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MEMORANDUM

TO: HONORABLE MAYOR &
CITY COUNCIL

FROM: Ian Appleyard
Director of Human
Resources Management

SUBJECT: Equal Access to Services Ordinance
Informational Memorandum

DATE: September 2, 2021

City Administrator Approval: 

Date: Oct 14, 2021

INFORMATION

This Informational Memorandum documents compliance effort to the Equal Access to Services Ordinance (EAO) for Fiscal Year (FY) 2020-21.

EXECUTIVE SUMMARY

This report serves as the City Administrator's Annual Compliance Report on the implementation of the Equal Access to Services Ordinance for the period July 1, 2020 through June 30, 2021.

BACKGROUND/ LEGISLATIVE HISTORY

In 2001, Oakland became the first city in the nation to pass an Equal Access to Services Ordinance to remove language barriers that limited-English speakers encounter when using City services. The Equal Access to Services Ordinance (City Ordinance No. 12324 C.M.S.) was passed on May 8, 2001 to provide equal language access to City services for all Oakland residents by way of translation services to those with limited proficiency in English. The City Administrator's Office issued an Administrative Instruction (A.I.) 145 on November 9, 2011 to provide direction on the implementation of the EAO. The City further issued a Language Access Plan (LAP) in 2019 to further establish standards and procedures for promoting meaningful access to City programs and activities by limited English speaking persons.

ANALYSIS

Using qualified bilingual employees, qualified interpreters, qualified translators; telephone, internet or video interpretation; and translated materials, the City provides meaningful access to information and services related to City programs and activities to members of the public who are Limited English-speaking Proficiency (LEP) Persons. Language Access Services are offered at no cost to LEP Persons.

1. Language Groups Identified

The two language groups that meet the 10,000-threshold requirement are Spanish and Chinese while the language groups that meet the 1,000 thresholds are Vietnamese, Arabic, Tagalog, Khmer and Korean. The City of Oakland relies on the United States Census Bureau's American Community Survey for LEP data. Census 2020 data on Oakland LEP language use is not released yet. This report reviews language use data from the US Census Data 2017 American Community Survey. Percentage of LEP population is used as a guideline for the measure of minimal compliance for public contact position bilingual employees. Unless otherwise noted, "bilingual employees" mentioned in this memorandum refer to those who are bilingual in English/Spanish languages or English/Chinese languages; this memorandum does not include an account of employees who may be bilingual in languages other than the threshold language groups. The rate of eleven percent is used for the Spanish LEP, and the rate of five percent is used for the Chinese LEP population guideline.

Chart 1: Language Groups in Oakland

| | Language | LEP Population | Threshold Population% |
|--------------------------------------------|------------|----------------|-----------------------|
| Threshold Language Group | Spanish | 45,675 | 11% |
| | Chinese | 19,722 | 5% |
| LEP Language Group (At least 1,000 LEP) | Vietnamese | 5,261 | |
| | Arabic | 2,173 | |
| | Tagalog | 1,474 | |
| | Khmer | 1,061 | |
| | Korean | 1,040 | |

2. Interpretation of Oral Communications

City Departments inform LEP customers of the availability of language access services, at no cost to the public, by displaying notices at service locations.

2.1 Bilingual Public Contact Position (PCP) Employees – Citywide Assessment

Twenty four City departments have submitted an annual compliance report for FY 2020-21. There are 2,309 PCP reported among twenty-three City departments, of which 472 positions are filled with bilingual English/Spanish speaking employees, and 171 positions are filled with bilingual English/Chinese speaking employees. Overall, 28% of employees working in public contact positions are bilingual in threshold languages. When compared to the minimum threshold language goal of 11% and 5%, our City achieved 21% and 8% in FY 2020-21. Numbers and percentages show an increase in both language groups as compared to last reporting year. Employee statistics could be analyzed using budgeted full-time-equivalent (FTE) method or actual headcount. Consistent with the City's practice for the past several years, data in this report was analyzed based on the FTE count of filled positions. **Chart 2** captures Citywide compliance status as of June 30, 2021.

| Chart 2: City-Wide Assessment FY2020-21 | | | SPANISH-SPEAKING | | CHINESE-SPEAKING | |
|-----------------------------------------|----------|-------|------------------|------------|------------------|-----------|
| DEPARTMENTS | Employee | PCP | BPCP | % | BPCP | % |
| MINIMUM THRESHOLD GOAL | | | | 11% | | 5% |
| CITY ADMINISTRATOR | 79 | 47 | 9 | 19% | 3 | 6% |
| CITY ATTORNEY | 76 | 10 | 1 | 10% | 1 | 10% |
| CITY AUDITOR | 10 | 4 | 1 | 25% | 1 | 25% |
| CITY CLERK | 16 | 3 | 1 | 33% | 1 | 67% |
| CITY COUNCIL | 39 | 39 | 4 | 10% | 0 | 0% |
| COM.POLICY REVIEW AGENCY | 12 | 9 | 2 | 22% | 1 | 11% |
| ECONOMIC WORKFORCE | 50 | 7 | 1 | 15% | 1 | 15% |
| FINANCE | 148 | 55 | 6 | 11% | 4 | 7% |
| FIRE | 523 | 462 | 73 | 16% | 14 | 3% |
| HOUSING | 61 | 40 | 4 | 10% | 4 | 10% |
| HUMAN RESOURCES | 41 | 4 | 1 | 25% | 1 | 25% |
| HUMAN SERVICES | 225 | 133 | 32 | 24% | 20 | 15% |
| INFORMATION TECH | 84 | 0 | 0 | 0% | 0 | 0% |
| MAYOR | 13 | 13 | 2 | 15% | 1 | 8% |
| OAKLAND PUBLIC LIBRARY | 176 | 158 | 35 | 22% | 15 | 9% |
| OAKLAND PARKS | 229 | 194 | 98 | 51% | 48 | 25% |
| PLANNING & BUILDING | 150 | 105 | 20 | 19% | 10 | 10% |
| OAKLAND POLICE | 1032 | 884 | 159 | 18% | 41 | 5% |
| OAKLAND PUBLIC WORKS | 680 | 21 | 3 | 14% | 1 | 5% |
| PUBLIC ETHICS COMMISSION | 6 | 1 | 1 | 100% | 0 | 0% |
| RACE & EQUITY | 3 | 0 | 0 | 0% | 0 | 0% |
| TRANSPORTATION | 353 | 96 | 12 | 13% | 4 | 4% |
| VIOLENCE PREVENTION | 18 | 13 | 5 | 38% | 0 | 0% |
| WORKFORCE & EMPLOYMENT | 18 | 11 | 2 | 18% | 1 | 9% |
| TOTAL | 4,024 | 2,309 | 472 | | 171 | |
| PERCENTAGE OF TOTAL PCP | | | | 21% | | 8% |

BPCP = Bilingual Public Contact Position □ Identified area of concern ^ Statistically insignificant (low/no PCP)

Communications dispatch units are centrally dispatched; therefore, the citywide threshold percentage goal is applied for analysis. In addition to hiring bilingual employees, the dispatch units utilize 24/7 on-call interpreter service, specializing in emergency response, to provide professional emergency interpretations. Both public safety departments show deficiency in hiring a sufficient number of Chinese speaking employees.

Chart 3: Public Safety Communications Unit

SP = Spanish-speaking CH = Chinese-speaking □ Identified area of concern due to Low BPCP%

| | | | |
|------------------------------------|-------|-----|----|
| 3.A Oakland Fire Department | Total | SP | CH |
| Communications Dispatchers | 14 | 3 | 0 |
| Communications Supervisor | 5 | 0 | 0 |
| Total | 19 | 3 | 0 |
| Percentage of Total | | 16% | 0% |

| 3.B Oakland Police Department | Total | SP | CH |
|--------------------------------------|-------|-----|----|
| Communications Dispatchers | 58 | 11 | 1 |
| Communications Operators | 2 | 0 | 0 |
| Communications Supervisor & Senior | 9 | 0 | 1 |
| Total | 66 | 11 | 2 |
| Percentage of Total | | 17% | 3% |

3. Translation of Vital Documents & Multilingual Recordings

Vital Document refers to written information that contains information critical for obtaining City services and/or benefits. Examples include applications, intake forms, complaint forms and other written documents that have the potential for determining eligibility for, or access to, a program or activity of a City Department. This year, 578 vital documents are reported, with translations available. The City also offers customer service phone numbers to the public, of which 87 phone numbers reported to have multilingual recordings.

4. Other Language Access Activities

Total number of translated documents produced this year is 837. This number includes all translation projects submitted to the Equal Access Office. Examples include new or updated vital document translation, letter to and from public members or program participants, social media postings, and newsletters. Half of the translated document produced this year are for Economic & Workforce, Public Works, and Human Services Departments.

Total number of interpretation hours provided this year equals 232 hours, all of which are provided virtually. Due to the ongoing public health concerns, the majority of public meetings are held online. Half of the interpretation requests are received from the Housing Department for rent board hearings and rent adjustment hearings. The second largest requests come from the Human Services Department.

No language access complaint was received.

Chart 4: Top 10 Translation Request by Department

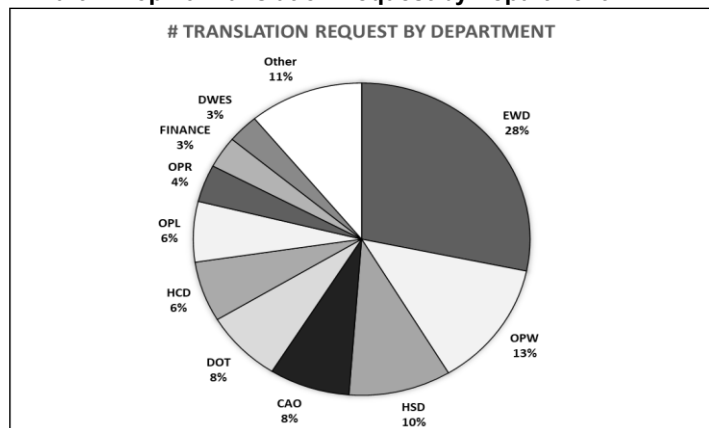
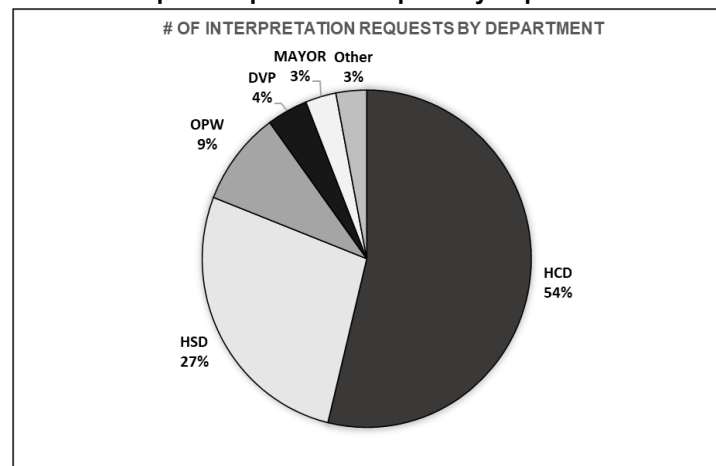


Chart 5: Top 5 Interpretation Request by Department



Citywide investment on language access is summarized below in **Chart 6**. Language Access Trainings are summarized in **Chart 7**.

| Chart 6: Language Access Expenditures FY 2020-2021 | |
|-----------------------------------------------------------|---------------|
| Citywide Professional Translation & Interpretation | \$ 211,354.49 |
| Citywide Over-the-Phone Interpretation | \$ 71,382.52 |
| Citywide Bilingual Pay Stipend | \$ 623,132.09 |
| Total Citywide Expense | \$ 905,869.10 |

| Chart 7: Language Access Trainings FY2020-21 | |
|-----------------------------------------------------|------------------------------------------------------------------------|
| 9/8/2020 | Zoom Simultaneous Interpretation Training |
| 11/18/2020 | Zoom Simultaneous Interpretation Training |
| 2/26/2021 | Zoom Simultaneous Interpretation Training |
| 3/3/2021 | Language Access Training |
| 3/8/2021 | Equity Presentation |
| 5/5/2021 | Community Engagement Series: Improving and Understanding Accessibility |
| 5/12/2021 | Title VI Civil Rights Policy Training |
| 5/27/2021 | Community Engagement Series: Improving and Understanding Accessibility |
| Bimonthly | New Employee Orientation |
| Semi-annual | Supervisory Academy |

5. Conclusion

The City has continuously renewed its commitment to providing meaningful language access to services. This annual review process guides City departments in developing best practices to engage the diverse LEP population in Oakland. Twenty-four departments actively participated in this review process. Fiscal year 2020-21 is a unique year. The public health concerns along with shelter-in-place order have changed how City service is provided to the public. Much of the City services typically provided at a service counter are provided online during the reporting period. Interpretations typically provided in-person are provided virtually. With emerging public health information, the demand for time-sensitive translations increased. The City's ability to respond rapidly when emergency strikes is a testament to its infrastructure readiness. On one hand, the demand for language access increases. On the other hand, the City faces an unprecedented budget shortfall and is forced to implement cost saving measures. Data collected in this report demonstrates that even during tough times, the City is strongly committed to language access. Translations, interpretations, and other language access activities are provided at a high level to the community despite all the challenges. The number and percentages of bilingual employees working at public contact positions have increased and exceeded the minimum threshold goal. Yet, there is still more to do as some areas still fall short of meeting the set goals. Newly developed departments, such as the Department of Violence Prevention and Department of Workforce and Employment Standards are recommended to meet with the Equal Access Office to complete any remaining compliance items. Over the next twelve months, Census 2020 data will be released, and will be our guiding force for the next reporting period.

For questions regarding this report, please contact May Tam, Program Analyst III, at (510) 238-3112.

Attachment (1):
Comprehensive compliance data

Respectfully submitted,



IAN APPLEYARD
Director of Human Resources

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Equal Access Program of Human Resources



B16001

LANGUAGE SPOKEN AT HOME BY ABILITY TO SPEAK ENGLISH FOR THE POPULATION 5 YEARS AND OVER

Universe: Population 5 years and over

2017 American Community Survey 1-Year Estimates

Supporting documentation on code lists, subject definitions, data accuracy, and statistical testing can be found on the American Community Survey website in the Technical Documentation section.

Sample size and data quality measures (including coverage rates, allocation rates, and response rates) can be found on the American Community Survey website in the Methodology section.

Although the American Community Survey (ACS) produces population, demographic and housing unit estimates, it is the Census Bureau's Population Estimates Program that produces and disseminates the official estimates of the population for the nation, states, counties, cities, and towns and estimates of housing units for states and counties.

| | Oakland city, California | |
|---------------------------------------------------------------|--------------------------|-----------------|
| | Estimate | Margin of Error |
| Total: | 398,551 | +/-2,329 |
| Speak only English | 234,789 | +/-8,302 |
| Spanish: | 89,603 | +/-6,936 |
| Speak English "very well" | 43,928 | +/-4,160 |
| Speak English less than "very well" | 45,675 | +/-5,455 |
| French (incl. Cajun): | 3,534 | +/-1,535 |
| Speak English "very well" | 3,201 | +/-1,434 |
| Speak English less than "very well" | 333 | +/-318 |
| Haitian: | 328 | +/-332 |
| Speak English "very well" | 328 | +/-332 |
| Speak English less than "very well" | 0 | +/-210 |
| Italian: | 296 | +/-212 |
| Speak English "very well" | 265 | +/-196 |
| Speak English less than "very well" | 31 | +/-51 |
| Portuguese: | 1,298 | +/-695 |
| Speak English "very well" | 880 | +/-571 |
| Speak English less than "very well" | 418 | +/-317 |
| German: | 1,525 | +/-587 |
| Speak English "very well" | 1,228 | +/-504 |
| Speak English less than "very well" | 297 | +/-239 |
| Yiddish, Pennsylvania Dutch or other West Germanic languages: | 540 | +/-521 |
| Speak English "very well" | 540 | +/-521 |
| Speak English less than "very well" | 0 | +/-210 |
| Greek: | 711 | +/-700 |
| Speak English "very well" | 490 | +/-402 |
| Speak English less than "very well" | 221 | +/-367 |
| Russian: | 1,065 | +/-683 |
| Speak English "very well" | 713 | +/-513 |
| Speak English less than "very well" | 352 | +/-384 |
| Polish: | 0 | +/-210 |
| Speak English "very well" | 0 | +/-210 |
| Speak English less than "very well" | 0 | +/-210 |
| Serbo-Croatian: | 0 | +/-210 |

| | Oakland city, California | |
|---------------------------------------------------|--------------------------|-----------------|
| | Estimate | Margin of Error |
| Speak English "very well" | 0 | +/-210 |
| Speak English less than "very well" | 0 | +/-210 |
| Ukrainian or other Slavic languages: | 182 | +/-244 |
| Speak English "very well" | 182 | +/-244 |
| Speak English less than "very well" | 0 | +/-210 |
| Armenian: | 304 | +/-387 |
| Speak English "very well" | 43 | +/-73 |
| Speak English less than "very well" | 261 | +/-382 |
| Persian (incl. Farsi, Dari): | 954 | +/-533 |
| Speak English "very well" | 768 | +/-450 |
| Speak English less than "very well" | 186 | +/-193 |
| Gujarati: | 954 | +/-803 |
| Speak English "very well" | 613 | +/-479 |
| Speak English less than "very well" | 341 | +/-390 |
| Hindi: | 291 | +/-235 |
| Speak English "very well" | 291 | +/-235 |
| Speak English less than "very well" | 0 | +/-210 |
| Urdu: | 266 | +/-319 |
| Speak English "very well" | 266 | +/-319 |
| Speak English less than "very well" | 0 | +/-210 |
| Punjabi: | 307 | +/-284 |
| Speak English "very well" | 167 | +/-169 |
| Speak English less than "very well" | 140 | +/-229 |
| Bengali: | 0 | +/-210 |
| Speak English "very well" | 0 | +/-210 |
| Speak English less than "very well" | 0 | +/-210 |
| Nepali, Marathi, or other Indic languages: | 844 | +/-690 |
| Speak English "very well" | 438 | +/-302 |
| Speak English less than "very well" | 406 | +/-619 |
| Other Indo-European languages: | 463 | +/-320 |
| Speak English "very well" | 463 | +/-320 |
| Speak English less than "very well" | 0 | +/-210 |
| Telugu: | 0 | +/-210 |
| Speak English "very well" | 0 | +/-210 |
| Speak English less than "very well" | 0 | +/-210 |
| Tamil: | 216 | +/-259 |
| Speak English "very well" | 90 | +/-149 |
| Speak English less than "very well" | 126 | +/-210 |
| Malayalam, Kannada, or other Dravidian languages: | 56 | +/-66 |
| Speak English "very well" | 56 | +/-66 |
| Speak English less than "very well" | 0 | +/-210 |
| Chinese (incl. Mandarin, Cantonese): | 28,104 | +/-3,848 |
| Speak English "very well" | 8,382 | +/-1,853 |
| Speak English less than "very well" | 19,722 | +/-2,968 |
| Japanese: | 1,048 | +/-594 |
| Speak English "very well" | 528 | +/-400 |
| Speak English less than "very well" | 520 | +/-378 |
| Korean: | 1,855 | +/-886 |
| Speak English "very well" | 815 | +/-453 |
| Speak English less than "very well" | 1,040 | +/-670 |
| Hmong: | 0 | +/-210 |
| Speak English "very well" | 0 | +/-210 |
| Speak English less than "very well" | 0 | +/-210 |
| Vietnamese: | 7,117 | +/-2,138 |
| Speak English "very well" | 1,856 | +/-868 |
| Speak English less than "very well" | 5,261 | +/-1,869 |
| Khmer: | 2,278 | +/-1,615 |
| Speak English "very well" | 1,217 | +/-1,054 |
| Speak English less than "very well" | 1,061 | +/-665 |

| | Oakland city, California | |
|----------------------------------------------------------------------|--------------------------|-----------------|
| | Estimate | Margin of Error |
| Thai, Lao, or other Tai-Kadai languages: | 215 | +/-185 |
| Speak English "very well" | 184 | +/-178 |
| Speak English less than "very well" | 31 | +/-50 |
| Other languages of Asia: | 3,462 | +/-2,295 |
| Speak English "very well" | 1,777 | +/-1,384 |
| Speak English less than "very well" | 1,685 | +/-1,256 |
| Tagalog (incl. Filipino): | 3,295 | +/-1,185 |
| Speak English "very well" | 1,821 | +/-709 |
| Speak English less than "very well" | 1,474 | +/-760 |
| Ilocano, Samoan, Hawaiian, or other Austronesian languages: | 912 | +/-465 |
| Speak English "very well" | 733 | +/-450 |
| Speak English less than "very well" | 179 | +/-184 |
| Arabic: | 4,024 | +/-1,790 |
| Speak English "very well" | 1,851 | +/-947 |
| Speak English less than "very well" | 2,173 | +/-1,339 |
| Hebrew: | 288 | +/-233 |
| Speak English "very well" | 288 | +/-233 |
| Speak English less than "very well" | 0 | +/-210 |
| Amharic, Somali, or other Afro-Asiatic languages: | 4,030 | +/-2,045 |
| Speak English "very well" | 1,818 | +/-1,066 |
| Speak English less than "very well" | 2,212 | +/-1,123 |
| Yoruba, Twi, Igbo, or other languages of Western Africa: | 705 | +/-613 |
| Speak English "very well" | 603 | +/-585 |
| Speak English less than "very well" | 102 | +/-118 |
| Swahili or other languages of Central, Eastern, and Southern Africa: | 443 | +/-460 |
| Speak English "very well" | 293 | +/-271 |
| Speak English less than "very well" | 150 | +/-228 |
| Navajo: | 65 | +/-107 |
| Speak English "very well" | 43 | +/-72 |
| Speak English less than "very well" | 22 | +/-36 |
| Other Native languages of North America: | 0 | +/-210 |
| Speak English "very well" | 0 | +/-210 |
| Speak English less than "very well" | 0 | +/-210 |
| Other and unspecified languages: | 2,184 | +/-1,320 |
| Speak English "very well" | 232 | +/-202 |
| Speak English less than "very well" | 1,952 | +/-1,289 |

Data are based on a sample and are subject to sampling variability. The degree of uncertainty for an estimate arising from sampling variability is represented through the use of a margin of error. The value shown here is the 90 percent margin of error. The margin of error can be interpreted roughly as providing a 90 percent probability that the interval defined by the estimate minus the margin of error and the estimate plus the margin of error (the lower and upper confidence bounds) contains the true value. In addition to sampling variability, the ACS estimates are subject to nonsampling error (for a discussion of nonsampling variability, see Accuracy of the Data). The effect of nonsampling error is not represented in these tables.

In 2016, changes were made to the languages and language categories presented in tables B16001, C16001, and B16002. For more information, see: <https://www.census.gov/programs-surveys/acs/technical-documentation/user-notes/2017-02.html> type="Reference" target="_blank">2016 Language Data User note.

While the 2017 American Community Survey (ACS) data generally reflect the July 2015 Office of Management and Budget (OMB) delineations of metropolitan and micropolitan statistical areas, in certain instances the names, codes, and boundaries of the principal cities shown in ACS tables may differ from the OMB delineations due to differences in the effective dates of the geographic entities.

Estimates of urban and rural populations, housing units, and characteristics reflect boundaries of urban areas defined based on Census 2010 data. As a result, data for urban and rural areas from the ACS do not necessarily reflect the results of ongoing urbanization.

Source: U.S. Census Bureau, 2017 American Community Survey 1-Year Estimates

United States Census Bureau American Community Survey

Oakland City, California

| Limited-English-Speaking Population Data by Zip Code | | | |
|------------------------------------------------------|------------------------|------------------------|---------------------------|
| | SPANISH- SPEAKING % | CHINESE- SPEAKING % | VIETNAMESE- SPEAKING % |
| CITYWIDE | 11% | 5% | 1% |
| Zip Code 94601 | 26% | 6% | 3% |
| Zip Code 94602 | 4% | 6% | 1% |
| Zip Code 94603 | 25% | 2% | 1% |
| Zip Code 94605 | 9% | 1% | 0% |
| Zip Code 94606 | 8% | 15% | 6% |
| Zip Code 94607 | 5% | 16% | 1% |
| Zip Code 94608 | 4% | 2% | 0% |
| Zip Code 94609 | 2% | 1% | 0% |
| Zip Code 94610 | 1% | 3% | 0% |
| Zip Code 94611 | 1% | 2% | 0% |
| Zip Code 94612 | 3% | 13% | 0% |
| Zip Code 94613 | 1% | 3% | 0% |
| Zip Code 94618 | 1% | 1% | 0% |
| Zip Code 94619 | 6% | 6% | 1% |
| Zip Code 94621 | 31% | 1% | 1% |

| Dep | Name of Document | Type | SP | CH | VI | Other | Other details |
|----------|---------------------------------------------------------|------------|----|----|----|---------|------------------------------------|
| ATTORNEY | Claim Carrillo | Text | X | | | | |
| ATTORNEY | Complaint letter | Letter | X | | | | |
| ATTORNEY | Claim | Form | X | | | | |
| ATTORNEY | Claim | Text | | X | | | |
| AUDITOR | Whistleblower Poster | Poster | X | X | | | |
| AUDITOR | Auto reply | Text | X | X | X | | |
| AUDITOR | Click here ... for translation | Text | X | X | X | | |
| CAO | Waiver OAS FOAS pet/community | Form | X | X | | | |
| CAO | Animal Shelter form - Stray Animal | Form | X | X | | | |
| CAO | MFV letter | Letter | X | | | | |
| CAO | MFV letter approval | Letter | X | | | | |
| CAO | Oakland press release - Oakland post | Text | X | X | | | |
| CAO | Redistricting Communication | Text | X | X | X | | |
| CAO | TOCA pamphlet | flyer | X | | | | |
| CAO | RAP Bus add | Text | X | X | X | | |
| CAO | RV program | Text | X | X | | | |
| CAO | Outreach flyer & Pet Fix services | flyer | X | X | | | |
| CAO | Power point presentation NSC | PPT | | X | | | |
| CAO | Budget meeting handouts | Text | X | X | | | |
| CAO | Dog adoption questionnaire | Form | X | X | | | |
| CAO | Rv program flyer | flyer | X | X | X | | |
| CAO | ERAP.Fact Sheet | Text | X | X | X | | |
| CAO | Police Commission Application Update | Form | X | X | X | | |
| CAO | NNO 2021 flyer | flyer | X | | | | |
| CAO | Massage establishments -forms | Form | X | X | X | | |
| CAO | AC alert text- Covid 19 related | Text | X | X | X | | |
| CAO | Covid-19 Group Site Permit Application | Form | X | | | | |
| CAO | Hand Sanitizer Advisory- Covid 19 related | Flyer | X | X | X | X X X X | Tagalog, Khmer, Arabic, Korean |
| CAO | EPSL FAQ- Covid 19 related | Text | X | X | | | |
| CAO | COVID19 Postcard | Text | X | X | X | | |
| CAO | COVID19 Get Tested | Text | | | | X X X X | Swahili, Amharic, Arabic, Tigrinya |
| CAO | BAF letter- Covid 19 related | Letter | X | X | X | X | Arabic |
| CAO | Emergency Rental Assistance Program Flyer Translation | Text | X | X | X | | |
| CLERK | Affidavit, domestic partnership | Form | X | X | X | | |
| COUNCIL | Official State of the City Script | Text | | X | | | |
| COUNCIL | City Priority Survey | Survey | X | X | X | | |
| COUNCIL | Review Mayor's budget script | Text | X | X | | | |
| COUNCIL | DISTRICT 2 BUDGET TOWN HALL | Text | | | | | |
| CPRA | Phone Tree Script | Text | X | X | | | |
| DOT | 14st Ave streetscape | Text | X | X | | | |
| DOT | NOTICE TO REPAIR SIDEWALK | Letter | X | X | | | |
| DOT | DOT Survey | Text | X | X | | | |
| DOT | Slow Street Survey - Covid 19 related | Survey | X | X | X | | |
| DOT | Telegraph Avenue notice | Text | X | X | | X | Korean |
| DOT | 7th St. postcard | Text | X | X | | | |
| DOT | Sidewalk | Text | | X | | | |
| DOT | Survey Phase 1 | Survey | X | X | | | |
| DOT | Fact sheet (INDD) | Poster | | X | | | |
| DOT | Door hanger EOMAP | Poster | X | X | | | |
| DOT | Bike newsletter | Letter | X | X | X | | |
| DOT | Story map | Text | X | X | | | |
| DOT | Meter rate web map | Text | | X | | | |
| DOT | Bike Newsletter | Newsletter | X | X | X | | |
| DOT | High Street Paving Project - Post card | Text | | X | | | |
| DOT | CIP response letters | Letter | X | | | | |
| DOT | Mobility Wallet Survey | Survey | X | X | X | | |
| DOT | On Street Parking Survey | Survey | X | X | X | X | Korean |
| DOT | Chinatown's metered zone | Text | | X | | | |
| DOT | Project MLK(Martin Luther King Jr Way) | Text | X | X | | | |
| DOT | Oak City Racks -google form | Text | X | X | | | |
| DOT | Zero Emission Vehicle Action Plan Survey | Survey | X | X | | | |
| DOT | E15th to Foothill mailer | flyer | | X | | | |
| DOT | TDM flyer | flyer | | | X | | |
| DOT | Flex Streets Traffic survey responses- Covid 19 related | Text | X | X | | | |
| DVP | Training Manual | Text | | | | X | English |
| DVP | Participant Consent form | Form | X | X | | | |
| DVP | Registration form | Text | | X | | | |
| DWES | Minimum wage notice update | Poster | | | X | | |
| DWES | Measure Z poster update (VI) | Notice | | | X | | |
| DWES | Min Wage Insert Update | Flyer | | | X | | |

| Dep | Name of Document | Type | SP | CH | VI | Other | Other details |
|------|------------------------------------------------------------|--------|----|----|----|-------|----------------|
| DWES | Street food vendor support | Text | X | | | | |
| DWES | Right To Recall (RTR) Poster | flyer | X | X | X | | |
| DWES | Grocery Worker Hazard Pay Interpretive Rule | Text | X | X | X | | |
| DWES | RTR Regs & Public Comments | Text | X | X | X | | |
| DWES | REVISED Grocery Worker Hazard Pay Interpretive Rule | Text | X | X | X | | |
| DWES | Right To Recall 5.21 | Text | X | X | X | | |
| EWD | Oakland CARES 2 updated docs | Text | X | X | X | | |
| EWD | Oakland CARES (application update) | Text | X | X | X | | |
| EWD | EWD form | Form | X | X | X | | |
| EWD | PPE Kit Survey - additional questions | Form | X | X | X | | |
| EWD | Shop Oakland flyer | Text | X | X | | | |
| EWD | Financial Assistance Flyer | Flyer | X | X | X | | |
| EWD | Emergency Paid Sick Leave (EPSL) Complaint Form | Form | X | X | X | | |
| EWD | Oakland CARES 4 docs | Text | X | X | X | | |
| EWD | Oakland CARES 2 docs | Text | X | X | X | | |
| EWD | Virtual Job Fair survey | Survey | X | X | X | | |
| EWD | RTR reclaim form | Form | X | X | X | | |
| EWD | Shop Oakland Promo | Text | X | X | | | |
| EWD | Cover letter BAF agreement | Letter | X | | | | |
| EWD | Open for business fund (first page) | Text | X | | | | |
| EWD | EWFD Mobile Vending cease | Text | X | | | | |
| EWD | Chinatown BID and Fruitvale Bid Notices | Text | X | X | | | |
| EWD | Flex street Post Survey- Covid 19 related | Text | X | X | X | | |
| EWD | Business letter- Covid 19 related | Text | X | X | X | | |
| EWD | Business letter- Covid 19 related | Email | X | X | X | X | Arabic |
| EWD | Business letter- Covid 19 related | Text | X | X | X | X | Arabic |
| EWD | Grant program extension - Covid 19 related | Text | X | X | X | | |
| EWD | Flex street Post Survey email | Text | X | X | X | | |
| EWD | CARE application additional text | Text | X | X | X | | |
| EWD | CARE grant press release - Covid 19 related | Text | X | X | X | | |
| EWD | webinar flyers | Flyer | | X | X | | |
| EWD | Business letter- Covid 19 related | Text | X | X | X | X | Arabic |
| EWD | CARES Act Home Based Program- Covid 19 related | Text | X | X | X | | |
| EWD | CARES response to the application- Covid 19 related | Text | X | | | | |
| EWD | Business letter- Covid 19 related | Text | | X | X | | |
| EWD | Business letter- Covid 19 related | Text | X | X | X | X | Arabic |
| EWD | Business letter- Covid 19 related | Text | X | X | X | X | Arabic |
| EWD | Grant program decline email- Covid 19 related | Letter | X | X | X | | |
| EWD | LCCR landing page- Covid 19 related | Text | X | X | X | | |
| EWD | Park lets survey- Covid 19 related | Text | X | X | X | | |
| EWD | Business letter- Covid 19 related | Email | X | X | X | X | Arabic |
| EWD | Business letter- Covid 19 related | Email | X | X | X | X | Arabic |
| EWD | CARE grant email reject- approve- Covid 19 related | Email | X | X | X | | |
| EWD | CARE grant email- Covid 19 related | Email | X | X | | | |
| EWD | Business letter- Covid 19 related | Email | X | X | X | X | Arabic |
| EWD | Business letter- Covid 19 related | Email | X | X | X | X | Arabic |
| EWD | Survey text care program | Survey | X | X | X | | |
| EWD | Business letter- Covid 19 related | Email | X | X | X | X | Arabic |
| EWD | State grant program -application period- Covid 19 related | Email | X | X | X | X | Arabic |
| EWD | Flex Streets Traffic online application - Covid 19 related | Text | X | X | X | | |
| EWD | Flex Streets Initiative - Use of City Property Application | Text | X | X | X | | |
| EWD | Business letter- Covid 19 related | Email | X | X | X | X | Arabic |
| EWD | Business letter- Covid 19 related | Email | X | X | X | X | Arabic |
| EWD | Business letter- Covid 19 related | Email | X | X | X | X | Arabic |
| EWD | Business letter/ loans- Covid 19 related | Email | X | X | X | X X | Arabic, Korean |
| EWD | Business letter- Covid 19 related | Email | X | X | X | X | Arabic |
| EWD | Business letter- decline letter - Covid 19 related | Email | X | X | X | | |
| EWD | Business letter- Covid 19 related | Email | X | X | X | X | Arabic |
| EWD | Business letter- Covid 19 related | Email | X | X | X | X | Arabic |
| EWD | Business letter- Covid 19 related | Email | X | X | X | X | Arabic |
| EWD | Job fairs flyer | Flyer | X | X | X | | |
| EWD | Registration form for Virtual Job Fairs | Form | X | X | X | | |
| EWD | Business update email | Email | X | X | X | | |
| EWD | Small business grant FAQ document- Covid 19 related | FAQ | X | X | X | | |
| EWD | Small business grant - Covid 19 related | Text | X | X | X | X | Arabic |
| EWD | Oakland Cares grant | Text | X | | | | |
| EWD | Oakland Cares grant press release- Covid19 related | Text | X | X | X | | |
| EWD | Small business grant press release- Covid19 related | Text | X | X | X | | |
| EWD | Non profit grant press release - Covid19 related | Text | X | | | | |
| EWD | Business letter-Covid 19 related | Email | X | X | X | X | Arabic |
| EWD | Micro lending- Covid19 related | Email | X | | | | |
| EWD | State grant program -application period extended | Email | X | X | X | X | Arabic |

| Dep | Name of Document | Type | SP | CH | VI | Other | Other details |
|---------|-----------------------------------------------------|------------|----|----|----|---------|--------------------------------|
| EWD | Business letter - Covid 19 related | Email | X | X | X | X | Arabic |
| EWD | Business letter-Covid 19 related | Email | X | X | X | X | Arabic |
| EWD | Business letter- Covid 19 related | Email | X | X | X | X | Arabic |
| EWD | Local plan community eng-Covid 19 related | Flyer | X | X | X | | |
| EWD | Business letter-Covid 19 related | Email | X | X | X | X | Arabic |
| EWD | CARE survey - introduction text-Covid 19 related | Text | X | X | X | | |
| EWD | BRT BAF webpage text-Covid 19 related | Email | X | X | X | X | Arabic |
| EWD | Business letter-Covid 19 related | Email | X | X | X | X | Arabic |
| EWD | Business letter-Covid 19 related | Email | X | X | X | X | Arabic |
| EWD | Business letter-Covid 19 related | Email | X | X | X | X | Arabic |
| EWD | Business letter-Covid 19 related | Email | X | X | X | X | Arabic |
| EWD | Business letter-Covid 19 related | Email | X | X | X | X | Arabic |
| EWD | Business letter-Covid 19 related | Email | X | X | X | X | Arabic |
| EWD | Business letter-Covid 19 related | Email | X | X | X | X | Arabic |
| EWD | Business letter-Covid 19 related | Email | X | X | X | X | Arabic |
| EWD | Survey updates - Business recovery-Covid 19 related | Text | X | X | X | | |
| EWD | Business email updates-Covid 19 related | Text | X | X | X | X | Arabic |
| EWD | Business email updates-Covid 19 related | Text | X | X | X | X | Arabic |
| EWD | BRT BAF webpage text - survey update | Survey | X | X | X | X | Arabic |
| EWD | Business email updates-Covid 19 related | Text | X | X | X | X | Arabic |
| EWD | Business email updates-Covid 19 related | Text | X | X | X | X | Arabic |
| EWD | Business email updates-Covid 19 related | Text | X | X | X | X | Arabic |
| EWD | Business email updates-Covid 19 related | Text | X | X | X | X | Arabic |
| EWD | Business email updates survey | Text | X | X | X | X | Arabic |
| EWD | Business update email-Covid 19 related | Text | X | X | X | X | Arabic |
| EWD | Business update email-Covid 19 related | Text | X | X | X | X | Arabic |
| EWD | Business update email-Covid 19 related | Text | X | X | X | X | Arabic |
| EWD | Business update email-Covid 19 related | Text | X | X | X | X | Arabic |
| FINANCE | Oakland residents letter | Letter | X | X | | | |
| FINANCE | Administrative Review form | Form | X | | | | |
| FINANCE | Residential letter & text | Text | X | X | X | | |
| FINANCE | Renewal instructions | Text | X | X | X | | |
| FINANCE | MGS Notice | Letter | X | X | | | |
| FINANCE | Administrative Review form | Form | | X | | | |
| FINANCE | Administrative Review form | Form | | X | | | |
| FINANCE | Office close notice -tax -Covid 19 related | Text | X | X | | | |
| FINANCE | Payment plan & Pay determination | Form | X | X | | | |
| FINANCE | VPT notice | Form | X | | | | |
| FINANCE | BT Notice of Assessment | Letter | X | X | | | |
| HCD | Info sheet Rent levels & regulations | Text | X | X | | | |
| HCD | Info resources sheet - updates | Text | X | X | | | |
| HCD | RAP Survey | Survey | X | X | X | | |
| HCD | Emergency Moratorium FAQ - Covid 19 related | FAQ | X | X | | | |
| HCD | Emergency Moratorium FAQ - Covid 19 related | FAQ | | | X | X X X | Korean, Arabic, Tagalog |
| HCD | Translation to English | Text | X | | | | |
| HCD | Info sheet -Mold prevention program | Text | X | X | | | |
| HCD | Info sheet Housing resources during covid | Text | X | X | | | |
| HCD | 8 Moratorium Postcard - Covid 19 related | Text | X | X | | | |
| HCD | Workshop sheets -RAP | Text | X | X | | | |
| HCD | Tenant petition | Text | X | | | | |
| HCD | Emergency Moratorium - Covid 19 related | Text | X | X | X | X X X X | Tagalog, Khmer, Arabic, Korean |
| HCD | Emergency Moratorium -review - Covid 19 related | Review | | | | X X X X | Talago, Khamer, Arabic, Korean |
| HCD | Proofread document | Flyer | | X | X | | |
| HCD | ERAP Oakland Portal | Text | | | X | | |
| HCD | ERAP doc review | Text | | X | | | |
| HCD | ERAP1 Portal Message | Text | X | X | | | |
| HCD | Emergency Moratorium info sheet updates | Text | X | X | X | X X | Korean, Arabic |
| HCD | CARES Act Fact Sheet--Covid 19 related | Letter | X | X | X | | |
| HCD | CARES Act Post Card-Covid 19 related | Text | X | X | X | | |
| HCD | CARES Act Post Card- updates | Text | X | X | X | | |
| HRM | Great plates program ends (Script) | Text | X | X | X | X | Arabic |
| HRM | Gaitan doctor notice | Letter | X | | | | |
| HRM | Vietnamese assessment | Text | | X | | | |
| HRM | Zoom Simultaneous Interpretation intro | Text | X | X | | | |
| HRM | Vietnamese assessment | Text | | X | | | |
| HRM | Great plates program ends (WAV file) | Recording | X | X | X | X | Arabic |
| HSD | Abatement Notice (encampment) | Notice | X | X | X | | |
| HSD | Thanksgiving Flyer | Flyer | X | X | X | | |
| HSD | Homeless Encampment Deep Clean Notice | Notice | X | X | X | | |
| HSD | Head start newsletter | Newsletter | X | X | | | |

| Dep | Name of Document | Type | SP | CH | VI | Other | Other details |
|-------|-------------------------------------------------------------|------------|----|----|----|-------|---------------|
| HSD | Flex & Stretch Exercise Flyer | Flyer | X | X | | | |
| HSD | Transition Eligibility Notice | Form | X | X | | | |
| HSD | 3 Policy council documents | Text | X | X | X | | |
| HSD | Senior center FAQ (proofread) | Text | X | | | | |
| HSD | Family Partnership agreement form | Form | X | X | X | | |
| HSD | Headstart family newsletter | Flyer | X | X | | | |
| HSD | Head start Newsletter | Letter | X | X | | | |
| HSD | AC OCAPCommunity survey - update | Survey | X | X | | | |
| HSD | Ask the Nurse sessions - Covid 19 related | Flyer | X | X | | | |
| HSD | Technology loss-renewal form-laptop check out | Form | X | X | | | |
| HSD | Senior Center membership document | Form | X | | | | |
| HSD | Text for email | Text | X | X | | | |
| HSD | Head start Newsletter-updates | Letter | X | X | | | |
| HSD | AC OCAPCommunity survey - 2nd update | Survey | X | X | | | |
| HSD | SC21 Membership Letter | Letter | X | | | | |
| HSD | SC21 Membership Letter | Letter | | X | | | |
| HSD | Public Hearing | Flyer | X | X | | | |
| HSD | Kindergarten Info | Text | X | X | | | |
| HSD | Head start pass invitation Fairyland | Letter | X | X | | | |
| HSD | Encampment Standards | Flyer | X | X | X | | |
| HSD | 2021 ERSEA Forms | Form | X | X | X | X | Arabic |
| HSD | Oakland Senior Center Members- membership | Letter | X | X | | | |
| HSD | Homeless Encampment Notices | Flyer | X | X | X | | |
| HSD | Oakland Free Tax Prep flyer | Flyer | X | X | | | |
| HSD | Senior Center Registration Form -title V | Text | X | | | | |
| HSD | Consent for General Screening Head start - Covid 19 related | Form | X | X | | | |
| HSD | Head start Letter to Families-Covid 19 related | Letter | X | X | | | |
| HSD | Head start letter -extended closure -Covid 19 related | Letter | X | X | X | | |
| HSD | Parent Letter Extended Closure-Covid 19 related | Text | X | X | X | | |
| ITD | Oak WIFI | Text | X | X | | | |
| MAYOR | Toy Drive Announcement | Text | X | X | | | |
| MAYOR | Oakland Undivided Community Feedback | Text | X | X | X | X | Arabic |
| MAYOR | Budget Ambassador Invitation | Text | X | X | | | |
| OFD | LHMP Survey | Survey | X | X | X | | |
| OFD | Town hall flyer | Flyer | X | X | | | |
| OPD | Press release 12.22 | Text | X | X | | | |
| OPD | ABAT form | Form | X | X | | | |
| OPL | OPL newsletter | Text | X | X | | | |
| OPL | OPL Grab & go | Text | X | X | | | |
| OPL | Bingo Cards | Text | X | X | | | |
| OPL | Bingo Cards (VI AR) | Text | | | X | X | Arabic |
| OPL | OPL newsletter | Text | X | X | | | |
| OPL | OPL Survey | Survey | | X | | | |
| OPL | Great Plates Delivered Program | Text | | X | | | |
| OPL | Web instructions | Text | | X | | | |
| OPL | Bingo Cards | Text | | | X | X | Arabic |
| OPL | Sidewalk service (17 locations) - Covid 19 related | Text | | X | | | |
| OPL | Sidewalk Pickup expansion - Covid 19 related | Text | X | X | | | |
| OPL | How to make sure your vote counts | Flyer | X | X | | | |
| OPL | Chrome books, laptop FAQ-3 docs | Text | X | X | | | |
| OPL | Laptop lending | Text | | X | | | |
| OPL | Summer Reading | Text | | | X | X | Arabic |
| OPL | 2021 reading log | Text | | | X | X | Arabic |
| OPL | Teen postcard & adult reading card | Text | | | X | X | Arabic |
| OPL | New platform (9 documents) | Text | X | X | | | |
| OPL | New platform (8 documents) | Text | X | X | | | |
| OPL | Curb pick up -Covid 19 related | Text | X | X | | | |
| OPL | COVID-19 19 Archive Page & Form | Text | X | X | | | |
| OPR | Great plates program (Voice message) | Voice file | | | X | | |
| OPR | Fall & Winter Camp Flyer | Text | X | X | | | |
| OPR | Flyer summer | Text | X | X | | | |
| OPR | Town Afterschool Flyer - Covid 19 related | Text | X | X | | | |
| OPR | COVID Acknowledgment Translation Request | Form | X | X | | | |
| OPR | Town recess | Text | X | X | | | |
| OPR | Hiring Flyer | Flyer | X | X | | | |
| OPR | Studio One Summer 2021 flyer -summer OPR camp | Flyer | X | X | | | |
| OPR | OPR Survey | Survey | X | X | | | |
| OPR | Dog park communication | Text | X | X | | | |
| OPR | NFC Grand opening | Text | X | X | | | |
| OPR | OPR mission statement | Text | X | X | | | |
| OPR | Future A's flyer | Text | X | X | | | |
| OPW | FOG Wipes Bill Insert | Notice | X | X | | | |
| OPW | PPE Kit Survey | Notice | | X | X | | |
| OPW | MLK poster | Text | X | X | | | |

| Dep | Name of Document | Type | SP | CH | VI | Other | Other details |
|--------------|-----------------------------------------------------------|------------|-----|------------|-----|-------|---------------|
| OPW | Used Motor Oil Survey | Survey | X | X | | | |
| OPW | Illegal Dumping FAQ | Text | X | X | X | | |
| OPW | OPW Creek to Bay event poster | Poster | X | X | | | |
| OPW | OPW volunteer waiver and guidelines with COVID-19 provisi | Form | X | X | | | |
| OPW | DMV ads | Text | X | X | | | |
| OPW | DMV ads-2nd document | Text | X | X | | | |
| OPW | EEO Brochure | Text | X | X | | | |
| OPW | Door hanger | Text | X | X | X | | |
| OPW | Oakland Recycles PowerPoint | PPT | X | X | | | |
| OPW | San Antonio Park Master Plan | Flyer | X | X | X | | |
| OPW | Oakland Recycles PowerPoint (add 4 slides) | PPT | | x | | | |
| OPW | San Antonio Park Master Plan Questionnaire | Survey | X | X | X | | |
| OPW | San Antonio Park Presentation Slides | PPT | X | X | X | | |
| OPW | San Antonio Park Video Script | Text | | X | X | | |
| OPW | San Antonio Park Flyer #2 | Flyer | X | X | X | | |
| OPW | Storm water Violations Enforcement Letter | Letter | X | X | | | |
| OPW | San Antonio Park CEM#2 Survey | Survey | X | X | X | | |
| OPW | San Antonio Park Presentation Slides CEM2 | PPT | X | X | X | | |
| OPW | Fire Station 16 Construction | Flyer | X | | | | |
| OPW | Business Storm water Inspection | Letter | X | X | | | |
| OPW | Mosswood Community Update Campaign | Text | X | X | | | |
| OPW | Business Storm water Inspection Update | Letter | X | X | | | |
| OPW | CME postcard | Text | X | X | X | | |
| OPW | Outreach postcard | Postcard | X | X | X | | |
| OPW | Storm water Invoice Letter | Letter | X | X | | | |
| OPW | Construction and demolition recycling Outgoing Message | Text | X | X | | | |
| OPW | San Antonio Park CEM#3 presentation | PPT | X | X | X | | |
| OPW | San Antonio Park CEM#3 extra info | PPT | X | X | X | | |
| OPW | Notice of Business Storm water Inspection Invoice | Letter | X | X | | | |
| OPW | CEM 4 postcard | Postcard | X | X | X | | |
| OPW | Citywide Paving _ PR letter | Text | X | X | X | X | Arabic |
| OPW | PR letter | Letter | X | X | X | X | Arabic |
| OPW | Pack it in | Text | X | X | | | |
| OPW | Courtland Creek Restoration Project | Flyer | X | X | | | |
| OPW | 6600 script | Text | X | X | | | |
| OPW | Courtland Creek Restoration Project | Flyer | X | X | | | |
| OPW | 311 Greetings (Script for Recording) | Text Voice | X | X | | X | English |
| OPW | Phone line script | Recording | | | | X | English |
| OPW | Video Voice Over | Text Voice | X | X | | X | English |
| OPW | Video Voice Over (English redo) | Voice file | | | | X | English |
| OPW | Screening Question for Security-Covid 19 related | Form | X | X | | | |
| PBD | Resource Guide - Covid 19 related | Brochure | X | X | | | |
| PBD | DA community meeting flyer | Flyer | X | X | | | |
| PBD | DA community Survey | Survey | X | X | | | |
| PBD | Building Services Online Portal Instruction | Text | X | X | | | |
| PBD | Survey | Survey | X | X | X | | |
| PBD | Zoning Clearance | Form | X | X | | | |
| PSA | Staying Safe | Flyer | | X | | | |
| TOTAL | | | 289 | 290 | 162 | 96 | |
| | | | | 837 | | | |

SP=Spanish, CH= Chinese, VT= Vietnamese

| Dept | Service Date | Event | Hrs. SP | Hrs. CA | Hrs. VI | Other | Other Language | Web-based Meeting |
|---------|--------------|------------------------------------------------------------|---------|---------|---------|-------|----------------|-------------------|
| COUNCIL | 8/20/2020 | Town Holl meeting | 2.5 | | | | | ZOOM |
| HCD | 7/8/2020 | Rent hearing | 3 | | | | | ZOOM |
| HCD | 7/20/2020 | Rent hearing | 3 | | | | | ZOOM |
| HCD | 8/10/2020 | Rent hearing | 3 | | | | | ZOOM |
| HCD | 8/10/2020 | Rent hearing | 3 | | | | | ZOOM |
| HCD | 8/11/2020 | Rent hearing | 2 | | | | | ZOOM |
| HCD | 8/19/2020 | Rent hearing | 2 | | | | | ZOOM |
| HCD | 8/26/2020 | Rent hearing | 2 | | | | | ZOOM |
| HCD | 9/1/2020 | Rent hearing | 2 | | | | | ZOOM |
| HCD | 9/1/2020 | Rent hearing | 2 | | | | | ZOOM |
| HCD | 9/8/2020 | Rent hearing | 3 | | | | | ZOOM |
| HCD | 9/14/2020 | Rent hearing | | | | 2 | Mandarin | ZOOM |
| HCD | 9/14/2020 | Rent hearing | 2 | | | | | ZOOM |
| HCD | 9/16/2020 | Rent hearing | 2 | | | | | ZOOM |
| HCD | 9/21/2020 | Rent hearing | 3 | | | | | ZOOM |
| HCD | 9/23/2020 | Rent hearing | 2 | | | | | ZOOM |
| HCD | 10/6/2020 | Rent hearing | 2 | | | | | ZOOM |
| HCD | 10/7/2020 | Rent hearing | 2 | | | | | ZOOM |
| HCD | 10/26/2020 | Rent hearing | 2 | | | | | ZOOM |
| HCD | 10/27/2020 | Rent hearing | | | | 2 | Arabic | ZOOM |
| HCD | 11/5/2020 | Rent hearing | | 2 | | | | ZOOM |
| HCD | 11/9/2020 | Rent hearing | 2 | | | | | ZOOM |
| HCD | 11/17/2020 | Rent hearing | 2 | | | | | ZOOM |
| HCD | 11/17/2020 | Rent hearing | 2 | | | | | ZOOM |
| HCD | 11/18/2020 | Rent hearing | 2 | | | | | ZOOM |
| HCD | 11/18/2020 | Rent hearing | 2 | | | | | ZOOM |
| HCD | 12/10/2020 | Rent Town meeting | 2 | | | | | ZOOM |
| HSD | 11/3/2020 | Parenting workshop | | 2 | | | | ZOOM |
| HSD | 11/10/2020 | Parenting workshop | | 2 | | | | ZOOM |
| HSD | 11/17/2020 | Parenting workshop | | 2 | | | | ZOOM |
| HSD | 11/24/2020 | Parenting workshop | | 2 | | | | ZOOM |
| HSD | 12/1/2020 | Parenting workshop | | 2 | | | | ZOOM |
| HSD | 12/8/2020 | Parenting workshop | | 2 | | | | ZOOM |
| HSD | 12/14/2020 | Parenting workshop | | 2 | | | | ZOOM |
| HSD | 12/22/2020 | Parenting workshop | | 2 | | | | ZOOM |
| OPD | 9/23/2020 | NCP meeting | | | | 2 | Mandarin | ZOOM |
| OPR | 10/9/2020 | Verdesse Carter Center – Park design interactive community | 2 | | | | | ZOOM |
| OPR | 10/29/2020 | Verdesse Carter Center – Park design interactive community | 2 | | | | | ZOOM |
| HCD | 1/7/2021 | Rent Town meeting | 2 | | | | | ZOOM |
| HCD | 1/14/2021 | Rent Town meeting | 3 | | | | | ZOOM |
| OPW | 1/27/2021 | San Antonio Park comm meeting | 3 | | | | | ZOOM |
| OPW | 1/29/2021 | San Antonio Park comm meeting | | 3 | | | | ZOOM |
| OPW | 1/30/2021 | San Antonio Park comm meeting | | | 3 | | | ZOOM |
| HSD | 1/14/2021 | Parenting workshop | | 2 | | | | ZOOM |
| HSD | 1/21/2021 | Parenting workshop | | 2 | | | | ZOOM |
| HSD | 1/28/2021 | Parenting workshop | | 2 | | | | ZOOM |
| HSD | 2/4/2021 | Parenting workshop | | 2 | | | | ZOOM |
| HSD | 2/11/2021 | Parenting workshop | | 2 | | | | ZOOM |
| HSD | 2/18/2021 | Parenting workshop | | 2 | | | | ZOOM |
| HSD | 2/25/2021 | Parenting workshop | | 2 | | | | ZOOM |
| HSD | 3/4/2021 | Parenting workshop | | 2 | | | | ZOOM |
| HSD | 3/11/2021 | Parenting workshop | | 2 | | | | ZOOM |
| HSD | 3/28/2021 | Parenting workshop | | 2 | | | | ZOOM |
| HCD | 2/16/2021 | Rent Hearing | 2 | | | | | ZOOM |
| HCD | 1/28/2021 | Rent Town meeting | 3 | | | | | ZOOM |

[illegible]

| Department | Job Description | Total | SP | CH |
|---------------------------------|--------------------------------------------------------------|-------|-------|-----|
| City Administrator's Office | Complaint Investigator III | 40 | 9 | 2 |
| City Administrator's Office | Veterinary Technician | 4 | 0 | 0 |
| Department of Transportation | Parking Enforcement Supervisor I | 40 | 13 | 4 |
| Department of Transportation | Parking Enforcement Supervisor II | 14 | 0 | 0 |
| Fire Department | Fire Communications Dispatcher | 179 | 39 | 7 |
| Fire Department | Fire Inspection Supervisor | 29 | 7 | 0 |
| Fire Department | Firefighter Paramedic (Lateral) | 110 | 14 | 0 |
| Housing & Community Developm | Assistant Rent Adjustment Program Manager | 35 | 9 | 2 |
| Housing & Community Developm | Hearing Officer | 9 | 2 | 1 |
| Human Services Department | Early Childhood Center Director | 10 | 1 | 0 |
| Human Services Department | Early Childhood Center Director (Selective Certification - H | 7 | 1 | 0 |
| Human Services Department | Early Head Start Instructor (Continuous) | 32 | 10 | 3 |
| Human Services Department | Head Start Instructor (Continuous) | 12 | 3 | 3 |
| Human Services Department | Head Start/Early Head Start Assistant Instructor, Part-Time | 56 | 19 | 4 |
| Human Services Department | Head Start/Early Head Start Substitute Associate Instructor | 17 | 1 | 3 |
| Oakland Parks, Recreation & You | Lifeguard, Part Time (Continuous) | 38 | 5 | 1 |
| Oakland Parks, Recreation & You | Pool Manager, Part Time (Continuous) | 10 | 1 | 0 |
| Oakland Parks, Recreation & You | Recreation Aide, Part Time (Continuous) | 201 | 39 | 6 |
| Oakland Parks, Recreation & You | Recreation Attendant I, Part Time (Continuous) | 94 | 24 | 3 |
| Oakland Parks, Recreation & You | Recreation Leader I, Part Time (Continuous) | 84 | 18 | 8 |
| Oakland Parks, Recreation & You | Recreation Leader II, Part Time (Continuous) | 30 | 4 | 1 |
| Oakland Parks, Recreation & You | Recreation Specialist I, Part Time (Continuous) | 39 | 4 | 2 |
| Oakland Parks, Recreation & You | Water Safety Instructor, PT (Continuous) | 4 | 2 | 0 |
| Oakland Public Library | Librarian I (Selective Certification - Youth Services) | 45 | 11 | 1 |
| Oakland Public Works Departme | Environmental Program Specialist | 17 | 3 | 1 |
| Oakland Public Works Departme | Program Analyst II (Community Outreach) | 53 | 10 | 5 |
| Office of the City Clerk | City Clerk | 1 | 0 | 0 |
| Office of the Mayor | Special Assistant to the Mayor I (Exempt) | 77 | 33 | 1 |
| Planning & Building Department | Permit Technician I | 169 | 29 | 8 |
| Police Department | Captain of Police (Promotional) | 8 | 0 | 0 |
| Police Department | Neighborhood Services Coordinator (Selective Language - | 10 | 0 | 8 |
| Police Department | Police Cadet, PT (Continuous) | 46 | 13 | 2 |
| Police Department | Police Communications Dispatcher (Bilingual Language Ce | 101 | 62 | 27 |
| Police Department | Police Communications Dispatcher (Continuous) | 674 | 119 | 18 |
| Police Department | Police Communications Dispatcher (Lateral) (Bilingual Lang | 6 | 4 | 2 |
| Police Department | Police Communications Dispatcher (Lateral) (Continuous) | 20 | 2 | 0 |
| Police Department | Police Officer Trainee (186B,C) | 577 | 184 | 20 |
| Police Department | Police Officer Trainee (186D) | 640 | 170 | 18 |
| Police Department | Police Officer Trainee (187A) | 630 | 195 | 14 |
| Police Department | Police Officer Trainee (187B) | 93 | 31 | 2 |
| Police Department | Sergeant of Police (Promotional) | 3 | 1 | 0 |
| | Total | 4,264 | 1,092 | 177 |
| | Percentage of Total | 100% | 26% | 4% |

Department Name:
Fiscal Year: FY2020-2021



CITY OF OAKLAND

EQUAL ACCESS ORDINANCE ANNUAL COMPLIANCE PLAN

I. DEPARTMENT CERTIFICATION

Provide the following certification that the Department Director has reviewed this Annual Compliance Plan for final approval:

I, LaTonda Simmons, hereby certify, that I have reviewed and approved this Equal Access Annual Compliance Plan for accuracy and completeness, and the department is committed to adopt the goals specified in this Annual Compliance Plan. This Annual Compliance Plan for City Administrator's Office was submitted on June 22, 2021

LaTonda Simmons

LaTonda Simmons, Assistant City Administrator

Signature: 
LaTonda Simmons (Jun 22, 2021 16:15 PDT)

Email: lsimmons@oaklandca.gov

Department Name: CAO
Fiscal Year: FY2020-2021

Key: PCP = Public Contact Position
FTE = Full Time Equivalent
SP = Spanish-speaking
CH = Chinese-speaking

II. QUANTITATIVE ASSESSMENT REPORT

Department Name:

| Table 1 | Department Director | Language Access Coordinator (LAC) | Single Point of Contact (SPOC) |
|---------|--------------------------------------------------------------------|------------------------------------------------------------|----------------------------------------------------|
| Name | Edward D. Reiskin | Winnie Woo | Winnie Woo |
| Title | City Administrator | Executive Assistant to the Asst City Administrator | Executive Assistant to the Asst City Administrator |
| Address | 1 Frank H. Ogawa Plaza, 3 rd Floor | | |
| Phone# | (510) 238-3301 | (510) 238-7798 | |
| Email | EReiskin@oaklandca.gov | Wwoo@oaklandca.gov | |

| Table 2A. Department Employee Statistics | | | | | |
|------------------------------------------|----|------|--------------------------------|---|------|
| By FTE Count This Fiscal Year | | | By Head Count This Fiscal Year | | |
| Total # of FTE Employees | 79 | | New Hires | 8 | |
| Public Contact Positions (PCP) | 47 | 100% | New PCP Hires | 4 | 100% |
| PCP With Spanish Language Skill | 9 | 19% | New PCP Hires with SP Skill | 0 | 0% |
| PCP With Chinese Language Skill | 3 | 5% | New PCP Hires with CH Skill | 0 | 0% |

| Table 2B. Language Selective Certification Hiring | |
|------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------|
| Any selective certification in language required for recruitment this fiscal year? | <input checked="" type="checkbox"/> No <input type="checkbox"/> Yes – Please describe below |
| Job Title | Outcome |
| | <input type="checkbox"/> Hired-SP <input type="checkbox"/> Hired-CH <input type="checkbox"/> In Progress/Other* |
| | <input type="checkbox"/> Hired-SP <input type="checkbox"/> Hired-CH <input type="checkbox"/> In Progress/Other* |
| | <input type="checkbox"/> Hired-SP <input type="checkbox"/> Hired-CH <input type="checkbox"/> In Progress/Other* |
| *Please provide an explanation for all 'other' outcomes: | |

| Table 3A. Department Organization Structure (List out the different units in this table or attach an organization chart) | |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <u>City Administrator's Office</u> City Administrator Assistant City Administrator Deputy City Administrator Project Manager III – Director of Communication Project Manager III – Director of Interdepartmental Project Manager III – Homeless Administrator Project Manager I – Oakland Army Base Assistant to the City Administrator City Administrator Analyst Public Information Officer II Executive Asst to City Administrator Executive Asst to Asst. City Administrator Municipal Code Enforcement Officer Admin Asst to City Administrator Health & Human Services Planner Admin Asst II (CONF) Public Service Rep Receptionist, PPT Receptionist, PT | <u>Oakland Animal Services</u> Director of Animal Services Assistant to the Director Executive Assistant to the Agency Director Shelter Manager Animal Control Animal Care Attendant Administrative Assistant I Public Service Representative Public Service Rep, PPT Veterinarian Veterinary Technician Volunteer Program Specialist Volunteer Program Specialist II |
| <u>Employment Investigations & Civil Rights Compliance</u> Equal Employment Opportunity and Civil Rights Director Equal Emp. Opportunities Officer Equal Opportunity Specialist Administrative Assistant II, CONF | <u>Oakland 311 Call Center</u> Assistant to the City Administrator City Administrator Analyst Senior PSR Public Service Rep Office Assistant II |

Department Name: CAO
Fiscal Year: FY2020-2021

| | |
|-----------------------------------------------------------------------------------------------------------------------------------------------------|--|
| Neighborhood Services Division Program Analyst III Neighborhood Services Coordinators Police Services Technicians Office Assistant, TPT | |
|-----------------------------------------------------------------------------------------------------------------------------------------------------|--|

Table 3B. Department Organization Structure -- Update

| | |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------|
| Any changes occurred in the organization structure this fiscal year? | <input type="checkbox"/> No <input checked="" type="checkbox"/> Yes – Please describe below |
| Description: The Department of Contracts and Compliance has been changed to the Department of Workplace and Employment Standards and is no longer a part of the City Administrator's Office. | |

Table 3C. Department Organization Structure - Super PCP Unit Reporting

| | | | | |
|---------------------------------------|-------------------|--------|----------------------------------------------------------------------------------------------|-------|
| Any Super PCP Unit in the department? | | | <input type="checkbox"/> No <input checked="" type="checkbox"/> Yes – Please describe below. | |
| Super PCP Unit | Language Goal FTE | | Actual FTE | |
| Special Activities | SP=1 | CH = | SP=3 | CH = |
| Call Center | SP=1 | CH = 1 | SP=2 | CH =1 |

| Table 4A Vital Documents List | | | |
|-------------------------------------------------------------------------------|---------------------------|---------------------------|-----------------|
| Document Name | SP Translation Available? | CH Translation Available? | Other? Specify: |
| Fowl in Oakland | Yes | Yes | |
| Owner Surrender Agreement | Yes | Yes | |
| About Oakland Animal Services | Yes | Yes | |
| Cat Adoption Questionnaire | Yes | Yes | |
| Cats and Scratching – No Declaw | Yes | Yes | |
| Children and Dogs | Yes | Yes | |
| Did You Know That Rabbits | Yes | Yes | |
| Dog Tips | Yes | Yes | |
| Estimate of Fees | Yes | Yes | |
| Home Quarantine Agreement | Yes | Yes | |
| Introducing Cat to Cat | Yes | Yes | |
| Introducing Cat to Dog | Yes | Yes | |
| Introducing Dog to Dog | Yes | Yes | |
| Notice – Selling Animals | Yes | Yes | |
| Notice to Quarantine Biting Animals | Yes | Yes | |
| Potentially Dangerous Dogs Permit | Yes | Yes | |
| Preventing Cat Litter Box Problems | Yes | Yes | |
| Puppy House Training | Yes | Yes | |
| Rabbit Adoption Questionnaire | Yes | Yes | |
| Refusal to Quarantine Biting Animal | Yes | Yes | |
| Request for Hearing | Yes | Yes | |
| Title 6 – Animals | Yes | Yes | |
| To Adopt You Must | Yes | Yes | |
| Vet Clinics in Oakland | Yes | Yes | |
| Vicious Dog Permit | Yes | Yes | |
| Volunteer Application | Yes | Yes | |
| CIRDC Client Information Handout: Kennel Cough | Yes | Yes | |
| Compliance Notice/Common Animal Related Laws | Yes | Yes | |
| Conditions for Keeping a Potentially Dangerous Dog | Yes | Yes | |
| Conditions for Keeping a Vicious Dog | Yes | Yes | |
| Dog License Fee Waiver Application for Service Dogs | Yes | Yes | |
| Hearing Waiver – Potentially Dangerous Dog | Yes | Yes | |
| Hearing Waiver – Vicious Dog | Yes | Yes | |
| Impound Notice/Request for Extension of Hold Period | Yes | Yes | |
| Notice of Seizure of Animal(s)/Post Seizure Hearing Request | Yes | Yes | |
| Oakland Animal Control Regulation | Yes | Yes | |
| PDD Hearing Result Letter | Yes | Yes | |
| Pre Seizure Hearing Request | Yes | Yes | |
| Proof of Service VDD | Yes | Yes | |
| Property Inspection Requirements Prior to Release of Any Dog | Yes | Yes | |
| Property Inspection Requirements Prior to Release of Potentially Dangerous or | Yes | Yes | |
| Request for Extension of Hold Period | Yes | Yes | |
| Request for Post Seizure Hearing | Yes | Yes | |
| Sorry We Missed You | Yes | Yes | |
| Spay/Neuter Appointment | Yes | Yes | |
| Dog Adoption Questionnaire | Yes | Yes | |
| Foster Agreement | Yes | Yes | |
| Found Animal Report | Yes | Yes | |
| Lost Animal Report | Yes | Yes | |
| OAS Public Sign-In | Yes | Yes | |
| H3NZ Canine Flue | Yes | Yes | |
| Homeless Encampment | Yes | | |

Department Name: CAO
Fiscal Year: FY2020-2021

| | | | |
|----------------------------------------------------------------------------|---|---|---------------|
| Flyer – Lake Illegal Vending | X | X | Vietnamese |
| Brochure – 2019 Bsn Tax Insert | | | Vietnamese |
| Police Commission Application | X | X | Vietnamese |
| Budget Forum | X | X | |
| Medical Cannabis handout | X | X | |
| Massage Handout | X | X | |
| Title VI and Related Civil Rights Statutes Complaint and Compliance Review | X | X | |
| City of Oakland Language Access Plan | X | X | |
| Title VI and related statutes Discrimination Complaint Form | X | X | |
| Equal Access to Services Ordinance | X | X | |
| Emergency Center – PG&E energy cutoff | X | X | |
| Emergency Center – PG&E energy cutoff | X | X | |
| Emergency Center – PG&E energy cutoff | X | X | |
| Administrative Regulations – Mobile Food vending | X | | |
| Follow up letter – Quiroz | X | | |
| San Antonio Park – illegal dumping | X | | |
| 2020-21 Redistricting Commission Application | X | X | Vietnamese |
| MFV Compliance Chart | X | X | |
| Permitting Process Handout | X | | |
| Door Sign | X | X | |
| Animal Shelter notice | X | X | |
| Services Notices – City of Oakland | X | X | |
| Notice to non-city employees | X | X | Vietnamese |
| Food vendor business | X | X | |
| Covid 19 sick leave info | X | X | Vietnamese |
| Message of the day 1 | X | X | 5 languages * |
| Excel Sheet with social media phrases | X | X | 5 languages * |
| Message of the day 2 | X | X | 5 languages * |
| 2 Messages | X | X | 5 languages * |
| Message of the day | X | X | 5 languages * |
| Animal Shelter notice 2 | X | X | |
| Second Message of the day | X | X | 5 languages * |
| Amendment mapped 2.20 | X | X | |
| Small vendor notice | X | X | |
| Message of the day | X | X | 5 languages * |
| Message of the day | X | X | 5 languages * |
| PSA: 5 scripts | X | X | 5 languages * |
| Covid 19 newsletter | X | X | 5 languages * |
| RAP covid 19 | X | X | 5 languages * |
| Message of the day | X | X | 5 languages * |
| Message of the day | X | X | 5 languages * |
| Message of the day | X | X | 5 languages * |
| Message of the day | X | X | 5 languages * |
| Message of the day 2 nd | X | X | 5 languages * |
| Evergreen invitation town hall meeting | X | X | 5 languages * |
| Message of the day & parks signs | X | X | 5 languages * |
| MFV summary | X | | |
| Message of the day | X | X | 5 languages * |
| Message of the day – street slow | X | X | 5 languages * |
| Email MFV | X | | |
| Street Slow sign | X | X | 5 languages * |
| MOTD Relief Check Scam Warning | X | X | 5 languages * |
| MOTD Friday | X | X | 5 languages * |
| MOTD – street slow update | X | X | 5 languages * |
| MOTD 2 | X | X | 5 languages * |

Department Name: CAO
Fiscal Year: FY2020-2021

| | | | |
|---------------------------------------------------------|---|---|---------------|
| County Face Covering Order | X | X | 5 languages * |
| MOTD day curve peak | X | X | 5 languages * |
| Cover your face | X | X | 5 languages * |
| Animal Services Operation | X | X | |
| Feral Cat Form | X | X | |
| MOTD Pandemic use | X | X | 5 languages * |
| MOTD HCD | X | X | 5 languages * |
| MOTD Lake Crowd | X | X | 5 languages * |
| MOTD Shelter – extension | X | X | 5 languages * |
| Testing at Oakland – flyer | X | X | Vietnamese |
| Testing at Oakland – survey | X | X | Vietnamese |
| MOTD | X | X | 5 languages * |
| MOTD 3 | X | X | Vietnamese |
| Postcard – covid 19 | X | X | Vietnamese |
| How to take care a rabbit | X | X | |
| Postcard – covid 19 | X | X | Vietnamese |
| Notice for food vendors at parks | X | | |
| After testing letter | X | X | Vietnamese |
| Newsletter – food distribution | X | X | |
| Social media – food distribution | X | X | Vietnamese, |
| Oakland PIO PSPS Social Media Update | X | X | |
| Press Release | X | X | |
| Press Release | X | X | |
| Oakland PIO PSPS Social Media Update | X | X | |
| PSPS Update | X | X | |
| Brief Phrase Translation – email | X | X | |
| Brief Phrase Translation – email | X | X | |
| PIO Coverage for Potential PSPS Event | X | X | |
| Citywide Bilingual Pay Level II List | X | X | |
| Draft Web and Council Update on 10-29 PSPS | X | X | |
| Standard Social Media Post (prep for next PSPS) | X | X | Vietnamese |
| Master List of all translated text (Prep for next PSPS) | X | X | |
| Oakland Press Release – Oakland Post | | X | Vietnamese |
| Redistricting Communication | X | X | Vietnamese |
| TOCA pamphlet | X | | |
| RAP Bus Ad | X | X | Vietnamese |
| RV Program | X | X | |
| Outreach flyer & PetFix Services | X | X | |
| NSC PowerPoint presentation | | X | |
| Budget meeting handouts | X | X | |
| Dog Adoption questionnaire | X | X | |
| RV Program Flyer | X | X | |
| ERAP Fact Sheet | X | X | Vietnamese |
| Police Commission Application Update | X | X | Vietnamese |
| Emergency Rental Assistance Program | X | X | Vietnamese |
| TOTAL = 152 | | | |

*The list of Covid-19 related documents available to the public changes over time as public health information changes quickly based on real time situation. Older info may be archived.

