffing and equipment to operate 25 fire engine companies and seven truck companies, expand paramedic services, and establish a mentorship program at each station.	$2,000,000
Program Audit and Oversight	*Evaluation:* Not less than one percent or no more than three percent of funds appropriated to each police service or social service program shall be set aside for the purpose of independent evaluation of the program, including the number of people served and the rate of crime or violence reduction achieved. *Audit/Administration*: In addition to the evaluation amount, tax proceeds may be used to pay for the audit specified by Government Code Section 50075.3.	$754,482
TOTAL		**$ 23,870,263**

DRAFT

FISCAL IMPACT

This is an informational report only; there is no fiscal impact.

Measure Z revenues collected totaled $26,090,984 million in FY 2016-17 and were generated mainly from the parcel tax ($15.87 million) and parking tax surcharge ($10.22 million). Expenditures for FY 2016-17 totaled $23.87 million. At June 30, 2017, Measure Z fund balance was $5.52 million.

PUBLIC OUTREACH / INTEREST

This item did not require any additional public outreach other than the required posting on the City's website.

COORDINATION

This report was prepared in coordination with the Finance Department, Oakland Police Department, Oakland Fire Department, Human Services, City Administrator's Office, and the City Attorney's Office.

SUSTAINABLE OPPORTUNITIES

Economic: There are no economic opportunities associated with this report.

Environmental*:* There are no environmental opportunities associated with this report.

Social Equity*:* There are no social equity opportunities associated with this report.

ACTION REQUESTED OF THE CITY COUNCIL

Staff recommends that the City Council accept the Measure Z – Public Safety and Services Violence Prevention Act of 2014 Audit Report for the year ended June 30, 2017.

For questions regarding this report, please contact Kirsten LaCasse, Controller, at (510) 238-6776.

DRAFT

Respectfully submitted,

_____
KATANO KASAINE
Finance Director/Treasurer
Finance Department

Prepared by:

Kirsten LaCasse
Controller
Finance Department, Controller's Bureau

Attachments (1):

A: Measure Z – Public Safety and Services Violence Prevention Act of 2014 Independent Auditor's Report and Budgetary Comparison Schedule For the Year Ended June 30, 2017

ATTACHMENT A

Measure Z – Public Safety and Services Violence Prevention Act of 2014 Audit Report

CITY OF OAKLAND - MEASURE Z

Measure Z - Public Safety and Services Violence Prevention Act of 2014
(A Fund of the City of Oakland)
Budgetary Comparison Schedule and Other Information

Year Ended June 30, 2017

(With Independent Auditor's Report Thereon)

WILLIAMS ADLEY

WILLIAMS, ADLEY & COMPANY-CA, LLP

Certified Public Accountants / Management Consultants

CITY OF OAKLAND – MEASURE Z
Measure Z – Public Safety and Services Violence Prevention Act of 2014
(A Fund of the City of Oakland)
Budgetary Comparison Schedule and Other Information
Year Ended June 30, 2017

Table of Contents

Independent Auditor's Report 1

Financial Schedule

Budgetary Comparison Schedule 3
Notes to the Budgetary Comparison Schedule 4

Other Reports
Independent Auditor's Report on Internal Control over Financial Reporting And on Compliance and Other Matters Based on an Audit of Financial Statements Performed in Accordance with *Government Auditing Standards* 7

Schedule of Findings and Responses 9

Status of Prior Year Findings and Recommendations 10

Supplementary Information
Annual Reporting 11
Oakland Police Department Annual Report 12
Fire Department Annual Report 13
Human Services Department Annual Report 14
Program Audit and Oversight Department Annual Report 17

WILLIAMS ADLEY

INDEPENDENT AUDITOR'S REPORT

To the Honorable Mayor and Members of the City Council
City of Oakland, California

Report on the Financial Schedule

We have audited the accompanying budgetary comparison schedule of the City of Oakland's (City) Measure Z – Public Safety and Services Violence Prevention Act of 2014 (Measure Z), a fund of the City, for the year ended June 30, 2017, and the related notes to the budgetary comparison schedule, which collectively comprise the financial schedule.

Management's Responsibility for the Financial Schedule

Management is responsible for the preparation and fair presentation of the financial schedule in accordance with accounting principles generally accepted in the United States of America; this includes the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of a financial schedule that is free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express an opinion on the financial schedule based on our audit. We conducted our audit in accordance with auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial schedule is free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial schedule. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial schedule, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial schedule in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the financial schedule.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

WILLIAMS ADLEY

Opinion

In our opinion, the financial schedule referred to above presents fairly, in all material respects, the revenues and expenditures of Measure Z for the year ended June 30, 2017, in conformity with the basis of accounting described in Note B.

Emphasis of Matter

The financial schedule was prepared to present the total revenues and expenditures of the Measure Z fund as described in Note B, and does not purport to, and does not, present fairly the changes in the City's financial position for the year ended June 30, 2017 in conformity with accounting principles generally accepted in the United States of America. Our opinion is not modified with respect to this matter.

Other Matters

Other Information

Our audit was conducted for the purpose of forming an opinion on the financial schedule as a whole. Measure Z Annual Reporting on pages 11 through 18 is presented for purposes of additional analysis and is not a required part of the financial schedule.

Measure Z Annual Reporting information has not been subjected to the auditing procedures applied in the audit of the financial schedule and, accordingly, we do not express an opinion or provide any assurance on it.

Other Reporting Required by *Government Auditing Standards*

In accordance with *Government Auditing Standards*, we have also issued our report dated December 29, 2017, on our consideration of the City's internal control over financial reporting as it pertains to Measure Z and on our tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements and other matters. The purpose of that report is to describe the scope of our testing of internal control over financial reporting and compliance and the results of that testing, and not to provide an opinion on internal control over financial reporting or on compliance. That report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the City's internal control over financial reporting and compliance.

Williams, Adley & Company-CA, LLP

Oakland, California
December 29, 2017

CITY OF OAKLAND
Measure Z - Public Safety and Services Violence Prevention Act of 2014
(A Fund of the City of Oakland)
Budgetary Comparison Schedule (On a Budgetary Basis)
Year Ended June 30, 2017

	Original Budget	Final Budget	Actual	Positive (Negative) Variance
Revenues:				
Parcel tax	$ 16,289,603	$ 16,289,603	$ 15,866,563	$ (423,040)
Parking tax surcharge	10,317,508	10,317,508	10,224,421	(93,087)
Total revenues	26,607,111	26,607,111	26,090,984	(516,127)
Expenditures:				
Community and Neighborhood Policing				
Salaries and employee benefits	13,661,624	13,680,353	12,134,266	1,546,087
Other supplies and commodities	-	159,976	101,404	58,572
Other contract services	623,715	261,118	227,772	33,346
Other expenditures	-	365,571	141,956	223,615
Total Community and Neighborhood Policing expenditures	14,285,339	14,467,018	12,605,398	1,861,620
Violence Prevention with an Emphasis on Youth and Children				
Salaries and employee benefits	1,860,511	2,220,712	1,695,190	525,522
Other supplies and commodities	22,800	54,546	27,169	27,377
Other contract services	7,350,684	8,837,151	6,734,233	2,102,918
Other expenditures	261,270	452,394	53,791	398,603
Total Violence Prevention expenditures	9,495,265	11,564,803	8,510,383	3,054,420
Fire Services				
Salaries and employee benefits	2,000,000	2,000,000	2,000,000	-
Evaluation	696,367	1,174,371	451,233	723,138
Administration	130,140	226,155	303,249	(77,094)
Total expenditures	$ 26,607,111	$ 29,432,347	23,870,263	$ 5,562,084
Excess of revenues over expenditures			2,220,721	
Change in fund balance, on a budgetary basis			2,220,721	
Items not budgeted:				
Investment income			30,066	
Change in fund balance, on a GAAP basis			2,250,787	
Fund balance, beginning of year			3,269,018	
Fund balance, end of year			$ 5,519,805	

CITY OF OAKLAND – MEASURE Z
Measure Z – Public Safety and Services Violence Prevention Act of 2014
(A Fund of the City of Oakland)
Notes to the Budgetary Comparison Schedule
Year Ended June 30, 2017

NOTE A – DESCRIPTION OF REPORTING ENTITY

The Oakland City Council (the City Council) approved Resolution No. 78734 on July 20, 2004 submitting the Public Safety and Services Violence Prevention Act of 2004 – Measure Y (Measure Y) and the citizens of the City of Oakland (the City) approved Measure Y in November 2004.

In November 2014, voters in the City of Oakland approved the City's Measure Z which replaced Measure Y starting from July 1, 2015. Measure Z renews a parcel tax ranging between $51.09 and $99.77 per property unit and a parking tax of 8.5 percent for ten years. It requires the City to maintain a minimum of 678 sworn police officers unless some sudden, unforeseen event sharply affects the City's financial status. If the City fails to budget for at least this many officers in any given year, the City would be prohibited from levying either the parcel tax or the parking tax.

The parcel tax is collected with the annual Alameda County property taxes, beginning on July 1, 2015. The annual parcel tax is levied to pay for all activities and services for Measure Z (see below) in accordance with the terms and conditions outlined in the approved ballot measure. Measure Z shall be in existence for a period of ten (10) years. Beginning in Fiscal Year 2015-2016, and each year thereafter, the City Council may increase the tax imposed based on the cost of living for the San Francisco Bay Area, as shown on the Consumer Price Index (CPI). The percentage increase of the tax shall not exceed such increase, using Fiscal Year 2014-2015 as the index year and in no event shall any adjustment exceed 5% (five percent).

Measure Z provides for the following services:

1. *Community and Neighborhood Policing* – Hire and maintain at least a total of 63 officers assigned to the following specific community- policing areas: neighborhood beat officers, school safety, crime reduction team, domestic violence and child abuse intervention, and officer training and equipment. For further detail of the specific community- policing areas see Oakland City Council Resolution No. 85149.

2. *Violence Prevention Services With an Emphasis on Youth and Children* – Expand preventive social services provided by the City of Oakland, or by adding capacity to community-based nonprofit programs with demonstrated past success for the following objectives: youth outreach counselors, after and in school program for youth and children, domestic violence and child abuse counselors, and offender/parolee employment training. For further detail of the social services see Oakland City Council Resolution No. 85149.

3. *Fire Services* – Maintain staffing and equipment to operate 25 (twenty-five) fire engine companies and 7 (seven) truck companies, expand paramedic services, and establish a mentorship program at each station with an amount not to exceed $2,000,000 annually from funds collected under Measure Z.

4. *Evaluation* – Not less than 1% or no more than 3% of funds appropriated to each police service or social service program shall be set aside for the purpose of independent evaluation of the program, including the number of people served and the rate of crime or violence reduction achieved.

NOTE B – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of Presentation

The accompanying financial schedule presents only the revenues and expenditures of the Measure Z activities and does not purport to, and does not present fairly the changes in the City's financial position for the year ended June 30, 2017 in conformity with accounting principles generally accepted in the United States of America.

A special revenue fund (governmental fund) is used to account for the City's Measure Z activities. The measurement focus is based upon the determination of changes in financial position rather than upon the determination of net income. A special revenue fund is used to account for the proceeds of specific revenue sources that are legally restricted to expenditures for specified purposes.

Basis of Accounting

In accordance with the provisions of the City Charter, the City adopts an annual budget for Measure Z activity, which must be approved through a resolution by the City Council. The budget for Measure Z is prepared on a modified accrual basis.

Measure Z activity is reported using the current financial resources measurement focus and the modified accrual basis of accounting. Revenues are recorded when "susceptible to accrual" (i.e., when they become both measurable and available). "Measurable" means that the amount of the transaction can be determined, and "available" means that revenues are collected within the current period or soon enough thereafter to pay liabilities of the current period. Revenues susceptible to accrual include the parcel tax and parking tax surcharge. The City considers the parcel tax revenues and the parking tax surcharge revenues to be available for the year levied and if they are collected within 60 and 120 days, respectively, of the end of the current year. Expenditures are recorded when a liability is incurred, as under accrual accounting.

Use of Estimates

The preparation of financial statements is in conformity with generally accepted accounting principles requires management to make certain estimates and assumptions that affect the reported amounts and disclosures. Accordingly, actual results may differ from those estimates.

NOTE C - BUDGET

Measure Z – Public Safety and Services Violence Prevention Act of 2014, as approved by the voters in November 2014, requires the adoption of an annual budget, which must be approved by the City Council of the City. The City budgets annually for Measure Z activities. The budget is prepared on the modified accrual basis, except that the City does not budget for charges for services or investment earnings on Measure Z investments.

NOTE C – BUDGET (continued)

When the budget is prepared, the City allocates the funds to each program in accordance with Measure Z Ordinance. Thus, the City ensures that of the total proceeds spent on programs enumerated in the *Community and Neighborhood Policing* and the *Violence Prevention Services With an*

Emphasis on Youth and Children sections above, no less than 40% of such proceeds is allocated to programs enumerated in *the Violence Prevention Services With an Emphasis on Youth and Children* section each year Measure Z is in effect.

Budgetary control is maintained at the fund level. Line item reclassification amendments to the budget may be initiated and reviewed by the City Council, but approved by the City Administrator. Any shifting of appropriations between separate funds must be approved by the City Council. Annual appropriations for the budget lapse at the end of the fiscal year to the extent that they have not been expended. At year-end, unobligated appropriations may lapse and remain within the authorized program.

Supplemental budgetary changes made to Measure Z throughout the year, if any, are reflected in the "final budget" column of the accompanying budgetary comparison schedule.

WILLIAMS ADLEY

INDEPENDENT AUDITOR'S REPORT ON INTERNAL CONTROL OVER FINANCIAL REPORTING AND ON COMPLIANCE AND OTHER MATTERS BASED ON AN AUDIT OF FINANCIAL STATEMENTS PERFORMED IN ACCORDANCE WITH *GOVERNMENT AUDITING STANDARDS*

To the Honorable Mayor and Members of the City Council
City of Oakland, California

We have audited, in accordance with the auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards* issued by the Comptroller General of the United States, the budgetary comparison schedule of the City of Oakland's (City) Measure Z – Public Safety and Services Violence Prevention Act of 2014 (Measure Z), a fund of the City, for the year ended June 30, 2017, and the related notes to the financial schedule which collectively comprise the financial schedule and have issued our report thereon dated December 29, 2017.

Internal Control over Financial Reporting

In planning and performing our audit of the financial schedule, we considered the City's internal control over financial reporting (internal control) as it pertains to Measure Z, to determine the audit procedures that are appropriate in the circumstances for the purpose of expressinxg our opinion on the financial schedule, but not for the purpose of expressing an opinion on the effectiveness of the City's internal control. Accordingly, we do not express an opinion on the effectiveness of the City's internal control over financial reporting as it pertains to Measure Z.

A *deficiency in internal control* exists when the design or operation of a control does not allow management or employees, in the normal course of performing their assigned functions, to prevent, or detect and correct, misstatements on a timely basis. A *material weakness* is a deficiency, or a combination of deficiencies, in internal control, such that there is a reasonable possibility that a material misstatement of the entity's financial schedule will not be prevented, or detected and corrected on a timely basis. A *significant deficiency* is a deficiency, or a combination of deficiencies, in internal control that is less severe than a material weakness, yet important enough to merit attention by those charged with governance.

Our consideration of internal control was for the limited purpose described in the first paragraph of this section and was not designed to identify all deficiencies in internal control that might be material weaknesses or, significant deficiencies. Given these limitations, during our audit we did not identify any deficiencies in internal control that we consider to be material weaknesses. However, material weaknesses may exist that have not been identified.

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http://wacllp.com

WILLIAMS ADLEY

Compliance and Other Matters

As part of obtaining reasonable assurance about whether the City's Measure Z financial schedule is free from material misstatement, we performed tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements, noncompliance with which could have a direct and material effect on the determination of financial schedule amounts. However, providing an opinion on compliance with those provisions was not an objective of our audit, and accordingly, we do not express such an opinion. The results of our tests disclosed no instances of noncompliance or other matters that are required to be reported under *Government Auditing Standards*.

Purpose of this Report

The purpose of this report is solely to describe the scope of our testing of internal control and compliance and the results of that testing, and not to provide an opinion on the effectiveness of the City's internal control or on compliance as it pertains to Measure Z. This report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the City's internal control and compliance as it pertains to Measure Z. Accordingly, this communication is not suitable for any other purpose.

Williams, Adley & Company - CA, LLP

Oakland, CA
December 29, 2017

WILLIAMS, ADLEY & COMPANY-CA, LLP
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CITY OF OAKLAND – MEASURE Z
Measure Z – Public Safety and Services Violence Prevention Act of 2014
(A Fund of the City of Oakland)
Schedule Of Findings And Responses
Year Ended June 30, 2017

There were no findings reported in the current year.

CITY OF OAKLAND – MEASURE Z
Measure Z – Public Safety and Services Violence Prevention Act of 2014
(A Fund of the City of Oakland)
Status of Prior Year Findings and Recommendations
Year Ended June 30, 2017

There were no findings reported in the prior year.

SUPPLEMENTARY INFORMATION

CITY OF OAKLAND – MEASURE Z
Measure Z – Public Safety and Services Violence Prevention Act of 2014
(A Fund of the City of Oakland)
Annual Reporting
Year Ended June 30, 2017

The following pages provide the financial and program status reports for Measure Z - Public Safety and Services Violence Prevention Act of 2014 for the year ended June 30, 2017 in accordance with Measure Z, Part 1 Section3.4 and Part 2, Section 1; and Government Code Section 50075.3 (a) and (b).

The program status report is provided for each of the four sections of Measure Z:

a. Community and Neighborhood Policing: $12,605,398

Hire and maintain at least a total of 63 officers assigned to the following specific community policing areas: Neighborhood beat officers, school safety, crime reduction team, domestic violence and child abuse intervention and officer training and equipment.

b. Violence Prevention Services with an Emphasis on Youth and Children: $8,510,383

Expand preventive social services provided by the City of Oakland, or by adding capacity to community-based nonprofit programs with demonstrated past success for the following objectives: Youth outreach counselors, after and in school program for youth and children, domestic violence and child abuse counselors, and offender/parolee employment training.

c. Fire Services: $2,000,000

Maintain staffing and equipment to operate 25 fire engine companies and seven (7) truck companies, expand paramedic services, and establish a mentorship program at each station.

d. Program Audit and Oversight: $754,482

Evaluation: Not less than 1% or no more than 3% of funds appropriated to each police service or social service program shall be set aside for the purpose of independent evaluation of the program, including the number of people served and the rate of crime or violence reduction achieved.

Audit / Administration: In addition to the evaluation amount, tax proceeds may be used to pay for the audit specified by Government Code Section 50075.3.

CITY OF OAKLAND
Measure Z-Public Safety and Services Violence Prevention Act of 2014
(A Fund of the City of Oakland)
Oakland Police Department Annual Report
Year Ended June 30, 2017

MEASURE Z ANNUAL REPORTING - FISCAL YEAR 2016-2017 **POLICE DEPARTMENT**

A. Status Report ("status of projects required or authorized to be funded")

Program Name & Description (According to Measure Z language)	Dollar Amount Expended	City Personnel Employed (FTEs for Full Year)	16-17 Status Completed	16-17 Status On-Going	Outcomes		Comments (Program achievements, issues, etc.)
Geographic Policing (OPD)					**Services Performed**	**NOTES:**	
Crime Reduction Team (CRT) Program	$ 6,543,987.12	35.00		xx	Strategically geographically deployed officers to investigate and respond to the commission of violent crimes in identified violence hot spots using intelligence-based policing.		
Community Resource Officers (CRO) Program	$ 4,127,340.05	22.50		xx	Engage in problem solving projects, attend Neighborhood Crime Prevention Council meetings, serve as a liaison with city services teams, provide foot/bike patrol, answer calls for service if needed, lead targeted enforcement projects and coordinate these projects with CRTs, Patrol units and other sworn personnel.		
Intelligence-base Violence Suppression Operations Program	$ 1,602,333.69	8.00		xx	Conduct intelligence-based violence suppression operations such as field interviews, surveillance, undercover operations, high visibility patrol, probation/parole compliance checks, search warrants, assist Community Resource Officers projects, violent crime investigation and general follow-up.		
Domestic Violence and Child Abuse Intervention Program				xx	Officers to team with social service providers to intervene in situations of domestic violence and child abuse, including sexual exploitation of children.		
Operation Ceasefire Strategy Program	$ 331,736.39	2.00		xx	Sustaining and strengthening of the City's Operation Ceasefire strategy, including project management and crime analysis positions.		
Subtotal Comm & Neigh Policing - FY16-17	***$ 12,605,397.24***	***67.50***					

CITY OF OAKLAND
Measure Z-Public Safety and Services Violence Prevention Act of 2014
(A Fund of the City of Oakland)
Fire Department Annual Report
Year Ended June 30, 2017

MEASURE Z ANNUAL REPORTING - FISCAL YEAR 2016-2017 **FIRE DEPARTMENT**

A. Status Report ("status of projects required or authorized to be funded")

Program Name & Description (According to Measure Y language)	Dollar Amount Expended	City Personnel Employed (FTEs for Full Year)	16-17 Status Completed	16-17 Status On-Going	Outcomes		Comments (Program achievements, issues, etc.)
Fire Services (Fire)					**Services Performed: Number of fire companies retained, paramedic and mentorship services provided**	**Number of People Served During the Year**	
Minimum staffing and equipment	$ 2,000,000			xx	25 engines, 7 trucks 26 Advance Life Support (ALS) units, 6 Basic Life Support (BLS) units	2,973 fire response calls, 1,483 of which were confirmed fires. 55,144 EMS response calls 14,469 other response calls including "good-intent", false alarms, non-fire hazardous condition)	The figures for people served through Oakland Fire Department is a department-wide number. OFD does not distinguish between Measure Z fire department personnel and non-Measure Z fire department personnel. Sworn city personnel employed in FY 2016-17 averaged 445.
Paramedic services	*included in above*			xx	129 total licensed Paramedics (filled by 93 Firefighter Paramedic and 36 Support Paramedic staff)		
Mentorship program	*included in above*			xx	In a total of 523 on-site education training, fire safety education, and careers in fire service		
Subtotal Fire Svcs - FY16-17	**$ 2,000,000**	**445.00**					

CITY OF OAKLAND
Measure Z-Public Safety and Services Violence Prevention Act of 2014
(A Fund of the City of Oakland)
Human Services Department Annual Report
Year Ended June 30, 2017

MEASURE Z ANNUAL REPORTING - FISCAL YEAR 2016-17 **HUMAN SERVICES DEPARTMENT**

A. Status Report ("status of projects required or authorized to be funded")

Program Name & Description (According to Measure Z language)	Dollar Amount Expended	City Personnel Employed (FTEs for Year)	Outcomes		Comments, Program achievements, issues etc.
			Grantees Providing Services During the Year under Each Category*	Number of People Served During the Year*	
Youth Life Coaching					
G484874	90,000.00		Alameda County Probation	NA - Coordination Services	Engage youth pre-release from the Juvenile Justice Center and facilitate successful re-engagement in school through coaching and mentoring, system navigation, advocacy, and connection to needed resources.
G484874	136,352.43		East Bay Agency for Children	65	
G484874	285,000.00		East Bay Asian Youth Center	86	
G484774	8,945.82		MISSSEY	41	
G484874	127,518.44		MISSSEY		
G484874	200,000.00		OUSD Alternative Ed - Case Mgmt	82	
G484874	80,000.00		OUSD JJC Referral Site	NA - Coordination Services	
G484874	97,000.00		The Mentoring Center	31	
G484774	11,335.92		Youth Alive	60	
G484874	152,233.96		Youth Alive		
Youth Education/Employment Support					
G484851	173,536.36		Alameda County Office of Education	41	Strengthen high risk youth's economic self-sufficiency and career readiness through subsidized summer and after-school work opportunities, wraparound and academic support.
G484851	102,481.80		Bay Area Com. Resources	44	
G484751	30,000.00		Youth Employment Partnership	91	
G484851	240,000.00		Youth Employment Partnership		
G484851	125,000.00		Youth Radio	35	
Young Adult Life Coaching					
G484753	953.91	1.00	HSD Outreach Developer	80	Re-direct highest risk young adults towards healthy participation in their families and communities through coaching and mentoring, system navigation, advocacy, and connection to needed resources.
G484853	135,128.48		HSD Outreach Developer		
G484767	11,510.12	2.00	HSD Ceasefire Case Managers		
G484867	153,178.67		HSD Ceasefire Case Managers		
G484856	42,583.89		Participent Incentives/Stipends	NA	
G484865	350,000.00		California Youth Outreach	87	
G484865	116,000.00		NOHA Aboelata - Roots Health Ctr	49	
G484865	349,750.00		The Mentoring Center	72	
G484765	6,044.42		Volunteers of America Bay Area	32	
G484865	92,025.92		Abode Services	32	

