| | |
|---|---|
| **From:** | Stoffmacher, Bruce |
| **To:** | Hoppenhauer, Donna C |
| **Cc:** | Whent, Sean; Figueroa, Paul; Schaaf, Libby |
| **Subject:** | OPD Retention Plan |
| **Date:** | Thursday, February 20, 2014 7:02:38 PM |

All,

In response to the report, in advance of the PS Committee next week, Libby does not see a comprehensive plan laid out here, as envisioned in the Full Police Staffing Policy Resolution. She suggests that this report can serve as the 1st step towards a "plan." Some of her suggestions include:

- More specific deliverables or goals (examples: lowering the attrition rate to x# by xdate),
- Metrics (examples: measuring changes in exit interview responses, tracking yrs on force, rank of retirees, whether any particular changes in OPD/organization/wellness programs/staff development are affecting morale/stress, whether leadership training, outreach, transition programs lead to more recruits, recruits w/ different employment duration averages…),
- Who is responsible for deliverables?,
- Timeline for next evaluation of metrics

Also:

- The Table 2 should also include Oakland (even though report right above does state the 5% attrition rate).
- Page 3 Survey highlights – one cannot discern sworn vs nonsworn in Black/white PDF

Also, perhaps the report should state that this report is at least in part, a deliverable of the Full Police Staffing Policy that Libby wrote.

Thank you for your consideration.
Bruce


## Bruce Stoffmacher

Community Liaison / Policy Analyst
*Office of Councilmember Libby Schaaf,*
City of Oakland - District 4
o: (510) 238-7041
f: (510) 238-6129
bstoffmacher@oaklandnet.com


*To subscribe to our newsletter, click: here!*
***Safety Tips:***
*Safety Tips: http://www.safeoakland.com/safety-tips*
*D4 Crime Data: http://www.safeoakland.com/get-informed/crime-analysis*
*Cameras: http://safeoakland.com/safety-tips/security-cameras*