Table 4B. Vital Documents Status Summary

| | |
|-------------------------------------------------------------------------|-----------------------------------------------------------|
| Department's known vital documents translated into Spanish and Chinese? | X Yes <input type="checkbox"/> No – Please describe below |
| | |

Department Name: CAO
Fiscal Year: FY2020-2021

| Table 5. Multilingual Telephone Recordings | | |
|---------------------------------------------------|---------------------|----------|
| Location Description | Telephone Number | Status |
| City Administrator's Main Line voicemail | 510-238-3301 | Complete |
| Oakland Animal Services Main Line | 510-535-5602 | Complete |
| Barking Nuisance | 510-535-4887 | Complete |
| Dead Animal Pick Up | 510-535-4888 | Complete |
| Veterinary Line | 510-238-2007 | Complete |
| Oakland 311 Call Center | 311 or 510-615-5566 | Complete |

| Table 6. Analysis by Community Based Service Locations | | | | PCP | SP | | CH | |
|---------------------------------------------------------------|---------------------------|----------|----------|------|------|-----|------|-----|
| Facility Name | Address | Zip Code | Phone # | #FTE | #FTE | % | #FTE | % |
| Oakland Animal Services | 1101 29 th Ave | 94601 | 535-5602 | 17 | 3 | 19 | 0 | 0 |
| Oakland 311 Center | 7101 Edgewater Drive | 94621 | 311 | 10 | 2 | 20% | 1 | 10% |

| Table 7. Public Notices & Resources | | |
|-------------------------------------------------------------------------------------------------|-------|-----------------------------|
| Language access notice displayed at reception area | X Yes | <input type="checkbox"/> No |
| I-Speak Card/ Language List displayed at reception area | X Yes | <input type="checkbox"/> No |
| Department staff provided with language access resources (Interpretation#, FAQ, training...etc) | X Yes | <input type="checkbox"/> No |

Key: PCP = Public Contact Position
FTE = Full Time Equivalent
SP = Spanish-speaking
CH = Chinese-speaking
LES = Limited English-Speaking

III. QUALITATIVE ASSESSMENT REPORT

A. Bilingual Public Contact Positions Assessment

Department Name:

| ASSESSMENT | | SPANISH-SPEAKING PCP | | | CHINESE-SPEAKING PCP | | |
|------------|-----|----------------------|-------|-----------|----------------------|-------|-----------|
| FTE | PCP | GOAL | STAFF | GOAL MET? | GOAL | STAFF | GOAL MET? |
| 79 | 47 | 11%=5 | 9 | Yes | 5%=3 | 3 | Yes |

Goal = PCP X %

This report covers fiscal year 2020-2021 and data is reported as of June 2020.

1. Provide an assessment of the Department's effort to achieve compliance with the Equal Access Ordinance (EAO).

The City Administrator's Office and its divisions are comprised of a total of 79 Full-Time Employees (FTE). There are currently 47 Public Contact Positions (PCP). The Spanish speaking PCP goal for the City Administrator is 11%, which equates to 5 FTEs. And the Chinese speaking PCP goal is 5%, which equates to 3 FTEs.

2. Describe the Department's effort in outreach, recruitment and hiring of bilingual candidates.

During this fiscal year, the City Administrator's Office has hired a total of eight (8) FTEs, with 4 being PCP. The City Administrator's Office will continue to work with the Human Resources and Management Department to hire qualified bilingual candidates.

3. Highlight positive changes, successes, and best practices.

During this fiscal year, the City Administrator's Office has continued to work with Equal Access to ensure that all documents that are made available to the public are translated into Spanish, Chinese and Vietnamese.

4. Describe additional measures implemented to ensure LES persons are provided with meaningful access to City services.

The City Administrator's office continues to work with Equal Access to ensure that when new documents are created that they are translated in a timely manner and distributed to the LES community.

B. Translation of Written Vital Documents Assessment

1. Departments are required to inform the public of the right to language access services. Please list the locations in which notices are posted.

Language translation notices are posted in the lobby and in public areas of the City Administrator's Office and its divisions.

2. Describe the percentage of vital documents translated into threshold language(s). What is the corrective action plan and timeline in getting the rest of the documents translated?

n/a

3. Describe other materials the Department has provided in multiple languages?

| Title of Document | Translated Language(s) |
|--------------------------------------|-------------------------------|
| Oakland Press Release – Oakland Post | Chinese, Vietnamese |
| Redistricting Communication | Spanish, Chinese, Vietnamese |
| TOCA Pamphlet | Spanish |
| RAP Bus Ad | Spanish, Chinese, Vietnamese |
| RV Program | Spanish, Chinese |
| Outreach flyer & PetFix Services | Spanish, Chinese |
| NSC PowerPoint Presentation | Chinese |
| Budget Meeting Handouts | Spanish, Chinese |
| Dog Adoption questionnaire | Spanish, Chinese |
| RV Program Flyer | Spanish, Chinese |
| ERPA Fact Sheet | Spanish, Chinese, Vietnamese |
| Police Commission Application Update | Spanish, Chinese, Vietnamese |
| Emergency Rental Assistance Program | Spanish, Chinese, Vietnamese |

C. Multilingual Telephone Messages Assessment

1. Provide an assessment on the provision of multilingual messages and hotlines.

Completed.

D. Assessment of Department Communication with LES Populations

1. Describe outreach efforts to communicate and engage LES populations.

During this fiscal year, the City Administrator's Office continues to work with Equal Access to ensure that any information that is provided to the public is translated into Spanish, Chinese and Vietnamese.

2. State the number of language access complaint(s) received this year, and actions taken to address and resolve the complaint(s).

None.

E. Action Plan

1. Identify the Department's action steps for the next 12 months on ensuring meaningful access to City's program and services for the LES community. Please highlight new initiatives.

The City Administrator's Office will continue to focus on translating documents into Spanish, Chinese, and Vietnamese. And when major public announcements and documents are created, the City Administrator's Office will continue to work with Equal Access to ensure that they are translated into Spanish, Chinese, Vietnamese, along with Arabic, Tagalog, Khmer and Korean to ensure that the LES community is informed of City programs and services that are available.

| ORGANIZATION | ADDRESS_LINE_1 | JOB_CLASS | PCP_POSITION | PCP_LANG_1 | BILINGUAL CERT |
|-------------------------------------------------|-------------------|------------------------------------------|--------------|------------|-------------------|
| 02111 - City Administrator: Administration Unit | 1 Frank Ogawa Pla | Assistant City Administrator | NO | | |
| 02111 - City Administrator: Administration Unit | 1 Frank Ogawa Pla | Assistant City Administrator | NO | Spanish | |
| 02111 - City Administrator: Administration Unit | 1 Frank Ogawa Pla | Assistant to the City Administrator | NO | | |
| 02111 - City Administrator: Administration Unit | 1 Frank Ogawa Pla | Assistant to the City Administrator | NO | | |
| 02111 - City Administrator: Administration Unit | 1 Frank Ogawa Pla | City Administrator | NO | | |
| 02111 - City Administrator: Administration Unit | 1 Frank Ogawa Pla | City Administrator Analyst | NO | | |
| 02111 - City Administrator: Administration Unit | 1 Frank Ogawa Pla | City Administrator Analyst | NO | | |
| 02111 - City Administrator: Administration Unit | 1 Frank Ogawa Pla | City Administrator Analyst | NO | | |
| 02111 - City Administrator: Administration Unit | 1 Frank Ogawa Pla | City Administrator Analyst | NO | | |
| 02111 - City Administrator: Administration Unit | 1 Frank Ogawa Pla | Deputy City Administrator | NO | | |
| 02111 - City Administrator: Administration Unit | 1 Frank Ogawa Pla | Exec Asst to Asst City Administrator | YES | | Chinese-Cantonese |
| 02111 - City Administrator: Administration Unit | 1 Frank Ogawa Pla | Executive Asst to the City Administrator | NO | | |
| 02111 - City Administrator: Administration Unit | 1 Frank Ogawa Pla | Project Manager III | NO | | |
| 02111 - City Administrator: Administration Unit | 1 Frank Ogawa Pla | Project Manager III | NO | | |
| 02112 - Communications & Media | 1 Frank Ogawa Pla | Assistant to the City Administrator | YES | | |
| 02112 - Communications & Media | 1 Frank Ogawa Pla | Project Manager III | YES | | |
| 02112 - Communications & Media | 1 Frank Ogawa Pla | Public Information Officer II | YES | | |
| 02113 - Special Activities | 1 Frank Ogawa Pla | Assistant to the City Administrator | YES | | |
| 02113 - Special Activities | 1 Frank Ogawa Pla | City Administrator Analyst | YES | | |
| 02113 - Special Activities | 1 Frank Ogawa Pla | City Administrator Analyst | YES | | |
| 02113 - Special Activities | 1 Frank Ogawa Pla | Municipal Code Enforcement Officer | YES | | Spanish |
| 02113 - Special Activities | 1 Frank Ogawa Pla | Municipal Code Enforcement Officer | YES | | Spanish |
| 02113 - Special Activities | 1 Frank Ogawa Pla | Public Service Representative | YES | | Spanish |
| 02115 - City Administrator Call CenterOLD | 7101 Edgewater D | Assistant to the City Administrator | YES | | |
| 02115 - City Administrator Call CenterOLD | 7101 Edgewater D | City Administrator Analyst | YES | Spanish | Spanish |
| 02115 - City Administrator Call CenterOLD | 1 Frank Ogawa Pla | Mayor's PSE 14 | YES | | Spanish |
| 02115 - City Administrator Call CenterOLD | 1 Frank Ogawa Pla | Mayor's PSE 14 | YES | | |
| 02115 - City Administrator Call CenterOLD | 7101 Edgewater D | Office Assistant II, PT | YES | | |
| 02115 - City Administrator Call CenterOLD | 7101 Edgewater D | Public Service Representative | YES | | |
| 02115 - City Administrator Call CenterOLD | PWA FISCAL | Public Service Representative | YES | | |
| 02115 - City Administrator Call CenterOLD | PWA FISCAL | Public Service Representative | YES | | |
| 02115 - City Administrator Call CenterOLD | 7101 Edgewater D | Public Service Representative | YES | | |
| 02115 - City Administrator Call CenterOLD | PWA FISCAL | Public Service Representative, Senior | YES | Chinese | Chinese-Cantonese |
| 02119 - Neighborhood ServicesOLD | 455 7TH STREET, 3 | Neighborhood Services Coordinator | YES | Chinese | Chinese-Cantonese |
| 02119 - Neighborhood ServicesOLD | 455 7TH STREET, 3 | Neighborhood Services Coordinator | YES | | |
| 02119 - Neighborhood ServicesOLD | 455 7TH STREET, 3 | Neighborhood Services Coordinator | YES | | |
| 02119 - Neighborhood ServicesOLD | 455 7TH STREET, 3 | Neighborhood Services Coordinator | YES | | |
| 02119 - Neighborhood ServicesOLD | 455 7TH STREET, 3 | Neighborhood Services Coordinator | YES | Spanish | Spanish |
| 02119 - Neighborhood ServicesOLD | 455 7TH STREET, 3 | Neighborhood Services Coordinator | YES | | |
| 02119 - Neighborhood ServicesOLD | 455 7TH STREET, 3 | Neighborhood Services Coordinator | YES | | |
| 02119 - Neighborhood ServicesOLD | 455 7th Street | Office Assistant I, PT | YES | | |
| 02119 - Neighborhood ServicesOLD | 455 7th Street | Police Services Technician II | YES | | |
| 02119 - Neighborhood ServicesOLD | 455 7th Street | Police Services Technician II | YES | | |
| 02119 - Neighborhood ServicesOLD | 455 7th Street | Program Analyst III | YES | | |
| 02311 - Equal Opportunity Programs | One Frank Ogawa | Administrative Assistant II (CONF) | NO | | |
| 02311 - Equal Opportunity Programs | One Frank Ogawa | EEO & Civil Rights Director | NO | | |
| 02311 - Equal Opportunity Programs | One Frank Ogawa | Equal Opportunity Specialist | NO | | |
| 02311 - Equal Opportunity Programs | 1 FRANK OGAWA | Equal Opportunity Specialist | NO | | |
| 02491 - Oakland Animal Services | 1 Frank Ogawa Pla | Animal Care Attendant | NO | | |
| 02491 - Oakland Animal Services | 1 Frank Ogawa Pla | Animal Care Attendant | NO | | |
| 02491 - Oakland Animal Services | 1 Frank Ogawa Pla | Animal Care Attendant | NO | | |
| 02491 - Oakland Animal Services | 1 Frank Ogawa Pla | Animal Care Attendant | NO | | |

| | | | | | |
|---------------------------------|-------------------|-------------------------------------|-----|--|--|
| 02491 - Oakland Animal Services | 1 Frank Ogawa Pla | Animal Care Attendant | NO | | |
| 02491 - Oakland Animal Services | 1 Frank Ogawa Pla | Animal Care Attendant | NO | | |
| 02491 - Oakland Animal Services | 1 Frank Ogawa Pla | Animal Care Attendant | NO | | |
| 02491 - Oakland Animal Services | 1101 29TH AVENUE | Animal Care Attendant, PT | NO | | |
| 02491 - Oakland Animal Services | 1101 29TH AVENUE | Animal Care Attendant, PT | NO | | |
| 02491 - Oakland Animal Services | 1101 29TH AVENUE | Animal Care Attendant, PT | NO | | |
| 02491 - Oakland Animal Services | 1101 29TH AVENUE | Animal Care Attendant, PT | NO | | |
| 02491 - Oakland Animal Services | 1101 29TH AVENUE | Animal Care Attendant, PT | NO | | |
| 02491 - Oakland Animal Services | 1101 29TH AVENUE | Animal Control Officer | YES | | |
| 02491 - Oakland Animal Services | 1101 29TH AVENUE | Animal Control Officer | YES | | |
| 02491 - Oakland Animal Services | 1101 29TH AVENUE | Animal Control Officer | YES | | |
| 02491 - Oakland Animal Services | 1101 29TH AVENUE | Animal Control Officer | YES | | |
| 02491 - Oakland Animal Services | 1101 29TH AVENUE | Animal Control Officer | YES | | |
| 02491 - Oakland Animal Services | 1101 29TH AVENUE | Animal Control Officer | YES | | |
| 02491 - Oakland Animal Services | 1101 29TH AVENUE | Animal Control Officer | YES | | |
| 02491 - Oakland Animal Services | 1101 29TH AVENUE | Animal Control Officer, PPT | YES | | |
| 02491 - Oakland Animal Services | 1 Frank Ogawa Pla | Assistant to the Director | NO | | |
| 02491 - Oakland Animal Services | 1101 29TH AVENUE | Director of Animal Services | YES | | |
| 02491 - Oakland Animal Services | 1 Frank Ogawa Pla | Executive Assistant to the Director | NO | | |
| 02491 - Oakland Animal Services | 1 Frank Ogawa Pla | Public Service Representative | Yes | | |
| 02491 - Oakland Animal Services | 1 Frank Ogawa Pla | Public Service Representative, PT | Yes | | |
| 02491 - Oakland Animal Services | 1101 29TH AVENUE | Registered Veterinary Technician | YES | | |
| 02491 - Oakland Animal Services | 1 Frank Ogawa Pla | Temp Contract Svcs Employee, PT | YES | | |
| 02491 - Oakland Animal Services | 1101 29TH AVENUE | Veterinarian | YES | | |
| 02491 - Oakland Animal Services | 1101 29TH AVENUE | Volunteer Program Specialist II | YES | | |

Department Name: City Attorney
Fiscal Year: FY2020-2021



EQUAL ACCESS ORDINANCE ANNUAL COMPLIANCE PLAN

I. DEPARTMENT CERTIFICATION

Provide the following certification that the Department Director has reviewed this Annual Compliance Plan for final approval:

I, Barbara J. Parker, hereby certify, that I have reviewed and approved this Equal Access Annual Compliance Plan for accuracy and completeness, and the department is committed to adopt the goals specified in this Annual Compliance Plan. This Annual Compliance Plan for the Office of the City Attorney was submitted on July 15, 2021.

A handwritten signature in dark ink, reading "Barbara J. Parker". The signature is fluid and cursive, with the first name "Barbara" and last name "Parker" clearly legible.

Barbara J. Parker, City Attorney

II. QUANTITATIVE ASSESSMENT REPORT

Department Name:

Office of the City Attorney

| Table 1 | Department Director | Language Access Coordinator (LAC) | Single Point of Contact (SPOC) |
|---------|--------------------------------------------------------------------------------------|------------------------------------------------------------------------------------|------------------------------------------------------------------------------------|
| Name | Barbara Parker | Mark Forte | Mark Forte |
| Title | City Attorney | Legal Services Coordinator | Legal Services Coordinator |
| Address | 1 Frank H. Ogawa Plaza | 1 Frank H. Ogawa Plaza | 1 Frank H. Ogawa Plaza |
| Phone# | 510-238-3827 | 510-238-2960 | 510-238-2960 |
| Email | bparker@oaklandcityattorney.org | mforte@oaklandcityattorney.org | mforte@oaklandcityattorney.org |

Table 2A. Department Employee Statistics

| By FTE Count This Fiscal Year | | | By Head Count This Fiscal Year | | |
|---------------------------------|----|------|--------------------------------|---|------|
| Total # of FTE Employees | 76 | | New Hires | | |
| Public Contact Positions (PCP) | 10 | 100% | New PCP Hires | 1 | 100% |
| PCP With Spanish Language Skill | 1 | 10 % | New PCP Hires with SP Skill | 0 | 0% |
| PCP With Chinese Language Skill | 1 | 10 % | New PCP Hires with CH Skill | 0 | 0% |

Table 2B. Language Selective Certification Hiring

| | |
|------------------------------------------------------------------------------------|-----------------------------------------|
| Any selective certification in language required for recruitment this fiscal year? | ■ No □ Yes – Please describe below |
| Job Title | Outcome |
| | □Hired-SP □Hired-CH □In Progress/Other* |
| | □Hired-SP □Hired-CH □In Progress/Other* |
| | □Hired-SP □Hired-CH □In Progress/Other* |
| *Please provide an explanation for all 'other' outcomes: | |

Table 3A. Department Organization Structure (List out the different units in this table or attach an organization chart)

| | |
|---------------------------------------|--|
| Administrative Division | |
| Advisory Division | |
| Affirmative Litigation Division | |
| Labor & Employment Division | |
| General & Complex Litigation Division | |
| | |
| | |

Table 3B. Department Organization Structure -- Update

| | |
|----------------------------------------------------------------------|------------------------------------|
| Any changes occurred in the organization structure this fiscal year? | ■ No □ Yes – Please describe below |
| Description: | |

Table 3C. Department Organization Structure - Super PCP Unit Reporting

| | | | | |
|---------------------------------------|-------------------|---------------|----------------------------------------|--|
| Any Super PCP Unit in the department? | | | ■ No □ Yes – Please describe below. | |
| Super PCP Unit | Language Goal FTE | | Actual FTE | |
| | SP= CH = | SP= CH = | | |
| | SP= CH = | SP= CH = | | |
| | SP= CH = | SP= CH = | | |
| | SP= CH = | SP= CH = | | |

| Table 4A Vital Documents List | | | |
|-----------------------------------------|---------------------------|---------------------------|-----------------|
| Document Name | SP Translation Available? | CH Translation Available? | Other? Specify: |
| Claim Against the City of Oakland | Yes | Yes | |
| City of Oakland Claims Information | Yes | Yes | |
| | | | |
| | | | |
| | | | |
| | | | |
| | | | |
| | | | |
| Total # of vital documents reported = 2 | | | |

| Table 4B. Vital Documents Status Summary | |
|-------------------------------------------------------------------------|---------------------------------------------------------------------------------------------|
| Department's known vital documents translated into Spanish and Chinese? | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No – Please describe below |
| Action Plan & Timeline: | |

| Table 5. Multilingual Telephone Recordings | | |
|----------------------------------------------|------------------|----------|
| Location Description | Telephone Number | Status |
| Office of the City Attorney – Reception Desk | 510-238-3601 | Complete |
| | | |
| | | |
| | | |

| Table 6. Analysis by Community Based Service Locations | | | | PCP | SP | | CH | |
|--------------------------------------------------------|---------|----------|---------|------|------|---|------|---|
| Facility Name | Address | Zip Code | Phone # | #FTE | #FTE | % | #FTE | % |
| | | | | | | | | |
| | | | | | | | | |
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| | | | | | | | | |

Table 6 applies to City Departments that provide services at geographically based locations outside of City Hall Plaza, such as recreation centers, senior centers, head start centers, libraries, police beat and firehouses.

| Table 7. Public Notices & Resources | |
|-------------------------------------------------------------------------------------------------|---------------------------------------------------------------------|
| Language access notice displayed at reception area | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No |
| I-Speak Card/ Language List displayed at reception area | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No |
| Department staff provided with language access resources (Interpretation#, FAQ, training...etc) | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No |

If you answered "no" to any questions in Table 7, please provide a corrective action plan in the narrative report under Question B(1).

Key: PCP = Public Contact Position
FTE = Full Time Equivalent
SP = Spanish-speaking
CH = Chinese-speaking
LES = Limited English-Speaking

III. QUALITATIVE ASSESSMENT REPORT

A. Bilingual Public Contact Positions Assessment

Department Name: Office of the City Attorney

| ASSESSMENT | | SPANISH-SPEAKING PCP | | | CHINESE-SPEAKING PCP | | |
|------------|-----|----------------------|-------|-----------|----------------------|-------|-----------|
| FTE | PCP | GOAL | STAFF | GOAL MET? | GOAL | STAFF | GOAL MET? |
| 75 | 10 | 1 | 1 | 1 | 1 | 1 | Yes |

Goal = PCP X %

This report covers fiscal year 2020-2021 and data is reported as of June 2021.

1. Provide an assessment of the Department's effort to achieve compliance with the Equal Access Ordinance (EAO).

The City Attorney's Office had eighty-two authorized FTE's during FY 2020-21. As of June 2021, seventy-five of these positions were filled with FTEs. The total number of positions identified as Public Contact Positions (PCPs) remains unchanged, with a total of ten. (Five NLC Attorneys, two Public Service Representatives, one Claims Investigator, one Open Government Coordinator and one Agency Administrative Manager - Frozen).

At the beginning of the fiscal year, four of the Office's PCP positions were staffed by bilingual employees. Two were Chinese-speaking employees (Public Services Representative and Claim Investigator III), and two were Spanish-speaking (two NLC Attorneys).

During the fiscal year two filled PCP positions became vacant (one Public Service Representative (PSR) and one NLC Attorney). One vacant PCP position was frozen (Agency Administrative Manager). The City Attorney filled one NLC Attorney position with a non-bilingual employee. The PSR position remains vacant, however, a recruitment is underway. The bilingual employee who vacated the PSR position, remains with our office as a paralegal (a non-PCP position); and continues to be available to assist the public as needed, like many other City Attorney staff in non-PCP roles do.

The Office continues to meet the City's goal for bilingual employees as a percentage of PCP personnel. In addition to the bilingual staff in PCP positions, the City Attorney's office has five Chinese speaking employees, four Spanish speaking employees, and one Vietnamese speaking employee in non-PCP positions. All of these employees are available to assist the public, in the event the employees in the PCP positions are unavailable.

2. Describe the Department's effort in outreach, recruitment and hiring of bilingual candidates.

The department posts job announcements on various recruitment platforms, including sites intended to recruit Spanish and Chinese speaking applicants. These efforts consistently produce a pool of qualified candidates for consideration. The department's efforts continue to provide a ratio of bilingual employees that exceeds the City's standards.

3. Highlight positive changes, successes, and best practices.

The department continued our best practice of utilizing PCP and non-PCP bilingual employees to provide language services to the public. This practice ensures that Limited English Speaking (LES) persons receive equal and fair access to the City services provided by this office.

4. Describe additional measures implemented to ensure LES persons are provided with meaningful access to City services.

There are no additional measures to report. The City Attorney's office will continue to utilize PCP and non-PCP employees the City has certified as bilingual in the target languages to assist the public as the need arises. This method has proven successful, as LES persons have received the same level of service as English-speaking constituents.

B. Translation of Written Vital Documents Assessment

1. Departments are required to inform the public of the right to language access services. Please list the locations in which notices are posted.

The required notices remain posted in City Hall, One Frank H. Ogawa Plaza, at the City Attorney's sixth floor reception area, on the wall and on the counter. Additionally, the notices are available on the City Attorney's website.

2. Describe the percentage of vital documents translated into threshold language(s). What is the corrective action plan and timeline in getting the rest of the documents translated?

Each of the City Attorney's vital documents are available in the threshold languages (Spanish and Chinese). Additionally, the Claim form and information packet are also available in Vietnamese. These documents are available to the public online and in the sixth-floor reception area at City Hall, One Frank H. Ogawa Plaza. During this pandemic, City Attorney staff have provided these documents to constituents via mail if they were unable to access them online.

3. Describe other materials the Department has provided in multiple languages?

Since 2018, the City Attorney's office has published all frequently asked questions (FAQ's), on our website in English, Spanish and Chinese. During this fiscal year, two new pandemic related FAQ's were added in the threshold languages. A list of the FAQ available in threshold languages is as follows:

- a. FAQs: Regarding Oakland's Travel and Hospitality Worker Right to Recall Ordinance, (Effective May 26, 2021)
- b. FAQs: Protecting Workers and Communities During a Pandemic – COVID-19 Emergency Paid Sick Leave Ordinance (Effective May 12, 2020)
- c. FAQs: Regarding Civil Rights with Regard to Harassment and Discrimination Against Oaklanders During Shelter in Place
- d. FAQ: Protecting Survivors of Domestic and Other Interpersonal Violence or Abuse During Shelter in Place
- e. FAQ: Oakland's Hotel Workers Protection & Employment Standards Ordinance (Effective Dec. 23, 2018)

C. Multilingual Telephone Messages Assessment

1. Provide an assessment on the provision of multilingual messages and hotlines.

The City Attorney front desk phone line is equipped with a multilingual telephone message. The message system has options to select a number to be directed to the message in either Spanish, Mandarin or Cantonese. City Attorney staff members recorded these messages.

D. Assessment of Department Communication with LES Populations

1. Describe outreach efforts to communicate and engage LES populations.

The City Attorney's Office continues to follow the requirements detailed in AI 145 and the Equal Access Ordinance to meet the needs of the City's LES population. The Equal Access Reference guide is also available to staff at our public service counter.

As noted above, the department continues to utilize the services of bilingual employees to communicate with the LES Spanish and Chinese populations. We coordinate translation of written documents with the City's Human Resources Equal Access Office. When language assistance is required in a language that the City Attorney's office does not have a bilingual employee, we utilize the City's contracted translation service vendor.

2. State the number of language access complaint(s) received this year, and actions taken to address and resolve the complaint(s).

The City Attorney's Office received no language access complaints during this fiscal year.

E. Action Plan

1. Identify the Department's action steps for the next 12 months on ensuring meaningful access to City's program and services for the LES community. Please highlight new initiatives.

To ensure that all Oakland residents have equal and fair access to City Services, the City Attorney's Office plan to:

- a. Continue to recruit bilingual staff by posting job announcements for PCPs in targeted website and publications.
- b. Maintain the departments vital documents in the threshold languages and ensure that any new vital documents are translated.
- c. Maintain prominent placement of signage alerting the public of language access assistance will at the customer service counter.
- d. Ensure that any frequently asked questions (FAQ's) published by the department, are translated into the threshold languages.

| ORGANIZATION | ADDRESS_LIN | JOB_CLASS | POSITION | FTE | NORM | HIRE_DATE | NEW | FAIR NAME | PCP_POSIT | PCP_LANG_1 | BILINGUAL CERT |
|-------------------------|-------------|----------------------------|----------|-----|------|-----------|-----|-----------|-----------|---------------|-------------------|
| 04111 - City Attorney | One Frank O | Accountant II | 15832.16 | 1 | 37.5 | 11-MAY-89 | | | NO | Chinese | Chinese-Mandarin |
| 04111 - City Attorney | One Frank O | City Attorney | 2147.215 | 1 | 37.5 | 29-APR-91 | | | NO | | |
| 04111 - City Attorney | One Frank O | Deputy City Attorney II | 43428.43 | 0 | 37.5 | 05-JUL-16 | | | NO | | |
| 04111 - City Attorney | One Frank O | Executive Assistant to the | 7183.176 | 1 | 37.5 | 28-SEP-12 | | | NO | | |
| 04111 - City Attorney | One Frank O | Information System Admi | 730.73 | 1 | 37.5 | 24-OCT-16 | | | NO | Chinese | Chinese-Mandarin |
| 04111 - City Attorney | One Frank O | Information Systems Spec | 34771.35 | 1 | 37.5 | 14-AUG-04 | | | NO | | |
| 04111 - City Attorney | One Frank O | Legal Administrative Assis | 4912.491 | 1 | 37.5 | 05-NOV-18 | | | NO | | |
| 04111 - City Attorney | One Frank O | Legal Administrative Assis | 2407.241 | 1 | 37.5 | 27-NOV-17 | | | NO | | |
| 04111 - City Attorney | One Frank O | Legal Administrative Assis | 2770.277 | 1 | 37.5 | 27-FEB-17 | | | NO | | |
| 04111 - City Attorney | One Frank O | Legal Administrative Assis | 4910.491 | 1 | 37.5 | 29-SEP-14 | | | NO | | |
| 04111 - City Attorney | One Frank O | Legal Administrative Assis | 34662.34 | 1 | 37.5 | 05-NOV-01 | | | NO | | |
| 04111 - City Attorney | One Frank O | Legal Administrative Assis | 18014.18 | 1 | 37.5 | 11-SEP-01 | | | NO | | |
| 04111 - City Attorney | One Frank O | Legal Administrative Assis | 14230.14 | 1 | 37.5 | 16-AUG-99 | | | NO | | |
| 04111 - City Attorney | One Frank O | Legal Administrative Assis | 19539.18 | 1 | 37.5 | 10-JUN-91 | | | NO | Vietnamese | Vietnamese |
| 04111 - City Attorney | One Frank O | Legal Administrative Assis | 17250.17 | 1 | 37.5 | 11-DEC-95 | | | NO | | |
| 04111 - City Attorney | One Frank O | Legal Support Supervisor | 2396.24 | 1 | 37.5 | 03-JAN-17 | | | NO | | |
| 04111 - City Attorney | One Frank O | Manager, Legal Administr | 24571.85 | 1 | 37.5 | 07-JUL-97 | | | NO | | |
| 04111 - City Attorney | One Frank O | Office Assistant I | 35789.36 | 1 | 37.5 | 07-MAY-18 | | | NO | | |
| 04111 - City Attorney | One Frank O | Open Government & Lega | 33684.2 | 1 | 37.5 | 24-NOV-14 | | | YES | | |
| 04111 - City Attorney | One Frank O | Paralegal | 4911.491 | 1 | 37.5 | 31-OCT-20 | YES | | NO | | |
| 04111 - City Attorney | One Frank O | Paralegal | 5743.574 | 1 | 37.5 | 18-APR-20 | | | NO | Spanish | Spanish |
| 04111 - City Attorney | One Frank O | Paralegal | 42207.42 | 1 | 37.5 | 30-NOV-19 | | | NO | Spanish | Spanish |
| 04111 - City Attorney | One Frank O | Paralegal | 39461.34 | 1 | 37.5 | 25-NOV-19 | | | NO | | |
| 04111 - City Attorney | One Frank O | Paralegal | 37537.38 | 1 | 37.5 | 11-DEC-17 | | | NO | Chinese | Chinese-Cantonese |
| 04111 - City Attorney | One Frank O | Paralegal | 5732.573 | 1 | 37.5 | 13-NOV-17 | | | NO | | |
| 04111 - City Attorney | One Frank O | Paralegal | 37535.38 | 1 | 37.5 | 28-SEP-15 | | | NO | | |
| 04111 - City Attorney | One Frank O | Paralegal | 13207.13 | 1 | 37.5 | 02-APR-01 | | | NO | | |
| 04111 - City Attorney | One Frank O | Paralegal | 1186.119 | 1 | 37.5 | 22-FEB-99 | | | NO | | |
| 04111 - City Attorney | One Frank O | Public Service Representa | 10371.1 | 1 | 37.5 | 23-APR-84 | | | YES | | |
| 04111 - City Attorney | One Frank O | Temp Contract Svcs Empl | 42537.43 | 0 | 37.5 | 14-JAN-19 | | | NO | | |
| 04211 - Litigation Unit | One Frank O | City Attorney, Assistant | 33682.23 | 1 | 37.5 | 02-JUN-14 | | | NO | | |
| 04211 - Litigation Unit | One Frank O | Claims Investigator III | 35721.35 | 1 | 37.5 | 22-JUN-15 | | | YES | Chinese | Chinese |
| 04211 - Litigation Unit | One Frank O | Deputy City Attorney II | 33062.27 | 1 | 37.5 | 24-SEP-18 | | | NO | | |
| 04211 - Litigation Unit | One Frank O | Deputy City Attorney III | 41036.15 | 1 | 37.5 | 10-JUN-19 | | | NO | | |
| 04211 - Litigation Unit | One Frank O | Deputy City Attorney III | 37866.15 | 1 | 37.5 | 28-MAY-19 | | | NO | | |
| 04211 - Litigation Unit | One Frank O | Deputy City Attorney III | 15354.54 | 1 | 37.5 | 20-APR-19 | | | NO | | |
| 04211 - Litigation Unit | One Frank O | Deputy City Attorney III | 41037.38 | 1 | 37.5 | 06-APR-19 | | | NO | | |
| 04211 - Litigation Unit | One Frank O | Deputy City Attorney III | 41593.42 | 1 | 37.5 | 04-FEB-14 | | | NO | Chinese-Canto | Chinese-Cantonese |
| 04211 - Litigation Unit | One Frank O | Deputy City Attorney IV, S | 40279.34 | 1 | 37.5 | 01-AUG-20 | YES | | NO | | |
| 04211 - Litigation Unit | One Frank O | Deputy City Attorney IV, S | 41038.15 | 1 | 37.5 | 08-JUN-15 | | | NO | | |
| 04211 - Litigation Unit | One Frank O | Deputy City Attorney IV, S | 15360.15 | 1 | 37.5 | 14-JUN-10 | | | NO | Spanish | |
| 04211 - Litigation Unit | One Frank O | Deputy City Attorney V | 43653.44 | 0 | 37.5 | 16-FEB-21 | YES | | NO | | |
| 04211 - Litigation Unit | One Frank O | Deputy City Attorney V | 22022.22 | 1 | 37.5 | 14-MAY-12 | | | NO | | |
| 04211 - Litigation Unit | One Frank O | Executive Asst to the Asst | 24572.58 | 1 | 37.5 | 01-JUL-93 | | | NO | Chinese | Chinese-Cantonese |
| 04311 - Advisory Unit | One Frank O | City Attorney, Assistant | 33681.49 | 1 | 37.5 | 01-NOV-88 | | | NO | | |
| 04311 - Advisory Unit | One Frank O | Deputy City Attorney II | 42082.31 | 1 | 37.5 | 28-NOV-20 | YES | | NO | | |
| 04311 - Advisory Unit | One Frank O | Deputy City Attorney II | 33852.27 | 1 | 37.5 | 11-JAN-20 | | | NO | | |

| | | | | | | | | | | | |
|--------------------------|--------------|----------------------------|----------|---|------|-----------|-----|--------------------------|-----|---------|---------|
| 04311 - Advisory Unit | One Frank Og | Deputy City Attorney II | 41468.41 | 1 | 37.5 | 17-JAN-13 | | Luby, Oliver L | NO | | |
| 04311 - Advisory Unit | One Frank Og | Deputy City Attorney III | 43152.43 | 1 | 37.5 | 29-MAR-21 | YES | Chu, Katherine | NO | | |
| 04311 - Advisory Unit | One Frank Og | Deputy City Attorney III | 13276.13 | 1 | 37.5 | 28-NOV-20 | YES | Mendoza, Luz Elena | NO | | |
| 04311 - Advisory Unit | One Frank Og | Deputy City Attorney III | 38624.39 | 1 | 37.5 | 25-JUL-20 | YES | Bhakta, Mitesh | NO | | |
| 04311 - Advisory Unit | One Frank Og | Deputy City Attorney III | 42204.42 | 1 | 37.5 | 30-NOV-19 | | Chan, Naree | NO | | |
| 04311 - Advisory Unit | One Frank Og | Deputy City Attorney III | 32223.32 | 1 | 37.5 | 04-JAN-19 | | Fernandez, Ubaldo | NO | | |
| 04311 - Advisory Unit | One Frank Og | Deputy City Attorney III | 27645.28 | 1 | 37.5 | 09-JAN-17 | | Qian, Kent Kang | NO | | |
| 04311 - Advisory Unit | One Frank Og | Deputy City Attorney IV, S | 17919.18 | 1 | 37.5 | 03-AUG-19 | | Smith, Michael L | NO | | |
| 04311 - Advisory Unit | One Frank Og | Deputy City Attorney IV, S | 41042.34 | 1 | 37.5 | 07-JAN-19 | | Dunec, JoAnne Loretta | NO | | |
| 04311 - Advisory Unit | One Frank Og | Deputy City Attorney IV, S | 15366.15 | 1 | 37.5 | 11-DEC-17 | | Mulry, Brian P | NO | | |
| 04311 - Advisory Unit | One Frank Og | Deputy City Attorney IV, S | 117.117 | 1 | 37.5 | 02-SEP-08 | | Macaulay, Amber Rose | NO | | |
| 04311 - Advisory Unit | One Frank Og | Deputy City Attorney IV, S | 10290.1 | 1 | 37.5 | 06-AUG-01 | | Ortiz, Celso Dolores | NO | Spanish | |
| 04311 - Advisory Unit | One Frank Og | Deputy City Attorney V | 7170.29 | 1 | 37.5 | 24-FEB-18 | | McLaughlin, Kevin | NO | | |
| 04311 - Advisory Unit | One Frank Og | Deputy City Attorney V | 14891.15 | 1 | 37.5 | 22-MAY-12 | | Logue, Jennifer Nicole | NO | | |
| 04311 - Advisory Unit | One Frank Og | Executive Asst to the Asst | 24573.15 | 1 | 37.5 | 26-AUG-13 | | Early, Shavonda L | NO | | |
| 04311 - Advisory Unit | One Frank Og | Special Counsel | 19901.2 | 1 | 37.5 | 25-SEP-17 | | Patel, Bijal M. | NO | | |
| 04311 - Advisory Unit | One Frank Og | Temp Contract Svcs Empl | 43386.43 | 0 | 37.5 | 08-SEP-20 | YES | Rossi, Daniel | NO | | |
| 04411 - Affirmative Liti | One Frank Og | Deputy City Attorney III | 42202.42 | 1 | 37.5 | 09-APR-18 | | Flanders, Jordan Lindsey | NO | | |
| 04411 - Affirmative Liti | One Frank Og | Deputy City Attorney V | 41039.14 | 1 | 37.5 | 14-OCT-19 | | Savitsky, Zoe Meryl | NO | | |
| 04411 - Affirmative Liti | One Frank Og | Exempt Limited Duration | 43652.44 | 0 | 37.5 | 14-DEC-20 | YES | Harris, Jaclyn A | NO | | |
| 04411 - Affirmative Liti | One Frank Og | Neighborhood Law Corps | 40277.35 | 1 | 37.5 | 28-NOV-20 | YES | Kim, Yoona | YES | | |
| 04411 - Affirmative Liti | One Frank Og | Neighborhood Law Corps | 39456.22 | 1 | 37.5 | 14-MAR-20 | | Phillips, Alynia Nicole | YES | | |
| 04411 - Affirmative Liti | One Frank Og | Neighborhood Law Corps | 39455.22 | 1 | 37.5 | 02-MAR-20 | | Hernandez, Axell Bryan | YES | | |
| 04411 - Affirmative Liti | One Frank Og | Neighborhood Law Corps | 39454.22 | 1 | 37.5 | 01-AUG-18 | | Rahman, Zarah Maria | YES | Spanish | Spanish |
| 04511 - Labor/Employr | One Frank Og | Deputy City Attorney III | 40278.36 | 1 | 37.5 | 04-JAN-21 | YES | Sudame, Meeti Suhas | NO | | |
| 04511 - Labor/Employr | One Frank Og | Deputy City Attorney III | 39957.37 | 1 | 37.5 | 07-MAY-18 | | Brown, Vincent Luvell | NO | | |
| 04511 - Labor/Employr | One Frank Og | Deputy City Attorney III | 41040.25 | 1 | 37.5 | 06-AUG-12 | | Shafie, Tricia Lynn | NO | | |
| 04511 - Labor/Employr | One Frank Og | Deputy City Attorney IV, S | 39460.18 | 1 | 37.5 | 03-AUG-15 | | Dibley, Allison Marie | NO | | |
| 04511 - Labor/Employr | One Frank Og | Deputy City Attorney IV, S | 42079.21 | 1 | 37.5 | 10-NOV-14 | | Harris, Veronica LaShawn | NO | | |
| 04511 - Labor/Employr | One Frank Og | Deputy City Attorney IV, S | 39958.34 | 1 | 37.5 | 21-AUG-06 | | Casden, Caryl L | NO | | |
| 04511 - Labor/Employr | One Frank Og | Deputy City Attorney V | 39459.49 | 1 | 37.5 | 04-JUN-18 | | Lane, Laura | NO | | |
| 04511 - Labor/Employr | One Frank Og | Special Counsel | 42203.42 | 1 | 37.5 | 28-DEC-19 | | Martin, Brigid Snow | NO | | |
| 04511 - Labor/Employr | One Frank Og | Special Counsel - Labor & | 40006.13 | 1 | 37.5 | 15-APR-13 | | Richardson, Ryan G | NO | | |

Department Name:
Fiscal Year: FY2020-2021



EQUAL ACCESS ORDINANCE ANNUAL COMPLIANCE PLAN

I. DEPARTMENT CERTIFICATION

Provide the following certification that the Department Director has reviewed this Annual Compliance Plan for final approval:

I, **COURTNEY RUBY**, hereby certify, that I have reviewed and approved this Equal Access Annual Compliance Plan for accuracy and completeness, and the department is committed to adopt the goals specified in this Annual Compliance Plan. This Annual Compliance Plan for **THE OFFICE OF THE CITY AUDITOR** was submitted on **06/16/2021**.

A handwritten signature in black ink, appearing to read "Courtney Ruby".

COURTNEY A. RUBY, CITY AUDITOR.

Type Name & Title

II. QUANTITATIVE ASSESSMENT REPORT

Department Name:

| Table 1 | Department Director | Language Access Coordinator (LAC) | Single Point of Contact (SPOC) |
|---------|----------------------------------------------|----------------------------------------------|--------------------------------|
| Name | Courtney Ruby | Dena L. Shupe | Dena L. Shupe |
| Title | City Auditor | Executive Assistant to the City Auditor | Same |
| Address | 1 Frank H Ogawa Plaza, 4 th Floor | 1 Frank H Ogawa Plaza, 4 th Floor | Same |
| Phone# | (510) 238-3378 | (510) 238-4975 | Same |
| Email | CRuby@oaklandca.gov | DShupe@oaklandca.gov | Same |

Table 2A. Department Employee Statistics

| By FTE Count This Fiscal Year | | | By Head Count This Fiscal Year | | |
|---------------------------------|----|------|--------------------------------|-----|------|
| Total # of FTE Employees | 10 | | New Hires | | |
| Public Contact Positions (PCP) | 4 | 100% | New PCP Hires | | 100% |
| PCP With Spanish Language Skill | 1 | 25 % | New PCP Hires with SP Skill | N/A | % |
| PCP With Chinese Language Skill | 0 | 0 % | New PCP Hires with CH Skill | N/A | % |

Table 2B. Language Selective Certification Hiring

| | |
|------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------|
| Any selective certification in language required for recruitment this fiscal year? | <input checked="" type="checkbox"/> No <input type="checkbox"/> Yes – Please describe below |
| | Outcome |
| | <input type="checkbox"/> Hired-SP <input type="checkbox"/> Hired-CH <input type="checkbox"/> In Progress/Other* |
| | <input type="checkbox"/> Hired-SP <input type="checkbox"/> Hired-CH <input type="checkbox"/> In Progress/Other* |
| | <input type="checkbox"/> Hired-SP <input type="checkbox"/> Hired-CH <input type="checkbox"/> In Progress/Other* |

Table 3A. Department Organization Structure (List out the different units in this table or attach an organization chart)

| | |
|-----------------------------------------------------|------------------------------------------------|
| Courtney Ruby, City Auditor | Jennifer Lim, Performance Auditor |
| Michael Houston, Assistant City Auditor | Daniel Williams, Performance Auditor |
| Dena Shupe, Executive Assistant to the City Auditor | Randy Stukes, Administrative Assistant II |
| Alessia Dempsey, Performance Audit Manager | (see attached organization chart – Appendix A) |
| Orsolya Kovesdi, Whistleblower Manager | |
| Mike Edmonds, Senior Performance Auditor (TCSE) | |
| Mark Carnes, Senior Performance Auditor | |

Table 3B. Department Organization Structure -- Update

| | |
|----------------------------------------------------------------------|---------------------------------------------------------------------------------------------|
| Any changes occurred in the organization structure this fiscal year? | <input checked="" type="checkbox"/> No <input type="checkbox"/> Yes – Please describe below |
| Description: | |

Table 3C. Department Organization Structure - Super PCP Unit Reporting

| | | |
|---------------------------------------|------------------------------------------------------------------------------------------------|-----------------|
| Any Super PCP Unit in the department? | * <input checked="" type="checkbox"/> No <input type="checkbox"/> Yes – Please describe below. | |
| Super PCP Unit | Language Goal FTE | Actual FTE |
| | SP= CH = | SP= CH = |
| | SP= CH = | SP= CH = |
| | SP= CH = | SP= CH = |
| | SP= CH = | SP= CH = |

OFFICE OF THE CITY AUDITOR
Fiscal Year: FY2020-2021

| Table 4A Vital Documents List | | | |
|---------------------------------------------------------------------------------------------------|---------------------------|---------------------------|-----------------|
| Document Name | SP Translation Available? | CH Translation Available? | Other? Specify: |
| 1. Performance Audit Reports | Yes | Yes | |
| 2. Annual Reports | Yes | Yes | |
| 3. Annual Whistleblower Reports | Yes | Yes | |
| 4. Whistleblower Frequently Asked Questions Page | Yes | Yes | |
| 5. Whistleblower Complaint Form | Yes | Yes | |
| 6. Whistleblower Posters (<i>new</i>) | Yes | Yes | |
| <i>Our website indicates translation is available for all presentations & reports.</i> | | | |
| | | | |
| Total # of vital documents reported = 6 | | | |

| Table 4B. Vital Documents Status Summary | |
|--------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------|
| Department's known vital documents translated into Spanish and Chinese? | X Yes <input type="checkbox"/> No – Please describe below |
| Action Plan & Timeline: <i>All documents are available upon request - this is made clear to the LES community on our website</i> | |

| Table 5. Multilingual Telephone Recordings | | |
|---------------------------------------------------------------------|------------------|---------|
| Location Description | Telephone Number | Status |
| Reception | (510) 238-3378 | Current |
| <i>The line was tested – multilingual recordings are functional</i> | | |
| | | |
| | | |
| | | |

| Table 6. Analysis by Community Based Service Locations | | | | PCP | SP | | CH | |
|---------------------------------------------------------------|---------|----------|---------|------|------|---|------|---|
| Facility Name | Address | Zip Code | Phone # | #FTE | #FTE | % | #FTE | % |
| N/A | | | | | | | | |
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Table 6 applies to City Departments that provide services at geographically based locations outside of City Hall Plaza, such as recreation centers, senior centers, head start centers, libraries, police beat and firehouses.

| Table 7. Public Notices & Resources | |
|--------------------------------------------------------------------------------------------------|------------------------------------------|
| Language access notice displayed at reception area | X Yes <input type="checkbox"/> No |
| I-Speak Card/ Language List displayed at reception area | X Yes <input type="checkbox"/> No |
| Department staff provided with language access resources (interpretation#, FAQ, training...etc.) | X Yes <input type="checkbox"/> No |

If you answered "no" to any questions in Table 7, please provide a corrective action plan in the narrative report under Question B(1).

Key: PCP = Public Contact Position
FTE = Full Time Equivalent
SP = Spanish-speaking
CH = Chinese-speaking
LES = Limited English-Speaking

III. QUALITATIVE ASSESSMENT REPORT

A. Bilingual Public Contact Positions Assessment

Office of the City Auditor

| ASSESSMENT | | SPANISH-SPEAKING PCP | | | CHINESE-SPEAKING PCP | | |
|------------|-----|----------------------|-------|-----------|----------------------|-------|-----------|
| FTE | PCP | GOAL | STAFF | GOAL MET? | GOAL | STAFF | GOAL MET? |
| 10 | 4 | 1 | 1 | YES | <1 | 0 | NO |

Goal = PCP X %

This report covers fiscal year 2020-2021 and data is reported as of June 2020.

1. **Provide an assessment of the Department's effort to achieve compliance with the Equal Access Ordinance (EAO).**

Oakland's City Auditor works for, and reports to, the residents of Oakland. Considering the diversity of Oakland's community, it is of paramount importance our work materials are easily accessible and understood by as many Oaklanders as possible – regardless of their proficiency in English. Below is an overview as to how our Office is complying with the Equal Access to Services Ordinance:

SEC. 2.30.030 Equal Access to Services: We strive to provide the same level of service to limited English-speaking persons as we provide to English speakers by: **(1)** recording our telephonic outgoing messages in English, Spanish, Mandarin, and Cantonese, **(2)** posting notices immediately outside the elevators, leading to the Office reception area, indicating we provide Spanish-speaking staff for assistance and interpreters by telephone, to help translate several different languages at no charge (all staff members have the updated over the phone interpreting language guide at their desks), and **(3)** providing instructions in **26 different languages** on our website on how to submit a Whistleblower complaint in person, online or over-the-phone. **4)** To assist Oakland's Limited English Speaking (LES) residents, the Hotline provides over-the-phone interpretation services in over 150 languages, with access to more than 5000 interpreters for non-English callers, who are available 24/7, 365 days a year. LES residents may also request a meeting with the City Auditor to file a complaint in person. Our website informs residents that Interpreters are provided, free of charge.

SEC. 2.30.040 Bilingual Staffing: Our goal is to hire staff that represent our diverse Oakland community. Currently, our Office is fully staffed with 10 full time employees: 3 employees speak some **Spanish**, 1 employee is fluent in **French and Italian**, 1 employee is fluent in **Hungarian and Romanian** and 1 speaks **Korean**.

SEC. 2.30.050 Translation of Materials: One of our Office's priorities is to make sure all residents, regardless of their proficiency in English, can easily read our vital documents and navigate our website <https://www.oaklandauditor.com/>.

Our Office worked with the EAO office to translate the sentence, "*copies of our audits are available on our website and alternate formats are available upon request,*" to Spanish and Chinese and is now on the inside cover of all our audits and reports.

In the **HEADER** of our website, we placed a Google™ Translate button providing machine translation in **26 different languages** ranging from Afrikaans to Vietnamese, ensuring many Limited English Speaking (LES) populations can read, in their native language, about our Office, and how to submit a Whistleblower complaint, learn about our Whistleblower Program, and read frequently asked questions about the Program.

On the **ALL REPORTS** page of the website, we note all reports (audits, presentations, etc.) can be translated upon request. Our online Whistleblower Hotline Program translates instructions on how to submit a complaint in Spanish and Chinese.

SEC. 2.30.060: Dissemination of Translated Materials from State and Federal Government. For the last several years, we have not received any requests for translated reports. If we receive a translation request, we will provide the requested reports in the language desired.

SEC. 2.30.070: Public Meetings and Hearings. The City Auditor attends and gives presentations at City Council and Committee meetings, at neighborhood events, colleges, universities and other venues. These meetings and events are sponsored by the City or other organizations and are responsible to provide for special needs of attendees and participants, including translations of the presentations and meeting materials.

SEC.2.30.080: Recorded Telephonic Messages: We maintain recorded telephonic outgoing messages in English, Spanish, Mandarin, and Cantonese. The message contains basic information about our Office hours and location.

SEC. 2.30.090: Complaint Procedures: If any LES residents believe they have not been provided the requested translated documents, they are directed to submit a complaint through our Whistleblower Program.

2. Describe the Department's effort in outreach, recruitment and hiring of bilingual candidates.

The Office of the City Auditor complies with Civil Service protocols and City policies and procedures regarding recruiting and hiring. These mandates provide the framework for our recruiting activities. When positions in our Office become available, we make every effort to target a wide field of potential candidates by extending advertising to various national auditor associations, advertising through the City's website, and by posting job openings on LinkedIn, Idealist, Craigslist and Indeed. If we advertise a Public Contact Position, we state "bilingual skills in Spanish, Cantonese, and Mandarin are highly desirable." Selection of candidates is coordinated with the City's Human Resources Department.

The Office of the City Auditor carefully evaluates all applicants for PCP positions with a critical eye towards bilingual abilities. However, a lack of bilingual skills is not a disqualifying factor as the Office has no BPCP requirement nor does the position description require them. Nonetheless, the Office is committed to hiring individuals from diverse backgrounds and different ethnicities. We are a small office, with only 10 FTEs. We are also constrained by the rules and procedures of Civil Service, MOU agreements and City procedures in our hiring selection process. Still, many of our staff members have bi- and tri-lingual capabilities.

3. Highlight positive changes, successes, and best practices.

This year we made two positive changes in terms of public outreach.

- 1) We worked with the Equal Access Office to translate our Whistleblower Posters to Spanish, and Chinese. We plan to distribute these posters in various public spaces throughout the City targeting certain communities that may not know about our Whistleblower Program and the service it provides. (Samples Attached)



- 2) We worked with the Equal Access Office and the IT Department to help translate an automatic email reply for the Office of the City Auditor's general inbox. Any member of the public who contacts our Office via email receives a detailed automatic reply email, indicating the email has been translated into Spanish, Chinese and Vietnamese. The automatic reply informs the person contacting us that we've received their email and will get back to them within 24 hours, and also provides contact information for our Whistleblower Program Manager and Communications Director. (Sample Attached).

[Este mensaje en español haga clic aquí](#)

[按此處查看中文版本](#)

[Tin nhắn này bằng tiếng Việt bấm vào đây](#)

Thank you for contacting the Office of the City Auditor. Our Office is open between 8:30AM and 5:00PM Monday-Friday. If your email requires a response, Auditor staff will reply to you within 24-48 hours during the weekdays. For specific inquiries, please read the below instructions:

- For all media inquiries contact Dena L. Shupe at (510) 238-4975 or by email: dschupe@oaklandca.gov.
- To submit a Whistleblower complaint, please call the 24 hour hotline at 1-888-329-6390 or visit our website: <https://www.oaklandauditor.com/whistleblower/submit-a-complaint/>. Complaints can be submitted anonymously.
- If you would like to receive updates containing valuable information about our Office's audit work and more, please sign up for our newsletter here: [Email Updates](#).
- To learn more about the Office of the City Auditor, please visit our website: www.oaklandauditor.com.

Again, we thank you for reaching out to us and look forward to serving you.

Respectfully,

Office of the City Auditor
510-238-3378

cityauditor@oaklandca.gov

1 Frank H. Ogawa Plaza – 4th Floor Oakland, California 94612

4. Describe additional measures implemented to ensure LES persons are provided with meaningful access to City services.

The Whistleblower Program is one tool our Office uses to help achieve transparency, accountability, and integrity in Oakland's administrative offices. The Whistleblower confidential hotline is for reporting fraud, waste, and abuse in City government, and is available to City employees, contractors, vendors, and residents. To ensure the LES population has full access to this service, directions for submitting a whistleblower complaint, an explanation of the Whistleblower Protection Ordinance and Frequently Asked Questions, are available on our website in **26 different languages** and our website indicates that if a LES person wants to file a complaint through our hotline or submit a report online, interpretation services are available at no cost to them. Now, posters advertising our Whistleblower Program that have been translated in Spanish and Chinese will be widely distributed throughout Oakland, reaching out even further into our communities so make certain they know about this important service our Office provides.

B. Translation of Written Vital Documents Assessment

1. Departments are required to inform the public of the right to language access services. Please list the locations in which notices are posted.

Located on the secured 4th floor of Oakland City Hall, the Office rarely receives foot traffic from Oakland residents. However, we have posted notices, located immediately outside the elevators leading to the reception area, indicating our Office can provide Spanish-speaking staff for assistance. There is also a notice on the receptionist's front desk informing visitors that interpreters are available,

by telephone to provide assistance in several different languages, at no charge, and a brochure indicating the various service counters located throughout the City of Oakland.

2. Describe the percentage of vital documents translated into threshold language(s). What is the corrective action plan and timeline in getting the rest of the documents translated?

The Office of the City Auditor has a total of 6 vital documents: (1) performance audit reports, (2) Annual reports, (3) Whistleblower Annual Reports, (4) Whistleblower Program FAQ page, (5) Whistleblower Complaint Form and 6) whistleblower poster. Our website indicates we will translate these documents for our LES residents and at no charge and 40% of the Office of the City Auditor's vital documents have been translated into Spanish and Chinese. The Whistleblower Poster was translated into Spanish and Chinese this year.

3. Describe other materials the Department has provided in multiple languages?

The Office's general automatic reply email was translated into Spanish and Chinese.

C. Multilingual Telephone Messages Assessment

1. Provide an assessment on the provision of multilingual messages and hotlines.

The Office of the City Auditor has recorded its telephonic message in English, Spanish, Mandarin, and Cantonese noting our business hours. The Office plans to expand its telephonic message to provide basic information about the Office's operations including business hours, location, services offered, the means of accessing such services, and the availability of language assistance.

The Whistleblower confidential hotline is for reporting fraud, waste, and abuse in City government, and is available to City employees, contractors, vendors, and residents. To ensure the LES population has full access to this service, directions for submitting a whistleblower complaint, an explanation of the Whistleblower Protection Ordinance and Frequently Asked Questions, are available on our website in **26 different languages** and our website indicates that if a LES person wants to file a complaint through our hotline or submit a report online, interpretation services are available at no cost to them.

D. Assessment of Department Communication with LES Populations

1. Describe outreach efforts to communicate and engage LES populations.

The Office of the City Auditor will continue to implement recommendations and requirements of the Equal Access Office. The Office will strive to provide timely and efficient service to the LES community. Our primary outreach to the public is through meetings in City Hall and throughout Oakland neighborhoods, and virtually, through our website and other electronic mediums. Over the next 12 months, the Office of the City Auditor will continue to implement recommendations and requirements of the Equal Access Office. As needed, we will continue to translate vital documents and other documents in order to better communicate and engage with the LES population.

2. State the number of language access complaint(s) received this year, and actions taken to address and resolve the complaint(s).

The Office of the City Auditor has received no complaints regarding the Office's provision of bilingual oral and written services or alleging any violation of the EAO in a threshold language. Should one be received, it would be addressed and referred to the City Administrator. All documentation of the complaint and its resolution would be kept by the Office's Language Access Coordinator.

E. Action Plan

1. Identify the Department's action steps for the next 12 months on ensuring meaningful access to City's program and services for the LES community. Please highlight new initiatives.

Over the next 12 months, the Office of the City Auditor plans to:

- *Update, when possible our outgoing phone message to mirror our automatic email reply message implemented in 2021.*
- *Reach out to public organizations working on behalf of Spanish and Chinese communities and make certain they are aware of released reports and the translation services we offer should a resident desire to read our reports in their native language;*
- *We recently created a new Whistleblower poster, but due to COVID-19, we have not printed them or distributed them around the City just yet. Posters will be printed in English, Chinese, and Spanish; (goal met)*
- *Mention in our Newsletters that our reports can be translated into Spanish and Chinese; and*
- *Translate the executive summaries of our reports into Spanish and Chinese to post on our website and to have on hand for public meetings.*

Department Name:
Fiscal Year: FY2020-2021



EQUAL ACCESS ORDINANCE ANNUAL COMPLIANCE PLAN

I. DEPARTMENT CERTIFICATION

Provide the following certification that the Department Director has reviewed this Annual Compliance Plan for final approval:

I, Asha Reed, hereby certify, that I have reviewed and approved this Equal Access Annual Compliance Plan for accuracy and completeness, and the department is committed to adopt the goals specified in this Annual Compliance Plan. This Annual Compliance Plan for Office of the City Clerk was submitted on July 1, 2021.

Asha Reed City Clerk

Type Name & Title

II. QUANTITATIVE ASSESSMENT REPORT

Department Name:

| Table 1 | Department Director | Language Access Coordinator (LAC) | Single Point of Contact (SPOC) |
|---------|-----------------------------------|-----------------------------------|---------------------------------|
| Name | Asha Reed | Camille Harvey | Camille Harvey |
| Title | City Clerk | Executive Assistant | Executive Assistant |
| Address | City Hall – 2 nd Floor | City Hall 2 nd Floor | City Hall 2 nd Floor |
| Phone# | 510-238-7370 | 510-238-3122 | 510-238-3122 |
| Email | areed@oaklandca.gov | cmharvey@oaklandca.gov | cmharvey@oaklandca.gov |

Table 2A. Department Employee Statistics

| By FTE Count This Fiscal Year | | | By Head Count This Fiscal Year | | |
|---------------------------------|----|------|--------------------------------|---|------|
| Total # of FTE Employees | 14 | | New Hires | 1 | |
| Public Contact Positions (PCP) | 2 | 100% | New PCP Hires | 1 | 100% |
| PCP With Spanish Language Skill | 1 | 50 % | New PCP Hires with SP Skill | | % |
| PCP With Chinese Language Skill | 1 | 50 % | New PCP Hires with CH Skill | 1 | % |

Table 2B. Language Selective Certification Hiring

| | |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------|
| Any selective certification in language required for recruitment this fiscal year? | <input type="checkbox"/> No <input checked="" type="checkbox"/> Yes – Please describe below |
| Job Title | Outcome |
| Account Clerk III | <input type="checkbox"/> Hired-SP <input checked="" type="checkbox"/> Hired-CH <input type="checkbox"/> In Progress/Other* |
| | <input type="checkbox"/> Hired-SP <input type="checkbox"/> Hired-CH <input type="checkbox"/> In Progress/Other* |
| | <input type="checkbox"/> Hired-SP <input type="checkbox"/> Hired-CH <input type="checkbox"/> In Progress/Other* |
| <p>*Please provide an explanation for all 'other' outcomes: The Office of the City Clerk hired an AC III who spoke Chinese, however the candidate is no longer with the department. Additionally the Office of the City Clerk hired a TCSE who spoke Spanish who is also no longer with the department.</p> | |

Table 3A. Department Organization Structure (List out the different units in this table or attach an organization chart)

| | |
|--|--|
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Table 3B. Department Organization Structure -- Update

| | |
|----------------------------------------------------------------------|---------------------------------------------------------------------------------------------|
| Any changes occurred in the organization structure this fiscal year? | <input type="checkbox"/> No <input checked="" type="checkbox"/> Yes – Please describe below |
| <p>Description: Asha Reed was promoted to City Clerk</p> | |

Table 3C. Department Organization Structure - Super PCP Unit Reporting

| | | |
|----------------------------------------------------------------------------|----------------------------------------------------------------------------------------------|-----------------|
| Public Health Department Organization Structure – Super PCP Unit Reporting | | |
| Any Super PCP Unit in the department? | <input type="checkbox"/> No <input checked="" type="checkbox"/> Yes – Please describe below. | |
| Super PCP Unit | Language Goal FTE 2 | Actual FTE 2 |
| | SP= 1 CH = 1 | SP= 1 CH = 1 |
| | SP= CH = | SP= CH = |
| | SP= CH = | SP= CH = |
| | SP= CH = | SP= CH = |

Department Name: City Clerk
Fiscal Year: FY2020-2021

| Table 4A Vital Documents List | | | |
|----------------------------------------------|---------------------------|---------------------------|-----------------|
| Document Name | SP Translation Available? | CH Translation Available? | Other? Specify: |
| City Clerk Brochure | YES | YES | |
| City Council Meeting Speaker Card | YES | YES | |
| Customer Service Survey | YES | YES | |
| Voting Materials | YES | YES | |
| | | | |
| | | | |
| | | | |
| Total # of vital documents reported = | 4 | 4 | |

| Table 4B. Vital Documents Status Summary | |
|-------------------------------------------------------------------------|---------------------------------------------------------------------------------------------|
| Department's known vital documents translated into Spanish and Chinese? | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No – Please describe below |
| Action Plan & Timeline: | |

| Table 5. Multilingual Telephone Recordings | | |
|--------------------------------------------|------------------|----------|
| Location Description | Telephone Number | Status |
| City Clerk - Front Desk | x3226 | Complete |
| Records Division | x3612 | Complete |
| KTOP | x3566 | Complete |
| | | |
| | | |

| Table 6. Analysis by Community Based Service Locations | | | | PCP | SP | | CH | |
|--------------------------------------------------------|---------|----------|---------|------|------|---|------|---|
| Facility Name | Address | Zip Code | Phone # | #FTE | #FTE | % | #FTE | % |
| N/A | | | | | | | | |

Table 6 applies to City Departments that provide services at geographically based locations outside of City Hall Plaza, such as recreation centers, senior centers, head start centers, libraries, police beat and firehouses.

| Table 7. Public Notices & Resources | |
|-------------------------------------------------------------------------------------------------|---------------------------------------------------------------------|
| Language access notice displayed at reception area | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No |
| I-Speak Card/ Language List displayed at reception area | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No |
| Department staff provided with language access resources (Interpretation#, FAQ, training...etc) | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No |

If you answered "no" to any questions in Table 7, please provide a corrective action plan in the narrative report under Question B(1).

Key: PCP = Public Contact Position
FTE = Full Time Equivalent
SP = Spanish-speaking
CH = Chinese-speaking
LES = Limited English-Speaking

III. QUALITATIVE ASSESSMENT REPORT

A. Bilingual Public Contact Positions Assessment

Department Name:

| ASSESSMENT | | SPANISH-SPEAKING PCP | | | CHINESE-SPEAKING PCP | | |
|------------|-----|----------------------|-------|-----------|----------------------|-------|-----------|
| FTE | PCP | GOAL | STAFF | GOAL MET? | GOAL | STAFF | GOAL MET? |
| 14 | 2 | 1 | 1 | Yes | 1 | 1 | Yes |

Goal = PCP X %

This report covers fiscal year 2020-2021 and data is reported as of June 2020.

1. Provide an assessment of the Department's effort to achieve compliance with the Equal Access Ordinance (EAO).

The Office of the City Clerk works diligently to comply with the Equal Access Ordinance, making sure residents and other customers have language access to the services they need within the Office of the City Clerk.

2. Describe the Department's effort in outreach, recruitment and hiring of bilingual candidates.

The Office of the City Clerk is currently recruiting for two positions; Management Assistant and Assistant City Clerk and will give priority to bilingual candidates for those two positions in addition to the current recruitment guidelines conducted by Human Resources.

3. Highlight positive changes, successes, and best practices.

The Office of the City Clerk has not had any changes during this reporting period. Telephone messages continue to be recorded in threshold languages, language services are posted on the posting boards and vital documents translated in the threshold languages.

4. Describe additional measures implemented to ensure LES persons are provided with meaningful access to City services.

Staff within the Office of the City Clerk continue to utilize telephone-based language translation services for customers who need translation assistance. This maintains compliance with the Equal Access Ordinance.

B. Translation of Written Vital Documents Assessment

1. Departments are required to inform the public of the right to language access services. Please list the locations in which notices are posted.

Notices are posted in the reception area, when City Hall is accessible.

2. Describe the percentage of vital documents translated into threshold language(s). What is the corrective action plan and timeline in getting the rest of the documents translated?