CITY OF OAKLAND
Measure Z-Public Safety and Services Violence Prevention Act of 2014
(A Fund of the City of Oakland)
Human Services Department Annual Report
Year Ended June 30, 2017

Program Name & Description (According to Measure Z language)	Dollar Amount Expended	City Personnel Employed (FTEs for Year)	Outcomes		Comments, Program achievements, issues etc.
			Grantees Providing Services During the Year under Each Category*	Number of People Served During the Year*	
Young Adult Education/Employment Support					
G484755	14,755.97		Beyond Emancipation		Enhance the long-term employability of high-risk young adults through the development of skills and education, with a focus on subsidized work experience, successful placement and retention.
G484855	91,463.49		Beyond Emancipation	36	
G484755	3,777.28		BOSS		
G484855	194,000.00		BOSS	82	
G484855	320,000.02		Center For Employment	356	
G484855	250,000.00		Civic Corps	69	
G484855	197,693.75		Oakland Private Industry	76	
Crisis Response: Victims of Family Violence and Commercially Sexually Exploited Children					
G484854	450,000.00		Family Violence Law Center	2308	Provide legal, social, and emotional support services to victims of family violence, including young children. Conduct outreach to CSEC and work to end their exploitation through wraparound support, and access to transitional housing.
G484757	9,939.04		MISSSEY	78	
G484857	69,931.97		MISSSEY		
G484857	72,340.29		Bay Area Women Against Rape	139	
Crisis Response: Homicide and Shooting Victims					
G484876	100,000.00		California Youth Outreach	39	Provide response and support, including social-emotional support, for those who have lost a loved one to gun violence in Oakland, or who have themselves been injured by gun violence or other serious physical assault. Reduce retaliatory violence by helping high risk youth and young adults mediate conflicts and connecting them to appropriate services and resources.
G484876	297,268.83		Catholic Charities of the East Bay	505	
G484861	320,661.88		Building Opportunities for Self (BOSS)	134 individual. 3045 event	
G484861	781,848.23		Youth Alive (Street Outreach)	271 individual, 9434 event	
G484776	618.79		Youth Alive (Hospital Response)	197	
G484876	125,000.00		Youth Alive (Hospital Response)		
G484768	32,147.04	1.00	HSD Street Outreach Services Liason	NA - Coordination Services	
G484868	112,151.19		HSD Street Outreach Services Liason		
G484869	164,949.93	1.00	HSD Violence Prevention Coordinator	NA - Coordination Services	

CITY OF OAKLAND
Measure Z-Public Safety and Services Violence Prevention Act of 2014
(A Fund of the City of Oakland)
Human Services Department Annual Report
Year Ended June 30, 2017

Program Name & Description (According to Measure Z language)	Dollar Amount Expended	City Personnel Employed (FTEs for Year)	Outcomes: Grantees Providing Services During the Year under Each Category*	Outcomes: Number of People Served During the Year*	Comments, Program achievements, issues etc.
Community Asset Building and Innovation Fund					
G484773	9.00	1.00	Community Engagement Coordinator		Provide training, education, and resources to participants, grantees, and residents impacted by violence to increase their leadership capacity and involvement in violence prevention efforts. Provide innovative approaches to violence intervention such as juvenile diversion through restorative justice approaches and school community climate improvement efforts.
G484873	101,276.11		Community Engagement Coordinator	2028 event participants	
G484752	3,790.08	2.00	Community Engagement Staff		
G484852	226,753.94		Community Engagement Staff		
G484862	100,000.00		Community Works West Inc	39	
G484762	27,421.00		Seneca Family of Agencies	56	
G484862	99,299.99		Seneca Family of Agencies		
G484770	50,000.00		Bright Research Group	248 staff trained	
G484870	200,000.00		Bright Research Group		
G484760	17,018.75		Pathways Consultants	NA - Coordination Services	
G484860	27,375.00		Urban Stratregies	NA - Coordination Services	
G484864	128,915.50		The Mentoring Center	32	
Supporting All Categories					
G484750 - Salaries	76,914.85	0.60	HSD Administrative Personnel		
G484750 - Supplies	1,352.77				
G484750 - Contract	1,250.00				
G484750 - Other	5,122.15				
G484850 - Salaries	599,963.98	4.05			
G484850 - Supplies	4,629.04				
G484850 - Contract	10,475.87				
G484850 - Other	6,156.05				
G491510/Salaries	97,531.33	0.40	HSD Support of MZ Evaluation		
Subtotal Violence Prev Svcs - FY16-17	***8,510,383.25***	***13.05***			

***NOTES:**

FY16-17 contained one contract period that began in January 2016 and continued through June 2017. Outcomes reflect individual services unless noted.
Some grantees received funding for the same contract, in the same strategy, through two project codes (MZ 15-16 carryforward and MZ 16-17 funds).
Grantees that received funding from both project codes for the same contract/strategy are listed next to one another, and outcomes are the same for both funding sources in that strategy.
Please note also that some grantees are funded in multiple strategies; in this case, outcomes are reported separately for the relevant agency in each strategy.

CITY OF OAKLAND
Measure Z-Public Safety and Services Violence Prevention Act of 2014
(A Fund of the City of Oakland)
Program Audit and Oversight Department Annual Report
Year Ended June 30, 2017

MEASURE Z ANNUAL REPORTING - FISCAL YEAR 2016-17 **PROGRAM AUDIT AND OVERSIGHT**

A. Status Report ("status of projects required or authorized to be funded")

Program Name & Description (According to Measure Z language)	Dollar Amount Expended	City Personnel Employed FTE's for Full Year	FY 16 - 17 Complete	FY 16 - 17 On-Going	Outcomes	Comments: Program Achievments, Issues, Etc.
EVALUATION	58,093			X	Resource Development Associates $58,093.00 Annual evaluation of the Police Department's geographic and community policing programs Drawing from the City's desired evaluation questions, the process evaluation of OPD's Geographic and Community Policing services will focus on assessing the extent to which OPD is implementing both, the Crime Reduction Team (CRT) and the Community Resource Officer (CRO), programs as intended and in alignment with the 2016 OPD Strategic Plan. In particular, the process evaluation will focus on the following high level domains: Recruitment and Training, Prioritization of Policing Activities, and Best Practices. This will be further refined in the Evaluation Work Plan. The outcome evaluation will focus on an annual basis on the impact of Measure Z funding policing activities.	Provides an annual evaluation of the Police Department's geographic and community policing programs
	66,850			X	City Span Technology Payment Oakland Unite/ database management DHS payment FY1618-CITY ADM-G491510- WEB BASED CONTRACT MANAGEMENT, maintain and operate a database that will collect information from all agencies, will work with sub-grantees to integrate the proposed database.	A web based contract management tool that will collect information from all agencies and work with subgrantees to integrate to proposed database
	157,095			X	MATHEMATICA POLICY RESEARCH INC Reso 86487 Professional Service to evaluate select Oakland Unite strategies and programs. Consultant will work with Oakland Unite grantees and the City to identify the most appropriate and rigorous way to estimate program impacts. The project organization and approach described will allow the Consultant to be responsive to the needs of the City and adapt the research design seamlessly as information is collected and analyzed. Annual Mid-Year Program Report for program level evaluation, Annual end-of -year strategy reports for the strategy level evaluation, Annual comprehensive evaluation memo for each of the first three years of the study. Final Comprehensive Evaluation Report produced in December 2020 .The comprehensive eyaluation report will present the results of each stage of the analysis and also discuss overarching findings.	To evaluate select Oakland Unite strategies and programs , to estimate program impacts.
EVALUATION: TAX ASSESSMENT ENGINEERING SERVICES	19,420			X	Determine the special tax assessement for Msr Z and update in the secure property tax roll to the Alameda County Assessor. Serve as the assessment engineer answering inquires about the special tax assessment. Provides the City with the estimated consumer price index annual increase and updated property tax roll database.	

CITY OF OAKLAND
Measure Z-Public Safety and Services Violence Prevention Act of 2014
(A Fund of the City of Oakland)
Program Audit and Oversight Department Annual Report
Year Ended June 30, 2017

Program Name & Description (According to Measure Z language)	Dollar Amount Expended	City Personnel Employed FTE's for Full Year	FY 16 - 17 Complete	FY 16 - 17 On-Going	Outcomes	Comments: Program Achievments, Issues, Etc.
ADMINISTRATION	165,176	**0.80**	**X**		Personnel costs	
	244		**X**		Books for Commissioners -Simplified Chart of Parliamentary Motions by Jim Slaughter - Robert's Rules of Order (Quick Study: Business) by Inc. BarCharts - Robert's Rules of Order Newly Revised 11th Edition by Henry M. Robert III	Helpful reference books for Commissioners
	386		**X**		Duplicating Shop (copies for Safety and Services Oversight Commission (SSOC) meetings etc.). Outcome is printed materials for meeting in order to keep SSOC members from needing to print large packets at home.	Expenses essential to serve the SSOC
	467,265					
STAFF OVERSIGHT (CAO)					**Services Performed:** Provided staff assistance to the SSOC by preparing reports, coordinating staff for presentations at the SSOC meetings, noticing meetings, and preparing agendas and minutes. Prepared staff reports, contracts, and coordinated the agenda process for Measure Z related items for the Public Safety Committee. This is supported by an Assistant to the City Administrator at .50 FTE. This role is also supported by an Administration staffer at .30 FTE.	Staff support provided to the SSOC to hold monthly public meetings. Meet directly with Measure Z funded departments as program issues arose.
AUDIT (CONTROLLER'S BUREAU)	23,320	-		**X**	Measure Z annual financial audit is in process	
	263,897			**X**	Administration fees (County of Alameda)	
Subtotal Oversight & Evaluation - FY16-17	**754,482**	**0.80**				

City of Oakland
SSOC Budget - Current Fiscal Year and Historical

FY 2017-18 (as of March 16, 2018)
P09-18 3-16-18 CAO-Measure Z Eval Project

Entity	Fund	Org	Account	Project	Program	Budget	Encumb	Actual	Balance	Account Description
1	2252	02111	52211	1001362	PS37	500.00	0.00	0.00	500.00	Stationery and Office Supplies
1	2252	02111	52614	1001362	PS37	756.10	0.00	0.00	756.10	Books
1	2252	02111	52911	1001362	PS37	53.68	0.00	133.38	-79.70	Bottled Water and Food for Human Consumption
1	2252	02111	53719	1001362	PS37	8,446.46	0.00	2,578.00	5,868.46	Miscellaneous Services/Rentals
1	2252	02111	56312	1001362	PS37	1,366.80	0.00	156.50	1,210.30	Duplicating
Totals:						11,123.04	0.00	2,867.88	8,255.16	

FY 2016-17

Entity	Fund	Org	Account	Project	Program	Budget	Encumb	Actual	Balance	Account Description
1	2252	02111	52211	1001362	PS37	500.00	0.00	0.00	500.00	Stationery and Office Supplies
1	2252	02111	52614	1001362	PS37	1,000.00	0.00	243.90	756.10	Books
1	2252	02111	52911	1001362	PS37	53.68	0.00	0.00	53.68	Bottled Water and Food for Human Consumption
1	2252	02111	53719	1001362	PS37	7,446.46	0.00	0.00	7,446.46	Miscellaneous Services
1	2252	02111	56312	1001362	PS37	1,752.60	0.00	385.80	1,366.80	Duplicating
Totals:						10,752.74	0.00	629.70	10,123.04	

FY 2015-16

Entity	Fund	Org	Account	Project	Program	Budget	Encumb	Actual	Balance	Account Description
1	2252	02111	52911	1001362	PS37	200.00	0.00	146.32	53.68	Bottled Water and Food for Human Consumption
1	2252	02111	53719	1001362	PS37	9,446.46	0.00	0.00	9,446.46	Miscellaneous Services
1	2252	02111	54722	1001362	PS37	853.54	0.00	853.54	0.00	Advertising: Classified
1	2252	02111	56312	1001362	PS37	1,500.00	0.00	247.40	1,252.60	Duplicating
Totals:						12,000.00	0.00	1,247.26	10,752.74	

ATTACHMENT 3

CALIFORNIA PARTNERSHIP FOR SAFE COMMUNITIES

Oakland Homicide Problem Analysis 2016-2017

Oakland Police Department

California Partnership for Safe Communities

www.theCApartnership.org

Table of Contents

1. PROBLEM ANALYSIS: INTRODUCTION
2. CONTEXT AND TREND DATA
3. DEMOGRAPHICS, CRIMINAL HISTORY, AND CRIMINAL JUSTICE SYSTEM INVOLVEMENT
4. HOMICIDE INCIDENT ANALYSIS
5. HIGH RISK GROUPS AND NETWORKS
6. SHOOTING DENSITY ANALYSIS
7. DISCUSSION OF FINDINGS AND RECOMMENDATIONS
8. ACKNOWLEDGMENTS, SOURCES, AND BIBLIOGRAPHY
9. APPENDIX

CALIFORNIA PARTNERSHIP FOR SAFE COMMUNITIES

Problem Analysis: Introduction and Overview

Introduction and Overview

- A “problem analysis” is a set of data collection and analysis exercises designed to support the implementation of violence reduction strategies, including Ceasefire. This methodology has been developed and refined over the last 20 years, and used in dozens of cities nationally.
- This analysis establishes a common understanding of the local violence problem that guides and informs the work of civic, community, and criminal justice leaders to reduce violence.
- The problem analysis identifies the groups and individuals within a community who are at greatest risk of violence and helps tailor an intervention to reduce that risk.
- A problem analysis is primarily a practice document with implications for local policy.

Introduction and Overview

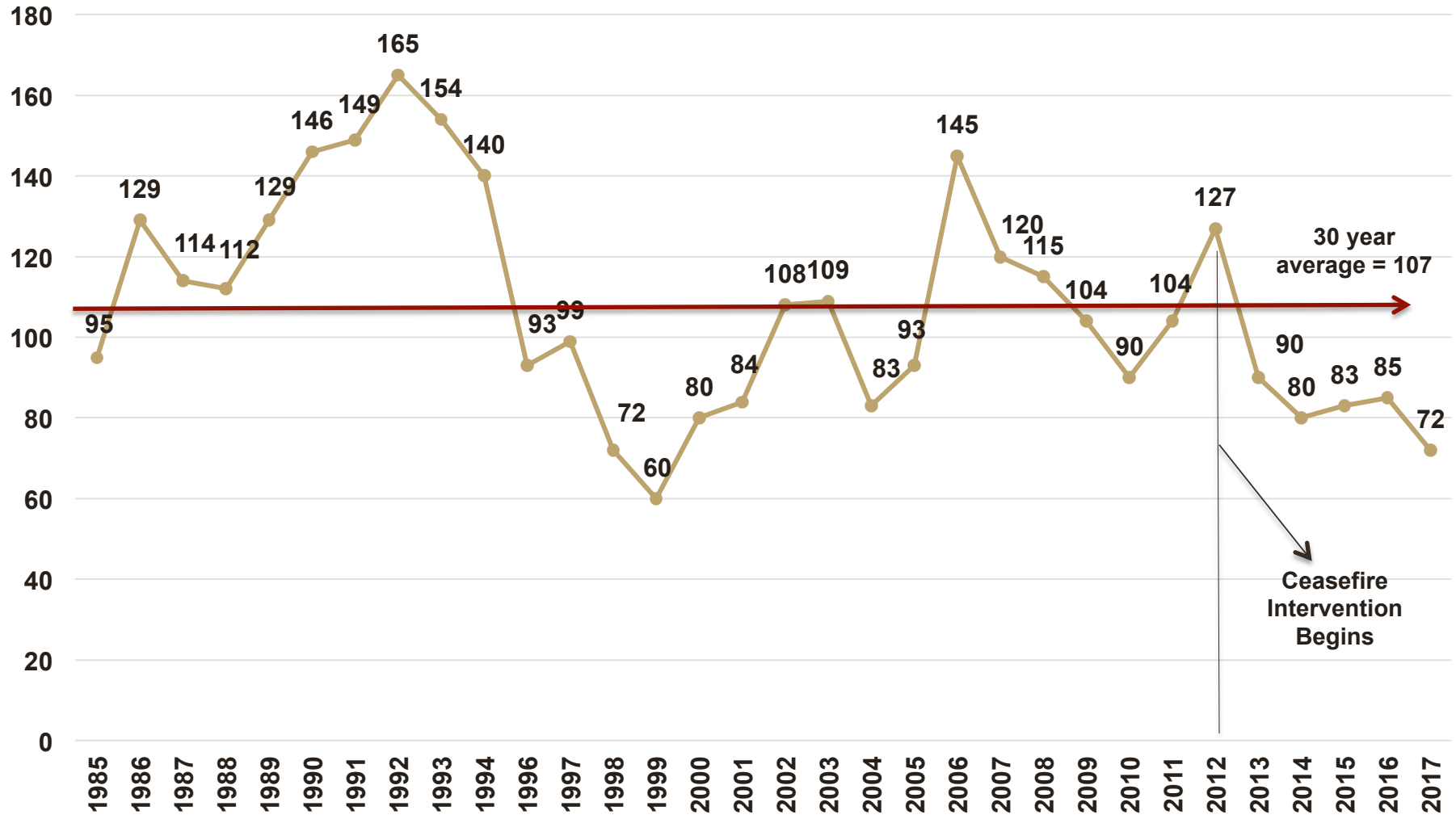
- This analysis examined all homicides in the City of Oakland from January 2016 – June 2017 (*n* = 119).
- These 119 homicides involved 198 unique victims or suspects. This analysis examines the characteristics of these incidents and the involved individuals, including demographics and criminal justice system involvement.
- The analysis also includes information on groups, gangs and networks at high risk of involvement in violence, including their size, relationships, turfs, and activities as well as the spatial concentration of violence throughout the city.
- This is intended to update the findings from the previous problem analysis from January 2012-June 2013.

Framing: Context and Trends

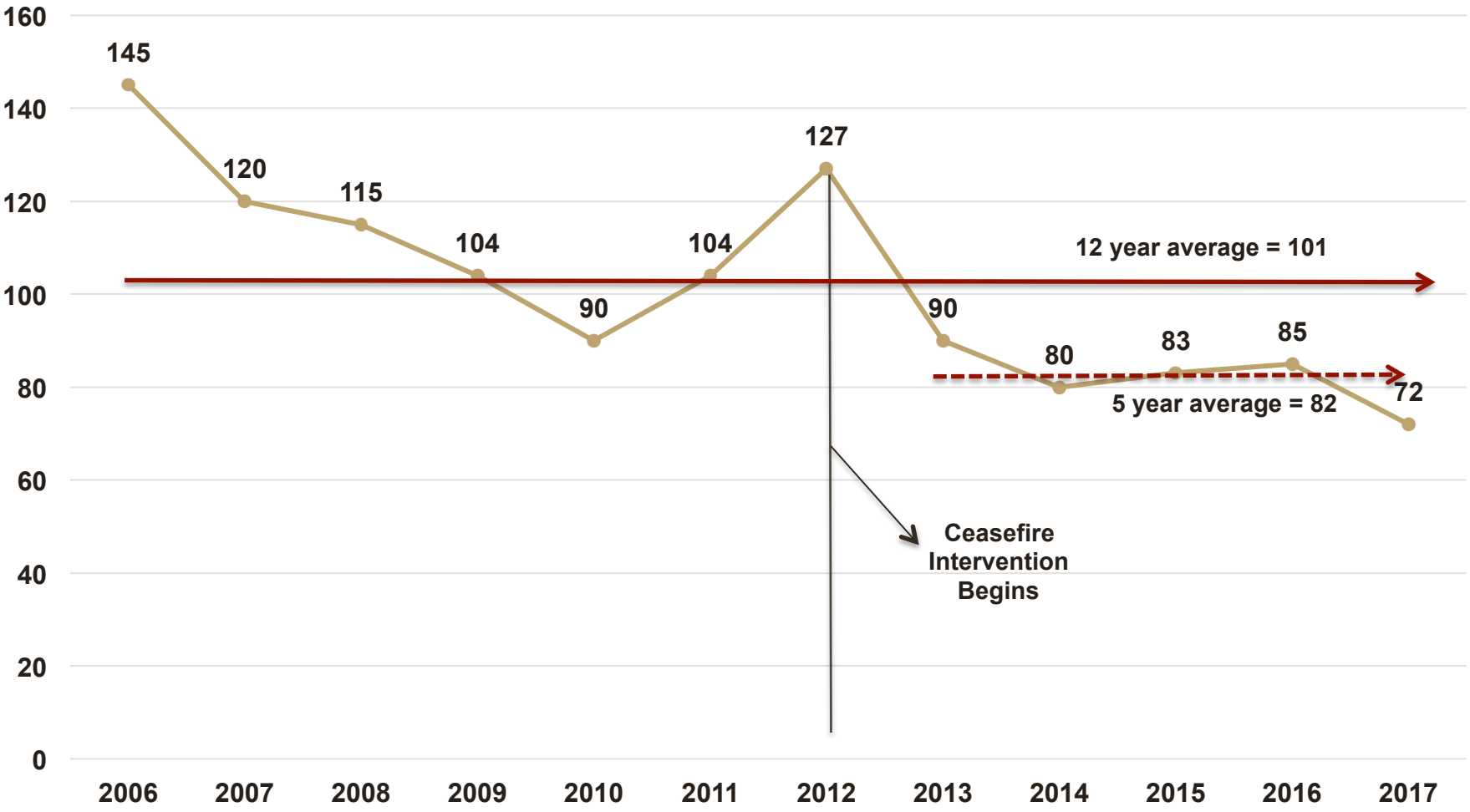
1. **Violence in Oakland is a longstanding serious problem.**
   - Oakland has averaged 107 homicides a year since 1985.
   - During this period, the homicide rate has ranged from three to as much as six times state and national rates.
2. **Oakland has made significant recent progress on homicide**
   - Oakland experienced -30% fewer homicides from January 2016-June 2017 compared to January 2012 to June of 2013 (the previous problem analysis).
   - 2013-2017 marks only the second time in the last 30 years that Oakland has experienced 5 consecutive years well-below the long-term average of 107. Non-fatal shootings also declined significant during this period.
   - The five year average from 2013-2017 is 82 homicides, a -23% decline from the 30 year average (107).

