



City of Oakland Meeting Agenda

Office of the City Clerk
Oakland City Hall
1 Frank H. Ogawa Plaza
Oakland, California 94612
LaTonda Simmons, City Clerk

*Finance & Management Committee

Oakland City Hall, 1 Frank H. Ogawa Plaza, Oakland, California 94612

City of Oakland Website: <http://www.oaklandnet.com>

Tuesday, January 26, 2010

12:00 PM

Hearing Room One - 1st Floor

DEFINITION OF TERMS:

Consent Item: any action item that a subject matter Committee has forwarded to the full Council with unanimous recommendation for approval and is not controversial, and does not have a high level of public interest as determined by the Rules Committee.

Non-Consent Item: any action that a subject-matter Committee has forwarded to the full Council without unanimous recommendation for approval, or having a high level of public interest, or is controversial as determined by the Rules Committee.

Action Item: any resolution, ordinance, public hearing, motion, or recommendation requiring official vote and approval of the City Council to be effective.

Informational Item: an item of the agenda consisting only of an informational report that does not require or permit Council action.

Roll Call / Call to Order

COMMITTEE MEMBERSHIP:

Patricia Kernighan, District 2; Nancy Nadel, District 3; Vice Mayor
Ignacio De La Fuente, District 5; Chairperson, Jean Quan, District 4

1 Approval of the Draft Minutes from the Committee Meeting held on January 12, 2010.

2 Determination of Schedule of Outstanding Committee Items
([FMC2012610](#))

3 Subject: State Budget Status
From: Budget Office
Recommendation: Receive A Status Report From The City Administrator On The State Budget And Potential Impacts On The City's Proposed Budget For Fiscal Year 2009-2011
([09-0439](#))

4 Subject: Fairness In Hiring And Employment Disparity Study
From: Finance and Management Agency

Recommendation: Discussion And Possible Action On The Findings And
Recommendations From Phase II Of A Race And Gender Disparity Study Of The City's
Workforce Diversity In Comparison To The Relevant Labor Pool
(09-0587)

**This item was continued from the December 1, 2009 Finance and
Management Committee**

**The committee directed staff to provide a supplemental report that
includes: 1) An expansion of staff's recommendations incorporated with
the city's hiring policies (in collaboration with Human Resources and Fire/
Police) for committee for approval.**

**2) A study of the screening process to find out if Oakland's 1st step
screening process is in line with the practices of other cities. A review of
the mix of the review panels and analysis and assessment on the make up of
the review panel (# of officers, outside people, etc)**

**3) Development of an Internship Task Force program to recruit at the
schools and throughout community to hire Oakland residents.**

**4) A report that prioritizes departments on level of disparity and a plan on
Service Maintenance Workers with focus in major categories (i.e., Fire,
Maintenance Workers, Police) and on specific areas of recruitment**

**Staff was also directed to provide an ethnic/gender workforce breakdown
that includes: 1) who the applicants are, the final pool of applicants, and
the selected hire in an effort to ensure a balanced fair hiring process**

**Staff was further directed to return with semi-annual updates on
workforce diversity.**

5 Subject: Funding Options For City Vehicles
From: Finance And Management Agency
Recommendation: Receive An Informational Report On Funding Options For The City's
Fleet
(09-1013)

Open Forum (TOTAL TIME AVAILABLE: 15 MINUTES)

Adjournment

* In the event of a quorum of the City Council participates on this Committee, the meeting
is noticed as a Special Meeting of the City Council; however no final City Council action
can be taken.

NOTE: TDD

**MATERIALS RELATED TO ITEMS ON THIS AGENDA SUBMITTED
TO THE CITY COUNCIL AFTER DISTRIBUTION OF THE AGENDA**

**PACKETS MAY BE VIEWED IN THE OFFICE OF THE CITY CLERK,
1 FRANK H. OGAWA PLAZA, 1ST AND 2ND FLOOR, OAKLAND, CA
94612 FROM 8:30AM TO 5:00PM**

**LATONDA SIMMONS
Agency Secretary/City Clerk
and Clerk of the Council**

ORA - Oakland Redevelopment Agency
S - Supplemental Item