The Office of the City Clerk does not have an extensive amount of vital documents to be translated but when we do, we make sure they are translated and available (e.g. Election materials). The Clerk's office is also available to translate Council meeting agendas and agenda materials when requested in sufficient time.

3. Describe other materials the Department has provided in multiple languages?

The Office of the City Clerk has documents related to Domestic Partnership Registration in Chinese, Vietnamese and Spanish in addition to having a Spanish glossary of Passport Application terms available on its website.

C. Multilingual Telephone Messages Assessment

1. Provide an assessment on the provision of multilingual messages and hotlines.

The Office of the City Clerk maintains recorded telephone messages in Spanish and Chinese.

D. Assessment of Department Communication with LES Populations

1. Describe outreach efforts to communicate and engage LES populations.

If customers enter or call the Office of the City Clerk needing translation services, we assess what language they need and will call for translation services. Staff are aware of and have access to all language assistance available for public usage. The Clerk's office has also partnered with the Council office to ensure that residents had translation available for in person transactions (passport applications).

2. State the number of language access complaint(s) received this year, and actions taken to address and resolve the complaint(s).

The Office of the City Clerk is unaware of any complaints related to language access.

E. Action Plan

1. Identify the Department's action steps for the next 12 months on ensuring meaningful access to City's program and services for the LES community. Please highlight new initiatives.

The Office of the City Clerk will continue with its current language support, utilizing current translation services available as well as will continue to ensure that our core marketing materials are available in the designated languages.

City Clerk's Office

FY2020-21

| ORGANIZATION | ADDRESS_L | JOB_CLASS | HIRE_DATE | NEW | PCP_POSITI | PCP_LANG | BILINGUAL CERT |
|-------------------------|-------------|------------------------------------------|-----------|-----|------------|----------|----------------|
| 03121 - City Clerk Unit | One Frank C | Account Clerk III | 19-SEP-20 | YES | YES | | |
| 03121 - City Clerk Unit | One Frank C | Administrative Analyst I | 14-JUN-96 | | YES | Yes | |
| 03121 - City Clerk Unit | One Frank C | City Clerk | 22-APR-13 | | YES | Yes | |
| 03121 - City Clerk Unit | One Frank C | Executive Assistant to the Director | 01-DEC-17 | | NO | | |
| 03121 - City Clerk Unit | One Frank C | Legislative Recorder | 10-AUG-16 | | NO | | |
| 03121 - City Clerk Unit | One Frank C | Legislative Recorder | 22-AUG-16 | | NO | | |
| 03121 - City Clerk Unit | One Frank C | Legislative Recorder | 23-OCT-06 | | NO | | |
| 03121 - City Clerk Unit | One Frank C | Temp Contract Svcs Employee, PT | 08-AUG-20 | YES | NO | | |
| 03211 - KTOP Operations | One Frank C | Cable Operations Technician | 31-MAR-00 | | NO | | |
| 03211 - KTOP Operations | One Frank C | Cable Operations Technician | 01-APR-00 | | NO | | |
| 03211 - KTOP Operations | One Frank C | Cable Operations Technician | 10-SEP-02 | | NO | | |
| 03211 - KTOP Operations | One Frank C | Cable Operations Technician | 03-JUL-95 | | NO | | |
| 03211 - KTOP Operations | One Frank C | Cable TV Operations Chief Engineer | 08-JAN-18 | | NO | | |
| 03211 - KTOP Operations | One Frank C | Cable TV Production & Operations Manager | 12-JUN-89 | | NO | | |
| 03211 - KTOP Operations | One Frank C | Cable TV Production Assistant | 09-APR-12 | | NO | | |
| 03211 - KTOP Operations | One Frank C | Cable TV Production Assistant | 12-MAR-01 | | NO | | |
| 03211 - KTOP Operations | One Frank C | Cable TV Stage Manager, PT | 01-NOV-17 | | NO | | |

Department Name:
Fiscal Year: FY2020-2021



EQUAL ACCESS ORDINANCE ANNUAL COMPLIANCE PLAN

I. DEPARTMENT CERTIFICATION

Provide the following certification that the Department Director has reviewed this Annual Compliance Plan for final approval:

I, JOHN ALDEN , hereby certify, that I have reviewed and approved this Equal Access Annual Compliance Plan for accuracy and completeness, and the department is committed to adopt the goals specified in this Annual Compliance Plan. This Annual Compliance Plan for THE COMMUNITY POLICE REVIEW AGENCY was submitted on JUNE 11, 2021.



John Alden, Executive Director

Key: PCP = Public Contact Position
FTE = Full Time Equivalent
SP = Spanish-speaking
CH = Chinese-speaking

II. QUANTITATIVE ASSESSMENT REPORT

Department Name:

| Table 1 | Department Director | Language Access Coordinator (LAC) | Single Point of Contact (SPOC) |
|---------|----------------------------------------------------------------|------------------------------------------------------------------|--------------------------------|
| Name | John Alden | Aaron B. Zisser | Aaron B. Zisser |
| Title | CPRA Executive Director | CPRA Chief of Staff | CPRA Chief of Staff |
| Address | 250 Frank H. Ogawa Plaza, Ste. 6302 | “” | “” |
| Phone# | 510-238-7401 | 408 623 8116 | “” |
| Email | JAlden@oaklandca.gov | azisser@oaklandca.gov | “” |

Table 2A. Department Employee Statistics

| By FTE Count This Fiscal Year | | | By Head Count This Fiscal Year | | |
|---------------------------------|-------------------|------|--------------------------------|-----------------------------------|------|
| Total # of FTE Employees | 12 (includes OIG) | | New Hires | 6 (all TCSE but one) ¹ | |
| Public Contact Positions (PCP) | 9 | 100% | New PCP Hires | 3 (2 were TCSE) | 100% |
| PCP With Spanish Language Skill | 2 | 22 % | New PCP Hires with SP Skill | 2 (same individual) | 67% |
| PCP With Chinese Language Skill | 1 | 11 % | New PCP Hires with CH Skill | 0 | 0% |

Table 2B. Language Selective Certification Hiring

| | |
|------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------|
| Any selective certification in language required for recruitment this fiscal year? | <input checked="" type="checkbox"/> No <input type="checkbox"/> Yes – Please describe below |
| Job Title | Outcome |
| | XHired-SP <input type="checkbox"/> Hired-CH <input type="checkbox"/> In Progress/Other* |
| | <input type="checkbox"/> Hired-SP <input type="checkbox"/> Hired-CH <input type="checkbox"/> In Progress/Other* |
| | <input type="checkbox"/> Hired-SP <input type="checkbox"/> Hired-CH <input type="checkbox"/> In Progress/Other* |
| *Please provide an explanation for all ‘other’ outcomes: | |

Table 3A. Department Organization Structure (List out the different units in this table or attach an organization chart)

| | |
|--------------------------------------------------------------|--|
| Executive Director | |
| Chief of Staff (TCSE) | |
| Complaint Investigator III (2 – one vacancy) | |
| Complaint Investigator II (6 – one vacancy) | |
| Intake Technician (3) | |
| Policy Analyst (now assigned to Office of Inspector General) | |
| | |

Table 3B. Department Organization Structure -- Update

| | |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------|
| Any changes occurred in the organization structure this fiscal year? | <input type="checkbox"/> No <input checked="" type="checkbox"/> Yes – Please describe below |
| Description: A Chief of Staff position has been created, and the position has been filled via a TCSE since February 2021. The Chief of Staff reports to the Executive Director and provides general supervision of the staff. The CI III maintains direct supervision over investigations and reports directly to the Executive Director regarding investigations. The Policy Analyst was moved from CPRA to the OIG. The Administrative Analyst position supporting the Police Commission was eliminated. | |

Table 3C. Department Organization Structure - Super PCP Unit Reporting

| | | |
|---------------------------------------|----------------------------------------------------------------------------------------------|-------------------|
| Any Super PCP Unit in the department? | <input type="checkbox"/> No <input checked="" type="checkbox"/> Yes – Please describe below. | |
| Super PCP Unit -- CPRA | Language Goal FTE | Actual FTE |
| | SP= 1 CH = 1 | SP= 2 CH = 1 |
| | SP= CH = | SP= CH = |

¹ Some of the TCSE hires made in FY 2020-2021 also departed during the same fiscal year. Only one of the TCSE positions remains filled.

| Table 4A Vital Documents List | | | |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------|---------------------------|-----------------|
| Document Name | SP Translation Available? | CH Translation Available? | Other? Specify: |
| CPRA Complaint Form – App | Yes | Yes | |
| Outreach Documents* | No | No | |
| | | | |
| | | | |
| * As Documented in Part III – Qualitative Assessment, the lack of translated outreach documents is not a language access or translation issue, but a more general problem of insufficient outreach documents in any language due to insufficient administrative support or staffing for those purposes. | | | |
| | | | |

| Table 4B. Vital Documents Status Summary | |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------|
| Department's known vital documents translated into Spanish and Chinese? | <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No – Please describe below |
| Action Plan & Timeline: Complaint forms and certain other documentation related to investigations, including the Agency's complaint App, are translated into all City of Oakland threshold languages. The initial Agency budget submission for FY 20/21 included an additional staff member dedicated to outreach; however, that position was removed and an existing open administrative support position, which would have assisted in these efforts, was frozen as part of the budget revisions in response to Covid-19. | |

| Table 5. Multilingual Telephone Recordings | | |
|--------------------------------------------|------------------|----------|
| Location Description | Telephone Number | Status |
| CPRA Main Line – Voicemail Instructions | (510)238-3159 | Complete |
| | | |
| | | |
| | | |
| | | |

| Table 6. Analysis by Community Based Service Locations | | | | PCP | SP | | CH | |
|--------------------------------------------------------|---------|----------|---------|------|------|---|------|---|
| Facility Name | Address | Zip Code | Phone # | #FTE | #FTE | % | #FTE | % |
| | | | | | | | | |
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Table 6 applies to City Departments that provide services at geographically based locations outside of City Hall Plaza, such as recreation centers, senior centers, head start centers, libraries, police beat and firehouses.

| Table 7. Public Notices & Resources | |
|-------------------------------------------------------------------------------------------------|---------------------------------------------------------------------|
| Language access notice displayed at reception area | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No |
| I-Speak Card/ Language List displayed at reception area | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No |
| Department staff provided with language access resources (Interpretation#, FAQ, training...etc) | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No |

If you answered "no" to any questions in Table 7, please provide a corrective action plan in the narrative report under Question B(1).

Key: PCP = Public Contact Position
FTE = Full Time Equivalent
SP = Spanish-speaking
CH = Chinese-speaking
LES = Limited English-Speaking

III. QUALITATIVE ASSESSMENT REPORT

A. Bilingual Public Contact Positions Assessment

Department Name:

| ASSESSMENT | | SPANISH-SPEAKING PCP | | | CHINESE-SPEAKING PCP | | |
|------------|-----|----------------------|-------|-----------|----------------------|-------|-----------|
| FTE | PCP | GOAL | STAFF | GOAL MET? | GOAL | STAFF | GOAL MET? |
| 12 | 9 | 1 | 2 | Yes | .45 | 1 | Yes |

Goal = PCP X %

This report covers fiscal year 2020-2021 and data is reported as of June 30, 2021.

1. Provide an assessment of the Department's effort to achieve compliance with the Equal Access Ordinance (EAO).

The Community Police Review Agency strives to provide services to all members of the Oakland community. While the Agency has a relatively small staff, staff members include 2 certified Spanish speakers, 1 certified Cantonese (Chinese) speaker, and one member certified in American Sign Language – well above the levels mandated by the City of Oakland's Equal Access to Services Ordinance (EAO). Additionally, both the Agency's complaint forms and its App-based digital complaint platform are available in all City of Oakland threshold languages to assure equal access to the complaint process, and the Agency has worked with the City's Equal Access Department and outside translation services as necessary when the need for additional language support is necessary as part of an Agency investigation or to respond to members of the Oakland community whose primary language is not English.

The 2020-21 fiscal year was a time of continuing changes for the Community Police Review Agency. The Agency hired a permanent Intake Technician after a period of the position being either filled on a temporary basis or vacant, and it hired its first Chief of Staff. The fiscal year also included new challenges for Agency staff, as the Agency was tasked with maintaining a high volume of complaint investigations and public accessibility while operating with vacancies in key positions and without administrative support it had in prior years. The Agency was tasked with reviewing hundreds of complaints arising out of the George Floyd protests, and Measure S1 was passed in November 2020 and entailed additional Agency responsibilities relating to investigation deadlines.

Short-staffing was a significant challenge this fiscal year. While the Agency initially was able to hire temporary staff to address gaps, budget constraints forced the Agency to terminate those temporary contracts in early 2021. Recruiting and on-boarding so many staff also require significant resources. CPRA hired two temporary investigators and two temporary Intake Technicians, all of whom departed during the same FY. We have also operated with two investigator vacancies, including a supervising investigator. An Intake Technician vacancy was filled at the end of the fiscal year. The Policy Analyst was moved to the Office of the Inspector General, and the Administrative Analyst recently departed. While we were able to hire a Chief of Staff in February 2021, significant investigation-related projects were the initial priorities for this position – these included revamping and implementing our database, coordinating the recruitment/onboarding process for the Intake Technician and Complaint Investigator III. This position has also been coordinating the recruitment process for the Chief of Staff to the Police Commission, an essential position to support the wide ranging work of the Commission. The Chief of Staff had additional projects that involved deadlines. In May, the Chief of Staff, with the support of the Director, was able to turn to a new project – setting up a Race and Equity

Team, including the new Intake Technician who is certified in Spanish – that involves planning for community outreach and engagement.

The transition from the former Community Police Review Board to the new Community Police Review Agency necessitated the creation of an entirely new set of outreach materials reflective of the mission and responsibilities of the new Agency. This is not an EAO specific issue, as many of these outreach and community engagement materials have not been developed in any language. However, the lack of outreach materials in languages other than English does impact the ability of the Agency to educate members of language minority communities about the complaint process and the Agency's work.

In the spring of 2020, the Oakland Police Commission began the process of contracting with an outside service provider for the creation of new outreach materials and an outreach plan for both the Commission and the Agency. The contractor hired to do this work had to withdraw due to Covid-related family issues. For technical reasons related to the contracting process, the Agency was not able to contract with someone else for the work. Additionally, the initial budget request submitted by the Police Commission and Agency for FY 20/21 included funding for a new Administrative Analyst II position to be housed within the Agency and specifically tasked with community outreach and education. However, due to the budgetary impacts of the Covid-19 crisis, this position has been eliminated from the most current budget proposals, and the Agency's Office Assistant II position – which historically provided line administrative support to Agency operations and was a primary point of contact with outside parties – was also frozen. While the Chief of Staff and the Race and Equity team will begin outreach planning, those staff have other primary responsibilities, and the lack of appropriate Agency staffing to support and maintain these efforts will continue to be an impediment to effective engagement.

The Chief of Staff is also coordinating the recruitment of a full-time high-level staffer for the Police Commission itself. This position is included in the Mayor's FY 21/22 budget proposal and will, in collaboration with the CPRA Director and Chief of Staff, prioritize community outreach. Finally, the recruitment for the inaugural Inspector General has begun, and, as with the Police Commission Chief of Staff position, the hiring of the Inspector General will facilitate community outreach across all Police Commission entities, as the work of that position requires community input regarding police policies and practices and the Office of the Inspector General's audit priorities.

2. Describe the Department's effort in outreach, recruitment and hiring of bilingual candidates.

The Agency will continue to assess language needs and prioritize bilingual certification for new hires as necessary to comply with the EAO and provide an adequate level of service to all members of the Oakland community. The Intake Technician hired in FY 20/21 is certified for Spanish interpretation, and this skill was a priority during the hiring process.

3. Highlight positive changes, successes, and best practices.

- Hiring a Spanish-certified Intake Technician.
- Hiring a Chief of Staff who is coordinating outreach through an internal Race and Equity team.

- Forming a Race and Equity Team that completed the DRE Academy training and that includes a Spanish-certified interpreter and that is prioritizing development of an outreach plan.
 - Initiating the recruitment of a second Complaint Investigator III. This will free up the Director and others to spend more time on outreach.
 - Initiating the recruitment of the Chief of Staff to the Police Commission; this position will focus largely on outreach.
 - Initiating the recruitment of the Inspector General, who will also facilitate outreach.
4. Describe additional measures implemented to ensure LES persons are provided with meaningful access to City services.

In addition to the provision of bilingual staffing and the translation of the Agency's webpage, materials, and public facing complaint App already described in (3) above, when members of the community with special language needs are involved as complainants or witnesses in CPRA investigations, the Agency makes every effort to assure that translators or translation services are made available to assure that these individuals are afforded the same degree of care as English speakers. Agency Investigators have made accommodations to conduct interviews related to ongoing investigations in languages other than English and to procure translated transcripts of these interviews for the investigatory files.

B. Translation of Written Vital Documents Assessment

1. Departments are required to inform the public of the right to language access services. Please list the locations in which notices are posted.
- Notices of language services are posted in the lobby of the CPRA office at 250 Frank Ogawa Plaza Ste. 6302, and on all written brochures and other materials available to members of the public who walk in.
2. Describe the percentage of vital documents translated into threshold language(s). What is the corrective action plan and timeline in getting the rest of the documents translated?
- All existing Agency vital documents have been translated into threshold languages. However, as mentioned in Section A (above), the Agency does not have current materials designed for outreach, community engagement, and education about the Agency's complaint and investigatory processes in any language. When such materials are developed, the CPRA will immediately have them translated to all threshold languages. However, given the current budget constraints and hiring freeze associated with the Covid-19 crisis, it is unclear when the resources for completing these materials will be available.
3. Describe other materials the Department has provided in multiple languages?
- The only other written documents translated during the reported period were interviews conducted in languages other than English. While these translations themselves were not designed to serve the LES community, the CPRA considers the availability of staff able to

conduct the original interviews in the language of the interviewee to be a vital part of the investigatory process and a key accommodation to assure that we are serving all members of the Oakland community.

C. Multilingual Telephone Messages Assessment

1. Provide an assessment on the provision of multilingual messages and hotlines.

All outgoing messages of the CPRA voicemail system have been translated into threshold languages.

D. Assessment of Department Communication with LES Populations

1. Describe outreach efforts to communicate and engage LES populations.

The Community Police Review Agency is a small Agency with only 11 FTE staff (including an OIG Policy Analyst) (plus two vacancies and the TCSE Chief of Staff, which will be a permanent position in the next FY). Therefore, when members of the public require a member of staff who is proficient in either Spanish or Chinese, such personnel is usually available during standard office hours. If specific activities require language assistance (interviews, etc.), staff is directed to schedule these interactions when translation services can be made available either in house or in conjunction with outside translators.

2. State the number of language access complaint(s) received this year, and actions taken to address and resolve the complaint(s).

No.

E. Action Plan

1. Identify the Department's action steps for the next 12 months on ensuring meaningful access to City's program and services for the LES community. Please highlight new initiatives.

As mentioned in the answers in Section A, the Agency has undergone significant changes in and challenges during the past year due to budget constraints arising from the Covid-19 pandemic, multiple staffing changes, and the continued lack of administrative staffing (the Administrative Analyst served the Commission directly, not CPRA). During this time, the Agency's ability to undertake significant outreach efforts or redesign outreach materials (in any language) has been severely limited by staffing constraints. The lack of appropriate resources and staffing is the primary impediment to the Agency's ability to actively engage language minority (or any other) communities in Oakland. However, these are not issues that the CPRA is able to resolve absent additional actions by the City to provide the necessary levels of staffing and administrative support.

In the meantime, as discussed above, we have initiated the Race and Equity team, which will address, among other projects, outreach planning. The hiring of a CPRA Chief of Staff facilitated this process and will provide some additional resources to address outreach. The hiring in the next few months of a Chief of Staff to the Police Commission and of an Inspector General will further expand CPRA's ability to engage in community outreach. Adding investigative resources by filling existing vacancies will further free up leadership to engage in more community outreach.

Police Commission/ CPRA

FY 2020-21

| ORGANIZATION | ADDRESS_LINE_1 | JOB_CLASS | HIRE_DATE | NEW | PCP_PC | PCP_LAN | BILINGUAL CERT | |
|----------------------------------------|------------------|---------------------------------|-----------|-----|--------|---------|-------------------|--|
| 66211 - Community Police Review Agency | 1 Frank Ogawa Pl | Complaint Investigator II | 12-SEP-16 | | YES | | | |
| 66211 - Community Police Review Agency | 1 Frank Ogawa Pl | Complaint Investigator II | 23-JUL-12 | | YES | | Chinese-Cantonese | |
| 66211 - Community Police Review Agency | 1 Frank Ogawa Pl | Complaint Investigator II | 05-OCT-19 | | YES | | | |
| 66211 - Community Police Review Agency | 1 Frank Ogawa Pl | Complaint Investigator II | 05-OCT-19 | | YES | | | |
| 66211 - Community Police Review Agency | 1 Frank Ogawa Pl | Complaint Investigator II | 04-OCT-10 | | YES | | Spanish | |
| 66211 - Community Police Review Agency | 1 Frank Ogawa Pl | Complaint Investigator III | 18-SEP-06 | | YES | | | |
| 66211 - Community Police Review Agency | 1 Frank Ogawa Pl | Executive Director CPRA | 27-JUL-19 | | NO | | | |
| 66211 - Community Police Review Agency | 1 Frank Ogawa Pl | Intake Technician | 14-DEC-15 | | YES | | | |
| 66211 - Community Police Review Agency | 1 Frank Ogawa Pl | Intake Technician | 01-MAY-21 | YES | YES | | Spanish | |
| 66211 - Community Police Review Agency | 1 Frank Ogawa Pl | Intake Technician | 18-FEB-14 | | YES | | | |
| 66211 - Community Police Review Agency | 1 Frank Ogawa Pl | Temp Contract Svcs Employee, PT | 06-FEB-21 | YES | NO | | | |
| 66311 - Inspector General | 1 Frank Ogawa Pl | Policy Analyst | 12-SEP-16 | | NO | | | |

Department Name:
Fiscal Year: FY2020-2021



EQUAL ACCESS ORDINANCE ANNUAL COMPLIANCE PLAN

I. DEPARTMENT CERTIFICATION

Provide the following certification that the Department Director has reviewed this Annual Compliance Plan for final approval:

I, Alexa Jeffress, hereby certify, that I have reviewed and approved this Equal Access Annual Compliance Plan for accuracy and completeness, and the department is committed to adopt the goals specified in this Annual Compliance Plan. This Annual Compliance Plan for Economic and Workforce Development Department was submitted on June 9, 2021.

A handwritten signature in blue ink, appearing to read "Alexa Jeffress".

Alexa Jeffress, EWDD Director

Department Name:
Fiscal Year: FY2020-2021

II. QUANTITATIVE ASSESSMENT REPORT

Key: PCP = Public Contact Position
FTE = Full Time Equivalent
SP = Spanish-speaking
CH = Chinese-speaking

Department Name:

| Table 1 | Department Director | Language Access Coordinator (LAC) | Single Point of Contact (SPOC) |
|---------|----------------------------------------------------------|----------------------------------------------------------|----------------------------------------------------------|
| Name | Alexa Jeffress | Gladys Flores | Gladys Flores |
| Title | Director | Management Assistant | Management Assistant |
| Address | 250 Frank H Ogawa Plaza, Suite 5313 Oakland, CA 94612 | 250 Frank H Ogawa Plaza, Suite 5313 Oakland, CA 94612 | 250 Frank H Ogawa Plaza, Suite 5313 Oakland, CA 94612 |
| Phone# | (510) 238-3653 | (510) 238-3852 | (510) 238-3852 |
| Email | AJeffress@oaklandca.gov | GFlores@oaklandca.gov | GFlores@oaklandca.gov |

| Table 2A. Department Employee Statistics | | | | | |
|------------------------------------------|-------|--------|--------------------------------|---|--------|
| By FTE Count This Fiscal Year | | | By Head Count This Fiscal Year | | |
| Total # of FTE Employees | 50.20 | | New Hires | 3 | |
| Public Contact Positions (PCP) | 6.50 | 12.95% | New PCP Hires | 1 | 33.33% |
| PCP With Spanish Language Skill * | 1 | 15.38% | New PCP Hires with SP Skill | 1 | 33.33% |
| PCP With Chinese Language Skill * | 1 | 15.38% | New PCP Hires with CH Skill | 0 | 0.00% |

*Goal fulfilled by one multilingual employee who is fluent in both Spanish and Mandarin Chinese.

| Table 2B. Language Selective Certification Hiring | |
|------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------|
| Any selective certification in language required for recruitment this fiscal year? | <input checked="" type="checkbox"/> No <input type="checkbox"/> Yes – Please describe below |
| Job Title | Outcome |
| | <input type="checkbox"/> Hired-SP <input type="checkbox"/> Hired-CH <input type="checkbox"/> In Progress/Other* |
| | <input type="checkbox"/> Hired-SP <input type="checkbox"/> Hired-CH <input type="checkbox"/> In Progress/Other* |
| | <input type="checkbox"/> Hired-SP <input type="checkbox"/> Hired-CH <input type="checkbox"/> In Progress/Other* |
| *Please provide an explanation for all 'other' outcomes: | |

| Table 3A. Department Organization Structure (List out the different units in this table or attach an organization chart) | |
|--------------------------------------------------------------------------------------------------------------------------|--|
| Administration | |
| Business Development (Economic Development) | |
| Cultural Affairs | |
| Oakland Army Base Redevelopment | |
| Public/Private Development (Project Implementation) | |
| Real Estate Asset Management | |
| Workforce Development | |

| Table 3B. Department Organization Structure -- Update | |
|----------------------------------------------------------------------|---------------------------------------------------------------------------------------------|
| Any changes occurred in the organization structure this fiscal year? | <input checked="" type="checkbox"/> No <input type="checkbox"/> Yes – Please describe below |
| Description: | |

| Table 3C. Department Organization Structure - Super PCP Unit Reporting | | |
|------------------------------------------------------------------------|----------------------------------------------------------------------------------------------|------------|
| Any Super PCP Unit in the department? | <input checked="" type="checkbox"/> No <input type="checkbox"/> Yes – Please describe below. | |
| Super PCP Unit | Language Goal FTE | Actual FTE |
| | SP= CH = | SP= CH = |
| | SP= CH = | SP= CH = |
| | SP= CH = | SP= CH = |
| | SP= CH = | SP= CH = |

Department Name:
Fiscal Year: FY2020-2021

| Table 4A Vital Documents List | | | |
|-------------------------------------------------------------------------------------------------------------|---------------------------|---------------------------|--------------------|
| Document Name | SP Translation Available? | CH Translation Available? | Other? Specify: |
| Application Only Oakland CARES Fund for Artists | Yes | Yes | Vietnamese |
| BAF Letter | Yes | Yes | Vietnamese, Arabic |
| Business Update Email | Yes | Yes | Vietnamese, Arabic |
| Business Update Email – Decline Letter | Yes | Yes | Vietnamese, Arabic |
| CARES Act Home Based Program | Yes | Yes | Vietnamese |
| CARES Legal Services Flyer | Yes | Yes | Vietnamese |
| CARES response to the application | Yes | | |
| CARES Act Small Business Grant Program – Grant Decline Email | Yes | Yes | Vietnamese |
| Flex Streets Initiative – Use of City Property Application | Yes | Yes | Vietnamese |
| Flex Streets Post Survey | Yes | Yes | Vietnamese |
| Flex Streets Post Survey email | Yes | Yes | Vietnamese |
| Flex Streets Traffic Online Application | Yes | Yes | Vietnamese |
| Grant program extension | Yes | Yes | Vietnamese |
| Guidelines Oakland CARES Fund for Artists | Yes | Yes | Vietnamese |
| Key Business Resources – EWDD Update (43 issues) | Yes | Yes | Vietnamese, Arabic |
| Nonprofit Grant Press Release | Yes | | |
| Oakland CARES Act Home-Based Business Grants | Yes | Yes | Vietnamese |
| Oakland CARES Act Home-Based Business Grants – Email Template – Action Required Related to Business License | Yes | Yes | |
| Oakland CARES Grant | Yes | Yes | Vietnamese |
| Oakland CARES Grant additional text | Yes | Yes | Vietnamese |
| Oakland CARES Grant Press Release | Yes | Yes | Vietnamese |
| Oakland Relief Fund Application FAQ | Yes | Yes | Vietnamese |
| PPE Kit Survey | Yes | Yes | Vietnamese |
| PPE Kit Survey – additional questions | Yes | Yes | Vietnamese |
| Registration Form for Virtual Job Fairs | Yes | Yes | Vietnamese |
| Small Business Email | Yes | Yes | Vietnamese, Arabic |
| Small Business Grant | Yes | Yes | Vietnamese, Arabic |
| Small Business Grant FAQ Document | Yes | Yes | Vietnamese |
| Small Business Grant Press Release | Yes | Yes | Vietnamese |
| Webinar Flyers | | Yes | Vietnamese |
| Worker Job Fairs Flyer | Yes | Yes | Vietnamese |
| Total # of vital documents reported = | | | |

| Table 4B. Vital Documents Status Summary | |
|-------------------------------------------------------------------------|---------------------------------------------------------------------------------------------|
| Department's known vital documents translated into Spanish and Chinese? | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No – Please describe below |
| Action Plan & Timeline: | |

| Table 5. Multilingual Telephone Recordings | | |
|------------------------------------------------------------|------------------|---------------|
| Location Description | Telephone Number | Status |
| Economic Development, 250 Frank H. Ogawa Plaza, Oakland CA | 510-238-3627 | In Compliance |
| | | |
| | | |

Department Name:
Fiscal Year: FY2020-2021

| Table 6. Analysis by Community Based Service Locations | | | | | PCP | SP | | CH | |
|-------------------------------------------------------------------------|---------|----------|---------|--|------|------|---|------|---|
| Facility Name | Address | Zip Code | Phone # | | #FTE | #FTE | % | #FTE | % |
| Table does not apply to the Economic & Workforce Development Department | | | | | | | | | |

Table 6 applies to City Departments that provide services at geographically based locations outside of City Hall Plaza, such as recreation centers, senior centers, head start centers, libraries, police beat and firehouses.

| Table 7. Public Notices & Resources | |
|-------------------------------------------------------------------------------------------------|---------------------------------------------------------------------|
| Language access notice displayed at reception area | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No |
| I-Speak Card/ Language List displayed at reception area | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No |
| Department staff provided with language access resources (Interpretation#, FAQ, training...etc) | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No |

If you answered "no" to any questions in Table 7, please provide a corrective action plan in the narrative report under Question B(1).

III. QUALITATIVE ASSESSMENT REPORT

A. Bilingual Public Contact Positions Assessment

Key: PCP = Public Contact Position
FTE = Full Time Equivalent
SP = Spanish-speaking
CH = Chinese-speaking
LES = Limited English-Speaking

Department Name:

| ASSESSMENT | | SPANISH-SPEAKING PCP | | | CHINESE-SPEAKING PCP | | |
|------------|------|----------------------|-------|-----------|----------------------|-------|-----------|
| FTE | PCP | GOAL | STAFF | GOAL MET? | GOAL | STAFF | GOAL MET? |
| 50.2 | 6.50 | 0.7 | 1 | Yes | 0.3 | 1 | Yes |

Goal = PCP X %

This report covers fiscal year 2020-2021 and data is reported as of June 2020.

- Provide an assessment of the Department's effort to achieve compliance with the Equal Access Ordinance (EAO).
The Economic & Workforce Development Department (EWDD) strives to inform the public of all the rapid changing events that affects the Oakland community and business. Because of COVID-19, small businesses have been greatly affected. As the economy continuous to recover, the Business Development Division (Biz Dev) posts Key Business Resources every week, with information translated to Spanish, Chinese, Vietnamese and Arabic. Our impact survey to gather data directly from businesses was launched in 5 languages. Our small business grant programs – both those funded by federal CARES dollars and those funded by private philanthropic dollars – featured grant applications in multiple languages to remove linguistic barriers. Flyers promoting a series of job fairs in late 2020 were produced in English, Chinese, Spanish and Vietnamese. The online registration form for the four job fairs were also in these four languages. BPCP goal fulfilled by a multilingual employee who is fluent in both Spanish and Chinese.
- Describe the Department's effort in outreach, recruitment and hiring of bilingual candidates. In order to encourage a pool of qualified bilingual applicants, all job postings are advertised to LES communities to increase participation of bilingual applicants in competitive recruitments. EWDD continues to update internal list of bilingual staff, both City-certified and self-identified bilingual employees. A self-identified Spanish-bilingual staff was hired in the middle of this fiscal year.
- Highlight positive changes, successes, and best practices.
With the CARES Act funding, the Economic & Workforce Development Department (EWDD) was able to provide direct financial assistance to small businesses, home-based businesses and local artists. More than \$26,000 of the CARES Act funding was spent for translations services. EWDD did targeted outreach to businesses who qualified, especially to business owners who are people of color, non-English speakers, immigrants and of other vulnerable populations. To better reach communities that are traditionally underserved, we engaged community partners capable of providing culturally and linguistically appropriate support to non-English speakers.

4. Describe additional measures implemented to ensure LES persons are provided with meaningful access to City services.

In addition to the City's new website offering information in multiple languages via an embedded Google Translate, the City has proactively pushed out information on the latest support and grant programs through frequent business update emails to 8,500 recipients. The content of these emails is provided in Arabic, Chinese, Spanish and Vietnamese, in addition to English. Since April 2020, 46 update emails have been sent, with an average open rate of 27%, 2.4 readers per open and an average click rate of 2.8%. A reader survey in five languages is being conducted to assess the effectiveness and impact these series of emails have had for recipient businesses.

Outreach materials on the Flex Street Initiative were provided in four languages: English, Chinese, Spanish and Vietnamese. The online applications for parklets, sidewalk cafes and City property were also available in these four languages.

To promote the new Metrix online learning platform that helps Oaklanders gain skills to advance their careers or find a new job, we produced flyers in English, Chinese and Spanish. The platform allows 24/7 access to more than 5,000 classes in multiple languages.

B. Translation of Written Vital Documents Assessment

1. Departments are required to inform the public of the right to language access services. Please list the locations in which notices are posted.

EWD posts public notices in public areas and submits printing requests to Equal Access to review for outreach materials. EWD programs include Business Development, Army Base, Cultural Affairs, Public/Private Development, Real Estate Asset Management, and Workforce. EWD continues to work closely with the Equal Access Program to better provide online translation of materials, especially information on the CARES Act funding. EWD's locations where these notices are posted are almost all shared with other departments and include:

- 250 Frank H. Ogawa Plaza, 3rd Floor (Business Development and Workforce)
- 250 Frank H. Ogawa Plaza, 4th Floor (Real Estate Asset Management)
- 250 Frank H. Ogawa Plaza, 5th Floor (Public/Private Development)
- 1 Frank H. Ogawa Plaza, 9th Floor (Cultural Affairs / Special Events / Film / Walking Tours)
- 1 Frank H. Ogawa Plaza, 11th Floor (Oakland Army Base)

2. Describe the percentage of vital documents translated into threshold language(s). What is the corrective action plan and timeline in getting the rest of the documents translated?

All vital documents in EWD are translated into the threshold languages, and frequently Vietnamese as well. A few documents were translated in Arabic as well. These translated vital documents are provided as handouts at various events, as well as being made available on the City website.

3. Describe other materials the Department has provided in multiple languages?
Not applicable.

C. Multilingual Telephone Messages Assessment

1. Provide an assessment on the provision of multilingual messages and hotlines.

The Business Development's main line offers multilingual interpretation: 510-238-7952.

D. Assessment of Department Communication with LES Populations

1. Describe outreach efforts to communicate and engage LES populations.
Thanks to the availability of CARES Act funds, we engaged our ethnic chambers of commerce and other business support partners to provide culturally and linguistically appropriate outreach and technical assistance support, including partners that served the Cantonese, Mandarin, Spanish and Vietnamese speaking community.
2. State the number of language access complaint(s) received this year, and actions taken to address and resolve the complaint(s).

The Department did not receive any complaints.

E. Action Plan

1. Identify the Department's action steps for the next 12 months on ensuring meaningful access to City's program and services for the LES community. Please highlight new initiatives.
EWDD plans to continue collaborating with Equal Access on all printed documents for program work, in addition to providing bilingual/translated materials for handouts, workshops, clinics, and presentations. On-site translation services will continue to be provided as needed through the phone line 510-238-7952.

Economic and Workforce EWD

| ORGANIZATION | ADDRESS_LINE_1 | JOB_CLASS | HIRE_DATE | NEW | PCP_PC | PCP_LANG_1 | BILINGUAL CERT |
|------------------------------------------|--------------------|----------------------------------------|-----------|-----|--------|------------------|----------------|
| 85111 - Admin: Economic & Workforce D | 250 FRANK H. OGAWA | Administrative Services Manager II | 07-NOV-05 | | NO | Chinese | |
| 85111 - Admin: Economic & Workforce D | 250 FRANK H. OGAWA | Director of Economic & Workforce Dev | 20-APR-19 | | NO | | |
| 85111 - Admin: Economic & Workforce D | One Frank Ogawa | Executive Assistant to the Director | 26-FEB-18 | | NO | | |
| 85111 - Admin: Economic & Workforce D | One Frank Ogawa | Management Assistant | 10-APR-06 | | NO | Tagalog/Filipino | |
| 85221 - Project Implementation: Staffing | 250 Frank H. Ogawa | Administrative Assistant I | 09-APR-01 | | NO | | |
| 85221 - Project Implementation: Staffing | 250 Frank Ogawa | Development/Redevelop. Program Manager | 30-APR-90 | | NO | Spanish | |
| 85221 - Project Implementation: Staffing | 250 Frank Ogawa | Development/Redevelop. Program Manager | 24-APR-89 | | NO | German | |
| 85221 - Project Implementation: Staffing | 250 Frank Ogawa | Temp Contract Svcs Employee, PT | 02-NOV-19 | | NO | | |
| 85221 - Project Implementation: Staffing | 250 Frank Ogawa | Urban Economic Analyst I | 14-NOV-20 | YES | NO | Spanish | |
| 85221 - Project Implementation: Staffing | 250 Frank Ogawa | Urban Economic Analyst II | 23-SEP-17 | | NO | | |
| 85221 - Project Implementation: Staffing | 250 Frank Ogawa | Urban Economic Analyst II | 12-AUG-17 | | NO | Vietnamese | |
| 85221 - Project Implementation: Staffing | 250 Frank Ogawa | Urban Economic Analyst III | 20-SEP-00 | | NO | | |
| 85221 - Project Implementation: Staffing | 250 Frank Ogawa | Urban Economic Analyst III (PPT) | 10-APR-17 | | NO | | |
| 85221 - Project Implementation: Staffing | 250 Frank Ogawa | Urban Economic Analyst IV, Projects | 01-MAR-05 | | NO | | |
| 85221 - Project Implementation: Staffing | 250 Frank Ogawa | Urban Economic Analyst IV, Projects | 27-OCT-88 | | NO | | |
| 85221 - Project Implementation: Staffing | 250 Frank Ogawa | Urban Economic Coordinator | 24-NOV-14 | | NO | Spanish | |
| 85221 - Project Implementation: Staffing | 250 Frank Ogawa | Urban Economic Coordinator | 11-FEB-08 | | NO | | |
| 85231 - Real Estate | 250 Frank Ogawa | Account Clerk III | 29-JUN-19 | | NO | Vietnamese | Vietnamese |
| 85231 - Real Estate | 250 Frank Ogawa | Manager, Real Property Asset | 11-JAN-20 | | NO | | |
| 85231 - Real Estate | 250 FRANK H. OGAWA | Real Estate Agent | 15-JUN-19 | | NO | | |
| 85231 - Real Estate | 250 Frank Ogawa | Real Estate Agent | 10-OCT-16 | | YES | Spanish& Chinese | Spanish |
| 85231 - Real Estate | 250 Frank H. Ogawa | Real Estate Agent | 06-JAN-14 | | NO | Vietnamese | |
| 85231 - Real Estate | 250 FRANK H. OGAWA | Real Estate Agent | 06-OCT-10 | | NO | | |
| 85244 - Oakland Army Base Redevelopm | 250 Frank Ogawa | Project Manager | 27-JUL-98 | | NO | | |
| 85311 - Workforce Development | 250 FRANK H. OGAWA | Program Analyst II | 29-FEB-16 | | NO | | |
| 85311 - Workforce Development | 250 FRANK H. OGAWA | Program Analyst II | 09-DEC-13 | | NO | | |
| 85311 - Workforce Development | 250 Frank Ogawa | Program Analyst III | 30-JUL-12 | | NO | | |
| 85311 - Workforce Development | 250 Frank H. Ogawa | Project Manager III | 28-MAR-16 | | NO | | |
| 85411 - Economic Development | 250 Frank Ogawa | Deputy Director, Econ/Workforce Dev | 20-OCT-18 | | NO | | |
| 85411 - Economic Development | 250 Frank Ogawa | Marketing Program Coordinator | 04-AUG-03 | | YES | | |
| 85411 - Economic Development | 250 Frank Ogawa | Special Assistant to the Mayor III | 04-MAR-13 | | YES | | |
| 85411 - Economic Development | 250 Frank Ogawa | Urban Economic Analyst II | 05-SEP-20 | YES | NO | | |
| 85411 - Economic Development | 250 Frank Ogawa | Urban Economic Analyst II | 01-MAY-06 | | NO | | |
| 85411 - Economic Development | 250 Frank H. Ogawa | Urban Economic Analyst III | 15-JUL-17 | | NO | | |
| 85411 - Economic Development | 250 FRANK H. OGAWA | Urban Economic Analyst IV, Projects | 14-APR-14 | | NO | | |
| 85511 - Cultural Arts & Marketing | One Frank Ogawa | Program Analyst I | 17-NOV-18 | | YES | Hindi | |
| 85511 - Cultural Arts & Marketing | One Frank Ogawa | Program Analyst II, PPT | 14-NOV-20 | YES | YES | | |
| 85511 - Cultural Arts & Marketing | One Frank Ogawa | Program Analyst III | 17-OCT-11 | | NO | | |
| 85511 - Cultural Arts & Marketing | 250 Frank H. Ogawa | Special Events Coordinator | 13-NOV-01 | | YES | | |
| 85521 - Public Art | One Frank Ogawa | Manager, Cultural Affairs | 12-SEP-16 | | YES | Spanish | |
| 85521 - Public Art | One Frank Ogawa | Program Analyst III | 27-JUN-05 | | NO | | |

Finance Department
Fiscal Year: FY2020-2021



EQUAL ACCESS ORDINANCE
ANNUAL COMPLIANCE PLAN

I. DEPARTMENT CERTIFICATION

Provide the following certification that the Department Director has reviewed this Annual Compliance Plan for final approval:

I, Erin Roseman, hereby certify, that I have reviewed and approved this Equal Access Annual Compliance Plan for accuracy and completeness, and the department is committed to adopt the goals specified in this Annual Compliance Plan. This Annual Compliance Plan for Finance Department was submitted on June 11, 2021.

Erin Roseman

Erin Roseman - Director of Finance

Signature: 
Erin Roseman (Jun 11, 2021 17:38 PDT)

Email: eroseman@oaklandca.gov

II. QUANTITATIVE ASSESSMENT REPORT

Department Name:

| Table 1 | Department Director | Language Access Coordinator (LAC) | Single Point of Contact (SPOC) |
|---------|--------------------------------------------------------------------|----------------------------------------------------------------|----------------------------------------------------------------|
| Name | Erin Roseman | Shahla Azimi | Shahla Azimi |
| Title | Director of Finance | Revenue Analyst | Revenue Analyst |
| Address | 150 Frank H. Ogawa Plaza # 5215 | 150 Frank H. Ogawa Plaza | 150 Frank H. Ogawa Plaza |
| Phone# | (510) 238-2026 | (510)238-2972 | (510) 238-2972 |
| Email | Eroseman@oaklandca.gov | sazimi@oaklandca.gov | sazimi@Oaklandca.gov |

Table 2A. Department Employee Statistics

| By FTE Count This Fiscal Year | | | By Head Count This Fiscal Year | | |
|---------------------------------|-----|------|--------------------------------|---|------|
| Total # of FTE Employees | 148 | | New Hires | 0 | |
| Public Contact Positions (PCP) | 55 | 100% | New PCP Hires | 0 | 100% |
| PCP With Spanish Language Skill | 6 | 11 % | New PCP Hires with SP Skill | 0 | % |
| PCP With Chinese Language Skill | 4 | 5 % | New PCP Hires with CH Skill | 0 | % |

Table 2B. Language Selective Certification Hiring

| | |
|------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------|
| Any selective certification in language required for recruitment this fiscal year? | <input type="checkbox"/> No <input checked="" type="checkbox"/> Yes – Please describe below |
| Job Title | Outcome |
| Tax Auditor I (1 PCP) | <input checked="" type="checkbox"/> Hired-SP <input type="checkbox"/> Hired-CH <input type="checkbox"/> In Progress/Other* |
| | <input type="checkbox"/> Hired-SP <input type="checkbox"/> Hired-CH <input type="checkbox"/> In Progress/Other* |
| | <input type="checkbox"/> Hired-SP <input type="checkbox"/> Hired-CH <input type="checkbox"/> In Progress/Other* |
| *Please provide an explanation for all 'other' outcomes: | |

Table 3A. Department Organization Structure (List out the different units in this table or attach an organization chart)

| | |
|--------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------|
| Department | Finance |
| Bureaus | RMB, Accounting, Controller's/Budget, Treasury and HR |
| Units | Audit, Admin (Fire Billing, Business Tax, Citywide Collections, Citywide Liens, Parking Citation Assistance Center and Tax Compliance) |
| Budget/Controller (Accounting & Purchasing) and Treasury (Treasury Admin. & Payroll) | |
| Note: The above Bureaus have no public contact positions | |
| | |
| | |

Table 3B. Department Organization Structure -- Update

| | |
|----------------------------------------------------------------------|---------------------------------------------------------------------------------------------|
| Any changes occurred in the organization structure this fiscal year? | <input checked="" type="checkbox"/> No <input type="checkbox"/> Yes – Please describe below |
| Description: | |

Table 3C. Department Organization Structure - Super PCP Unit Reporting

| | | | | |
|---------------------------------------|-------------------|-----------------|----------------------------------------------------------------------------------------------|--|
| Any Super PCP Unit in the department? | | | <input type="checkbox"/> No <input checked="" type="checkbox"/> Yes – Please describe below. | |
| Super PCP Unit | Language Goal FTE | | Actual FTE | |
| Business Tax | SP= CH = | SP=4 CH =1 | | |
| PCAC | SP= CH = | SP=1 CH =1 | | |
| | SP= CH = | SP= CH = | | |
| | SP= CH = | SP= CH = | | |

Table 4A Vital Documents List

| | | | |
|---------------|---------------------------|---------------------------|-----------------|
| Document Name | SP Translation Available? | CH Translation Available? | Other? Specify: |
|---------------|---------------------------|---------------------------|-----------------|

Department Name: Finance Department
Fiscal Year: FY2020-2021

| | | | |
|--------------------------------------------------------------------------------------------------|-----|-----|--|
| All Instructional Documents for Applications are Translated in Spanish, Mandarin, and Cantonese. | Yes | Yes | |
| Parking Citation Administrative Review Request Form | Yes | Yes | |
| Parking Citation Promissory Note Procedures | Yes | Yes | |
| Residential and Business Permit Parking | Yes | Yes | |
| Tow/Impound Information | Yes | Yes | |
| Sugar Sweetened Beverage Tax Documents (FAQ's) | Yes | Yes | |
| AB503 (FAQ's) | Yes | Yes | |
| Parking Assistance Payment Plan Instructions | Yes | Yes | |
| All sections of the Bureau have instructional brochures and information flyers | Yes | Yes | |
| In all LES languages, including Vietnamese. | Yes | Yes | |
| Measure X Outreach | Yes | Yes | |
| Online Renewal | Yes | Yes | |
| Business Tax Brochure | Yes | Yes | |
| Business Tax Renewal Postcard | Yes | Yes | |
| Business Tax & RAP Consolidation Notice | Yes | Yes | |
| Business Tax Notice of Assessment | Yes | Yes | |
| Business Tax Renewal Instructions | Yes | Yes | |
| Citywide Liens Brochure | Yes | Yes | |
| MGS Admin. Hearing Notice | Yes | Yes | |
| MGS – Trash Service Special Assessment Notice | Yes | Yes | |
| Office Close Notice Form – COVID 19 related | Yes | Yes | |
| Payment Plan – Income Driven & Traditional (Citywide Collections) | Yes | Yes | |
| Request to Ability to Pay Determination | Yes | Yes | |
| Vacant Property Tax (VPT) Notice | Yes | Yes | |

Table 4B. Vital Documents Status Summary

Department's known vital documents translated into Spanish and Chinese? ☒ Yes ☐ No – Please describe below

Action Plan & Timeline:

Table 5. Multilingual Telephone Recordings

| Location Description | Telephone Number | Status |
|------------------------------------------|------------------|----------|
| Parking Citation Assistance Center | 800-500-6484 | Complete |
| Business License Customer Service Center | 510-238-3704 | Complete |
| Mandatory Garbage | 510-238-7474 | Complete |
| Parking Meter (single and multi-space) | 510-238-4954 | Complete |
| | | |

Table 6. Analysis by Community Based Service Locations

| Facility Name | Address | Zip Code | Phone # | PCP | SP | | CH | |
|---------------|---------|----------|---------|------|------|---|------|---|
| | | | | #FTE | #FTE | % | #FTE | % |
| | | | | | | | | |
| | | | | | | | | |
| | | | | | | | | |
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| | | | | | | | | |
| | | | | | | | | |

Table 6 applies to City Departments that provide services at geographically based locations outside of City Hall Plaza, such as recreation centers, senior centers, head start centers, libraries, police beat and firehouses.

Department Name: Finance Department
Fiscal Year: FY2020-2021

| Table 7. Public Notices & Resources | |
|-------------------------------------------------------------------------------------------------|---------------------------------------------------------------------|
| Language access notice displayed at reception area | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No |
| I-Speak Card/ Language List displayed at reception area | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No |
| Department staff provided with language access resources (Interpretation#, FAQ, training...etc) | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No |

If you answered "no" to any questions in Table 7, please provide a corrective action plan in the narrative report under Question B(1).

Key: PCP = Public Contact Position
FTE = Full Time Equivalent
SP = Spanish-speaking
CH = Chinese-speaking
LES = Limited English-Speaking

III. QUALITATIVE ASSESSMENT REPORT

A. Bilingual Public Contact Positions Assessment

Department Name:

| ASSESSMENT | | SPANISH-SPEAKING PCP | | | CHINESE-SPEAKING PCP | | |
|------------|-----|----------------------|-------|-----------|----------------------|-------|-----------|
| FTE | PCP | GOAL | STAFF | GOAL MET? | GOAL | STAFF | GOAL MET? |
| 166.80 | 55 | 11% | 6 | Yes | 5% | 4 | Yes |

Goal = PCP X %

This report covers fiscal year 2020-2021 and data is reported as of June 2021.

1. ***Provide an assessment of the Department's effort to achieve compliance with the Equal Access Ordinance (EAO).***

The Finance Department has a total of 166.80¹ FTE positions and 55 of these positions are Public Contact Positions (PCPs) within the following units of the Revenue Management Bureau (RMB):

- Audit
- Business Tax Customer Service
- Citywide Collections
- Citywide Liens
- Parking Citation Assistance Center (PCAC)
- Tax Compliance

The Revenue Management Bureau within the Finance Department has a total of eight (10)² bilingual Spanish and four (6)³ bilingual Chinese speakers.

The Bureau meets the percentage requirements of Equal Access Ordinance (EAO). It has sufficient number of bilingual (Chinese and Spanish) speaking employees to provide adequate services to the Limited English Speaking (LES) persons during the regular business hours. We continue to strive to provide the necessary services to all members of the community including the LES community.

As opportunities arrive to fill vacancies, the department prioritizes bilingual needs. Additionally, we have a VRI (Virtual Remote Interpreter) for people who need assistance in American Sign Language.

To ensure Finance Department comply with the Equal Access Office (EAO) Services Ordinance, we've made concentrated efforts to enhance the multilingual services within the RMB in the past years. We've completed the multilingual telephone messages and is now available for service to the LES communities. Combined with the multilingual telephone messages, translation services, and the level of bilingual staff in the Department, the department maintains and provides multilingual services to all its citizens and to those with multilanguage service needs in Chinese, Spanish, and Vietnamese.

¹ This number includes total authorized positions including frozen or unbudgeted positions.

² Within Finance, there are (10) bilingual Spanish speakers and (4) of the positions are not PCPs.

³ Within Finance, there are (6) Chinese speakers and (2) of the positions are not PCPs.

We've also utilized the bilingual services provided by the Equal Access Office for additional support and services.

2. ***Describe the Department's effort in outreach, recruitment and hiring of bilingual candidates.***

The Finance Department uses Human Resources Management (HRM) Department data to determine if there is to be a selective certification recruitment for positions with bilingual requirements. As a department, we ensure that we meet the bilingual PCP goal set by the Equal Access. As vacancies arise, recruitment efforts focus on obtaining highly qualified bilingual candidates to ensure greater access to LES Oakland residents. The Finance Department regularly confer with the Equal Access Office to make certain the notices and postings pertaining to LES are current and to inform staff of any new changes. With the assistance of HRM, the department posts and advertises in publications and papers geared toward these communities.

3. ***Highlight positive changes, successes, and best practices.***

In February 2021, Collections unit within the Finance Department added Spanish and Chinese versions of the Income Driven Parking Ticket Payment Plan application form to the City's website. Also, in January 2020 Parking Citation Assistance Center (PCAC) added Spanish and Chinese versions of the Residential Parking Permit application form to the City's website.

Finance Department for the first time made the City's budget available online that can be translated via google translate in a variety of languages.

As a part of an ongoing effort, the Finance Department has been working closely with the Equal Access Office to ensure up-to-date materials are made available to the public. The department completed the translation of all vital documents for all public facing sections and the department is monitoring the success of these translations to determine if there are any documents that need further translation. As the department develops and implements new programs, we immediately request that our frequently Asked Questions (FAQs) be translated by Equal Access.

4. ***Describe additional measures implemented to ensure LES persons are provided with meaningful access to City services.***

As was highlighted in question number 3 above, Finance Department for the first time made the City's budget available online that can be translated via google translate in a variety of languages.

Notices are posted regarding interpretation services available to various LES populations at visible locations in our offices. This provides awareness of the services available to the LES communities within the department. In addition, recorded telephonic translated messages in the Business Tax provides basic information in English, Spanish, and Chinese to bilingual speakers, and calls are routed to appropriate bilingual staff for further assistance. In PCAC, the Interactive Voice Response (IVR) system provides thorough instructions in English, Spanish, and Chinese over the phone such as, how to make a payment, dispute a parking citation, information about meter check, information on towed/booted vehicles, etc.

B. Translation of Written Vital Documents Assessment

1. ***Departments are required to inform the public of the right to language access services. Please list the locations in which notices are posted.***

The Finance Department – Revenue Management Bureau has posted the notices that are required by the Equal Access Office in the following locations of its units:

- Next to the phone at the entrance door of 150 Frank H. Ogawa Plaza Suite 5342.
- At our customer service lobby of 150 Frank H. Ogawa Plaza, Suite 5342. These notices are visible at each service station.
- Business Tax lobby at 250 Frank H. Ogawa Plaza, Suite 1320.
- Parking Citation Assistance Center's lobby at 250 Frank H. Ogawa Plaza Suite, 6300.

2. *Describe the percentage of vital documents translated into threshold language(s). What is the corrective action plan and timeline in getting the rest of the documents translated?*

The Revenue Management Bureau has translated 100% of its vital documents into threshold languages (Chinese and Spanish). Some forms are even translated in Vietnamese language.

3. *Describe other materials the Department has provided in multiple languages?*

Recently, in February 2021, Collections unit added Spanish and Chinese versions of the Income Driven Parking Ticket Payment Plan application form to the City's website. Also, in January 2020 Parking Citation Assistance Center (PCAC) added Spanish and Chinese versions of the Residential Parking Permit application form to the City's website.

C. Multilingual Telephone Messages Assessment

1. *Provide an assessment on the provision of multilingual messages and hotlines.*

The Finance Department is committed to providing equal access services to all Oakland residents. Our department has met the number of bilingual staffing required by the Equal Access Office to provide services provided by the department to the LES community. We have multilingual telephone messages in threshold languages available in of our units such as: Business Tax, Citywide Collections, Citywide Liens and Parking Citation Assistance Center. In prior year, with the Department of Information Technology (IT) assistance, we have completed updating the Citywide Collections telephone lines with recorded telephonic messages to provide the basic and necessary information in English, Chinese, and Spanish.

D. Assessment of Department Communication with LES Populations

1. *Describe outreach efforts to communicate and engage LES populations.*

The Finance Department has sufficient certified bilingual staff to provide translation services to the LES community during business hours. In addition, our telephonic messages in Chinese and Spanish provide basic information and services to LES population. In the event, we need any interpretation services, staff uses the City of Oakland Language Line.

2. *State the number of language access complaint(s) received this year, and actions taken to address and resolve the complaint(s).*

Finance Department did not receive any complaints this year. The Finance Department is utilizing its current certified bilingual staff to facilitate outreach and communication with the LES population.

E. Action Plan

1. *Identify the Department's action steps for the next 12 months on ensuring meaningful access to City's program and services for the LES community. Please highlight new initiatives.*

The following lists the Finance Departments goals to ensure equitable services to all residents for the upcoming 12 months:

- Finance will continue to improve its bilingual services to the LES community.
- Continue frequent communication with the Equal Access Office for any updated /new information.
- Maintain a high number of staff that are certified for Tier II bilingual services.
- Continue translating and developing additional documents into threshold languages to enhance our services to the LES community.
- Work with Equal Access on some upcoming PCP recruitments to ensure we hire highly qualified bilingual staff where possible.
- Unfortunately, due to shelter in place related to COVID, the department could not provide community outreach program as did in prior years. It is our goal to have more face-to-face and community outreach services as situation improves.

ORACLE POSITION CONTROL

| DEPT | UMBER | PFUND | PROJ | PROG | JOB CLASSIFICATION TITLE | CLASS# | REP | FTE | POS# | EMPLOYEE Last Name | Employee First Name | Employee Middle Name | Bilingual Speaker | SSN | DOB | SSN | DOB | |
|---------|-------|-------|------|---------|--------------------------|----------------------------------------|-------|-----|------|--------------------|---------------------|----------------------|-------------------|---------|-----|-----|-----|--|
| FINANCE | 08111 | - | 1010 | 1000007 | IP59 | Account Clerk III | AF030 | UH1 | 1.00 | 41803.41803 | Valshorua | Juliet | Torome | | | | | |
| FINANCE | 08111 | - | 1010 | 1000007 | IP59 | Assistant to the Director | EM118 | UM1 | 1.00 | 43018.43018 | pragan | Erin | Elaine | | | | | |
| FINANCE | 08111 | - | 1010 | 1000007 | IP59 | Director of Finance | EM103 | UK1 | 1.00 | 36695.36696 | avage | Renee | Robinson | | | | | |
| FINANCE | 08111 | - | 1010 | 1000007 | IP59 | Executive Assistant to the Director | SS124 | UM1 | 1.00 | 36602.30541 | loria | Carolina | | | | | | |
| FINANCE | 08211 | - | 1010 | 1000007 | IP59 | Accounting Analyst, Principal | AF065 | U31 | 1.00 | 42407.42407 | Wong | Michelle | Chang | | | | | |
| FINANCE | 08211 | - | 1010 | 1000007 | IP59 | Accounting Supervisor | SC101 | UH1 | 1.00 | 34147.34147 | equipa | Anthony | Ray | | | | | |
| FINANCE | 08211 | - | 1010 | 1000007 | IP59 | Administrative Analyst I | AP103 | TW1 | 1.00 | 35354.35354 | Valsh | Stephen | William | | | | | |
| FINANCE | 08211 | - | 1010 | 1000007 | IP59 | Controller | MA113 | UK2 | 1.00 | 33669.7214 | hrestha | Pooja | | | | | | |
| FINANCE | 08211 | - | 2415 | 1000007 | IP59 | Controller, Assistant | EM217 | UM2 | 1.00 | 39845.10437 | herkis | Helen | | | | | | |
| FINANCE | 08211 | - | 1010 | 1000007 | IP59 | Project Manager II | EM211 | UM2 | 1.00 | 40658.40658 | edalla | Rogelio | Agustin | | | | | |
| FINANCE | 08211 | - | 1010 | 1000007 | IP59 | Systems Accountant III | AF045 | TW1 | 1.00 | 12220.1508 | ebert-Reed | Carla | | | | | | |
| FINANCE | 08222 | - | 1870 | 1000007 | IP59 | Accountant II | AF021 | SD1 | 1.00 | 40735.40735 | ang | Andy | | | | | | |
| FINANCE | 08222 | - | 2108 | 1001418 | IP59 | Accountant II | AF021 | SD1 | 1.00 | 12177.2650 | chu | Connie | L | Chinese | | | | |
| FINANCE | 08222 | - | 1010 | 1000007 | IP59 | Accountant III | AF031 | UH1 | 1.00 | 27723.27723 | am | Wing | Yee | | | | | |
| FINANCE | 08222 | - | 2108 | 1001418 | IP59 | Accountant III | AF031 | UH1 | 1.00 | 12149.5652 | uza | Alexander | Cleopas | | | | | |
| FINANCE | 08222 | - | 1610 | 1000116 | IP59 | Accounting Supervisor | SC101 | UH1 | 1.00 | 41790.41790 | anila | Maribel | Florendo | | | | | |
| FINANCE | 08222 | - | 1010 | 1000007 | IP59 | Accounting Supervisor | SC101 | UH1 | 1.00 | 34150.34150 | oo | Theresa | W | | | | | |
| FINANCE | 08222 | - | 1010 | 1000007 | IP59 | Financial Analyst | AF033 | UM2 | 1.00 | 24801.17376 | ereceres | Jorge | | | | | | |
| FINANCE | 08241 | - | 1010 | 1000007 | IP59 | Accounting Technician | AF049 | SD1 | 1.00 | 43690.28364 | redito | Joy | C | | | | | |
| FINANCE | 08241 | - | 1010 | 1000007 | IP59 | Accounting Technician | AF049 | SD1 | 1.00 | 12156.6846 | illahunty | Geary | K | | | | | |
| FINANCE | 08241 | - | 1010 | 1000007 | IP59 | Accounting Technician | AF049 | SD1 | 1.00 | 12141.3915 | utierrez | Angelica | M | | | | | |
| FINANCE | 08241 | - | 1010 | 1000007 | IP59 | Accounting Technician | AF049 | SD1 | 1.00 | 36605.36605 | orman | Julia | Chang | Chinese | | | | |
| FINANCE | 08241 | - | 1010 | 1000007 | IP59 | Business Analyst I | AP116 | TW1 | 1.00 | 28547.26401 | acias | Dalia | Cristina | | | | | |
| FINANCE | 08242 | - | 4500 | 1000007 | IP59 | Storekeeper II | SS187 | UH1 | 1.00 | 41788.41788 | luni | Nurudeen | R | | | | | |
| FINANCE | 08242 | - | 4500 | 1000007 | IP59 | Storekeeper III | SS188 | UH1 | 1.00 | 27634.420 | armichael | Lorene | B | | | | | |
| FINANCE | 08242 | - | 4500 | 1000007 | IP59 | Storekeeper III | SS188 | UH1 | 1.00 | 27627.25458 | owens | Paris | A | | | | | |
| FINANCE | 08243 | - | 4550 | 1000007 | IP28 | Administrative Assistant I | SS102 | SD1 | 1.00 | 43335.28184 | avy | Sidney | Owen | | | | | |
| FINANCE | 08243 | - | 4550 | 1000007 | IP28 | Buyer | SS193 | TW1 | 1.00 | 32675.31534 | amos | Edward | | | | | | |
| FINANCE | 08243 | - | 4550 | 1000007 | IP28 | Buyer | SS193 | TW1 | 1.00 | 32673.17922 | hanks | Candice | Y | | | | | |
| FINANCE | 08243 | - | 4550 | 1000007 | IP28 | Buyer | SS193 | TW1 | 1.00 | 32693.2245 | iffet-Hill | Ruby | Sharlene | | | | | |
| FINANCE | 08243 | - | 4550 | 1000007 | IP28 | Buyer, Senior | SS193 | TW1 | 1.00 | 32676.31535 | ocky | Hassan | | | | | | |
| FINANCE | 08243 | - | 4550 | 1000007 | IP28 | Buyer, Senior | AP456 | TW1 | 1.00 | 42406.42406 | alburton | Frederick | J | | | | | |
| FINANCE | 08243 | - | 4550 | 1000007 | IP28 | Purchasing Supervisor | AF053 | UH1 | 1.00 | 42406.42406 | acko | Leola | M | | | | | |
| FINANCE | 08411 | - | 2270 | 1000007 | IP59 | Account Clerk II | AF020 | SD1 | 1.00 | 32671.17828 | acko | Leola | M | | | | | |
| FINANCE | 08411 | - | 1010 | 1000007 | IP59 | Account Clerk II | AF020 | SD1 | 1.00 | 42233.42233 | ae | Christopher | Leonard | | | | | |
| FINANCE | 08411 | - | 1010 | 1000007 | IP59 | Account Clerk II | AF020 | SD1 | 1.00 | 39829.36165 | acale | Alvin | Phillip | | | | | |
| FINANCE | 08411 | - | 1010 | 1000007 | IP60 | Accountant II | AF021 | SD1 | 1.00 | 42445.41471 | hahzada | Irfan | | | | | | |
| FINANCE | 08411 | - | 1010 | 1000007 | IP59 | Business Analyst I | AP116 | TW1 | 1.00 | 34920.34897 | au | Jonathan | | | | | | |
| FINANCE | 08411 | - | 1010 | 1000007 | IP59 | Business Analyst II | AP117 | TW1 | 1.00 | 42882.42882 | hsan | Muneiza | | | | | | |
| FINANCE | 08411 | - | 1010 | 1000007 | IP59 | Business Analyst II | AP117 | TW1 | 1.00 | 42417.42417 | esouki | Ismail | Hasan | | | | | |
| FINANCE | 08411 | - | 1010 | 1000007 | IP59 | Management Assistant | AP235 | UM2 | 1.00 | 40176.40176 | erbelin | Sarah | Elizabeth | Spanish | | | | |
| FINANCE | 08411 | - | 1010 | 1000007 | IP59 | Revenue & Tax Administrator | EM204 | UK2 | 1.00 | 42415.42415 | 'Brien | Margaret | Louise | | | | | |
| FINANCE | 08411 | - | 1010 | 1000007 | IP59 | Revenue & Tax Administrator, Assistant | AF062 | UM2 | 1.00 | 34532.2113 | gaba | Rogers | | | | | | |
| FINANCE | 08411 | - | 1010 | 1000007 | IP59 | Revenue Analyst | AP320 | UM2 | 1.00 | 41572.41572 | zimi | Shahla | K | | | | | |
| FINANCE | 08411 | - | 1010 | 1000007 | IP59 | Revenue Analyst, Principal | AF059 | UM2 | 1.00 | 34533.32488 | ang | Huey | Quoc | | | | | |
| FINANCE | 08411 | - | 1010 | 1000007 | IP59 | Revenue Analyst, Principal | AF059 | UM2 | 1.00 | 42561.42561 | aurer | Charles | William | Spanish | | | | |
| FINANCE | 08411 | - | 1010 | 1000007 | IP59 | Tax Enforcement Officer II | AF050 | SD1 | 1.00 | 34978.34978 | ray | Robert | A | | | | | |
| FINANCE | 08421 | - | 1010 | 1000007 | IP59 | Revenue Assistant | AP321 | SD1 | 1.00 | 42084.33856 | lyett-Green | Cheryl | Marie | | | | | |
| FINANCE | 08421 | - | 1010 | 1000007 | IP59 | Revenue Assistant | AP321 | SD1 | 1.00 | 41044.37547 | rm | Phillip | | | | | | |
| FINANCE | 08421 | - | 1010 | 1000007 | IP59 | Revenue Operations Supervisor | SC213 | UH1 | 1.00 | 34712.6141 | 3364.43364 | | | | | | | |
| FINANCE | 08421 | - | 1010 | 1000007 | IP59 | Tax Auditor II | AF022 | SD1 | 1.00 | 34712.6141 | ndrino | Nicole | Elizabeth | | | | | |
| FINANCE | 08421 | - | 1010 | 1000007 | IP59 | Tax Auditor II | AF022 | SD1 | 1.00 | 41470.41470 | arter | Valerie | Kay | | | | | |
| FINANCE | 08421 | - | 2270 | 1000007 | IP59 | Tax Auditor II | AF022 | SD1 | 1.00 | 42231.42231 | eng | Lili | | Chinese | | | | |
| FINANCE | 08421 | - | 1010 | 1000007 | IP59 | Tax Auditor II | AF022 | SD1 | 1.00 | 40149.40149 | a | Hoang | | | | | | |
| FINANCE | 08421 | - | 1010 | 1000007 | IP59 | Tax Auditor II | AF022 | SD1 | 1.00 | 36131.5336 | agsalin | Norrie | Jane | | | | | |
| FINANCE | 08421 | - | 2270 | 1000007 | IP59 | Tax Auditor II | AF022 | SD1 | 1.00 | 42230.42230 | arodi | Evelyn | Fay | | | | | |
| FINANCE | 08421 | - | 1010 | 1000007 | IP59 | Tax Auditor II | AF022 | SD1 | 1.00 | 34546.1083 | arte | Jaime | A | | | | | |
| FINANCE | 08421 | - | 1010 | 1000007 | IP59 | Tax Auditor II | AF022 | SD1 | 1.00 | 34548.32490 | ac | Carmen | | Chinese | | | | |
| FINANCE | 08421 | - | 1010 | 1000007 | IP59 | Tax Auditor III | AF051 | UH1 | 1.00 | 41770.112 | ardini | Tania | Faye | | | | | |
| FINANCE | 08421 | - | 1010 | 1000007 | IP59 | Tax Enforcement Officer II | AF050 | SD1 | 1.00 | 39772.37507 | arris | Keryl | | | | | | |
| FINANCE | 08421 | - | 1010 | 1000007 | IP59 | Tax Enforcement Officer II | AF050 | SD1 | 1.00 | 34552.14207 | artinez | Rafael | | Spanish | | | | |
| FINANCE | 08421 | - | 1010 | 1000007 | IP59 | Tax Enforcement Officer II | AF050 | SD1 | 1.00 | 34631.21916 | osley | Frank | Clemons | | | | | |
| FINANCE | 08421 | - | 1010 | 1000007 | IP59 | Tax Enforcement Officer II | AF050 | SD1 | 1.00 | 34557.18240 | andley | Kenneth | | | | | | |
| FINANCE | 08421 | - | 1010 | 1000007 | IP59 | Tax Enforcement Officer II | AF050 | SD1 | 1.00 | 39776.736 | uh | John | | | | | | |
| FINANCE | 08421 | - | 1010 | 1000007 | IP59 | Tax Enforcement Officer II | AF050 | SD1 | 1.00 | 39775.627 | ossman | Somjintana | R | | | | | |
| FINANCE | 08431 | - | 1700 | 1000007 | IP59 | Cashier | AF003 | SD1 | 1.00 | 41712.41712 | ran | Thao | Thanh | | | | | |
| FINANCE | 08431 | - | 1010 | 1000007 | IP59 | Cashier | AF003 | SD1 | 1.00 | 41713.41713 | ias | Matthew | Masao | | | | | |
| FINANCE | 08431 | - | 1700 | 1000007 | IP59 | Revenue Assistant | AP321 | SD1 | 1.00 | 38781.18642 | io | Oscar | Fuwei | Chinese | | | | |
| FINANCE | 08431 | - | 1010 | 1000007 | IP60 | Revenue Operations Supervisor | SC213 | UH1 | 1.00 | 42442.1112 | orres | Rosanna | Maria | Spanish | | | | |
| FINANCE | 08431 | - | 1010 | 1000007 | IP59 | Tax Enforcement Officer II | AF050 | SD1 | 1.00 | 40513.484 | aldwin | Sarina | L | | | | | |
| FINANCE | 08431 | - | 1010 | 1000007 | IP59 | Tax Enforcement Officer II | AF050 | SD1 | 1.00 | 34581.25893 | anton | Sandra | E | | | | | |
| FINANCE | 08431 | - | 1010 | 1000007 | IP59 | Tax Enforcement Officer II | AF050 | SD1 | 1.00 | 39773.37506 | ardon | Yadira | Andrea | Spanish | | | | |
| FINANCE | 08431 | - | 1010 | 1000007 | IP59 | Tax Enforcement Officer II | AF050 | SD1 | 1.00 | 42187.41725 | enson | Yolanda | R | | | | | |
| FINANCE | 08431 | - | 1010 | 1000007 | IP59 | Tax Enforcement Officer II | AF050 | SD1 | 1.00 | 36126.25895 | gueroa | Carlos | R | Spanish | | | | |
| FINANCE | 08431 | - | 1010 | 1000007 | IP59 | Tax Enforcement Officer II | AF050 | SD1 | 1.00 | 34579.26535 | | | | | | | | |