Context and Trend Data

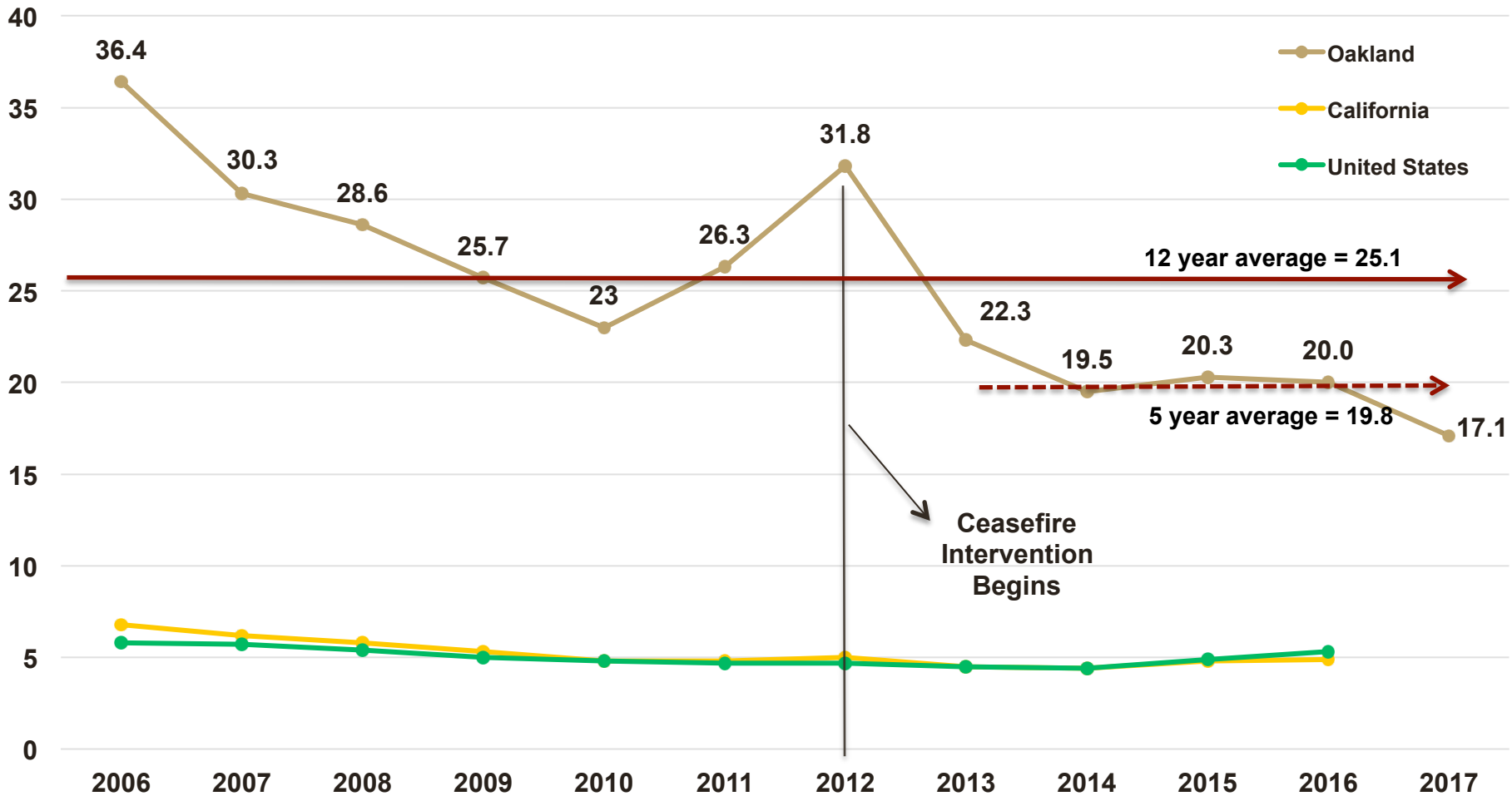
Oakland Homicides: 1985 - 2017



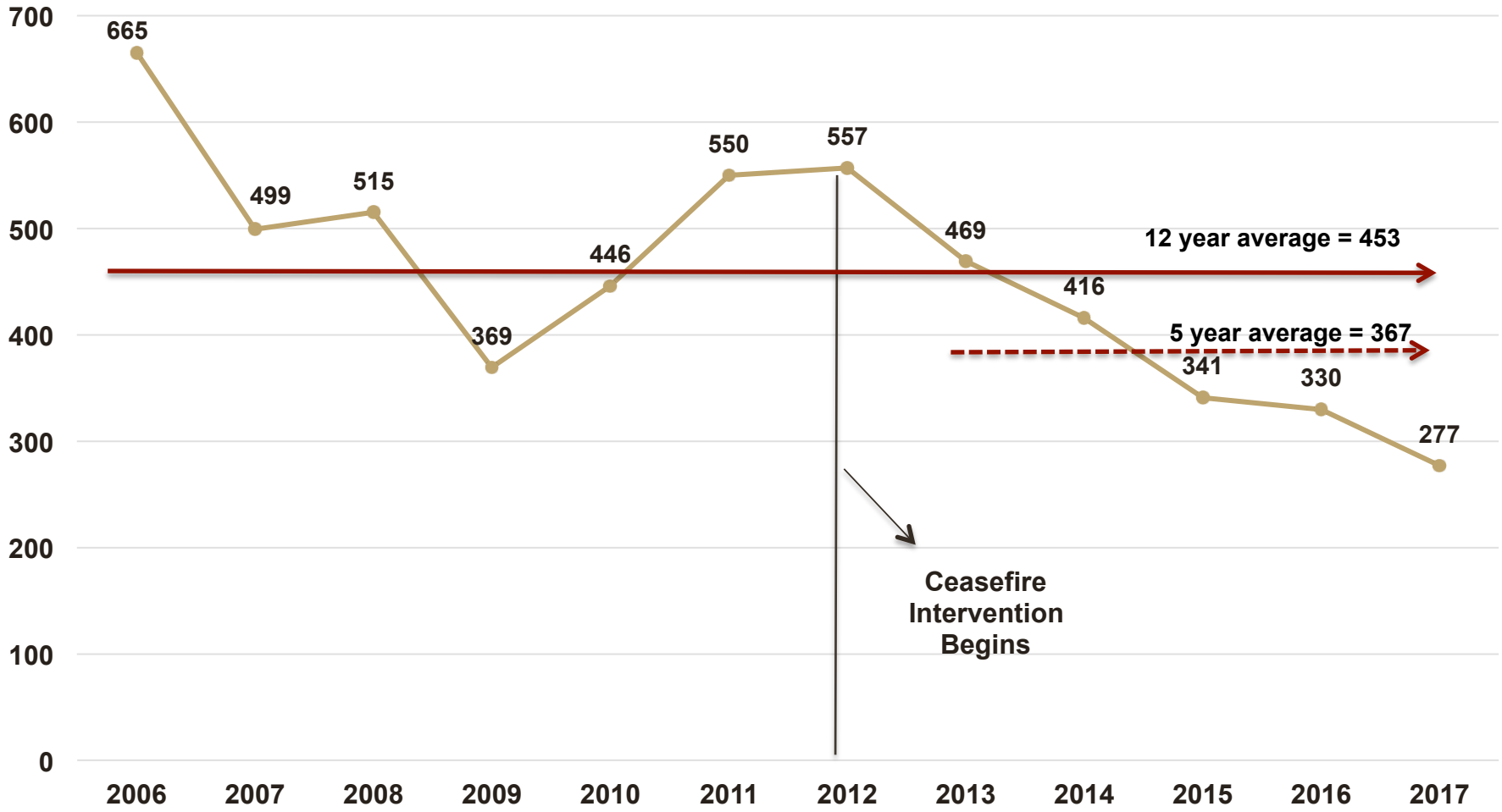
Oakland Homicides: 2006 - 2017



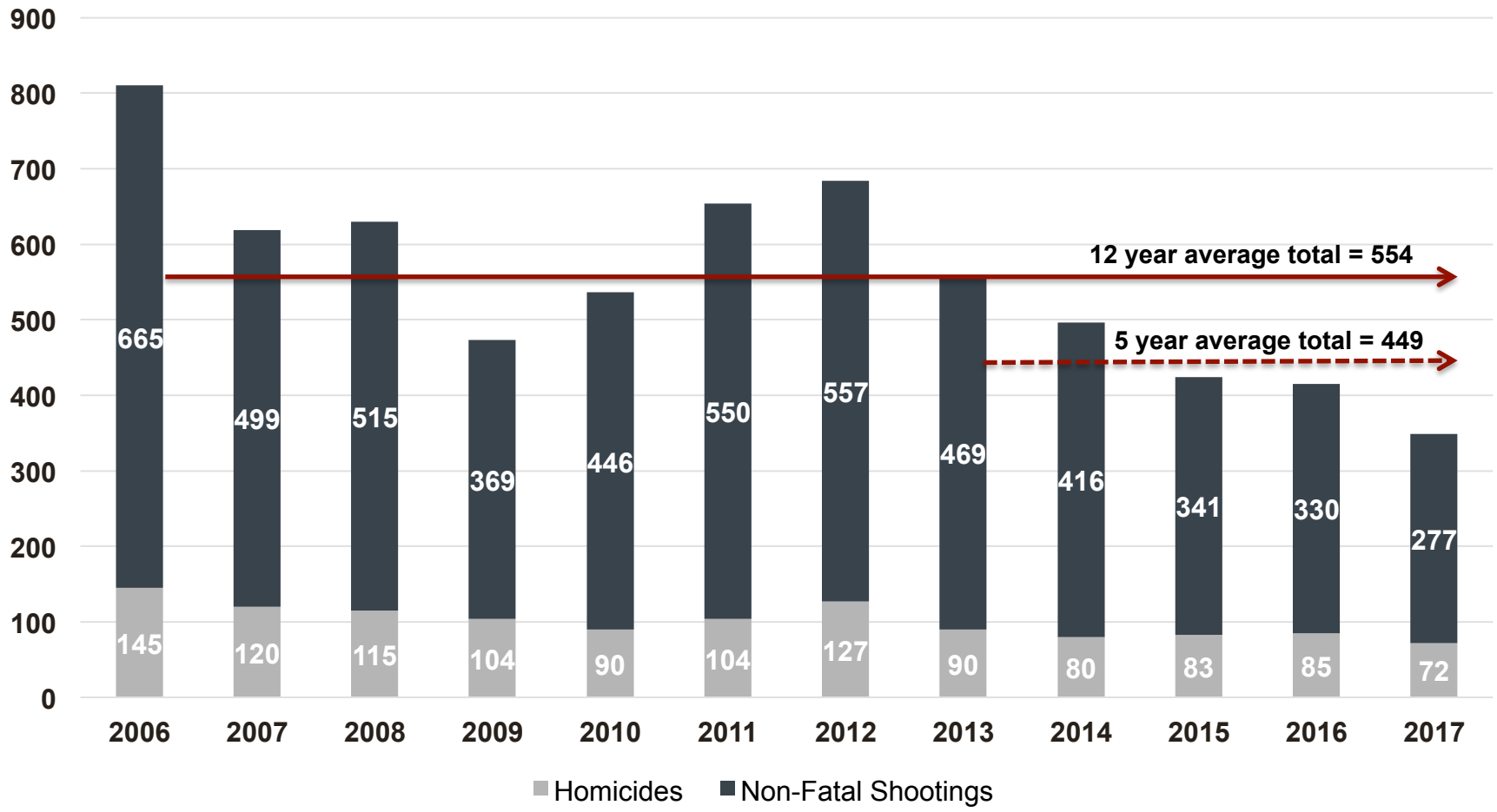
Oakland Homicide Rate (per 100,000 population): 2006 - 2017



Oakland Non-Fatal Shootings: 2006 - 2017



Oakland Homicides & Non-Fatal Shootings: 2006 - 2017



CALIFORNIA PARTNERSHIP FOR SAFE COMMUNITIES

Homicide Victims and Suspects: Demographics & Criminal Justice System Involvement

CALIFORNIA PARTNERSHIP FOR SAFE COMMUNITIES

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Summary Observations: Characteristics of Those Involved in Homicide

- Suspects and victims of homicide in Oakland are primarily African-American and Hispanic men between the ages of 18-34.
- Both suspects and victims have very extensive involvement in the justice system, averaging 9.13 prior arrests at the time of the homicide. Among individuals known to the criminal justice system, the average number of prior arrests was 11.9.
- These individuals are involved in a wide variety of crimes including violence, weapons, drug, property and disorder offenses.
- The average age of someone involved in homicide is 30. Victims tend to be slightly older, but victims and suspects are otherwise nearly identical in sex and race.

Homicide Victims and Suspects:
Sex and Race

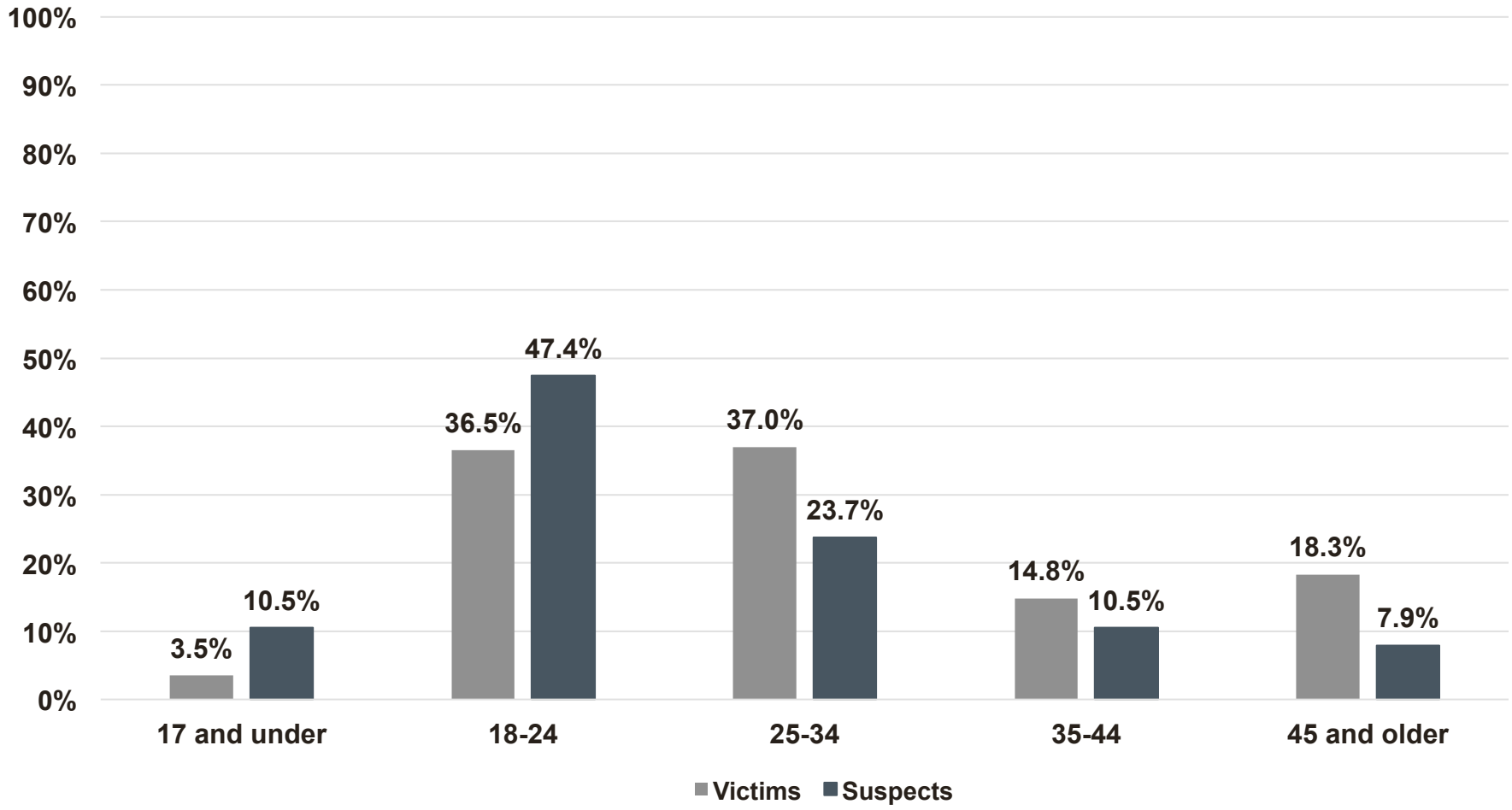
	Victims (n=115)	Suspects (n=79)	Victims & Suspects (n=194)	Oakland Population
Sex				
Male	88.7%	88.6%	88.7%	49.5%
Female	11.3%	11.4%	11.3%	51.5%
Race				
White	7.0%	5.1%	6.2%	25.9%
African-American	67.0%	70.5%	68.4%	28.0%
Hispanic	23.5%	20.5%	22.3%	25.4%
Asian	0.0%	2.6%	1.0%	16.8%

Homicide Victims and Suspects:
Age

	Victims (n=115)	Suspects (n=76)	Victims & Suspects (n=191)
Age			
17 and under	3.5%	10.5%	6.3%
18-24	36.5%	47.4%	40.8%
25-34	27.0%	23.7%	25.7%
35-44	14.8%	10.5%	13.1%
45 and older	18.3%	7.9%	14.1%
Mean Age	31.9	27.3	30.0

Age:

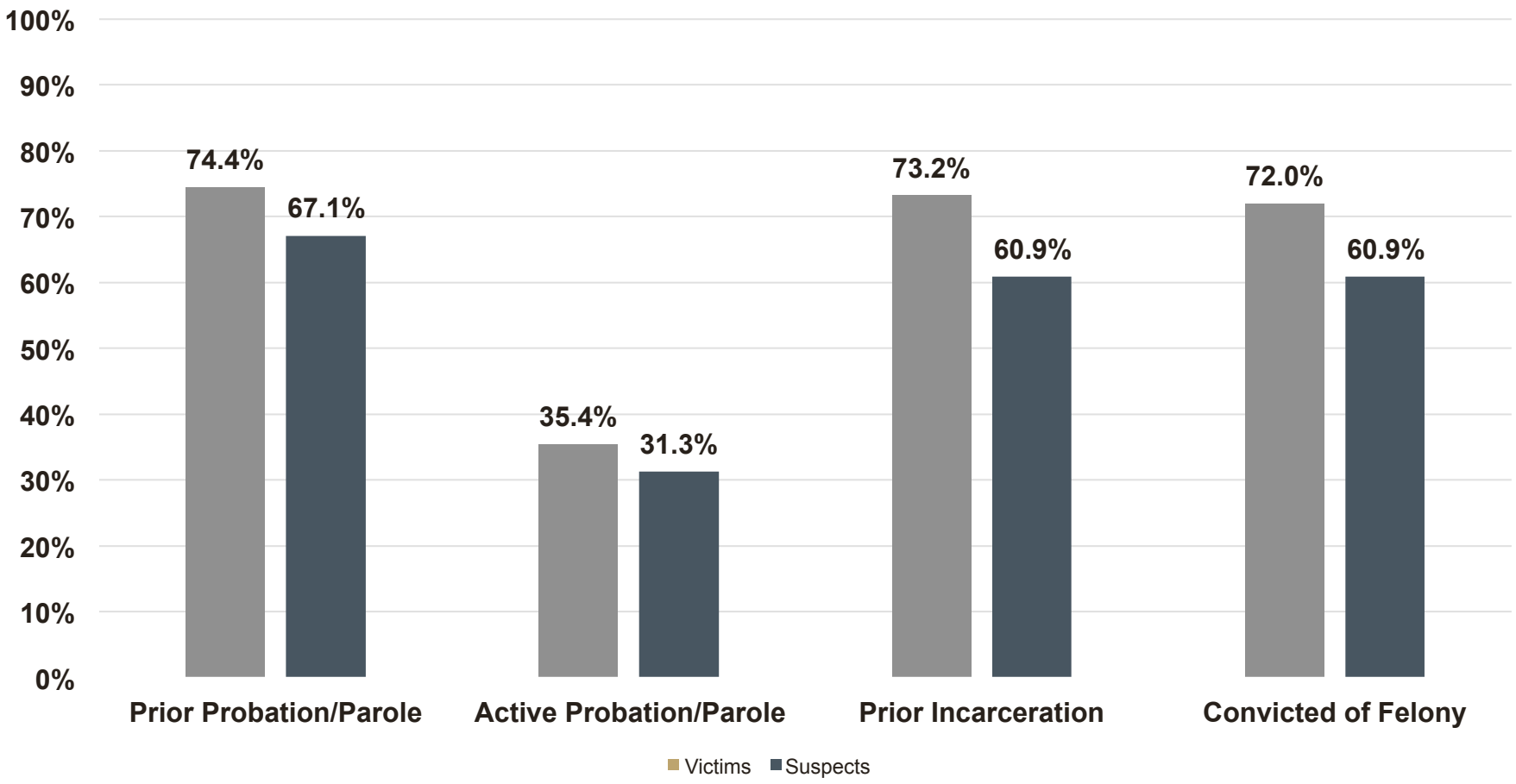
All Known Individuals Involved in Homicides (*n* = 191)
January 2016 – June 2017



Homicide Victims and Suspects:
Criminal Histories

	Victims (n=118)	Suspects (n=80)	Victims & Suspects (n=198)
Known to the CJ system prior to the incident	82 (69.5%)	64 (80%)	146 (75.7%)
Of those known to the CJ System:			
Average age	32.6	27.8	30.5
Average number of prior arrests	13.2	10.2	11.9
Prior probation/parole	74.4%	67.1%	71.2%
Active probation/parole	35.4%	31.3%	33.6%
Prior incarceration	73.2%	60.9%	67.8%
Convicted of felony	72.0%	60.9%	67.1%

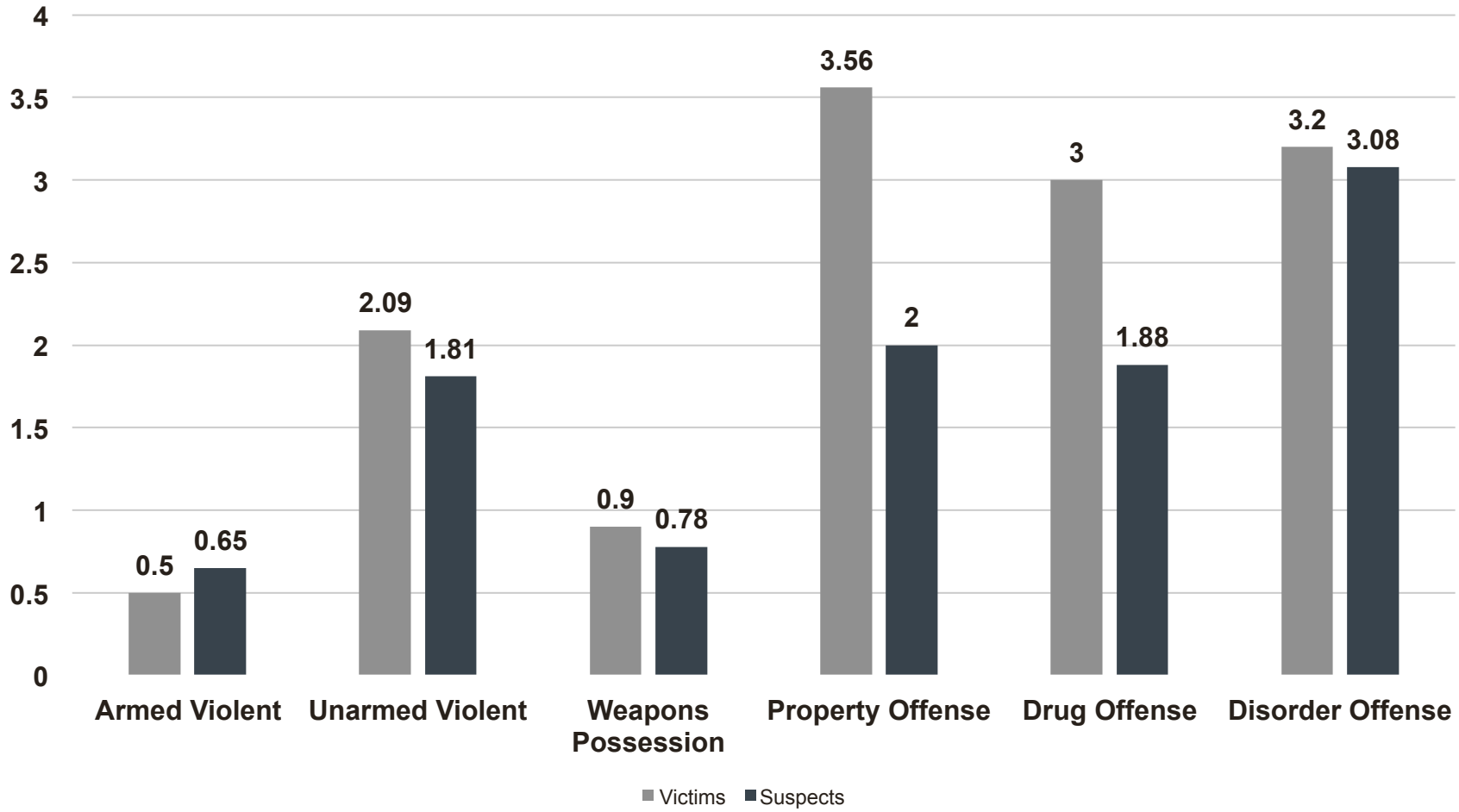
Homicide Victims and Suspects:
Criminal Histories



Homicide Victims and Suspects:
Criminal Histories – Average Prior Offenses

	Victims (n=82)	Suspects (n=64)	Victims & Suspects (n=146)
Of those known to the CJ System:			
Armed violent offenses	0.50	0.65	0.57
Unarmed violent offenses	2.09	1.81	1.97
Weapons possession	0.90	0.78	0.85
Property offenses	3.56	2.00	2.88
Drug offenses	3.00	1.88	2.51
Disorder offenses	3.20	3.08	3.14
Total	13.24	10.20	11.91

Homicide Victims and Suspects:
Criminal Histories – Average Prior Offenses



Homicide Analysis & Group Involvement

Group Involvement in Homicides:
Summary Observations

1. **The majority of homicides in Oakland involve group members as either victims or suspects or both (57-72%).**

2. **We use the term "group-involved" because it:**

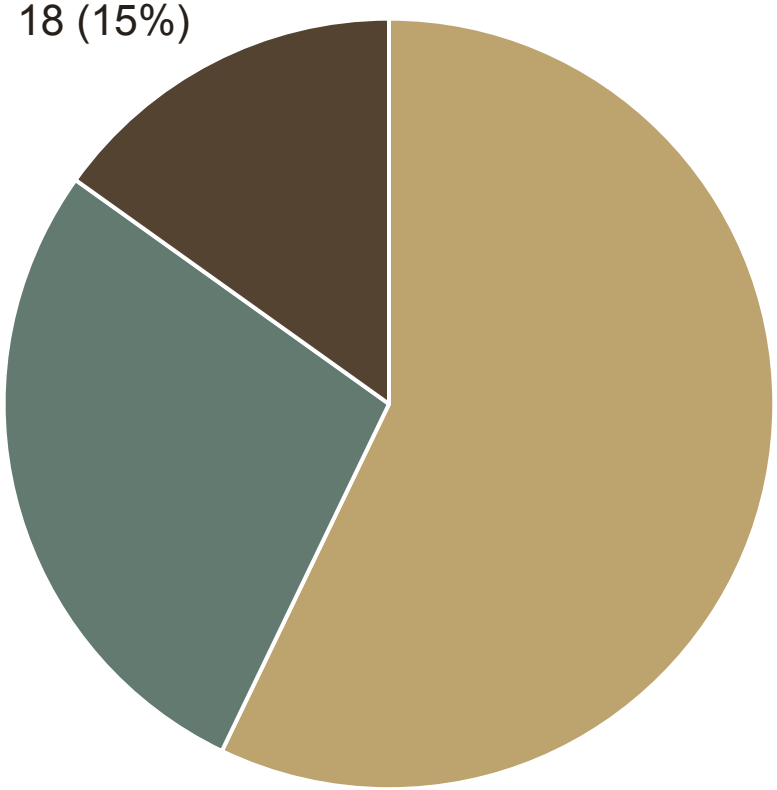
   (a) captures the full variety of gangs, sets and crews characteristic of California cities; and

   (b) includes not just group-on-group conflicts but also incidents in which someone's association with a group increases their risk of violence.

