



CITY OF
**PALO
ALTO**

City Council Staff Report

From: City Manager

Report Type: INFORMATION REPORTS

Lead Department: City Manager

Meeting Date: May 8, 2023

Report #:2304-1306

TITLE

Independent Police Auditor Special Report on Police Recruitment and Retention

RECOMMENDATION

Receive this Informational Report on Police Recruitment and Retention prepared by the Independent Police Auditor team at OIR Group.

BACKGROUND AND ANALYSIS

The City's contract with OIR Group provides for OIR reports to be published as Council Information Reports two times each year (February and August), and for OIR to meet with Council two times per year to discuss trends in criminal justice and policing, policy and training matters, OIR recommendations, and other Council concerns. The contract also provides that Council may ask OIR to conduct additional performance reviews on specific topics.

In March 2022, Council asked OIR to review and prepare a report on Police Department recruiting and hiring. That report is attached here. The next IPA report is in draft and nearing completion. As provided in the contract, the report will be released as Informational Item on an upcoming Council agenda, and a session with Council will be agendized before the summer break.

RECRUITMENT AND HIRING REPORT

On March 14, 2022, the Council unanimously approved 1) ask OIR Group to perform a one-time performance review on Police Department recruitment and hiring and 2) require the Police Department to provide a written response to future IPA recommendations. As a result of this action, the IPA prepared the report included as **Attachment A** and the Police Department provided written responses to the report (**Attachment B**).

FISCAL/RESOURCE IMPACT

This performance review on recruitment and hiring is included in the additional services part of the existing OIR Group contract for \$10,000.

ATTACHMENTS

Attachment A: IPA Report on Recruitment and Hiring

Attachment B: Police Department Responses to IPA Report on Recruitment and Hiring

APPROVED BY:

Ed Shikada, City Manager