ORACLE POSITION CONTROL

| DEPT | UMBER | FUND | PROJ | PROG | JOB CLASSIFICATION TITLE | CLASS# | REP | FTE | POS# | EMPLOYEE Last Name | Employee First Name | Employee Middle Name | Bilingual Speaker |
|---------|---------|------|---------|------|----------------------------------------|--------|-----|------|-------------|--------------------|---------------------|----------------------|-------------------|
| FINANCE | 08441 - | 1700 | 1000007 | IP59 | Cashier | AF003 | SD1 | 1.00 | 41714.41714 | Williams | Theodore | D | |
| FINANCE | 08441 - | 1010 | 1000007 | IP59 | Collections Officer | AF032 | SD1 | 1.00 | 34536.17343 | Janks-Seals | Dina | Nicole | |
| FINANCE | 08441 - | 1010 | 1000007 | IP59 | Collections Officer | AF032 | SD1 | 1.00 | 34537.58 | Joodsaw | Joseph | Jerry | |
| FINANCE | 08441 - | 1010 | 1000007 | IP59 | Collections Officer | AF032 | SD1 | 1.00 | 34534.860 | emone-Thurston | Shawn | Marie | |
| FINANCE | 08441 - | 1010 | 1000007 | IP59 | Collections Officer | AF032 | SD1 | 1.00 | 34535.1606 | McMillan | Regina | | |
| FINANCE | 08441 - | 1010 | 1000007 | IP59 | Collections Officer | AF032 | SD1 | 1.00 | 34539.62 | reed | Kimberly | Rache' | |
| FINANCE | 08441 - | 1010 | 1000007 | IP59 | Collections Officer | AF032 | SD1 | 1.00 | 34538.21121 | robinson | Camie | L | |
| FINANCE | 08441 - | 2413 | 1000007 | IP59 | Revenue Assistant | AP321 | SD1 | 1.00 | 38780.26536 | turn | Johnny | Louis | |
| FINANCE | 08441 - | 2413 | 1000007 | IP59 | Revenue Assistant | AP321 | SD1 | 1.00 | 38779.25536 | vans | Joyce | M | |
| FINANCE | 08441 - | 1700 | 1000007 | IP59 | Revenue Assistant | AP321 | SD1 | 1.00 | 40504.15252 | ackson | Delena | Toni-Renes | |
| FINANCE | 08441 - | 1700 | 1000007 | IP59 | Revenue Assistant | AP321 | SD1 | 1.00 | 36133.23689 | oba | Lazane | V | |
| FINANCE | 08441 - | 1010 | 1000007 | IP59 | Revenue Operations Supervisor | SC213 | UH1 | 1.00 | 34713.11352 | se | Danita | R | |
| FINANCE | 08441 - | 1700 | 1000007 | IP59 | Revenue Operations Supervisor | SC213 | UH1 | 1.00 | 38431.38431 | Velch | Nicole | M | |
| FINANCE | 08441 - | 1010 | 1000007 | IP59 | Tax Enforcement Officer II | AF050 | SD1 | 1.00 | 38790.34101 | dwards | Tamara | D | |
| FINANCE | 08441 - | 2413 | 1000007 | IP59 | Tax Enforcement Officer II | AF050 | SD1 | 1.00 | 39960.14206 | enry | Trudy | A | |
| FINANCE | 08441 - | 1010 | 1000007 | IP59 | Tax Enforcement Officer II | AF050 | SD1 | 1.00 | 40515.14208 | sandhu | Ramandeep | Singh | |
| FINANCE | 08711 - | 1010 | 1000007 | IP59 | Administrative Assistant II | SS104 | TW1 | 1.00 | 42494.42494 | hwong | Elaine | Wingyee | |
| FINANCE | 08711 - | 1010 | 1000007 | IP59 | Treasury Administrator | EM206 | UK2 | 1.00 | 33668.2314 | ones | David | | |
| FINANCE | 08721 - | 1010 | 1000007 | IP59 | Business Analyst IV | AP433 | UM2 | 1.00 | 42883.42883 | hin | Jennifer | X | |
| FINANCE | 08721 - | 1010 | 1000007 | IP59 | Financial Analyst, Principal | AF041 | UM2 | 1.00 | 42414.42414 | se | Jacqueline | Wong | |
| FINANCE | 08721 - | 1010 | 1000007 | IP59 | Investment & Operations Manager | AF042 | UM2 | 1.00 | 38384.3003 | umar | Madhukar | Nilesh | |
| FINANCE | 08721 - | 1010 | 1000007 | IP59 | Treasury Administrator, Asst | AF061 | UM2 | 1.00 | 41905.24910 | anados | Dawn | D | |
| FINANCE | 08721 - | 1010 | 1000007 | IP59 | Treasury Analyst II | AF058 | TW1 | 1.00 | 42474.42474 | too | Vivian | Sze | |
| FINANCE | 08731 - | 1010 | 1000007 | IP59 | Cashier | AF003 | SD1 | 1.00 | 11350.11350 | orio | Erika | Mallyn | |
| FINANCE | 08741 - | 1010 | 1000007 | IP59 | Human Resource Operations Tech, Senior | TC114 | TW1 | 1.00 | 27095.333 | a La Rea | Cristina | G | |
| FINANCE | 08741 - | 1010 | 1000007 | IP59 | Human Resource Operations Tech, Senior | TC114 | TW1 | 1.00 | 27099.26472 | omez | Jimena | Patricia | |
| FINANCE | 08741 - | 1010 | 1000007 | IP59 | Human Resource Operations Tech, Senior | TC114 | TW1 | 1.00 | 27096.1129 | ana | Rhonda | D | |
| FINANCE | 08741 - | 1010 | 1000007 | IP59 | Human Resource Systems Analyst, Senior | AP202 | TA1 | 1.00 | 27100.26471 | aduszzaman | Mohd | | |
| FINANCE | 08741 - | 1010 | 1000007 | IP59 | Human Resource Systems Analyst, Senior | AP202 | TA1 | 1.00 | 27445.223 | oice | Lorne | R | |
| FINANCE | 08741 - | 1010 | 1000007 | IP59 | Human Resource Systems Analyst, Supv | SC166 | U31 | 1.00 | 34143.34143 | heng | Doris | Sau | |
| FINANCE | 08741 - | 1010 | 1000007 | IP59 | Payroll Personnel Clerk III | SS163 | UH1 | 1.00 | 42567.42567 | havez | Abran | Tapia | |
| FINANCE | 08741 - | 1010 | 1000007 | IP59 | Payroll Personnel Clerk III | SS163 | UH1 | 1.00 | 39406.32483 | eece | Keana | Dina | |
| FINANCE | 08741 - | 1610 | 1000116 | IP59 | Payroll Personnel Clerk III | SS163 | UH1 | 1.00 | 33416.271 | oberts-Jackson | Tanisha | | |
| FINANCE | 08741 - | 1010 | 1000007 | IP59 | Retirement Systems Accountant | AP384 | UM2 | 1.00 | 42568.31347 | Walker | Lashae | Shauntie | |
| FINANCE | 08751 - | 7100 | 1000007 | IP59 | Accountant III | AF031 | UH1 | 1.00 | 39469.35353 | sparrago Jr | Romulo | V | |
| FINANCE | 08751 - | 7100 | 1000007 | IP59 | Administrative Assistant II | SS104 | TW1 | 1.00 | 33132.27375 | isaya | Maxine | Marie | |
| FINANCE | 08751 - | 7100 | 1000007 | IP61 | Benefits Representative | AP112 | TW1 | 1.00 | 33421.16049 | ua | Nhan | N | |
| FINANCE | 08751 - | 7100 | 1000007 | IP59 | Benefits Representative | AP112 | TW1 | 1.00 | 33129.4931 | olenda | Carol | | |
| FINANCE | 08751 - | 7100 | 1000007 | IP59 | Investment & Operations Manager | AF042 | UM2 | 1.00 | 34793.34793 | ankins | Ter | Ahmed | |
| FINANCE | 08751 - | 7100 | 1000007 | IP59 | Retirement Systems Accountant | AP384 | UM2 | 1.00 | 33130.14764 | artinez | Maria | I | Spanish |
| FINANCE | 08811 - | 1610 | 1000116 | IP12 | Budget & Management Analyst | AF063 | U31 | 1.00 | 42881.42881 | ose | Segura | | Spanish |
| FINANCE | 08811 - | 1010 | 1000007 | IP12 | Budget & Management Analyst | AF063 | U31 | 1.00 | 41562.41562 | ines | Brittany | L | |
| FINANCE | 08811 - | 1010 | 1000007 | IP12 | Budget & Management Analyst | AF063 | U31 | 1.00 | 41758.34362 | irkpatrick | Tiffany | S | |
| FINANCE | 08811 - | 1010 | 1000007 | IP12 | Budget & Management Analyst | AF063 | U31 | 1.00 | 43334.43334 | ilva | Walter | | |
| FINANCE | 08811 - | 2415 | 1000007 | IP12 | Budget & Management Analyst | AF063 | U31 | 1.00 | 41757.33656 | irulia | Kristin | Barrios | |
| FINANCE | 08811 - | 1010 | 1000007 | IP12 | Budget & Management Analyst, Principal | MA163 | UP1 | 1.00 | 41577.41577 | 3388.43388 | | | |
| FINANCE | 08811 - | 1610 | 1000116 | IP12 | Budget & Management Analyst, Senior | AF064 | U31 | 1.00 | 42354.42354 | urton | Ecatarina | R | |
| FINANCE | 08811 - | 1010 | 1000007 | IP12 | Budget & Management Analyst, Senior | AF064 | U31 | 1.00 | 41804.30632 | oares | Michelle | Rence | |
| FINANCE | 08811 - | 2415 | 1000007 | IP12 | Budget Administrator | EM172 | UK2 | 1.00 | 40009.40009 | gustin | Dalissy | Estrada | |
| FINANCE | 08811 - | 1010 | 1000007 | IP12 | Budget Administrator, Assistant | EM265 | UP1 | 1.00 | 40151.40151 | ohnson | Bradley | Terrence | |
| FINANCE | 08921 - | 1010 | 1000007 | IP60 | Cashier | AF003 | SD1 | 1.00 | 41711.41711 | iffin | Crystal | Antoinette | |
| FINANCE | 08921 - | 1010 | 1000007 | IP60 | Cashier | AF003 | SD1 | 1.00 | 41710.41710 | ilson | Rudi | | |
| FINANCE | 08921 - | 1010 | 1000007 | IP60 | Public Service Representative | SS169 | SD1 | 1.00 | 34594.2984 | iceno | Ivone | | |
| FINANCE | 08921 - | 1010 | 1000007 | IP60 | Public Service Representative | SS169 | SD1 | 1.00 | 34592.21651 | roas | Beniquez | | |
| FINANCE | 08921 - | 1010 | 1000007 | IP60 | Public Service Representative | SS169 | SD1 | 1.00 | 34647.3398 | arcia Campos | Roger | | Spanish |
| FINANCE | 08921 - | 1010 | 1000007 | IP60 | Public Service Representative | SS169 | SD1 | 1.00 | 34595.3390 | awkins | Edward | Lamon | |
| FINANCE | 08921 - | 1010 | 1000007 | IP60 | Public Service Representative | SS169 | SD1 | 1.00 | 34587.1637 | e | Sandra | S | Chinese |
| FINANCE | 08921 - | 1010 | 1000007 | IP59 | Public Service Representative, Senior | PP155 | TW1 | 1.00 | 41284.39049 | aoa | Etonde | Bahiyiyh | |
| FINANCE | 08921 - | 1010 | 1000007 | IP59 | Revenue Operations Supervisor | SC213 | UH1 | 1.00 | 40514.33855 | ransow | Brenda | C | |
| FINANCE | 08931 - | 1010 | 1000007 | IP60 | Parking Meter Collector | AF025 | SD1 | 1.00 | 36333.36333 | razier | Redell | | |
| FINANCE | 08931 - | 1010 | 1000007 | IP60 | Parking Meter Collector | AF025 | SD1 | 1.00 | 34602.4859 | reja | Reinaldo | A | |
| FINANCE | 08931 - | 1010 | 1000007 | IP60 | Parking Meter Collector | AF025 | SD1 | 1.00 | 34605.990 | lunoz | Miguel | | |
| FINANCE | 08931 - | 1010 | 1000007 | IP60 | Parking Meter Collector | AF025 | SD1 | 1.00 | 34604.2925 | icker | Laura | | |
| FINANCE | 08931 - | 1010 | 1000007 | IP60 | Parking Meter Collector | AF025 | SD1 | 1.00 | 34600.17359 | inggold | Marcus | T | |
| FINANCE | 08931 - | 1010 | 1000007 | IP60 | Parking Meter Collector | AF025 | SD1 | 1.00 | 34599.1230 | oung | Booker | | |
| FINANCE | 08931 - | 1010 | 1000007 | IP60 | Parking Meter Collector Supervisor | SC195 | UH1 | 1.00 | 34597.2662 | byrd | Tammi | Faye | |
| FINANCE | 08111 - | 1010 | 1000007 | IP59 | Accountant II | AF021 | SD1 | 1.00 | 41802.41802 | 3111.43111 | | | |
| FINANCE | 08211 - | 1010 | 1000007 | IP59 | Business Analyst IV | AP433 | UM2 | 1.00 | 42880.35947 | 1043.41043 | | | |
| FINANCE | 08243 - | 4550 | 1000007 | IP28 | Buyer | SS193 | TW1 | 1.00 | 36614.36614 | | | | |
| FINANCE | 08241 - | 1010 | 1000007 | IP59 | Accounting Technician | AF049 | SD1 | 1.00 | 40657.40657 | | | | |
| FINANCE | 08243 - | 4550 | 1000007 | IP59 | Office Assistant II, PPT | SS154 | SD1 | 0.80 | 42235.42235 | | | | |
| FINANCE | 08411 - | 1010 | 1000007 | IP59 | Account Clerk II | AF020 | SD1 | 1.00 | 40147.40147 | | | | |
| FINANCE | 08111 - | 1010 | 1000007 | IP59 | Assistant to the Director | EM118 | UM1 | 1.00 | 39324.39324 | | | | |
| FINANCE | 08111 - | 1010 | 1000007 | IP59 | Executive Assistant to the Director | SS124 | UM1 | 1.00 | 39322.39322 | | | | |

ORACLE POSITION CONTROL

| DEPT | UMBER | PFUND | PROJ | PROG | JOB CLASSIFICATION TITLE | CLASS# | REP | FTE | POS# | EMPLOYEE Last Name | Employee First Name | Employee Middle Name | Bilingual Speaker | EMPL | END DATE | PROG |
|---------|-------|-------|------|---------|--------------------------|---------------------------------------|-------|-----|------|----------------------|---------------------|----------------------|-------------------|------|----------|------|
| FINANCE | 08111 | - | 1010 | 1000007 | IP59 | Manager, Finance | EM268 | UK2 | 1.00 | 41571.41571 | | | | | | YES |
| FINANCE | 08222 | - | 1010 | 1000007 | IP59 | Accountant III | AF031 | UH1 | 1.00 | 34899.34899 | | | | | | NO |
| FINANCE | 08222 | - | 1010 | 1000007 | IP59 | Accountant III | AF031 | UH1 | 1.00 | 27724.27724 | | | | | | NO |
| FINANCE | 08421 | - | 1010 | 1000007 | IP59 | Tax Auditor II | AF022 | SD1 | 1.00 | 42229.42229 | | | | | | YES |
| FINANCE | 08421 | - | 1010 | 1000007 | IP59 | Tax Auditor II | AF022 | SD1 | 1.00 | 42228.42228 | | | | | | YES |
| FINANCE | 08421 | - | 1010 | 1000007 | IP03 | Tax Auditor II | AF022 | SD1 | 1.00 | 34843.34843 | | | | | | YES |
| FINANCE | 08421 | - | 1010 | 1000007 | IP59 | Tax Enforcement Officer II | AF050 | SD1 | 1.00 | 42085.14209 | | | | | | YES |
| FINANCE | 08431 | - | 1750 | 1000007 | IP28 | Office Assistant II | SS153 | SD1 | 1.00 | 42440.42416 | | | | | | YES |
| FINANCE | 08431 | - | 1700 | 1000007 | IP59 | Revenue Assistant | AP321 | SD1 | 1.00 | 41045.17348 | | | | | | NO |
| FINANCE | 08431 | - | 1010 | 1000007 | IP59 | Tax Enforcement Officer II | AF050 | SD1 | 1.00 | 39774.37508 | | | | | | YES |
| FINANCE | 08721 | - | 1010 | 1000007 | IP59 | Treasury Analyst III | AF035 | UH1 | 1.00 | 39353.32963 | | | | | | NO |
| FINANCE | 08441 | - | 1010 | 1000007 | IP59 | Revenue Assistant | AP321 | SD1 | 1.00 | 42446.18877 | | | | | | YES |
| FINANCE | 08741 | - | 1010 | 1000007 | IP59 | Financial Analyst, Principal | AF041 | UM2 | 1.00 | 33598.26470 | | | | | | NO |
| FINANCE | 08741 | - | 1010 | 1000007 | IP59 | Human Resource Operations Supervisor | SC167 | UH1 | 1.00 | 27986.23680 | | | | | | YES |
| FINANCE | 08921 | - | 1010 | 1000007 | IP28 | Office Assistant II | SS153 | SD1 | 1.00 | 42441.42441 | | | | | | YES |
| FINANCE | 08921 | - | 1010 | 1000007 | IP60 | Public Service Representative | SS169 | SD1 | 1.00 | 34585.1364 | | | | | | YES |
| FINANCE | 08921 | - | 1010 | 1000007 | IP60 | Public Service Representative, Senior | PP155 | TW1 | 1.00 | 42410.42410 | | | | | | YES |
| FINANCE | 08931 | - | 1010 | 1000007 | IP60 | Parking Meter Collector | AF025 | SD1 | 1.00 | 34601.1811 | | | | | | YES |
| FINANCE | 08741 | - | 1010 | 1000007 | IP59 | Human Resource Operations Technician | TC115 | TW1 | 1.00 | 27097.14299 | | | | | | NO |
| 43372 | | | | | | | | | | Zavala, Jose Rodolfo | | | Spanish | | | |

166.80

Department Name:
Fiscal Year: FY2020-2021



EQUAL ACCESS ORDINANCE
ANNUAL COMPLIANCE PLAN

I. DEPARTMENT CERTIFICATION

Provide the following certification that the Department Director has reviewed this Annual Compliance Plan for final approval:

I, REGINALD D. FREEMAN, hereby certify, that I have reviewed and approved this Equal Access Annual Compliance Plan for accuracy and completeness, and the department is committed to adopt the goals specified in this Annual Compliance Plan. This Annual Compliance Plan for OAKLAND FIRE DEPARTMENT was submitted on 6/11/2021.

A handwritten signature in black ink that reads "Reginald D. Freeman".

Reginald D. Freeman, Fire Chief

Department Name:
Fiscal Year: FY2020-2021

Key: PCP = Public Contact Position
FTE = Full Time Equivalent
SP = Spanish-speaking
CH = Chinese-speaking

II. QUANTITATIVE ASSESSMENT REPORT

Department Name:

| Table 1 | Department Director | Language Access Coordinator (LAC) | Single Point of Contact (SPOC) |
|---------|-------------------------|--------------------------------------------------------------|---------------------------------|
| Name | Reginald D. Freeman | Sonia Lara | Sonia Lara |
| Title | Fire Chief | Fire Personnel Operations Specialist | Fire Personnel Operations Spec. |
| Address | 150 FHOP, Suite 3354 | 150 FHOP, Suite 3354 | 150 FHOP, Suite 3354 |
| Phone# | 510-238-4052 | 510-238-7803 | 510-238-7803 |
| Email | RFreeman2@oaklandca.gov | slara@oaklandca.gov | slara@oaklandca.gov |

Table 2A. Department Employee Statistics

| By FTE Count This Fiscal Year | | | By Head Count This Fiscal Year | | |
|---------------------------------|-----|------|--------------------------------|----|------|
| Total # of FTE Employees | 523 | | New Hires | 27 | |
| Public Contact Positions (PCP) | 462 | 100% | New PCP Hires | 19 | 100% |
| PCP With Spanish Language Skill | 73 | % | New PCP Hires with SP Skill | 1 | % |
| PCP With Chinese Language Skill | 14 | % | New PCP Hires with CH Skill | 1 | % |

Table 2B. Language Selective Certification Hiring

| | |
|------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------|
| Any selective certification in language required for recruitment this fiscal year? | <input checked="" type="checkbox"/> No <input type="checkbox"/> Yes – Please describe below |
| Job Title | Outcome |
| | <input type="checkbox"/> Hired-SP <input type="checkbox"/> Hired-CH <input type="checkbox"/> In Progress/Other* |
| | <input type="checkbox"/> Hired-SP <input type="checkbox"/> Hired-CH <input type="checkbox"/> In Progress/Other* |
| | <input type="checkbox"/> Hired-SP <input type="checkbox"/> Hired-CH <input type="checkbox"/> In Progress/Other* |
| *Please provide an explanation for all 'other' outcomes: | |

Table 3A. Department Organization Structure (List out the different units in this table or attach an organization chart)

| | |
|------------------------------------------------------|--|
| Fire Chief's Office | |
| Field Operations Bureau (includes Training Division) | |
| Support Services Bureau | |
| Fire Prevention Bureau | |
| Fiscal and Administrative Division | |
| Emergency Services Management Division | |
| Medical Services Division | |

Table 3B. Department Organization Structure -- Update

| | |
|----------------------------------------------------------------------|---------------------------------------------------------------------------------------------|
| Any changes occurred in the organization structure this fiscal year? | <input checked="" type="checkbox"/> No <input type="checkbox"/> Yes – Please describe below |
| Description: | |

Table 3C. Department Organization Structure - Super PCP Unit Reporting

| | | |
|------------------------------------------------|----------------------------------------------------------------------------------------------|--------------|
| Any Super PCP Unit in the department? | <input type="checkbox"/> No <input checked="" type="checkbox"/> Yes – Please describe below. | |
| Super PCP Unit | Language Goal FTE | Actual FTE |
| Fire Communications Unit (20241) | SP= 1 CH = 0 | SP= 0 CH = 0 |
| Communications Emergency Dispatch Unit (20251) | SP= 2 CH = 1 | SP= 4 CH = 1 |
| | SP= CH = | SP= CH = |
| | SP= CH = | SP= CH = |

Department Name:
Fiscal Year: FY2020-2021

| Table 4A Vital Documents List | | | |
|---------------------------------------|---------------------------|---------------------------|-----------------|
| Document Name | SP Translation Available? | CH Translation Available? | Other? Specify: |
| SEE ATTACHMENT 1 | | | |
| | | | |
| | | | |
| | | | |
| | | | |
| | | | |
| | | | |
| | | | |
| Total # of vital documents reported = | | | |

| Table 4B. Vital Documents Status Summary | |
|-------------------------------------------------------------------------|---------------------------------------------------------------------------------------------|
| Department's known vital documents translated into Spanish and Chinese? | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No – Please describe below |
| | |

| Table 5. Multilingual Telephone Recordings | | |
|------------------------------------------------|------------------|-----------|
| Location Description | Telephone Number | Status |
| Fire Administration | 510-238-3856 | Completed |
| Fire Prevention Bureau – Reception | 510-238-3851 | Completed |
| Fire Prevention Bureau - Arson | 510-238-4031 | Completed |
| Fire Prevention Bureau - Vegetation Management | 510-238-7388 | Completed |
| Office of Emergency Services – CORE | 510-238-6351 | Completed |
| Office of Emergency Services | 510-238-3938 | Completed |

| Table 6. Analysis by Community Based Service Locations | | | | PCP | SP | | CH | |
|--------------------------------------------------------|---------------------------|----------|----------|------|------|------|------|------|
| Facility Name | Address | Zip Code | Phone # | #FTE | #FTE | % | #FTE | % |
| Station 1 | 1603 M. L. King Jr. Way | 94612 | 839-5140 | 26 | 4 | 15.4 | 0 | 0 |
| Station 2 | 47 Clay Street | 94607 | 238-6957 | 12 | 2 | 16.7 | 2 | 16.7 |
| Station 3 | 1445 14th Street | 94607 | 444-6042 | 26 | 8 | 30.8 | 0 | 0 |
| Station 4 | 1235 International Blvd | 94606 | 500-3995 | 26 | 5 | 19.2 | 3 | 11.2 |
| Station 5 | 934 34th Street | 94608 | 654-6122 | 11 | 0 | 0.0 | 0 | 0 |
| Station 6 | 7080 Colton Blvd | 94611 | 735-9052 | 10 | 0 | 0.0 | 1 | 8.4 |
| Station 7 | 1006 Amato Avenue | 94605 | 649-7925 | 10 | 1 | 10.0 | 0 | 0 |
| Station 8 | 463 51st Street | 94609 | 547-8878 | 26 | 3 | 11.5 | 0 | 0 |
| Station 10 | 172 Santa Clara Avenue | 94610 | 601-7170 | 11 | 2 | 18.2 | 0 | 0 |
| Station 13 | 1225 Derby Avenue | 94601 | 533-8480 | 12 | 2 | 16.7 | 0 | 0 |
| Station 15 | 455 27th Street | 94612 | 451-4789 | 29 | 4 | 13.8 | 0 | 0 |
| Station 16 | 3600 13th Avenue | 94610 | 531-0785 | 12 | 2 | 16.7 | 0 | 0 |
| Station 17 | 3344 High Street | 94619 | 532-5173 | 12 | 2 | 16.7 | 2 | 7.4 |
| Station 18 | 5008 Bancroft Avenue | 94601 | 479-7598 | 24 | 8 | 33.3 | 0 | 0 |
| Station 19 | 5776 Miles Avenue | 94618 | 658-2756 | 12 | 0 | 0.0 | 0 | 0 |
| Station 20 | 1401 98th Avenue | 94603 | 569-2568 | 24 | 5 | 20.8 | 0 | 0 |
| Station 21 | 13150 Skyline Boulevard | 94619 | 635-7390 | 11 | 2 | 18.2 | 1 | 8.4 |
| Station 22 | 751 Air Cargo Way | 94621 | 635-8629 | 11 | 1 | 9.1 | 1 | 5.6 |
| Station 23 | 7100 Foothill Blvd | 94605 | 382-0763 | 12 | 3 | 25.0 | 0 | 0 |
| Station 24 | 5900 Shepherd Canyon Road | 94611 | 482-8133 | 11 | 2 | 18.2 | 0 | 0 |
| Station 25 | 2795 Butters Drive | 94602 | 531-1927 | 11 | 1 | 9.1 | 0 | 0 |
| Station 26 | 2611 98th Avenue | 94603 | 553-9118 | 12 | 1 | 8.3 | 0 | 0 |

Department Name:
Fiscal Year: FY2020-2021

| | | | | | | | | |
|--------------|------------------------|-------|----------|------------|-----------|------|-----------|------|
| Station 27 | 8501 Pardee Drive | 94621 | 635-6792 | 10 | 4 | 40.0 | 1 | 10.0 |
| Station 28 | 4615 Grass Valley Road | 94621 | 569-3445 | 11 | 0 | 0.0 | 1 | 9.1 |
| Station 29 | 1016 66th Avenue | 94621 | 562-2852 | 12 | 1 | 8.3 | 1 | 8.3 |
| Route | | | | | 4 | | | |
| Total | | | | 417 | 68 | | 16 | |

Table 6 applies to City Departments that provide services at geographically based locations outside of City Hall Plaza, such as recreation centers, senior centers, head start centers, libraries, police beat and firehouses.

| Table 7. Public Notices & Resources | |
|-------------------------------------------------------------------------------------------------|---------------------------------------------------------------------|
| Language access notice displayed at reception area | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No |
| I-Speak Card/ Language List displayed at reception area | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No |
| Department staff provided with language access resources (Interpretation#, FAQ, training...etc) | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No |

If you answered "no" to any questions in Table 7, please provide a corrective action plan in the narrative report under Question B(1).

| Vital Documents List | | Spanish | Chinese |
|----------------------|------------------------------------------------------------------------------------------------------------------------------------------|---------|---------|
| FIRE | 911 Register Form | YES | YES |
| FIRE | Administration Welcome | YES | YES |
| FIRE | Carbon Monoxide | YES | YES |
| FIRE | City Line Brochure | YES | YES |
| FIRE | Citywide Exercise Flyer Template (Annual Event) | YES | YES |
| FIRE | Class Completion Record | YES | YES |
| FIRE | Class Registration | YES | YES |
| FIRE | CORE I Manual | YES | YES |
| FIRE | CORE I Participant Evaluation | YES | YES |
| FIRE | CORE I Recruiter Flyer | YES | YES |
| FIRE | CORE II Manual | YES | YES |
| FIRE | CORE II Participant Evaluation | YES | YES |
| FIRE | CORE II Recruiter Flyer | YES | YES |
| FIRE | CORE III A Manual (CORE I) | YES | YES |
| FIRE | CORE III B Manual (CORE II) | YES | YES |
| FIRE | CORE III C Manual (CORE III) | YES | YES |
| FIRE | CORE III Recruiter Flyer | YES | YES |
| FIRE | CORE Public Class Schedule (Published Quarterly) <small>Trilingual information provided through recorded messages on hotline.</small> | YES | YES |
| FIRE | Disaster Supplies Calendar | YES | YES |
| FIRE | Emergency Help for Seniors | YES | YES |
| FIRE | Emergency Preparedness | YES | YES |
| FIRE | Emergency Procedures - Fire (Senior Residential Building) | YES | YES |
| FIRE | Emergency Supply List | YES | YES |
| FIRE | Evacuation Map Requirements | YES | YES |
| FIRE | False Alarm Billing Appeal Form - Fire Alarm | YES | YES |
| FIRE | Fire Extinguisher | YES | YES |
| FIRE | Fire Safety for Pre-School | YES | YES |
| FIRE | Fire Safety for Seniors | YES | YES |
| FIRE | Illegal Fireworks Flyer | YES | YES |
| FIRE | Incident Command Post Sep Up | YES | YES |
| FIRE | Instructions for the Neighborhood Incident Commander | YES | YES |
| FIRE | Join CORE Request CORE Class | YES | YES |
| FIRE | Kitchen Fire Prevention | YES | YES |
| FIRE | Language Line Solutions | YES | YES |
| FIRE | Neighbors Helping Neighbors | YES | YES |
| FIRE | Office Fire Safety | YES | YES |
| FIRE | Putting Down Roots in Earthquake Country | YES | YES |
| FIRE | Residential and Commercial Property Resource Guide | YES | YES |
| FIRE | Safe Housing Inspection Program Brochure | YES | YES |
| FIRE | Testing of Outdoor Sirens Flyer | YES | YES |
| FIRE | Testing of Outdoor Sirens Mailer | YES | YES |
| FIRE | Top 10 Things you Can Do to Prepare for a Disaster | YES | YES |
| FIRE | Volunteer Opportunity | YES | YES |
| FIRE | Working Smoke Alarms Save Lives | YES | YES |
| FIRE | Your Family Disaster Plan | YES | YES |

Key: PCP = Public Contact Position
FTE = Full Time Equivalent
SP = Spanish-speaking
CH = Chinese-speaking
LES = Limited English-Speaking

III. QUALITATIVE ASSESSMENT REPORT

A. Bilingual Public Contact Positions Assessment

Department Name:

| ASSESSMENT | | SPANISH-SPEAKING PCP | | | CHINESE-SPEAKING PCP | | |
|------------|-----|----------------------|-------|-----------|----------------------|-------|-----------|
| FTE | PCP | GOAL (11%) | STAFF | GOAL MET? | GOAL (5%) | STAFF | GOAL MET? |
| 523 | 462 | 50 | 73 | YES | 23 | 14 | NO |

Goal = PCP X %

This report covers fiscal year 2020-2021 and data is reported as of June 2021.

1. Provide an assessment of the Department's effort to achieve compliance with the Equal Access Ordinance (EAO).

In Fiscal Year (FY) 2020-2021, the Oakland Fire Department (OFD) had a total of 523 authorized Full Time Equivalent (FTE) positions. As of June 1, 2020, 523 positions were filled. Of the filled positions, 462 positions were Public Contact Positions (PCP).

The Equal Access Ordinance (EAO) goal for OFD Bilingual PCP (BPCP) for Spanish speaking was 11% or 51 positions; and for Chinese speaking was 5% or 23 positions. OFD had a total of 73 Spanish speaking and 14 Chinese speaking employees in BPCP during the FY. OFD continued to exceed the goal for Spanish PCP.

OFD provides bilingual language access to services through both PCP and non-PCP positions. OFD had one hundred (100) city-certified and self-identified employees who speak the threshold languages: 73 speak Spanish and 14 speak Chinese. Additionally, OFD bilingual employees speak Cambodian, Farsi, German, Italian, Korean, Laotian, Russian, Sign Language, Tagalog and Vietnamese.

Efforts made to maintain and further achieve compliance with the EAO included:

- (1) placing Equal Access brochures at public counters;
- (2) utilizing over-the-phone interpretation services;
- (3) making bilingual language notation in Telestaff, the department's public safety staffing software;
- (4) publishing a list of BPCP and non-PCP staff who speak the threshold languages;
- (5) utilizing non-PCP staff that can translate and/or interpret languages other than English;
- (6) referring service needs to the Equal Access Unit when OFD did not have the capability to serve;
- (7) including in our outreach efforts advertising in Spanish and Chinese media;
- (8) continuing outreach and recruitment at job fairs indicating desire for bilingual candidates

Successes achieved in FY 2020-21 included:

OFD hired one (1) bilingual Chinese speaking employees one as Fire Inspector, Civilian.

A six (6) week Firefighter Paramedic Lateral Academy began April 19, 2021 comprised of thirteen recruits. Among the selected candidates one is bilingual in Spanish.

2. Describe the Department's effort in outreach, recruitment and hiring of bilingual candidates.

This year with COVID-19 the Department's recruitment of bilingual applicants continues to be identified in recruitment advertisements, and in city job announcements.

3. Highlight positive changes, successes, and best practices.

This year with COVID-19 we virtually hosted educational and outreach programs such as Fire Safety Training, Fire Safety Information for Youth, and CORE (Communities of Oakland Respond to Emergencies) Training. CORE curriculum was available in English, Spanish and Chinese.

4. Describe additional measures implemented to ensure LES persons are provided with meaningful access to City services.

This year with COVID-19 our buildings were closed, however, OFD front reception desks maintained the Equal Assess Unit forms that include a list of interpretive services available in 20 languages, instructions for using a language line, information on communicating effectively through an interpreter, and a language access complaint form. OFD maintained a standing contract with an outside vendor to provide translation services for 911 emergency calls.

B. Translation of Written Vital Documents Assessment

1. Departments are required to inform the public of the right to language access services. Please list the locations in which notices are posted.

- (1) Fire Administration, 150 Frank H. Ogawa Plaza Oakland, CA 94612 – buildings closed due to COVID-19
- (2) Fire Prevention Bureau, 250 Frank H. Ogawa Plaza Oakland, CA 94612 – buildings closed due to COVID-19

The translated documents for the 9-1-1 Registry are posted on the City website under the Oakland Fire Department and at the Emergency Management Services Division.

2. Describe the percentage of vital documents translated into threshold language(s). What is the corrective action plan and timeline in getting the rest of the documents translated?

In Fiscal Year 2020-2021, OFD had a total of forty-five (45) vital documents. All vital documents were translated to Spanish and Chinese.

3. Describe other materials the Department has provided in multiple languages?

The Oakland Fire Department has all its materials in Spanish and Chinese.

C. Multilingual Telephone Messages Assessment

1. Provide an assessment on the provision of multilingual messages and hotlines.

OFD is 100% EAO compliant on all six (6) public phone lines (see Part II, Table 5).

D. Assessment of Department Communication with LES Populations

1. Describe outreach efforts to communicate and engage LES populations.

With COVID-19 our buildings were/are closed for the public and public events were cancelled. However, the information is made available at both OFD public reception counters, at public events, and at community virtual meetings.

2. State the number of language access complaint(s) received this year, and actions taken to address and resolve the complaint(s).

None.

E. Action Plan

1. Identify the Department's action steps for the next 12 months on ensuring meaningful access to City's program and services for the LES community. Please highlight new initiatives.

OFD will continue utilize bilingual staff and over-the-phone interpretation services to ensure all residents have equal access to services. OFD will continue posting recruitment ads in local newspapers that specifically announce we bilingual applicants are highly desired.

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| ORGANIZATION | ADDRESS_LINE_1 | JOB_CLASS | FTE | NOR | HIRE_DATE | NEW | PCP_PC | PCP_LANG | BILINGUAL CERT | |
|-----------------------------------------|-----------------------|-------------------------------------|-----|-----|-----------|-----|--------|----------|-------------------|--|
| 20110 - Fire Chief Unit | 150 Frank Ogawa Plaza | Chief of Fire | 1 | 40 | 26-JAN-98 | | NO | | | |
| 20110 - Fire Chief Unit | 150 Frank Ogawa Plaza | Assistant to the Director | 1 | 38 | 02-MAR-15 | | NO | | | |
| 20110 - Fire Chief Unit | 150 Frank Ogawa Plaza | Exempt Limited Duration Employee | 1 | 38 | 25-JAN-21 | YES | NO | | | |
| 20110 - Fire Chief Unit | 150 Frank Ogawa Plaza | Manager, Agency Administrative | 1 | 38 | 13-NOV-95 | | NO | | | |
| 20110 - Fire Chief Unit | 150 Frank Ogawa Plaza | Executive Assistant to the Director | 1 | 38 | 29-SEP-03 | | NO | | | |
| 20241 - Fire Communications Unit | 150 Frank Ogawa Plaza | Fire Communications Supervisor | 1 | 40 | 17-JUL-06 | | YES | | | |
| 20241 - Fire Communications Unit | 150 Frank Ogawa Plaza | Battalion Chief | 1 | 40 | 30-NOV-98 | | NO | | | |
| 20241 - Fire Communications Unit | 150 Frank Ogawa Plaza | Fire Communications Supervisor | 1 | 40 | 06-JUN-16 | | YES | | | |
| 20241 - Fire Communications Unit | 150 Frank Ogawa Plaza | Fire Communications Supervisor | 1 | 40 | 18-APR-94 | | YES | | | |
| 20241 - Fire Communications Unit | 150 Frank Ogawa Plaza | Fire Communications Supervisor | 1 | 40 | 07-JAN-08 | | YES | | | |
| 20241 - Fire Communications Unit | 150 Frank Ogawa Plaza | Fire Communications Supervisor | 1 | 40 | 03-DEC-16 | | YES | Spanish | | |
| 20241 - Fire Communications Unit | 150 Frank Ogawa Plaza | Fire Communications Manager | 1 | 38 | 04-AUG-97 | | NO | | | |
| 20251 - Communications Emergency Dispat | 150 Frank Ogawa Plaza | Fire Communications Dispatcher | 1 | 40 | 06-APR-19 | | YES | | | |
| 20251 - Communications Emergency Dispat | 150 Frank Ogawa Plaza | Fire Communications Dispatcher | 1 | 40 | 14-JAN-02 | | YES | | Spanish | |
| 20251 - Communications Emergency Dispat | 150 Frank Ogawa Plaza | Fire Communications Dispatcher | 1 | 40 | 07-JAN-08 | | YES | | | |
| 20251 - Communications Emergency Dispat | 150 Frank Ogawa Plaza | Fire Communications Dispatcher | 1 | 40 | 09-OCT-06 | | YES | | | |
| 20251 - Communications Emergency Dispat | 150 Frank Ogawa Plaza | Fire Communications Dispatcher | 1 | 40 | 17-JUL-06 | | YES | | | |
| 20251 - Communications Emergency Dispat | 150 Frank Ogawa Plaza | Fire Communications Dispatcher | 1 | 40 | 08-APR-06 | | YES | | Spanish | |
| 20251 - Communications Emergency Dispat | 150 Frank Ogawa Plaza | Fire Communications Dispatcher | 1 | 40 | 02-MAY-20 | | YES | | | |
| 20251 - Communications Emergency Dispat | 150 Frank Ogawa Plaza | Fire Communications Dispatcher | 1 | 40 | 26-NOV-12 | | YES | | | |
| 20251 - Communications Emergency Dispat | 150 Frank Ogawa Plaza | Fire Communications Dispatcher | 1 | 40 | 05-NOV-05 | | YES | | Spanish | |
| 20251 - Communications Emergency Dispat | 150 Frank Ogawa Plaza | Fire Communications Dispatcher | 1 | 40 | 18-APR-20 | | YES | | | |
| 20251 - Communications Emergency Dispat | 150 Frank Ogawa Plaza | Fire Communications Dispatcher | 1 | 40 | 16-JUL-01 | | YES | | | |
| 20251 - Communications Emergency Dispat | 150 Frank Ogawa Plaza | Fire Communications Dispatcher | 1 | 40 | 21-SEP-19 | | YES | | | |
| 20251 - Communications Emergency Dispat | 150 Frank Ogawa Plaza | Fire Communications Dispatcher | 1 | 40 | 26-MAR-18 | | YES | | | |
| 20251 - Communications Emergency Dispat | 150 Frank Ogawa Plaza | Fire Communications Dispatcher | 1 | 40 | 25-SEP-17 | | YES | | | |
| 20311 - Fire Marshals Office Unit | 150 Frank Ogawa Plaza | Fire Marshal (Sworn) | 1 | 40 | 20-APR-19 | | NO | | | |
| 20311 - Fire Marshals Office Unit | 150 Frank Ogawa Plaza | Fire Safety Education Coordinator | 1 | 38 | 06-JUL-04 | | YES | | | |
| 20311 - Fire Marshals Office Unit | 150 Frank Ogawa Plaza | Office Assistant II | 1 | 38 | 11-JAN-20 | | NO | | | |
| 20311 - Fire Marshals Office Unit | 150 Frank Ogawa Plaza | Office Assistant II | 1 | 38 | 17-OCT-20 | YES | NO | | | |
| 20311 - Fire Marshals Office Unit | 150 Frank Ogawa Plaza | Administrative Services Manager I | 1 | 38 | 06-MAR-89 | | NO | | | |
| 20311 - Fire Marshals Office Unit | 150 Frank Ogawa Plaza | Administrative Assistant I | 1 | 38 | 26-DEC-20 | YES | NO | Spanish | | |
| 20311 - Fire Marshals Office Unit | 150 Frank Ogawa Plaza | Administrative Assistant II | 1 | 38 | 13-NOV-06 | | NO | | | |
| 20311 - Fire Marshals Office Unit | 150 Frank Ogawa Plaza | Administrative Analyst II | 1 | 38 | 01-DEC-87 | | NO | | | |
| 20331 - Inspectional Services Unit | 150 Frank Ogawa Plaza | Fire Inspector (Civilian) | 1 | 40 | 09-MAY-16 | | YES | | | |
| 20331 - Inspectional Services Unit | 150 Frank Ogawa Plaza | Fire Inspection Supervisor | 1 | 40 | 20-JUL-15 | | NO | | | |
| 20331 - Inspectional Services Unit | 150 Frank Ogawa Plaza | Fire Inspector (Civilian) | 1 | 40 | 23-JAN-21 | YES | YES | | Chinese-Cantonese | |
| 20331 - Inspectional Services Unit | 150 Frank Ogawa Plaza | Fire Inspector (Civilian) | 1 | 40 | 24-NOV-14 | | YES | | Chinese-Cantonese | |
| 20331 - Inspectional Services Unit | 150 Frank Ogawa Plaza | Fire Inspection Supervisor | 1 | 40 | 24-JAN-98 | | NO | | | |
| 20331 - Inspectional Services Unit | 150 Frank Ogawa Plaza | Fire Inspector (Civilian) | 1 | 40 | 12-AUG-08 | | YES | | | |
| 20331 - Inspectional Services Unit | 150 Frank Ogawa Plaza | Fire Inspector (Civilian) | 1 | 40 | 16-JUN-06 | | YES | | | |
| 20331 - Inspectional Services Unit | 150 Frank Ogawa Plaza | Fire Inspector (Civilian) | 1 | 40 | 17-OCT-05 | | YES | | | |
| 20331 - Inspectional Services Unit | 150 Frank Ogawa Plaza | Fire Inspector (Civilian) | 1 | 40 | 27-MAR-17 | | YES | | | |
| 20331 - Inspectional Services Unit | 150 Frank Ogawa Plaza | Fire Inspector (Civilian) | 1 | 40 | 01-MAY-10 | | YES | | | |
| 20331 - Inspectional Services Unit | 150 Frank Ogawa Plaza | Fire Inspector (Civilian) | 1 | 40 | 17-NOV-17 | | YES | | Spanish | |
| 20331 - Inspectional Services Unit | 150 Frank Ogawa Plaza | Fire Inspector (Civilian) | 1 | 40 | 17-JAN-17 | | YES | | | |
| 20331 - Inspectional Services Unit | 150 Frank Ogawa Plaza | Fire Inspector (Civilian) | 1 | 40 | 12-AUG-17 | | YES | | Spanish | |
| 20331 - Inspectional Services Unit | 150 Frank Ogawa Plaza | Office Assistant II | 1 | 38 | 29-APR-74 | | YES | | Spanish | |
| 20331 - Inspectional Services Unit | 150 Frank Ogawa Plaza | Administrative Assistant I | 1 | 38 | 05-OCT-19 | | NO | | | |
| 20331 - Inspectional Services Unit | 150 Frank Ogawa Plaza | Fire Inspector (Civilian) | 1 | 40 | 09-JUL-12 | | YES | | Spanish | |
| 20331 - Inspectional Services Unit | 150 Frank Ogawa Plaza | Fire Inspector (Civilian) | 1 | 40 | 25-APR-05 | | YES | | | |
| 20331 - Inspectional Services Unit | 150 Frank Ogawa Plaza | Hazardous Materials Inspector II | 1 | 40 | 20-OCT-08 | | YES | | | |

Oakland Fire Dept

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| | | | | | | | | | | |
|---------------------------------------|-----------------------|-------------------------------|---|----|-----------|-----|-----|-------------------|---------|--|
| 20331 - Inspectional Services Unit | 150 Frank Ogawa Plaza | Fire Inspector (Civilian) | 1 | 40 | 17-DEC-18 | | YES | | | |
| 20331 - Inspectional Services Unit | 150 Frank Ogawa Plaza | Fire Inspector (Civilian) | 1 | 40 | 16-JAN-18 | | YES | | | |
| 20331 - Inspectional Services Unit | 150 Frank Ogawa Plaza | Fire Inspector (Civilian) | 1 | 40 | 12-MAR-18 | | YES | | Spanish | |
| 20331 - Inspectional Services Unit | 150 Frank Ogawa Plaza | Fire Inspector (Civilian) | 1 | 40 | 02-DEC-17 | | YES | | | |
| 20341 - Arson Investigation Unit | 150 Frank Ogawa Plaza | Fire Investigator | 1 | 52 | 17-NOV-97 | | YES | | | |
| 20341 - Arson Investigation Unit | 150 Frank Ogawa Plaza | Fire Investigator | 1 | 52 | 12-SEP-05 | | YES | | | |
| 20341 - Arson Investigation Unit | 150 Frank Ogawa Plaza | Fire Investigator | 1 | 52 | 02-OCT-00 | | YES | Spanish | | |
| 20351 - Engineering Unit | 150 Frank Ogawa Plaza | Fire Protection Engineer | 1 | 40 | 14-OCT-91 | | NO | Chinese-Cantonese | | |
| 20351 - Engineering Unit | 150 Frank Ogawa Plaza | Fire Protection Engineer | 1 | 40 | 10-APR-17 | | NO | Chinese-Cantonese | | |
| 20371 - Vegetation Management Unit | 150 Frank Ogawa Plaza | Fire Inspector (Civilian) | 1 | 40 | 03-NOV-09 | | YES | | | |
| 20371 - Vegetation Management Unit | 150 Frank Ogawa Plaza | Fire Marshall, Assistant | 1 | 40 | 23-FEB-04 | | NO | | | |
| 20371 - Vegetation Management Unit | 150 Frank Ogawa Plaza | Fire Inspector (Civilian) | 1 | 40 | 31-JUL-17 | | YES | | Spanish | |
| 20371 - Vegetation Management Unit | 150 Frank Ogawa Plaza | Fire Inspector (Civilian) | 1 | 40 | 21-DEC-14 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Engineer of Fire Department | 1 | 52 | 30-NOV-98 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter Paramedic | 1 | 52 | 28-DEC-15 | | YES | Spanish | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter Paramedic | 1 | 52 | 28-OCT-02 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter Paramedic | 1 | 52 | 08-JUL-19 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter Paramedic | 1 | 40 | 19-APR-21 | YES | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Engineer of Fire Department | 1 | 52 | 12-SEP-05 | | YES | | Spanish | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter | 1 | 52 | 24-MAR-14 | | YES | Spanish | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter | 1 | 52 | 28-OCT-02 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter Paramedic | 1 | 40 | 19-APR-21 | YES | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter | 1 | 52 | 08-JUL-19 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Captain of Fire Department | 1 | 52 | 17-NOV-97 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter Paramedic | 1 | 52 | 06-JUN-16 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter | 1 | 52 | 30-NOV-98 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter | 1 | 52 | 30-NOV-98 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Engineer of Fire Department | 1 | 52 | 14-FEB-06 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter | 1 | 52 | 23-FEB-04 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Lieutenant of Fire Department | 1 | 52 | 26-JAN-98 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter | 1 | 52 | 13-OCT-14 | | YES | | Spanish | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter | 1 | 52 | 10-SEP-07 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter | 1 | 52 | 19-DEC-16 | | YES | Spanish | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter | 1 | 52 | 19-DEC-16 | | YES | Tagalog | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter Paramedic | 1 | 40 | 19-APR-21 | YES | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Engineer of Fire Department | 1 | 52 | 23-OCT-06 | | YES | German | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter | 1 | 52 | 05-FEB-07 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter | 1 | 52 | 16-DEC-91 | | YES | Spanish | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Engineer of Fire Department | 1 | 52 | 08-JUL-02 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Lieutenant of Fire Department | 1 | 52 | 17-NOV-97 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter | 1 | 52 | 19-DEC-16 | | YES | Tagalog | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter | 1 | 52 | 08-JUL-19 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Lieutenant of Fire Department | 1 | 52 | 08-JUL-02 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Lieutenant of Fire Department | 1 | 52 | 30-NOV-98 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Engineer of Fire Department | 1 | 52 | 30-NOV-98 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter Paramedic | 1 | 52 | 20-JUL-15 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Lieutenant of Fire Department | 1 | 52 | 13-MAY-13 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter | 1 | 52 | 22-JAN-18 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Battalion Chief | 1 | 52 | 08-JUL-02 | | NO | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter | 1 | 52 | 06-JUN-16 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Engineer of Fire Department | 1 | 52 | 16-DEC-91 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter Paramedic | 1 | 52 | 13-OCT-14 | | YES | Spanish | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter | 1 | 52 | 29-NOV-10 | | YES | | | |

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| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter Paramedic | 1 | 52 | 30-NOV-98 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter | 1 | 52 | 24-MAR-14 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Engineer of Fire Department | 1 | 52 | 12-SEP-05 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter | 1 | 52 | 06-JUN-16 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Lieutenant of Fire Department | 1 | 52 | 10-SEP-07 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter Paramedic | 1 | 52 | 28-OCT-02 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter | 1 | 52 | 12-SEP-05 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Captain of Fire Department | 1 | 52 | 19-MAR-01 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Lieutenant of Fire Department | 1 | 52 | 27-SEP-04 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Lieutenant of Fire Department | 1 | 52 | 09-JUL-12 | | YES | Spanish | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter | 1 | 52 | 19-DEC-16 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter Paramedic | 1 | 52 | 09-JUL-12 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter Paramedic | 1 | 52 | 31-OCT-20 | YES | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter | 1 | 52 | 27-SEP-04 | | YES | Spanish | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Engineer of Fire Department | 1 | 52 | 30-NOV-98 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Engineer of Fire Department | 1 | 52 | 11-APR-05 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Engineer of Fire Department | 1 | 52 | 14-JAN-02 | | YES | Laotian | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter | 1 | 52 | 22-JAN-18 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Engineer of Fire Department | 1 | 52 | 28-OCT-02 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter | 1 | 52 | 24-MAR-14 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter | 1 | 52 | 27-SEP-04 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Engineer of Fire Department | 1 | 52 | 12-SEP-05 | | YES | Chinese-Mandarin | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter | 1 | 52 | 27-SEP-04 | | YES | Korean | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter | 1 | 52 | 13-OCT-14 | | YES | | Chinese-Cantonese | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter | 1 | 52 | 08-JUL-19 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter | 1 | 52 | 19-DEC-16 | | YES | Chinese-Cantonese | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter Paramedic | 1 | 40 | 19-APR-21 | YES | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter Paramedic | 1 | 52 | 13-OCT-14 | | YES | Spanish | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Engineer of Fire Department | 1 | 52 | 27-SEP-04 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Lieutenant of Fire Department | 1 | 52 | 02-OCT-00 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Engineer of Fire Department | 1 | 52 | 27-SEP-04 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Engineer of Fire Department | 1 | 52 | 30-NOV-98 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter | 1 | 52 | 10-SEP-07 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Battalion Chief | 1 | 52 | 19-MAR-01 | | NO | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter Paramedic | 1 | 52 | 19-DEC-16 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter | 1 | 52 | 30-NOV-98 | | YES | Spanish | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Captain of Fire Department | 1 | 52 | 18-DEC-89 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter Paramedic | 1 | 52 | 27-SEP-04 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter Paramedic | 1 | 52 | 28-OCT-02 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter | 1 | 52 | 20-NOV-04 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter | 1 | 52 | 19-DEC-16 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter Paramedic | 1 | 40 | 19-APR-21 | YES | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter | 1 | 52 | 06-JUN-16 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter | 1 | 52 | 13-OCT-14 | | YES | | Spanish | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Lieutenant of Fire Department | 1 | 52 | 08-JUL-02 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Engineer of Fire Department | 1 | 52 | 29-JUN-00 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter Paramedic | 1 | 52 | 09-JUL-12 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter | 1 | 52 | 13-OCT-14 | | YES | | Vietnamese | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter Paramedic | 1 | 40 | 19-APR-21 | YES | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Lieutenant of Fire Department | 1 | 52 | 23-FEB-04 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter Paramedic | 1 | 52 | 23-OCT-06 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Engineer of Fire Department | 1 | 52 | 28-OCT-02 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Captain of Fire Department | 1 | 52 | 29-JUN-00 | | YES | | | |

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| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Lieutenant of Fire Department | 1 | 52 | 02-OCT-00 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter Paramedic | 1 | 52 | 19-DEC-16 | | YES | Spanish | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter Paramedic | 1 | 52 | 06-JUN-16 | | YES | Spanish | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Engineer of Fire Department | 1 | 52 | 24-MAR-14 | | YES | Spanish | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter | 1 | 52 | 08-JUL-19 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter Paramedic | 1 | 52 | 29-JUN-00 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter Paramedic | 1 | 52 | 27-SEP-04 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Captain of Fire Department | 1 | 52 | 14-JAN-02 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Captain of Fire Department | 1 | 52 | 14-MAY-90 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter | 1 | 52 | 13-OCT-14 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter | 1 | 52 | 26-JAN-98 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter | 1 | 52 | 01-APR-96 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Engineer of Fire Department | 1 | 52 | 10-SEP-07 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter | 1 | 52 | 17-NOV-97 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter | 1 | 52 | 20-JUL-15 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Engineer of Fire Department | 1 | 52 | 14-JAN-02 | | YES | Russian | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter Paramedic | 1 | 52 | 20-JUL-15 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Engineer of Fire Department | 1 | 52 | 08-JUL-02 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter | 1 | 52 | 08-JUL-19 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Lieutenant of Fire Department | 1 | 52 | 05-FEB-07 | | YES | Spanish | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Captain of Fire Department | 1 | 52 | 14-JAN-02 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter | 1 | 52 | 24-MAR-14 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Engineer of Fire Department | 1 | 52 | 26-JAN-98 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter | 1 | 52 | 06-JUN-16 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Lieutenant of Fire Department | 1 | 52 | 05-FEB-07 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Lieutenant of Fire Department | 1 | 52 | 14-JUN-10 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter Paramedic | 1 | 40 | 19-APR-21 | YES | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Captain of Fire Department | 1 | 52 | 17-NOV-97 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter Paramedic | 1 | 52 | 14-JUN-10 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter | 1 | 52 | 23-FEB-04 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Lieutenant of Fire Department | 1 | 52 | 23-OCT-06 | | YES | Spanish | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Engineer of Fire Department | 1 | 52 | 14-JAN-02 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Engineer of Fire Department | 1 | 52 | 08-JUL-02 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Lieutenant of Fire Department | 1 | 52 | 17-NOV-97 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Engineer of Fire Department | 1 | 52 | 08-JUL-02 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter | 1 | 52 | 14-JAN-02 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter Paramedic | 1 | 52 | 14-JAN-02 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter | 1 | 52 | 06-JUN-16 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter | 1 | 52 | 19-DEC-16 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter | 1 | 52 | 08-JUL-19 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter Paramedic | 1 | 52 | 13-MAY-13 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter Paramedic | 1 | 52 | 06-JUN-16 | | YES | Spanish | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Engineer of Fire Department | 1 | 52 | 14-JAN-02 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter | 1 | 52 | 24-MAR-14 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Lieutenant of Fire Department | 1 | 52 | 14-JAN-02 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter | 1 | 52 | 06-JUN-16 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter | 1 | 52 | 17-NOV-97 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Lieutenant of Fire Department | 1 | 52 | 30-NOV-98 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter | 1 | 52 | 12-SEP-05 | | YES | | Spanish | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Captain of Fire Department | 1 | 52 | 23-FEB-04 | | YES | | Spanish | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Engineer of Fire Department | 1 | 52 | 10-SEP-07 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter Paramedic | 1 | 40 | 19-APR-21 | YES | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter | 1 | 52 | 14-JUN-10 | | YES | | | |

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| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Captain of Fire Department | 1 | 52 | 14-JAN-02 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Engineer of Fire Department | 1 | 52 | 24-MAR-14 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter Paramedic | 1 | 52 | 20-JUL-15 | | YES | Spanish | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Engineer of Fire Department | 1 | 52 | 17-NOV-97 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter Paramedic | 1 | 52 | 02-OCT-00 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Lieutenant of Fire Department | 1 | 52 | 20-SEP-99 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter | 1 | 52 | 28-DEC-15 | | YES | | Spanish | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter | 1 | 52 | 12-SEP-05 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Battalion Chief | 1 | 52 | 29-JUN-00 | | NO | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Engineer of Fire Department | 1 | 52 | 19-MAR-01 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Lieutenant of Fire Department | 1 | 52 | 14-JAN-02 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Captain of Fire Department | 1 | 52 | 16-DEC-91 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter | 1 | 52 | 20-SEP-99 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter Paramedic | 1 | 52 | 28-DEC-15 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter | 1 | 52 | 19-DEC-16 | | YES | | Spanish | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Lieutenant of Fire Department | 1 | 52 | 13-MAY-13 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter Paramedic | 1 | 52 | 31-OCT-20 | YES | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Lieutenant of Fire Department | 1 | 52 | 08-JUL-02 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter | 1 | 52 | 08-JUL-19 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter Paramedic | 1 | 52 | 02-OCT-00 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter | 1 | 52 | 28-OCT-02 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter Paramedic | 1 | 52 | 06-JUN-16 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter | 1 | 52 | 25-APR-16 | | YES | Chinese-Cantonese | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter Paramedic | 1 | 52 | 13-OCT-14 | | YES | | Spanish | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Lieutenant of Fire Department | 1 | 52 | 14-JAN-02 | | YES | | Spanish | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter | 1 | 52 | 20-SEP-99 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter | 1 | 52 | 28-DEC-15 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter Paramedic | 1 | 52 | 08-JUL-02 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter Paramedic | 1 | 52 | 20-JUL-15 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Captain of Fire Department | 1 | 52 | 12-SEP-05 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Captain of Fire Department | 1 | 52 | 14-JAN-02 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Captain of Fire Department | 1 | 52 | 02-OCT-00 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Captain of Fire Department | 1 | 52 | 14-JAN-02 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Engineer of Fire Department | 1 | 52 | 05-FEB-07 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter | 1 | 52 | 08-JUL-19 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter | 1 | 52 | 12-SEP-05 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Engineer of Fire Department | 1 | 52 | 30-NOV-98 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter | 1 | 52 | 24-MAR-14 | | YES | Spanish | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Engineer of Fire Department | 1 | 52 | 14-JAN-02 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Engineer of Fire Department | 1 | 52 | 02-OCT-00 | | YES | Chinese-Cantonese | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter Paramedic | 1 | 52 | 05-FEB-07 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Engineer of Fire Department | 1 | 52 | 23-FEB-04 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter | 1 | 52 | 06-JUN-16 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Engineer of Fire Department | 1 | 52 | 13-OCT-14 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter | 1 | 52 | 21-OCT-91 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Lieutenant of Fire Department | 1 | 52 | 13-MAY-13 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter | 1 | 52 | 10-SEP-07 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter | 1 | 52 | 08-JUL-19 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Lieutenant of Fire Department | 1 | 52 | 09-JUL-12 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter | 1 | 52 | 06-JUN-16 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter | 1 | 52 | 13-OCT-14 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Lieutenant of Fire Department | 1 | 52 | 30-NOV-98 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter | 1 | 52 | 30-NOV-98 | | YES | | | |

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| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Engineer of Fire Department | 1 | 52 | 14-JUN-10 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter | 1 | 52 | 29-NOV-10 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Engineer of Fire Department | 1 | 52 | 17-MAR-03 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Lieutenant of Fire Department | 1 | 52 | 09-JUL-12 | | YES | Spanish | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Lieutenant of Fire Department | 1 | 52 | 28-FEB-05 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter Paramedic | 1 | 52 | 23-FEB-04 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter Paramedic | 1 | 52 | 08-JUL-19 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Battalion Chief | 1 | 52 | 19-MAR-01 | | NO | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter | 1 | 52 | 06-JUN-16 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter Paramedic | 1 | 52 | 09-JUL-12 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Lieutenant of Fire Department | 1 | 52 | 13-MAY-13 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter | 1 | 52 | 08-JUL-19 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter | 1 | 52 | 10-SEP-07 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter | 1 | 52 | 13-OCT-14 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter Paramedic | 1 | 52 | 06-JUN-16 | | YES | Spanish | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Captain of Fire Department | 1 | 52 | 20-SEP-99 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Engineer of Fire Department | 1 | 52 | 27-SEP-04 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Lieutenant of Fire Department | 1 | 52 | 10-SEP-07 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter | 1 | 52 | 24-MAR-14 | | YES | Chinese-Cantonese | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Assistant Chief of Fire Department | 1 | 40 | 14-MAY-90 | | NO | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter Paramedic | 1 | 52 | 14-JAN-02 | | YES | Spanish | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Lieutenant of Fire Department | 1 | 52 | 14-MAY-90 | | YES | Spanish | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Lieutenant of Fire Department | 1 | 52 | 05-FEB-07 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Deputy Chief of Fire Department | 1 | 40 | 20-SEP-99 | | NO | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter | 1 | 52 | 24-MAR-14 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter | 1 | 52 | 06-JUN-16 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Captain of Fire Department | 1 | 52 | 17-NOV-97 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter | 1 | 52 | 06-JUN-16 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter | 1 | 52 | 08-JUL-19 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Captain of Fire Department | 1 | 52 | 16-DEC-91 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Engineer of Fire Department | 1 | 52 | 10-SEP-07 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter Paramedic | 1 | 52 | 06-JUN-16 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Engineer of Fire Department | 1 | 52 | 13-MAY-13 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter Paramedic | 1 | 52 | 06-JUN-16 | | YES | Spanish | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter Paramedic | 1 | 52 | 28-OCT-02 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Captain of Fire Department | 1 | 52 | 08-JUL-02 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter | 1 | 52 | 30-NOV-98 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter | 1 | 52 | 20-JUL-15 | | YES | Spanish | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter | 1 | 52 | 28-OCT-02 | | YES | Spanish | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter | 1 | 52 | 19-DEC-16 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter Paramedic | 1 | 52 | 28-DEC-15 | | YES | | Spanish | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter Paramedic | 1 | 52 | 08-JUL-02 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter Paramedic | 1 | 52 | 24-MAR-14 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter | 1 | 52 | 19-DEC-16 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Engineer of Fire Department | 1 | 52 | 24-MAR-14 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter | 1 | 52 | 08-JUL-02 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter | 1 | 52 | 13-OCT-14 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Lieutenant of Fire Department | 1 | 52 | 28-OCT-02 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Engineer of Fire Department | 1 | 52 | 19-DEC-16 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Battalion Chief | 1 | 52 | 29-JUN-00 | | YES | Spanish | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter | 1 | 52 | 19-DEC-16 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Lieutenant of Fire Department | 1 | 52 | 14-JAN-02 | | YES | Spanish | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter | 1 | 52 | 24-MAR-14 | | YES | | | |

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| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter Paramedic | 1 | 40 | 19-APR-21 | YES | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Lieutenant of Fire Department | 1 | 52 | 26-JAN-98 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Engineer of Fire Department | 1 | 52 | 10-SEP-07 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter Paramedic | 1 | 52 | 28-OCT-02 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter | 1 | 52 | 27-SEP-04 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Engineer of Fire Department | 1 | 52 | 21-OCT-96 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter Paramedic | 1 | 52 | 30-NOV-98 | | YES | | Spanish | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter | 1 | 52 | 08-JUL-02 | | YES | | Spanish | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter | 1 | 52 | 19-DEC-16 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Battalion Chief | 1 | 52 | 23-FEB-04 | | NO | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Lieutenant of Fire Department | 1 | 52 | 23-FEB-04 | | YES | Chinese-Cantonese | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter Paramedic | 1 | 52 | 20-JUL-15 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Engineer of Fire Department | 1 | 52 | 24-MAR-14 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter Paramedic | 1 | 52 | 28-DEC-15 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter | 1 | 52 | 19-DEC-16 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Lieutenant of Fire Department | 1 | 52 | 09-JUL-12 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter | 1 | 52 | 18-JUN-94 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Engineer of Fire Department | 1 | 52 | 28-DEC-15 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Lieutenant of Fire Department | 1 | 52 | 14-JAN-02 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Lieutenant of Fire Department | 1 | 52 | 05-FEB-07 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter Paramedic | 1 | 52 | 08-JUL-19 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Battalion Chief | 1 | 52 | 17-NOV-97 | | NO | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter | 1 | 52 | 19-DEC-16 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Captain of Fire Department | 1 | 52 | 14-MAY-90 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Captain of Fire Department | 1 | 52 | 02-OCT-00 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Lieutenant of Fire Department | 1 | 52 | 30-NOV-98 | | YES | Italian | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Captain of Fire Department | 1 | 52 | 17-NOV-97 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter | 1 | 52 | 10-SEP-07 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter | 1 | 52 | 06-JUN-16 | | YES | Spanish | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter Paramedic | 1 | 52 | 28-DEC-15 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Engineer of Fire Department | 1 | 52 | 23-FEB-04 | | YES | Spanish | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Lieutenant of Fire Department | 1 | 52 | 05-FEB-07 | | YES | Spanish | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Captain of Fire Department | 1 | 52 | 08-JUL-02 | | YES | Spanish | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Engineer of Fire Department | 1 | 52 | 13-MAY-13 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter | 1 | 52 | 08-JUL-02 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Engineer of Fire Department | 1 | 52 | 24-MAR-14 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Captain of Fire Department | 1 | 52 | 14-JAN-02 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter | 1 | 52 | 20-JUL-15 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter | 1 | 52 | 08-JUL-02 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Captain of Fire Department | 1 | 52 | 02-OCT-00 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Captain of Fire Department | 1 | 52 | 12-SEP-05 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter | 1 | 52 | 28-OCT-02 | | YES | Italian | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter | 1 | 52 | 28-DEC-15 | | YES | Spanish | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter Paramedic | 1 | 52 | 20-JUL-15 | | YES | Spanish | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter | 1 | 52 | 13-OCT-14 | | YES | | Spanish | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter Paramedic | 1 | 52 | 06-JUN-16 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter | 1 | 52 | 27-SEP-04 | | YES | Spanish | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Captain of Fire Department | 1 | 52 | 14-JAN-02 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Engineer of Fire Department | 1 | 52 | 23-OCT-06 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter | 1 | 52 | 08-JUL-19 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Lieutenant of Fire Department | 1 | 52 | 27-SEP-04 | | YES | Spanish | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter | 1 | 52 | 27-JUL-15 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Captain of Fire Department | 1 | 52 | 28-OCT-02 | | YES | | | |