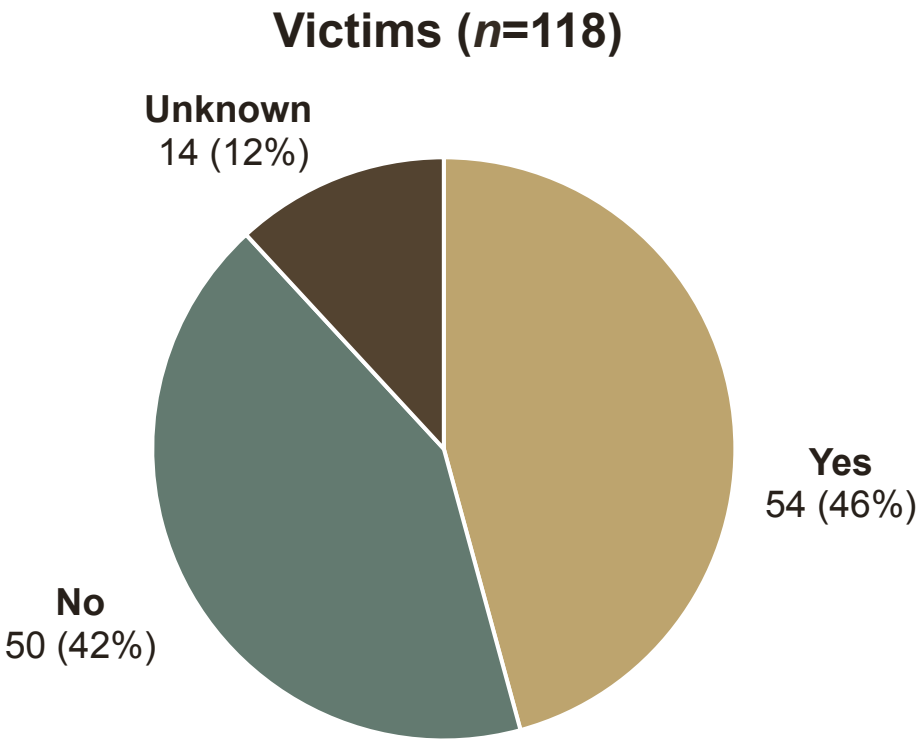
3. **Homicides in Oakland fall into many categories of circumstances, but the largest are personal and group disputes within and between groups and gangs.**

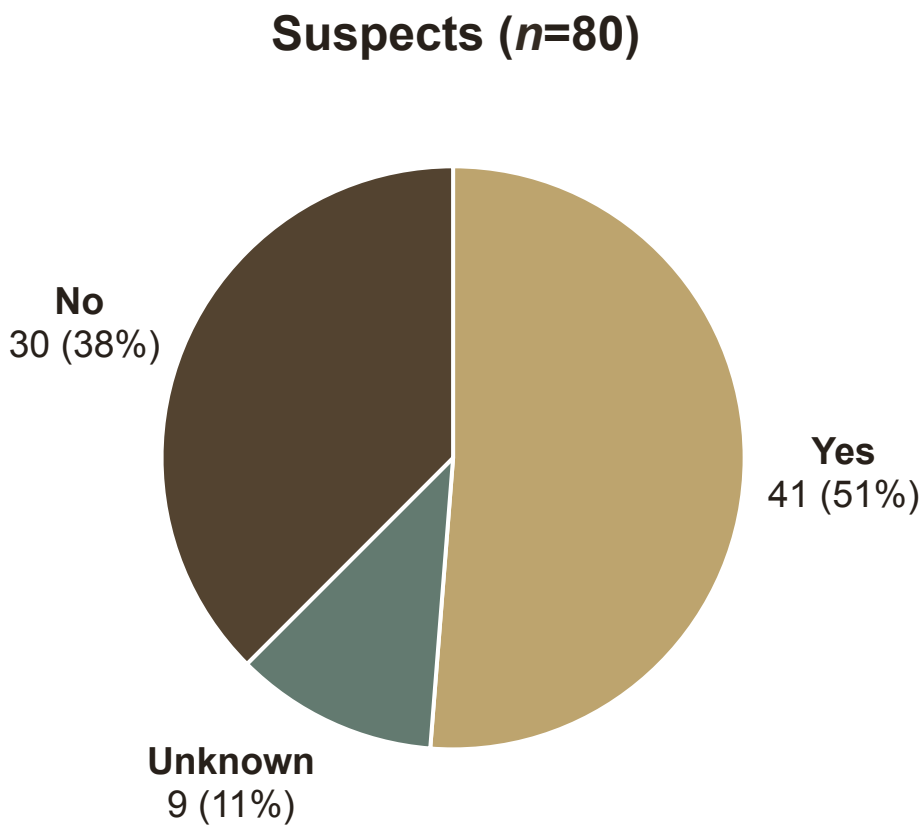
4. **Group and gang members are also involved in a significant share of other crimes that result in homicides, such as drug-related disputes, domestic violence, and robberies**

Group Member Involved Homicides



Group - Involved Victims and Suspects





Homicide Circumstances and Group Involvement

	Group-Involved (n=68)		Not Group-Involved (n=33)		Unknown (n=18)	
	Frequency	Percent	Frequency	Percent	Frequency	Percent
Ongoing group dispute	14	20.6%	0	-	1	5.6%
Internal dispute	11	16.2%	0	-	0	-
Instant dispute	8	11.8%	8	24.2%	2	11.1%
Ongoing personal dispute	7	10.3%	4	12.1%	0	-
Drug-related dispute	7	10.3%	3	9.1%	2	11.1%
Domestic	6	8.8%	10	30.3%	1	5.6%
Unknown	6	8.8%	0	-	11	61.1%
Robbery	4	5.9%	3	9.1%	0	-
Drug Robbery	2	2.9%	0	-	0	-
Drug Business	1	1.5%	0	-	0	-
Sex trade	1	1.5%	2	6.1%	1	5.6%
Accidental	1	1.5%	1	3.0%	0	-
Robbery/burglary dispute	0	-	2	6.1%	0	-

Homicide Circumstances by Group Involvement

Circumstance	% of Homicides (n=119)	% Group Member Involved
Instant dispute	15.1%	44.4%
Domestic	14.3%	35.3%
Unknown	14.3%	35.3%
Ongoing group dispute	12.6%	100%
Drug dispute	10.1%	58.3%
Internal dispute	9.2%	100%
Ongoing personal dispute	9.2%	63.6%
Robbery	5.9%	57.1%
Sex trade	3.4%	25%
Drug Robbery	1.7%	100%
Robbery/Burglary dispute	1.7%	0%
Accidental	1.7%	50%
Drug business	0.8%	100%

High Risk Groups and Networks

Summary Observations (1) : Groups, Gangs, and Networks at High Risk of Violence

- **Oakland PD identified 66 groups and gangs currently active and at significant risk of involvement in violence as of 2017.**

- **These groups and gangs have an estimated <u>currently active</u> membership of 1540-1770 members (0.43% of Oakland's population).**

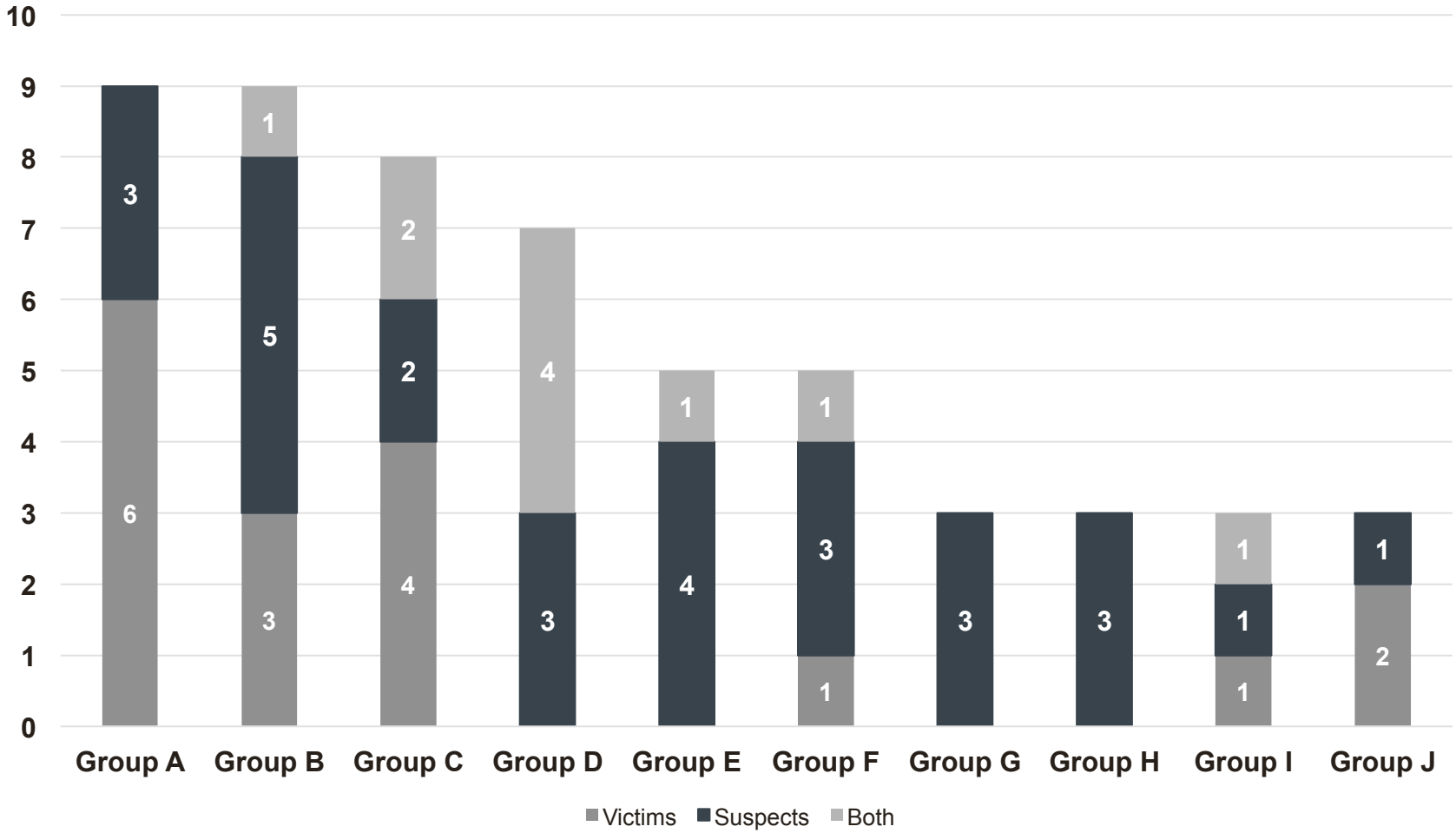
- **These groups tend to be primarily African American, primarily Latino, or primarily Asian, though some are racially mixed.**

- **Of these 66 groups, 10 were associated with the greatest amount of homicides (55) from January 2016 – June 2017. These 10 groups have an estimated currently active membership of 650-700 members.**

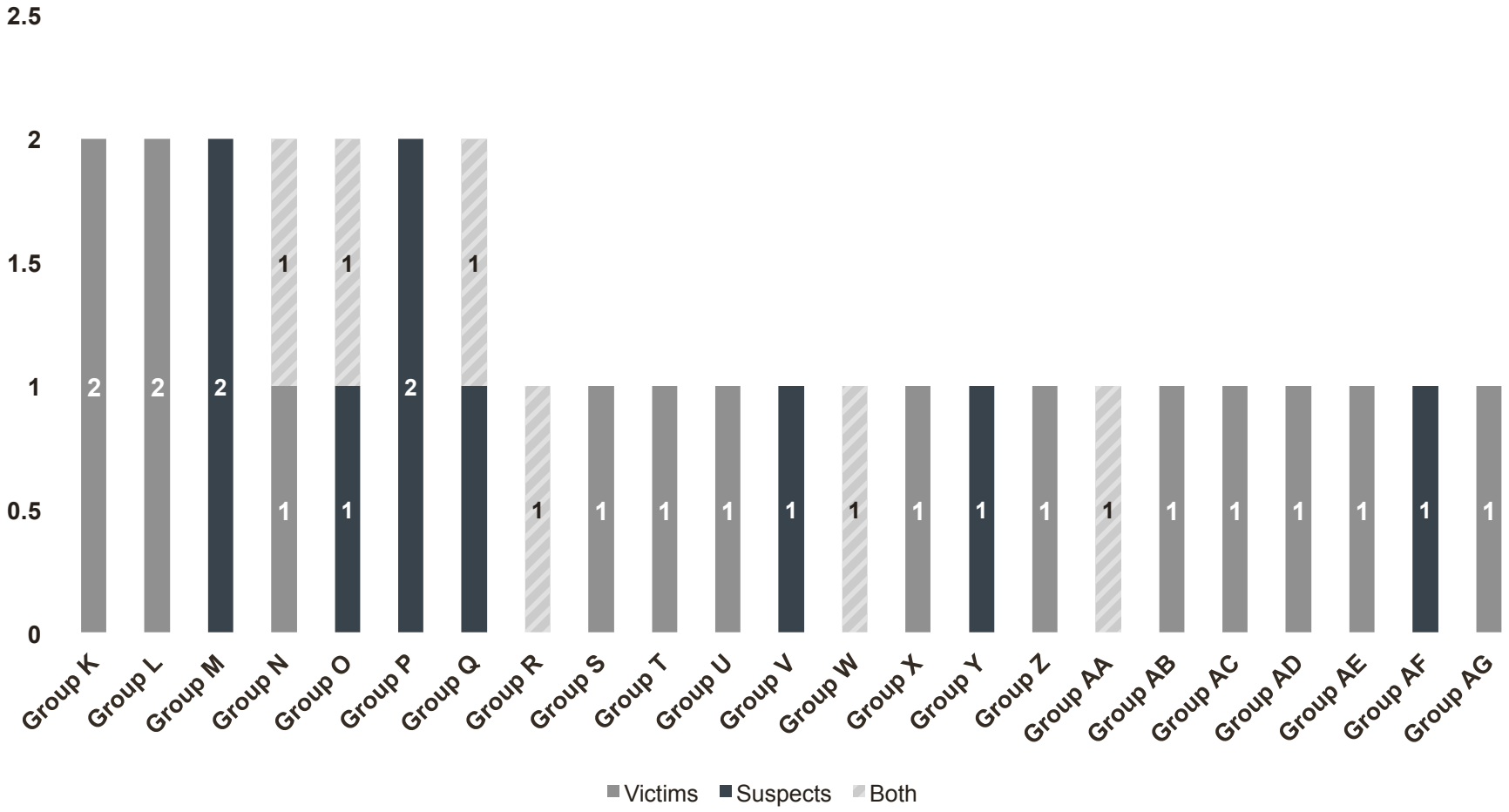
Summary Observations (2) : Groups, Gangs, and Networks at High Risk of Violence

- Relative to 2012-2013 Problem Analysis, total group membership estimates increased significantly (from 1000-1200 total members to 1500-1700 total members).
- **OPD leaders attribute this increase to several factors, including:**
  - The emergence of two "umbrella groups" that developed large membership drawn from pre-existing groups and new members.
  - A significant increase in group intelligence from social media platforms frequented by group and gang members
- That said, the overall number of homicides during this period 2016-2017 is -30% less than the same time period in 2012-2013.
- Thus, increased group membership or OPD knowledge of group membership does not appear to be connected to rates of gun violence.

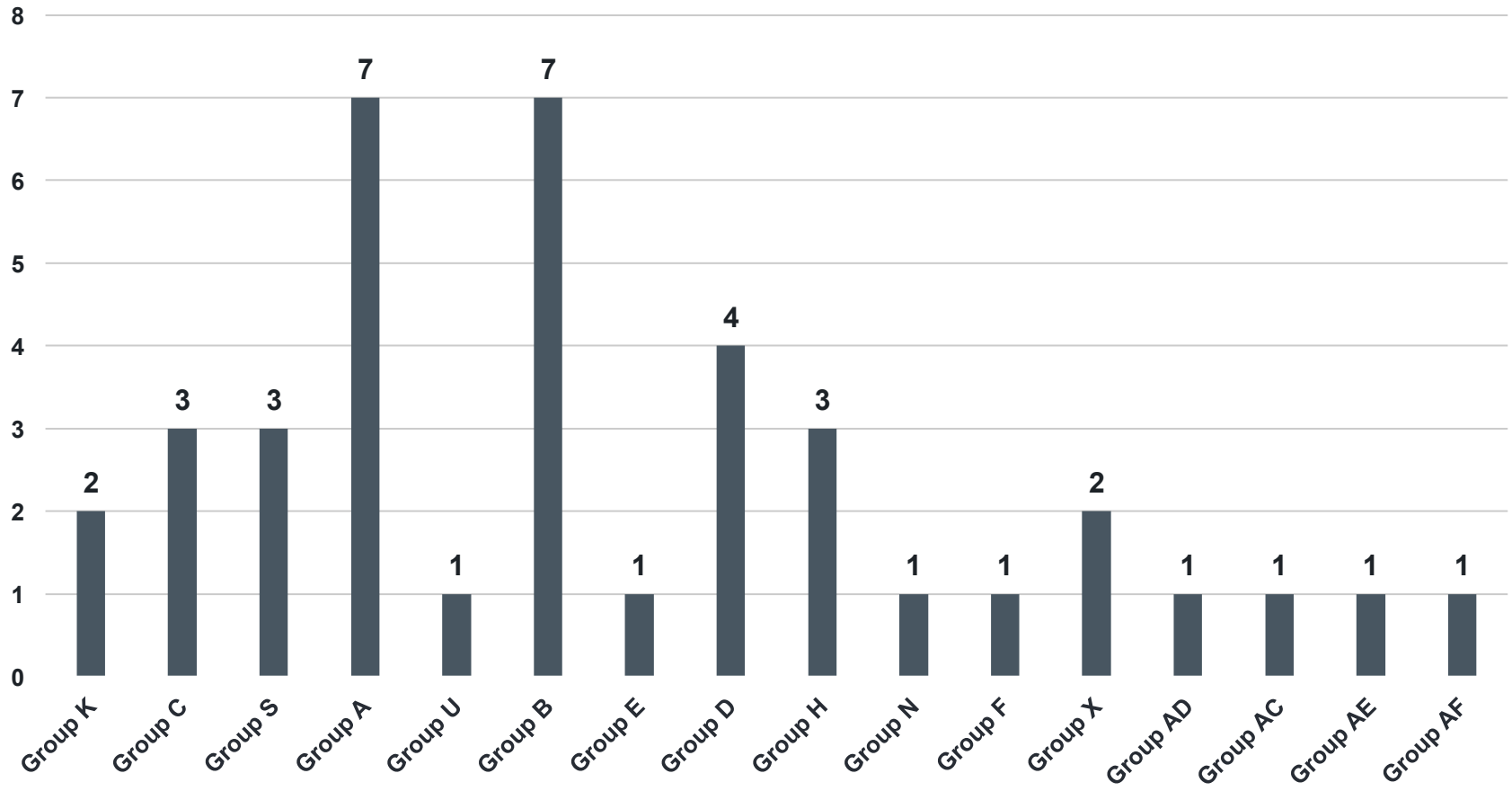
Groups Involved in Three or More Homicides



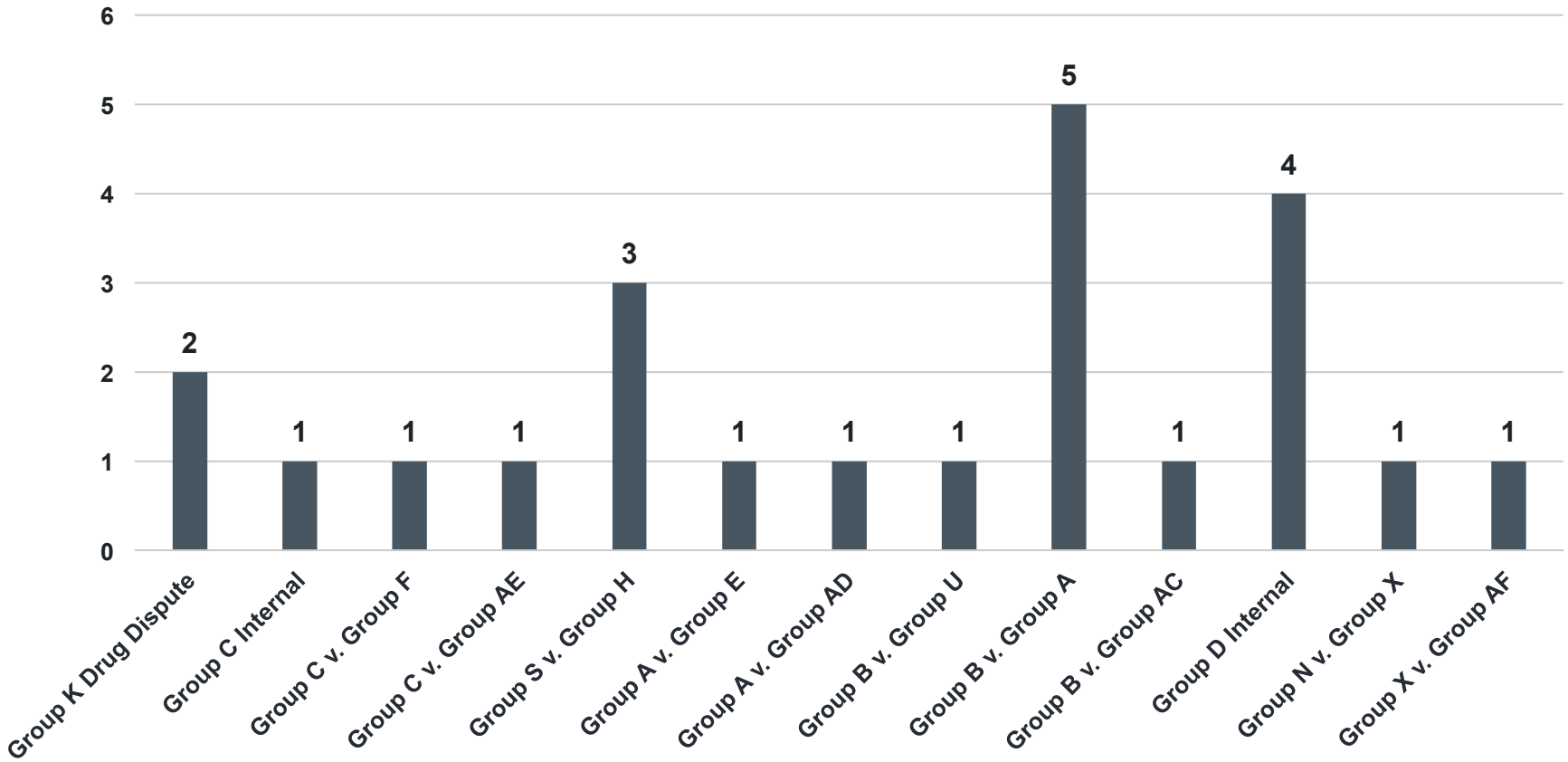
Groups Involved in Two or Fewer Homicides



