



As 2013 draws to a close, I'd like to express my gratitude to the Oakland community. Your willingness to engage in problem solving, dedication to fellow Oaklanders, and desire to move Oakland forward is unmistakable. Through our collective efforts we have made significant progress in several areas essential to creating a safer Oakland. Although there is still a great deal of work to be done, I believe it's important to recognize the strides we have made. This year the Department increased our focus on community partnerships and trust building, worked diligently toward organizational excellence, and made violent crime reductions our number one priority.

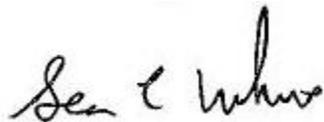
Significant gains:

- **Crime Reductions** – We've seen a substantial decrease in violent crime including a 28% reduction in murders this year. Our solve rate for homicides also improved, and non-fatal shooting incidents decreased by 16%. There have been significant decreases in other crimes, including residential and commercial burglaries and sexual assaults.
- **Ceasefire** – Ceasefire has been the primary violent crime reduction strategy employed by the Oakland Police Department this year. The strength of Ceasefire is in the partnerships it requires. The community, service providers, clergy, and law enforcement come together to communicate the message that violence will not be tolerated. This message is directed at individuals, groups, and gangs identified through intelligence as the most violent and active in our City. The individuals are offered services and given the choice to stop the violence. If they do not stop the violence, our newly formed Ceasefire Enforcement Team investigates their actions, develops probable cause and makes an arrest. By focusing our efforts on this relatively small group of violent people, we are able to use our resources efficiently to interrupt and prevent violence across the City. This past year, in partnership with our neighboring law enforcement agencies, federal law enforcement agencies, and the Alameda County District Attorney's Office, we successfully interrupted several prolific street gangs.
- **Officer Involved Shootings** – This year we experienced the fewest number of officer involved shootings since 2003. We significantly increased and made improvement to our training. We've focused on a realistic scenario based training model which creates situations in which split second decisions must be made during highly stressful circumstances. We have a great reverence for human life, understand the seriousness and gravity of using deadly force, and train officers to do so only when absolutely necessary.
- **Reorganization** – This summer the Oakland Police Department reorganized into a geographic command model. There are now five policing areas, each commanded by a police captain. The captains are responsible for developing crime fighting strategies specifically tailored to their

- area's issues. Citizen advisory committees have been established to encourage community informed crime strategies.
- **Compstat** – The Department reinvigorated our Compstat process (accountability, intelligence, crime analysis, and strategy process) to ensure the area captains are knowledgeable about specific crime issues in their areas and are held accountable for having innovative strategies to address those issues.
- **Growth** – We graduated our first academies since 2008 and welcomed 75 new police officers to the Department. The Department currently has over 100 additional recruits in training. Those academies will graduate in 2014. We've increased our civilian support staff as well, including additions to the Crime Laboratory, Communications Section, and Patrol Division. The additional staff in the Crime Lab is essential to increasing our ability to analyze evidence and solve crimes. Adding dispatchers to our Communications Sections will help to improve service to 911 emergency callers. The additional Police Service Technicians assigned to the Patrol Division will be trained to take non-emergency calls, freeing up police officers to respond to in-progress calls and engage in proactive problem solving projects.
- **Negotiated Settlement Agreement** – We made significant progress toward completion of the Negotiated Settlement Agreement. The Independent Monitor's recently issued 15th Quarterly Report listed the Department in full compliance with 15 of the 22 remaining tasks and in partial compliance with the other seven. This is the highest level of compliance achieved during the nearly eleven year history of the NSA. We are also making substantial and measurable progress toward completing the Compliance Director's benchmarks. Completion of the court mandates is essential to re-establishing ourselves as a premier law enforcement agency and generating a new level of community trust.

The Oakland Police Department is committed to our role as public servants. We recognize our important role in increasing public safety. As seen in the examples discussed above, substantial improvements to public safety happen when the police and the community come together. I am encouraged by City leaders' commitment to growing the Department and supporting our logistical needs including new vehicles and technology improvements. As we grow, I am confident our ability to build upon these early signs of progress will also grow. Much hard work remains and crime is still a serious challenge but the strategies we implemented have shown promise. We will continue to work diligently to make 2014 a year full of even greater progress. Together we can move Oakland forward. Thank you and Happy New Year.

Sincerely,

A handwritten signature in black ink, appearing to read "Sean Whent". The signature is written in a cursive, flowing style.

Sean Whent

Interim Chief of Police