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| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter Paramedic | 1 | 40 | 19-APR-21 | YES | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Captain of Fire Department | 1 | 52 | 26-JAN-98 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter | 1 | 52 | 30-NOV-98 | | YES | | Spanish | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter | 1 | 52 | 01-JUN-96 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter | 1 | 52 | 24-MAR-14 | | YES | Spanish | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter | 1 | 52 | 10-SEP-07 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter Paramedic | 1 | 52 | 19-DEC-16 | | YES | Spanish | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter | 1 | 52 | 23-FEB-04 | | YES | Spanish | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter Paramedic | 1 | 52 | 20-JUL-15 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Engineer of Fire Department | 1 | 52 | 06-JUN-16 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Engineer of Fire Department | 1 | 52 | 14-JAN-02 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter Paramedic | 1 | 52 | 20-JUL-15 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Administrative Assistant II | 1 | 38 | 16-JUL-18 | | NO | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter | 1 | 52 | 19-DEC-16 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter Paramedic | 1 | 52 | 09-JUL-12 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter | 1 | 52 | 19-DEC-16 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter | 1 | 52 | 08-JUL-19 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter | 1 | 52 | 05-FEB-07 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter | 1 | 52 | 06-JUN-16 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Engineer of Fire Department | 1 | 52 | 06-JUN-16 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter | 1 | 52 | 06-JUN-16 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Captain of Fire Department | 1 | 52 | 23-FEB-04 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter Paramedic | 1 | 52 | 20-JUL-15 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Engineer of Fire Department | 1 | 52 | 19-DEC-16 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter | 1 | 52 | 30-NOV-98 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter | 1 | 52 | 19-DEC-16 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Captain of Fire Department | 1 | 52 | 30-NOV-98 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter | 1 | 52 | 10-SEP-07 | | YES | | Spanish | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Engineer of Fire Department | 1 | 52 | 13-OCT-14 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Engineer of Fire Department | 1 | 52 | 13-OCT-14 | | YES | | Spanish | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Lieutenant of Fire Department | 1 | 52 | 23-OCT-06 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Battalion Chief | 1 | 52 | 28-OCT-02 | | NO | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Lieutenant of Fire Department | 1 | 52 | 14-JAN-02 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter Paramedic | 1 | 52 | 20-SEP-99 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Lieutenant of Fire Department | 1 | 52 | 28-OCT-02 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter | 1 | 52 | 13-OCT-14 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Lieutenant of Fire Department | 1 | 52 | 30-NOV-98 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Lieutenant of Fire Department | 1 | 52 | 14-JAN-02 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Engineer of Fire Department | 1 | 52 | 14-JAN-02 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter | 1 | 52 | 22-JAN-18 | | YES | Spanish | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter Paramedic | 1 | 40 | 19-APR-21 | YES | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter Paramedic | 1 | 52 | 20-SEP-99 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter | 1 | 52 | 20-JUL-15 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter | 1 | 52 | 19-DEC-16 | | YES | Russian | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Engineer of Fire Department | 1 | 52 | 14-JAN-02 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter Paramedic | 1 | 52 | 29-NOV-10 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter | 1 | 52 | 30-NOV-98 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Battalion Chief | 1 | 40 | 20-SEP-99 | | NO | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter Paramedic | 1 | 52 | 27-SEP-04 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter Paramedic | 1 | 52 | 14-JAN-02 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Engineer of Fire Department | 1 | 52 | 02-APR-90 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Engineer of Fire Department | 1 | 52 | 19-DEC-16 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter Paramedic | 1 | 52 | 31-OCT-20 | YES | YES | | | |

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| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter Paramedic | 1 | 40 | 19-APR-21 | YES | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Lieutenant of Fire Department | 1 | 52 | 17-NOV-97 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter | 1 | 52 | 08-JUL-02 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter Paramedic | 1 | 52 | 28-DEC-15 | | YES | Sign Language | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter | 1 | 52 | 19-DEC-16 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter | 1 | 52 | 13-OCT-14 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Lieutenant of Fire Department | 1 | 52 | 26-JAN-98 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter Paramedic | 1 | 40 | 19-APR-21 | YES | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter | 1 | 52 | 27-SEP-04 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Lieutenant of Fire Department | 1 | 52 | 23-FEB-04 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Engineer of Fire Department | 1 | 52 | 19-AUG-13 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter | 1 | 52 | 06-JUN-16 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter Paramedic | 1 | 52 | 20-SEP-99 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter | 1 | 52 | 08-JUL-02 | | YES | Cambodian | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter Paramedic | 1 | 52 | 23-OCT-06 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Lieutenant of Fire Department | 1 | 52 | 08-JUL-02 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Engineer of Fire Department | 1 | 52 | 14-JAN-02 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Battalion Chief | 1 | 52 | 17-NOV-97 | | NO | | Spanish | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Captain of Fire Department | 1 | 52 | 10-SEP-07 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Captain of Fire Department | 1 | 52 | 17-NOV-97 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter Paramedic | 1 | 52 | 23-FEB-04 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Captain of Fire Department | 1 | 52 | 16-DEC-91 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter Paramedic | 1 | 52 | 02-OCT-00 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter | 1 | 52 | 13-OCT-14 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Engineer of Fire Department | 1 | 52 | 26-JAN-98 | | YES | Vietnamese | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Engineer of Fire Department | 1 | 52 | 10-SEP-07 | | YES | | Spanish | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Lieutenant of Fire Department | 1 | 52 | 16-DEC-91 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter | 1 | 52 | 23-FEB-04 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Engineer of Fire Department | 1 | 52 | 27-SEP-04 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Engineer of Fire Department | 1 | 52 | 08-JUL-02 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter Paramedic | 1 | 52 | 26-JAN-98 | | YES | Spanish | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter | 1 | 52 | 19-DEC-16 | | YES | Spanish | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter | 1 | 52 | 28-DEC-15 | | YES | Spanish | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Engineer of Fire Department | 1 | 52 | 06-JUN-16 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter | 1 | 52 | 24-MAR-14 | | YES | | Spanish | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Engineer of Fire Department | 1 | 52 | 12-SEP-05 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Lieutenant of Fire Department | 1 | 52 | 26-JAN-98 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Engineer of Fire Department | 1 | 52 | 28-OCT-02 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Engineer of Fire Department | 1 | 52 | 01-APR-96 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter Paramedic | 1 | 52 | 08-JUL-19 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter | 1 | 52 | 30-NOV-98 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter | 1 | 52 | 06-JUN-16 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Engineer of Fire Department | 1 | 52 | 24-MAR-14 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Lieutenant of Fire Department | 1 | 52 | 16-DEC-91 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Engineer of Fire Department | 1 | 52 | 24-MAR-14 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Captain of Fire Department | 1 | 52 | 23-FEB-04 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter Paramedic | 1 | 52 | 19-DEC-16 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Engineer of Fire Department | 1 | 52 | 14-JAN-02 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter | 1 | 52 | 24-MAR-14 | | YES | Chinese-Cantonese | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Engineer of Fire Department | 1 | 52 | 09-JUL-12 | | YES | Chinese-Mandarin | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Lieutenant of Fire Department | 1 | 52 | 14-JAN-02 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter Paramedic | 1 | 52 | 09-JUL-12 | | YES | Spanish | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Lieutenant of Fire Department | 1 | 52 | 19-MAR-01 | | YES | | | |

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| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Lieutenant of Fire Department | 1 | 52 | 17-NOV-97 | | YES | | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter | 1 | 52 | 19-DEC-16 | | YES | Chinese-Cantonese | | |
| 20411 - Emergency Service/Suppression | 150 Frank Ogawa Plaza | Fire Fighter | 1 | 52 | 27-JUN-11 | | YES | | | |
| 20511 - Budget and Planning Administration | 150 Frank Ogawa Plaza | Budget & Grants Administrator | 1 | 38 | 27-JUL-15 | | NO | | Chinese-Cantonese | |
| 20521 - Budget Unit | 150 Frank Ogawa Plaza | Accountant II | 1 | 38 | 02-FEB-01 | | NO | | Chinese-Cantonese | |
| 20521 - Budget Unit | 150 Frank Ogawa Plaza | Accountant III | 1 | 38 | 01-DEC-09 | | NO | | Chinese-Cantonese | |
| 20521 - Budget Unit | 150 Frank Ogawa Plaza | Accountant II | 1 | 38 | 19-APR-21 | YES | NO | | | |
| 20541 - Payroll Unit | 150 Frank Ogawa Plaza | Office Manager | 1 | 38 | 02-APR-01 | | NO | | | |
| 20551 - Time and Attendance Unit | 150 Frank Ogawa Plaza | Payroll Personnel Clerk III | 1 | 38 | 31-OCT-11 | | NO | | | |
| 20551 - Time and Attendance Unit | 150 Frank Ogawa Plaza | Payroll Personnel Clerk III | 1 | 38 | 24-AUG-09 | | NO | | | |
| 20611 - Education and Training Administration | 150 Frank Ogawa Plaza | Fire Equipment Technician | 1 | 40 | 02-MAY-20 | | NO | | | |
| 20611 - Education and Training Administration | 150 Frank Ogawa Plaza | Administrative Assistant I | 1 | 38 | 12-DEC-20 | YES | NO | Spanish | | |
| 20631 - In-Service Training Unit | 150 Frank Ogawa Plaza | Engineer of Fire Department | 1 | 40 | 08-JUL-02 | | NO | | | |
| 20631 - In-Service Training Unit | 150 Frank Ogawa Plaza | Captain of Fire Department | 1 | 40 | 28-APR-03 | | NO | | | |
| 20631 - In-Service Training Unit | 150 Frank Ogawa Plaza | Captain of Fire Department | 1 | 40 | 10-SEP-07 | | NO | | | |
| 20631 - In-Service Training Unit | 150 Frank Ogawa Plaza | Battalion Chief | 1 | 40 | 17-NOV-97 | | NO | | | |
| 20631 - In-Service Training Unit | 150 Frank Ogawa Plaza | Engineer of Fire Department | 1 | 40 | 05-FEB-07 | | YES | Chinese | | |
| 20631 - In-Service Training Unit | 150 Frank Ogawa Plaza | Lieutenant of Fire Department | 1 | 40 | 10-SEP-07 | | NO | | | |
| 20631 - In-Service Training Unit | 150 Frank Ogawa Plaza | Fire Fighter Paramedic | 1 | 40 | 05-FEB-07 | | YES | | Spanish | |
| 20711 - Emergency Services Program Unit | 150 Frank Ogawa Plaza | Emergency Services Manager, Assistant | 1 | 38 | 10-FEB-20 | | NO | | | |
| 20711 - Emergency Services Program Unit | 150 Frank Ogawa Plaza | Manager, Emergency Services | 1 | 38 | 08-FEB-20 | | NO | | | |
| 20711 - Emergency Services Program Unit | 150 Frank Ogawa Plaza | Emergency Planning Coordinator | 1 | 38 | 07-OCT-17 | | YES | | | |
| 20711 - Emergency Services Program Unit | 150 Frank Ogawa Plaza | Temp Contract Svcs Employee, PT | 1 | 38 | 04-APR-11 | | NO | | | |
| 20711 - Emergency Services Program Unit | 150 Frank Ogawa Plaza | Administrative Assistant II | 1 | 38 | 17-OCT-20 | YES | NO | | | |
| 20711 - Emergency Services Program Unit | 150 Frank Ogawa Plaza | Emergency Planning Coordinator | 0 | 38 | 25-JUL-20 | YES | YES | | | |
| 20811 - Human Resources | 150 Frank Ogawa Plaza | Administrative Analyst II | 1 | 38 | 08-FEB-01 | | NO | | | |
| 20811 - Human Resources | 150 Frank Ogawa Plaza | Office Assistant II | 1 | 38 | 24-AUG-09 | | NO | | | |
| 20811 - Human Resources | 150 Frank Ogawa Plaza | Fire Personnel Operations Specialist | 1 | 38 | 12-AUG-02 | | NO | | Spanish | |
| 20813 - Fire Boat | 150 Frank Ogawa Plaza | Temp Contract Svcs Employee, PT | 0 | 38 | 12-AUG-19 | | NO | | | |
| 20814 - Airport | 150 Frank Ogawa Plaza | Fire Fighter | 1 | 52 | 20-SEP-99 | | YES | | | |
| 20814 - Airport | 150 Frank Ogawa Plaza | Fire Fighter | 1 | 52 | 08-JUL-02 | | YES | | | |
| 20814 - Airport | 150 Frank Ogawa Plaza | Captain of Fire Department | 1 | 52 | 17-NOV-97 | | YES | | | |
| 20814 - Airport | 150 Frank Ogawa Plaza | Fire Fighter | 1 | 52 | 08-JUL-02 | | YES | | | |
| 20814 - Airport | 150 Frank Ogawa Plaza | Captain of Fire Department | 1 | 52 | 14-JUN-10 | | YES | | | |
| 20814 - Airport | 150 Frank Ogawa Plaza | Fire Fighter | 1 | 52 | 05-FEB-07 | | YES | | | |
| 20814 - Airport | 150 Frank Ogawa Plaza | Fire Fighter | 1 | 52 | 27-SEP-04 | | YES | | | |
| 20814 - Airport | 150 Frank Ogawa Plaza | Fire Fighter | 1 | 52 | 27-SEP-04 | | YES | | | |
| 20814 - Airport | 150 Frank Ogawa Plaza | Fire Fighter | 1 | 52 | 14-MAY-90 | | YES | | | |
| 20815 - U.S.A.R | 150 Frank Ogawa Plaza | Student Trainee, PT | 1 | 40 | 21-MAR-20 | | NO | | | |
| 20815 - U.S.A.R | 150 Frank Ogawa Plaza | US&R Warehouse & Logistics Specialist | 1 | 40 | 31-DEC-18 | | NO | | | |
| 20815 - U.S.A.R | 150 Frank Ogawa Plaza | Student Trainee, PT | 1 | 40 | 24-FEB-20 | | NO | | | |
| 20815 - U.S.A.R | 150 Frank Ogawa Plaza | Student Trainee, PT | 1 | 40 | 24-FEB-20 | | NO | | | |
| 20815 - U.S.A.R | 150 Frank Ogawa Plaza | Student Trainee, PT | 1 | 40 | 24-FEB-20 | | NO | | | |
| 20815 - U.S.A.R | 150 Frank Ogawa Plaza | Student Trainee, PT | 1 | 40 | 24-FEB-20 | | NO | | | |
| 20815 - U.S.A.R | 150 Frank Ogawa Plaza | Administrative Assistant I | 1 | 38 | 08-OCT-18 | | NO | | | |
| 20816 - Fire - Support & Services Unit | 150 Frank Ogawa Plaza | Fire Equipment Technician | 1 | 40 | 03-SEP-96 | | NO | Spanish | | |
| 20816 - Fire - Support & Services Unit | 150 Frank Ogawa Plaza | Captain of Fire Department | 1 | 40 | 01-APR-96 | | YES | | | |
| 20816 - Fire - Support & Services Unit | 150 Frank Ogawa Plaza | Captain of Fire Department | 1 | 40 | 29-JUN-00 | | YES | | | |
| 20912 - Measure N - Paramedic | 150 Frank Ogawa Plaza | Emergency Medical Services Coordinator | 1 | 38 | 04-MAY-15 | | NO | | | |
| 20912 - Measure N - Paramedic | 150 Frank Ogawa Plaza | Emergency Medical Services Coordinator | 1 | 38 | 18-JAN-16 | | NO | | | |
| 20912 - Measure N - Paramedic | 150 Frank Ogawa Plaza | Emergency Medical Services Coordinator | 1 | 38 | 18-JAN-16 | | NO | | | |
| 20912 - Measure N - Paramedic | 150 Frank Ogawa Plaza | Administrative Assistant II | 1 | 38 | 03-OCT-20 | YES | NO | | | |

Oakland Fire Dept

FY2020-21

| | | | | | | | | | | |
|-------------------------------|-----------------------|-----------------------------------|-----|----|-----------|-----|----|--|--|--|
| 20912 - Measure N - Paramedic | 150 Frank Ogawa Plaza | Fire Division Manager | 1 | 38 | 08-AUG-20 | YES | NO | | | |
| 20913 - EMS Training | 150 Frank Ogawa Plaza | Emergency Medical Services Coordi | 1 | 38 | 06-NOV-17 | | NO | | | |
| | | | 529 | | | | | | | |

Department Name: Housing and Community Development
Fiscal Year: FY2020-2021



EQUAL ACCESS ORDINANCE ANNUAL COMPLIANCE PLAN

I. DEPARTMENT CERTIFICATION

Provide the following certification that the Department Director has reviewed this Annual Compliance Plan for final approval:

I, Shola Olatoye, hereby certify, that I have reviewed and approved this Equal Access Annual Compliance Plan for accuracy and completeness, and the department is committed to adopt the goals specified in this Annual Compliance Plan. This Annual Compliance Plan for Department of Housing and Community Development was submitted on June 11, 2021.

A handwritten signature in black ink, appearing to read "Shola Olatoye", written over a horizontal line.

Shola Olatoye, Director

II. QUANTITATIVE ASSESSMENT REPORT

Department Name:

| Table 1 | Department Director | Language Access Coordinator (LAC) | Single Point of Contact (SPOC) |
|---------|-----------------------------------------------------|-----------------------------------------------------|-----------------------------------------------------|
| Name | Shola Olatoye | Ellen Dillard | Ellen Dillard |
| Title | Director | Management Assistant | Management Assistant |
| Address | 250 Frank H. Ogawa, Suite 6301 Oakland, CA 94612 | 250 Frank H. Ogawa, Suite 5313 Oakland, CA 94612 | 250 Frank H. Ogawa, Suite 5313 Oakland, CA 94612 |
| Phone# | (510) 238-3714 | (510) 238-6514 | (510) 238-6514 |
| Email | solatoye@oaklandca.gov | edillard@oaklandca.gov | edillard@oaklandca.gov |

| Table 2A. Department Employee Statistics | | | | | |
|------------------------------------------|----|-----|--------------------------------|---|-------|
| By FTE Count This Fiscal Year | | | By Head Count This Fiscal Year | | |
| Total # of FTE Employees | 61 | | New Hires | 5 | |
| Public Contact Positions (PCP) | 40 | | New PCP Hires | 0 | 8.20% |
| PCP With Spanish Language Skill | 4 | 10% | New PCP Hires with SP Skill | 0 | 0% |
| PCP With Chinese Language Skill | 4 | 10% | New PCP Hires with CH Skill | 0 | 0% |

| Table 2B. Language Selective Certification Hiring | |
|------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------|
| Any selective certification in language required for recruitment this fiscal year? | <input checked="" type="checkbox"/> No <input type="checkbox"/> Yes – Please describe below |
| Job Title | Outcome |
| | <input type="checkbox"/> Hired-SP <input type="checkbox"/> Hired-CH <input type="checkbox"/> In Progress/Other* |
| | <input type="checkbox"/> Hired-SP <input type="checkbox"/> Hired-CH <input type="checkbox"/> In Progress/Other* |
| | <input type="checkbox"/> Hired-SP <input type="checkbox"/> Hired-CH <input type="checkbox"/> In Progress/Other* |
| *Please provide an explanation for all 'other' outcomes: | |

| Table 3A. Department Organization Structure (List out the different units in this table or attach an organization chart) | |
|--------------------------------------------------------------------------------------------------------------------------|--|
| Admin. and Fiscal: Housing and Community Development | |
| Housing Development Services | |
| Municipal Lending | |
| CDBG Coordination | |
| Homeownership Programs | |
| Residential Rent Arbitration | |
| | |

| Table 3B. Department Organization Structure -- Update | |
|----------------------------------------------------------------------|---------------------------------------------------------------------------------------------|
| Any changes occurred in the organization structure this fiscal year? | <input checked="" type="checkbox"/> No <input type="checkbox"/> Yes – Please describe below |
| Description: | |

| Table 3C. Department Organization Structure - Super PCP Unit Reporting | | |
|------------------------------------------------------------------------|----------------------------------------------------------------------------------------------|--------------|
| Any Super PCP Unit in the department? | <input type="checkbox"/> No <input checked="" type="checkbox"/> Yes – Please describe below. | |
| Super PCP Unit | Language Goal FTE | Actual FTE |
| Municipal Lending (89939) | SP= 1 CH = 1 | SP= 0 CH = 0 |
| Residential Rent Arbitration | SP= 1 CH = 1 | SP= 2 CH = 4 |
| | SP= CH = | SP= CH = |
| | SP= CH = | SP= CH = |

| Table 4A Vital Documents List | | | |
|----------------------------------------------------|---------------------------|---------------------------|--------------------------------------------|
| Document Name | SP Translation Available? | CH Translation Available? | Other? Specify: |
| Information Sheet - Mold | Yes | Yes | |
| Information Sheet – Housing Resources During Covid | Yes | Yes | |
| 8 Moratorium Postcard | Yes | Yes | |
| Workshop Sheets – RAP | Yes | Yes | |
| Tenant Petition | Yes | | |
| Emergency Moratorium | Yes | Yes | Tagalog, Korean, Khmer |
| Emergency Moratorium Review | | | Tagalog, Korean, Khmer, Arabic, Vietnamese |
| Flyer | | Yes | Vietnamese |
| ERAP Oakland Portal | | Yes | Vietnamese |
| ERAP Document Review | | | |
| AIP, EHRP, HMIP, LSHP Description | Yes | Yes | |
| Info. Sheet – Rent Levels & Regulations | Yes | Yes | |
| Info. Resources Sheet - Updates | Yes | Yes | |
| OPL Evening Hours - RAP | Yes | Yes | |
| Evening Workshops – RAP | Yes | Yes | |
| Application | Yes | Yes | |
| Footnote | Yes | Yes | |
| Fair Chance Housing Ordinance | Yes | Yes | |
| RAP Survey | Yes | Yes | Vietnamese |
| Emergency Moratorium FAQ | Yes | Yes | Korean, Vietnamese, Arabic, Tagalog |
| Document translated to English | Yes | | |
| Emergency Moratorium Info. Sheet Updates | Yes | Yes | Korean, Vietnamese, Arabic |
| Emergency Moratorium Rent (Covid-19) | Yes | Yes | Korean, Vietnamese, Arabic, Tagalog, Khmer |
| CARES Act Fact Sheet | Yes | Yes | Vietnamese |
| CARES Act Post Card | Yes | Yes | Vietnamese |
| CARES Act Post Card Updates | Yes | Yes | Vietnamese |
| Total # of vital documents reported = 27 | | | |

| Table 4B. Vital Documents Status Summary | |
|-------------------------------------------------------------------------|---------------------------------------------------------------------------------------------|
| Department's known vital documents translated into Spanish and Chinese? | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No – Please describe below |
| Action Plan & Timeline: | |

Department Name: Housing and Community Development
Fiscal Year: FY2020-2021

| Table 5. Multilingual Telephone Recordings | | |
|---------------------------------------------------|------------------|-----------|
| Location Description | Telephone Number | Status |
| Housing and Community Development | 238-3015 | Completed |
| Rent Adjustment Program | 238-3721 | Completed |
| Housing Resource Center | 238-6182 | Completed |
| | | |

| Table 6. Analysis by Community Based Service Locations | | | | PCP | SP | | CH | |
|---------------------------------------------------------------|---------|----------|---------|------|------|-----|------|-----|
| Facility Name | Address | Zip Code | Phone # | #FTE | #FTE | % | #FTE | % |
| N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A |
| | | | | | | | | |
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Table 6 applies to City Departments that provide services at geographically based locations outside of City Hall Plaza, such as recreation centers, senior centers, head start centers, libraries, police beat and firehouses.

| Table 7. Public Notices & Resources | |
|-------------------------------------------------------------------------------------------------|---------------------------------------------------------------------|
| Language access notice displayed at reception area | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No |
| I-Speak Card/ Language List displayed at reception area | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No |
| Department staff provided with language access resources (Interpretation#, FAQ, training...etc) | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No |

If you answered "no" to any questions in Table 7, please provide a corrective action plan in the narrative report under Question B(1).

Key: PCP = Public Contact Position
FTE = Full Time Equivalent
SP = Spanish-speaking
CH = Chinese-speaking
LES = Limited English-Speaking

III. QUALITATIVE ASSESSMENT REPORT

A. Bilingual Public Contact Positions Assessment

Department Name:

| ASSESSMENT | | SPANISH-SPEAKING PCP | | | CHINESE-SPEAKING PCP | | |
|------------|-----|----------------------|-------|-----------|----------------------|-------|-----------|
| FTE | PCP | GOAL | STAFF | GOAL MET? | GOAL | STAFF | GOAL MET? |
| 61 | 40 | 1 | 4 | Yes | 1 | 4 | Yes |

Goal = PCP X %

This report covers fiscal year 2020-2021 and data is reported as of June 2020.

1. Provide an assessment of the Department's effort to achieve compliance with the Equal Access Ordinance (EAO).

The Department of Housing and Community Development (DHCD) complied with the Equal Access Ordinance (EAO) during the reporting period. The forms, brochures and postcards that are used to administer our housing programs have been updated into Spanish and Chinese. Other documents were translated in Tagalog, Khmer, Korean and Vietnamese. We continue to update our program websites to provide more information to the public. These programs effectively serve the Limited English Speaking (LES) population in the City of Oakland as required by the EAO.

2. Describe the Department's effort in outreach, recruitment and hiring of bilingual candidates.

DHCD's outreach and recruitment efforts continue to include language and materials that encourage bilingual candidates to apply for vacant positions. This includes placing job announcements in bilingual newspapers and/or websites. We will continue to hire bilingual candidates who could assist with providing multilingual services to the public. Although most positions that were filled during the reporting period were not designated as PCP positions, we do have multiple bilingual staff members who can assist LES individuals as needed.

3. Highlight positive changes, successes, and best practices.

DHCD continues to provide written materials in multiples languages to assist the City's LES population in obtaining the information that they require and need. During the reporting period, written materials were translated in Chinese, Spanish, Vietnamese, Tagalog, Korean, Khmer and Arabic. The Residential Rent Arbitration division of DHCD revised their fliers, notices and other written materials that were used for community outreach throughout the City; Homeownership Program's written materials were updated to reflect the current information about available services; Residential Lending continues to provide program information in multiple languages. Our goal is to continue to provide public information in various languages to better serve the City.

4. Describe additional measures implemented to ensure LES persons are provided with meaningful access to City services.

The divisions of the department produced and distributed a significant amount of written materials throughout the various outlets and events in the City of Oakland. This includes, but are not limited to public notices; program descriptions; Emergency Moratorium FAQs; Fair Chance Housing Ordinance; ERAP documents; CARES Act postcards and

updates; Rent Arbitration Program hours and workshops; tenant petitions; etc. On occasion, DHCD provides bilingual public service announcements on KTOP with translations in Spanish, Cantonese, Mandarin, Vietnamese and other languages as needed. Our community outreach is designed to inform LES individuals in Oakland about available services that are offered and their rights under the various services that we provide. We take proactive measures to ensure that our client's language access needs are immediately addressed. DHCD is following the City's Equal Access to Services Ordinance and Administrative Instruction (AI) 145.

B. Translation of Written Vital Documents Assessment

1. Departments are required to inform the public of the right to language access services. Please list the locations in which notices are posted.

DHCD informs the public of their right to language access services by having notices posted in various locations in our offices at 250 Frank H. Ogawa Plaza, Suite 5313 and 6301 (5th and 6th floors). This includes DHCD's reception areas and each divisions designated space(s).

2. Describe the percentage of vital documents translated into threshold language(s). What is the corrective action plan and timeline in getting the rest of the documents translated?

Vital documents for DHCD programs have been updated and translated into Spanish, Cantonese, Mandarin, Korean, Tagalog, Khmer and Arabic. These materials have been translated into the threshold languages required by the City's Equal Access Ordinance. We will continue to translate vital documents in different languages when necessary and needed.

3. Describe other materials the Department has provided in multiple languages?

During the reporting period, we translated a few letters in English that we received from constituents. This enabled our staff to have a better understanding of the letters' content and how to proceed with assistance. DHCD is willing to translate other documents into other languages if needed to allow us to effectively assist and engage with the community.

C. Multilingual Telephone Messages Assessment

1. Provide an assessment on the provision of multilingual messages and hotlines.

DHCD provides multilingual telephone messages in the threshold languages required by the EAO. The languages are English, Spanish, Chinese and Vietnamese; other languages as needed. We will continue to modify all the telephone messages in the department to provide multilingual service to the LES community.

D. Assessment of Department Communication with LES Populations

1. Describe outreach efforts to communicate and engage LES populations.

DHCD have bilingual staff who can provide translations in Spanish and Chinese. If a bilingual employee is not available, we seek assistance from the Equal Access office or utilize a third-party vendor for translation service(s). We will continue to take these steps to facilitate effective communication with the City's LES populations. Our departmental procedures are in compliant with the City's Equal Access to Service Ordinance and AI 145.

2. State the number of language access complaint(s) received this year, and actions taken to address and resolve the complaint(s).

DHCD did not receive any complaints regarding our provision of bilingual services (written or oral) during the reporting period.

E. Action Plan

1. Identify the Department's action steps for the next 12 months on ensuring meaningful access to City's program and services for the LES community. Please highlight new initiatives.

We will continue to expand our community outreach efforts by reviewing and making improvements and adjustments to our program materials and program websites. Our current practice includes maintaining a list of LES people served within the different divisions of the Department, such as the Rent Arbitration Program, Housing Resource Center and Administrative and Fiscal. We provide follow-ups in the necessary language as needed.

Housing Development Department

FY 2020-21

| ORGANIZATION | ADDRESS_LINE_1 | JOB_CLASS | HIRE_DATE | NEW | PCP_POSI | PCP_LANG_1 | BILINGUAL CERT |
|--------------------------------------|--------------------------|---------------------------------------|-----------|-----|----------|---------------------|----------------|
| 89919 - Admin: Housing & Commur | 250 Frank Ogawa Plaza | Account Clerk II | 16-MAY-20 | | NO | | |
| 89919 - Admin: Housing & Commur | 250 Frank Ogawa Plaza | Accountant II | 05-DEC-05 | | NO | Chinese | |
| 89919 - Admin: Housing & Commur | 250 Frank H. Ogawa Plaza | Administrative Assistant I | 09-FEB-04 | | NO | | |
| 89919 - Admin: Housing & Commur | 250 Frank Ogawa Plaza | Administrative Services Manager II | 30-MAR-15 | | NO | | |
| 89919 - Admin: Housing & Commur | 250 Frank Ogawa Plaza | Assistant to the Director | 30-MAY-20 | | NO | | |
| 89919 - Admin: Housing & Commur | 250 Frank Ogawa Plaza | Business Analyst III | 10-AUG-19 | | NO | | |
| 89919 - Admin: Housing & Commur | 250 Frank Ogawa Plaza | Community Development Program Coord | 27-MAR-06 | | YES | Spanish | Spanish |
| 89919 - Admin: Housing & Commur | 250 Frank Ogawa Plaza | Deputy Director, Housing | 13-FEB-18 | | NO | | |
| 89919 - Admin: Housing & Commur | 250 Frank Ogawa Plaza | Director of Housing & Community Dev | 08-FEB-20 | | NO | | |
| 89919 - Admin: Housing & Commur | 250 Frank Ogawa Plaza | Employment Services Supervisor | 27-FEB-95 | | YES | Spanish | Spanish |
| 89919 - Admin: Housing & Commur | 250 Frank Ogawa Plaza | Executive Assistant to the Director | 15-OCT-90 | | NO | | |
| 89919 - Admin: Housing & Commur | 250 Frank Ogawa Plaza | Home Management Specialist II | 17-MAR-14 | | YES | | |
| 89919 - Admin: Housing & Commur | 250 Frank Ogawa Plaza | Loan Servicing Administrator | 14-JAN-14 | | YES | | |
| 89919 - Admin: Housing & Commur | 250 Frank H. Ogawa Plaza | Loan Servicing Specialist | 25-JUN-90 | | YES | Tagalog | |
| 89919 - Admin: Housing & Commur | 250 Frank Ogawa Plaza | Management Assistant | 25-JUN-08 | | YES | Tagalog | |
| 89929 - Housing Development | 250 Frank Ogawa Plaza | Home Management Specialist III | 25-JUN-12 | | YES | | |
| 89929 - Housing Development | 250 Frank Ogawa Plaza | Housing Development Coordinator II | 11-JUL-20 | YES | NO | | |
| 89929 - Housing Development | 250 Frank Ogawa Plaza | Housing Development Coordinator III | 19-SEP-20 | YES | NO | | |
| 89929 - Housing Development | 250 Frank Ogawa Plaza | Housing Development Coordinator III | 11-JAN-20 | | NO | | |
| 89929 - Housing Development | 250 Frank Ogawa Bldg | Housing Development Coordinator IV | 25-JAN-20 | | NO | | |
| 89929 - Housing Development | 250 Frank Ogawa Bldg | Housing Development Coordinator IV | 07-MAY-18 | | NO | | |
| 89929 - Housing Development | 250 Frank Ogawa Bldg | Housing Development Coordinator IV | 26-FEB-18 | | NO | | |
| 89929 - Housing Development | 250 Frank Ogawa Plaza | Housing Development Coordinator IV | 08-DEC-05 | | NO | | |
| 89929 - Housing Development | 250 Frank Ogawa Plaza | Manager, Housing Development | 18-JUN-01 | | NO | | |
| 89939 - Municipal Lending | 250 Frank Ogawa Plaza | Administrative Analyst II | 11-SEP-93 | | NO | | |
| 89939 - Municipal Lending | 250 Frank Ogawa Plaza | Development/Redevelop. Program Manage | 27-OCT-88 | | NO | | |
| 89939 - Municipal Lending | 250 Frank Ogawa Plaza | Home Management Specialist III | 27-MAY-14 | | YES | | |
| 89939 - Municipal Lending | 250 Frank Ogawa Plaza | Housing Development Coordinator III | 09-FEB-09 | | YES | | |
| 89939 - Municipal Lending | 250 Frank Ogawa Plaza | Mortgage Advisor | 10-AUG-09 | | YES | | |
| 89939 - Municipal Lending | 250 Frank Ogawa Plaza | Program Analyst III | 03-NOV-18 | | NO | | |
| 89939 - Municipal Lending | 250 Frank Ogawa Plaza | Project Manager | 31-OCT-11 | | YES | | |
| 89939 - Municipal Lending | 250 Frank Ogawa Plaza | Rehabilitation Advisor I | 23-APR-18 | | YES | Persian and German | |
| 89939 - Municipal Lending | 250 Frank H. Ogawa Plaza | Rehabilitation Advisor III | 11-AUG-18 | | YES | | |
| 89939 - Municipal Lending | 250 Frank Ogawa Plaza | Rehabilitation Advisor III | 22-MAY-17 | | YES | Arabic and Armenian | |
| 89949 - CDBG Coordination | 250 Frank Ogawa Plaza | Administrative Assistant I | 17-DEC-16 | | YES | | |
| 89949 - CDBG Coordination | 250 Frank H. Ogawa Plaza | Community Development Program Coord | 08-JAN-07 | | YES | | |
| 89949 - CDBG Coordination | 250 Frank Ogawa Plaza | Community Development Program Coord | 27-NOV-06 | | YES | | |
| 89949 - CDBG Coordination | 250 Frank H. Ogawa Plaza | Community Development Program Coord | 26-OCT-73 | | YES | | |
| 89949 - CDBG Coordination | 250 Frank Ogawa Plaza | Development/Redevelop. Program Manage | 14-JUN-94 | | NO | | |
| 89949 - CDBG Coordination | 250 Frank Ogawa Plaza | Program Analyst II | 06-SEP-05 | | YES | | |
| 89969 - Residential Rent Arbitration | 250 Frank Ogawa Plaza | Administrative Analyst I | 10-AUG-19 | | YES | Chinese | Chinese |
| 89969 - Residential Rent Arbitration | 250 Frank Ogawa Plaza | Administrative Analyst I | 08-SEP-18 | | YES | | |
| 89969 - Residential Rent Arbitration | 250 Frank Ogawa Plaza | Administrative Analyst I | 20-DEC-99 | | YES | | |

Housing Development Department

FY 2020-21

| | | | | | | | | |
|--------------------------------------|-----------------------|----------------------------------|-----------|-----|-----|---------|---------|--|
| 89969 - Residential Rent Arbitration | 250 Frank Ogawa Plaza | Administrative Assistant I | 17-OCT-20 | YES | YES | Chinese | | |
| 89969 - Residential Rent Arbitration | 250 Frank Ogawa Plaza | Administrative Assistant I | 17-OCT-20 | YES | YES | | | |
| 89969 - Residential Rent Arbitration | 250 Frank Ogawa Bldg | Administrative Assistant I | 06-AUG-01 | | YES | | | |
| 89969 - Residential Rent Arbitration | 250 Frank Ogawa Bldg | Administrative Assistant I | 27-MAY-00 | | YES | | | |
| 89969 - Residential Rent Arbitration | 250 Frank Ogawa Bldg | Hearing Officer | 14-DEC-19 | | YES | | | |
| 89969 - Residential Rent Arbitration | 250 Frank Ogawa Plaza | Hearing Officer | 06-APR-19 | | YES | | | |
| 89969 - Residential Rent Arbitration | 250 Frank Ogawa Plaza | Hearing Officer | 09-APR-18 | | YES | | | |
| 89969 - Residential Rent Arbitration | 250 Frank Ogawa Plaza | Hearing Officer | 14-FEB-17 | | YES | | | |
| 89969 - Residential Rent Arbitration | 250 Frank Ogawa Bldg | Hearing Officer | 01-OCT-12 | | YES | | | |
| 89969 - Residential Rent Arbitration | 250 Frank Ogawa Plaza | Hearing Officer | 25-FEB-08 | | YES | | | |
| 89969 - Residential Rent Arbitration | 250 Frank Ogawa Plaza | Home Management Specialist II | 11-JUL-20 | YES | YES | | | |
| 89969 - Residential Rent Arbitration | 250 Frank Ogawa Plaza | Home Management Specialist II | 16-MAY-20 | | YES | | | |
| 89969 - Residential Rent Arbitration | 250 Frank Ogawa Plaza | Manager, Rent Adjustment Program | 06-OCT-18 | | YES | French | | |
| 89969 - Residential Rent Arbitration | 250 Frank Ogawa Bldg | Program Analyst II | 30-DEC-17 | | YES | | | |
| 89969 - Residential Rent Arbitration | 250 Frank Ogawa Bldg | Program Analyst II | 13-MAR-12 | | YES | Spanish | Spanish | |
| 89969 - Residential Rent Arbitration | 250 Frank Ogawa Plaza | Program Analyst II | 07-MAR-05 | | YES | Spanish | Spanish | |
| 89969 - Residential Rent Arbitration | 250 Frank Ogawa Plaza | Program Analyst III | 27-OCT-14 | | YES | Chinese | Chinese | |
| 89969 - Residential Rent Arbitration | 250 Frank Ogawa Plaza | Senior Hearing Officer | 02-OCT-06 | | YES | Chinese | | |

Department Name: HUMAN RESOURCES MANAGEMENT
Fiscal Year: FY2020-2021



EQUAL ACCESS ORDINANCE
ANNUAL COMPLIANCE PLAN

I. DEPARTMENT CERTIFICATION

Provide the following certification that the Department Director has reviewed this Annual Compliance Plan for final approval:

I, Ian Appleyard, hereby certify, that I have reviewed and approved this Equal Access Annual Compliance Plan for accuracy and completeness, and the department is committed to adopt the goals specified in this Annual Compliance Plan. This Annual Compliance Plan for Human Resources Management Department covers July 1st, 2020 to June 30th, 2021.

Ian Appleyard

Signature
Human Resources Director

II. QUANTITATIVE ASSESSMENT REPORT

Department Name: HUMAN RESOURCES MANAGEMENT

| Table 1 | Department Director | Language Access Coordinator (LAC) | Single Point of Contact (SPOC) |
|---------|-----------------------------|-----------------------------------|--------------------------------|
| Name | Ian Appleyard | May Tam | Denise Aaron |
| Title | Director of Human Resources | Program Analyst III | Executive Assistant |
| Address | 150 Frank H Ogawa Plaza | 150 Frank H Ogawa Plaza | 150 Frank H Ogawa Plaza |
| Phone# | 510-238-3112 | 510-238-3112 | 510-238-3112 |
| Email | lappleyard@oaklandca.gov | Mtam@oaklandca.gov | Daaron@oaklandca.gov |

| Table 2A. Department Employee Statistics | | | | | |
|------------------------------------------|----|-----|--------------------------------|---|--|
| By FTE Count This Fiscal Year | | | By Head Count This Fiscal Year | | |
| Total # of FTE Employees | 41 | | New Hires | 1 | |
| Public Contact Positions (PCP) | 4 | | New PCP Hires | 0 | |
| PCP With Spanish Language Skill | 1 | 25% | New PCP Hires with SP Skill | 0 | |
| PCP With Chinese Language Skill | 1 | 25% | New PCP Hires with CH Skill | 0 | |

| Table 2B. Language Selective Certification Hiring | |
|------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------|
| Any selective certification in language required for recruitment this fiscal year? | <input checked="" type="checkbox"/> No <input type="checkbox"/> Yes – Please describe below |

| Table 3A. Department Organization Structure |
|---------------------------------------------------|
| Personnel Admin/Human Resource Info Services Unit |
| Employment and Classification Unit |
| Equal Access |
| Employee Labor Relations |
| Human Resource Development Unit |
| Employee Benefits Services |
| Risk Management |

| Table 3B. Department Organization Structure Update | |
|----------------------------------------------------------------------|---------------------------------------------------------------------------------------------|
| Any changes occurred in the organization structure this fiscal year? | <input checked="" type="checkbox"/> No <input type="checkbox"/> Yes – Please describe below |

| Table 3C. Department Organization Structure - Super PCP Unit Reporting | | |
|------------------------------------------------------------------------|----------------------------------------------------------------------------------------------|-----------------|
| Any Super PCP Unit in the department? | <input type="checkbox"/> No <input checked="" type="checkbox"/> Yes – Please describe below. | |
| Super PCP Unit | Language Goal | Language Actual |
| Equal Access Office | SP= 1 CH = 1 | SP= 1 CH =1 |

| Table 4A Vital Documents List | | | |
|-----------------------------------------|---------------------------|---------------------------|-----------------|
| Document Name | SP Translation Available? | CH Translation Available? | Other? Specify: |
| Equal Access Ordinance | Yes | Yes | |
| Equal Access Complaint Form | Yes | Yes | Vietnamese |
| Equal Access Language Survey | Yes | Yes | |
| Language Survey Flyer | Yes | Yes | |
| Desktop Language Display (I Speak Card) | Yes | Yes | Multiple |
| I Speak Card (Website) | Yes | Yes | Multiple |
| City Directory Brochure | Yes | Yes | |
| Language Assistance Poster | Yes | Yes | Multiple |
| Language Access Plan | Yes | Yes | |

| Table 4A Vital Documents List (Continue) | | | |
|-------------------------------------------------|---------------------------|---------------------------|-----------------|
| Document Name | SP Translation Available? | CH Translation Available? | Other? Specify: |
| Interpretation Equipment Usage Guideline | Yes | Yes | |
| Interpretation Equipment Poster | Yes | Yes | |
| Interpretation Equipment Signage and Forms | Yes | Yes | Vietnamese |
| Language Access Coordinator List | Yes | Yes | |
| Accessibility Info Template (Online) | Yes | Yes | |
| Citywide Glossary | Yes | Yes | Vietnamese |
| Foreign Language Test | Yes | Yes | Multiple |
| How to Apply for City Jobs | Yes | Yes | |
| Job Interest Card | Yes | Yes | |
| Outreach Flyer (Job Fair) | Yes | Yes | |
| Front Counter Notice (Social Distance) | Yes | Yes | |
| Zoom Simultaneous Interpretation Introduction | Yes | Yes | |
| Total: | 21 | 21 | |

| Table 4B. Vital Documents Status Summary | |
|-------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------|
| Are all the department's vital documents translated into Spanish and Chinese? | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No – Please describe below |
| Action Plan & Timeline: | |

| Table 5 Multilingual Telephone Recordings | | |
|------------------------------------------------------------|------------------|----------|
| Location Description | Telephone Number | Status |
| Human Resources – Front Desk 150 FOP 2 nd Floor | 510-238-3112 | EN/SP/CH |
| Equal Access Program | 510-238-2368 | EN/CH |
| Equal Access Program | 510-238-6448 | EN/SP |

| Table 6 Analysis by Community Based Service Locations | | | | PCP | SP SPEAKING | | CH SPEAKING | |
|--------------------------------------------------------------|---------|----------|---------|-------|-------------|---|-------------|---|
| Facility Name | Address | Zip Code | Phone # | # FTE | # | % | # | % |
| N/A | | | | | | | | |

| Table 7. Public Notices & Resources | |
|-------------------------------------------------------------------------------------|-----|
| Language access notice displayed at reception area | Yes |
| I-Speak Card/ Language List displayed at reception area | Yes |
| Provide staff with language access resources (Interpretation#, FAQ, training...etc) | Yes |

If you answered "no" to any questions in Table 7, please provide a corrective action plan in the narrative report under Question B(1).

Key: PCP = Public Contact Position
FTE = Full Time Equivalent
SP = Spanish-speaking
CH = Chinese-speaking
LES = Limited English-Speaking

III. QUALITATIVE ASSESSMENT REPORT

A. Bilingual Public Contact Positions Assessment

Department Name: Human Resources Management

| ASSESSMENT | | SPANISH-SPEAKING PCP | | | CHINESE-SPEAKING PCP | | |
|------------|-----|----------------------|-------|-----------|----------------------|-------|-----------|
| FTE | PCP | GOAL | STAFF | GOAL MET? | GOAL | STAFF | GOAL MET? |
| 41 | 4 | 0.44 | 1 | Yes | 0.2 | 1 | Yes |

Goal = PCP X %

This report covers fiscal year 2020-2021 and data is reported as of June 2020.

1. Provide an assessment of the Department's effort to achieve compliance with the Equal Access Ordinance (EAO).

The Human Resources Management (HRM) department is fully committed to providing limited-English speaking groups with equal access to services. We believe that the public safety, health, and general welfare can be enriched and enhanced by cultural and language diversity. Through the assistance of bilingual employees, qualified interpreters, qualified translators; telephone and/or video interpretation, we strive to provide language access to information and services to members of the public. Language Access Services is offered at no cost to the public. The Equal Access Office is a part of the HRM department. Details of Equal Access Office accomplishment are presented in the agenda report which includes the coordination of 232 hours of live interpretations for public meetings, production of 837 translated documents, and more. In terms of public contact positions, we have two HR Clerks stationed at our front counter on the 2nd floor of 150 Frank Ogawa Plaza; and another two are assigned to our Equal Access Office on the same floor. All employees have received trainings on language access services. HRM's Citywide Training unit, together with the Equal Access Office have offered an increased number of language access trainings to City employees. Language access is a standard training topic included in new employee orientation and supervisor training module. New exciting development this year includes collaborating with expert linguists, Americans with Disabilities Act (ADA) office, City Attorney's Office, Title VI Coordinator, and the Race & Equity team on providing more comprehensive training to City employees.

| Language Access Trainings | |
|---------------------------|------------------------------------------------------------------------|
| Date | Subject |
| 9/8/2020 | Zoom Simultaneous Interpretation Training |
| 11/18/2020 | Zoom Simultaneous Interpretation Training |
| 2/26/2021 | Zoom Simultaneous Interpretation Training |
| 3/3/2021 | Language Access Training |
| 3/8/2021 | Equity Presentation |
| 5/5/2021 | Community Engagement Series: Improving and Understanding Accessibility |
| 5/12/2021 | Title VI Civil Rights Policy Training |
| 5/27/2021 | Community Engagement Series: Improving and Understanding Accessibility |
| Bimonthly | New Employee Orientation |
| Semi-annual | Supervisory Academy |

2. Describe the Department's effort in outreach, recruitment and hiring of bilingual candidates.

Due to the Alameda County Public Health orders, many recruitment events and job fairs are cancelled during this reporting period. Outreach is mostly conducted through print advertisements, social media postings, and other web-based channels. The devastating impact of COVID-19 and the shelter-in-place orders largely in effect this year has caused an unprecedented shortfall in City budget. Measures taken by the City include releasing most temporary and part-time workers, and implemented a hiring freeze. As a result, there is a large reduction of job openings and recruitment activities. Among the limited number of openings this fiscal year, 26% of applicants indicate Spanish language skill, while 4% indicate Chinese language skill.

HRM continues to support bilingual employees by administering bilingual tests and certifying language skills. Bilingual pay premium is available to certified employees according to labor agreement provisions. A total of sixty-seven tests are administered this year.

| | | | |
|-----------------------|-------------------|------|------|
| Level I Oral Test | Candidates Tested | Pass | Fail |
| | 41 | 39 | 2 |
| Level II Written Test | Candidates Tested | Pass | Fail |
| | 26 | 23 | 3 |
| Total | 67 | 62 | 5 |

3. Highlight positive changes, successes, and best practices.

HRM plays a vital role in the City of Oakland's equity team. HR Director, Asst. HR Director, Citywide Training Coordinator, Equal Access Program Analyst, and members of our recruitment team act as active members of the equity team. The team meets regularly to examine ways to enhance equity in the City. During this fiscal year, new trainings are developed and offered to HRM employees as best practices to raise awareness on equity and inclusion. The equity team works tirelessly on removing hiring bias and creating equity during the interview process. On-going discussions continue to take place with different levels of City management. Equity trainings offered to all HRM employees are summarized below:

| HRM Department Equity Trainings | |
|---------------------------------|------------------------------------------------------------------------|
| Date | Subject |
| 4/7/2021 | Advancing Equity in the First 100 Days and Beyond: A Listening Session |
| 4/21/2021 | Hiring Bias and Equity Questions on Interviews |
| 10/30/2020 | Let's Talk About the Vote |

4. Describe additional measures implemented to ensure LES persons are provided with meaningful access to City services.

During County public health Shelter-In-Place order, public meetings have moved online to web-based platforms, such as Zoom, or Microsoft Teams, or Skype. Our office works diligently to ensure interpretation is available for web-based meetings at the same service level as it would be available for on-site meetings. Logistics on interpretation for virtual meetings are negotiated quickly with service providers. Internal request forms, supporting handouts and procedures are promptly developed. Service providers are brought in to provide trainings and demonstrate how to successfully engage multilingual participants in virtual meetings.

B. Translation of Written Vital Documents Assessment

1. Departments are required to inform the public of the right to language access services. Please list the locations in which notices are posted.

Front Counter, 150th Frank H. Ogawa Plaza, 2nd Floor Oakland, CA 94612. In addition to public notices, our front counter is also equipped with Desktop Language Display.

2. Describe the percentage of vital documents translated into threshold language(s). What is the corrective action plan and timeline in getting the rest of the documents translated?

Twenty-one vital documents are available and translated into Spanish and Chinese.

3. Describe other materials the Department has provided in multiple languages?

Our Equal Access Office worked with various City departments to produced 837 translated documents this year for the City of Oakland. The list of translated documents are included as attachments to the agenda report.

C. Multilingual Telephone Messages Assessment

1. Provide an assessment on the provision of multilingual messages and hotlines.

HRM main recruitment line has outgoing messages available in English, Spanish and Chinese. Equal Access Office lines also provides outgoing messages in Spanish and Chinese.

D. Assessment of Department Communication with LES Populations

1. Describe outreach efforts to communicate and engage LES populations.

Posters are displayed prominently at our public counter letting constituents know language service is available at no cost. Due to social distancing measures this year, most of the City's public meetings, workshops and classes are offered online. Much of the City's information are posted online on City website, which is equipped with Google translation function to instantly translate content into multiple languages. In addition, our Equal Access Office has provided technical assistance to update several hotline and email messages in multiple languages in efforts to engage LES populations. Some of these messages are for Covid-related grants, applications, food distribution program, and more. Multilingual messages help ensure information is communicated to LES population.

2. State the number of language access complaint(s) received this year, and actions taken to address and resolve the complaint(s).

No complaints received.

E. Action Plan

1. Identify the Department's action steps for the next 12 months on ensuring meaningful access to City's program and services for the LES community. Please highlight new initiatives.

- a. Work with City departments in ensuring notices and flyers are translated as the City reopen its facilities to the public. HRM is part of the Return to Work Committee that analyzes risk factors and establishes guidelines for safe back to work process. Measures will be taken to ensure communications with LES populations are adequately provided.
- b. Enhance language access awareness among frontline customer service & public contact employees. Distribution of new language access print materials, which was halted in March 2020 due to shelter-in-place orders, will resume beginning 2022.
- c. Continue to offer trainings through Citywide employee training classes. In addition, create and develop new virtual training video for Citywide employee. Virtual training is a great tool to make training available at any time, any location.
- d. Launch a Citywide language assessment survey at select public contact locations. The goal of the survey is to assess quality of language assistance services and identify service gaps and areas for improvements.

Human Resources

FY2020-21

| ORGANIZATION | ADDRESS | JOB_CLASS | HIRE_DATE | NEW | PCP | PCP_LANG | BILINGUAL |
|--------------------------------------------------------|-----------------------|----------------------------------------|-----------|-----|-----|----------|------------|
| 05111 - Personnel Admin/Human Resource Info Services U | 150 Frank Ogawa Plaza | Administrative Analyst II | 25-JAN-20 | | NO | | |
| 05111 - Personnel Admin/Human Resource Info Services U | 150 Frank Ogawa Plaza | Director of Human Resources Management | 26-SEP-16 | | NO | | |
| 05111 - Personnel Admin/Human Resource Info Services U | 150 Frank Ogawa Plaza | Executive Assistant to the Director | 03-JAN-17 | | NO | | |
| 05211 - Employment and Classification Unit | 150 Frank Ogawa Plaza | Human Res Analyst, Sr Supervising | 05-OCT-09 | | NO | | |
| 05211 - Employment and Classification Unit | 150 Frank Ogawa Plaza | Human Resource Analyst (CONF) | 13-JUL-19 | | NO | | |
| 05211 - Employment and Classification Unit | 150 Frank Ogawa Plaza | Human Resource Analyst (CONF) | 13-JUL-19 | | NO | Spanish | |
| 05211 - Employment and Classification Unit | 150 Frank Ogawa Plaza | Human Resource Analyst (CONF) | 03-JUL-17 | | NO | | |
| 05211 - Employment and Classification Unit | 150 Frank Ogawa Plaza | Human Resource Analyst (CONF) | 31-MAR-14 | | NO | | |
| 05211 - Employment and Classification Unit | 150 Frank Ogawa Plaza | Human Resource Analyst (CONF) | 11-APR-05 | | NO | Chinese | |
| 05211 - Employment and Classification Unit | 150 Frank Ogawa Plaza | Human Resource Analyst (CONF) | 23-OCT-04 | | NO | | |
| 05211 - Employment and Classification Unit | 150 Frank Ogawa Plaza | Human Resource Analyst, Principal | 23-MAR-19 | | NO | | |
| 05211 - Employment and Classification Unit | 150 Frank Ogawa Plaza | Human Resource Analyst, Principal | 31-JAN-00 | | NO | | |
| 05211 - Employment and Classification Unit | 150 Frank Ogawa Plaza | Human Resource Analyst, Senior | 19-JUN-17 | | NO | Spanish | |
| 05211 - Employment and Classification Unit | 150 Frank Ogawa Plaza | Human Resource Clerk | 22-FEB-20 | | YES | | |
| 05211 - Employment and Classification Unit | 150 Frank Ogawa Plaza | Human Resource Clerk | 14-DEC-19 | | YES | | |
| 05211 - Employment and Classification Unit | 150 Frank Ogawa Plaza | Human Resource Operations Supervisor | 05-MAR-90 | | NO | | |
| 05211 - Employment and Classification Unit | 150 Frank Ogawa Plaza | Human Resource Technician | 08-FEB-20 | | NO | | |
| 05211 - Employment and Classification Unit | 150 Frank Ogawa Plaza | Human Resource Technician | 08-FEB-20 | | NO | | |
| 05211 - Employment and Classification Unit | 150 Frank Ogawa Plaza | Human Resource Technician | 23-APR-18 | | NO | Chinese | |
| 05211 - Employment and Classification Unit | 150 Frank Ogawa Plaza | Human Resource Technician, Senior | 13-MAY-13 | | NO | | |
| 05221 - Equal Access | 150 Frank Ogawa Plaza | Program Analyst I | 08-APR-13 | | YES | Spanish | Spanish |
| 05221 - Equal Access | 150 Frank Ogawa Plaza | Program Analyst III | 08-SEP-08 | | YES | Chinese | |
| 05311 - Employee Labor Relations | 150 Frank Ogawa Plaza | Administrative Assistant II (CONF) | 26-DEC-20 | * | NO | | |
| 05311 - Employee Labor Relations | 150 Frank Ogawa Plaza | Assistant Human Resources Director | 24-APR-18 | | NO | | |
| 05311 - Employee Labor Relations | 150 Frank Ogawa Plaza | Employee Relations Analyst, Principal | 19-JUN-17 | | NO | | |
| 05311 - Employee Labor Relations | 150 Frank Ogawa Plaza | Employee Relations Analyst, Principal | 17-JAN-17 | | NO | | |
| 05311 - Employee Labor Relations | 150 Frank Ogawa Plaza | Employee Relations Analyst, Principal | 10-OCT-01 | | NO | | |
| 05511 - Human Resource Development Unit | 150 Frank Ogawa Plaza | Human Resource Analyst, Principal | 04-MAY-15 | | NO | Spanish | |
| 05511 - Human Resource Development Unit | 150 Frank Ogawa Plaza | Human Resource Technician | 12-SEP-05 | | NO | | |
| 05611 - Employee Benefits Services | 150 Frank Ogawa Plaza | Benefits Analyst | 05-NOV-07 | | NO | | |
| 05611 - Employee Benefits Services | 150 Frank Ogawa Plaza | Benefits Coordinator | 07-DEC-15 | | NO | | |
| 05611 - Employee Benefits Services | 150 Frank Ogawa Plaza | Benefits Representative | 22-JUL-13 | | NO | | |
| 05611 - Employee Benefits Services | 150 Frank Ogawa Plaza | Benefits Technician | 07-SEP-19 | | NO | | |
| 05621 - Risk Management | 150 Frank Ogawa Plaza | Administrative Analyst II | 22-DEC-14 | | NO | | |
| 05621 - Risk Management | 150 Frank Ogawa Plaza | Administrative Assistant II | 09-DEC-13 | | NO | | |
| 05621 - Risk Management | 150 Frank Ogawa Plaza | Benefits Representative | 27-MAY-14 | | NO | | |
| 05621 - Risk Management | 150 Frank Ogawa Plaza | Benefits Technician | 11-SEP-17 | | NO | | |
| 05621 - Risk Management | 150 Frank Ogawa Plaza | Disability Benefits Coordinator | 08-DEC-14 | | NO | | |
| 05621 - Risk Management | 150 Frank Ogawa Plaza | Employee Fleet & Safety Coordinator | 12-JAN-99 | | NO | | |
| 05621 - Risk Management | 150 Frank Ogawa Plaza | Manager, Claims & Risk | 25-JUN-18 | | NO | | |
| 05621 - Risk Management | 150 Frank Ogawa Plaza | Safety & Loss Control Specialist | 05-JUL-16 | | NO | Chinese | Vietnamese |

Department Name:
Fiscal Year: FY2020-2021



CITY OF OAKLAND

EQUAL ACCESS ORDINANCE
ANNUAL COMPLIANCE PLAN

I. DEPARTMENT CERTIFICATION

Provide the following certification that the Department Director has reviewed this Annual Compliance Plan for final approval:

I, Kevin Fong, hereby certify that I have reviewed and approved this Equal Access Annual Compliance Plan for accuracy and completeness, and the department is committed to adopt the goals specified in this Annual Compliance Plan. This Annual Compliance Plan for Information Technology Department was submitted on June 16, 2021.

A handwritten signature in black ink, appearing to read 'Kevin Fong'.

Kevin Fong, Acting Chief Information Officer

Department Name:
Fiscal Year: FY2020-2021

Key: PCP = Public Contact Position
FTE = Full Time Equivalent
SP = Spanish-speaking
CH = Chinese-speaking
LES = Limited English-Speaking

III. QUALITATIVE ASSESSMENT REPORT

A. Bilingual Public Contact Positions Assessment

Department Name: Information Technology Department

| ASSESSMENT | | SPANISH-SPEAKING PCP | | | CHINESE-SPEAKING PCP | | |
|------------|-----|----------------------|-------|-----------|----------------------|-------|-----------|
| FTE | PCP | GOAL | STAFF | GOAL MET? | GOAL | STAFF | GOAL MET? |
| 84 | 0 | 0 | 0 | Yes | 0 | 0 | Yes |

Goal = PCP X %

This report covers fiscal year 2020-2021 and data is reported as of June 2020.

1. Provide an assessment of the Department's effort to achieve compliance with the Equal Access Ordinance (EAO).

The Information Technology Department (ITD) is an Internal Service Agency and does not provide direct services to the general public; our customers are limited to City employees. However, ITD is committed to supporting the Equal Access Ordinance by providing the necessary technological infrastructure to assist the City in reaching its Equal Access goals.

During this past year, ITD worked collaboratively with various agencies and departments to help implement new systems and projects. Some projects include but not limited to OAKWiFi, Windows 10 operating system Upgrade, Adobe Experience Manager, OPD Camera Registry, and Nimble Storage Expansion. Our Department continued its support on technological upgrades to City systems including Oracle, ShoreTel Phones, and Police and Fire Radio systems, all of which contributes to the City's overall goal of reaching 100% compliance with the Equal Access Ordinance.

Department Name:
Fiscal Year: FY2020-2021



EQUAL ACCESS ORDINANCE ANNUAL COMPLIANCE PLAN


I. DEPARTMENT CERTIFICATION

Provide the following certification that the Department Director has reviewed this Annual Compliance Plan for final approval:

I, Shereda Nosakhare, hereby certify, that I have reviewed and approved this Equal Access Annual Compliance Plan for accuracy and completeness, and the department is committed to adopt the goals specified in this Annual Compliance Plan. This Annual Compliance Plan for Office of the Mayor was submitted on June 21, 2021.

Shereda Nosakhare

Shereda Nosakhare, Chief of Staff
Type Name & Title

Signature: 
Shereda Nosakhare (Jun 21, 2021 18:04 PDT)
Email: snosakhare@oaklandca.gov

Department Name:
Fiscal Year: FY2020-2021

II. QUANTITATIVE ASSESSMENT REPORT

Key: PCP = Public Contact Position
FTE = Full Time Equivalent
SP = Spanish-speaking
CH = Chinese-speaking

Department Name:

| Table 1 | Department Director | Language Access Coordinator (LAC) | Single Point of Contact (SPOC) |
|---------|------------------------------------------------------------------|------------------------------------------------------------|--------------------------------------------------------------|
| Name | Libby Schaaf | Sun Kwong Sze | Richard Luna |
| Title | Mayor | Special Projects Coordinator | Interim Deputy City Administrator |
| Address | 1 Frank Ogawa Plaza, 3 rd Floor | 1 Frank Ogawa Plaza, 3 rd Floor | 1 Frank Ogawa Plaza, 3 rd Floor |
| Phone# | (510) 238-3141 | (510) 238-7577 | (510) 238-4756 |
| Email | lschaaf@oaklandca.gov | msze@oaklandca.gov | RLuna@oaklandca.gov |

| Table 2A. Department Employee Statistics | | | | | |
|------------------------------------------|----|------|--------------------------------|---|------|
| By FTE Count This Fiscal Year | | | By Head Count This Fiscal Year | | |
| Total # of FTE Employees | 13 | | New Hires | 1 | |
| Public Contact Positions (PCP) | 13 | 100% | New PCP Hires | 1 | 100% |
| PCP With Spanish Language Skill | 2 | 15% | New PCP Hires with SP Skill | 1 | 100% |
| PCP With Chinese Language Skill | 1 | 8 % | New PCP Hires with CH Skill | 0 | % |

| Table 2B. Language Selective Certification Hiring | |
|------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------|
| Any selective certification in language required for recruitment this fiscal year? | <input type="checkbox"/> No <input type="checkbox"/> Yes – Please describe below |
| Job Title | Outcome |
| | <input type="checkbox"/> Hired-SP <input type="checkbox"/> Hired-CH <input type="checkbox"/> In Progress/Other* |
| | <input type="checkbox"/> Hired-SP <input type="checkbox"/> Hired-CH <input type="checkbox"/> In Progress/Other* |
| | <input type="checkbox"/> Hired-SP <input type="checkbox"/> Hired-CH <input type="checkbox"/> In Progress/Other* |
| *Please provide an explanation for all 'other' outcomes: | |

| Table 3A. Department Organization Structure (List out the different units in this table or attach an organization chart) | |
|--------------------------------------------------------------------------------------------------------------------------|--|
| Mayor's Administration | |
| | |
| | |
| | |
| | |
| | |
| | |

| Table 3B. Department Organization Structure -- Update | |
|----------------------------------------------------------------------|---------------------------------------------------------------------------------------------|
| Any changes occurred in the organization structure this fiscal year? | <input checked="" type="checkbox"/> No <input type="checkbox"/> Yes – Please describe below |
| Description: | |

| Table 3C. Department Organization Structure - Super PCP Unit Reporting | | |
|------------------------------------------------------------------------|----------------------------------------------------------------------------------------------|------------|
| Any Super PCP Unit in the department? | <input checked="" type="checkbox"/> No <input type="checkbox"/> Yes – Please describe below. | |
| Super PCP Unit | Language Goal FTE | Actual FTE |
| | SP= CH = | SP= CH = |
| | SP= CH = | SP= CH = |
| | SP= CH = | SP= CH = |
| | SP= CH = | SP= CH = |

| Table 4A Vital Documents List |
|-------------------------------|
|-------------------------------|

Department Name:
Fiscal Year: FY2020-2021

| Document Name | SP Translation Available? | CH Translation Available? | Other? Specify: |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------|---------------------------|-----------------|
| 1. Virtual Budget Summit | Yes | Yes | |
| 2. Budget Engagement Surveys | Yes | Yes | |
| Budget Engagement Video (subtitles) | Yes | Yes | |
| 3. Our Budget Part I | | | |
| 4. Our Budget Part II | | | |
| 5. Our Budget Part III | | | |
| 6. Our Budget Part IV | | | |
| 7. Budget Town Hall Exit Ticket | Yes | Yes | |
| 8. Budget Town Hall Flyer | Yes | Yes | |
| 9. County Vaccination Roll Out Information | Yes | Yes | |
| 10. Great Oakland Check In Script | Yes | Yes | |
| 11. Mayor's Toy Drive flyer | Yes | Yes | |
| 12. Mayor's Toy Drive instructions | Yes | Yes | |
| 13. Mayor's Toy Drive phone scripts | Yes | Yes | |
| 14. Oakland Resilient Families Pilot Application | Yes | Yes | |
| 15. Oakland Resilient Families Pilot Outreach Flyer | Yes | Yes | Viet |
| Budget Video (Voiceover) | Yes | Yes | |
| 16. Budget Video 1 | | | |
| 17. Budget Video 2 | | | |
| 18. Budget Video 3 | | | |
| 19. Budget Basics | Yes | Yes | |
| 20. Budget Deficits | Yes | Yes | |
| 21. Budget Fact Sheet | Yes | Yes | |
| 22. Town Hall flyers (social media) | Yes | Yes | |
| 23. Zoom Meeting Troubleshooting | Yes | Yes | |
| 24. Zoom Meeting Language Interpretation | Yes | Yes | |
| 25. COVID-19 Racial Disparities Task Force Meeting Flyer (social media) | Yes | Yes | |
| 26. COVID-19 Alameda County Flyer/Info | Yes | Yes | |
| 27. Candidates Forum for Oakland's Chief of Police | Yes | Yes | |
| 28. Town Hall Thought Exchange Report | Yes | Yes | |
| 29. Town Hall Transcript | Yes | Yes | |
| 30. OPD Asian Liaison Officer AAPI Hate Outreach Material | | Yes | |
| Total # of vital documents reported = | 30 | 31 | |
| Note: Last year Mayor's Office had 60+ translated documents; however, some were obsoleted and removed from this year's list. In addition, due to COVID SiP, many communication have switched to broadcast, online and social media, and, therefore, there was less written material being translated. | | | |

| Table 4B. Vital Documents Status Summary | |
|-------------------------------------------------------------------------|----------------------------------------------------------------------------------|
| Department's known vital documents translated into Spanish and Chinese? | <input type="checkbox"/> Yes <input type="checkbox"/> No – Please describe below |
| Action Plan & Timeline: | |

| Table 5. Multilingual Telephone Recordings | | |
|--------------------------------------------|------------------|-----------|
| Location Description | Telephone Number | Status |
| Office of the Mayor Front Desk | 510-238-3141 | Completed |
| Mayor's Toy Drive Hotline | 510-777-8697 | Completed |
| Caleb Smith | 510-238-7340 | Completed |
| Sun Kwong Sze | 510-238-7577 | Completed |
| Yvonna Cazares | 510-238-7157 | Completed |
| David Silver | 510-238-3990 | Completed |

Department Name:
Fiscal Year: FY2020-2021

| | | |
|---------------------|--------------|-----------|
| Executive Scheduler | 510-238-7414 | Completed |
| | | |
| | | |

| Table 6. Analysis by Community Based Service Locations | | | | PCP | SP | | CH | |
|--------------------------------------------------------|------------------------|----------|--------------|------|------|------|------|------|
| Facility Name | Address | Zip Code | Phone # | #FTE | #FTE | % | #FTE | % |
| City Hall, Mayor's Office | 1 Frank H. Ogawa Plaza | 94612 | 510-238-3141 | 16 | 1 | 6.25 | 1 | 6.25 |
| | | | | | | | | |
| | | | | | | | | |
| | | | | | | | | |
| | | | | | | | | |
| | | | | | | | | |

Table 6 applies to City Departments that provide services at geographically based locations outside of City Hall Plaza, such as recreation centers, senior centers, head start centers, libraries, police beat and firehouses.

| Table 7. Public Notices & Resources | |
|-------------------------------------------------------------------------------------------------|---------------------------------------------------------------------|
| Language access notice displayed at reception area | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No |
| I-Speak Card/ Language List displayed at reception area | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No |
| Department staff provided with language access resources (Interpretation#, FAQ, training...etc) | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No |

If you answered "no" to any questions in Table 7, please provide a corrective action plan in the narrative report under Question B(1).