Homicides Attributed to Specific Group Conflicts: Groups Involved



Homicides Attributed to Specific Group Conflicts:
Group Conflict Detail



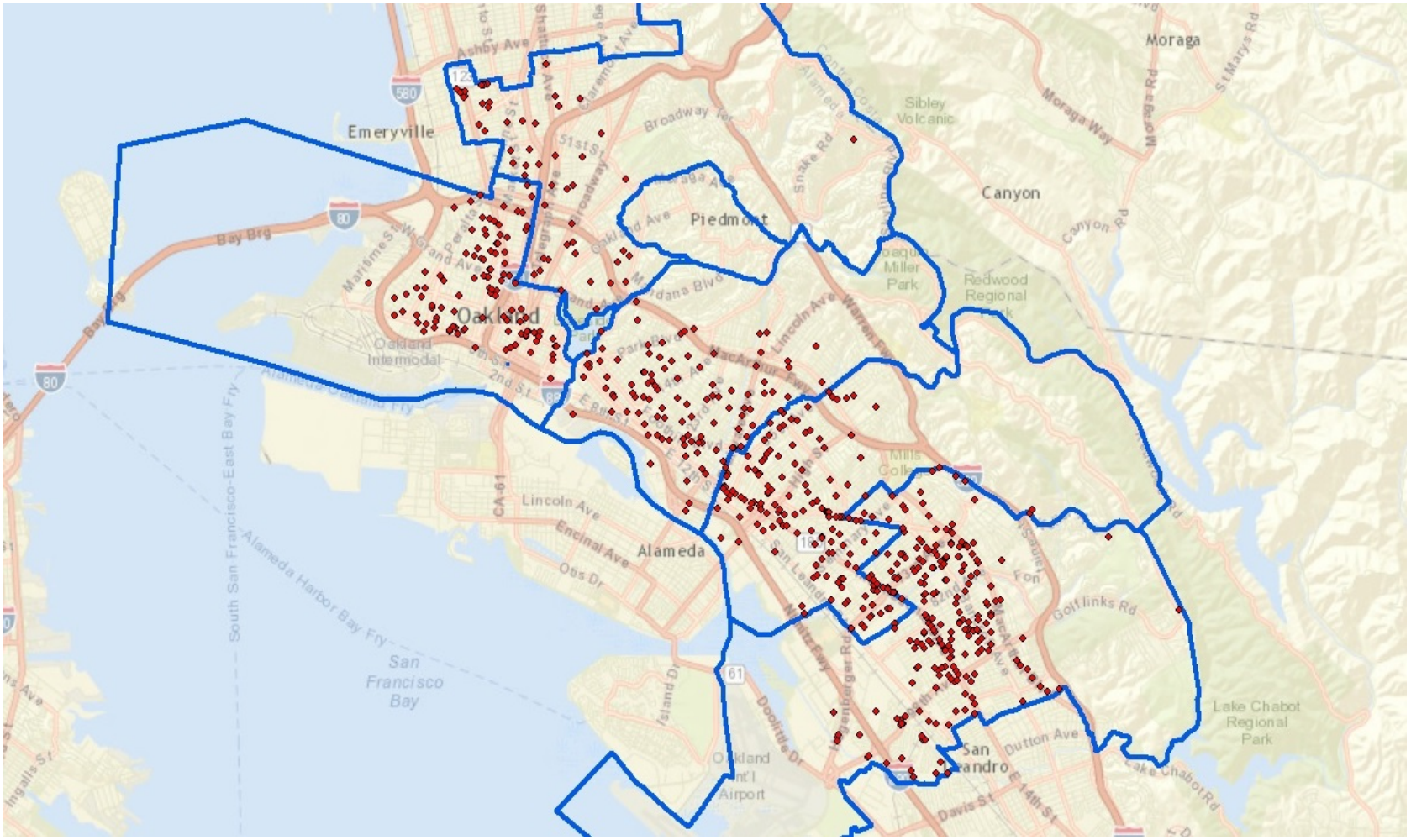
CALIFORNIA PARTNERSHIP FOR SAFE COMMUNITIES

Violent Crime Density and Group Territory Maps

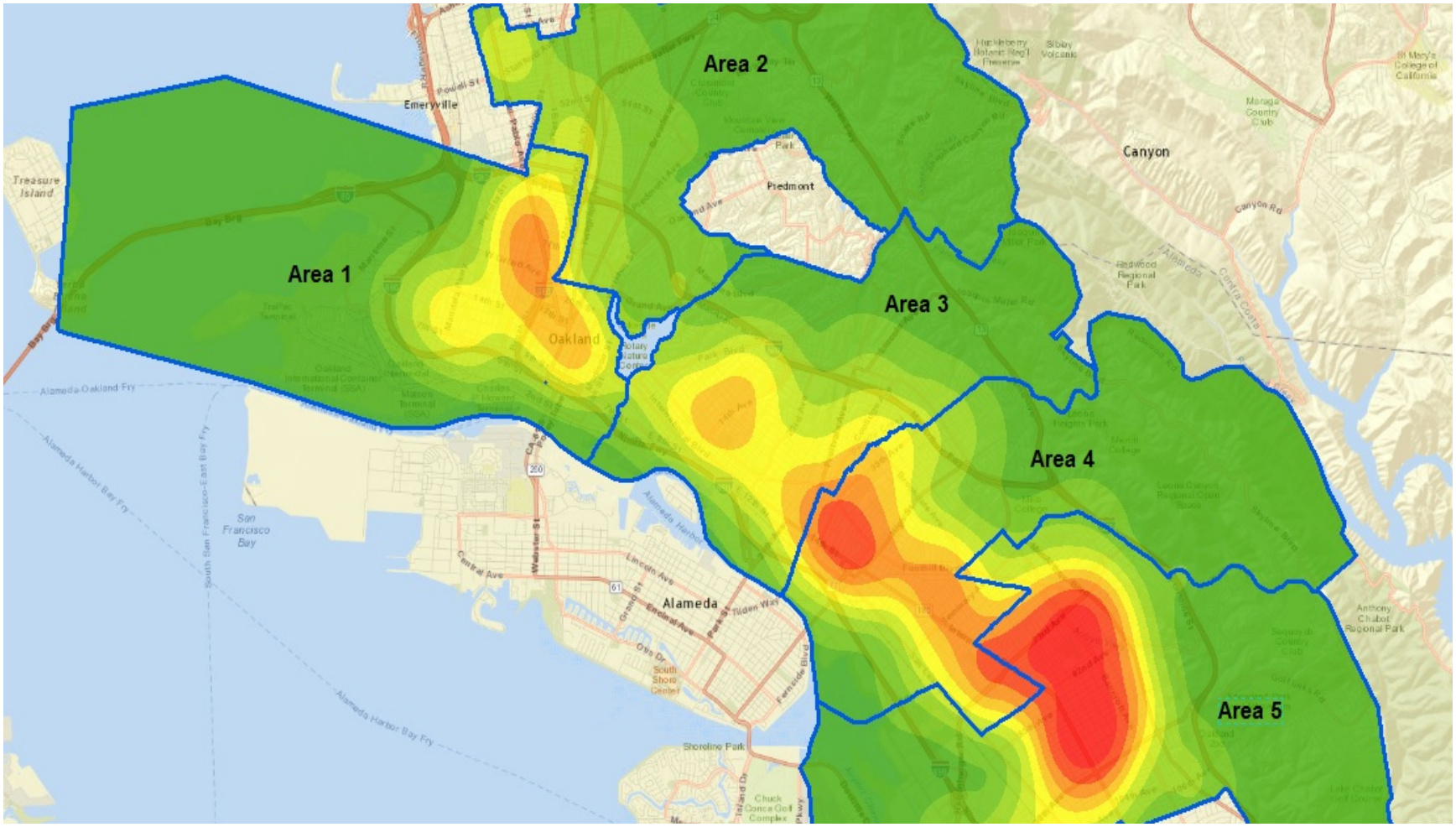
Summary Observations: Violent Crime and Group Territories

- Homicides and firearm assaults are most heavily concentrated in Oakland PD beats 23X and 26Y (Area 4) as well as 30X, 30Y, and 34X (Area 5).
- Approximate territories for 66 groups and gangs active from 2016-2017 were identified by the Oakland Police Department.
- The group and gang territories identified cover 9.08 square miles, or 16.3% of Oakland's land area.
- Of the 686 homicides and firearm assaults from January 2016-December 2016, 37.0% occurred within gang territories.