III. QUALITATIVE ASSESSMENT REPORT

A. Bilingual Public Contact Positions Assessment

Key: PCP = Public Contact Position
FTE = Full Time Equivalent
SP = Spanish-speaking
CH = Chinese-speaking
LES = Limited English-Speaking

Department Name:

| ASSESSMENT | | SPANISH-SPEAKING PCP | | | CHINESE-SPEAKING PCP | | |
|------------|-----|----------------------|-------|-----------|----------------------|-------|-----------|
| FTE | PCP | GOAL | STAFF | GOAL MET? | GOAL | STAFF | GOAL MET? |
| 13 | 13 | 2 | 2 | Yes | 1 | 1 | Yes |

Goal = PCP X %

This report covers fiscal year 2020-2021 and data is reported as of June 2020.

1. Provide an assessment of the Department's effort to achieve compliance with the Equal Access Ordinance (EAO).

The Mayor's Office is complying with the Equal Access Ordinance by having bilingual staff, volunteers and interns who can respond to requests made by LES persons and have ensured that the front desk has access to the appropriate information.

During the COVID-19 pandemic, communication with constituents/public has switched to virtual channels, such as zoom meetings and social media. The Mayor's Office in response used creative methods to continue to provide multilingual outreach. Among the efforts were Spanish and Cantonese virtual town halls, as well as interns providing multilanguage information and feedback in the online chat session. Furthermore, translated flyers, notices and event reminders were posted on social media to reach out to those who do not use English-based social media platforms. Two-way multilingual communications to answer questions and concerns on social media were also provided.

The Mayor's Office continuously communicated its various program offerings and communications equally among community members city-wide. The office consistently translates its outreach materials into Spanish and Chinese to reflect the communities and neighborhoods it is reaching, and regularly schedules programming with ethnic media to connect with the city's diverse population. In addition, to achieve the mayor's vision of bring City Hall to the people, the office organized recurrent community engagement efforts, called Mobile Mayor, throughout the city. Bilingual staff were always presence to provide language support to the mayor and constituents.

The Mayor's Office had a total of 13 PCPs this FY 2020-2021. Two PCP is Spanish speaking, and one is Chinese speaking.

2. Describe the Department's effort in outreach, recruitment and hiring of bilingual candidates.

The Mayor's Office includes its interest in bilingual candidates when recruiting applicants and assesses the level of proficiency. During the Staff recruitment phase, the Mayor's Office has attracted a large pool of applicants that included bilingual applicants. To ensure, the office hire qualified bilingual staff, special language tests were administrated during interview to evaluate candidates' language capability. While COVID-19 shelter-in-place changed how government communicating with the public, when recruiting interns, one of the language skills that we look for is the ability to write or type Spanish or Chinese words, which proved to be critical in social media communication. At the 3 intern cohorts (Fall 2020, Spring 2021 and Summer 2021), we had 48 interns. Ten of them have some bilingual skills, which is about 20% of all interns.

3. Highlight positive changes, successes, and best practices.

Mayor Libby Schaaf celebrated city's diversity and understood the challenges that non-English speaking or Limited English Proficiency residents are facing. The Mayor's Office continued many of the successful programs and approaches to include residents despite their English ability. With COVID-19 pandemic, extra efforts were put on social media to ensure non-English platform is also covered. Mayor Libby Schaaf connects with Oakland's Spanish and Chinese speaking communities regularly via ethnic media channels, such as radio and television.

The mayor appeared monthly on KIQI (1010 AM, "Radio Unica") to inform Spanish-speaking residents of city government update and answer questions. KIQI is a Spanish-language radio station based in San Francisco that serves the Bay Area's fast-growing Latino community reaching almost 1.5 million in the Bay area. At each half an hour live KIQI interviews, the mayor first answers the host's questions (in English and Spanish) based on current events in Oakland. In the second half of the interview, Mayor Schaaf takes live calls from listeners in English and Spanish. In fact, the mayor speaks Spanish not only at the radio show but also at events with Spanish-speaking audiences. Additionally, Spanish speaking PCPs, interns, and volunteers attend alongside her to maximize contact with the public and to provide clarification between the Mayor and LEP constituents as needed.

The mayor also appeared on Chinese media to address current topics. For example, the mayor was interviewed by KTSF on the spike in anti-AAPI hate during the pandemic along with Oakland Chinese community member. Moreover, the Mayor's Office Chinese-speaking PCP engages Oakland's Mandarin and Cantonese-speaking constituents on Sing Tao Chinese Radio to provide updates on major City processes and events, including the release of the mayor's budget proposal. The Sing Tao Chinese Radio website cites a listenership of 85% of all Chinese residents the Bay Area.

Mayor Schaaf frequently attends Chinese community meetings and events. Chinese speaking staff always accompanied her and acted as her interpreter when the mayor engaged with Chinese residents.

During the Mayor's Office Budget Town Hall series, the mayor recorded four educational videos about the budget process, fiscal obligations of the City of Oakland, the various funding streams and regional agency budgets that touch the lives of constituents. While the video audio is in English, transcripts and voice-overs have been provided in the Youtube description box in both Spanish, Mandarin and Cantonese. Additionally, the titles are searchable in Chinese and Spanish.

The Mayor's Office also posts in Spanish and Chinese on social media regarding topics that disproportionately impact immigrant communities such as the deadline for Covered California applications and the Supreme Court Census decision to name a few.

4. Describe additional measures implemented to ensure LEP persons are provided with meaningful access to City services.

The Mayor's Office has a designated Language Access Coordinator (LAC) and a backup in the event the LAC is out on leave who ensures that the office maintains a list of employees in the office who speak the threshold languages and trains volunteers and interns on how to use the interpretation service should it be necessary.

When working with LEP persons, we not only provide the appropriate language service but also culturally competent service to residents.

In addition, the Mayor's Office coordinates with the Equal Access Office where appropriate to assess additional language needs. Implementation of the Equal Access Language Line has been very helpful to staff and constituents.

Additionally, all bilingual staff have recorded voicemail messages in Spanish, Chinese or both. The Mayor's Office website can also be available in languages other than English.

B. Translation of Written Vital Documents Assessment

1. Departments are required to inform the public of the right to language access services. Please list the locations in which notices are posted.

Notices of interpretation service are available and are posted at the front desk area in the Mayor's Office. Upon request, receptionists will alert the Language Access Coordinator to provide language service. The Mayor's Office Receptionists will use the Equal Access Office's language interpretation services when needed.
2. Describe the percentage of vital documents translated into threshold language(s). What is the corrective action plan and timeline in getting the rest of the documents translated?

All vital documents are translated into threshold languages. We strived to have vital documents in all threshold languages when they are being produced.
3. Describe other materials the Department has provided in multiple languages?

Due to COVID-19 Shelter-in-place, Mayor's Office did not have other materials. However, we posted and communicated with public via social media and other online platforms in both Spanish and Chinese.

C. Multilingual Telephone Messages Assessment

1. Provide an assessment on the provision of multilingual messages and hotlines.

The Mayor's Office Front Desk maintains a recorded telephonic message in English, Spanish and Chinese with the basic information about the Mayor's Office operation. Bilingual staff have recorded messages in Spanish or Chinese on their voicemails. Calls in Spanish and Chinese are forwarded and handled by in house bilingual staff. Calls in all other languages utilized the over the phone language interpretation services provided by the Equal Access Office.

D. Assessment of Department Communication with LES Populations

1. Describe outreach efforts to communicate and engage LES populations.

The Mayor's Office's policy is to abide by the Equal Access Ordinance. The office actively engages non-English speaking or limit English proficiency Spanish and Chinese residents with culturally sensitive language interpretation at in-person events and translated written materials. Besides, the Mayor's Office enlisted translators, bilingual volunteers, interns and department staff to communicate with LEP Spanish, Cantonese and Mandarin populations when needed.
2. State the number of language access complaint(s) received this year, and actions taken to address and resolve the complaint(s).

There are no complaints on file. Complaints can be delivered to the Mayor's Office via email, in person, or by phone. The office also has printed complaint forms at the front desk. The

Mayor's Office will provide services that are requested to resolve any complaints as quickly as possible.

E. Action Plan

1. Identify the Department's action steps for the next 12 months on ensuring meaningful access to City's program and services for the LES community. Please highlight new initiatives.

Reopening Oakland will be an opportunity and also a challenge for the city government. Questions such as how the city can rebound and innovate this fall, while keeping health, wellness, and equity at the center will be in every resident's mind moving forward. The Mayor's Office will continue to be in compliance with the Equal Access Ordinance and make sure limited English proficiency (LEP) residents will receive the same information and services by means of having bilingual staff, interns and volunteers speak to them. We will continue translating all materials in threshold languages for community outreach and utilizing the Equal Access office and the Equal Access Language Line when necessary. The Mayor's Office will also ensure that translation signs are prominently posted in plain sight for LEP constituents. The Mayor's Office plans to increase multilingual social media posting in alignment with cultural and civic happenings that are particularly relevant to LEP constituents. Lastly, the Mayor's Office will work to increase transparency about how LEP attendees to City Council meetings can access language services.

FY2020-21

MAYOR'S OFFICE

| ORGANIZATION | ADDRESS | JOB_CLASS | HIRE_DATE | NEW | PCP | LANG |
|-------------------------------------|---------------------|------------------------------------|-----------|-----|-----|---------|
| 01111 - Mayor - Administration Unit | 1 Frank Ogawa Plaza | Mayor | 03-JAN-11 | | YES | |
| 01111 - Mayor - Administration Unit | 1 Frank Ogawa Plaza | Mayor's PSE 14 | 26-NOV-18 | | YES | Spanish |
| 01111 - Mayor - Administration Unit | 1 Frank Ogawa Plaza | Special Assistant to the Mayor I | 30-MAY-17 | | YES | |
| 01111 - Mayor - Administration Unit | 1 Frank Ogawa Plaza | Special Assistant to the Mayor I | 07-APR-08 | | YES | Chinese |
| 01111 - Mayor - Administration Unit | 1 Frank Ogawa Plaza | Special Assistant to the Mayor I | 10-Jun-19 | | YES | |
| 01111 - Mayor - Administration Unit | 1 Frank Ogawa Plaza | Special Assistant to the Mayor II | 03-JAN-17 | | YES | Spanish |
| 01111 - Mayor - Administration Unit | 1 Frank Ogawa Plaza | Special Assistant to the Mayor II | 2-Nov-19 | | YES | |
| 01111 - Mayor - Administration Unit | 1 Frank Ogawa Plaza | Special Assistant to the Mayor III | 05-SEP-17 | | YES | |
| 01111 - Mayor - Administration Unit | 1 Frank Ogawa Plaza | Special Assistant to the Mayor III | 13-Jul-19 | | YES | |
| 01111 - Mayor - Administration Unit | 1 Frank Ogawa Plaza | Special Assistant to the Mayor III | 12-NOV-02 | | YES | |
| 01111 - Mayor - Administration Unit | 1 Frank Ogawa Plaza | Special Assistant to the Mayor III | 07-NOV-16 | | YES | |
| 01111 - Mayor - Administration Unit | 1 Frank Ogawa Plaza | Special Assistant to the Mayor III | 7-Dec-19 | | YES | |
| 01111 - Mayor - Administration Unit | 1 Frank Ogawa Plaza | Special Assistant to the Mayor III | 17-JAN-11 | | YES | |
| 01111 - Mayor - Administration Unit | 1 Frank Ogawa Plaza | Mayor's PSE 14 | 1-Jun-21 | Yes | YES | Spanish |

Note: PSE14 only count as one position. Caleb Smith left the office and replaced by Vicente Ghazzawi.

Department Name:
Fiscal Year: FY2020-2021



CITY OF OAKLAND

EQUAL ACCESS ORDINANCE
ANNUAL COMPLIANCE PLAN

I. DEPARTMENT CERTIFICATION

Provide the following certification that the Department Director has reviewed this Annual Compliance Plan for final approval:

I, J. Nicholas Williams, hereby certify, that I have reviewed and approved this Equal Access Annual Compliance Plan for accuracy and completeness, and the department is committed to adopt the goals specified in this Annual Compliance Plan. This Annual Compliance Plan for Parks, Recreation, and Youth Development was submitted on 6/30/21.

J. Nicholas Williams

J. Nicholas Williams, Director, OPRYD

II. QUANTITATIVE ASSESSMENT REPORT

Department Name: OPRYD

| Table 1 | Department Director | Language Access Coordinator (LAC) | Single Point of Contact (SPOC) |
|---------|--------------------------|--------------------------------------------------------------------|--------------------------------------------------------------|
| Name | Nicholas Williams | Gloria Alcala-Ferguson | Jackie Long |
| Title | Director | Administrative Analyst II | Admin Services Manager I |
| Address | 250 FHOP | 250 FHOP | 250 FHOP |
| Phone# | x-7527 | x-3196 | x-3926 |
| Email | JNWilliams@oaklandca.gov | Galcala2@oaklandca.gov | jlong@oaklandca.gov |

| Table 2A. Department Employee Statistics | | | | | |
|------------------------------------------|--------|-----|--------------------------------|----|------|
| By FTE Count This Fiscal Year | | | By Head Count This Fiscal Year | | |
| Total # of FTE Employees | 229.20 | | New Hires | | |
| Public Contact Positions (PCP) | 194.02 | | New PCP Hires | 94 | 100% |
| PCP With Spanish Language Skill | 98 | 54% | New PCP Hires with SP Skill | 11 | 12% |
| PCP With Chinese Language Skill | 48 | 25% | New PCP Hires with CH Skill | 5 | 5% |

| Table 2B. Language Selective Certification Hiring | |
|------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------|
| Any selective certification in language required for recruitment this fiscal year? | X No <input type="checkbox"/> Yes – Please describe below |
| Job Title: | Outcome |
| | Hired-SP <input type="checkbox"/> Hired-CH <input type="checkbox"/> In Progress/Other* |
| | X <input type="checkbox"/> Hired-SP <input type="checkbox"/> Hired-CH <input type="checkbox"/> In Progress/Other* |
| | <input type="checkbox"/> Hired-SP <input type="checkbox"/> Hired-CH <input type="checkbox"/> In Progress/Other* |
| *Please provide an explanation for all 'other' outcomes: | |

| Table 3A. Department Organization Structure (List out the different units in this table or attach an organization chart) | |
|--------------------------------------------------------------------------------------------------------------------------|--|
| Administration | |
| Arts, Nature & Science | |
| Sports | |
| Aquatics (Pools & Boating) | |
| Recreation Centers | |
| Facilities Rental | |
| | |

| Table 3B. Department Organization Structure -- Update | |
|------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------|
| Any changes occurred in the organization structure this fiscal year? | No X <input type="checkbox"/> Yes – Please describe below |
| Description: Some city services were impacted due to Alameda County Shelter in Place, Covid-19. Most recreation services were provided on the Zoom app. | |

| Table 3C. Department Organization Structure - Super PCP Unit Reporting | | |
|------------------------------------------------------------------------|-------------------------------------------------------------------------------------|--------------------|
| Any Super PCP Unit in the department? | <input type="checkbox"/> No X <input type="checkbox"/> Yes – Please describe below. | |
| | Language Goal FTE | Actual FTE |
| Lincoln Square Recreation Center | SP= 1 CH = 22 | SP= 0.20 CH = 4.32 |
| Arroyo Viejo Recreation Center | SP= 0.00 CH = 0.00 | SP= 0.00 CH = 0.00 |
| Carmen Flores Recreation Center | SP= 10 CH = 1 | SP= 1.96 CH = 0.20 |
| Manzanita Recreation Center | SP= 2 CH = 1 | SP= 0.41 CH = 0.20 |
| FM Smith Recreation Center | SP =2 CH = 5 | SP =0.17 CH = 0.72 |

| Table 4A Vital Documents List | | | |
|--------------------------------------------------------|---------------------------|---------------------------|-----------------|
| Document Name | SP Translation Available? | CH Translation Available? | Other? Specify: |
| Studio One Summer 2021 Flyer | X | X | |
| Summer 2021 Trifold OPRYD – Invitation to Collaborate | X | X | |
| Town Camp Summer 2021 Flyer | X | X | |
| OPRYD Spring Program Survey – Town Enrichment Program | X | X | |
| Studio One – Oakland Fine Arts Summer School July 2020 | X | X | |
| OPRYD Dog Park Communication Poster | X | X | |
| OPRYD Dog Park Yard Sign | X | X | |
| National Fitness Court Grand Opening Announcement | X | X | |
| OPRYD Mission Statement | X | X | |
| Future A's T-Ball and Popup game | X | X | |
| COVID-19 Risk Acknowledgement | X | X | |
| Town Camp Financial Assistance Application | X | X | |
| Neighborhood Town Camp July-August 2020 | X | X | |
| Specialty Town Camp July-August 2020 | X | X | |
| Measure FF Oakland Minimum Wage | X | X | |
| Fall 2020 Town Camp Survey | X | X | |
| Summer Hire Flyers, Posters, Announcements | X | X | |
| Town Camp Afterschool Flyer | X | X | |
| Great Plates Program (Voice Message) | X | X | |
| Fall & Winter 2020 Flyer | X | X | |

| Table 4B. Vital Documents Status Summary | |
|-------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------|
| Are all the department's vital documents translated into Spanish and Chinese? | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No – Please describe below |
| Action Plan & Timeline: | |

| Table 5. Multilingual Telephone Recordings | | |
|---------------------------------------------------|------------------|----------|
| Location Description | Telephone Number | Status |
| Administrative Offices/General Information | 238-7275 | EN/SP/CH |
| Arroyo Viejo Recreation | 615-5755 | EN/SP |
| Brookdale Recreation Center | 535-5631 | EN/SP |
| Carmen Flores Recreation Center | 535-5631 | EN/SP |
| Central Reservations | 238-3187 | EN/SP |
| Digital Arts & Culinary Academy | 615-5807 | EN/SP |
| East Oakland Sports Center | 615-5838 | EN/SP |
| Franklin Recreation Center | 238-7741 | EN/CH |
| Fremont Pool | 535-5614 | EN/SP |
| Ira Jinkins Recreation Center | 615-5959 | EN/SP |
| Lincoln Square Recreation Center | 238-7738 | EN/CH |
| Manzanita Recreation Center | 535-5625 | EN/SP |
| Rainbow Recreation Center | 615-5751 | EN/SP |
| San Antonio Recreation Center | 535-5608 | EN/SP |
| Tassafaronga Recreation Center | 615-5764 | EN/SP |

Department Name: Oakland Parks, Recreation and Youth Development
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| Table 6 Analysis by Community Based Service Locations | | | | PCP | SP SPEAKING | | CH SPEAKING | |
|-------------------------------------------------------|-----------------------------------|----------|----------|-------|-------------|-----|-------------|-----|
| Facility Name | Address | Zip Code | Phone # | # FTE | # | % | # | % |
| Administrative Offices | 250 Frank H. Ogawa Plaza, 3330 | 94612 | 238-7275 | N/A | 4 | 0% | 1 | 0% |
| Lake Merritt Boating Center | 568 Bellevue Avenue | 94610 | 238-2196 | 9.18 | 2 | 5% | 1 | 2% |
| DeFremery Pool | 1651 Adeline Street | 94607 | 238-7739 | 2.48 | 0 | 0% | 5 | 23% |
| Dimond (Lions) Pool | 3860 Hanly Road | 94602 | 482-7831 | 4.72 | 3 | 11% | 1 | 4% |
| Fremont Pool | 4550 Foothill Boulevard | 94601 | 535-5614 | 3.02 | 8 | 57% | 0 | 0% |
| East Oakland Sports Center (Aquatics) | 6161 Edes Avenue | 94605 | 615-5755 | 10 | 0 | 0% | 0 | 0% |
| Temescal Pool & Live Oak | 371 45 th Street | 94609 | 597-5013 | 3.75 | 6 | 20% | 3 | 10% |
| Cultural Arts: | | | | | | | | |
| Malonga Casquelourd Center for the Arts | 1428 Alice Street | 94612 | 535-5625 | 6.1 | 0 | 0% | 0 | 0% |
| Rainbow Teen Center | 5818 International Blv | 94621 | 615-5807 | 1.75 | 2 | 33% | 0 | 0% |
| Studio Once Art Center | 365 45 th Street | 94609 | 597-5027 | 4.75 | 6 | 9% | 4 | 6% |
| Citywide Arts (Citywide Program) | 365 45 th Street | 94609 | 597-5027 | 2.94 | 1 | 17% | 0 | 0% |
| Recreation Centers: | | | | | | | | |
| Allendale | 3711 Suter Street | 94619 | 535-5635 | 2.52 | 0 | 0% | 0 | 0% |
| Arroyo Viejo | 7701 Krause Avenue | 94603 | 615-5838 | 2.99 | 0 | 0% | 0 | 0% |
| Brookdale | 2535 High Street | 94601 | 535-5632 | N/A | N/A | N/A | N/A | N/A |
| Bushrod | 560 59 th Street | 94609 | 597-5031 | 3.23 | 1 | 1% | 0 | 0% |
| Carmen Flores | 1637 Fruitvale Avenue | 94601 | 535-5631 | 2.75 | 10 | 71% | 1 | 7% |
| DeFremery | 1651 Adeline Street | 94607 | 238-7739 | 3.81 | 2 | 29% | 0 | 0% |
| Dimond | 3860 Hanly Road | 94602 | 482-7831 | 8.08 | 0 | 0% | 0 | 0% |
| FM Smith | 1969 Park Boulevard | 94606 | 238-7742 | 2.2 | 2 | 17% | 5 | 42% |
| Franklin | 1010 East 15 th Street | 94606 | 238-7741 | 3.4 | 1 | 6% | 3 | 17% |
| Golden Gate | 1075 62 nd Street | 94608 | 567-5032 | 2.84 | 0 | 0% | 0 | 0% |
| Ira Jenkins | 9175 Edes Avenue | 94603 | 615-5959 | 3.64 | 7 | 27% | 0 | 0% |
| Lincoln Square | 250 10 th Street | 94607 | 238-7738 | 6.7 | 22 | 65% | 1 | 3% |
| Manzanita | 2701 22 nd Avenue | 94606 | 535-5625 | 2.85 | 2 | 14% | 1 | 7% |
| Montclair | 6300 Moraga Avenue | 94611 | 482-7812 | 6.88 | 0 | 0% | 0 | 0% |
| Mosswood | 365 45 th Street | 94609 | 597-5027 | 2.93 | 1 | 5% | 0 | 0% |
| Rainbow | 5800 International Boulevard | 94621 | 615-5751 | 2.65 | 1 | 8% | 0 | 0% |
| Redwood Heights | 3883 Aliso Avenue | 94619 | 428- | 12.02 | 0 | 0% | 0 | 5% |

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| | | | | | | | | |
|------------------------------------|---------------------------------|-------|----------|-------|-----|------|-----|-----|
| | | | 7827 | | | | | |
| Sheffield Village | 247 Marlow Drive | 94605 | 638-7190 | 1.97 | 0 | 0% | 0 | 0% |
| Tassafaronga | 975 85 th Avenue | 94621 | 615-5764 | 2.75 | 1 | 17% | 0 | 0% |
| Willie Keyes (Poplar) | 3131 Union Street | 94608 | 597-5042 | 2.6 | 0 | 0% | 0 | 0% |
| Sports (City Wide) | | | | | | | | |
| City Wide Youth Sports | 250 Frank H. Ogawa Plaza #3330 | 94612 | 238-3491 | 13.81 | 0 | 0% | 0 | 0% |
| Youth & Adult Sports | 250 Frank H. Ogawa Plaza, #3330 | 94612 | 238-3494 | 5.19 | 0 | 0% | 0 | 0% |
| Davie Tennis Stadium | 198 Oak Road | 94610 | 444-5663 | 5.03 | 2 | 17% | 0 | 0% |
| Girls' Sports | 250 Frank H. Ogawa Plaza, #3330 | 94612 | 238-3494 | 3.02 | 0 | 0% | 0 | 0% |
| Area One Special Sport | 11450 Golf Links | 94605 | 351-0391 | 4.27 | 0 | 0% | 0 | 0% |
| Other: | | | | | | | | |
| ADA Inclusion Programs | 666 Bellevue Avenue | 94610 | 238-2197 | 2.07 | 4 | 62% | 0 | 0% |
| Central Reservations | 250 Frank H. Ogawa Plaza, #3330 | 94612 | 238-3187 | 11.63 | 7 | 37% | 0 | 0% |
| Community Gardens | 666 Bellevue Avenue | 94610 | 238-2197 | N/A | N/A | N/A | N/A | N/A |
| Discovery Center East | 2521 High Street | 94601 | 535-5657 | N/A | N/A | N/A | N/A | N/A |
| Discovery Center West | 935 Union Street | 94607 | 238-7127 | N/A | N/A | N/A | N/A | N/A |
| Dunsmuir Hellman Historic Estate | 2960 Peralta Oaks Court | 94605 | 615-5555 | 4 | 2 | 29% | 0 | 0% |
| East Oakland Sports Center | 6161 Edes Avenue | 94605 | 615-5755 | 7.75 | 6 | 18% | 2 | 3% |
| Rotary Nature Center | 600 Bellevue Avenue | 94610 | 238-3739 | 5.75 | 0 | 0% | 0 | 0% |
| Area I & II Rec Center Supervision | 250 Frank H. Ogawa Plaza, #3330 | 94612 | 238-3187 | 6 | 6 | 100% | 0 | 0% |
| | | | TOTAL: | 194 | 105 | 54% | 27 | 14% |

Department Name: Oakland Parks, Recreation and Youth Development
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| ORGANIZATION | ADDRESS_LINE_1 | JOB_CLASS | NEW | | PCP_POSITION | Lang |
|--------------------------------------|--------------------------|----------------------------------------|-----|--|--------------|---------|
| 501110 - Directors Unit | 666 Bellvue Ave | Assistant Director, Parks & Recreation | | | NO | Spanish |
| 501110 - Directors Unit | 250 FRANK H. OGAWA PLAZA | Business Analyst II | YES | | NO | |
| 501110 - Directors Unit | 250 FRANK H. OGAWA PLAZA | Director of Parks & Recreation | | | NO | |
| 501110 - Directors Unit | 250 FRANK H. OGAWA PLAZA | Executive Assistant to the Director | | | NO | |
| 501120 - OPR Administrative Services | 250 FRANK H. OGAWA PLAZA | Office Manager | | | NO | Spanish |
| 501120 - OPR Administrative Services | 250 FRANK H. OGAWA PLAZA | Recreation Leader I, PT | | | YES | Spanish |
| 501120 - OPR Administrative Services | 250 FRANK H. OGAWA PLAZA | Recreation Leader II, PPT | | | YES | |
| 501210 - Budget and Fiscal | 250 FRANK H. OGAWA PLAZA | Administrative Services Manager I | | | NO | |
| 501210 - Budget and Fiscal | 250 FRANK H. OGAWA PLAZA | Administrative Services Manager II | | | NO | |
| 501210 - Budget and Fiscal | 250 FRANK H. OGAWA PLAZA | Recreation Attendant II, PT | | | NO | |
| 501220 - Accounting Unit | 250 FRANK H. OGAWA PLAZA | Account Clerk II | | | NO | |
| 501220 - Accounting Unit | 250 FRANK H. OGAWA PLAZA | Account Clerk III | | | NO | |
| 501220 - Accounting Unit | 250 FRANK H. OGAWA PLAZA | Accountant III | | | NO | |
| 501230 - OPR Personnel Unit | 250 FRANK H. OGAWA PLAZA | Payroll Personnel Clerk II | | | NO | |
| 501230 - OPR Personnel Unit | 250 FRANK H. OGAWA PLAZA | Payroll Personnel Clerk III | | | NO | Chinese |
| 501240 - Central Reservations | 250 FRANK H. OGAWA PLAZA | Administrative Analyst II | | | NO | Spanish |
| 501240 - Central Reservations | 250 FRANK H. OGAWA PLAZA | Facility Security Assistant | | | NO | |
| 501240 - Central Reservations | 250 FRANK H. OGAWA PLAZA | Facility Security Assistant | | | NO | |
| 501240 - Central Reservations | 250 FRANK H. OGAWA PLAZA | Facility Security Assistant, PT | | | NO | |
| 501240 - Central Reservations | 250 FRANK H. OGAWA PLAZA | Facility Security Assistant, PT | YES | | NO | Spanish |
| 501240 - Central Reservations | 250 FRANK H. OGAWA PLAZA | Public Service Representative | | | YES | Spanish |
| 501240 - Central Reservations | 250 FRANK H. OGAWA PLAZA | Public Service Representative | | | YES | |
| 501240 - Central Reservations | 250 Frank H. Ogawa Plaza | Recreation Attendant II, PT | | | YES | |
| 501240 - Central Reservations | 250 Frank H. Ogawa Plaza | Recreation Attendant II, PT | | | YES | Spanish |
| 501240 - Central Reservations | 250 FRANK H. OGAWA PLAZA | Recreation Attendant II, PT | | | YES | |
| 501240 - Central Reservations | 250 FRANK H. OGAWA PLAZA | Recreation Leader I, PT | | | YES | Spanish |
| 501240 - Central Reservations | 250 FRANK H. OGAWA PLAZA | Recreation Leader I, PT | | | YES | |
| 501240 - Central Reservations | 250 FRANK H. OGAWA PLAZA | Recreation Leader I, PT | | | YES | Spanish |
| 501240 - Central Reservations | 250 FRANK H. OGAWA PLAZA | Recreation Leader I, PT | | | YES | Spanish |
| 501240 - Central Reservations | 250 FRANK H. OGAWA PLAZA | Recreation Leader I, PT | | | YES | |
| 501240 - Central Reservations | 250 FRANK H. OGAWA PLAZA | Recreation Leader II, PT | | | YES | |
| 501240 - Central Reservations | 250 FRANK H. OGAWA PLAZA | Recreation Specialist I, PT | | | YES | |
| 501240 - Central Reservations | 250 FRANK H. OGAWA PLAZA | Special Events Coordinator | | | YES | |
| 501250 - Special Programs | 250 FRANK H. OGAWA PLAZA | Recreation Aide, PT | | | YES | |
| 501250 - Special Programs | 250 FRANK H. OGAWA PLAZA | Recreation Aide, PT | | | YES | |
| 501250 - Special Programs | 250 FRANK H. OGAWA PLAZA | Recreation Aide, PT | YES | | YES | |
| 501250 - Special Programs | 250 FRANK H. OGAWA PLAZA | Recreation Leader I, PT | | | YES | |
| 501250 - Special Programs | 250 FRANK H. OGAWA PLAZA | Recreation Leader I, PT | | | YES | |
| 501250 - Special Programs | 250 FRANK H. OGAWA PLAZA | Recreation Leader I, PT | | | YES | Spanish |
| 501250 - Special Programs | 250 FRANK H. OGAWA PLAZA | Recreation Leader II, PT | | | YES | |
| 501250 - Special Programs | 3612 Webster Street | Recreation Program Director | | | YES | Spanish |
| 501250 - Special Programs | 250 FRANK H. OGAWA PLAZA | Recreation Specialist I, PT | | | YES | Spanish |

Department Name: Oakland Parks, Recreation and Youth Development
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| | | | | | | | |
|----------------------------------------|------------------------------------------------|-------------------------------|-----|--|--|-----|---------|
| 501250 - Special Programs | 250 FRANK H. OGAWA PLAZA | Recreation Specialist I, PT | | | | YES | Spanish |
| 501270 - Dunsmuir Hellman Estate | 250 Frank H. Ogawa Plaza, 3rrd fl., Suite 3330 | Recreation Attendant I, PT | | | | YES | |
| 501270 - Dunsmuir Hellman Estate | 250 Frank H. Ogawa Plaza, 3rrd fl., Suite 3330 | Recreation Attendant I, PT | | | | YES | |
| 501270 - Dunsmuir Hellman Estate | 250 Frank H. Ogawa Plaza, 3rrd fl., Suite 3330 | Recreation Attendant I, PT | | | | YES | |
| 501270 - Dunsmuir Hellman Estate | 250 FRANK H. OGAWA PLAZA | Recreation Leader I, PT | | | | YES | |
| 501270 - Dunsmuir Hellman Estate | 250 FRANK H. OGAWA PLAZA | Recreation Leader I, PT | | | | YES | Spanish |
| 501270 - Dunsmuir Hellman Estate | 250 Frank H. Ogawa Plaza, 3rrd fl., Suite 3330 | Recreation Specialist II, PPT | | | | YES | |
| 502110 - Area One Administration | 250 Frank H. Ogawa Plaza, 3rrd fl., Suite 3330 | Recreation Supervisor | | | | YES | Spanish |
| 502230 - Area 1 Rec Center Supervision | 1 Frank Ogawa Plaza | Recreation Supervisor | | | | YES | Spanish |
| 502231 - Bushrod Recreation Center | 666 Bellvue Ave | Recreation Aide, PT | | | | YES | |
| 502231 - Bushrod Recreation Center | 666 Bellvue Ave | Recreation Aide, PT | YES | | | YES | |
| 502231 - Bushrod Recreation Center | 666 Bellvue Ave | Recreation Aide, PT | | | | YES | |
| 502231 - Bushrod Recreation Center | 666 Bellvue Ave | Recreation Aide, PT | | | | YES | |
| 502231 - Bushrod Recreation Center | 666 Bellvue Ave | Recreation Aide, PT | | | | YES | |
| 502231 - Bushrod Recreation Center | 666 Bellvue Ave | Recreation Aide, PT | | | | YES | |
| 502231 - Bushrod Recreation Center | 666 Bellvue Ave | Recreation Aide, PT | | | | YES | |
| 502231 - Bushrod Recreation Center | 250 FRANK H. OGAWA PLAZA | Recreation Center Director | | | | YES | |
| 502231 - Bushrod Recreation Center | 666 Bellvue Ave | Recreation Leader I, PT | | | | YES | |
| 502231 - Bushrod Recreation Center | 666 Bellvue Ave | Recreation Leader I, PT | | | | YES | |
| 502231 - Bushrod Recreation Center | 666 Bellvue Ave | Recreation Leader I, PT | | | | YES | |
| 502231 - Bushrod Recreation Center | 666 Bellvue Ave | Recreation Leader I, PT | | | | YES | |
| 502231 - Bushrod Recreation Center | 666 Bellvue Ave | Recreation Leader I, PT | YES | | | YES | |
| 502231 - Bushrod Recreation Center | 666 Bellvue Ave | Recreation Leader I, PT | | | | YES | Spanish |
| 502231 - Bushrod Recreation Center | 666 Bellvue Ave | Recreation Leader I, PT | | | | YES | |
| 502231 - Bushrod Recreation Center | 666 Bellvue Ave | Recreation Leader I, PT | | | | YES | |
| 502231 - Bushrod Recreation Center | 666 Bellvue Ave | Recreation Leader II, PPT | | | | YES | |
| 502231 - Bushrod Recreation Center | 666 Bellvue Ave | Recreation Leader II, PT | | | | YES | |
| 502231 - Bushrod Recreation Center | 666 Bellvue Ave | Sports Official, PT | | | | YES | |
| 502231 - Bushrod Recreation Center | 250 FRANK H. OGAWA PLAZA | Sports Official, PT | | | | YES | |
| 502231 - Bushrod Recreation Center | 666 Bellvue Ave | Sports Official, PT | | | | YES | |
| 502232 - Defremery Recreation Center | 666 Bellvue Ave | Recreation Aide, PT | YES | | | YES | |
| 502232 - Defremery Recreation Center | 666 Bellvue Ave | Recreation Aide, PT | | | | YES | |
| 502232 - Defremery Recreation Center | 250 FRANK H. OGAWA PLAZA | Recreation Attendant I, PT | | | | YES | |
| 502232 - Defremery Recreation Center | 250 FRANK H. OGAWA PLAZA | Recreation Center Director | | | | YES | Spanish |
| 502232 - Defremery Recreation Center | 666 Bellvue Ave | Recreation Leader I, PT | | | | YES | |
| 502232 - Defremery Recreation Center | 666 Bellvue Ave | Recreation Leader I, PT | | | | YES | |

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|----------------------------------------|-----------------------------------------------|-----------------------------|-----|--|--|-----|---------|
| 502232 - Defremery Recreation Center | 666 Bellvue Ave | Recreation Leader I, PT | | | | YES | |
| 502232 - Defremery Recreation Center | 666 Bellvue Ave | Recreation Leader I, PT | | | | YES | |
| 502232 - Defremery Recreation Center | 666 Bellvue Ave | Recreation Leader II, PPT | | | | YES | |
| 502233 - Golden Gate Recreation Center | 666 Bellvue Ave | Recreation Aide, PT | | | | YES | |
| 502233 - Golden Gate Recreation Center | 666 Bellvue Ave | Recreation Aide, PT | | | | YES | |
| 502233 - Golden Gate Recreation Center | 666 Bellvue Ave | Recreation Aide, PT | YES | | | YES | |
| 502233 - Golden Gate Recreation Center | 666 Bellvue Ave | Recreation Aide, PT | | | | YES | |
| 502233 - Golden Gate Recreation Center | 666 Bellvue Ave | Recreation Attendant I, PT | | | | YES | |
| 502233 - Golden Gate Recreation Center | 250 Frank H. Ogawa Plaza, 3rd fl., Suite 3330 | Recreation Center Director | | | | YES | |
| 502233 - Golden Gate Recreation Center | 666 Bellvue Ave | Recreation Leader I, PT | | | | YES | |
| 502233 - Golden Gate Recreation Center | 666 Bellvue Ave | Recreation Leader I, PT | | | | YES | |
| 502233 - Golden Gate Recreation Center | 250 FRANK H. OGAWA PLAZA | Recreation Leader I, PT | | | | YES | |
| 502233 - Golden Gate Recreation Center | 250 FRANK H. OGAWA PLAZA | Recreation Leader I, PT | | | | YES | |
| 502233 - Golden Gate Recreation Center | 666 Bellvue Ave | Recreation Leader I, PT | | | | YES | |
| 502233 - Golden Gate Recreation Center | 666 Bellvue Ave | Recreation Leader I, PT | | | | YES | |
| 502233 - Golden Gate Recreation Center | 666 Bellvue Ave | Recreation Leader I, PT | | | | YES | |
| 502233 - Golden Gate Recreation Center | 250 FRANK H. OGAWA PLAZA | Recreation Leader I, PT | YES | | | YES | |
| 502233 - Golden Gate Recreation Center | 666 Bellvue Ave | Recreation Leader I, PT | | | | YES | |
| 502233 - Golden Gate Recreation Center | 250 FRANK H. OGAWA PLAZA | Recreation Leader I, PT | | | | YES | |
| 502233 - Golden Gate Recreation Center | 666 Bellvue Ave | Recreation Leader I, PT | | | | YES | |
| 502233 - Golden Gate Recreation Center | 666 Bellvue Ave | Recreation Leader I, PT | | | | YES | |
| 502233 - Golden Gate Recreation Center | 666 Bellvue Ave | Recreation Specialist I, PT | | | | YES | |
| 502234 - Lincoln Recreation Center | 666 Bellvue Ave | Recreation Aide, PT | | | | YES | Chinese |
| 502234 - Lincoln Recreation Center | 666 Bellvue Ave | Recreation Aide, PT | | | | YES | Chinese |
| 502234 - Lincoln Recreation Center | 666 Bellvue Ave | Recreation Aide, PT | YES | | | YES | Chinese |
| 502234 - Lincoln Recreation Center | 666 Bellvue Ave | Recreation Aide, PT | YES | | | YES | Chinese |
| 502234 - Lincoln Recreation Center | 666 Bellvue Ave | Recreation Aide, PT | | | | YES | Chinese |
| 502234 - Lincoln Recreation Center | 666 Bellvue Ave | Recreation Aide, PT | | | | YES | Chinese |
| 502234 - Lincoln Recreation Center | 666 Bellvue Ave | Recreation Aide, PT | YES | | | YES | |
| 502234 - Lincoln Recreation Center | 666 Bellvue Ave | Recreation Aide, PT | | | | YES | |
| 502234 - Lincoln Recreation Center | 666 Bellvue Ave | Recreation Aide, PT | | | | YES | Chinese |
| 502234 - Lincoln Recreation Center | 666 Bellvue Ave | Recreation Aide, PT | YES | | | YES | Chinese |
| 502234 - Lincoln Recreation Center | 666 Bellvue Ave | Recreation Aide, PT | YES | | | YES | Chinese |
| 502234 - Lincoln Recreation Center | 666 Bellvue Ave | Recreation Aide, PT | | | | YES | Chinese |
| 502234 - Lincoln Recreation Center | 666 Bellvue Ave | Recreation Aide, PT | | | | YES | Chinese |
| 502234 - Lincoln Recreation Center | 666 Bellvue Ave | Recreation Aide, PT | | | | YES | Chinese |

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|--------------------------------------|--------------------------|-------------------------------|-----|--|-----|---------|
| 502234 - Lincoln Recreation Center | 250 FRANK H. OGAWA PLAZA | Recreation Center Director | | | YES | Chinese |
| 502234 - Lincoln Recreation Center | 666 Bellvue Ave | Recreation Leader I, PT | YES | | YES | Spanish |
| 502234 - Lincoln Recreation Center | 666 Bellvue Ave | Recreation Leader I, PT | YES | | YES | |
| 502234 - Lincoln Recreation Center | 666 Bellvue Ave | Recreation Leader I, PT | | | YES | Chinese |
| 502234 - Lincoln Recreation Center | 666 Bellvue Ave | Recreation Leader I, PT | | | YES | Chinese |
| 502234 - Lincoln Recreation Center | 666 Bellvue Ave | Recreation Leader I, PT | | | YES | |
| 502234 - Lincoln Recreation Center | 666 Bellvue Ave | Recreation Leader I, PT | | | YES | |
| 502234 - Lincoln Recreation Center | 666 Bellvue Ave | Recreation Leader I, PT | | | YES | |
| 502234 - Lincoln Recreation Center | 666 Bellvue Ave | Recreation Leader I, PT | | | YES | |
| 502234 - Lincoln Recreation Center | 666 Bellvue Ave | Recreation Leader I, PT | | | YES | |
| 502234 - Lincoln Recreation Center | 666 Bellvue Ave | Recreation Leader I, PT | | | YES | Chinese |
| 502234 - Lincoln Recreation Center | 666 Bellvue Ave | Recreation Leader I, PT | | | YES | Chinese |
| 502234 - Lincoln Recreation Center | 666 Bellvue Ave | Recreation Leader I, PT | | | YES | Chinese |
| 502234 - Lincoln Recreation Center | 666 Bellvue Ave | Recreation Leader I, PT | | | YES | |
| 502234 - Lincoln Recreation Center | 666 Bellvue Ave | Recreation Leader II, PPT | | | YES | Chinese |
| 502234 - Lincoln Recreation Center | 250 FRANK H. OGAWA PLAZA | Recreation Leader II, PT | | | YES | Chinese |
| 502234 - Lincoln Recreation Center | 666 Bellvue Ave | Recreation Leader II, PT | | | YES | Chinese |
| 502234 - Lincoln Recreation Center | 666 Bellvue Ave | Recreation Specialist II, PPT | | | YES | |
| 502235 - Montclair Recreation Center | 666 Bellvue Ave | Recreation Aide, PT | YES | | YES | |
| 502235 - Montclair Recreation Center | 666 Bellvue Ave | Recreation Aide, PT | YES | | YES | |
| 502235 - Montclair Recreation Center | 250 FRANK H. OGAWA PLAZA | Recreation Aide, PT | | | YES | |
| 502235 - Montclair Recreation Center | 250 FRANK H. OGAWA PLAZA | Recreation Aide, PT | | | YES | |
| 502235 - Montclair Recreation Center | 666 Bellvue Ave | Recreation Aide, PT | YES | | YES | |
| 502235 - Montclair Recreation Center | 250 FRANK H. OGAWA PLAZA | Recreation Aide, PT | | | YES | |
| 502235 - Montclair Recreation Center | 666 Bellvue Ave | Recreation Aide, PT | | | YES | |
| 502235 - Montclair Recreation Center | 666 Bellvue Ave | Recreation Center Director | | | YES | |
| 502235 - Montclair Recreation Center | 666 Bellvue Ave | Recreation Leader I, PT | | | YES | |
| 502235 - Montclair Recreation Center | 666 Bellvue Ave | Recreation Leader I, PT | | | YES | |
| 502235 - Montclair Recreation Center | 666 Bellvue Ave | Recreation Leader I, PT | | | YES | |
| 502235 - Montclair Recreation Center | 666 Bellvue Ave | Recreation Leader I, PT | | | YES | |
| 502235 - Montclair Recreation Center | 666 Bellvue Ave | Recreation Leader I, PT | | | YES | |
| 502235 - Montclair Recreation Center | 666 Bellvue Ave | Recreation Leader I, PT | | | YES | |
| 502235 - Montclair Recreation Center | 250 FRANK H. OGAWA PLAZA | Recreation Leader I, PT | | | YES | |
| 502235 - Montclair Recreation Center | 666 Bellvue Ave | Recreation Leader I, PT | | | YES | |
| 502235 - Montclair Recreation Center | 666 Bellvue Ave | Recreation Leader I, PT | | | YES | |
| 502235 - Montclair Recreation Center | 250 FRANK H. OGAWA PLAZA | Recreation Leader I, PT | | | YES | |
| 502235 - Montclair Recreation Center | 250 FRANK H. OGAWA PLAZA | Recreation Leader I, PT | | | YES | |

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|--------------------------------------|--------------------------|-------------------------------|-----|--|-----|---------|
| 502235 - Montclair Recreation Center | 666 Bellvue Ave | Recreation Leader I, PT | | | YES | |
| 502235 - Montclair Recreation Center | 250 FRANK H. OGAWA PLAZA | Recreation Leader I, PT | YES | | YES | |
| 502235 - Montclair Recreation Center | 666 Bellvue Ave | Recreation Leader I, PT | YES | | YES | |
| 502235 - Montclair Recreation Center | 250 FRANK H. OGAWA PLAZA | Recreation Leader II, PPT | | | YES | |
| 502235 - Montclair Recreation Center | 666 Bellvue Ave | Recreation Leader II, PT | | | YES | |
| 502235 - Montclair Recreation Center | 666 Bellvue Ave | Recreation Leader II, PT | | | YES | |
| 502235 - Montclair Recreation Center | 666 Bellvue Ave | Recreation Specialist III, PT | | | YES | |
| 502236 - Mosswood Recreation Center | 666 Bellvue Ave | Recreation Aide, PT | | | YES | |
| 502236 - Mosswood Recreation Center | 666 Bellvue Ave | Recreation Aide, PT | | | YES | |
| 502236 - Mosswood Recreation Center | 666 Bellvue Ave | Recreation Aide, PT | YES | | YES | |
| 502236 - Mosswood Recreation Center | 250 FRANK H. OGAWA PLAZA | Recreation Aide, PT | | | YES | |
| 502236 - Mosswood Recreation Center | 250 FRANK H. OGAWA PLAZA | Recreation Aide, PT | | | YES | |
| 502236 - Mosswood Recreation Center | 250 FRANK H. OGAWA PLAZA | Recreation Aide, PT | | | YES | |
| 502236 - Mosswood Recreation Center | 666 Bellvue Ave | Recreation Aide, PT | YES | | YES | Chinese |
| 502236 - Mosswood Recreation Center | 250 FRANK H. OGAWA PLAZA | Recreation Aide, PT | | | YES | |
| 502236 - Mosswood Recreation Center | 666 Bellvue Ave | Recreation Aide, PT | YES | | YES | |
| 502236 - Mosswood Recreation Center | 250 FRANK H. OGAWA PLAZA | Recreation Aide, PT | | | YES | |
| 502236 - Mosswood Recreation Center | 666 Bellvue Ave | Recreation Aide, PT | | | YES | |
| 502236 - Mosswood Recreation Center | 3612 Webster Street | Recreation Center Director | | | YES | |
| 502236 - Mosswood Recreation Center | 666 Bellvue Ave | Recreation Leader I, PT | | | YES | |
| 502236 - Mosswood Recreation Center | 666 Bellvue Ave | Recreation Leader I, PT | | | YES | |
| 502236 - Mosswood Recreation Center | 666 Bellvue Ave | Recreation Leader I, PT | | | YES | |
| 502236 - Mosswood Recreation Center | 666 Bellvue Ave | Recreation Leader I, PT | YES | | YES | |
| 502236 - Mosswood Recreation Center | 666 Bellvue Ave | Recreation Leader I, PT | | | YES | |
| 502236 - Mosswood Recreation Center | 666 Bellvue Ave | Recreation Leader I, PT | | | YES | |
| 502236 - Mosswood Recreation Center | 666 Bellvue Ave | Recreation Leader I, PT | YES | | YES | |
| 502237 - Poplar Recreation Center | 666 Bellvue Ave | Recreation Aide, PT | YES | | YES | |
| 502237 - Poplar Recreation Center | 666 Bellvue Ave | Recreation Aide, PT | YES | | YES | |
| 502237 - Poplar Recreation Center | 666 Bellvue Ave | Recreation Aide, PT | | | YES | |
| 502237 - Poplar Recreation Center | 666 Bellvue Ave | Recreation Aide, PT | | | YES | |
| 502237 - Poplar Recreation Center | 666 Bellvue Ave | Recreation Attendant I, PT | YES | | YES | |
| 502237 - Poplar Recreation Center | 666 Bellvue Ave | Recreation Center Director | | | YES | |
| 502237 - Poplar Recreation Center | 666 Bellvue Ave | Recreation Leader I, PT | | | YES | |
| 502237 - Poplar Recreation Center | 666 Bellvue Ave | Recreation Leader I, PT | | | YES | |
| 502237 - Poplar Recreation Center | 666 Bellvue Ave | Recreation Leader I, PT | YES | | YES | |
| 502237 - Poplar Recreation Center | 666 Bellvue Ave | Recreation Leader I, PT | | | YES | |

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| 502237 - Poplar Recreation Center | 666 Bellvue Ave | Recreation Leader I, PT | | | YES | |
| 502237 - Poplar Recreation Center | 666 Bellvue Ave | Recreation Leader II, PPT | | | YES | |
| 502237 - Poplar Recreation Center | 666 Bellvue Ave | Recreation Leader II, PT | | | YES | |
| 502240 - Lakeside Park Operations | 250 FRANK H. OGAWA PLAZA | Recreation Attendant I, PT | | | YES | Spanish |
| 502240 - Lakeside Park Operations | 250 FRANK H. OGAWA PLAZA | Recreation Attendant I, PT | | | YES | |
| 502240 - Lakeside Park Operations | 250 FRANK H. OGAWA PLAZA | Recreation Attendant I, PT | | | YES | |
| 502240 - Lakeside Park Operations | 250 FRANK H. OGAWA PLAZA | Recreation Attendant I, PT | | | YES | |
| 502240 - Lakeside Park Operations | 250 FRANK H. OGAWA PLAZA | Recreation Attendant I, PT | | | YES | |
| 502240 - Lakeside Park Operations | 250 FRANK H. OGAWA PLAZA | Recreation Attendant I, PT | | | YES | |
| 502240 - Lakeside Park Operations | 250 FRANK H. OGAWA PLAZA | Recreation Attendant I, PT | | | YES | |
| 502240 - Lakeside Park Operations | 250 FRANK H. OGAWA PLAZA | Recreation Attendant I, PT | YES | | YES | Spanish |
| 502240 - Lakeside Park Operations | 250 FRANK H. OGAWA PLAZA | Recreation Attendant I, PT | | | YES | |
| 502240 - Lakeside Park Operations | 250 FRANK H. OGAWA PLAZA | Recreation Attendant I, PT | | | YES | |
| 502240 - Lakeside Park Operations | 250 FRANK H. OGAWA PLAZA | Recreation Attendant I, PT | | | YES | Spanish |
| 502240 - Lakeside Park Operations | 250 FRANK H. OGAWA PLAZA | Recreation Attendant I, PT | | | YES | Spanish |
| 502240 - Lakeside Park Operations | 250 FRANK H. OGAWA PLAZA | Recreation Attendant I, PT | | | YES | Spanish |
| 502240 - Lakeside Park Operations | 250 FRANK H. OGAWA PLAZA | Recreation Attendant I, PT | | | YES | Spanish |
| 502240 - Lakeside Park Operations | 250 FRANK H. OGAWA PLAZA | Recreation Attendant I, PT | | | YES | Spanish |
| 502240 - Lakeside Park Operations | 250 FRANK H. OGAWA PLAZA | Recreation Attendant I, PT | YES | | YES | |
| 502240 - Lakeside Park Operations | 250 FRANK H. OGAWA PLAZA | Recreation Attendant I, PT | | | YES | Spanish |
| 502240 - Lakeside Park Operations | 250 FRANK H. OGAWA PLAZA | Recreation Attendant I, PT | YES | | YES | |
| 502240 - Lakeside Park Operations | 250 FRANK H. OGAWA PLAZA | Recreation Attendant I, PT | | | YES | Chinese |
| 502260 - Rotary Nature Center | 250 FRANK H. OGAWA PLAZA | Recreation Aide, PT | | | YES | Spanish |
| 502260 - Rotary Nature Center | 666 Bellvue Ave | Recreation Aide, PT | | | YES | |
| 502260 - Rotary Nature Center | 666 Bellvue Ave | Recreation Aide, PT | | | YES | |
| 502260 - Rotary Nature Center | 250 FRANK H. OGAWA PLAZA | Recreation Aide, PT | | | YES | |
| 502260 - Rotary Nature Center | 250 FRANK H. OGAWA PLAZA | Recreation Aide, PT | | | YES | |
| 502260 - Rotary Nature Center | 250 FRANK H. OGAWA PLAZA | Recreation Aide, PT | | | YES | |
| 502260 - Rotary Nature Center | 250 FRANK H. OGAWA PLAZA | Recreation Aide, PT | | | YES | |
| 502260 - Rotary Nature Center | 666 Bellvue Ave | Recreation Leader I, PT | | | YES | |
| 502260 - Rotary Nature Center | 250 FRANK H. OGAWA PLAZA | Recreation Leader I, PT | | | YES | |
| 502260 - Rotary Nature Center | 666 Bellvue Ave | Recreation Leader I, PT | | | YES | |
| 502260 - Rotary Nature Center | 666 Bellvue Ave | Recreation Leader I, PT | | | YES | Spanish |
| 502260 - Rotary Nature Center | 666 Bellvue Ave | Recreation Leader II, PT | | YES | | |
| 502260 - Rotary Nature Center | 666 Bellvue Ave | Recreation Specialist II, PT | | YES | | |
| 502310 - Aquatics Supervision | 250 Frank H. Ogawa Plaza, 3rrd fl., Suite 3330 | Recreation Supervisor | YES | YES | | |
| 502311 - Live Oak Aquatics | 250 FRANK H. OGAWA PLAZA | Lifeguard, PT | | YES | Spanish | |

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|-----------------------------|--------------------------|-----------------------------|--|--|-----|---------|
| 502312 - Dimond Aquatics | 250 FRANK H. OGAWA PLAZA | Lifeguard, PT | | | YES | |
| 502312 - Dimond Aquatics | 250 FRANK H. OGAWA PLAZA | Lifeguard, PT | | | YES | Chinese |
| 502312 - Dimond Aquatics | 666 Bellvue Ave | Lifeguard, PT | | | YES | |
| 502312 - Dimond Aquatics | 666 Bellvue Ave | Lifeguard, PT | | | YES | |
| 502312 - Dimond Aquatics | 250 FRANK H. OGAWA PLAZA | Lifeguard, PT | | | YES | |
| 502312 - Dimond Aquatics | 666 Bellvue Ave | Lifeguard, PT | | | YES | |
| 502312 - Dimond Aquatics | 250 FRANK H. OGAWA PLAZA | Lifeguard, PT | | | YES | Spanish |
| 502312 - Dimond Aquatics | 250 FRANK H. OGAWA PLAZA | Lifeguard, PT | | | YES | |
| 502312 - Dimond Aquatics | 250 FRANK H. OGAWA PLAZA | Lifeguard, PT | | | YES | |
| 502312 - Dimond Aquatics | 250 FRANK H. OGAWA PLAZA | Lifeguard, PT | | | YES | |
| 502312 - Dimond Aquatics | 250 FRANK H. OGAWA PLAZA | Lifeguard, PT | | | YES | |
| 502312 - Dimond Aquatics | 666 Bellvue Ave | Lifeguard, PT | | | YES | |
| 502312 - Dimond Aquatics | 666 Bellvue Ave | Lifeguard, PT | | | YES | Spanish |
| 502312 - Dimond Aquatics | 250 FRANK H. OGAWA PLAZA | Lifeguard, PT | | | YES | |
| 502312 - Dimond Aquatics | 250 FRANK H. OGAWA PLAZA | Lifeguard, PT | | | YES | |
| 502312 - Dimond Aquatics | 666 Bellvue Ave | Lifeguard, PT | | | YES | |
| 502312 - Dimond Aquatics | 666 Bellvue Ave | Lifeguard, PT | | | YES | Spanish |
| 502312 - Dimond Aquatics | 666 Bellvue Ave | Lifeguard, PT | | | YES | |
| 502312 - Dimond Aquatics | 666 Bellvue Ave | Pool Manager, PT | | | YES | |
| 502312 - Dimond Aquatics | 666 Bellvue Ave | Pool Manager, PT | | | YES | |
| 502312 - Dimond Aquatics | 666 Bellvue Ave | Water Safety Instructor, PT | | | YES | |
| 502312 - Dimond Aquatics | 666 Bellvue Ave | Water Safety Instructor, PT | | | YES | |
| 502312 - Dimond Aquatics | 666 Bellvue Ave | Water Safety Instructor, PT | | | YES | |
| 502312 - Dimond Aquatics | 666 Bellvue Ave | Water Safety Instructor, PT | | | YES | |
| 502312 - Dimond Aquatics | 666 Bellvue Ave | Water Safety Instructor, PT | | | YES | |
| 502313 - Defremery Aquatics | 666 Bellvue Ave | Lifeguard, PT | | | YES | |
| 502313 - Defremery Aquatics | 250 FRANK H. OGAWA PLAZA | Lifeguard, PT | | | YES | |
| 502313 - Defremery Aquatics | 250 FRANK H. OGAWA PLAZA | Lifeguard, PT | | | YES | |
| 502313 - Defremery Aquatics | 250 FRANK H. OGAWA PLAZA | Lifeguard, PT | | | YES | |
| 502313 - Defremery Aquatics | 250 FRANK H. OGAWA PLAZA | Lifeguard, PT | | | YES | Chinese |
| 502313 - Defremery Aquatics | 250 FRANK H. OGAWA PLAZA | Lifeguard, PT | | | YES | |
| 502313 - Defremery Aquatics | 666 Bellvue Ave | Lifeguard, PT | | | YES | |
| 502313 - Defremery Aquatics | 666 Bellvue Ave | Lifeguard, PT | | | YES | Chinese |
| 502313 - Defremery Aquatics | 666 Bellvue Ave | Lifeguard, PT | | | YES | |
| 502313 - Defremery Aquatics | 250 FRANK H. OGAWA PLAZA | Lifeguard, PT | | | YES | Chinese |
| 502313 - Defremery Aquatics | 250 FRANK H. OGAWA PLAZA | Lifeguard, PT | | | YES | |
| 502313 - Defremery Aquatics | 250 FRANK H. OGAWA PLAZA | Lifeguard, PT | | | YES | |
| 502313 - Defremery Aquatics | 568 Bellevue Ave | Pool Manager, PT | | | YES | Chinese |
| 502313 - Defremery Aquatics | 568 Bellevue Ave | Pool Manager, PT | | | YES | |
| 502313 - Defremery Aquatics | 666 Bellvue Ave | Recreation Attendant I, PT | | | YES | |
| 502313 - Defremery Aquatics | 666 Bellvue Ave | Recreation Attendant I, PT | | | YES | |
| 502313 - Defremery Aquatics | 666 Bellvue Ave | Recreation Specialist I, PT | | | YES | |
| 502313 - Defremery Aquatics | 666 Bellvue Ave | Recreation Specialist I, PT | | | YES | |
| 502313 - Defremery Aquatics | 666 Bellvue Ave | Water Safety Instructor, PT | | | YES | |
| 502313 - Defremery Aquatics | 666 Bellvue Ave | Water Safety Instructor, PT | | | YES | Chinese |
| 502313 - Defremery Aquatics | 666 Bellvue Ave | Water Safety Instructor, PT | | | YES | |
| 502313 - Defremery Aquatics | 666 Bellvue Ave | Water Safety Instructor, PT | | | YES | |
| 502314 - Temescal Aquatics | 250 FRANK H. OGAWA PLAZA | Lifeguard, PT | | | YES | |
| 502314 - Temescal Aquatics | 250 FRANK H. OGAWA PLAZA | Lifeguard, PT | | | YES | |
| 502314 - Temescal Aquatics | 250 FRANK H. OGAWA PLAZA | Lifeguard, PT | | | YES | Chinese |
| 502314 - Temescal Aquatics | 250 FRANK H. OGAWA PLAZA | Lifeguard, PT | | | YES | Spanish |
| 502314 - Temescal Aquatics | 250 FRANK H. OGAWA PLAZA | Lifeguard, PT | | | YES | Spanish |

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| 502330 - City-Wide Sports | 666 Bellvue Ave | Sports Official, PT | | | YES | |
| 502330 - City-Wide Sports | 666 Bellvue Ave | Sports Official, PT | | | YES | |
| 502330 - City-Wide Sports | 666 Bellvue Ave | Sports Official, PT | | | YES | |
| 502330 - City-Wide Sports | 666 Bellvue Ave | Sports Official, PT | | | YES | |
| 502330 - City-Wide Sports | 666 Bellvue Ave | Sports Official, PT | | | YES | |
| 502330 - City-Wide Sports | 666 Bellvue Ave | Sports Official, PT | | | YES | |
| 502330 - City-Wide Sports | 666 Bellvue Ave | Sports Official, PT | | | YES | |
| 502330 - City-Wide Sports | 666 Bellvue Ave | Sports Official, PT | | | YES | |
| 502330 - City-Wide Sports | 250 FRANK H. OGAWA PLAZA | Sports Official, PT | | | YES | |
| 502330 - City-Wide Sports | 666 Bellvue Ave | Sports Official, PT | | | YES | |
| 502330 - City-Wide Sports | 250 FRANK H. OGAWA PLAZA | Sports Official, PT | | | YES | |
| 502330 - City-Wide Sports | 666 Bellvue Ave | Sports Official, PT | | | YES | |
| 502330 - City-Wide Sports | 250 FRANK H. OGAWA PLAZA | Sports Official, PT | | | YES | |
| 502330 - City-Wide Sports | 666 Bellvue Ave | Sports Official, PT | | | YES | |
| 502331 - Girls Sports | 250 Frank H. Ogawa Plaza | Recreation Leader I, PT | | | YES | |
| 502331 - Girls Sports | 250 Frank H. Ogawa Plaza | Recreation Leader I, PT | | | YES | |
| 502331 - Girls Sports | 250 Frank H. Ogawa Plaza | Recreation Leader I, PT | | | YES | |
| 502331 - Girls Sports | 250 Frank H. Ogawa Plaza | Recreation Leader II, PT | | | YES | |
| 502331 - Girls Sports | 250 Frank H. Ogawa Plaza | Sports Official, PT | | | YES | |
| 502332 - East Oakland Sports Center | 7101 Edgewater Dr. | Lifeguard, PT | YES | | YES | |
| 502332 - East Oakland Sports Center | 7101 Edgewater Dr. | Lifeguard, PT | | | YES | |
| 502332 - East Oakland Sports Center | 7101 Edgewater Dr. | Lifeguard, PT | | | YES | |
| 502332 - East Oakland Sports Center | 7101 Edgewater Dr. | Lifeguard, PT | | | YES | |
| 502332 - East Oakland Sports Center | 7101 Edgewater Dr. | Lifeguard, PT | | | YES | |
| 502332 - East Oakland Sports Center | 7101 Edgewater Dr. | Lifeguard, PT | | | YES | |
| 502332 - East Oakland Sports Center | 7101 Edgewater Dr. | Lifeguard, PT | | | YES | |
| 502332 - East Oakland Sports Center | 7101 Edgewater Dr. | Lifeguard, PT | | | YES | |
| 502332 - East Oakland Sports Center | 7101 Edgewater Dr. | Lifeguard, PT | | | YES | |
| 502332 - East Oakland Sports Center | 7101 Edgewater Dr. | Lifeguard, PT | | | YES | |
| 502332 - East Oakland Sports Center | 7101 Edgewater Dr. | Pool Manager, PT | | | YES | |
| 502332 - East Oakland Sports Center | 7101 Edgewater Dr. | Pool Manager, PT | | | YES | |
| 502332 - East Oakland Sports Center | 7101 Edgewater Dr. | Recreation Aide, PT | | | YES | Spanish |
| 502332 - East Oakland Sports Center | 7101 Edgewater Dr. | Recreation Aide, PT | | | YES | |
| 502332 - East Oakland Sports Center | 7101 Edgewater Dr. | Recreation Aide, PT | | | YES | |
| 502332 - East Oakland Sports Center | 7101 Edgewater Dr. | Recreation Attendant I, PT | | | YES | |
| 502332 - East Oakland Sports Center | 7101 Edgewater Dr. | Recreation Attendant I, PT | | | YES | |
| 502332 - East Oakland Sports Center | 7101 Edgewater Dr. | Recreation Attendant I, PT | | | YES | |
| 502332 - East Oakland Sports Center | 7101 Edgewater Dr. | Recreation Attendant I, PT | | | YES | |
| 502332 - East Oakland Sports Center | 7101 Edgewater Dr. | Recreation Attendant I, PT | YES | | YES | |
| 502332 - East Oakland Sports Center | 7101 Edgewater Dr. | Recreation Attendant I, PT | | | YES | |
| 502332 - East Oakland Sports Center | 7101 Edgewater Dr. | Recreation Attendant I, PT | | | YES | |
| 502332 - East Oakland Sports Center | 7101 Edgewater Dr. | Recreation Attendant I, PT | | | YES | |

Department Name: Oakland Parks, Recreation and Youth Development
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[illegible]

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| 502332 - East Oakland Sports Center | 7101 Edgewater Dr. | Recreation Specialist I, PT | YES | | YES | |
| 502332 - East Oakland Sports Center | 7101 Edgewater Dr. | Recreation Specialist I, PT | | | YES | |
| 502332 - East Oakland Sports Center | 7101 Edgewater Dr. | Recreation Specialist I, PT | | | YES | |
| 502332 - East Oakland Sports Center | 7101 Edgewater Dr. | Recreation Specialist I, PT | YES | | YES | |
| 502332 - East Oakland Sports Center | 7101 Edgewater Dr. | Recreation Specialist I, PT | YES | | YES | |
| 502332 - East Oakland Sports Center | 7101 Edgewater Dr. | Recreation Specialist II, PT | | | YES | |
| 502332 - East Oakland Sports Center | 7101 Edgewater Dr. | Recreation Specialist II, PT | | | YES | |
| 502332 - East Oakland Sports Center | 7101 Edgewater Dr. | Recreation Specialist II, PT | | | YES | |
| 502332 - East Oakland Sports Center | 7101 Edgewater Dr. | Recreation Specialist II, PT | | | YES | |
| 502332 - East Oakland Sports Center | 7101 Edgewater Dr. | Recreation Specialist II, PT | | | YES | |
| 502332 - East Oakland Sports Center | 7101 Edgewater Dr. | Recreation Specialist II, PT | | | YES | |
| 502332 - East Oakland Sports Center | 7101 Edgewater Dr. | Water Safety Instructor, PT | | | YES | |
| 502332 - East Oakland Sports Center | 7101 Edgewater Dr. | Water Safety Instructor, PT | | | YES | |
| 502340 - Youth & Adult Sports | 666 Bellvue Ave | Recreation Attendant I, PT | YES | | YES | |
| 502340 - Youth & Adult Sports | 666 Bellvue Ave | Recreation Attendant I, PT | | | YES | |
| 502340 - Youth & Adult Sports | 666 Bellvue Ave | Recreation Attendant I, PT | | | YES | |
| 502340 - Youth & Adult Sports | 666 Bellvue Ave | Recreation Attendant I, PT | | | YES | |
| 502340 - Youth & Adult Sports | 666 Bellvue Ave | Recreation Leader I, PT | YES | | YES | |
| 502340 - Youth & Adult Sports | 666 Bellvue Ave | Recreation Leader I, PT | | | YES | |
| 502340 - Youth & Adult Sports | 250 FRANK H. OGAWA PLAZA | Recreation Specialist II, PT | | | YES | |
| 502340 - Youth & Adult Sports | 666 Bellvue Ave | Sports Official, PT | | | YES | |
| 502340 - Youth & Adult Sports | 666 Bellvue Ave | Youth Sports Program Coordinator | | | YES | |
| 502350 - Boating | 568 Bellevue Ave | Recreation Aide, PT | | | YES | |
| 502350 - Boating | 666 Bellvue Ave | Recreation Aide, PT | | | YES | |
| 502350 - Boating | 568 Bellevue Ave | Recreation Aide, PT | YES | | YES | |
| 502350 - Boating | 568 Bellevue Ave | Recreation Aide, PT | | | YES | Spanish |
| 502350 - Boating | 568 Bellevue Ave | Recreation Aide, PT | | | YES | |
| 502350 - Boating | 568 Bellevue Ave | Recreation Aide, PT | | | YES | |
| 502350 - Boating | 568 Bellevue Ave | Recreation Aide, PT | | | YES | |
| 502350 - Boating | 568 Bellevue Ave | Recreation Aide, PT | YES | | YES | |
| 502350 - Boating | 568 Bellevue Ave | Recreation Aide, PT | YES | | YES | |
| 502350 - Boating | 568 Bellevue Ave | Recreation Attendant I, PT | | | YES | |
| 502350 - Boating | 568 Bellevue Ave | Recreation Attendant I, PT | YES | | YES | Spanish |
| 502350 - Boating | 666 Bellvue Ave | Recreation Attendant I, PT | | | YES | |
| 502350 - Boating | 568 Bellevue Ave | Recreation Attendant I, PT | | | YES | |
| 502350 - Boating | 666 Bellvue Ave | Recreation Attendant I, PT | | | YES | |
| 502350 - Boating | 666 Bellvue Ave | Recreation Attendant I, PT | | | YES | |
| 502350 - Boating | 568 Bellevue Ave | Recreation Attendant I, PT | YES | | YES | |
| 502350 - Boating | 568 Bellevue Ave | Recreation Attendant I, PT | YES | | YES | |
| 502350 - Boating | 568 Bellevue Ave | Recreation Attendant I, PT | | | YES | |
| 502350 - Boating | 568 Bellevue Ave | Recreation Attendant II, PPT | | | YES | |
| 502350 - Boating | 250 FRANK H. OGAWA PLAZA | Recreation Leader I, PT | | | YES | |
| 502350 - Boating | 250 FRANK H. OGAWA PLAZA | Recreation Leader I, PT | | | YES | Chinese |
| 502350 - Boating | 250 FRANK H. OGAWA PLAZA | Recreation Leader I, PT | | | YES | |
| 502350 - Boating | 250 FRANK H. OGAWA PLAZA | Recreation Leader I, PT | | | YES | |
| 502350 - Boating | 666 Bellvue Ave | Recreation Leader I, PT | | | YES | |
| 502350 - Boating | 666 Bellvue Ave | Recreation Leader I, PT | | | YES | |
| 502350 - Boating | 250 FRANK H. OGAWA PLAZA | Recreation Leader I, PT | | | YES | |

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|------------------|--------------------------|-----------------------------|-----|-----|-----|--|
| 502350 - Boating | 250 FRANK H. OGAWA PLAZA | Recreation Leader I, PT | | | YES | |
| 502350 - Boating | 250 FRANK H. OGAWA PLAZA | Recreation Leader I, PT | | | YES | |
| 502350 - Boating | 250 FRANK H. OGAWA PLAZA | Recreation Leader I, PT | | | YES | |
| 502350 - Boating | 250 FRANK H. OGAWA PLAZA | Recreation Leader I, PT | | | YES | |
| 502350 - Boating | 666 Bellvue Ave | Recreation Leader II, PT | | | YES | |
| 502350 - Boating | 666 Bellvue Ave | Recreation Program Director | | | YES | |
| 502350 - Boating | 666 Bellvue Ave | Recreation Specialist I, PT | | | YES | |
| 502350 - Boating | 666 Bellvue Ave | Recreation Specialist I, PT | | | YES | |
| 502350 - Boating | 250 FRANK H. OGAWA PLAZA | Recreation Specialist I, PT | | | YES | |
| 502350 - Boating | 250 FRANK H. OGAWA PLAZA | Recreation Specialist I, PT | | | YES | |
| 502350 - Boating | 250 FRANK H. OGAWA PLAZA | Recreation Specialist I, PT | YES | | YES | |
| 502350 - Boating | 666 Bellvue Ave | Recreation Specialist I, PT | | | YES | |
| 502350 - Boating | 666 Bellvue Ave | Recreation Specialist I, PT | | | YES | |
| 502350 - Boating | 250 FRANK H. OGAWA PLAZA | Recreation Specialist I, PT | | | YES | |
| 502350 - Boating | 666 Bellvue Ave | Recreation Specialist I, PT | | | YES | |
| 502350 - Boating | 666 Bellvue Ave | Recreation Specialist I, PT | | | YES | |
| 502350 - Boating | 250 FRANK H. OGAWA PLAZA | Recreation Specialist I, PT | | | YES | |
| 502350 - Boating | 666 Bellvue Ave | Recreation Specialist I, PT | | | YES | |
| 502350 - Boating | 666 Bellvue Ave | Recreation Specialist I, PT | | | YES | |
| 502350 - Boating | 666 Bellvue Ave | Recreation Specialist I, PT | | | YES | |
| 502350 - Boating | 666 Bellvue Ave | Recreation Specialist I, PT | | | YES | |
| 502350 - Boating | 666 Bellvue Ave | Recreation Specialist I, PT | | | YES | |
| 502350 - Boating | 666 Bellvue Ave | Recreation Specialist I, PT | | | YES | |
| 502350 - Boating | 666 Bellvue Ave | Recreation Specialist I, PT | | | YES | |
| 502350 - Boating | 666 Bellvue Ave | Recreation Specialist I, PT | | | YES | |
| 502350 - Boating | 666 Bellvue Ave | Recreation Specialist I, PT | | | YES | |
| 502350 - Boating | 666 Bellvue Ave | Recreation Specialist I, PT | | | YES | |
| 502350 - Boating | 666 Bellvue Ave | Recreation Specialist I, PT | | | YES | |
| 502350 - Boating | 666 Bellvue Ave | Recreation Specialist I, PT | | | YES | |
| 502350 - Boating | 666 Bellvue Ave | Recreation Specialist I, PT | | | YES | |
| 502350 - Boating | 666 Bellvue Ave | Recreation Specialist I, PT | | | YES | |
| 502350 - Boating | 666 Bellvue Ave | Recreation Specialist I, PT | | | YES | |
| 502350 - Boating | 666 Bellvue Ave | Recreation Specialist I, PT | | | YES | |
| 502350 - Boating | 666 Bellvue Ave | Recreation Specialist I, PT | | | YES | |
| 502350 - Boating | 666 Bellvue Ave | Recreation Specialist I, PT | | | YES | |
| 502350 - Boating | 666 Bellvue Ave | Recreation Specialist I, PT | | | YES | |
| 502350 - Boating | 666 Bellvue Ave | Recreation Specialist I, PT | | | YES | |
| 502350 - Boating | 666 Bellvue Ave | Recreation Specialist I, PT | | | YES | |
| 502350 - Boating | 666 Bellvue Ave | Recreation Specialist I, PT | | | YES | |
| 502350 - Boating | 666 Bellvue Ave | Recreation Specialist I, PT | | | YES | |
| 502350 - Boating | 666 Bellvue Ave | Recreation Specialist I, PT | | | YES | |
| 502350 - Boating | 666 Bellvue Ave | Recreation Specialist I, PT | | | YES | |
| 502350 - Boating | 666 Bellvue Ave | Recreation Specialist I, PT | | | YES | |
| 502350 - Boating | 666 Bellvue Ave | Recreation Specialist I, PT | | | YES | |
| 502350 - Boating | 666 Bellvue Ave | Recreation Specialist I, PT | | | YES | |
| 502350 - Boating | 666 Bellvue Ave | Recreation Specialist I, PT | | | YES | |
| 502350 - Boating | 666 Bellvue Ave | Recreation Specialist I, PT | | YES | | |
| 502350 - Boating | 666 Bellvue Ave | Recreation Specialist I, PT | | YES | | |
| 502350 - Boating | 666 Bellvue Ave | Recreation Specialist I, PT | | YES | | |
| 502350 - Boating | 666 Bellvue Ave | Recreation Specialist I, PT | | YES | | |
| 502350 - Boating | 666 Bellvue Ave | Recreation Specialist I, PT | | YES | | |
| 502350 - Boating | 666 Bellvue Ave | Recreation Specialist I, PT | | YES | | |
| 502350 - Boating | 666 Bellvue Ave | Recreation Specialist I, PT | | YES | | |
| 502350 - Boating | 666 Bellvue Ave | Recreation Specialist I, PT | | YES | | |
| 502350 - Boating | 666 Bellvue Ave | Recreation Specialist I, PT | | YES | | |
| 502350 - Boating | 666 Bellvue Ave | Recreation Specialist I, PT | | YES | | |
| 502350 - Boating | 666 Bellvue Ave | Recreation Specialist I, PT | | YES | | |
| 502350 - Boating | 666 Bellvue Ave | Recreation Specialist I, PT | | YES | | |
| 502350 - Boating | 666 Bellvue Ave | Recreation Specialist I, PT | | YES | | |
| 502350 - Boating | 666 Bellvue Ave | Recreation Specialist I, PT | | YES | | |
| 502350 - Boating | 666 Bellvue Ave | Recreation Specialist I, PT | | YES | | |
| 502350 - Boating | 666 Bellvue Ave | Recreation Specialist I, PT | | YES | | |
| 502350 - Boating | 666 Bellvue Ave | Recreation Specialist I, PT | | YES | | |
| 502350 - Boating | 666 Bellvue Ave | Recreation Specialist I, PT | | YES | | |
| 502350 - Boating | 666 Bellvue Ave | Recreation Specialist I, PT | | YES | | |
| 502350 - Boating | 666 Bellvue Ave | Recreation Specialist I, PT | | YES | | |
| 502350 - Boating | 666 Bellvue Ave | Recreation Specialist I, PT | | YES | | |
| 502350 - Boating | 666 Bellvue Ave | Recreation Specialist I, PT | | YES | | |
| 502350 - Boating | 666 Bellvue Ave | Recreation Specialist I, PT | | YES | | |
| 502350 - Boating | 666 Bellvue Ave | Recreation Specialist I, PT | | YES | | |
| 502350 - Boating | 666 Bellvue Ave | Recreation Specialist I, PT | | YES | | |
| 502350 - Boating | 666 Bellvue Ave | Recreation Specialist I, PT | | YES | | |
| 502350 - Boating | 666 Bellvue Ave | Recreation Specialist I, PT | | YES | | |
| 502350 - Boating | 666 Bellvue Ave | Recreation Specialist I, PT | | YES | | |
| 502350 - Boating | 666 Bellvue Ave | Recreation Specialist I, PT | | YES | | |
| 502350 - Boating | 666 Bellvue Ave | Recreation Specialist I, PT | | YES | | |
| 502350 - Boating | 666 Bellvue Ave | Recreation Specialist I, PT | | YES | | |
| 502350 - Boating | 666 Bellvue Ave | Recreation Specialist I, PT | | YES | | |
| 502350 - Boating | 666 Bellvue Ave | Recreation Specialist I, PT | | YES | | |
| 502350 - Boating | 666 Bellvue Ave | Recreation Specialist I, PT | | YES | | |
| 502350 - Boating | 666 Bellvue Ave | Recreation Specialist I, PT | | YES | | |
| 502350 - Boating | 666 Bellvue Ave | Recreation Specialist I, PT | | YES | | |
| 502350 - Boating | 666 Bellvue Ave | Recreation Specialist I, PT | | YES | | |
| 502350 - Boating | 666 Bellvue Ave | Recreation Specialist I, PT | | YES | | |
| 502350 - Boating | 666 Bellvue Ave | Recreation Specialist I, PT | | YES | | |
| 502350 - Boating | 666 Bellvue Ave | Recreation Specialist I, PT | | YES | | |
| 502350 - Boating | 666 Bellvue Ave | Recreation Specialist I, PT | | YES | | |
| 502350 - Boating | 666 Bellvue Ave | Recreation Specialist I, PT | | YES | | |
| 502350 - Boating | 666 Bellvue Ave | Recreation Specialist I, PT | | YES | | |
| 502350 - Boating | 666 Bellvue Ave | Recreation Specialist I, PT | | YES | | |
| 502350 - Boating | 666 Bellvue Ave | Recreation Specialist I, PT | | YES | | |
| 502350 - Boating | 666 Bellvue Ave | Recreation Specialist I, PT | | YES | | |
| 502350 - Boating | 666 Bellvue Ave | Recreation Specialist I, PT | | YES | | |
| 502350 - Boating | 666 Bellvue Ave | Recreation Specialist I, PT | | YES | | |
| 502350 - Boating | 666 Bellvue Ave | Recreation Specialist I, PT | | YES | | |
| 502350 - Boating | 666 Bellvue Ave | Recreation Specialist I, PT | | YES | | |
| 502350 - Boating | 666 Bellvue Ave | Recreation Specialist I, PT | | YES | | |
| 502350 - Boating | 666 Bellvue Ave | Recreation Specialist I, PT | | YES | | |
| 502350 - Boating | 666 Bellvue Ave | Re | | | | |

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| Center | | | | | |
| 503231 - Allendale Recreation Center | 666 Bellvue Ave | Recreation Aide, PT | | | YES |
| 503231 - Allendale Recreation Center | 250 Frank H. Ogawa Plaza | Recreation Aide, PT | | | YES |
| 503231 - Allendale Recreation Center | 250 Frank H. Ogawa Plaza | Recreation Aide, PT | | | YES |
| 503231 - Allendale Recreation Center | 250 Frank H. Ogawa Plaza | Recreation Aide, PT | | | YES |
| 503231 - Allendale Recreation Center | 666 Bellvue Ave | Recreation Aide, PT | | | YES |
| 503231 - Allendale Recreation Center | 666 Bellvue Ave | Recreation Aide, PT | YES | | YES |
| 503231 - Allendale Recreation Center | 666 Bellvue Ave | Recreation Center Director | | | YES |
| 503231 - Allendale Recreation Center | 3711 SUTTER STREET | Recreation Leader I, PT | | | YES |
| 503231 - Allendale Recreation Center | 3711 SUTTER STREET | Recreation Leader I, PT | | | YES |
| 503231 - Allendale Recreation Center | 3711 SUTTER STREET | Recreation Leader I, PT | | | YES |
| 503231 - Allendale Recreation Center | 3711 SUTTER STREET | Recreation Leader I, PT | | | YES |
| 503231 - Allendale Recreation Center | 666 Bellvue Ave | Recreation Leader II, PPT | | | YES |
| 503231 - Allendale Recreation Center | 666 Bellvue Ave | Recreation Leader II, PT | | | YES |
| 503232 - Dimond Recreation Center | 666 Bellvue Ave | Recreation Aide, PT | | | YES |
| 503232 - Dimond Recreation Center | 666 Bellvue Ave | Recreation Aide, PT | | | YES |
| 503232 - Dimond Recreation Center | 250 FRANK H. OGAWA PLAZA | Recreation Aide, PT | YES | | YES |
| 503232 - Dimond Recreation Center | 250 FRANK H. OGAWA PLAZA | Recreation Aide, PT | YES | | YES |
| 503232 - Dimond Recreation Center | 250 FRANK H. OGAWA PLAZA | Recreation Aide, PT | YES | | YES |
| 503232 - Dimond Recreation Center | 666 Bellvue Ave | Recreation Aide, PT | | | YES |
| 503232 - Dimond Recreation Center | 666 Bellvue Ave | Recreation Aide, PT | | | YES |
| 503232 - Dimond Recreation Center | 250 FRANK H. OGAWA PLAZA | Recreation Aide, PT | YES | | YES |
| 503232 - Dimond Recreation Center | 666 Bellvue Ave | Recreation Attendant I, PT | | | YES |
| 503232 - Dimond Recreation Center | 666 Bellvue Ave | Recreation Center Director | | | YES |
| 503232 - Dimond Recreation Center | 250 FRANK H. OGAWA PLAZA | Recreation Leader I, PT | | | YES |
| 503232 - Dimond Recreation Center | 666 Bellvue Ave | Recreation Leader I, PT | | | YES |
| 503232 - Dimond Recreation Center | 666 Bellvue Ave | Recreation Leader I, PT | | | YES |
| 503232 - Dimond Recreation Center | 666 Bellvue Ave | Recreation Leader I, PT | | | YES |
| 503232 - Dimond Recreation Center | 666 Bellvue Ave | Recreation Leader I, PT | | | YES |
| 503232 - Dimond Recreation Center | 666 Bellvue Ave | Recreation Leader I, PT | YES | | YES |
| 503232 - Dimond Recreation Center | 666 Bellvue Ave | Recreation Leader I, PT | | | YES |
| 503232 - Dimond Recreation Center | 666 Bellvue Ave | Recreation Leader I, PT | | | YES |
| 503232 - Dimond Recreation Center | 666 Bellvue Ave | Recreation Leader I, PT | | | YES |
| 503232 - Dimond Recreation Center | 250 FRANK H. OGAWA PLAZA | Recreation Leader I, PT | YES | | YES |
| 503232 - Dimond Recreation Center | 666 Bellvue Ave | Recreation Leader I, PT | | | YES |
| 503232 - Dimond Recreation Center | 666 Bellvue Ave | Recreation Leader I, PT | | | YES |

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| 503232 - Dimond Recreation Center | 666 Bellvue Ave | Recreation Leader I, PT | | | YES | |
| 503232 - Dimond Recreation Center | 666 Bellvue Ave | Recreation Leader I, PT | | | YES | |
| 503232 - Dimond Recreation Center | 666 Bellvue Ave | Recreation Leader I, PT | | | YES | |
| 503232 - Dimond Recreation Center | 666 Bellvue Ave | Recreation Leader I, PT | | | YES | |
| 503232 - Dimond Recreation Center | 666 Bellvue Ave | Recreation Leader I, PT | YES | | YES | |
| 503232 - Dimond Recreation Center | 250 FRANK H. OGAWA PLAZA | Recreation Leader II, PPT | | | YES | |
| 503232 - Dimond Recreation Center | 666 Bellvue Ave | Recreation Leader II, PT | | | YES | |
| 503233 - Franklin Recreation Center | 250 FRANK H. OGAWA PLAZA | Recreation Aide, PT | | | YES | |
| 503233 - Franklin Recreation Center | 250 FRANK H. OGAWA PLAZA | Recreation Aide, PT | | | YES | |
| 503233 - Franklin Recreation Center | 250 FRANK H. OGAWA PLAZA | Recreation Aide, PT | | | YES | |
| 503233 - Franklin Recreation Center | 250 FRANK H. OGAWA PLAZA | Recreation Aide, PT | | | YES | Chinese |
| 503233 - Franklin Recreation Center | 250 FRANK H. OGAWA PLAZA | Recreation Aide, PT | | | YES | |
| 503233 - Franklin Recreation Center | 666 Bellvue Ave | Recreation Attendant I, PT | | | YES | |
| 503233 - Franklin Recreation Center | 250 FRANK H. OGAWA PLAZA | Recreation Center Director | | | YES | |
| 503233 - Franklin Recreation Center | 250 FRANK H. OGAWA PLAZA | Recreation Leader I, PT | | | YES | |
| 503233 - Franklin Recreation Center | 666 Bellvue Ave | Recreation Leader I, PT | | | YES | Chinese |
| 503233 - Franklin Recreation Center | 250 FRANK H. OGAWA PLAZA | Recreation Leader I, PT | | | YES | Chinese |
| 503233 - Franklin Recreation Center | 250 FRANK H. OGAWA PLAZA | Recreation Leader I, PT | | | YES | |
| 503233 - Franklin Recreation Center | 250 FRANK H. OGAWA PLAZA | Recreation Leader I, PT | | | YES | |
| 503233 - Franklin Recreation Center | 250 FRANK H. OGAWA PLAZA | Recreation Leader I, PT | | | YES | |
| 503233 - Franklin Recreation Center | 666 Bellvue Ave | Recreation Leader II, PPT | | | YES | |
| 503233 - Franklin Recreation Center | 666 Bellvue Ave | Recreation Leader II, PT | | | YES | |
| 503233 - Franklin Recreation Center | 666 Bellvue Ave | Recreation Specialist I, PT | | | YES | Spanish |
| 503235 - Manzanita Recreation Center | 666 Bellvue Ave | Recreation Aide, PT | | | YES | |
| 503235 - Manzanita Recreation Center | 666 Bellvue Ave | Recreation Aide, PT | YES | | YES | |
| 503235 - Manzanita Recreation Center | 666 Bellvue Ave | Recreation Aide, PT | YES | | YES | |
| 503235 - Manzanita Recreation Center | 666 Bellvue Ave | Recreation Aide, PT | | | YES | |
| 503235 - Manzanita Recreation Center | 666 Bellvue Ave | Recreation Center Director | | | YES | Spanish |
| 503235 - Manzanita Recreation Center | 250 FRANK H. OGAWA PLAZA | Recreation Leader I, PT | | | YES | |
| 503235 - Manzanita Recreation Center | 666 Bellvue Ave | Recreation Leader I, PT | | | YES | Chinese |
| 503235 - Manzanita Recreation Center | 250 FRANK H. OGAWA PLAZA | Recreation Leader I, PT | | | YES | |
| 503235 - Manzanita Recreation Center | 250 FRANK H. OGAWA PLAZA | Recreation Leader I, PT | | | YES | |
| 503235 - Manzanita Recreation Center | 250 FRANK H. OGAWA PLAZA | Recreation Leader I, PT | | | YES | Spanish |
| 503235 - Manzanita Recreation Center | 250 FRANK H. OGAWA PLAZA | Recreation Leader I, PT | | | YES | |
| 503235 - Manzanita Recreation Center | 250 FRANK H. OGAWA PLAZA | Recreation Leader I, PT | | | YES | |
| 503235 - Manzanita Recreation Center | 250 FRANK H. OGAWA PLAZA | Recreation Leader II, PPT | | | YES | |

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|--------------------------------------------|--------------------------|-------------------------------|-----|--|-----|---------|
| 503236 - Redwood Heights Recreation Center | 666 Bellvue Ave | Recreation Specialist III, PT | | | YES | |
| 503236 - Redwood Heights Recreation Center | 666 Bellvue Ave | Recreation Specialist III, PT | | | YES | |
| 503237 - FM Smith Recreation Center | 666 Bellvue Ave | Recreation Aide, PT | | | YES | Chinese |
| 503237 - FM Smith Recreation Center | 666 Bellvue Ave | Recreation Aide, PT | | | YES | |
| 503237 - FM Smith Recreation Center | 666 Bellvue Ave | Recreation Aide, PT | | | YES | Spanish |
| 503237 - FM Smith Recreation Center | 666 Bellvue Ave | Recreation Aide, PT | | | YES | |
| 503237 - FM Smith Recreation Center | 666 Bellvue Ave | Recreation Aide, PT | | | YES | Chinese |
| 503237 - FM Smith Recreation Center | 666 Bellvue Ave | Recreation Aide, PT | | | YES | Chinese |
| 503237 - FM Smith Recreation Center | 666 Bellvue Ave | Recreation Attendant I, PT | | | YES | Chinese |
| 503237 - FM Smith Recreation Center | 250 FRANK H. OGAWA PLAZA | Recreation Center Director | | | YES | Spanish |
| 503237 - FM Smith Recreation Center | 666 Bellvue Ave | Recreation Leader I, PT | | | YES | |
| 503237 - FM Smith Recreation Center | 666 Bellvue Ave | Recreation Leader I, PT | | | YES | |
| 503237 - FM Smith Recreation Center | 250 FRANK H. OGAWA PLAZA | Recreation Leader II, PPT | | | YES | Chinese |
| 503237 - FM Smith Recreation Center | 666 Bellvue Ave | Recreation Specialist I, PT | | | YES | |
| 503239 - Carmen Flores Recreation Center | 666 Bellvue Ave | Recreation Aide, PT | | | YES | Spanish |
| 503239 - Carmen Flores Recreation Center | 666 Bellvue Ave | Recreation Aide, PT | YES | | YES | |
| 503239 - Carmen Flores Recreation Center | 666 Bellvue Ave | Recreation Aide, PT | | | YES | Spanish |
| 503239 - Carmen Flores Recreation Center | 666 Bellvue Ave | Recreation Aide, PT | YES | | YES | Spanish |
| 503239 - Carmen Flores Recreation Center | 250 FRANK H. OGAWA PLAZA | Recreation Center Director | | | YES | |
| 503239 - Carmen Flores Recreation Center | 666 Bellvue Ave | Recreation Leader I, PT | | | YES | Spanish |
| 503239 - Carmen Flores Recreation Center | 666 Bellvue Ave | Recreation Leader I, PT | | | YES | Spanish |
| 503239 - Carmen Flores Recreation Center | 666 Bellvue Ave | Recreation Leader I, PT | | | YES | Spanish |
| 503239 - Carmen Flores Recreation Center | 250 FRANK H. OGAWA PLAZA | Recreation Leader I, PT | YES | | YES | Spanish |
| 503239 - Carmen Flores Recreation Center | 666 Bellvue Ave | Recreation Leader I, PT | | | YES | Chinese |
| 503239 - Carmen Flores Recreation Center | 250 FRANK H. OGAWA PLAZA | Recreation Leader II, PPT | | | YES | Spanish |
| 503239 - Carmen Flores Recreation Center | 666 Bellvue Ave | Recreation Leader II, PT | | | YES | |
| 503239 - Carmen Flores Recreation Center | 666 Bellvue Ave | Recreation Specialist I, PT | | | YES | Spanish |
| 503239 - Carmen Flores Recreation Center | 666 Bellvue Ave | Recreation Specialist II, PT | | | YES | Spanish |
| 504320 - Malonga Casquelourd Center | 250 FRANK H. OGAWA PLAZA | Facility Manager | | | NO | |
| 504320 - Malonga Casquelourd Center | 250 FRANK H. OGAWA PLAZA | Public Service Representative | | | YES | |
| 504320 - Malonga Casquelourd Center | 250 FRANK H. OGAWA PLAZA | Recreation Attendant I, PT | | | YES | |
| 504320 - Malonga Casquelourd Center | 250 FRANK H. OGAWA PLAZA | Recreation Attendant I, PT | | | YES | |
| 504320 - Malonga Casquelourd Center | 250 FRANK H. OGAWA PLAZA | Recreation Attendant I, PT | | | YES | |
| 504320 - Malonga Casquelourd Center | 250 FRANK H. OGAWA PLAZA | Recreation Attendant I, PT | YES | | YES | |
| 504320 - Malonga Casquelourd Center | 250 FRANK H. OGAWA PLAZA | Recreation Attendant I, PT | | | YES | |
| 504320 - Malonga Casquelourd Center | 250 FRANK H. OGAWA PLAZA | Recreation Leader I, PT | | | YES | |

Department Name: Oakland Parks, Recreation and Youth Development
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| | | | | | | | |
|-------------------------------------|------------------------------------------------|------------------------------|-----|--|--|-----|---------|
| 504320 - Malonga Casquelourd Center | 250 FRANK H. OGAWA PLAZA | Recreation Leader I, PT | | | | YES | |
| 504320 - Malonga Casquelourd Center | 250 FRANK H. OGAWA PLAZA | Recreation Leader I, PT | | | | YES | |
| 504320 - Malonga Casquelourd Center | 666 Bellvue Ave | Recreation Leader II, PPT | | | | YES | |
| 504320 - Malonga Casquelourd Center | 250 FRANK H. OGAWA PLAZA | Recreation Leader II, PT | | | | YES | |
| 504320 - Malonga Casquelourd Center | 250 FRANK H. OGAWA PLAZA | Recreation Specialist I, PPT | | | | YES | |
| 504320 - Malonga Casquelourd Center | 250 FRANK H. OGAWA PLAZA | Recreation Specialist I, PT | | | | YES | |
| 504320 - Malonga Casquelourd Center | 250 FRANK H. OGAWA PLAZA | Recreation Specialist I, PT | | | | YES | |
| 504330 - Studio One | 250 FRANK H. OGAWA PLAZA | Recreation Aide, PT | | | | YES | |
| 504330 - Studio One | 250 FRANK H. OGAWA PLAZA | Recreation Aide, PT | | | | YES | |
| 504330 - Studio One | 250 FRANK H. OGAWA PLAZA | Recreation Aide, PT | | | | YES | Chinese |
| 504330 - Studio One | 250 FRANK H. OGAWA PLAZA | Recreation Aide, PT | | | | YES | |
| 504330 - Studio One | 250 FRANK H. OGAWA PLAZA | Recreation Aide, PT | YES | | | YES | |
| 504330 - Studio One | 250 FRANK H. OGAWA PLAZA | Recreation Aide, PT | | | | YES | |
| 504330 - Studio One | 250 FRANK H. OGAWA PLAZA | Recreation Aide, PT | | | | YES | |
| 504330 - Studio One | 150 Frank H. Ogawa Plaza | Recreation Aide, PT | | | | YES | |
| 504330 - Studio One | 250 Frank H. Ogawa Plaza, 3rrd fl., Suite 3330 | Recreation Attendant I, PT | | | | YES | Spanish |
| 504330 - Studio One | 250 Frank H. Ogawa Plaza, 3rrd fl., Suite 3330 | Recreation Attendant I, PT | | | | YES | Spanish |
| 504330 - Studio One | 250 FRANK H. OGAWA PLAZA | Recreation Center Director | | | | YES | Spanish |
| 504330 - Studio One | 250 FRANK H. OGAWA PLAZA | Recreation Leader I, PT | | | | YES | |
| 504330 - Studio One | 250 FRANK H. OGAWA PLAZA | Recreation Leader I, PT | | | | YES | |
| 504330 - Studio One | 250 FRANK H. OGAWA PLAZA | Recreation Leader I, PT | | | | YES | |
| 504330 - Studio One | 250 FRANK H. OGAWA PLAZA | Recreation Leader I, PT | YES | | | YES | |
| 504330 - Studio One | 250 Frank H. Ogawa Plaza, 3rrd fl., Suite 3330 | Recreation Leader I, PT | | | | YES | |
| 504330 - Studio One | 250 FRANK H. OGAWA PLAZA | Recreation Leader I, PT | | | | YES | |
| 504330 - Studio One | 250 FRANK H. OGAWA PLAZA | Recreation Leader I, PT | | | | YES | |
| 504330 - Studio One | 250 FRANK H. OGAWA PLAZA | Recreation Leader I, PT | | | | YES | |
| 504330 - Studio One | 250 FRANK H. OGAWA PLAZA | Recreation Leader I, PT | | | | YES | Spanish |
| 504330 - Studio One | 250 FRANK H. OGAWA PLAZA | Recreation Leader I, PT | YES | | | YES | |
| 504330 - Studio One | 250 FRANK H. OGAWA PLAZA | Recreation Leader I, PT | | | | YES | |
| 504330 - Studio One | 250 FRANK H. OGAWA PLAZA | Recreation Leader I, PT | | | | YES | Spanish |
| 504330 - Studio One | 250 FRANK H. OGAWA PLAZA | Recreation Leader I, PT | | | | YES | |
| 504330 - Studio One | 250 Frank H. Ogawa Plaza, 3rrd fl., Suite 3330 | Recreation Leader II, PPT | | | | YES | |
| 504330 - Studio One | 250 FRANK H. OGAWA PLAZA | Recreation Leader II, PT | | | | YES | Chinese |
| 504330 - Studio One | 150 Frank H. Ogawa Plaza | Recreation Leader II, PT | | | | YES | |
| 504330 - Studio One | 250 FRANK H. OGAWA PLAZA | Recreation Leader II, PT | | | | YES | |
| 504330 - Studio One | 250 FRANK H. OGAWA PLAZA | Recreation Specialist I, PT | | | | YES | |
| 504330 - Studio One | 250 FRANK H. OGAWA PLAZA | Recreation Specialist I, PT | YES | | | YES | |
| 504330 - Studio One | 250 FRANK H. OGAWA PLAZA | Recreation Specialist I, PT | | | | YES | Spanish |
| 504330 - Studio One | 150 Frank H. Ogawa Plaza | Recreation Specialist I, PT | | | | YES | |
| 504330 - Studio One | 150 Frank H. Ogawa Plaza | Recreation Specialist I, PT | | | | YES | |
| 504330 - Studio One | 250 FRANK H. OGAWA PLAZA | Recreation Specialist I, PT | | | | YES | |
| 504330 - Studio One | 150 Frank H. Ogawa Plaza | Recreation Specialist I, PT | | | | YES | |
| 504330 - Studio One | 150 Frank H. Ogawa Plaza | Recreation Specialist I, PT | | | | YES | |
| 504330 - Studio One | 150 Frank H. Ogawa Plaza | Recreation Specialist I, PT | | | | YES | |
| 504330 - Studio One | 150 Frank H. Ogawa Plaza | Recreation Specialist I, PT | | | | YES | Chinese |

Department Name: Oakland Parks, Recreation and Youth Development
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| | | | | | | |
|-----------------------------------|------------------------------------------------|-------------------------------|-----|------------------------------|-----|---------|
| 504330 - Studio One | 250 FRANK H. OGAWA PLAZA | Recreation Specialist I, PT | | Overseas Assignment Eligible | YES | |
| 504330 - Studio One | 250 FRANK H. OGAWA PLAZA | Recreation Specialist I, PT | | | YES | |
| 504330 - Studio One | 150 Frank H. Ogawa Plaza | Recreation Specialist I, PT | | | YES | |
| 504330 - Studio One | 250 FRANK H. OGAWA PLAZA | Recreation Specialist I, PT | YES | | YES | |
| 504330 - Studio One | 150 Frank H. Ogawa Plaza | Recreation Specialist I, PT | | | YES | |
| 504330 - Studio One | 250 FRANK H. OGAWA PLAZA | Recreation Specialist I, PT | | | YES | |
| 504330 - Studio One | 250 FRANK H. OGAWA PLAZA | Recreation Specialist II, PT | | | YES | |
| 504330 - Studio One | 250 Frank H. Ogawa Plaza, 3rrd fl., Suite 3330 | Recreation Specialist II, PT | | | YES | |
| 504330 - Studio One | 250 Frank H. Ogawa Plaza, 3rrd fl., Suite 3330 | Recreation Specialist II, PT | | | YES | |
| 504330 - Studio One | 250 Frank H. Ogawa Plaza, 3rrd fl., Suite 3330 | Recreation Specialist II, PT | | | YES | |
| 504330 - Studio One | 250 Frank H. Ogawa Plaza, 3rrd fl., Suite 3330 | Recreation Specialist II, PT | | | YES | |
| 504330 - Studio One | 250 Frank H. Ogawa Plaza, 3rrd fl., Suite 3330 | Recreation Specialist II, PT | | | YES | |
| 504330 - Studio One | 250 FRANK H. OGAWA PLAZA | Recreation Specialist II, PT | | | YES | |
| 504330 - Studio One | 250 Frank H. Ogawa Plaza, 3rrd fl., Suite 3330 | Recreation Specialist II, PT | | | YES | |
| 504330 - Studio One | 250 FRANK H. OGAWA PLAZA | Recreation Specialist II, PT | | | YES | |
| 504330 - Studio One | 250 FRANK H. OGAWA PLAZA | Recreation Specialist II, PT | | | YES | |
| 504330 - Studio One | 250 FRANK H. OGAWA PLAZA | Recreation Specialist II, PT | YES | | YES | |
| 504330 - Studio One | 250 Frank H. Ogawa Plaza, 3rrd fl., Suite 3330 | Recreation Specialist II, PT | | | YES | |
| 504330 - Studio One | 250 FRANK H. OGAWA PLAZA | Recreation Specialist II, PT | | | YES | |
| 504330 - Studio One | 250 FRANK H. OGAWA PLAZA | Recreation Specialist II, PT | | | YES | |
| 504330 - Studio One | 250 FRANK H. OGAWA PLAZA | Recreation Specialist II, PT | | | YES | |
| 504330 - Studio One | 250 FRANK H. OGAWA PLAZA | Recreation Specialist II, PT | | | YES | |
| 504330 - Studio One | 250 FRANK H. OGAWA PLAZA | Recreation Specialist II, PT | YES | | YES | |
| 504330 - Studio One | 250 FRANK H. OGAWA PLAZA | Recreation Specialist II, PT | | | YES | |
| 504330 - Studio One | 250 FRANK H. OGAWA PLAZA | Recreation Specialist II, PT | | | YES | |
| 504330 - Studio One | 250 FRANK H. OGAWA PLAZA | Recreation Specialist II, PT | | | YES | |
| 504330 - Studio One | 250 FRANK H. OGAWA PLAZA | Recreation Specialist II, PT | | | YES | |
| 504330 - Studio One | 250 FRANK H. OGAWA PLAZA | Recreation Specialist II, PT | | | YES | Chinese |
| 504410 - City-Wide Programs Unit | 250 Frank H. Ogawa Plaza | Recreation Aide, PT | | | YES | |
| 504410 - City-Wide Programs Unit | 250 FRANK H. OGAWA PLAZA | Recreation Leader II, PPT | | | YES | |
| 504410 - City-Wide Programs Unit | 250 FRANK H. OGAWA PLAZA | Recreation Specialist II, PT | | | YES | |
| 504410 - City-Wide Programs Unit | 250 FRANK H. OGAWA PLAZA | Recreation Specialist III, PT | | | YES | |
| 504410 - City-Wide Programs Unit | 250 FRANK H. OGAWA PLAZA | Recreation Specialist III, PT | | | YES | Spanish |
| 504410 - City-Wide Programs Unit | 250 FRANK H. OGAWA PLAZA | Recreation Specialist III, PT | | | YES | |
| 507510 - OPR Transportation | 250 FRANK H. OGAWA PLAZA | Van Driver, PPT | | | NO | |
| 507510 - OPR Transportation | 250 FRANK H. OGAWA PLAZA | Van Driver, PT | | | NO | |
| 507510 - OPR Transportation | 250 FRANK H. OGAWA PLAZA | Van Driver, PT | | | NO | |
| 507510 - OPR Transportation | 250 FRANK H. OGAWA PLAZA | Van Driver, PT | | | NO | |
| 509231 - Arroyo Recreation Center | 666 Bellvue Ave | Recreation Aide, PT | | | YES | |
| 509231 - Arroyo Recreation Center | 666 Bellvue Ave | Recreation Center Director | | | YES | |
| 509231 - Arroyo Recreation Center | 666 Bellvue Ave | Recreation Leader I, PT | | | YES | |

Department Name: Oakland Parks, Recreation and Youth Development
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| | | | | | | |
|----------------------------------------|----------------------------|-------------------------------|-----|-----|-----|---------|
| 509231 - Arroyo Recreation Center | 666 Bellvue Ave | Recreation Leader I, PT | | | YES | |
| 509232 - Brookdale Recreation Center | 250 FRANK H. OGAWA PLAZA | Recreation Leader I, PT | | | YES | |
| 509233 - Ira Jinkins Recreation Center | 666 Bellvue Ave | Recreation Aide, PT | YES | | YES | Spanish |
| 509233 - Ira Jinkins Recreation Center | 666 Bellvue Ave | Recreation Aide, PT | YES | | YES | Spanish |
| 509233 - Ira Jinkins Recreation Center | 666 Bellvue Ave | Recreation Aide, PT | YES | | YES | |
| 509233 - Ira Jinkins Recreation Center | 666 Bellvue Ave | Recreation Aide, PT | YES | | YES | |
| 509233 - Ira Jinkins Recreation Center | 666 Bellvue Ave | Recreation Aide, PT | | | YES | Spanish |
| 509233 - Ira Jinkins Recreation Center | 666 Bellvue Ave | Recreation Aide, PT | | | YES | |
| 509233 - Ira Jinkins Recreation Center | 666 Bellvue Ave | Recreation Aide, PT | | | YES | Spanish |
| 509233 - Ira Jinkins Recreation Center | 666 Bellvue Ave | Recreation Aide, PT | | | YES | Spanish |
| 509233 - Ira Jinkins Recreation Center | 666 Bellvue Ave | Recreation Aide, PT | | | YES | |
| 509233 - Ira Jinkins Recreation Center | 666 Bellvue Ave | Recreation Attendant I, PT | | | YES | |
| 509233 - Ira Jinkins Recreation Center | 250 FRANK H. OGAWA PLAZA | Recreation Attendant I, PT | | | YES | |
| 509233 - Ira Jinkins Recreation Center | 666 Bellvue Ave | Recreation Center Director | | | YES | |
| 509233 - Ira Jinkins Recreation Center | 7101 Edgewater Dr - Bldg 4 | Recreation Leader I, PT | | | YES | |
| 509233 - Ira Jinkins Recreation Center | 7101 Edgewater Dr - Bldg 4 | Recreation Leader I, PT | | | YES | |
| 509233 - Ira Jinkins Recreation Center | 7101 Edgewater Dr - Bldg 4 | Recreation Leader I, PT | | | YES | |
| 509233 - Ira Jinkins Recreation Center | 7101 Edgewater Dr - Bldg 4 | Recreation Leader I, PT | | | YES | |
| 509233 - Ira Jinkins Recreation Center | 7101 Edgewater Dr - Bldg 4 | Recreation Leader I, PT | | | YES | Spanish |
| 509233 - Ira Jinkins Recreation Center | 7101 Edgewater Dr - Bldg 4 | Recreation Leader I, PT | | | YES | |
| 509233 - Ira Jinkins Recreation Center | 7101 Edgewater Dr - Bldg 4 | Recreation Leader I, PT | | | YES | |
| 509233 - Ira Jinkins Recreation Center | 666 Bellvue Ave | Recreation Leader II, PPT | | | YES | |
| 509233 - Ira Jinkins Recreation Center | 666 Bellvue Ave | Recreation Leader II, PT | | | YES | |
| 509233 - Ira Jinkins Recreation Center | 666 Bellvue Ave | Recreation Leader II, PT | | | YES | Spanish |
| 509233 - Ira Jinkins Recreation Center | 666 Bellvue Ave | Recreation Leader II, PT | | | YES | |
| 509234 - Discovery | 250 FRANK H. OGAWA PLAZA | Recreation Aide, PT | | | YES | |
| 509234 - Discovery | 250 FRANK H. OGAWA PLAZA | Recreation Aide, PT | | | YES | |
| 509234 - Discovery | 666 Bellvue Ave | Recreation Aide, PT | | | YES | |
| 509234 - Discovery | 250 FRANK H. OGAWA PLAZA | Recreation Leader I, PT | | | YES | |
| 509234 - Discovery | 250 FRANK H. OGAWA PLAZA | Recreation Leader I, PT | | | YES | |
| 509234 - Discovery | 250 FRANK H. OGAWA PLAZA | Recreation Specialist I, PT | | | YES | |
| 509234 - Discovery | 666 Bellvue Ave | Recreation Specialist II, PPT | | | YES | |
| 509235 - Rainbow | 666 Bellvue Ave | Recreation Aide, PT | | | YES | |
| 509235 - Rainbow | 666 Bellvue Ave | Recreation Aide, PT | | | YES | |
| 509235 - Rainbow | 666 Bellvue Ave | Recreation Aide, PT | YES | | YES | |
| 509235 - Rainbow | 666 Bellvue Ave | Recreation Aide, PT | YES | | YES | |
| 509235 - Rainbow | 7101 Edgewater Dr - Bldg 4 | Recreation Center Director | | YES | | |
| 509235 - Rainbow | 666 Bellvue Ave | Recreation Leader I, PT | | YES | | |
| 509235 - Rainbow | 666 Bellvue Ave | Recreation Leader I, PT | | YES | | |
| 509235 - Rainbow | 666 Bellvue Ave | Recreation Leader I, PT | | YES | | |
| 509235 - Rainbow | 666 Bellvue Ave | Recreation Leader I, PT | YES | YES | | |

Department Name: Oakland Parks, Recreation and Youth Development
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| | | | | | | |
|----------------------------------------------|------------------------------|-------------------------------|-----|--|-----|---------|
| 509235 - Rainbow | 666 Bellvue Ave | Recreation Leader I, PT | | | YES | |
| 509235 - Rainbow | 666 Bellvue Ave | Recreation Leader I, PT | | | YES | |
| 509235 - Rainbow | 250 FRANK H. OGAWA PLAZA | Recreation Leader I, PT | | | YES | |
| 509235 - Rainbow | 666 Bellvue Ave | Recreation Leader II, PPT | | | YES | |
| 509236 - Tassafaranga Recreation Center | 666 Bellvue Ave | Recreation Aide, PT | YES | | YES | |
| 509236 - Tassafaranga Recreation Center | 666 Bellvue Ave | Recreation Attendant I, PT | | | YES | |
| 509236 - Tassafaranga Recreation Center | 7101 Edgewater Dr - Bldg 4 | Recreation Center Director | | | YES | Spanish |
| 509236 - Tassafaranga Recreation Center | 666 Bellvue Ave | Recreation Leader I, PT | | | YES | |
| 509236 - Tassafaranga Recreation Center | 666 Bellvue Ave | Recreation Leader II, PPT | | | YES | |
| 509236 - Tassafaranga Recreation Center | 666 Bellvue Ave | Recreation Leader II, PT | | | YES | |
| 509237 - Sheffield Village Recreation Center | 666 Bellvue Ave | Recreation Aide, PT | | | YES | |
| 509237 - Sheffield Village Recreation Center | 250 FRANK H. OGAWA PLAZA | Recreation Aide, PT | | | YES | |
| 509237 - Sheffield Village Recreation Center | 666 Bellvue Ave | Recreation Aide, PT | | | YES | |
| 509237 - Sheffield Village Recreation Center | 666 Bellvue Ave | Recreation Attendant I, PT | | | YES | |
| 509237 - Sheffield Village Recreation Center | 666 Bellvue Ave | Recreation Leader I, PT | | | YES | |
| 509237 - Sheffield Village Recreation Center | 666 Bellvue Ave | Recreation Leader II, PPT | | | YES | |
| 509239 - Rainbow Teen Center | 5800 INTERNATIONAL BOULEVARD | Recreation Leader I, PT | | | YES | |
| 509239 - Rainbow Teen Center | 1 Frank Ogawa Plaza | Recreation Leader II, PT | | | YES | Spanish |
| 509239 - Rainbow Teen Center | 250 FRANK H. OGAWA PLAZA | Recreation Specialist I, PT | | | YES | Spanish |
| 509239 - Rainbow Teen Center | 250 FRANK H. OGAWA PLAZA | Recreation Specialist I, PT | | | YES | |
| 509239 - Rainbow Teen Center | 5800 INTERNATIONAL BOULEVARD | Recreation Specialist II, PPT | | | YES | |
| 509239 - Rainbow Teen Center | 250 FRANK H. OGAWA PLAZA | Recreation Specialist II, PT | YES | | YES | |
| 509330 - At-Risk Youth | 250 FRANK H. OGAWA PLAZA | Recreation Attendant I, PT | | | YES | |

III. QUALITATIVE ASSESSMENT REPORT

A. Bilingual Public Contact Positions Assessment

Department Name:
OPRYD

| ASSESSMENT | | SPANISH-SPEAKING PCP | | | CHINESE-SPEAKING PCP | | |
|------------|--------|----------------------|-------|-----------|----------------------|-------|-----------|
| FTE | PCP | GOAL | STAFF | GOAL MET? | GOAL | STAFF | GOAL MET? |
| 229.94 | 215.22 | 11% | 17% | YES | 5% | 6% | YES |

Goal = PCP X %

This report covers fiscal year 2020-2021 and data is reported as of June 30, 2021.

1. Provide a summary narrative assessment of how and whether your Department is complying with the Equal Access to Services Ordinance (EAO). Please share the challenges you have faced, remedies you have implemented, or any other information that would help the public know what efforts your Department has made this year to comply with the Ordinance.

OPRYD is continuously committed in providing services, information, programs, and mental wellness support to our diverse communities either through our recreation centers, programs, rental facilities, or our many open spaces and parks. We strive to comply with the Equal Access to Services Ordinance by providing mandated new employee trainings and adding the ordinance to our monthly staff meetings. As a community base organization, we understand the importance to translate vital and non-vital documents, forms, notices, and flyers in the threshold languages Spanish and Chinese. And to hire sufficient bilingual PCP staff. We are constantly updating our social media platforms to safeguard that the LES populations are well informed of the services we provide.

This year was challenging due to Covid-19 Alameda County Shelter in Place. However, we manage to provide continued services to our communities, and the LES population by offering virtual programs, opening small pod camps, delivering hot meal to our seniors, distributing food boxes, offering hot lunches to our youth, and adding park ambassadors.

During the Shelter in Place we relied on news and social media, flyers, and word of mouth to assist us with publicizing and promoting these vital services to the residents of Oakland.

2. Please describe your effort in outreach, recruitment and hiring of bilingual candidates. Describe your means to ensure a pool of qualified bilingual applicants. Assess the adequacy of these efforts and indicate areas of improvement.

OPRYD makes every effort in recruiting qualified bilingual applicants, we target a wide range of candidates by providing community organizations with flyers, posting multilingual flyers at local public places, schools, media outlets, council district offices, city's website and advertising in mayor's newsletter. This fiscal year with assistance of Human Resources we extended our recruitment timeline through the end of May. The hiring recruitment period typically opens in February and end of March. Adding two additional months ensures we receive a larger number of applicants.

- We identified the need to partner with local organizations, communities, and schools.
- Extended the recruitment period to remain open for additional months.

| OPRYD 2021 SUMMER HIRE OUTREACH LIST | |
|--------------------------------------|--------------------|
| Clinica de La Raza | Holy Names College |

Department Name:
Fiscal Year: FY2020-2021

| | |
|--------------------------------------------|------------------------------------|
| Unity Council | UC Berkeley |
| Native American Health Center | Merritt College |
| Clinica de La Raza (Optometry) | Laney College |
| Centro Legal de La Raza | College of the Arts |
| Spanish Speaking Citizens Foundation | Patten College |
| Boys & Girls Clubs of Oakland | Expressions |
| Arise High School | St. Mary's College |
| UC Berkeley | Alameda College |
| CSU East Bay | Mills College |
| Berkeley City College | SF State |
| Handshake (online job post) | Charter High School |
| Oakland Unified School District | High School |
| School to Career Department | Adult Schools |
| OUSD Board Member D2 School Board Director | Holy Names High School |
| Bishop O'Dowd | Cristo Rey De La Salle East Bay HS |
| Council Members | Libraries (Request to Post Online) |
| Chambers Office | Mayor's Weekly Newsletter |
| Facebook | Craigslist |
| Neighborhood Newsletters | City of Oakland Websites' |
| Constant Contact | Twitter |
| Instagram | Oakland Housing Authority |
| Alameda Country | Monster.com |
| Youth Radio | YMCM |
| Girls Inc. | East Side Art Alliance |
| Youth Movement Records | Youth Uprising |
| First Place for Youth | EOYDC |
| EBYAC | Asian Students Education Services |

Department Name:
Fiscal Year: FY2020-2021

| | |
|--------------------------------------------|----------------------------------|
| Oakland Asian Cultural Center | Higher Ground |
| Beyond Emancipation | Dream Catcher |
| Victory Outreach | Oakland Private Industry Council |
| Leadership Excellence | Lao Family Community Development |
| Oakland Swim Teams | Youth Tennis Advantage |
| Play Works | Boys and Girls Clubs |
| Montclair Swim Club | Aqua Tech Swim Club |
| The Hills Swim & Tennis Club | Trybe |
| San Antonio Family Resource Center | Harbor House |
| Clinton Park VACCEB/Food Distribution Site | Native American Health Center |
| Lower Eastlake Businesses | |

3. Please highlight positive changes and successes in this reporting period. Provide a description of implementation “best practices” developed by the Department.

The positive changes we made this reporting period is adding the Equal Access to Services Ordinance trainings to our monthly meetings. The trainings create awareness of the significance to provide inclusiveness to the limited English-speaking population. We continue to stress the importance of equitable services and through our efforts we'll connecting more with our diverse communities.

4. Describe any additional measures, other than provision of bilingual staffing; the Department has implemented to ensure Limited English Speaking (LES) persons receive the same level of service as English speakers.

To better serve the LES population we are committed to translating all notices, beyond vital information and identifying staff that speak other languages to bridge language barriers. We strive to be inclusive of all LES population beyond the city's threshold languages Spanish and Chinese.

B. Translation of Written Vital Documents Assessment

1. Departments are required to “post notices in the public areas of their facilities in threshold language indicating that written materials in the languages, and staff who speak the languages, are available.” Please list the locations in which the Department has posted notices.

| Facility Name | Address | Zip Code |
|------------------------|--------------------------------|----------|
| Administrative Offices | 250 Frank H. Ogawa Plaza, 3330 | 94612 |
| Allendale | 3711 Suter Street | 94619 |
| Arroyo Viejo | 7701 Krause Avenue | 94603 |
| Brookdale | 2535 High Street | 94601 |
| Bushrod | 560 59 th Street | 94609 |

Department Name:
Fiscal Year: FY2020-2021

| | | |
|-----------------------|-----------------------------------|-------|
| Carmen Flores | 1637 Fruitvale Avenue | 94601 |
| DeFremery | 1651 Adeline Street | 94607 |
| Dimond | 3860 Hanly Road | 94602 |
| FM Smith | 1969 Park Boulevard | 94606 |
| Franklin | 1010 East 15 th Street | 94606 |
| Golden Gate | 1075 62 nd Street | 94608 |
| Ira Jenkins | 9175 Edes Avenue | 94603 |
| Lincoln Square | 250 10 th Street | 94607 |
| Manzanita | 2701 22 nd Avenue | 94606 |
| Montclair | 6300 Moraga Avenue | 94611 |
| Mosswood | 365 45 th Street | 94609 |
| Rainbow | 5800 International Boulevard | 94621 |
| Redwood Heights | 3883 Aliso Avenue | 94619 |
| Sheffield Village | 247 Marlow Drive | 94605 |
| Tassafaronga | 975 85 th Avenue | 94621 |
| Willie Keyes (Poplar) | 3131 Union Street | 94608 |

2. Please describe the percentage of vital documents translated into threshold language(s). What is the corrective action plan and timeline in getting the rest of the documents translated?

OPRYD translated 100% of all vital and non-vital documents in the threshold languages Spanish and Chinese.

3. Did the Department translate any other written documents in the reporting period to serve the LES community? We continue to translate vital and non-vital information to better serve the LES population.

| Fiscal Year 20-21 Documents List | | | |
|--------------------------------------------------------|----|----|--|
| Document Name | SP | CH | |
| Studio One Summer 2021 Flyer | X | X | |
| Summer 2021 Trifold OPRYD – Invitation to Collaborate | X | X | |
| Town Camp Summer 2021 Flyer | X | X | |
| OPRYD Spring Program Survey – Town Enrichment Program | X | X | |
| Studio One – Oakland Fine Arts Summer School July 2020 | X | X | |
| OPRYD Dog Park Communication Poster | X | X | |
| OPRYD Dog Park Yard Sign | X | X | |
| National Fitness Court Grand Opening Announcement | X | X | |
| OPRYD Mission Statement | X | X | |
| Future A's T-Ball and Popup game | X | X | |
| Town Camp Financial Assistance Application | X | X | |
| Neighborhood Town Camp July-August 2020 | X | X | |
| Specialty Town Camp July-August 2020 | X | X | |
| Measure FF Oakland Minimum Wage | X | X | |
| Fall 2020 Town Camp Survey | X | X | |
| Summer Hire Flyers, Posters, Announcements | X | X | |
| Town Camp Afterschool Flyer | X | X | |
| Great Plates Program (Voice Message) | X | X | |
| Fall & Winter 2020 Flyer | X | X | |

C. Multilingual Telephone Messages Assessment

1. Please provide a narrative assessment on how is the Department doing in providing multilingual telephone messages in threshold language(s).

OPRYD provides a total of 15 multilingual telephone messages in the threshold languages

| Multilingual Telephone Recordings | | |
|--------------------------------------------|------------------|----------|
| Location Description | Telephone Number | Status |
| Administrative Offices/General Information | 238-7275 | EN/SP/CH |
| Arroyo Viejo Recreation | 615-5755 | EN/SP |
| Brookdale Recreation Center | 535-5631 | EN/SP |
| Carmen Flores Recreation Center | 535-5631 | EN/SP |
| Central Reservations | 238-3187 | EN/SP |
| Digital Arts & Culinary Academy | 615-5807 | EN/SP |
| East Oakland Sports Center | 615-5838 | EN/SP |
| Franklin Recreation Center | 238-7741 | EN/CH |
| Fremont Pool | 535-5614 | EN/SP |
| Ira Jinkins Recreation Center | 615-5959 | EN/SP |
| Lincoln Square Recreation Center | 238-7738 | EN/CH |
| Manzanita Recreation Center | 535-5625 | EN/SP |
| Rainbow Recreation Center | 615-5751 | EN/SP |
| San Antonio Recreation Center | 535-5608 | EN/SP |
| Tassafaronga Recreation Center | 615-5764 | EN/SP |

D. Assessment of Department Communication with LES Populations

1. Describe in detail the procedures and written policy used to facilitate communication with LES Spanish and Chinese populations and assess the adequacy of the procedures.

New and returning employees are required to attend a mandatory training to introduce the city's organizations, review policies, procedures, Mission Statements, and OPRYD expectations. We review the Equal Access to City Services Ordinance 12324 in our Employee Handbook and stress the importance of equity services and information. Lead staff are required to provide walkthroughs to new employees at their respective facilities to identify where the language access services notifications are posted.

2. Describe and assess the Department's outreach efforts to inform LES Spanish and Chinese populations of their right to bilingual services.

We publicize the availability of bilingual services at recreation centers and facilities in public gatherings, lobbies, and front counters.

3. Did the Department receive any complaints regarding the Department's provision of bilingual oral and written services? No. OPRYD has no complaints or violations this reporting period.

E. Action Plan

1. Please identify action steps for the next 12 months to ensure that all Oakland residents have equal and fair access to City Services regardless of language spoken.
 - Re-evaluate the hiring outreach process

Department Name:
Fiscal Year: FY2020-2021

- Hire more Chinese speaking PCP
 - Start the hiring recruitment earlier and extend the application intake period
 - Increase the number of multilingual recorded telephone messages
 - Engage and participate in the city's culture community events
 - Post and review the Civil Rights Policy and Procedures
 - Add the Civil Rights Policy and Procedures to our Employee Handbook, and website
 - Hold ongoing Equal Access & Civil Rights Policy trainings
 - Create a departmental list of Multilanguage PCP
 - Provide facilities with the Language Access Compliant form
 - Onsite visits of OPRYD facilities
2. Describe how the notice of the availability of language access has been posted prominently at the Department's geographic location. Describe also the information posted to the Department's website and how the public may access the Department's Annual Compliance plan.
- Equal Access information and FAQ notices are prominently posted at the recreation centers, facilities lobbies, and public gatherings areas; and inserted in the OPRYD employee handbooks. Phone interpretation numbers are available at the front desk counters and posted on bulletin boards
 - Services and information announcements are translated in the city's threshold languages and posted on the department's website, and social media platforms.
 - We routinely update and publish the current Equal Access Ordinance Annual Compliance Plan, and Report on our website.

Department Name: Planning & Building
Fiscal Year: FY2020-2021




EQUAL ACCESS ORDINANCE ANNUAL COMPLIANCE PLAN

I. DEPARTMENT CERTIFICATION

Provide the following certification that the Department Director has reviewed this Annual Compliance Plan for final approval:

I, William A. Gilchrist, hereby certify, that I have reviewed and approved this Equal Access Annual Compliance Plan for accuracy and completeness, and the department is committed to adopt the goals specified in this Annual Compliance Plan. This Annual Compliance Plan for Planning & Building Department was submitted on June 11, 2021.


William A. Gilchrist, Director
Type Name & Title

II. QUANTITATIVE ASSESSMENT REPORT

Department Name:

| Table 1 | Department Director | Language Access Coordinator (LAC) | Single Point of Contact (SPOC) |
|---------|--------------------------------------|--------------------------------------|--------------------------------------|
| Name | William A. Gilchrist | Tiffany Curotto | Tiffany Curotto |
| Title | Director | Administrative Analyst II | Administrative Analyst II |
| Address | 250 Frank H. Ogawa Plaza, Suite 3315 | 250 Frank H. Ogawa Plaza, Suite 3315 | 250 Frank H. Ogawa Plaza, Suite 3315 |
| Phone# | 510-238-2229 | 510-238-4787 | 510-238-4787 |
| Email | WGilchrist@oaklandca.gov | TJimenez@oaklandca.gov | TJimenez@oaklandca.gov |

Table 2A. Department Employee Statistics

| By FTE Count This Fiscal Year | | | By Head Count This Fiscal Year | | |
|---------------------------------|-----|------|--------------------------------|----|------|
| Total # of FTE Employees | 150 | | New Hires | 24 | |
| Public Contact Positions (PCP) | 105 | 100% | New PCP Hires | 16 | 100% |
| PCP With Spanish Language Skill | 20 | 19% | New PCP Hires with SP Skill | 2 | 13% |
| PCP With Chinese Language Skill | 10 | 10% | New PCP Hires with CH Skill | 0 | 0% |

Table 2B. Language Selective Certification Hiring

| | |
|------------------------------------------------------------------------------------|-----------------------------------------|
| Any selective certification in language required for recruitment this fiscal year? | ■ No □ Yes – Please describe below |
| Job Title | Outcome |
| | □Hired-SP □Hired-CH □In Progress/Other* |
| | □Hired-SP □Hired-CH □In Progress/Other* |
| | □Hired-SP □Hired-CH □In Progress/Other* |
| *Please provide an explanation for all 'other' outcomes: | |

Table 3A. Department Organization Structure (List out the different units in this table or attach an organization chart)

| | |
|-------------------------------|----------------------------------------|
| Operations & Administration | Building & Infrastructure Plan Check |
| Strategic Planning | Engineering: Project Coordination |
| Zoning & Development Planning | Inspections: Commercial Building |
| Engineering: Permit Center | Inspections: Residential Building |
| Admin: Engineering | Inspections: Infrastructure |
| Admin: Building Inspection | Inspections: Neighborhood Preservation |

Table 3B. Department Organization Structure -- Update

| | |
|----------------------------------------------------------------------|------------------------------------|
| Any changes occurred in the organization structure this fiscal year? | ■ No □ Yes – Please describe below |
| Description: | |

Table 3C. Department Organization Structure - Super PCP Unit Reporting

| | | |
|---------------------------------------------------------------------------------------------|-------------------------------------|------------------------------------------------------------|
| Any Super PCP Unit in the department? | □ No ■ Yes – Please describe below. | |
| Super PCP Unit | Language Goal FTE | Actual FTE |
| Zoning | SP= 1 CH = 1 | SP= 6 (excludes 1 non-PCP) CH = 2 |
| City Planning – Other (currently called Strategic Planning) | | |
| Inspection Services Admin – Other (currently called Admin Engineering) | SP= 2 CH = 2 | SP= 12 (excludes 1 non-PCP) CH = 8 (excludes 1 non-PCP) |
| Inspection Services – Other (currently called Plan Check) | | |
| Building Inspection – Residential Other (currently called Inspection: Residential Building) | | |
| Engineering Services (currently called Permit Center) | | |

Department Name: Planning & Building
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| | | |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|--|
| Building Inspection – Commercial Other (currently called Inspection: Commercial) District 2 (no clear equivalent N/A) District 3 (no clear equivalent N/A) District 4 (no clear equivalent N/A) Building Codes – Residential Other (currently called Inspections: Neighborhood Preservation) Building Services – Other (currently called Inspections: Infrastructure) Inspection Support (currently called Admin: Building Inspection) | | |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|--|

| Table 4A Vital Documents List | | | |
|-----------------------------------------------------------|---------------------------|---------------------------|-----------------|
| Document Name | SP Translation Available? | CH Translation Available? | Other? Specify: |
| Billing Appeal | YES | YES | |
| Blight Brochure | YES | YES | |
| Condominium Conversion | YES | YES | |
| Foreclosed and Defaulted Residential Registration Program | YES | YES | |
| Hearing Fact Sheet | YES | YES | |
| Heritage Property Application Form | YES | YES | |
| Important Additions and Alterations for Residents | YES | YES | |
| Keep Oakland Beautiful, Clean and Green | YES | YES | Vietnamese |
| Mills Act | YES | YES | |
| Minimum Residential Code & Resources Guide | YES | YES | |
| Mobile Food Vending Brochure | YES | YES | Vietnamese |
| Mold and Moisture (Landlord and Homeowners) | YES | YES | |
| Mold and Moisture (Tenant) | YES | YES | |
| Protect Your Home From Earthquakes | YES | YES | Vietnamese |
| Q-Matic | YES | YES | |
| Single Family Dwellings | YES | YES | |
| Secondary Unit Regulations | YES | YES | Vietnamese |
| Site Plans | YES | YES | |
| Smoke Alarm Brochure | YES | YES | Vietnamese |
| Smoke Detectors and Carbon Monoxide Installation | YES | YES | Vietnamese |
| Stop Work Brochure | YES | YES | |
| Truck Management Plan | YES | YES | |
| Undocumented Dwelling | YES | YES | |
| West Oakland Truck Management Plan | YES | YES | |
| What Is a Variance | YES | YES | |
| Zoning Clearance | In process | In process | |
| Total # of vital documents reported = 26 | | | |

| Table 4B. Vital Documents Status Summary | |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------|
| Department's known vital documents translated into Spanish and Chinese? | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No – Please describe below |
| <p>Action Plan & Timeline:</p> <p>The Zoning Clearance Form has been identified as a Vital Document and has been submitted for translation into the threshold languages and is anticipated to be translated and available to the public by the beginning of Fiscal Year 2021-22. PBD is in coordination with the Economic and Workforce Development Department to identify other vital permit-related documents. Additionally, PBD is working with the CAO and other departments to develop and implement enhanced tools and processes to improve customer services and inter-departmental coordination, as part of the "Reimagining One-Stop Permitting" initiative.</p> | |

| Table 5. Multilingual Telephone Recordings | | |
|------------------------------------------------------|------------------------------|-----------|
| Location Description | Telephone Number | Status |
| Citywide and Strategic Planning Division Main Office | 510-238-3941 | Completed |
| Building Services Division – Permit Center | 510-238-3891 510-238-3443 | Completed |
| Building Inspections | 510-238-3444 | Completed |
| Zoning and Major Projects | 510-238-3911 | Completed |
| Zoning Application Submittal Appointments | 510-238-3940 | Completed |
| Blight Hotline | 510-238-3381 | Completed |

Department Name: Planning & Building
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| | | |
|------------------------------------------------------|--------------|-----------|
| Building Services Division – Billing Appeals Unit | 510-238-3452 | Completed |
| Citywide and Strategic Planning Division Main Office | 510-238-3941 | Completed |

| Table 6. Analysis by Community Based Service Locations | | | | PCP | SP | | CH | |
|--------------------------------------------------------|---------|----------|---------|------|------|---|------|---|
| Facility Name | Address | Zip Code | Phone # | #FTE | #FTE | % | #FTE | % |
| N/A | | | | | | | | |
| | | | | | | | | |

Table 6 applies to City Departments that provide services at geographically based locations outside of City Hall Plaza, such as recreation centers, senior centers, head start centers, libraries, police beat and firehouses.

| Table 7. Public Notices & Resources | |
|-------------------------------------------------------------------------------------------------|----------------------------------------------------------|
| Language access notice displayed at reception area | <input type="checkbox"/> Yes <input type="checkbox"/> No |
| I-Speak Card/ Language List displayed at reception area | <input type="checkbox"/> Yes <input type="checkbox"/> No |
| Department staff provided with language access resources (Interpretation#, FAQ, training...etc) | <input type="checkbox"/> Yes <input type="checkbox"/> No |

If you answered "no" to any questions in Table 7, please provide a corrective action plan in the narrative report under Question B(1).

Key: PCP = Public Contact Position
FTE = Full Time Equivalent
SP = Spanish-speaking
CH = Chinese-speaking
LES = Limited English-Speaking

III. QUALITATIVE ASSESSMENT REPORT

A. Bilingual Public Contact Positions Assessment

Department Name:

| ASSESSMENT | | SPANISH-SPEAKING PCP | | | CHINESE-SPEAKING PCP | | |
|------------|-----|----------------------|-------|-----------|----------------------|-------|-----------|
| FTE | PCP | GOAL (11%) | STAFF | GOAL MET? | GOAL (5%) | STAFF | GOAL MET? |
| 150 | 105 | 11.55 | 20 | Yes | 5.25 | 10 | Yes |

Goal = PCP X %

This report covers fiscal year 2020-2021 and data is reported as of June 2020.

1. Provide an assessment of the Department's effort to achieve compliance with the Equal Access Ordinance (EAO).

The Planning & Building (PBD) continues to meet compliance goals set forth by the EAO. There is currently a total of 40 bilingual staff (PCP and non-PCP staff) within the department. During this reporting period, staff had to pivot to virtual meetings with customers and for various community-based meetings. Staff has utilized the City's interpretation services to correspond with customers by phone or in-person (for essential services). Additionally, PBD is working with the City Administrator's Office and other departments to develop and implement enhanced tools and processes to improve customer services and inter-departmental coordination, as part of the "Reimagining One-Stop Permitting" initiative.

2. Describe the Department's effort in outreach, recruitment and hiring of bilingual candidates.

PBD works with the Human Resources Management Department (HRM) and the Equal Access Office (EAO) to assess the PCP status and language requirements for each position that needs to be filled. During this reporting period, PBD has hired over 24 new staff members, 6 of which have self-identified language skills in the threshold languages of Chinese and Spanish as well as Russian, Tamil, and Hindi.

3. Highlight positive changes, successes, and best practices.

PBD continues to meet compliance goals set forth by the EAO by ensuring that staff are aware and regularly trained on utilizing the interpretation and translation services provided by the EAO, especially new staff. All new staff are provided with information on the department's bilingual staff list, how to apply for Bilingual Pay testing in accordance with Administrative Instruction 558: Bilingual Pay and utilization of the City's contracted interpretation and translation services. These resources are also listed on our department's Intranet page and emailed to staff on a regular basis—specifically when updated information is available.

PBD also has bilingual staff for non-threshold languages such as Japanese, Russian, Tamil, Hindi, Amharic and Vietnamese. Furthermore, PBD utilizes the following best practices in providing the best customer service: signage is provided in multiple languages; informational hotlines and recorded messages are in English, Spanish, and Chinese; informational brochures, community documents, and forms provided in multiple languages not limited to Spanish, Chinese, and English; and bilingual staff were utilized to provide best service to customers as needed.

4. Describe additional measures implemented to ensure LES persons are provided with meaningful access to City services.

Additional measures that PBD implemented to ensure that LES persons receive the same level of service as English speakers includes, but is not limited to:

- The Human Resources Single Point of Contact maintains and distributes a departmental list of bilingual staff to all staff. A separate email with the information is provided to new employees during their first week. The PBD Bilingual Staff list is also available on the department's Intranet page.
- Instructions and demonstrations on how to utilize City Translation and Interpretation Services is shared with the department regularly.

B. Translation of Written Vital Documents Assessment

1. Departments are required to inform the public of the right to language access services. Please list the locations in which notices are posted.

Notices are posted prominently and readily visible at the following location. Departmental administrative staff verifies adequate stock of these documents on a regular basis.

- The Permit and Zoning Center counters at 250 Frank H Ogawa Plaza, 2nd Floor
- The Inspections Service Counter at 250 Frank H Ogawa Plaza, 2nd Floor.
- The Administrative Unit Reception Area located at 250 Frank H Ogawa Plaza, Suite 3315, 3rd Floor

2. Describe the percentage of vital documents translated into threshold language(s). What is the corrective action plan and timeline in getting the rest of the documents translated?

As of FY20-21, PBD has a total of 26 vital documents. All documents have been translated into Spanish (100%) and Chinese (100%), and some have been translated into additional languages, such as Vietnamese.

3. Describe other materials the Department has provided in multiple languages?

The Bureau of Planning routinely translates public meeting announcements and agendas to better serve the LES community. PBD is in coordination with the Economic and Workforce Development Department to identify other vital permit-related documents such as the Zoning Clearance Form. Additionally, PBD is working with the CAO and other departments to develop and implement enhanced tools and processes to improve customer services and inter-departmental coordination, as part of the "Reimagining One-Stop Permitting" initiative.

C. Multilingual Telephone Messages Assessment

1. Provide an assessment on the provision of multilingual messages and hotlines.

PBD has eight public access telephones lines, all of which have been recorded with multilingual messages.

D. Assessment of Department Communication with LES Populations

1. Describe outreach efforts to communicate and engage LES populations.

To ensure that LES Spanish and Chinese populations are informed about the bilingual services available, PBD ensures that: 1) there are notices notifying customers that bilingual services are available posted prominently and readily visible at the public counters. These notices also include translations in Spanish and Chinese threshold languages; 2) staff informs and asks customers if they would like bilingual services to better assist their needs; and 3) recorded information hotlines are multilingual.

2. State the number of language access complaint(s) received this year, and actions taken to address and resolve the complaint(s).