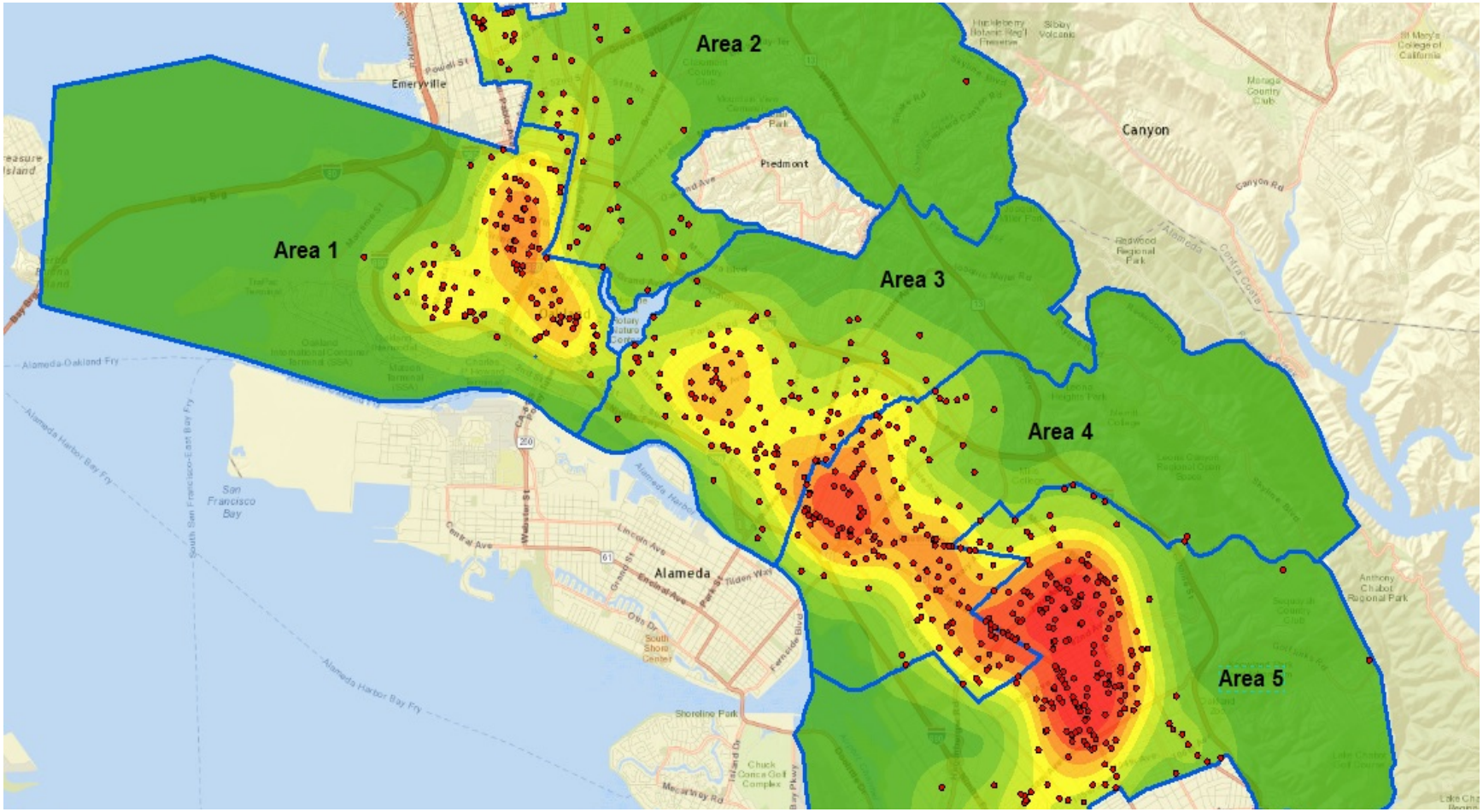
Homicides & Firearm Assaults* : 2016



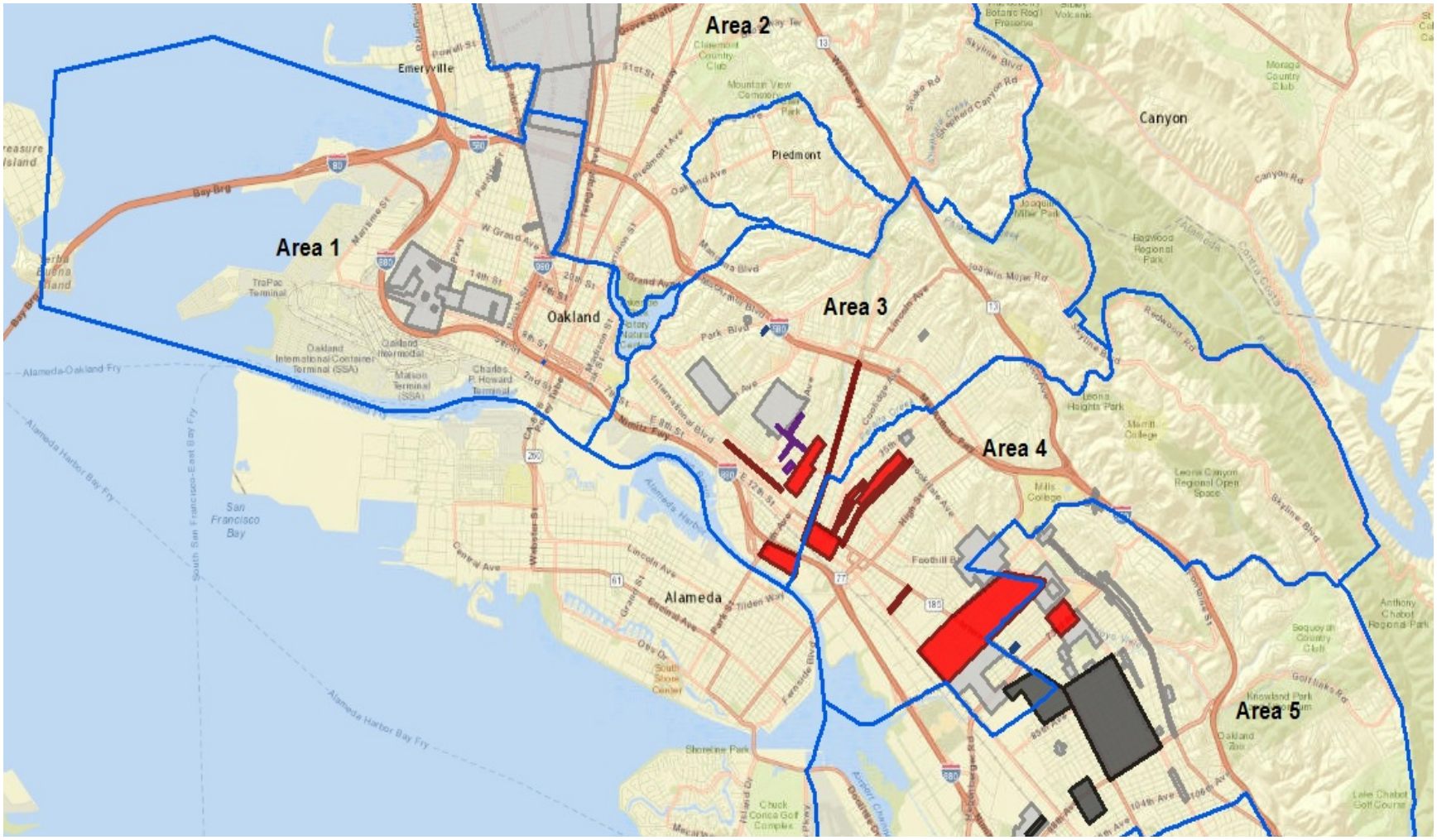
Homicides & Firearm Assaults*: 2016



Homicides & Firearm Assaults*: 2016

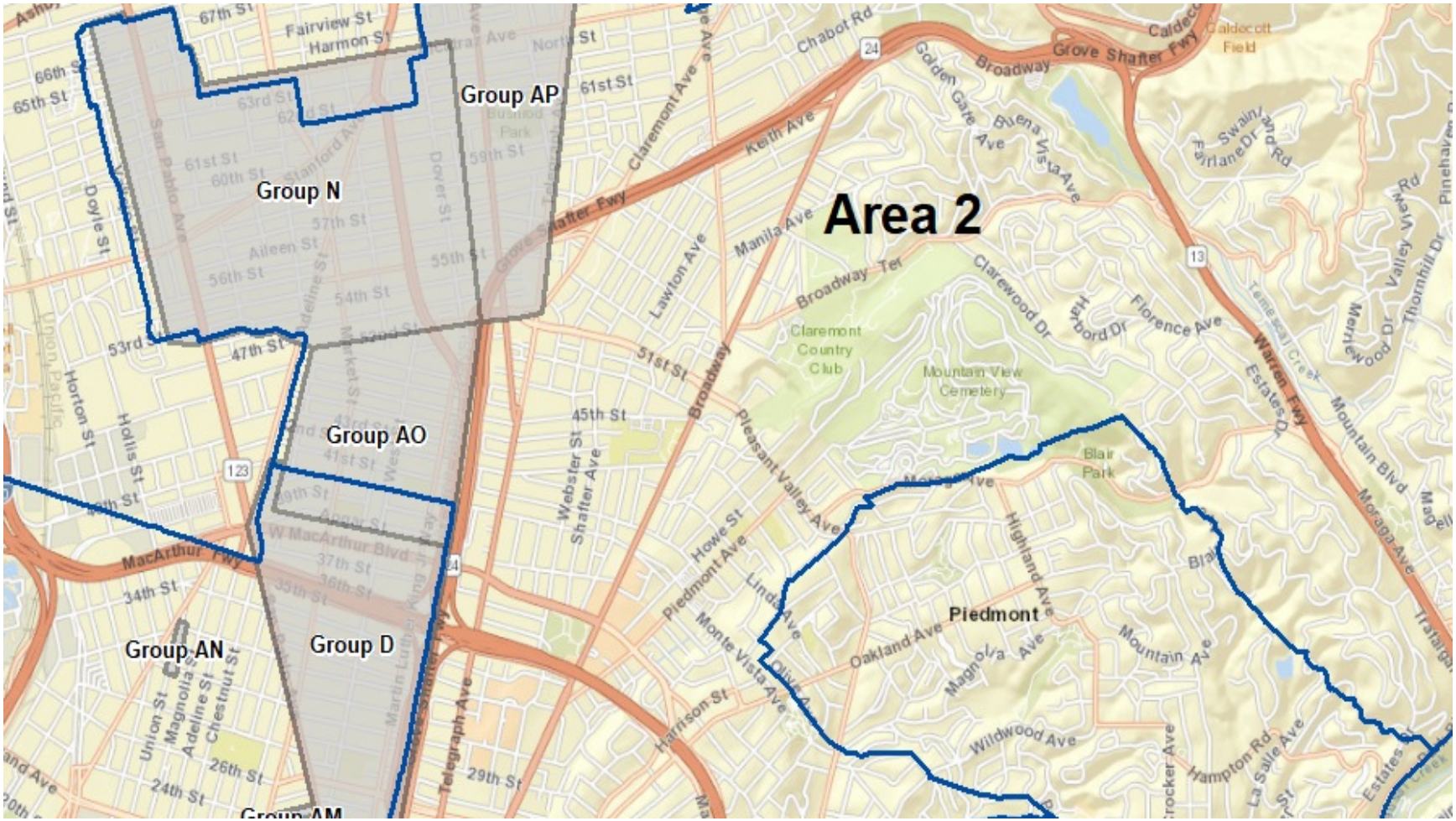


Group and Gang Territories



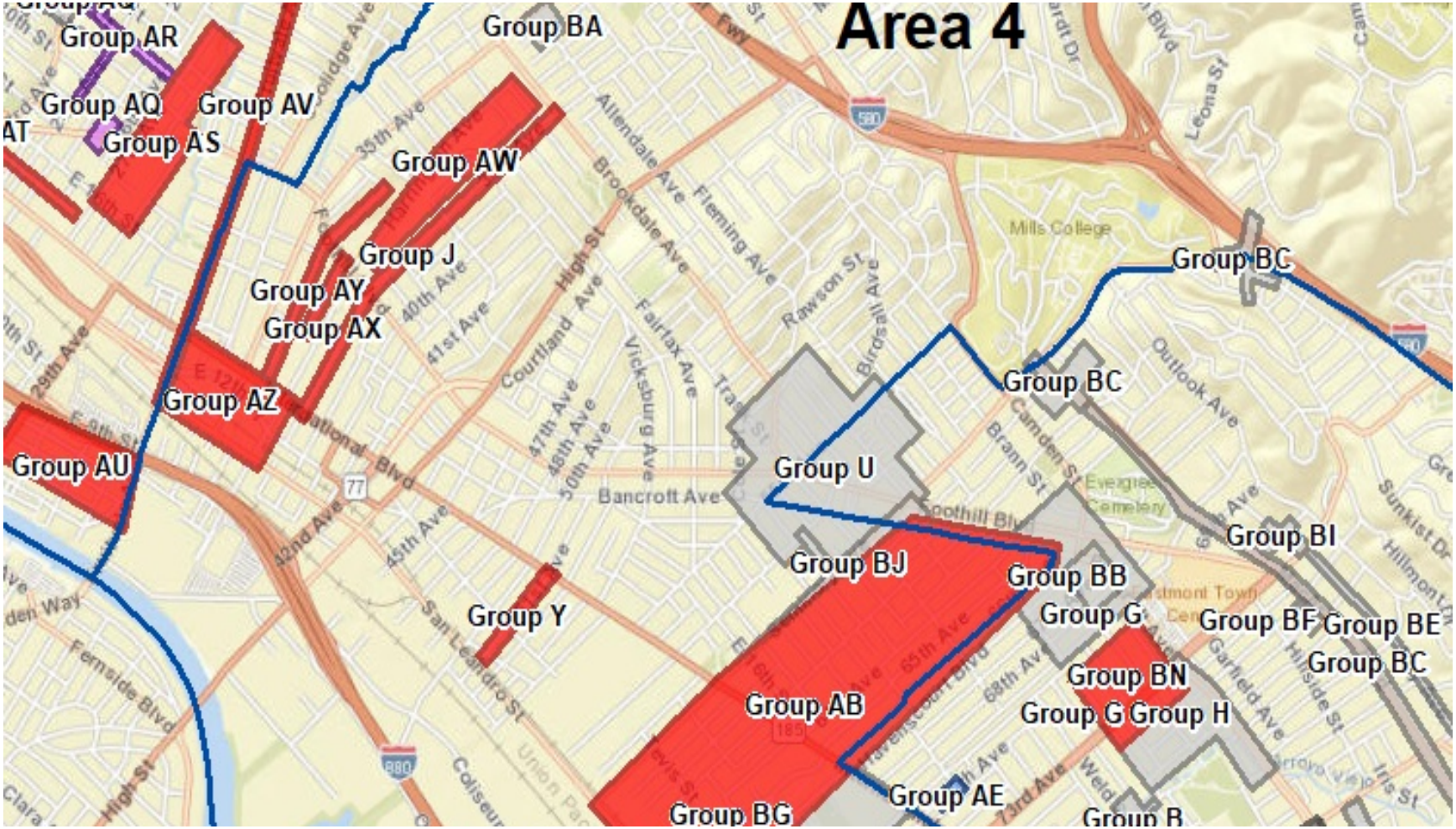
Group and Gang Territories

Group and Gang Territories

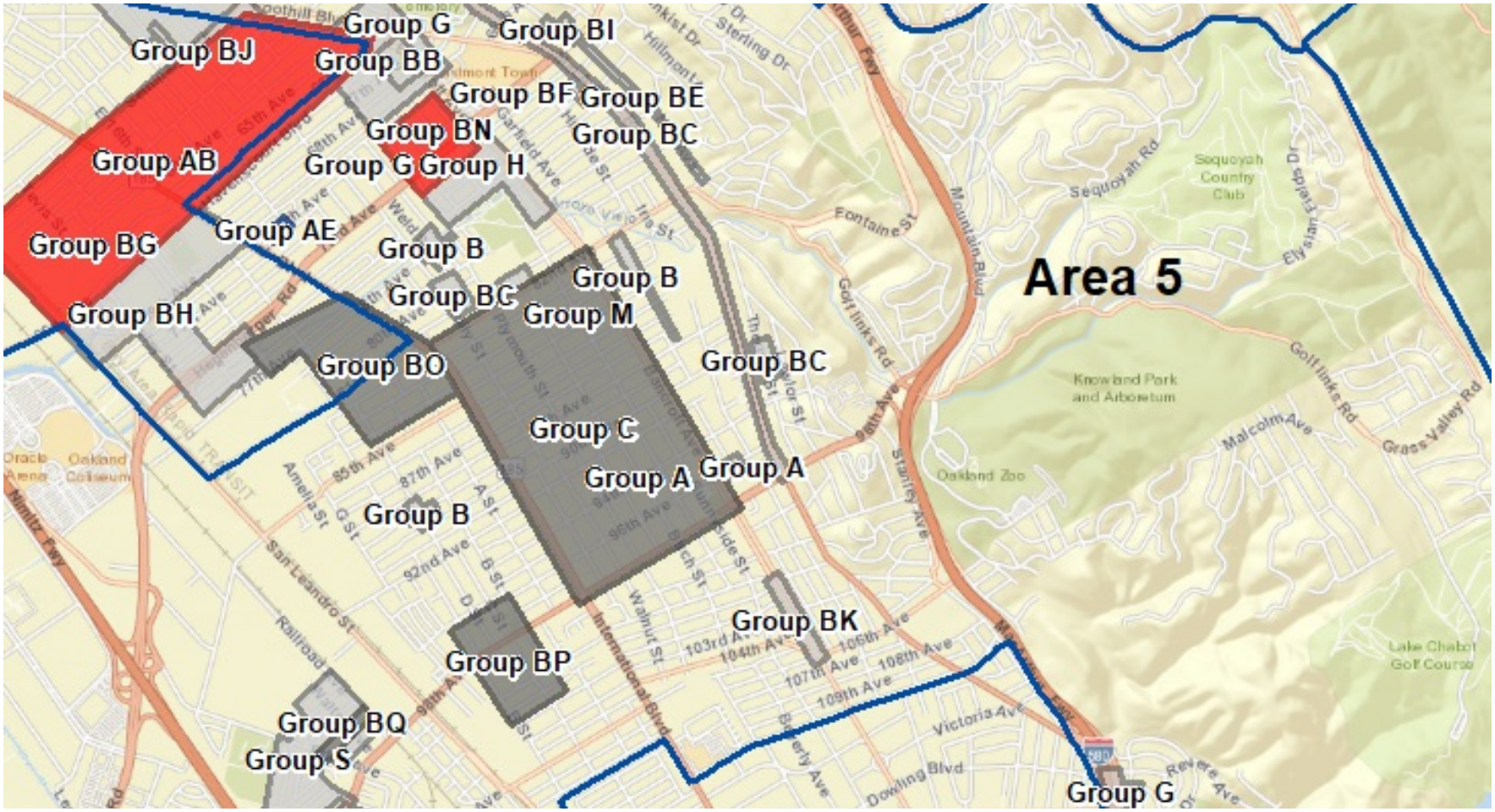


Group and Gang Territories

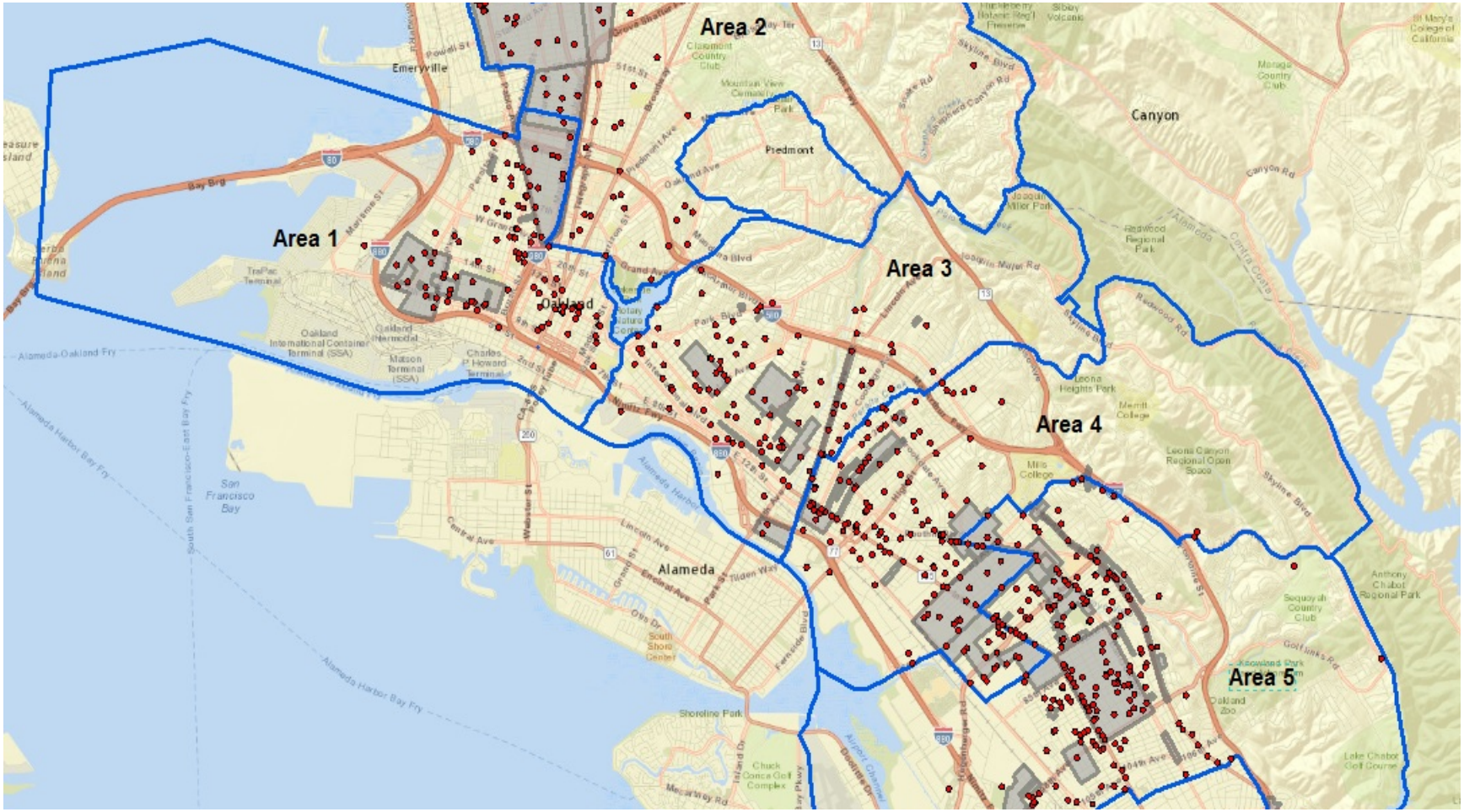
Group and Gang Territories



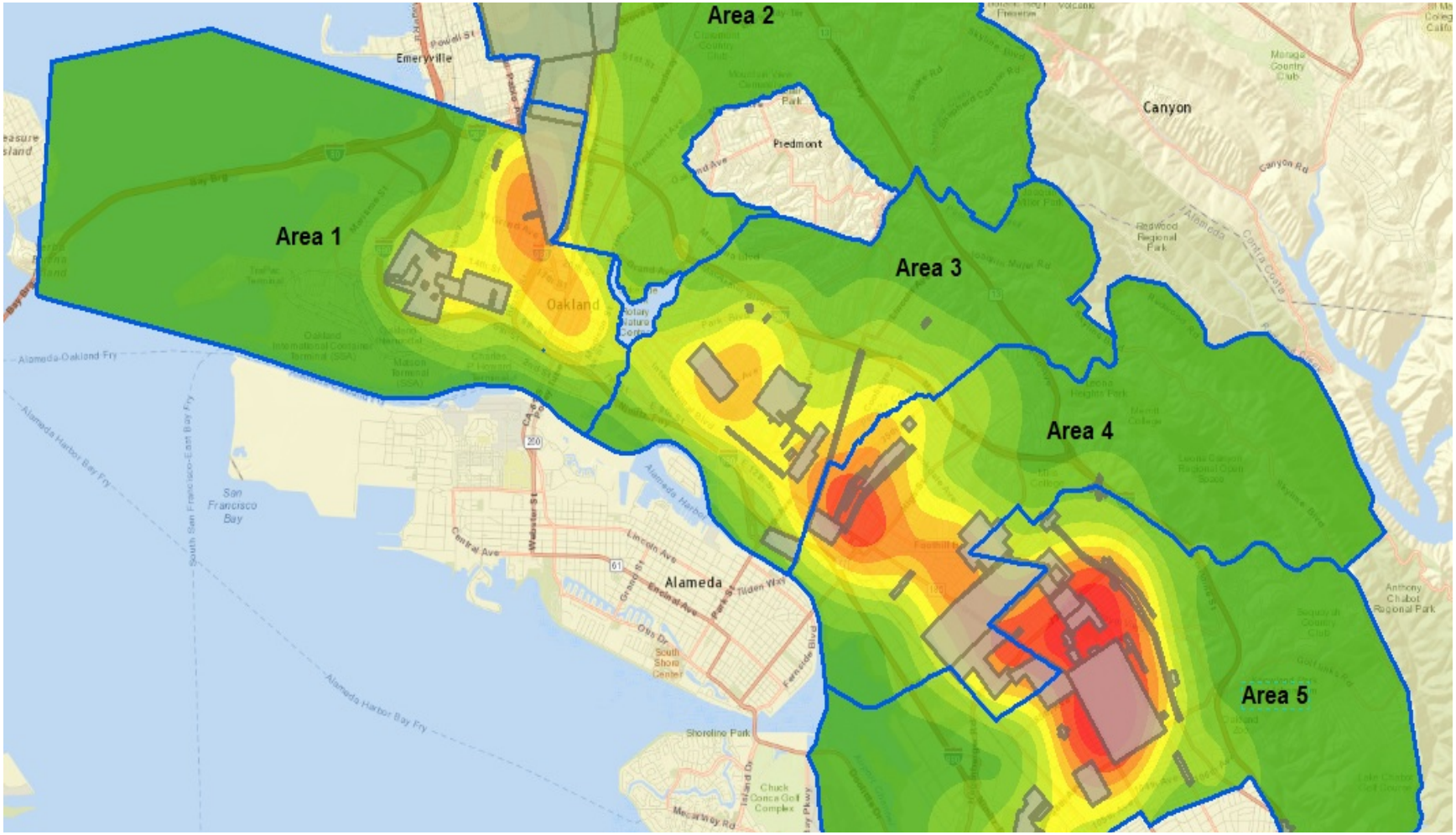
Group and Gang Territories



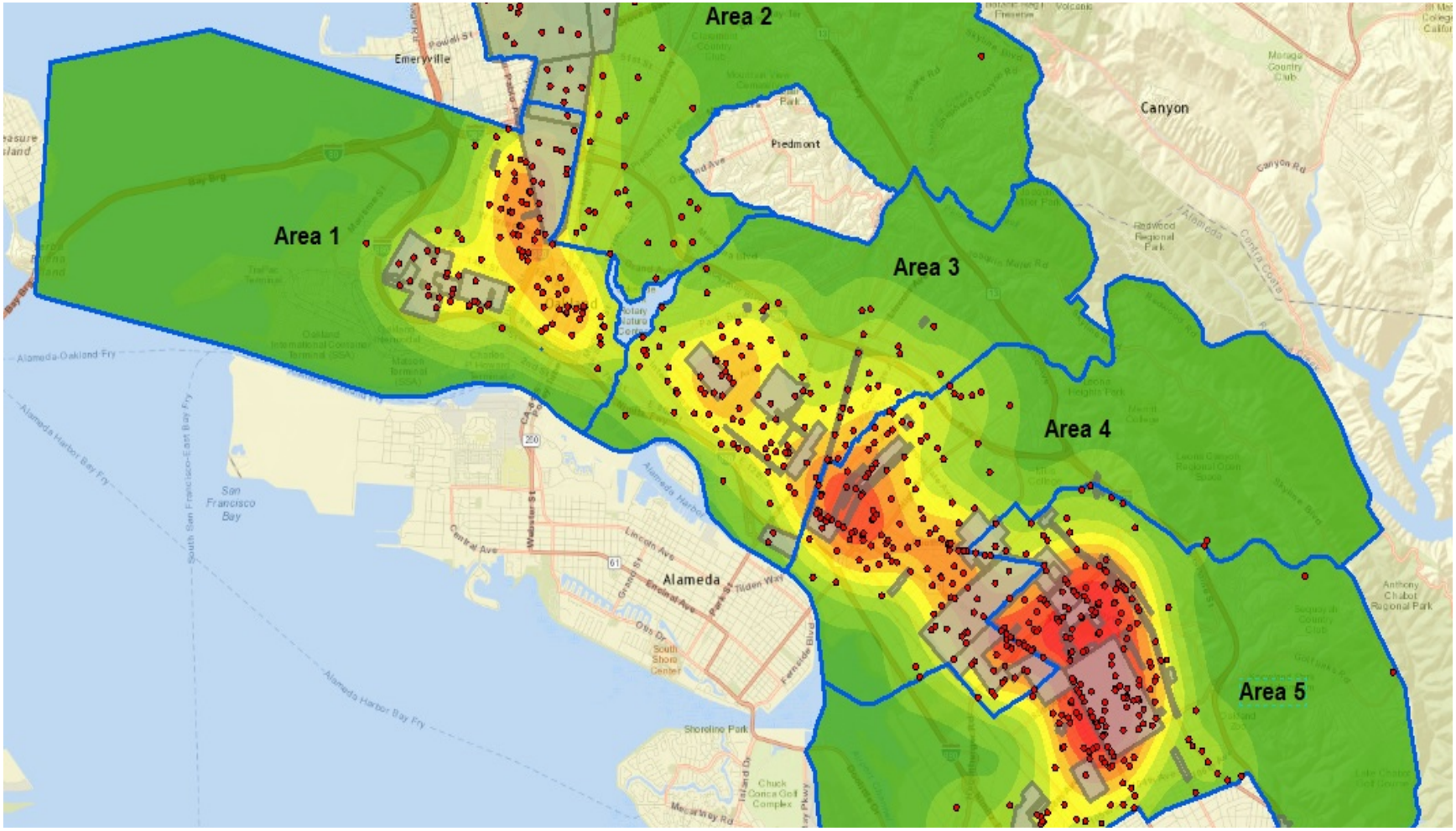
Group and Gang Territories



Group and Gang Territories



Group and Gang Territories



Summary Conclusions

Summary Conclusions (1)

- **Gun violence is a long-term, durable problem** in Oakland.
- **Highest Risk Population**: Risk of violence in Oakland continues to be concentrated among African American and Latino men between 18-35, with extensive criminal justice system involvement and social connections to street groups and gangs. This population of at-risk young men is only 0.43% of Oakland's population.
- **Drivers of Violence:** The majority of homicides in Oakland continue to be driven by ongoing conflicts between these groups, between individual members, and by group members engaging in other types of crime.
- **Minimal Role of Drugs**: All categories of drug-related homicide combined represent only 13% of total homicides (15 incidents).

Summary Conclusions (2)

Compared to 2012-2013, in 2016-2017:

- The proportion of group member involved homicides is similar though the estimated range is slightly lower (from 59%-85% to 57%-72%).
- Victims and suspects average slightly more prior arrests.
- Victims are slightly older (31 v 32.5), and average two more prior arrests.
- Fewer suspects and victims are convicted felons (from 82% to 68%), and have been previously incarcerated (from 73% to 67%)
- Suspects have 1 fewer prior violent arrests and 1.5 fewer drug arrest than previously.
- Victims have 1.5 more prior property offense arrests.

Summary Conclusions (3) : Recent Progress

- Oakland has made significant recent progress on homicide
- Oakland experienced -30% fewer homicides from January 2016-June 2017 compared to January 2012 to June of 2013 (the time period of the previous problem analysis).
- 2013-2017 marks only the second time in the last 30 years that Oakland has experienced 5 consecutive years well-below the long-term average of 107. Non-fatal shootings also declined significantly during this period.
- The five year average from 2013-2017 is 82 homicides, a -23% decline from the 30 year average.

Initial Recommendations (1)

The timing of recent reductions in violence in Oakland (from 2013-2017) corresponds closely with several developments:

1. The implementation (October 2012) and scaling of **Oakland's Ceasefire** Initiative.
2. The development of **specialized units** at OPD (The Ceasefire Section) and **management practices** (The Shooting Review) specifically tailored to reduce shootings and homicides (2013-present).
3. The **revision and re-authorization of Measure Z** legislation (2014) to more specifically focus service and support resources on young people at the highest risk of violence as identified by the 2012-2013 problem analysis.
4. **Oakland Unite's development of support services** more focused on this target population with a greater emphasis on relationship building and addressing safety issues / reducing risk of harm (2014-present).

Initial Recommendations (2)

- **Continue to Focus On Those in Greatest Need**: To continue making progress, Oakland's limited violence reduction resources should **be focused on this .43% at highest risk of violence** as guided by regular analysis of shootings incidents.
- **Continuous Assessment**: Due to the fluidity of violence in Oakland, there should be both weekly (shooting reviews) and annual assessments (problem analysis) of drivers of violence and gang/group involvement in violence.
- **Joint Focus**: This focus should be reflected in police and justice system efforts to address violence as well as the support and intervention strategies ultimately adopted by the Department of Violence Prevention.
- To the extent that police or outreach and support efforts focus on other target populations, they will be less effective at reducing shootings and homicides citywide.

Acknowledgements

- This analysis represents the collective effort and knowledge sharing of The Oakland Police Department. CPSC would like to thank all of those involved for their hard work, generosity and commitment to this project

- Particular thanks to Deputy Chief Leronne Armstrong, Captain Ersie Joyner, Ceasefire Director Reygan Harmon, Lt. Tony Jones, Lt. Fred Shavies, Cpt. Roland Holmgren, Lt. Robert Rosin, Sgt. Anthony Tedesco, Sgt. Steve Valle, the Ceasefire Unit, Gang Unit, SIU 1 and SIU 2, Intelligence Unit, Area CRT Staff, homicide investigators and crime analysts.

- The crime data reflected within was primarily gathered and formatted by Nicole Freeman and Andrea Van Peteghem. Thanks as well to Lisa Barao, research assistant at Northeastern University, who supported much of the data collection and analysis reflected in the problem analysis.

Sources

- All Oakland crime data was provided by the Oakland Police Department based on Uniform Crime Reports.

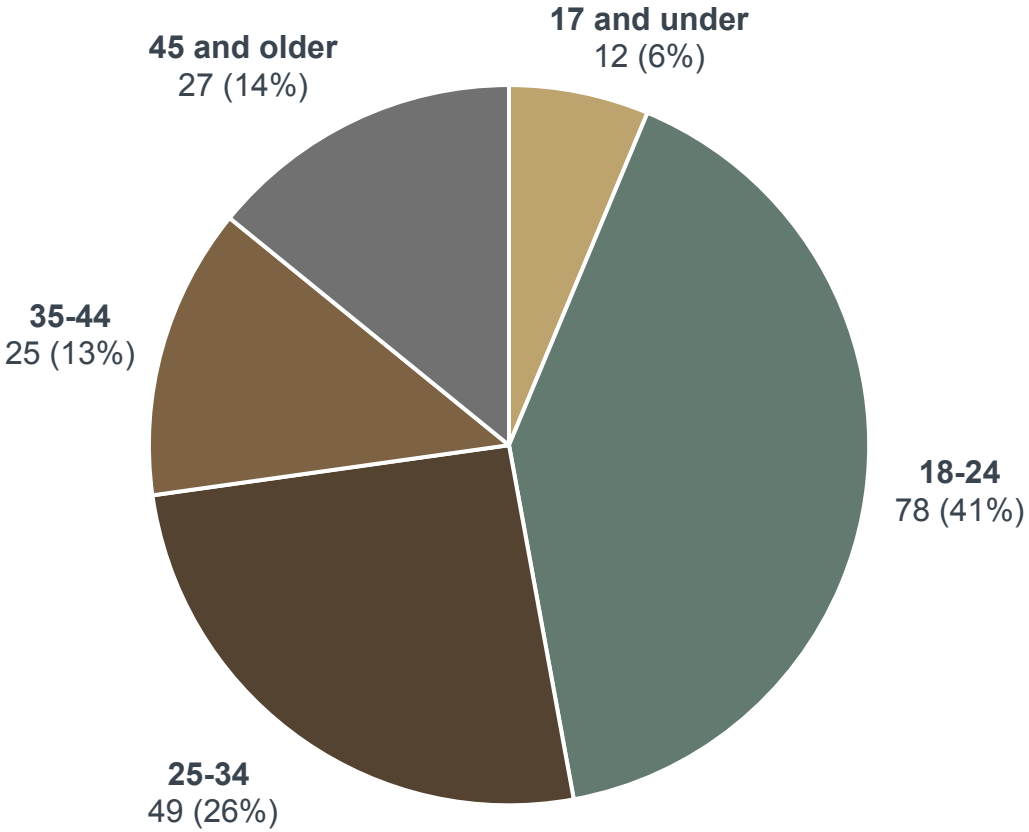
- All suspect and victim information was provided by the Oakland Police Department.

- All criminal history information is based on criminal history information contained in The California Law Enforcement Telecommunication System (CLETs).

- Group, gang and network information is based on working knowledge and intelligence of the Ceasefire Unit, Gang Unit, Special Investigation Units, Area Community Response Teams (CRTs) and homicide investigators.

Appendix

Age:
All Known Individuals Involved in Homicide (*n*=191)
January 2016 - June 2017



Victims Known to be Group-Involved:
Sex and Race

	Victims Known to be Group-Involved (n=54)
Sex	
Male	90.74%
Female	9.26%
Race	
White	0.0%
African-American	72.2%
Hispanic	27.8%
Asian	0.0%

Victims Known to be Group-Involved:
Age

	Victims Known to be Group-Involved (n = 54)
Age	
17 and under	3.7%
18-24	50.0%
25-34	27.8%
35-44	7.4%
45 and older	11.1%
Mean Age	28.0

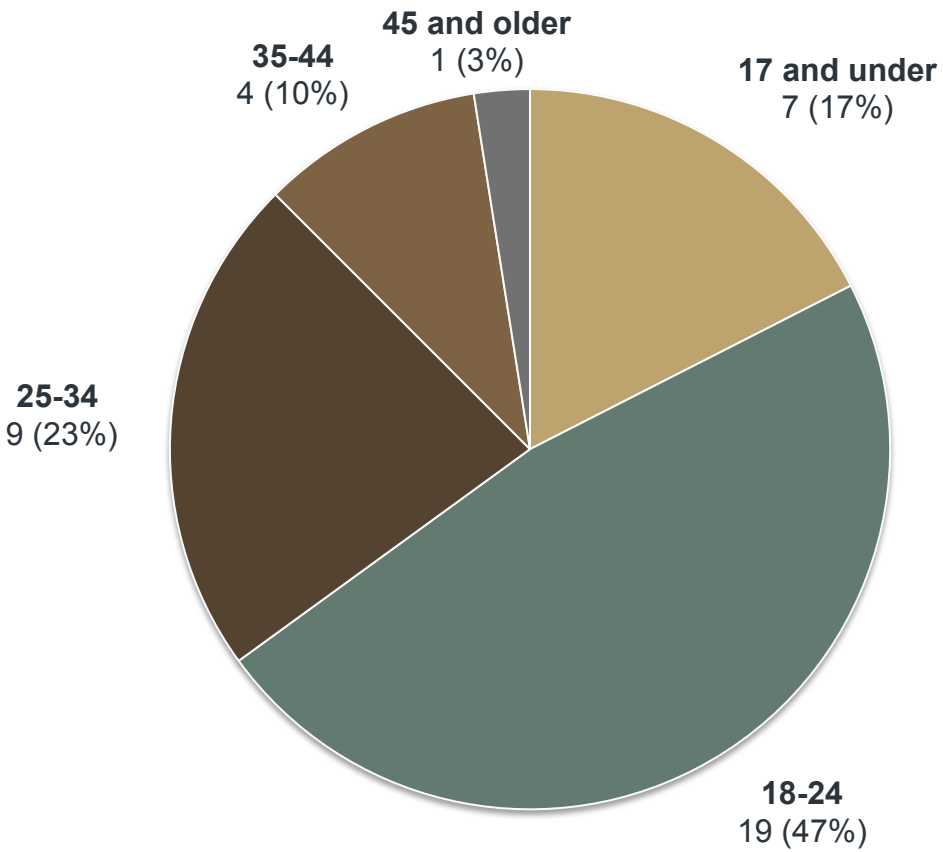
Suspects Known to be Group-Involved: Sex and Race

	Suspects Known to be Group-Involved (n=40)
Sex	
Male	95.12%
Female	4.88%
Race	
White	2.4%
African-American	68.3%
Hispanic	26.8%
Asian	2.4%

Suspects Known to be Group-Involved:
Age

	Suspects Known to be Group-Involved (n=40)
Sex	
Male	95.12%
Female	4.88%
Race	
White	2.4%
African-American	68.3%
Hispanic	26.8%
Asian	2.4%

Suspects Known to be Group-Involved (*n*=40): Age



Memorandum

TO: Public Safety and Services Oversight Committee

FROM: Donneshia Nell Wallington, Fiscal Services Manager

SUBJECT: OPD FY17-18 Financial Quarters 1 & 2 Report

DATE: March 16, 2018

On a quarterly basis, the Oakland Police Department compiles Measure Z data to present at the Public Safety and Services Oversight Committee meeting.

Background

On July 1, 2015, the Oakland Police Department (OPD) began implementing "The 2014 Oakland Public Safety and Services Violence Prevention Act", also known as Measure Z. Per the voter approved ordinance, police can use funds for the following:

a) Crime Reduction Teams (CRTs): Strategically geographically deployed officers to investigate and respond to the commission of violent crimes in identified violence hot spots using intelligence-based policing.

b) Community Resource Officers (CROs): Engage in problem solving projects, attend Neighborhood Crime Prevention Council meetings, serve as a liaison with city services teams, provide foot/bike patrol, answer calls for service if needed, lead targeted enforcement projects and coordinate these projects with CRTs, Patrol units and other sworn personnel.

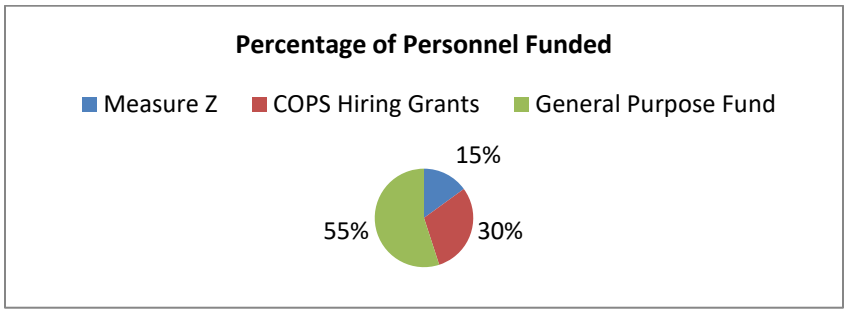
c) Conduct intelligence-based violence suppression operations such as field interviews, surveillance, undercover operations, high visibility patrol, probation/parole compliance checks, search warrants, assist CROs projects, violent crime investigation and general follow-up.

d) Domestic violence and child abuse intervention: Additional officers to team with social service providers to intervene in situations of domestic violence and child abuse, including sexual exploitation of children.

e) Sustaining and strengthening of the City's Operation Ceasefire strategy, including project management and crime analysis positions.

Funding Breakdown

Measure Z is one of three funding sources that support the community resource officers, crime reduction team officers and Ceasefire personnel.



The information in this memo represents Measure Z expenditures through the second quarter of fiscal year (FY) 2017-18 (July – December 2017). As of December 31, 2017, total FY 2017-18 Oakland Police Department expenditures in Measure Z were $5,458,450. Of that, $5,112,911 was spent on Personnel costs. The personnel costs are expected to increase once the appropriate charges from quarters one and two are moved to the Measure Z fund.

Below is a detailed breakdown of operations and maintenance expenditures.

	Jul-17	Aug-17	Sep-17	Oct-17	Nov-17	Dec-17	Total
Advertising				1,450			1,450
Cellphones				14,035	3,000		17,035
Contracts	25,195		46,028	191,499			262,721
Online Database Service					232	7,068	7,300
Services			177			1,567	1,745
Rental Vehicles						12,000	12,000
Supplies/ Equipment		1,100	634	9,346	17,193	2,510	30,782
Travel/Training*				1,174	4,032	7,300	12,506
	25,195	**1,100**	**46,839**	**217,503**	**24,457**	**30,445**	**345,539**

Note: Expenditures above include encumbrances (positive and negative).

*Measure Z funded the following trainings during quarters one and two:

1. Urban Peace Institute (UPI)/LAPD Community Safety Partnership Orientation
    a. Travel costs paid for the Ceasefire PM to attend a 16-hour training in Los Angeles, CA.

2. The Missing Piece of the Puzzle: The Victim's Perspective
    a. Travel costs paid for two officer to attend an 8-hour training in San Leandro, CA.

3. Extreme Ownership for Law Enforcement
    a. Travel costs paid for one officer to attend an 8-hour training in Cupertino CA.

4. California Narcotic Officers Association (CNOA) Annual Training Institute
    a. Travel costs paid for 14 officers to attend a 32-hour training in Reno, NV.

5. Child Abuse Investigations
    a. Travel costs paid for four officers to attend a 48-hour training in Seaside, CA.

In addition, in quarter two, the Department began the Procedural Justice II training for all personnel. The Department also planned a CRO training for quarter three (March 5-6, 2018). The curriculum is included in Attachment A.

The contract expenditures are associated with the California Partnership for Safe Communities contract that provides technical assistance for Ceasefire and the Resource Development Associates (RDA) contract that maintains and upgrades the SARAnet database.

For questions regarding the information provided, please contact Donneshia Nell Wallington at dtaylor@oaklandnet.com or (510)238-3288.

Violence Prevention and Public Saftey Act of 2014 (Measure Z)
FY 2017-2018 Budget Year- to Date Expenditures
for the Quarter Ending September 30, 2017

	FTE	Budget	July	August	September	Quarter	Encumbered	Year -to-Date (1 July 2017 - 30 June 2018)	(Uncollected)/Unspent)
ANNUAL REVENUES									
Voter Approved Special Tax		16,260,883				-	-	-	(16,260,883)
Parking Tax		10,387,475	111,341	827,555	657,952	1,596,848	-	1,596,848	(8,790,627)
Interest & Other Misc.		-	10,838	7,392	6,528	24,758	-	24,758	24,758
Total ANNUAL REVENUES		$ 26,648,358	$ 122,180	$ 834,947	$ 664,480	$ 1,621,606	$ -	$ 1,621,606	$ (25,026,752)
ANNUAL EXPENDITURES									
City Administrator									
Personnel		(30,988)				-	-	-	(30,988)
Materials		11,123	1,077	1,077		2,155		2,155	8,968
Contracts		754,284	-		46,489	46,489	193,472	46,489	514,323
City Administrator Total	0.00	$ 734,419	$ 1,077	$ 1,077	$ 46,489	$ 48,644	$ 193,472	$ 48,644	$ 492,303
Department of Violence Prevention									
Personnel		107,233				-	-	-	107,233
Contracts		543,050				-		-	543,050
Overheads and Prior Year Adjustments		67,207				-		-	67,207
Department of Violence Prevention Total	0.00	$ 717,490	$ -	$ -	$ -	$ -	$ -	$ -	$ 717,490
Finance Department									
Contracts		41,320				-		-	41,320
Finance Department Total	1.50	$ 41,320	$ -	$ -	$ 1	$ -	$ -	$ -	$ 41,320
Fire Department									
Personnel		2,000,000		60,645	22,348	82,992		82,992	1,917,008
Overheads and Prior Year Adjustments								-	-
Fire Department Total	0.00	$ 2,000,000	$ -	$ 60,645	$ 22,348	$ 82,992	$ -	$ 82,992	$ 1,917,008
Human Services Department									
Personnel		2,422,800	130,654	110,601	88,314	329,569	-	329,569	2,093,231
Materials		673,647	7,541	8,799	11,563	27,903	9,142	27,903	636,602
Contracts		9,467,444			485,421	485,421	6,767,311	485,421	2,214,711
Overheads and Prior Year Adjustments		4,358				-		-	4,358
Human Services Department Total	14.30	$ 12,568,249	$ 138,195	$ 119,400	$ 585,298	$ 842,893	$ 6,776,454	$ 842,893	$ 4,948,902
Mayor				9,722					
Personnel		150,901	8,838	9,722	8,396	26,956	-	26,956	123,945
Overheads and Prior Year Adjustments		209						-	209
Mayor Total	0.40	$ 151,110	$ 8,838	$ 9,722	$ 8,396	$ 26,956	$ -	$ 26,956	$ 124,154
Police Department									
Personnel		14,773,436	982,908	893,478	752,302	2,628,688		2,628,688	12,144,747
Materials		665,889	25,591	(24,491)	335	1,435	1,576	1,435	662,878
Contracts		533,346	-			-	71,223	-	462,123
Overheads and Prior Year Adjustments		5,767	-	-		-		-	5,767
Police Department Total	65.50	$ 15,978,438	$ 1,008,499	$ 868,987	$ 752,637	$ 2,630,123	$ 72,799	$ 2,630,123	$ 13,275,516
Non Departmental and Port									
Personnel		-		-	-	-	-	-	-
Non Departmental and Port Total	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GRAND TOTAL EXPENDITURES	81.70	32,191,026	1,156,609	1,059,831	1,415,169	3,631,608	7,042,725	3,631,608	21,516,692

* NOTE: These are unaudited numbers

Violence Prevention and Public Saftey Act of 2014 (Measure Z)
FY 2017-2018 Budget Year- to Date Expenditures
for the Quarter Ending December 31, 2017

	FTE	Budget	October	November	December	Quarter	Encumbered	Year -to-Date (1 July 2017 - 30 June 2018)	(Uncollected)/Unspent)
ANNUAL REVENUES									
Voter Approved Special Tax		16,260,883	(102)	179,806	8,145,853	8,325,557	-	8,325,557	(7,935,326)
Parking Tax		10,387,475	803,353	1,005,555	857,435	2,666,343	-	4,263,191	(6,124,284)
Interest & Other Misc.		-	6,215			6,215	-	30,973	30,973
Total ANNUAL REVENUES		$ 26,648,358	$ 809,467	$ 1,185,361	$ 9,003,288	$10,998,115	$ -	$ 12,619,721	$ (14,028,637)
ANNUAL EXPENDITURES									
City Administrator									
Personnel		(30,988)				-	-	-	(30,988)
Materials		11,123				-		2,155	8,968
Contracts		754,284	91,297	34,532		125,829	67,643	172,318	514,323
City Administrator Total	0.00	$ 734,419	$ 91,297	$ 34,532	$ -	$ 125,829	$ 67,643	$ 174,473	$ 492,303
Department of Violence Prevention									
Personnel		107,233				-	-	-	107,233
Materials		6,000		2,463		2,463		2,463	3,537
Contracts		537,050				-		-	537,050
Overheads and Prior Year Adjustments		67,207				-		-	67,207
Department of Violence Prevention Total	1.50	$ 717,490	$ -	$ 2,463	$ -	$ 2,463	$ -	$ 2,463	$ 715,027
Finance Department									
Contracts		41,320		19,850	146,366	166,216	2,000	166,216	(126,896)
Finance Department Total	1.50	$ 41,320	$ -	$ 19,850	$ 146,367	$ 166,216	$ 2,000	$ 166,216	$ (126,896)
Fire Department									
Personnel		2,000,000	417,008			417,007		500,000	1,500,000
Overheads and Prior Year Adjustments								-	-
Fire Department Total	0.00	$ 2,000,000	$ 417,008	$ -	$ -	$ 417,007	$ -	$ 500,000	$ 1,500,000
Human Services Department									
Personnel		2,422,800	255,065	146,707	104,574	506,346	-	835,915	1,586,885
Materials		673,647	10,298	12,448	5,009	27,755	7,614	55,658	610,376
Contracts		9,467,444	859,429	675,493	262,488	1,797,410	4,849,902	2,282,831	2,334,711
Overheads and Prior Year Adjustments	-	4,358		-		-		-	4,358
Human Services Department Total	14.30	$ 12,568,249	$ 1,124,791	$ 834,648	$ 372,071	$ 2,331,511	$ 4,857,516	$ 3,174,404	$ 4,536,330
Mayor				8,272					
Personnel		150,901	9,722	8,838	5,745	24,305	-	51,260	99,641
Overheads and Prior Year Adjustments		209						-	209
Mayor Total	0.40	$ 151,110	$ 9,722	$ 8,838	$ 5,745	$ 24,305	$ -	$ 51,260	$ 99,850
Police Department									
Personnel		14,773,436	815,832	835,535	829,942	2,481,309		5,109,997	9,663,438
Materials		665,889	22,114	17,322	31,662	71,098	16,672	72,533	576,684
Contracts		533,346	47,600	1,950	4,200	53,750	208,971	53,750	270,624
Overheads and Prior Year Adjustments		5,767	-	-		-		-	5,767
Police Department Total	65.50	$ 15,978,438	$ 885,547	$ 854,808	$ 865,804	$ 2,606,157	$ 225,643	$ 5,236,280	$ 10,516,514
Non Departmental and Port									
Personnel		-		-	-	-	-	-	-
Non Departmental and Port Total	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GRAND TOTAL EXPENDITURES	83.20	32,191,026	2,528,365	1,755,139	1,389,986	5,673,488	5,152,801	9,305,095	17,733,127

* NOTE: These are unaudited numbers

Attachment A

CRO Course Curriculum
2018

5 Mar 18

Time	Class	Teacher
0800-0830	Intro to Class and the CRO Role	Deputy Chief's Allison and Armstrong
0830-0930	Community Policing	Capt Joshi / Mr. J Dorado
0930-1030	Nuisance Abatement / Eviction	CAO
1030-1130	CPTED	PST Simlin
1130-1230	Homeless Encampments	Sgt Perrodin
1230-1300	Lunch	
1300-1400	Sara Database Navigation	Sgt Febel
1400-1500	Project Management	Sgt Calonge

6 Mar 18

Time	Class	Teacher
0800-0900	Marijuana Laws	Ofc Romero
0900-1000	NCPC	Mr. R Belew and Mr. Don Link
1000-1100	Social Media	Lt Bolton
1100-1200	Emergency Responses	Sgt Jones
1200-1300	Narcotic Surveillances	Sgt Belligan
1300-1330	Lunch	
1330-1430	Ceasefire Review	Lt Shavies
1430-1530	Use of Radio Room Resources	Sgt Johnson
1530-1630	Code Compliance	Mr. J Devries
1630-1700	Review	A/Lt Vierra

CITY OF OAKLAND

AGENDA REPORT

TO:	Public Safety and Services Oversight Commission	**FROM:**	Darin White Fire Chief
SUBJECT:	OFD FY 17-18 Quarterly Report - As of December 31, 2017	**DATE:**	March 15, 2018

Approval Date:

RECOMMENDATION

Staff recommends the Public Safety Services Oversight Committee (SSOC) accept an Informational Report providing a Quarterly Update on activities funded by the 3-year Spending Plan for the Oakland Fire Department for FY 15-16, FY 16-17 and FY 17-18.

BACKGROUND / LEGISLATIVE HISTORY

In 2014, voters approved funding to augment basic police and fire services and funded violence prevention and intervention programs. The 2014 Oakland Public Safety and Services Violence Prevention Act as it relates to the Oakland Fire Department provides for:

- **Maintain adequate personnel resources** through the hiring of sworn personnel, reduction of overtime and maintaining of staffing as identified in the IAFF Memorandum of Understanding (MOU).
- **Improve fire 9-1-1 response times** through the monitoring of turnout times, the review and revision of Fire Dispatch policies and practices and improvement of district familiarization within the fire companies.
- **Reduce homicides** through the training of personnel in areas such as Mass Casualty Incidents, Active Shooter, unified response with OPD to violent incidents, medical training centered on treatments to stop the bleeding i.e. tourniquets, sucking chest wound seals, and TXA intravenous drugs.

Measure Z provides two million dollars ($2,000,000) for OFD to maintain adequate personnel resources to respond to fire and medical emergencies.

ANALYSIS AND POLICY ALTERNATIVES

The tax proceeds raised by Measure Z special taxes may only be used to pay for any costs or expenses relating to or arising from efforts to achieve the following objectives and desired outcomes:

- Reduce homicides, robberies, burglaries, and gun-related violence;
- Improve police and fire emergency 911 response times and other police services; and
- Invest in violence intervention and prevention strategies that provide support for at risk youth and young adults to interrupt the cycle of violence and recidivism.

Measure Z funds will support the Fire Department's continued efforts to achieve the following objectives:

- **Maintain adequate personnel resources** through the hiring of sworn personnel and maintaining Fire Suppression Staffing as identified in the City / International Association of Fire Fighters (IAFF), Local 55 Memorandum of Understanding (MOU).

- **Improve fire 9-1-1 response times** through the monitoring of turnout times, the review and revision of Fire Dispatch policies and practices and improvement of district familiarization within the fire companies.

- **Reduce homicides** through the training of personnel in areas such as Mass Casualty Incidents, Active Shooter, unified response with OPD to violent incidents, medical training centered on treatments to stop the bleeding i.e. tourniquets, sucking chest wound seals, and TXA intravenous drugs.

QUARTERLY UPDATE

In this memorandum, I would like to highlight the following activities:

- The status of OFD sworn vacancies;
- OFD Turnout and Total response times for the third and fourth quarters of fiscal year 2017; and
- A Mass Casualty Incident Exercise held on November 16, 2017 at the Oakland-Alameda County Coliseum.

Status of Fire Department Sworn Vacancies

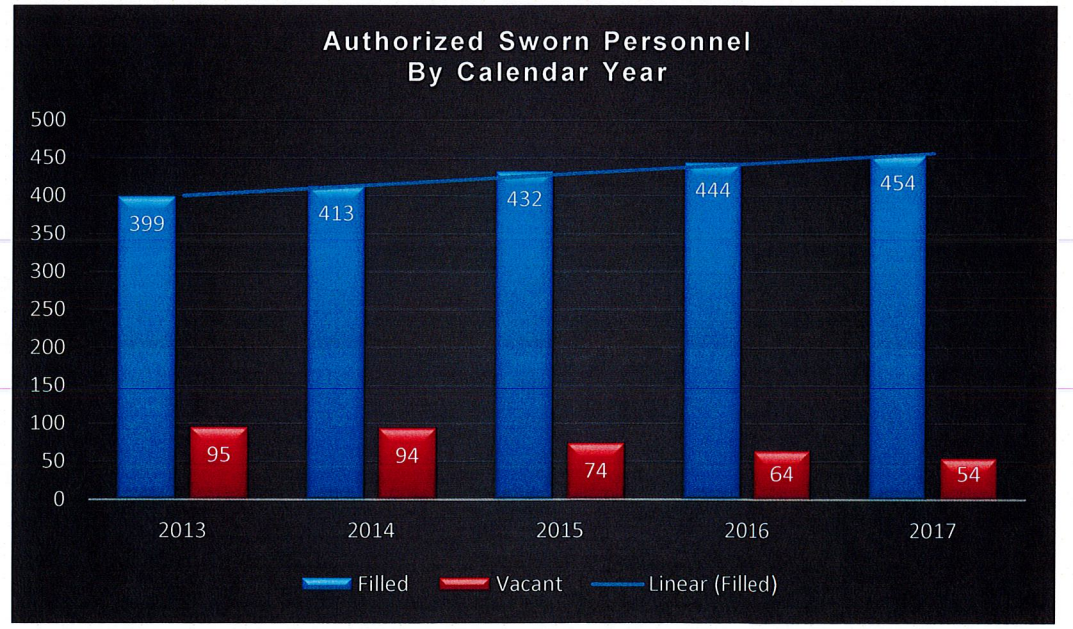
As part of the Measure Z goals, the Fire Department is charged with the responsibility to provide fire services such as maintaining adequate personnel resources to respond to fire and medical emergencies including, but not limited to, response to homicides and gun related violence and investigate fire causes. The Fire Department continues its efforts to maintain adequate personnel resources through the recruitment and hiring of sworn personnel.

OFD did not hold an Academy in 2009. Six (6) firefighter trainee recruits in Academy 1-2010 were separated from city service due to budget constraints. OFD did not hold an Academy in 2011. Lateral Academies were held in 2012 (11 recruits) and 2013 (8 recruits).

To replenish the firefighter ranks, recruitment efforts were doubled with two academies held each calendar year in 2014, 2015 and 2016. The table below summarizes the reduced vacancy rate within OFD as of December 31, 2017.

Rank	Funded Positions for Suppression FY 17-18	Filled Sworn Staffing As of 12/31/17
Chief	1	1
Deputy Chief	2	1
Assistant Chief	1	1
Assistant Fire Marshal	1	0
Battalion Chief	11	11
Captain	57	44
Lieutenant	67	56
Engineer	85	81
Fire Investigator	3	3
Firefighter Paramedic	93	86
Firefighter	187	170
Total Funded	508	
Total Filled Positions		***454***
Total Vacant Positions		***54***

As shown below, staffing in sworn ranks is gradually increasing:



Recruit Academy Class 1-2018, with six (6) candidates from the 2015 firefighter trainees lists, began on January 22, 2018. At the onset, there were two (2) Firefighter Paramedic Trainees and four (4) Firefighter Trainees.

The Department has finalized its use of the 2015 Firefighter Trainee and Firefighter Paramedic Trainee eligible lists. Applications were accepted on January 22 – 23, 2018 garnering two thousand and seventeen (2,017) firefighter trainee candidates, and two hundred and ninety-five (295) firefighter paramedic trainee candidates. Six percent (6%) of the candidates are from Oakland. OFD anticipates Human Resources Management establishing two new eligible lists by the Summer of 2018. OFD will then begin a recruitment process for an Academy in the early 2019 with up to thirty (30) recruits.

Turnout Times of Each Fire Company

The importance of responding immediately and safely to each medical emergency, fire, or other call for service is a fundamental part of OFD's duties. Overall, the department is striving to improve its turnout and total response times. The department is exploring a modified notification to its members that is anticipated to further improve turn out and total response time.

The attached report provides a summary of the response times for each truck and engine company for the 3rd and 4th quarters of 2017. For comparison, we have also included the turnout statistics for the 3rd and 4th quarters of 2016.

Mass Casualty Incident Exercise

The exercise simulated a truck driving through a group of protesters in a parking lot at a football game. The exercise was organized by the Oakland Fire Department in coordination with the Oakland Police Department, Alameda County Fire Department, Berkeley Fire Department, Paramedics Plus, and American Medical Response.

CONCLUSION

The Fire Department will continue to report quarterly to the Safety and Services Oversight Commission, the status of fire department sworn staffing, response times and other matters pertaining to the Department's response to fire and medical emergencies.

For questions about this memorandum, please contact Erik Logan, Interim Deputy Chief at elogan@oaklandnet.com or at (510) 238-4050.

Respectfully submitted,

Darin White

Darin White

Item: _____
SSOC
March 26, 2018

CITY OF OAKLAND
HUMAN SERVICES DEPARTMENT
Helping our City grow strong!

150 FRANK OGAWA PLAZA • 4TH FLOOR • OAKLAND, CA 94612

MEMORANDUM

TO: Public Safety and Services Oversight Commission
FROM: Peter Kim, Interim Director, Department of Violence Prevention
Josie Halpern-Finnerty, Interim Manager, Oakland Unite Programs
DATE: March 14, 2018
SUBJECT: Update on Violence Intervention Services Grantee Progress

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PURPOSE
The purpose of this memo is to provide SSOC with a timeline outlining key decisions and reports coming to the commission. The memo also provides an update on the progress of Oakland Unite (OU) Measure Z grantees who had performance challenges in Fiscal Year (FY) 2016-2017 and a brief overview of all grantees' progress in FY 2017-2018. Lastly, the memo includes a high-level summary of recommendations that will be included in the April renewal report.

TIMELINE OF KEY DECISIONS AND REPORTS
As previously discussed, the creation of the Department of Violence Prevention (DVP) impacted the timeline for OU grants and spending plan development. While the structure of the DVP is being determined, OU recommends renewing existing violence intervention contracts for one additional year. This will bring the initial Measure Z contract cycle to 3.5 years.

During this time OU will work with SSOC, community members, and other stakeholders to develop a new spending plan by fall 2018. A timeline of key decisions and reports is below.

Month	Items/Activities	Action Requested of SSOC
March 2018	Update on Grantee Progress	For discussion, informational
April 2018	Mathematica Agency Evaluation Report	For discussion, informational
	Renewal recommendations	**Approval needed** to move proposal forward in FY 18-19
May-Aug. 2018	Spending plan development	Provide input around priorities, process TBD
Sept.-Dec. 2018	Mathematica 2nd Strategy Evaluation Report	For discussion, informational
	Spending plan finalized, new RFP released	**Approval needed**

AGENCIES WITH PERFORMANCE CHALLENGES LAST FISCAL YEAR

At the end of FY 2016-2017 there were nine grantee programs with challenges that affected their ability to meet contracted deliverables. Oakland Unite (OU) staff worked with each agency to develop a plan of action to address the identified issues; an update on each agency's progress in Fiscal Year 2017-2018 as of the end of Quarter 2 (Q2) is included below. Of the nine programs, three (Beyond Emancipation, BOSS – TAY/Adult Employment, and TMC – Leadership Council) continue to have significant challenges in FY 2017-2018.

Agency: East Bay Agency for Children (EBAC)
Sub-strategy: Youth Life Coaching

Issue	FY16-17 Plan to Address	FY17-18 Update
EBAC struggled to meet the number of life coaching hours agreed upon in the contract due to leadership and staff transitions.	Agency had hired for all open positions and made significant improvements by the end of March 2017. EBAC must submit written goals outlining how it will make up the remaining case management hours this quarter.	Agency has successfully met life coaching hours this fiscal year. Agency has had some challenges recruiting mental health participants, though retention is strong. OU Program Officer and EBAC Program Manager are discussing how the EBAC team can more utilize monthly case conferences to improve recruitment.

Agency: The Mentoring Center (TMC)
Sub-strategy: Youth Life Coaching

Issue	FY16-17 Plan to Address	FY17-18 Update
TMC struggled to meet the number of life coaching participants and hours agreed upon in the contract due to a vacant Life Coach position.	Agency has hired for the open position and made significant improvements by the end of March 2017. The OU Program Officer will continue to meet regularly with the agency to ensure benchmarks for deliverables are met in the first quarter of FY 2017-2018. TMC will be required to participate in relevant training and technical assistance opportunities, particularly those focused on staff support and retention.	Agency was fully staffed as of November 2017 and is meeting or exceeding all deliverables. TMC is currently exceeding the deliverable for life coaching hours by a small percentage.

Update on Violence Intervention Services Grantee Progress

Agency: ABODE Services
Sub-strategy: Adult Life Coaching

Issue	FY16-17 Plan to Address	FY17-18 Update
ABODE took on the grant agreement mid-year due to unexpected transition from the previous grantee. The program transfer and start-up process affected the ability to meet benchmarks.	Program was fully staffed and transferred by the end of March 2017, and ABODE made significant improvements. The OU Program Officer meets monthly with ABODE and provides ongoing technical assistance around participant engagement and service delivery. ABODE will continue to work closely with the Program Officer to develop a smooth flow of referrals from Life Coaches to meet the schedule of deliverables.	With the hiring of both a housing coordinator (life coach) and a step-down coordinator, ABODE has been successful with meeting all but one deliverable, thus resolving the original issue. The one unmet deliverable is due to changes in guidelines from Oakland Housing Authority (OHA) staff around eligibility info required for stepdown clients. Through conversations with OHA, ABODE is working to ensure consistent guidelines going forward.

Agency: Bay Area Community Resources, Inc. (BACR)
Sub-strategy: Youth Employment and Education Support Services

Issue	FY16-17 Plan to Address	FY17-18 Update
BACR was a new Oakland Unite provider this cycle and their program requires close coordination with a school site, Ralph Bunche High School. BACR had a slower than anticipated ramp up period that affected deliverables and expenditures.	BACR met with the OU Program Officer and set goals outlining how to make up the work experience hours needed to serve youth and spend down funds for approved program expenses. The agency identified a strategy to increase enrollment in coordination with the school site and increased the number of available work experiences.	BACR is on track to deliver the agreed-upon outcomes, despite experiencing several difficulties - such as an increase in required OUSD educational classes that created scheduling conflicts with interested students. Agency has been proactive in problem solving and communicating with OU staff about challenges. BACR is working to strengthen relationships with OU-funded life coaching agencies and other educational institutions to increase enrollment. The program now offers job-readiness and life skills cohorts off-site to allow students from different schools to participate in services.

Update on Violence Intervention Services Grantee Progress

Agency: Beyond Emancipation (BE)
Sub-strategy: TAY/Adult Employment and Education Support Services

Issue	FY16-17 Plan to Address	FY17-18 Update
BE was a new OU provider this cycle, and referrals from Life Coaches were slower than expected at program start which affected the ability to meet benchmarked deliverables.	In communication with their OU Program Officer, the agency shifted resources to a participant engagement process that includes individual coaching of participants before, during and after their job placements. BE also established other referral sources to expand their referral base. Additionally, BE shifted from a cohort model to individual enrollments.	BE has experienced significant staff turnover and delays in hiring a program coordinator that affected the ELEVATE program. The agency has significant unspent funds as of Q2 and has not met the deliverable for work experience hours, though case management and life skills deliverables have been met. Agency has also missed two collaborative meetings in Q2. An ELEVATE Coordinator has now been hired and the OU Program Officer is in discussion with BE leadership to monitor progress and provide support as needed.

Agency: Building Opportunities for Self-Sufficiency (BOSS)
Sub-strategy: TAY/Adult Employment and Education Support Services

Issue	FY16-17 Plan to Address	FY17-18 Update
BOSS was a new OU provider this cycle and initial implementation was delayed. This delay along with staff transitions impacted early attainment of required deliverables and overall quality assurance for the program.	BOSS met with their OU Program Officer to establish a communication protocol and set written goals showing how the agency would achieve contract benchmarks. To address quality assurance issues, agency is required to submit a written plan outlining the steps it will take to increase staff development and retention, and must designate a Program Manager as the single point person for the program to strengthen communication and management capacity. The agency will be required to participate in relevant training and technical assistance opportunities.	BOSS submitted a written plan and designated a Program Coordinator as the contact person. Agency has taken advantage of training and technical assistance opportunities. However, despite repeated inquiries, communication with two vital budgeted positions has been challenging. Program Officer will continue efforts to engage BOSS staff to ensure participation in relevant training and coordination meetings. BOSS also needs to implement additional processes to clarify and appropriately track different activities funded by the grant.

Update on Violence Intervention Services Grantee Progress

Agency: Building Opportunities for Self-Sufficiency (BOSS)
Sub-strategy: Street Outreach

Issue	FY16-17 Plan to Address	FY17-18 Update
BOSS was a new Oakland Unite provider this cycle and staff transitions impacted overall quality assurance for the program.	To address quality assurance issues, agency is required to submit a written plan outlining the steps it will take to increase staff development and retention, and must designate a Program Manager as the single point person for the program to strengthen communication and management capacity. BOSS must develop data entry protocol specific to the Street Outreach program. The agency will be required to participate in relevant training and technical assistance opportunities.	BOSS designated a point person and communication improved. Agency submitted a data input protocol which includes a weekly summary submitted to OU and entering data entry bi-weekly. Data and reporting has become more consistent though room remains for improvement. BOSS staff have attended most trainings and TA opportunities except for one peer learning trip to Los Angeles where staff who were sponsored to travel did not attend last-minute. BOSS addressed the issue immediately and attendance has been consistent since.

Agency: The Mentoring Center (TMC)
Sub-strategy: Leadership Council

Issue	FY16-17 Plan to Address	FY17-18 Update
The Leadership Council was a new pilot program this cycle, and TMC struggled to finalize program design and meet deliverables. Additionally, the sub-grantee and consultant partner did not play active roles developing and implementing the program as planned.	As required by OU, TMC submitted a modification to revise the scope for the Leadership Council that reflects key partnership changes, but still retains overall vision and goals as outlined in original proposal. The agency has submitted corrected invoices and modified the budget to reflect the new program structure. The OU Program Officer will continue to communicate closely with TMC to ensure follow-up on program design modifications and efforts to increase participant engagement and retention. The agency will be required to participate in relevant training and TA opportunities.	Following significant revision of contract scope, TMC has improved its ability to meet the newly reduced set of required deliverables. TMC has continued to struggle to maintain consistent engagement with Leadership Council participants, as demonstrated in the low deliverable for participant hours. Agency has participated in TA opportunities. In order for the pilot program to make progress, the model has had to shift substantially from the originally intended structure.

Update on Violence Intervention Services Grantee Progress

Agency: Community Works West, Inc. (CW)
Sub-strategy: Innovation Fund

Issue	FY16-17 Plan to Address	FY17-18 Update
CW was a new OU provider this cycle. A staff change in the District Attorney's Office led to a slow referral period, impacting participant and hours deliverables.	Agency met with new DA staff and referrals have since increased. Additionally, CW met with their OU Program Officer and found that case management hours were being incorrectly documented, which led to low deliverables and has been corrected.	Referrals have picked up and agency is surpassing their benchmark for number of clients served, and on track with hours of service.

OVERVIEW OF GRANTEE PROGRESS IN FY 2017-2018
Measure Z violence intervention funding was granted to 26 community-based organizations and agencies for 33 programs in FY 2017-2018. Of these, 28 programs are on-track to meet contracted deliverables as of Q2 and have no major barriers to program implementation.

5 programs have encountered challenges to meeting deliverables and/or implementing the program as intended. The challenges experienced by Beyond Emancipation – Employment, BOSS – Employment, and The Mentoring Center – Leadership are described above. In addition, the following agencies have recently experienced more significant challenges or changes:

- Oakland Private Industry Council (OPIC): Due to delays in signing subcontracts with the various agencies providing transitional work experience opportunities, OPIC was significantly behind on meeting work experience hours.

- Bay Area Women Against Rape (BAWAR): BAWAR was low in several deliverables primarily due to changes in laws affecting where and how CSEC interact with law enforcement. The agency is working with OU staff on a scope modification to reflect shifts in program design and accurately capture their current program model.

HIGH-LEVEL SUMMARY OF RENEWAL RECOMMENDATIONS
Renewal recommendations will be brought to the SSOC's April meeting. OU plans to recommend the following:

- Renewal of existing services for grantees in good standing, with contingencies if needed;
- 7% increase in grant amounts to support a COLA for grantee staff; and
- Renewal of contracts that provide grantee technical assistance and training.

As a reminder, the factors OU staff consider when recommending grant renewals include: ability to meet contracted deliverables; ability to serve intended target population; overall agency health and general contract compliance; and evaluation findings. Additional details will be included in the April report on grantee and network-wide progress.

PUBLIC SAFETY AND SERVICES OVERSIGHT COMMISSION MEETING
Monday, February 26, 2018
Hearing Room 1

ITEM 1: **CALL TO ORDER**

The meeting was called to order at 6:34pm by Chairperson Jody Nunez.

ITEM 2: **ROLL CALL –** Quorum Present

Present: Chairperson Judy Nunez
Vice Chair Natasha Middleton
Commissioner Rebeca Alvarado
Commissioner Carlotta Brown
Commission Curtis Flemming

Excused: Commissioner Kevin McPherson

Absent: Commissioner Troy Williams

ITEM 3: **AGENDA APPROVAL**

Motion to approve the agenda was made by Vice-Chair Middleton; Seconded by Commissioner Flemming. 6 Ayes

ITEM 4: **OPEN FORUM**

No Speakers

ITEM 5: **COORIDINATORS ANNOUCMENTS – Joe DeVries**

Chairperson Nunez did a good job representing the Commission at the Public Safety Committee meeting a few weeks ago. The RDA evaluation report had been presented. The Public Safety Committee asked similar questions which this Commission had. For the short period of time the data had been collected and evaluated, it resulted promising numbers in decreases in arrests and crime.

ITEM 6: **APPROVAL OF MINUTES**

Clarification on Page 5 of Minutes, Vice Chair Middleton's comments were about the outgoing Chairperson, Letitia Henderson Watts.

Motion to approve the minutes as amended was made by Vice-Chair Middleton; Seconded by Commissioner Flemming. Passes by consent.

ITEM 7: **HSD QUARTERLY REPORTS – Peter Kim**

HSD reports cover July – December 2017. It took some time to get these financial reports from the budget office, but with these reports we are caught up.

As a reminder, our contracts are on a quarterly basis, which is why you see expenditures fluctuate from month to month.

During this time advances and first quarterly payments are reflected in these reports.

Currently we are mid-way through the 3rd quarter and we are performing file reviews with all our agencies. We hope to be completed by the end of the next month.

Discussion:

1. DVP – first time showing up on this report, is this new?
    a) Mr. Kim believes the budget office assigned DVP a funding code under this report, but will need to clarify with them as to why it is showing up here.
2. Are funds expended under this line item coming from Measure Z?
    a. Clarification of where these funds are being pulled from will be provided next meeting directly related to DVP.
    b. The services contracts for Oakland Unite are under the HSD category, not the DVP.
3. Concern with transparency about the DVP showing up on the Measure Z budget.
    a) Again, clarification will be forthcoming on how this line item now appears on the Measure Z budget.
4. Why do staff costs fluctuate from month to month?
    a) Grant costs, maternity leave, payroll collection
5. Appreciated the breakout costs for advances vs. payments October.

A motion was made by Commissioner Flemming to table the approval of the HSD report to next month, pending the clarification of the DVP line items. 6 Ayes.

ITEM 8: **SSOC BUDGET**

Vice Chair Middleton drafted a budget for the speaker stipends, Honorarium and training.

The balance for the Commission of Measure Z funds is $9,756.24.

The estimated costs for these line items if $4000 leave $5756.24 remaining.

Discussion:

1. Is there a breakdown of monies spent?
    a) Misunderstanding of budget vs balance available requested.
    b) We can ask the budget office for expenditures paid
2. What Commissions have staff dedicated to them? I believe our role is growing and we should include some dedicated staff to this commission.
    a) Staff are assigned to support every Board or Commission the city has.

b) Most of the commissions that are advisory in nature, don't have dedicated funding, it is a job duty as part of their overall work.

3. The Ordinance requires oversight; does this make a difference?
    a) No, because several commissions are created by voter initiative. It doesn't necessarily speak to the level of staff time or budget.
4. Would like the City Administrator to ramp up on staff dedicated to the Commission. Some issues are not being handled in a timely manner.
    a) Will work to get meetings posted on the Commission website page.
5. Would like a breakdown as to the cost for off-site meetings.
6. Outreach on getting the message out to the community for offsite meetings are key.
7. Turn out for McClymonds and Castlemont was low. Has a Commission held and televised a meeting on a Saturday?
    a) Unaware of one, but not impossible to implement, you have just a special noticing requirement.
    b) KTOP to broadcast live off site, is costly.
    c) Community shows up if they have a strong interest. We sent noticing of the meetings to the NCPCs and the CPAB distribution list.
    d) It takes forethought and a very carefully planned agenda about an issue that is extremely motivating for that neighborhood.
8. The intention was for transparency of the Commission and an opportunity for the community to connect with the service providers. Maybe more meet and greets in the community will accomplish this goal.
    a) If your goal is to connect services providers with those who needs services, maybe you should support resource fairs that they put on, at the venue they select, that they know their population wants to attend. Less than a quorum of the Commission can attend, it's not an official meeting and you don't need to broadcast it or conduct business.
9. Can we leverage funds with OUSD and KDOL to hold a meeting?

2 public speakers.

Chair Nunez noted that this was an action item if needed, opted to move this agenda item to the next meeting with updated expenditures from staff. Commissioners Flemming and Henderson Watts to join Chairperson Nunez on the Ad Hoc Budget Committee.

ITEM 9: **RDA 1 YEAR REPORT – OPD**

Alexandra Orologas provided an overview of the scope of services the evaluation for Year 1 police services which will be presented by Resources Development Associates (RDA). This does not include Ceasefire as they have a separate evaluator, which will be brought before this Commission in June.

Christopher Ndubuizu and Dr. Mikaela Rabinowitz presented their findings as reported in the packet.

Through data collection activities, they could identify many successes and challenges as outlined in the Power Point presentation.

Findings recommendations included:

- Continue building OPD's web-based media presence in order to promote positive stories about Measure Z Officers and other Department activities;
- Increase Communication with residents about the CRO program, problem solving activities, NCPC meetings, etc.
- Clarify to both CROs and NCPC members how CROs are expected to work on community-driven problems vs. supporting other department operations related to addressing shootings and homicides.
- Establish a minimum timeframe for which CROs must remain assigned to the same beat. In addition, OPD should develop protocols for transitioning CRO responsibility and projects when turnover is unavoidable.
- Implement the SARANet accountability program to improve SARANet data collection and increase oversight of CRO activities.
- Establish measures for successful implementation of CRT activities and mechanisms for tracking those measures.

3 public speakers

<u>Discussion</u>

1. Would like to hear about the trainings for CROs and efforts in retaining them in these positions. Not surprising the evaluation had this finding.
   a) Deputy Chief Leronne Armstrong stated the training for all CROs will be next week March 5th & 6th. We have committed to conduct a school and subjects will include: How to complete a community policing project, how to work with your NCPC, how to use the SARA process, project management, CPTED approach, training on working with the homeless population, and history on community policing. We anticipate on having an educated CRO group after this training.
   b) Turnovers have always been a challenge. MOU's and contracts with the union are clear as what the officer's rights are. The officers have the right to return to select their assignment. The City cannot demand an officer stay a certain amount of time in the CRO position, but we outline the importance of commitment to the position, as it takes time to build relationships and understand problems within the beats.
   c) Department has historically faced staffing shortages, with opportunities to work in other departments becoming available, the officers have the right to apply for these openings.
   d) The command staff has been very clear about the importance of them attending the NCPC meetings. We will ask area command staff to monitor the attendance of the officers at these meetings.
   e) Emergencies may arise that may pull on officer away from a meeting, but it is not a regular occurrence.
2. CRO's being pulled away outside of their Measure Z duties, is this being monitored as to what funds are being charged?
   a) The practice is to not charge to Measure Z, instead charging the General Fund.
3. Are the CRTs identifying themselves to the community they serve also?
   a) We ask the CRO to coordinate the CRT to come in to the meetings. The lack of training may have been hampered, but moving forward, we hope this will become the norm.
4. Can cadets be utilized in assistance to CROs with certain projects?
   a) We have both cadets and an explorers program; it is possible there could be a community policing project that they can assist with.

   b) The Department is working on a stronger partnership with the NCPCs around community policing projects, so the CRO doesn't take sole ownership of the project but it is done in partnership with the community with the CRO just being one part of the process.
5. Tracking time of the CROs and CRTs is this happening?
   a) It's been a while since we've received a financial OPD report, but it will be provided next month. And yes, they do track the time, and it is reflected when they do not work in the Measure Z program.
6. Is the CRO program possibly better suited for a non-sworn officer?
   a) No, the role is still law enforcement. We are working together to safeguard the community and sometimes only a sworn officer can perform the required task.
7. What are the roadblocks to staffing for CROs?
   a) Staffing requires an extensive recruiting, hiring, and training process. We are doing our best to hire police officers to come into our organization but we do have a young department.
8. CRT Training budget, in November it was reported that $14,683. Is this not considered formal training? Beyond this new training, what other efforts will OPD do to add additional trainings?
   a) All those trainings are formal trainings, not departmental trainings.
   b) We do formalized training as part of their professional development every 18-month cycle that is mandated. They will get CSEC training, additional training around community policing. CRT officers are more proactive in requesting trainings that are specific to their roles.
9. Are officers evaluated on their service as a CRO?
   a) It is a 5-year commitment. They are evaluated annually. If they exited that role for promotion, or to take on another special assignment. It would depend on why they vacated the role, if it impacts their evaluation.
10. Is there some sort of best practice or evidence based information on what the best training is for CROs.
    a) The instructor who will be teaching the training will have information from other departments who are practicing community policing.
11. Can we get a figure on how much is designated for trainings for CROs?
12. Do you track the length of time they are serving during the 5-year commitment?
    a) We can look at time served during their 5-year commitment. However, we must abide by our MOU's and allow for officers to advance and sign up for special assignments.
13. There are cultural, racial and socio-economic gaps in participants at NCPC meetings– many community members are not knocking down the doors to the NCPC meetings; what other aspects of community outreach and engagement are we including?
    a) We do work with other groups within the city. We have engaged in squad based projects in the city. Each squad is required to partner with a community based organization in their areas. Working on projects together in their community outside of what they are working on with their CROs.
14. CRO retention challenges, is there flexibility in the MOU to adjust the 5 year requirement for special assignments. Possibly a 5 year commitment is unrealistic and a 2 year commitment for CRO is more realistic. It's still a substantial time to invest and the community won't feel as if they are being short changed when the hand off happens.
    a) The handoff is important and we are now making sure there is more time given between the CRO transitioning out and the incoming CRO.

15. Is there coordination between CRO, CRT and Oakland Unite grantees?
16. It is possible to have some coordination but there is also importance in keeping Oakland Unite providers from appearing affiliated with OPD
17. Can you clarify Table 1, is it showing that documentation is lacking?
    a) Because of inconsistencies in data entry and quality assurance of data collected, we didn't feel comfortable interpreting the information in there. Just a general inconsistency in how these projects are being tracked. This doesn't represent the quality of the project, just is the process being implemented as intended.
18. Can you clarify who the OPD leaders and High School students were interviewed.
    a) Chief and Deputy Chief were interviewed. All CRO and CRT assigned officers, which included the Sergeants and Lieutenants.
    b) We did a combination of Oakland High Schools with focus groups through the Youth Commission and then worked with Measure Z funded community based organizations to do focus groups with youth and young adults.
19. Please provide the list of schools involved in the focus groups.
20. Please address errors in reports.
21. Can you add Area Command, OPD – HR and Union to your list of interviewees.
22. You had previously reported you would be working with community based organizations, NCPCs, faith based community leaders, and store owners. Did you change your methodology?
    a) The methodology didn't change, the specific focus areas evolved through early data collection and all decisions were validated through conversations with the City Administrator's Office.
23. Who is guiding and you and how are you making decisions around the information you are collecting?
    a) We put together the scope of work, without having done preliminary research. Once, we start doing the research, asking questions, observations and interviewing people, we find that some of things we initially proposed to do, may not make as much sense based on what we're learning and seeing. As part of the process, you make changes in real time to better address what you are learning from the data collected. We have a project oversight person through the City Administrator's office, and we discuss what changes make sense to the scope and we get approval to move forward. The process currently does not include reporting back to the Commission with changes.
24. Maybe more transparency in your report that explains what changes to the scope of the evaluation were made and why.
    a) There are budget constraints on where to focus efforts on. How many focus groups can you do, how much quantitative data can you analyze. There is a wide variety of characteristics that we can make sure are representative throughout Oakland on how do they feel about their trust with the Oakland Police Department.

A motion was made by Commissioner Henderson Watts to accept the report with the grammatical corrections and edits to be made before going before the Public Safety Committee; Seconded by Commissioner Alvarado. 4 Ayes; 1 No (Commissioner Flemming); 1 Abstention (Commissioner Brown)

ITEM 10: **REPORT ON MEETING WITH CHIEF PROBATION OFFICER AND CHIEF KIRKPATRICK**

Commissioner Henderson Watts and Chair Nunez met with Chief Kirkpatrick in September. She expressed a true desire to get to know the community and be as collaborative as possible. The discussed the interest in reestablishing a diversion program for youth since there is a gap in diversion services for Oakland youth. She is open to meeting with the Chief of Probation to identify and regenerate a youth division/diversion program for Oakland. They discussed SARANet and the lack of quality tracking and tracking response times. They invited the Chief to an SSOC meeting. We discussed the issue of homeless encampments and they were pleased the Chief looked at it not only from an enforcement perspective, but also from a humanitarian one; asking what can we do to assist the homeless population.

Chief of Probation Wendy Stills, talked about the early intervention programs they are setting up. She spoke on parent engagement and family services and understands the needs of the children and is open to working with the community. They discussed the Transition Center, which is one of the programs funded through Measure Z. We spoke about the partnership with OU Staff and OUSD.

Mr. Kim clarified that in addition to the Life Coaches, we fund two contracts with Probation including a probation liaison position with OUSD who coordinates referrals on a fast track to get the student back into school as quickly as possible. They also provide referrals for more intensive life coaching services for those who may need more support. Over the last 6 months, Probation and the Transition Center have been convening regular gatherings of managers of all involved to re-energize our collaboration.

ITEM 11: SCHEDULE PLANNING AND PENDING AGENDA ITEMS

Vice-Chairperson Middleton announced her resignation from the Commission and deeply respects the work of this body. It's been an honor to serve. The work we do is insightful and we all take it seriously. I appreciated being a part of that.

Chair Nunez expressed her thanks for her service and wished her luck in her new endeavors.

Next month:

- Accepting HSD Report after clarification provided with regards to DVP line items in the report.
- OPD Quarterly Report
- CRO Curriculum Report
- OFD Quarterly Report
- California Partnership for Safe Communities: Problem and Opportunity Analysis regarding gang/group involvement in homicides in 2016 - 2017.
- SSOC Budget
- Nominations/Election for Vice Chair
- DVP update

ITEM 12: ADJOURNMENT

A motion to adjourn the meeting was made by Commissioner Flemming; Consensus for adjournment at 9:26pm.