PBD did not receive any language access complaints this year.

E. Action Plan

1. Identify the Department's action steps for the next 12 months on ensuring meaningful access to City's program and services for the LES community. Please highlight new initiatives.

PBD will continue to translate departmental vital documents as they are created and updated and make them readily available to the public. This includes preparing interpretation services and having materials translated for the upcoming General Plan Update.

Future vacancies may be selectively certified based on the bilingual need at the time of recruitments.

To the extent possible, PBD will continue to provide subject matter expert bilingual interpreters when available to provide service to Limited English Speakers.

PBD will continue to work collaboratively with the Information Technology Department and Equal Access Office to maintain bilingual platforms online through Accela Citizen Access.

Planning Building Dept

| ORGANIZATION | ADDRESS_LINE_1 | JOB_CLASS | NORMAL | HIRE_DATE | NEW | PCP_PD | PCP_LANG_1 | BILINGUAL CERT |
|-----------------------------------|-----------------------|------------------------------------|--------|-----------|-----|--------|--------------|----------------|
| 84111 - Admin: Planning, Building | 250 Frank H. Ogawa Pl | Account Clerk II | 37.5 | 22-FEB-20 | | NO | | |
| 84111 - Admin: Planning, Building | 250 Frank H. Ogawa Pl | Account Clerk III | 37.5 | 23-FEB-19 | | NO | | |
| 84111 - Admin: Planning, Building | 250 Frank H. Ogawa Pl | Accountant III | 37.5 | 12-JUN-10 | | NO | | |
| 84111 - Admin: Planning, Building | 250 Frank H. Ogawa Pl | Administrative Analyst I | 37.5 | 17-JUL-17 | YES | NO | | |
| 84111 - Admin: Planning, Building | 250 Frank H. Ogawa Pl | Administrative Analyst II | 37.5 | 26-MAR-16 | | NO | | |
| 84111 - Admin: Planning, Building | 250 Frank H. Ogawa Pl | Administrative Analyst II | 37.5 | 14-Jun-21 | YES | NO | | |
| 84111 - Admin: Planning, Building | 250 Frank H. Ogawa Pl | Administrative Services Manager | 37.5 | 21-MAR-05 | | NO | | |
| 84111 - Admin: Planning, Building | 250 Frank H. Ogawa Pl | Assistant Director, Planning & Bui | 37.5 | 04-APR-16 | YES | NO | | |
| 84111 - Admin: Planning, Building | 250 Frank H. Ogawa Pl | Business Analyst II | 37.5 | 16-MAY-20 | | NO | | |
| 84111 - Admin: Planning, Building | 250 Frank H. Ogawa Pl | Director of Planning & Building | 37.5 | 11-SEP-17 | | NO | | |
| 84111 - Admin: Planning, Building | 250 Frank H. Ogawa Pl | Engineering Intern, PT | 40 | 30-JUN-18 | | NO | | |
| 84111 - Admin: Planning, Building | 250 Frank H. Ogawa Pl | Engineering Intern, PT | 40 | 17-JUN-17 | | NO | | |
| 84111 - Admin: Planning, Building | 250 Frank H. Ogawa Pl | Executive Assistant to the Directo | 37.5 | 02-JUN-08 | | NO | | |
| 84111 - Admin: Planning, Building | 250 Frank H. Ogawa Pl | Graphic Delineator | 37.5 | 16-JUN-08 | | NO | | |
| 84111 - Admin: Planning, Building | 250 Frank H. Ogawa Pl | Management Assistant | 37.5 | 07-SEP-19 | | NO | Amharic | |
| 84111 - Admin: Planning, Building | 250 Frank H. Ogawa Pl | Office Assistant II | 37.5 | 17-APR-21 | YES | NO | | |
| 84111 - Admin: Planning, Building | 250 Frank H. Ogawa Pl | Project Manager | 37.5 | 21-SEP-18 | | NO | | |
| 84111 - Admin: Planning, Building | 250 Frank H. Ogawa Pl | Project Manager | 37.5 | 04-JAN-16 | | NO | | |
| 84111 - Admin: Planning, Building | 250 Frank H. Ogawa Pl | Project Manager II | 37.5 | 03-APR-21 | YES | NO | | |
| 84111 - Admin: Planning, Building | 250 Frank H. Ogawa Pl | Public Service Representative | 37.5 | 04-APR-20 | YES | YES | | |
| 84111 - Admin: Planning, Building | 250 Frank H. Ogawa Pl | Public Service Representative | 37.5 | 13-APR-15 | | YES | | |
| 84111 - Admin: Planning, Building | 250 Frank H. Ogawa Pl | Public Service Representative | 37.5 | 07-JUN-14 | | YES | | |
| 84111 - Admin: Planning, Building | 250 Frank H. Ogawa Pl | Public Service Representative | 37.5 | 07-JUN-14 | | YES | | |
| 84111 - Admin: Planning, Building | 250 Frank H. Ogawa Pl | Public Service Representative | 37.5 | 03-FEB-14 | | YES | | |
| 84111 - Admin: Planning, Building | 250 Frank H. Ogawa Pl | Public Service Representative | 37.5 | 29-SEP-97 | | YES | | Spanish |
| 84111 - Admin: Planning, Building | 250 Frank H. Ogawa Pl | Public Service Representative | 37.5 | 20-NOV-93 | | YES | | |
| 84111 - Admin: Planning, Building | 250 Frank H. Ogawa Pl | Public Service Representative | 37.5 | 27-JUL-87 | | YES | | |
| 84111 - Admin: Planning, Building | 250 Frank H. Ogawa Pl | Public Service Representative, Ser | 37.5 | 26-OCT-15 | | YES | | |
| 84111 - Admin: Planning, Building | 250 Frank H. Ogawa Pl | Public Service Representative, Ser | 37.5 | 19-MAY-08 | | YES | Spanish | Spanish |
| 84111 - Admin: Planning, Building | 250 Frank H. Ogawa Pl | Spatial Data Administrator | 37.5 | 13-NOV-02 | | NO | | |
| 84111 - Admin: Planning, Building | 250 Frank H. Ogawa Pl | Student Trainee, PT | 40 | 01-AUG-16 | | NO | | |
| 84111 - Admin: Planning, Building | 250 Frank H. Ogawa Pl | Technical Communications Specia | 37.5 | 01-JUN-19 | | NO | | |
| 84211 - Planning | 250 Frank H. Ogawa Pl | Deputy Director/City Planner | 37.5 | 14-JUN-10 | | YES | | |
| 84211 - Planning | 250 Frank H. Ogawa Pl | Planner II | 37.5 | 03-APR-21 | YES | YES | | |
| 84211 - Planning | 250 Frank H. Ogawa Pl | Planner II | 37.5 | 3-May-21 | YES | YES | | |
| 84211 - Planning | 250 Frank H. Ogawa Pl | Planner II | 37.5 | 20-OCT-18 | | YES | | Spanish |
| 84211 - Planning | 250 Frank H. Ogawa Pl | Planner III | 37.5 | 20-FEB-21 | YES | YES | Russian | |
| 84211 - Planning | 250 Frank H. Ogawa Pl | Planner III | 37.5 | 06-FEB-21 | YES | YES | Tamil, Hindi | |
| 84211 - Planning | 250 Frank H. Ogawa Pl | Planner III | 37.5 | 25-AUG-18 | YES | YES | | Spanish |
| 84211 - Planning | 250 Frank H. Ogawa Pl | Planner III | 37.5 | 28-SEP-15 | | YES | | |
| 84211 - Planning | 250 Frank H. Ogawa Pl | Planner IV | 37.5 | 21-SEP-19 | | NO | | |
| 84211 - Planning | 250 Frank H. Ogawa Pl | Planner IV | 37.5 | 22-OCT-07 | | NO | Spanish | Spanish |
| 84211 - Planning | 250 Frank H. Ogawa Pl | Planner IV | 37.5 | 06-AUG-07 | | NO | | |
| 84211 - Planning | 250 Frank H. Ogawa Pl | Planner IV | 37.5 | 27-JUN-05 | | NO | | |
| 84229 - Zoning | 250 Frank H. Ogawa Pl | Administrative Assistant II | 37.5 | 29-SEP-97 | | NO | | |
| 84229 - Zoning | 250 Frank H. Ogawa Pl | Management Intern, PT | 37.5 | 21-MAR-20 | | NO | | |
| 84229 - Zoning | 250 Frank H. Ogawa Pl | Manager, Zoning | 37.5 | 08-APR-02 | | NO | | |
| 84229 - Zoning | 250 Frank H. Ogawa Pl | Planner I | 37.5 | 18-MAY-19 | | YES | | Spanish |
| 84229 - Zoning | 250 Frank H. Ogawa Pl | Planner I | 37.5 | 12-OCT-15 | | YES | | Mandarin |
| 84229 - Zoning | 250 Frank H. Ogawa Pl | Planner II | 37.5 | 20-MAR-21 | YES | YES | | |
| 84229 - Zoning | 250 Frank H. Ogawa Pl | Planner II | 37.5 | 20-MAR-21 | YES | YES | | Spanish |
| 84229 - Zoning | 250 Frank H. Ogawa Pl | Planner II | 37.5 | 17-NOV-18 | | YES | | Cantonese |

Planning Building Dept

FY2020-21

| | | | | | | | | | |
|-------------------------------------|-----------------------|------------------------------------|------|-----------|-----|-----|---------|-------------------|--|
| 84229 - Zoning | 250 Frank H. Ogawa Pl | Planner II | 37.5 | 20-JUN-16 | | YES | | | |
| 84229 - Zoning | 250 Frank H. Ogawa Pl | Planner II | 37.5 | 29-AUG-05 | | YES | Spanish | Spanish | |
| 84229 - Zoning | 250 Frank H. Ogawa Pl | Planner II | 37.5 | 07-FEB-01 | | YES | | | |
| 84229 - Zoning | 250 Frank H. Ogawa Pl | Planner III | 37.5 | 06-FEB-21 | YES | YES | | | |
| 84229 - Zoning | 250 Frank H. Ogawa Pl | Planner III | 37.5 | 16-JUN-18 | YES | YES | | | |
| 84229 - Zoning | 250 Frank H. Ogawa Pl | Planner III | 37.5 | 07-NOV-16 | | YES | | | |
| 84229 - Zoning | 250 Frank H. Ogawa Pl | Planner III | 37.5 | 20-JUN-16 | YES | YES | | | |
| 84229 - Zoning | 250 Frank H. Ogawa Pl | Planner III | 37.5 | 02-JAN-07 | | YES | | | |
| 84229 - Zoning | 250 Frank H. Ogawa Pl | Planner III | 37.5 | 27-FEB-06 | | YES | Spanish | Spanish | |
| 84229 - Zoning | 250 Frank H. Ogawa Pl | Planner III | 37.5 | 07-AUG-89 | | YES | | | |
| 84229 - Zoning | 250 Frank H. Ogawa Pl | Planner III, Historic Preservation | 37.5 | 14-DEC-19 | YES | YES | | | |
| 84229 - Zoning | 250 Frank H. Ogawa Pl | Planner III, Historic Preservation | 37.5 | 29-AUG-83 | | YES | | | |
| 84229 - Zoning | 250 Frank H. Ogawa Pl | Planner IV | 37.5 | 05-MAY-18 | | NO | | | |
| 84229 - Zoning | 250 Frank H. Ogawa Pl | Planner IV | 37.5 | 24-JAN-05 | | NO | | | |
| 84229 - Zoning | 250 Frank H. Ogawa Pl | Planner IV | 37.5 | 29-APR-03 | | NO | | | |
| 84229 - Zoning | 250 Frank H. Ogawa Pl | Planner IV | 37.5 | 04-NOV-02 | | NO | | | |
| 84229 - Zoning | 250 Frank H. Ogawa Pl | Planner IV | 37.5 | 01-MAY-01 | | NO | | | |
| 84229 - Zoning | 250 Frank H. Ogawa Pl | Planner IV | 37.5 | 28-AUG-00 | | NO | | | |
| 84229 - Zoning | 250 Frank H. Ogawa Pl | Public Service Representative | 37.5 | 16-JUN-07 | | YES | | | |
| 84229 - Zoning | 250 Frank H. Ogawa Pl | Temp Contract Svcs Employee, PT | 37.5 | 27-FEB-17 | | NO | | | |
| 84412 - Admin: Building Inspection | 250 Frank H. Ogawa Pl | Administrative Analyst II | 37.5 | 13-FEB-18 | | NO | | | |
| 84412 - Admin: Building Inspection | 250 Frank H. Ogawa Pl | Administrative Analyst II | 37.5 | 17-May-21 | YES | NO | | | |
| 84412 - Admin: Building Inspection | 250 Frank H. Ogawa Pl | Management Assistant | 37.5 | 02-SEP-80 | | NO | | | |
| 84412 - Admin: Building Inspection | 250 Frank H. Ogawa Pl | Office Assistant II | 37.5 | 12-DEC-20 | YES | NO | | Cantonese | |
| 84412 - Admin: Building Inspection | 250 Frank H. Ogawa Pl | Office Assistant II | 37.5 | 26-SEP-16 | YES | NO | Spanish | | |
| 84412 - Admin: Building Inspection | 250 Frank H. Ogawa Pl | Office Assistant II | 37.5 | 05-JAN-15 | | NO | | | |
| 84412 - Admin: Building Inspection | 250 Frank H. Ogawa Pl | Office Assistant II | 37.5 | 07-JUL-12 | | NO | | | |
| 84412 - Admin: Building Inspection | 250 Frank H. Ogawa Pl | Office Assistant II, PT | 37.5 | 06-APR-19 | | NO | | | |
| 84412 - Admin: Building Inspection | 250 Frank H. Ogawa Pl | Office Assistant II, PT | 37.5 | 20-OCT-18 | | NO | | | |
| 84412 - Admin: Building Inspection | 250 Frank H. Ogawa Pl | Office Manager | 37.5 | 11-MAR-96 | | NO | | | |
| 84412 - Admin: Building Inspection | 250 Frank H. Ogawa Pl | Public Service Representative | 37.5 | 07-SEP-19 | | YES | | | |
| 84412 - Admin: Building Inspection | 250 Frank H. Ogawa Pl | Public Service Representative | 37.5 | 07-DEC-15 | | YES | | | |
| 84412 - Admin: Building Inspection | 250 Frank H. Ogawa Pl | Public Service Representative | 37.5 | 27-APR-15 | | YES | | Spanish | |
| 84412 - Admin: Building Inspection | 250 Frank H. Ogawa Pl | Public Service Representative | 37.5 | 16-OCT-06 | | YES | Chinese | Cantonese | |
| 84412 - Admin: Building Inspection | 250 Frank H. Ogawa Pl | Public Service Representative | 37.5 | 30-MAY-89 | | YES | | | |
| 84412 - Admin: Building Inspection | 250 Frank H. Ogawa Pl | Student Trainee, PT | 40 | 03-NOV-18 | | NO | | | |
| 84412 - Admin: Building Inspection | 250 Frank H. Ogawa Pl | Student Trainee, PT | 40 | 27-MAR-17 | | NO | | | |
| 84421 - Engineering: Permit Center | 250 Frank H. Ogawa Pl | Office Assistant I, PT | 37.5 | 14-FEB-17 | | NO | | | |
| 84421 - Engineering: Permit Center | 250 Frank H. Ogawa Pl | Permit Technician I | 37.5 | 03-APR-21 | YES | YES | | | |
| 84421 - Engineering: Permit Center | 250 Frank H. Ogawa Pl | Permit Technician I | 37.5 | 15-JUN-19 | | YES | | | |
| 84421 - Engineering: Permit Center | 250 Frank H. Ogawa Pl | Permit Technician I | 37.5 | 15-JUL-17 | | YES | | | |
| 84421 - Engineering: Permit Center | 250 Frank H. Ogawa Pl | Permit Technician I | 37.5 | 24-APR-06 | | YES | | | |
| 84421 - Engineering: Permit Center | 250 Frank H. Ogawa Pl | Planner III | 37.5 | 06-JAN-97 | | YES | | | |
| 84421 - Engineering: Permit Center | 250 Frank H. Ogawa Pl | Specialty Combination Inspector | 40 | 22-AUG-20 | YES | YES | | | |
| 84421 - Engineering: Permit Center | 250 Frank H. Ogawa Pl | Specialty Combination Inspector, | 40 | 23-MAY-05 | | YES | | | |
| 84431 - Building & Infrastructure P | 250 Frank H. Ogawa Pl | Engineer, Assistant I (Office) | 37.5 | 13-JAN-18 | | YES | | | |
| 84431 - Building & Infrastructure P | 250 Frank H. Ogawa Pl | Engineer, Assistant II (Office) | 37.5 | 16-NOV-19 | | YES | | | |
| 84431 - Building & Infrastructure P | 250 Frank H. Ogawa Pl | Engineer, Assistant II (Office) | 37.5 | 13-JAN-18 | | YES | | | |
| 84431 - Building & Infrastructure P | 250 Frank H. Ogawa Pl | Engineer, Assistant II (Office) | 37.5 | 14-FEB-05 | | YES | | | |
| 84431 - Building & Infrastructure P | 250 Frank H. Ogawa Pl | Engineer, Assistant II (Office) | 37.5 | 25-AUG-01 | | YES | | | |
| 84431 - Building & Infrastructure P | 250 Frank H. Ogawa Pl | Engineer, Civil (Office) | 37.5 | 07-NOV-16 | | YES | | | |
| 84431 - Building & Infrastructure P | 250 Frank H. Ogawa Pl | Engineer, Civil (Office) | 37.5 | 13-NOV-12 | | YES | | Chinese-Cantonese | |
| 84431 - Building & Infrastructure P | 250 Frank H. Ogawa Pl | Engineer, Civil (Office) | 37.5 | 14-MAY-12 | | YES | | | |

Planning Building Dept

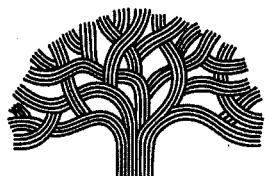
| | | | | | | | | | |
|-------------------------------------|-----------------------|--------------------------------------|------|-----------|-----|-----|---------|-------------------|--|
| 84431 - Building & Infrastructure P | 250 Frank H. Ogawa Pl | Engineer, Civil (Office) | 37.5 | 22-FEB-05 | | YES | Chinese | Chinese-Cantonese | |
| 84431 - Building & Infrastructure P | 250 Frank H. Ogawa Pl | Engineer, Civil (Office) | 37.5 | 07-AUG-00 | | YES | | Chinese-Mandarin | |
| 84431 - Building & Infrastructure P | 250 Frank H. Ogawa Pl | Engineer, Civil Supervising (Office) | 37.5 | 09-JUL-01 | | NO | | | |
| 84431 - Building & Infrastructure P | 250 Frank H. Ogawa Pl | Engineering Intern, PT | 40 | 15-JUN-19 | | NO | | | |
| 84432 - Engineering: Project Coord | 250 Frank H. Ogawa Pl | Process Coordinator II | 37.5 | 07-OCT-17 | | NO | | | |
| 84432 - Engineering: Project Coord | 250 Frank H. Ogawa Pl | Process Coordinator II | 37.5 | 16-OCT-06 | | NO | | | |
| 84432 - Engineering: Project Coord | 250 Frank H. Ogawa Pl | Process Coordinator III | 37.5 | 13-JUL-19 | | NO | | | |
| 84432 - Engineering: Project Coord | 250 Frank H. Ogawa Pl | Process Coordinator III | 37.5 | 06-JUL-15 | | NO | | Japanese | |
| 84432 - Engineering: Project Coord | 250 Frank H. Ogawa Pl | Process Coordinator III | 37.5 | 21-APR-08 | | NO | Chinese | Cantonese | |
| 84451 - Inspections: Commercial B | 250 Frank H. Ogawa Pl | Engineer, Civil Principal | 37.5 | 17-APR-89 | | YES | Chinese | Cantonese | |
| 84451 - Inspections: Commercial B | 250 Frank H. Ogawa Pl | Principal Inspection Supv | 40 | 13-DEC-99 | | YES | | Spanish | |
| 84451 - Inspections: Commercial B | 250 Frank H. Ogawa Pl | Specialty Combination Inspector | 40 | 29-JUN-19 | | YES | | | |
| 84451 - Inspections: Commercial B | 250 Frank H. Ogawa Pl | Specialty Combination Inspector | 40 | 29-JUN-19 | | YES | | Spanish | |
| 84451 - Inspections: Commercial B | 250 Frank H. Ogawa Pl | Specialty Combination Inspector | 40 | 03-NOV-18 | | YES | | | |
| 84451 - Inspections: Commercial B | 250 Frank H. Ogawa Pl | Specialty Combination Inspector | 40 | 12-MAR-18 | | YES | | | |
| 84451 - Inspections: Commercial B | 250 Frank H. Ogawa Pl | Specialty Combination Inspector | 40 | 21-OCT-17 | | YES | | | |
| 84451 - Inspections: Commercial B | 250 Frank H. Ogawa Pl | Specialty Combination Inspector | 40 | 28-APR-14 | | YES | | | |
| 84451 - Inspections: Commercial B | 250 Frank H. Ogawa Pl | Specialty Combination Inspector | 40 | 28-APR-14 | | YES | | Spanish | |
| 84451 - Inspections: Commercial B | 250 Frank H. Ogawa Pl | Specialty Combination Inspector | 40 | 06-JAN-14 | | YES | | | |
| 84451 - Inspections: Commercial B | 250 Frank H. Ogawa Pl | Specialty Combination Inspector | 40 | 16-OCT-06 | | YES | | | |
| 84451 - Inspections: Commercial B | 250 Frank H. Ogawa Pl | Specialty Combination Inspector | 40 | 24-JUL-06 | | YES | | | |
| 84451 - Inspections: Commercial B | 250 Frank H. Ogawa Pl | Specialty Combination Inspector | 40 | 23-MAY-05 | | YES | | | |
| 84451 - Inspections: Commercial B | 250 Frank H. Ogawa Pl | Specialty Combination Inspector | 40 | 15-NOV-99 | | YES | Spanish | Spanish | |
| 84451 - Inspections: Commercial B | 250 Frank H. Ogawa Pl | Specialty Combination Inspector | 40 | 06-OCT-98 | | YES | Spanish | Spanish | |
| 84451 - Inspections: Commercial B | 250 Frank H. Ogawa Pl | Specialty Combination Inspector | 40 | 13-FEB-07 | | YES | Spanish | Spanish | |
| 84452 - Inspections: Residential Bu | 250 Frank H. Ogawa Pl | Principal Inspection Supv | 40 | 01-NOV-99 | | YES | | | |
| 84452 - Inspections: Residential Bu | 250 Frank H. Ogawa Pl | Specialty Combination Inspector | 40 | 04-APR-20 | | YES | | Spanish | |
| 84452 - Inspections: Residential Bu | 250 Frank H. Ogawa Pl | Specialty Combination Inspector | 40 | 14-DEC-19 | | YES | | | |
| 84452 - Inspections: Residential Bu | 250 Frank H. Ogawa Pl | Specialty Combination Inspector | 40 | 14-DEC-19 | | YES | | | |
| 84452 - Inspections: Residential Bu | 250 Frank H. Ogawa Pl | Specialty Combination Inspector | 40 | 01-DEC-18 | | YES | | | |
| 84452 - Inspections: Residential Bu | 250 Frank H. Ogawa Pl | Specialty Combination Inspector | 40 | 03-NOV-18 | | YES | | | |
| 84452 - Inspections: Residential Bu | 250 Frank H. Ogawa Pl | Specialty Combination Inspector | 40 | 11-SEP-17 | | YES | | | |
| 84452 - Inspections: Residential Bu | 250 Frank H. Ogawa Pl | Specialty Combination Inspector | 40 | 11-SEP-17 | | YES | | Vietnamese | |
| 84452 - Inspections: Residential Bu | 250 Frank H. Ogawa Pl | Specialty Combination Inspector | 40 | 07-DEC-15 | | YES | | | |
| 84452 - Inspections: Residential Bu | 250 Frank H. Ogawa Pl | Specialty Combination Inspector | 40 | 10-NOV-14 | | YES | | Spanish | |
| 84452 - Inspections: Residential Bu | 250 Frank H. Ogawa Pl | Specialty Combination Inspector | 40 | 24-JUL-06 | | YES | | | |
| 84452 - Inspections: Residential Bu | 250 Frank H. Ogawa Pl | Specialty Combination Inspector | 40 | 01-NOV-99 | | YES | | | |
| 84452 - Inspections: Residential Bu | 250 Frank H. Ogawa Pl | Specialty Combination Inspector | 40 | 10-JUN-91 | | YES | | Vietnamese | |
| 84452 - Inspections: Residential Bu | 250 Frank H. Ogawa Pl | Specialty Combination Inspector | 40 | 27-AUG-90 | | YES | | | |
| 84452 - Inspections: Residential Bu | 250 Frank H. Ogawa Pl | Specialty Combination Inspector | 40 | 15-MAY-89 | | YES | | | |
| 84452 - Inspections: Residential Bu | 250 Frank H. Ogawa Pl | Specialty Combination Inspector | 40 | 16-JUL-18 | | YES | Spanish | | |
| 84453 - Inspections: Infrastructure | 250 Frank H. Ogawa Pl | Construction Inspector, Sr (Field) | 40 | 04-MAR-02 | | YES | | | |
| 84453 - Inspections: Infrastructure | 250 Frank H. Ogawa Pl | Construction Inspector, Sr (Field) | 40 | 23-MAR-95 | | YES | | | |
| 84454 - Inspections: Neighborhood | 250 Frank H. Ogawa Pl | Principal Inspection Supv | 40 | 23-MAR-92 | | YES | | | |
| 84454 - Inspections: Neighborhood | 250 Frank H. Ogawa Pl | Specialty Combination Inspector | 40 | 05-SEP-20 | YES | YES | | | |
| 84454 - Inspections: Neighborhood | 250 Frank H. Ogawa Pl | Specialty Combination Inspector | 40 | 22-AUG-20 | YES | YES | | | |
| 84454 - Inspections: Neighborhood | 250 Frank H. Ogawa Pl | Specialty Combination Inspector | 40 | 17-NOV-18 | | YES | | Spanish | |
| 84454 - Inspections: Neighborhood | 250 Frank H. Ogawa Pl | Specialty Combination Inspector | 40 | 04-NOV-17 | | YES | | | |
| 84454 - Inspections: Neighborhood | 250 Frank H. Ogawa Pl | Specialty Combination Inspector | 40 | 11-SEP-17 | | YES | | Spanish | |
| 84454 - Inspections: Neighborhood | 250 Frank H. Ogawa Pl | Specialty Combination Inspector | 40 | 11-SEP-17 | | YES | | | |
| 84454 - Inspections: Neighborhood | 250 Frank H. Ogawa Pl | Specialty Combination Inspector | 40 | 07-DEC-15 | | YES | | Cantonese | |
| 84454 - Inspections: Neighborhood | 250 Frank H. Ogawa Pl | Specialty Combination Inspector | 40 | 07-DEC-15 | | YES | | Mandarin | |
| 84454 - Inspections: Neighborhood | 250 Frank H. Ogawa Pl | Specialty Combination Inspector | 40 | 28-APR-14 | | YES | | | |

Planning Building Dept

FY2020-21

[illegible]

Department Name:
Fiscal Year: FY2020-2021



CITY OF OAKLAND

EQUAL ACCESS ORDINANCE ANNUAL COMPLIANCE PLAN

I. DEPARTMENT CERTIFICATION

Provide the following certification that the Department Director has reviewed this Annual Compliance Plan for final approval:

I, LeRonne L. Armstrong, hereby certify, that I have reviewed and approved this Equal Access Annual Compliance Plan for accuracy and completeness, and the department is committed to adopt the goals specified in this Annual Compliance Plan. This Annual Compliance Plan for Oakland Police Department was submitted on July 9, 2021.

A handwritten signature in black ink, appearing to read 'LeRonne L. Armstrong', written over a horizontal line.

LeRonne L. Armstrong, Chief of Police

Key: PCP = Public Contact Position
FTE = Full Time Equivalent
SP = Spanish-speaking
CH = Chinese-speaking

II. QUANTITATIVE ASSESSMENT REPORT

Department Name:

| Table 1 | Department Director | Language Access Coordinator (LAC) | Single Point of Contact (SPOC) |
|---------|---------------------------------------------------|---------------------------------------------------|---------------------------------------------------|
| Name | LeRonne L. Armstrong | Apryl Belland-Smith | Amber Fuller |
| Title | Chief of Police | Administrative Analyst II | Acting Police Services Manager I |
| Address | 455 7 th Street, 8 th Floor | 455 7 th Street, 7 th Floor | 455 7 th Street, 7 th Floor |
| Phone# | 510-238-3365 | 510-238-2288 | 510-238-3733 |
| Email | Larmstrong@oaklandca.gov | Abelland-Smith@oaklandca.gov | Afuller@oaklandca.gov |

| Table 2A. Department Employee Statistics | | | | | |
|------------------------------------------|------|-----|--------------------------------|----|------|
| By FTE Count This Fiscal Year | | | By Head Count This Fiscal Year | | |
| Total # of FTE Employees | 1032 | | New Hires | | |
| Public Contact Positions (PCP) | 884 | | New PCP Hires | 61 | |
| PCP With Spanish Language Skill | 159 | 18% | New PCP Hires with SP Skill | 5 | 8.2% |
| PCP With Chinese Language Skill | 41 | 5% | New PCP Hires with CH Skill | 1 | 1.6% |

| Table 2A.1 New Hire Analysis for FY 20-21 | | SP Speaking | | CH Speaking | |
|-----------------------------------------------|--------|-------------|------|-------------|------|
| Classification | #FT/PT | # | % | # | % |
| Courier | 1 | | | | |
| Criminalist II | 3 | | | 1 | |
| Forensic Technician | 1 | | | | |
| Police Cadet, PT | 8 | | | | |
| Police Communications Dispatcher | 4 | | | | |
| Police Officer | 15 | 2 | | | |
| Police Officer Trainee | 20 | 3 | | | |
| Police Performance Auditor | 1 | | | | |
| Police Program & Performance Audit Supervisor | 1 | | | | |
| Police Property Specialist | 2 | | | | |
| Police Records Specialist | 3 | | | | |
| Police Services Technician II | 2 | | | | |
| | | | | | |
| | 61 | 5 | 8.2% | 1 | 1.6% |

Department Name: Oakland Police Department
Fiscal Year: FY2020-2021

| Table 2B. Language Selective Certification Hiring | |
|------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------|
| Any selective certification in language required for recruitment this fiscal year? | <input type="checkbox"/> No <input checked="" type="checkbox"/> Yes – Please describe below |
| Job Title - | Outcome |
| Police Communications Dispatcher | <input type="checkbox"/> Hired-SP <input type="checkbox"/> Hired-CH <input checked="" type="checkbox"/> In Progress/Other* |
| | <input type="checkbox"/> Hired-SP <input type="checkbox"/> Hired-CH <input type="checkbox"/> In Progress/Other* |
| | <input type="checkbox"/> Hired-SP <input type="checkbox"/> Hired-CH <input type="checkbox"/> In Progress/Other* |
| *Please provide an explanation for all 'other' outcomes: | |

| Table 3A. Department Organization Structure (List out the different units in this table or attach an organization chart) | |
|--------------------------------------------------------------------------------------------------------------------------|--|
| See organizational chart attached | |
| | |
| | |
| | |
| | |
| | |
| | |

| Table 3B. Department Organization Structure -- Update | |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------|
| Any changes occurred in the organization structure this fiscal year? | <input type="checkbox"/> No <input checked="" type="checkbox"/> Yes – Please describe below |
| Description: The adoption of a Bureau of Risk Management and the Violent Crime Operations Center. Also, added Research & Planning and Police Information Technology to the Bureau of Services. | |

| Table 3C. Department Organization Structure - Super PCP Unit Reporting | | |
|------------------------------------------------------------------------|----------------------------------------------------------------------------------------------|---------------|
| Any Super PCP Unit in the department? | <input type="checkbox"/> No <input checked="" type="checkbox"/> Yes – Please describe below. | |
| Super PCP Unit | Language Goal FTE | Actual FTE |
| Records Division (103240/103242) | SP= 1 CH = 1 | SP= 6 CH = 3 |
| Communications Division (103310) | SP= 1 CH = 1 | SP= 11 CH = 2 |
| | SP= CH = | SP= CH = |
| | SP= CH = | SP= CH = |

| Table 4A Vital Documents List | | | |
|------------------------------------------------------|---------------------------|---------------------------|-----------------|
| Document Name | SP Translation Available? | CH Translation Available? | Other? Specify: |
| (TF-2096) Notification to Serve Crime Victims | Yes | Yes | |
| (TF-3098) Filing a Complaint | Yes | Yes | |
| Sexual Assault Resource Card – Marsy's Card | Yes | Yes | |
| (TF-862-2) Citizen Crime Report | Yes | Yes | |
| (TF-3202) Tow Resource Guide | Yes | Yes | |
| (TF-869) Resource Card for Victims of Violent Crimes | Yes | Yes | |
| Courtesy Warning for Parked Cards | Yes | Yes | |
| (TF-3168) Identity Theft | Yes | Yes | |
| (TF-2093) Vehicle Release Free (stored vehicles) | Yes | Yes | |
| Safety Tips – Avoid Being a Robbery Victim | Yes | Yes | |
| (TF-3354) Mental Health Resource Card | Yes | Yes | |
| (TF-3211) Laws Governing Peddler & Vendors | Yes | Yes | |
| (TF-3330) Youth & Family Services Resource Brochure | Yes | Yes | |
| Commercial Security Tips and Facts | Yes | Yes | |
| (TF-748) Vehicle Release Form | Yes | Yes | |
| (TF-3053) Business Information Record Card | Yes | Yes | |

Department Name: Oakland Police Department
Fiscal Year: FY2020-2021

| | | | |
|-------------------------------------------|-----|-----|---------------------------|
| Police Commission Member Application Form | Yes | Yes | |
| Miranda Rights – Text | Yes | Yes | Vietnamese |
| Illegal Food Vending Handout | Yes | Yes | |
| Petition to Seal & Destroy Arrest Records | Yes | Yes | |
| ATM Safety Tips | Yes | Yes | |
| Holiday Safety Tips | Yes | Yes | |
| Miranda Rights | Yes | Yes | |
| Safety Brochure | Yes | Yes | |
| Immigration Policy 415 | Yes | Yes | |
| Miranda Statement | Yes | Yes | |
| Oakland Door Hanger | Yes | Yes | Vietnamese |
| Flavored Tobacco Ordinance | Yes | Yes | Vietnamese/Farsi / Arabic |
| Gun Fire Alert Notice | Yes | Yes | Vietnamese |
| Phone Script | Yes | Yes | |
| U Visa Certification | Yes | Yes | |
| Town Hall Meeting | Yes | Yes | |
| Eastlake Merchant Meeting | Yes | Yes | Vietnamese |
| Tow Warning Notice | Yes | Yes | |
| Neighborhood Services Resource Card | Yes | Yes | Vietnamese |
| Business Card | Yes | Yes | Vietnamese/ Arabic |
| Marsy's & AB1312 | Yes | Yes | Vietnamese |
| Avoid Being a Victim | | Yes | |
| Helpful Numbers | Yes | Yes | Vietnamese |
| ABAT Complaint Form | Yes | Yes | |

Table 4B. Vital Documents Status Summary

Department's known vital documents translated into Spanish and Chinese? ☒ Yes ☐ No – Please describe below

Action Plan & Timeline:

Department Name: Oakland Police Department
Fiscal Year: FY2020-2021

Table 5. Multilingual Telephone Recordings

| Location Description | Telephone Number | Status |
|---------------------------|------------------|-----------|
| Internal Affairs Division | 238-3161 | Completed |
| Drug/Prostitution Hotline | 238-3784 | Completed |
| Fireworks Hotline | 238-2373 | Completed |
| Chinatown Substation | 238-7930 | Completed |
| Emergency | 777-3211 | Completed |
| Non-Emergency | 777-3333 | Completed |

Table 6. Analysis by Community Based Service Locations

| Facility Name | Address | Zip Code | Phone # | PCP | | | SP | | CH | |
|---------------------------------------------|-----------------------------------------|----------|----------------------|------|------|-------|------|-------|------|---|
| | | | | #FTE | #FTE | % | #FTE | % | #FTE | % |
| Police Administration Building | 455 7 th Street | 94607 | 238-3455 | 611 | 96 | 15.7% | 32 | 5.2% | | |
| Eastmont Sub-Station | 2651 73 rd Avenue | 94621 | 777-8500 | 293 | 62 | 21.1% | 7 | 2.4% | | |
| Communications Division | 7101 Edgewater | 94621 | 777-3333 | 68 | 11 | 16.2% | 2 | 2.9% | | |
| Recruiting & Backgrounds & Internal Affairs | 250 Frank H. Ogawa Plaza, Suite C and D | 94612 | 238-3339 238-3161 | 48 | 4 | 8.3% | 6 | 12.5% | | |
| Domestic Violence Unit | 470 27 th Street | 94612 | 547-2505 | 12 | 3 | 25% | 1 | 8.3 | | |
| | | | | | | | | | | |
| | | | | | | | | | | |
| | | | | | | | | | | |
| | | | | | | | | | | |
| | | | | | | | | | | |
| | | | | | | | | | | |

Table 6 applies to City Departments that provide services at geographically based locations outside of City Hall Plaza, such as recreation centers, senior centers, head start centers, libraries, police beat and firehouses.

Department Name: Oakland Police Department
 Fiscal Year: FY2020-2021

| Table 7. Public Notices & Resources | |
|-------------------------------------------------------------------------------------------------|---------------------------------------------------------------------|
| Language access notice displayed at reception area | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No |
| I-Speak Card/ Language List displayed at reception area | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No |
| Department staff provided with language access resources (Interpretation#, FAQ, training...etc) | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No |

If you answered "no" to any questions in Table 7, please provide a corrective action plan in the narrative report under Question B(1).

| Oakland Police Department | FTE | Spanish | Chinese | Other |
|----------------------------|-----|---------|---------|-------|
| Communications Dispatchers | 55 | 11 | 1 | 1 |
| Communications Operators | 2 | 0 | 0 | 0 |
| Communications Supervisor | 7 | 0 | 1 | 0 |
| Communications Senior | 2 | 0 | 0 | 0 |
| Total | 66 | 11 | 2 | 1 |
| Percentage of Total | | 16.8% | 3% | 1.5% |

Key: PCP = Public Contact Position
FTE = Full Time Equivalent
SP = Spanish-speaking
CH = Chinese-speaking
LES = Limited English-Speaking

III. QUALITATIVE ASSESSMENT REPORT

A. Bilingual Public Contact Positions Assessment

Department Name:

| ASSESSMENT | | SPANISH-SPEAKING PCP | | | CHINESE-SPEAKING PCP | | |
|------------|-----|----------------------|-------|-----------|----------------------|-------|-----------|
| FTE | PCP | GOAL (11%) | STAFF | GOAL MET? | GOAL (5%) | STAFF | GOAL MET? |
| 1032 | 884 | 97 | 159 | Yes | 44 | 41 | No |

Goal = PCP X %

This report covers fiscal year 2020-2021 and data is reported as of June 2020.

1. Provide an assessment of the Department's effort to achieve compliance with the Equal Access Ordinance (EAO).

During this reporting period, the Oakland Police Department (OPD) exceeded the current threshold of 11% for those that are proficient in Spanish but did not meet the threshold of 5% for those that are proficient in Chinese. However, due to attrition, the number of Spanish speaking employees decreased by twenty-seven (27) and the number of Chinese speaking employees decreased by three (3).

The OPD will continue working to increase its Spanish and Chinese speaking population by:

- Advertising in language diverse newspapers.
- Ensuring the OPD Spanish and Chinese speaking sworn and professional staff respond to inquiries and attend community events.
- Providing educational materials in the appropriate languages.
- Work with Trust Building Officers in the Fruitvale area and Chinatown are to increase pool of bilingual candidates.

2. Describe the Department's effort in outreach, recruitment and hiring of bilingual candidates.

Due to the pandemic, the outreach this year was minimal. The OPD could not attend the regularly visited festivals, fairs, and school career days. However, the City of Oakland website maintained a continuous recruitment for Police Officer Trainees and select certification for bilingual Police Communications Dispatchers.

3. Highlight positive changes, successes, and best practices.

Table 2 below provides an overview of the demographic information for the 185th police academy. The OPD received 931 applications, and of those applicants 287 speak Spanish and 24 speak Chinese.

| | All Applicants | | Bilingual Spanish | | Bilingual Chinese | |
|---------------------------------------------------------------------------------------------|----------------|-----|-------------------|-----|-------------------|-----|
| Applications Received | 931 | | 287 | | 24 | |
| Passed the Supplemental Questionnaire Screening and Invited to take the written exam | 892 | 96% | 273 | 95% | 23 | 96% |
| Invited to OPD's Physical Ability Test or submitted Work Sample Test Battery (WSTB) results | 319 | 34% | 106 | 37% | 13 | 54% |
| Invited to Oral Exam | 215 | 23% | 73 | 25% | 9 | 38% |
| Referred to Department | 120 | 13% | 43 | 15% | 5 | 21% |
| Invited to Academy | 36 | 4% | 11 | 4% | 2 | 8% |
| Academy Graduation | 23 | 2% | 5 | 2% | 1 | 4% |

The OPD will continue to target LES communities by providing job opportunities via social media, publications and the City of Oakland jobs website for the upcoming reporting period.

4. Describe additional measures implemented to ensure LES persons are provided with meaningful access to City services

There are pre-identified locations with high public contact, such as the Police Administration Building (PAB), the Criminal Investigation Division (located on the second floor of the PAB), and the Records Division (located on the third floor of the PAB). The department also uses

Voiance Language Services for interpretation and the OPD utilizes an internal system called Telestaff. This system identifies employee that speak languages other than English.

These three means of support for LES persons help maintain the confidence that OPD can provide services and information to those in need who do not speak English.

B. Translation of Written Vital Documents Assessment

1. Departments are required to inform the public of the right to language access services. Please list the locations in which notices are posted.

- Records Division (third floor), Patrol Desk Lobby (first floor), and Office of the Chief of Police (eighth floor) located in the Police Administration Building [PAB (455 7th Street)]
- Eastmont Sub Police Station (2651 73rd Avenue)
- Internal Affairs Division (250 Frank H. Ogawa Plaza, Suite C)
- Recruiting and Backgrounds Unit (250 Frank H. Ogawa Plaza, Suite D)
- Special Victims Unit (470 27th Street)

Describe the percentage of vital documents translated into threshold language(s). What is the corrective action plan and timeline in getting the rest of the documents translated?

The Department has translated one hundred percent (100%) of its vital documents.

2. Describe other materials the Department has provided in multiple languages?

The OPD's website provides a Google translate drop down at the top on the first page of the website. This feature provides community members with the ability to translate reports, forms, and articles on the website in multiple languages.

C. Multilingual Telephone Messages Assessment

1. Provide an assessment on the provision of multilingual messages and hotlines.

The OPD has maintained phone message recordings in Chinese and Spanish languages for public contact units. The Department currently has 13 lines that are recorded for multilingual users. Please refer to Table 5 Multilingual Telephone Recordings in the Quantitative Assessment.

D. Assessment of Department Communication with LES Populations

1. Describe outreach efforts to communicate and engage LES populations.

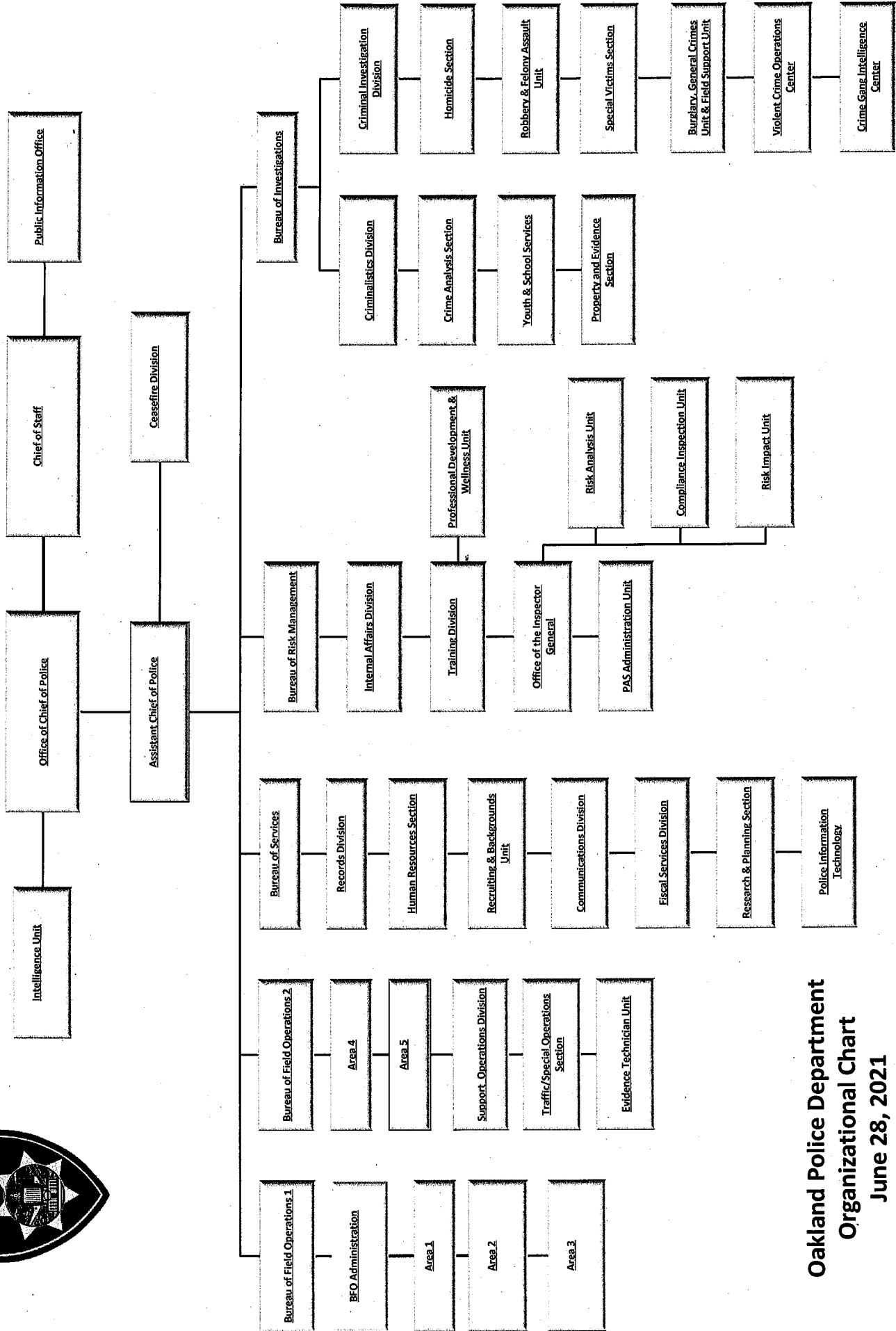
The OPD follows Administrative Instruction 145 and the Equal Access Ordinance by informing LES Spanish and Chinese populations of their rights to bilingual services. There are visible positing regarding interpretation services at pre-designated locations accessible to the public. The phone lines are interpreted in both languages and vital documents required for the public are translated and made available in the required languages.

2. State the number of language access complaint(s) received this year, and actions taken to address and resolve the complaint(s).

There were no complaints regarding the provision of bilingual oral and written services. All Departmental personnel have received specific training on how to handle the complaint process. The Departments General Order M-3 regarding complaints set forth the procedures.

E. Action Plan

1. Identify the Department's action steps for the next 12 months on ensuring meaningful access to City's program and services for the LES community. Please highlight new initiatives.
 - Ensure new vital documents are translated as soon as possible.
 - Continue to recruit in LES communities to ensure the pool of candidates are well represented.
 - Continue to increase relationships with LES individuals through our community outreach and community policing efforts.
 - Maintain bilingual staff in all public contact positions.
 - Attend as many multi-cultural events in the upcoming year as California re-opens due to the pandemic.
 - Work with Trust Building Officers to engage the community and recruit for more public contact position employees.



Oakland Police Department
Organizational Chart
June 28, 2021

Oakland Police Dept

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| ORGANIZATION | ADDRESS_LINE_1 | JOB_CLASS | HIRE_DATE | NEW | PCP_POSITION | PCP_LANG_1 | BILINGUAL CERT |
|-------------------------------------------|-------------------------|----------------------------------------|-----------|-----|--------------|------------------|-------------------|
| 101110 - Office of Chief - Administration | 455 7th Street | Assistant to the Director | 30-NOV-19 | | NO | | |
| 101110 - Office of Chief - Administration | 455 7th Street | Chief of Police | 22-FEB-99 | | NO | | |
| 101110 - Office of Chief - Administration | 455 7th Street | Chief of Police, Assistant | 13-SEP-94 | | NO | | |
| 101110 - Office of Chief - Administration | 455 7th Street | Lieutenant of Police (PERS) | 21-AUG-06 | | YES | | |
| 101112 - Public Information Unit | 455 7th Street | Police Officer (PERS) | 11-JUL-88 | | YES | | |
| 101120 - Internal Affairs | 250 Frank H Ogawa Plaza | Administrative Analyst II | 30-SEP-91 | | NO | | |
| 101120 - Internal Affairs | 250 Frank H Ogawa Plaza | Captain of Police (PERS) | 11-SEP-06 | | YES | Chinese | |
| 101120 - Internal Affairs | 250 Frank H Ogawa Plaza | Intake Technician | 21-NOV-15 | | NO | | |
| 101120 - Internal Affairs | 250 Frank H Ogawa Plaza | Intake Technician | 26-OCT-15 | | NO | | |
| 101120 - Internal Affairs | 250 Frank H Ogawa Plaza | Intake Technician | 17-JAN-17 | | NO | | |
| 101120 - Internal Affairs | 250 Frank H Ogawa Plaza | Intake Technician | 26-SEP-16 | | YES | Chinese | Chinese-Cantonese |
| 101120 - Internal Affairs | 250 Frank H Ogawa Plaza | Lieutenant of Police (PERS) | 04-MAY-98 | | YES | Chinese | Chinese-Cantonese |
| 101120 - Internal Affairs | 250 Frank H Ogawa Plaza | Police Officer (PERS) | 18-APR-97 | | YES | Spanish | Spanish |
| 101120 - Internal Affairs | 250 Frank H Ogawa Plaza | Police Officer (PERS) | 11-DEC-06 | | YES | | |
| 101120 - Internal Affairs | 250 Frank H Ogawa Plaza | Police Officer (PERS) | 25-MAR-13 | | YES | | |
| 101120 - Internal Affairs | 250 Frank H Ogawa Plaza | Police Officer (PERS) | 25-SEP-13 | | YES | Polish | |
| 101120 - Internal Affairs | 250 Frank H Ogawa Plaza | Police Records Specialist | 08-APR-13 | | YES | Chinese | |
| 101120 - Internal Affairs | 250 Frank H Ogawa Plaza | Police Records Specialist | 20-JAN-14 | | YES | | |
| 101120 - Internal Affairs | 250 Frank H Ogawa Plaza | Police Records Specialist | 01-JUN-19 | | YES | | |
| 101120 - Internal Affairs | 250 Frank H Ogawa Plaza | Police Records Supervisor | 15-DEC-86 | | YES | | |
| 101120 - Internal Affairs | 250 Frank H Ogawa Plaza | Sergeant of Police (PERS) | 19-JUN-00 | | YES | | |
| 101120 - Internal Affairs | 250 Frank H Ogawa Plaza | Sergeant of Police (PERS) | 17-MAY-02 | | YES | | |
| 101120 - Internal Affairs | 250 Frank H Ogawa Plaza | Sergeant of Police (PERS) | 11-JUL-05 | | YES | | |
| 101120 - Internal Affairs | 250 Frank H Ogawa Plaza | Sergeant of Police (PERS) | 06-JAN-97 | | YES | | |
| 101120 - Internal Affairs | 250 Frank H Ogawa Plaza | Sergeant of Police (PERS) | 30-JUL-01 | | YES | | |
| 101120 - Internal Affairs | 250 Frank H Ogawa Plaza | Sergeant of Police (PERS) | 26-FEB-07 | | YES | Chinese | |
| 101120 - Internal Affairs | 250 Frank H Ogawa Plaza | Sergeant of Police (PERS) | 16-JUN-94 | | YES | | |
| 101120 - Internal Affairs | 250 Frank H Ogawa Plaza | Sergeant of Police (PERS) | 26-FEB-07 | | YES | | |
| 101120 - Internal Affairs | 250 Frank H Ogawa Plaza | Sergeant of Police (PERS) | 30-MAY-00 | | YES | | |
| 101120 - Internal Affairs | 250 Frank H Ogawa Plaza | Sergeant of Police (PERS) | 11-SEP-06 | | YES | | |
| 101120 - Internal Affairs | 250 Frank H Ogawa Plaza | Sergeant of Police (PERS) | 26-FEB-07 | | YES | | |
| 101120 - Internal Affairs | 250 Frank H Ogawa Plaza | Sergeant of Police (PERS) | 14-FEB-00 | | YES | | |
| 101130 - Office of the Inspector General | 455 7th Street | Lieutenant of Police (PERS) | 13-OCT-97 | | YES | | |
| 101130 - Office of the Inspector General | 455 7th Street | Police Performance Auditor | 13-MAR-06 | | NO | | |
| 101130 - Office of the Inspector General | 455 7th Street | Police Performance Auditor | 08-FEB-20 | | NO | | |
| 101130 - Office of the Inspector General | 455 7th Street | Police Program & Performance Audit Sup | 29-NOV-04 | | NO | | |
| 101130 - Office of the Inspector General | 455 7th Street | Police Records Specialist | 21-AUG-00 | | YES | | |
| 101140 - Intelligence Unit | 455 7th Street | Police Officer (PERS) | 22-MAY-00 | | YES | | |
| 101140 - Intelligence Unit | 455 7th Street | Police Officer (PERS) | 26-FEB-07 | | YES | | |
| 101140 - Intelligence Unit | 455 7th Street | Police Officer (PERS) | 06-NOV-01 | | YES | | |
| 101140 - Intelligence Unit | 455 7th Street | Police Officer (PERS) | 12-JUL-93 | | YES | Spanish | Spanish |
| 101140 - Intelligence Unit | 455 7th Street | Police Officer (PERS) | 14-APR-98 | | YES | | |
| 101140 - Intelligence Unit | 455 7th Street | Police Officer (PERS) | 22-JUL-02 | | YES | Tagalog | Tagalog/Filipino |
| 101140 - Intelligence Unit | 455 7th Street | Police Officer (PERS) | 01-MAR-99 | | YES | | |
| 101140 - Intelligence Unit | 455 7th Street | Sergeant of Police (PERS) | 30-JUL-01 | | YES | | |
| 102120 - Property and Evidence | 455 7th Street | Police Property Specialist | 25-AUG-87 | | YES | | |
| 102120 - Property and Evidence | 455 7th Street | Police Property Specialist | 18-JUL-87 | | YES | Tagalog/Filipino | |
| 102120 - Property and Evidence | 455 7th Street | Police Property Specialist | 22-AUG-20 | YES | YES | | |
| 102120 - Property and Evidence | 455 7th Street | Police Property Specialist | 27-JUN-20 | | YES | | |
| 102120 - Property and Evidence | 455 7th Street | Police Property Specialist | 19-JUN-02 | | YES | | |
| 102120 - Property and Evidence | 455 7th Street | Police Property Specialist | 11-JAN-10 | | YES | | |
| 102120 - Property and Evidence | 455 7th Street | Police Property Supervisor | 15-JUL-06 | | YES | Spanish | |
| 102120 - Property and Evidence | 455 7th Street | Police Services Technician II | 10-MAR-97 | | YES | | |
| 102120 - Property and Evidence | 455 7th Street | Police Services Technician II | 17-JUN-17 | | YES | | |
| 102120 - Property and Evidence | 455 7th Street | Sergeant of Police (PERS) | 16-DEC-13 | | YES | Tigrinya | |
| 102130 - Special Victims Section | 455 7th Street | Lieutenant of Police (PERS) | 20-FEB-97 | | YES | | |
| 102130 - Special Victims Section | 455 7th Street | Police Officer (PERS) | 17-SEP-12 | | YES | | |

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|----------------------------------------------|-----------------|----------------------------------|-----------|--|-----|------------------|------------------|
| 102130 - Special Victims Section | 470 27th Street | Police Officer (PERS) | 20-APR-15 | | YES | Spanish | |
| 102130 - Special Victims Section | 455 7th Street | Police Officer (PERS) | 03-AUG-98 | | YES | | |
| 102130 - Special Victims Section | 470 27th Street | Police Officer (PERS) | 28-JUL-12 | | YES | | |
| 102130 - Special Victims Section | 470 27th Street | Police Officer (PERS) | 17-SEP-12 | | YES | | |
| 102130 - Special Victims Section | 455 7th Street | Police Officer (PERS) | 20-JAN-99 | | YES | | |
| 102130 - Special Victims Section | 455 7th Street | Police Officer (PERS) | 25-SEP-13 | | YES | Chinese | |
| 102130 - Special Victims Section | 470 27th Street | Police Officer (PERS) | 16-DEC-13 | | YES | | |
| 102130 - Special Victims Section | 455 7th Street | Police Officer (PERS) | 21-FEB-11 | | YES | | |
| 102130 - Special Victims Section | 455 7th Street | Police Officer (PERS) | 21-APR-14 | | YES | Spanish | |
| 102130 - Special Victims Section | 455 7th Street | Police Officer (PERS) | 11-JUL-05 | | YES | | |
| 102130 - Special Victims Section | 455 7th Street | Police Officer (PERS) | 08-DEC-00 | | YES | | |
| 102130 - Special Victims Section | 455 7th Street | Police Officer (PERS) | 21-APR-14 | | YES | | |
| 102130 - Special Victims Section | 470 27th Street | Police Officer (PERS) | 04-OCT-95 | | YES | | |
| 102130 - Special Victims Section | 455 7th Street | Police Officer (PERS) | 25-SEP-13 | | YES | | |
| 102130 - Special Victims Section | 455 7th Street | Police Officer (PERS) | 09-NOV-15 | | YES | | |
| 102130 - Special Victims Section | 470 27th Street | Police Officer (PERS) | 26-JUL-10 | | YES | | |
| 102130 - Special Victims Section | 470 27th Street | Police Officer (PERS) | 17-SEP-12 | | YES | Spanish | |
| 102130 - Special Victims Section | 455 7th Street | Police Officer (PERS) | 21-APR-14 | | YES | | |
| 102130 - Special Victims Section | 455 7th Street | Police Officer (PERS) | 11-DEC-06 | | YES | | |
| 102130 - Special Victims Section | 455 7th Street | Police Officer (PERS) | 11-SEP-06 | | YES | | |
| 102130 - Special Victims Section | 470 27th Street | Police Officer (PERS) | 27-JUN-16 | | YES | Chinese | |
| 102130 - Special Victims Section | 455 7th Street | Police Officer (PERS) | 17-MAY-02 | | YES | | |
| 102130 - Special Victims Section | 455 7th Street | Police Officer (PERS) | 25-SEP-13 | | YES | | |
| 102130 - Special Victims Section | 455 7th Street | Police Officer (PERS) | 25-SEP-13 | | YES | Spanish | |
| 102130 - Special Victims Section | 455 7th Street | Police Officer (PERS) | 25-SEP-13 | | YES | | |
| 102130 - Special Victims Section | 455 7th Street | Police Officer (PERS) | 02-DEC-13 | | YES | | |
| 102130 - Special Victims Section | 470 27th Street | Police Officer (PERS) | 15-OCT-07 | | YES | | |
| 102130 - Special Victims Section | 455 7th Street | Police Officer (PERS) | 13-JAN-96 | | YES | | |
| 102130 - Special Victims Section | 455 7th Street | Police Records Specialist | 30-DEC-17 | | YES | | |
| 102130 - Special Victims Section | 455 7th Street | Police Services Technician II | 02-DEC-13 | | YES | Chinese | |
| 102130 - Special Victims Section | 455 7th Street | Sergeant of Police (PERS) | 05-JUN-06 | | YES | Spanish | Spanish |
| 102130 - Special Victims Section | 455 7th Street | Sergeant of Police (PERS) | 13-MAR-06 | | YES | | |
| 102130 - Special Victims Section | 455 7th Street | Sergeant of Police (PERS) | 23-JUN-00 | | YES | | |
| 102130 - Special Victims Section | 455 7th Street | Sergeant of Police (PERS) | 25-JAN-10 | | YES | | |
| 102140 - Research, Planning & Crime Analysis | 455 7th Street | Management Assistant | 19-JAN-15 | | NO | | |
| 102140 - Research, Planning & Crime Analysis | 455 7th Street | Police Officer (PERS) | 20-APR-15 | | YES | | |
| 102280 - Crime Analysis Section | 455 7th Street | Administrative Analyst II | 19-JUN-06 | | NO | | |
| 102280 - Crime Analysis Section | 455 7th Street | Crime Analyst | 12-MAR-18 | | NO | | |
| 102280 - Crime Analysis Section | 455 7th Street | Crime Analyst | 02-DEC-13 | | NO | | |
| 102280 - Crime Analysis Section | 455 7th Street | Crime Analyst | 26-JAN-19 | | NO | | |
| 102280 - Crime Analysis Section | 455 7th Street | Police Services Manager I | 25-JAN-16 | | NO | | |
| 102310 - Criminal Investigations | 455 7th Street | Administrative Analyst II | 23-OCT-89 | | NO | tagalog/Filipino | Tagalog/Filipino |
| 102310 - Criminal Investigations | 455 7th Street | Captain of Police (PERS) | 26-AUG-91 | | NO | | |
| 102310 - Criminal Investigations | 455 7th Street | Crime Analyst | 09-MAY-16 | | NO | | |
| 102310 - Criminal Investigations | 455 7th Street | Deputy Chief of Police (PERS) | 23-MAR-98 | | NO | | |
| 102310 - Criminal Investigations | 455 7th Street | Exempt Limited Duration Employee | 07-JAN-13 | | NO | | |
| 102310 - Criminal Investigations | 455 7th Street | Police Evidence Technician | 08-DEC-14 | | NO | Spanish | Spanish |
| 102310 - Criminal Investigations | 455 7th Street | Police Evidence Technician | 05-MAY-08 | | NO | | |
| 102310 - Criminal Investigations | 455 7th Street | Police Evidence Technician | 15-MAR-14 | | NO | | |
| 102310 - Criminal Investigations | 455 7th Street | Police Evidence Technician | 19-OCT-92 | | NO | | |
| 102310 - Criminal Investigations | 455 7th Street | Police Evidence Technician | 07-APR-14 | | NO | Chinese | |
| 102310 - Criminal Investigations | 455 7th Street | Police Evidence Technician | 17-JAN-15 | | NO | Chinese | |
| 102310 - Criminal Investigations | 455 7th Street | Police Evidence Technician | 17-MAY-18 | | NO | Spanish | |
| 102310 - Criminal Investigations | 455 7th Street | Police Evidence Technician | 20-AUG-12 | | NO | Spanish | |
| 102310 - Criminal Investigations | 455 7th Street | Police Evidence Technician | 22-MAY-89 | | NO | | |
| 102310 - Criminal Investigations | 455 7th Street | Police Evidence Technician | 28-APR-14 | | NO | | |
| 102310 - Criminal Investigations | 455 7th Street | Police Evidence Technician | 07-APR-14 | | NO | | |
| 102310 - Criminal Investigations | 455 7th Street | Police Evidence Technician | 24-MAR-14 | | NO | | |

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|-------------------------------------------|-----------------|-----------------------------|-----------|--|-----|------------|---------|
| 102310 - Criminal Investigations | 455 7th Street | Police Evidence Technician | 02-MAR-92 | | NO | | |
| 102310 - Criminal Investigations | 455 7th Street | Police Evidence Technician | 29-OCT-12 | | NO | | |
| 102310 - Criminal Investigations | 455 7th Street | Police Evidence Technician | 27-APR-15 | | NO | | |
| 102310 - Criminal Investigations | 455 7th Street | Police Evidence Technician | 14-OCT-02 | | NO | | |
| 102310 - Criminal Investigations | 455 7th Street | Police Evidence Technician | 22-SEP-18 | | NO | | |
| 102310 - Criminal Investigations | 455 7th Street | Police Evidence Technician | 03-MAR-03 | | NO | | |
| 102310 - Criminal Investigations | 455 7th Street | Police Officer (PERS) | 11-SEP-06 | | YES | | |
| 102310 - Criminal Investigations | 455 7th Street | Police Records Specialist | 18-FEB-14 | | YES | Chinese | |
| 102310 - Criminal Investigations | 455 7th Street | Sergeant of Police (PERS) | 01-AUG-11 | | YES | | |
| 102320 - Homicide | 455 7th Street | Lieutenant of Police (PERS) | 06-FEB-06 | | YES | | |
| 102320 - Homicide | 455 7th Street | Police Officer (PERS) | 06-FEB-06 | | YES | Spanish | |
| 102320 - Homicide | 455 7th Street | Police Officer (PERS) | 28-JAN-08 | | YES | Spanish | |
| 102320 - Homicide | 455 7th Street | Police Officer (PERS) | 16-DEC-13 | | YES | | |
| 102320 - Homicide | 455 7th Street | Police Officer (PERS) | 09-JUL-07 | | NO | | |
| 102320 - Homicide | 455 7th Street | Police Officer (PERS) | 17-SEP-12 | | YES | Korean | |
| 102320 - Homicide | 455 7th Street | Police Officer (PERS) | 12-SEP-11 | | YES | Spanish | Spanish |
| 102320 - Homicide | 455 7th Street | Police Officer (PERS) | 05-JUN-06 | | YES | | |
| 102320 - Homicide | 455 7th Street | Police Officer (PERS) | 23-JUL-08 | | NO | | |
| 102320 - Homicide | 455 7th Street | Police Records Specialist | 03-MAR-99 | | YES | | |
| 102320 - Homicide | 455 7th Street | Sergeant of Police (PERS) | 26-JUN-00 | | YES | | |
| 102320 - Homicide | 455 7th Street | Sergeant of Police (PERS) | 17-SEP-12 | | YES | Spanish | |
| 102320 - Homicide | 455 7th Street | Sergeant of Police (PERS) | 01-APR-98 | | YES | Spanish | Spanish |
| 102320 - Homicide | 455 7th Street | Sergeant of Police (PERS) | 10-MAR-00 | | YES | | |
| 102320 - Homicide | 455 7th Street | Sergeant of Police (PERS) | 28-JAN-08 | | YES | Chinese | |
| 102321 - Misdemeanor Crimes & Task Forces | 455 7th Street | Lieutenant of Police (PERS) | 25-APR-97 | | YES | | |
| 102321 - Misdemeanor Crimes & Task Forces | 455 7th Street | Police Officer (PERS) | 17-MAR-14 | | YES | | |
| 102321 - Misdemeanor Crimes & Task Forces | 455 7th Street | Police Officer (PERS) | 25-MAR-13 | | YES | | |
| 102321 - Misdemeanor Crimes & Task Forces | 455 7th Street | Police Officer (PERS) | 04-APR-11 | | YES | | |
| 102321 - Misdemeanor Crimes & Task Forces | 455 7th Street | Police Officer (PERS) | 13-MAR-00 | | YES | Spanish | Spanish |
| 102321 - Misdemeanor Crimes & Task Forces | 470 27th Street | Police Officer (PERS) | 11-JUL-16 | | YES | Spanish | |
| 102321 - Misdemeanor Crimes & Task Forces | 455 7th Street | Police Officer (PERS) | 17-MAR-14 | | YES | | |
| 102321 - Misdemeanor Crimes & Task Forces | 455 7th Street | Police Officer (PERS) | 07-DEC-00 | | YES | Spanish | Spanish |
| 102321 - Misdemeanor Crimes & Task Forces | 455 7th Street | Police Officer (PERS) | 13-MAR-00 | | YES | | |
| 102321 - Misdemeanor Crimes & Task Forces | 455 7th Street | Police Officer (PERS) | 21-APR-14 | | YES | | |
| 102321 - Misdemeanor Crimes & Task Forces | 455 7th Street | Police Officer (PERS) | 22-SEP-14 | | YES | | |
| 102321 - Misdemeanor Crimes & Task Forces | 455 7th Street | Police Officer (PERS) | 25-SEP-13 | | YES | | |
| 102321 - Misdemeanor Crimes & Task Forces | 455 7th Street | Police Officer (PERS) | 20-APR-15 | | YES | Chinese | |
| 102321 - Misdemeanor Crimes & Task Forces | 455 7th Street | Police Officer (PERS) | 17-SEP-12 | | YES | Vietnamese | |
| 102321 - Misdemeanor Crimes & Task Forces | 455 7th Street | Police Officer (PERS) | 25-SEP-13 | | YES | | |
| 102321 - Misdemeanor Crimes & Task Forces | 455 7th Street | Police Officer (PERS) | 25-SEP-13 | | YES | Spanish | |
| 102321 - Misdemeanor Crimes & Task Forces | 455 7th Street | Police Officer (PERS) | 12-JUL-08 | | YES | | |
| 102321 - Misdemeanor Crimes & Task Forces | 455 7th Street | Police Officer (PERS) | 06-FEB-06 | | YES | | |
| 102321 - Misdemeanor Crimes & Task Forces | 455 7th Street | Police Officer (PERS) | 01-AUG-11 | | YES | | |
| 102321 - Misdemeanor Crimes & Task Forces | 455 7th Street | Police Officer (PERS) | 17-OCT-16 | | YES | Spanish | Spanish |
| 102321 - Misdemeanor Crimes & Task Forces | 455 7th Street | Police Officer (PERS) | 17-SEP-12 | | YES | | |
| 102321 - Misdemeanor Crimes & Task Forces | 455 7th Street | Police Officer (PERS) | 23-APR-01 | | YES | | |
| 102321 - Misdemeanor Crimes & Task Forces | 455 7th Street | Police Officer (PERS) | 27-JUN-16 | | YES | | |
| 102321 - Misdemeanor Crimes & Task Forces | 455 7th Street | Police Officer (PERS) | 26-FEB-07 | | YES | | |
| 102321 - Misdemeanor Crimes & Task Forces | 455 7th Street | Police Officer (PERS) | 08-JUN-98 | | YES | Spanish | Spanish |
| 102321 - Misdemeanor Crimes & Task Forces | 455 7th Street | Police Officer (PERS) | 05-DEC-11 | | YES | | |
| 102321 - Misdemeanor Crimes & Task Forces | 455 7th Street | Police Officer (PERS) | 01-AUG-11 | | YES | | |
| 102321 - Misdemeanor Crimes & Task Forces | 455 7th Street | Police Officer (PERS) | 01-JUL-95 | | YES | | |
| 102321 - Misdemeanor Crimes & Task Forces | 455 7th Street | Sergeant of Police (PERS) | 10-NOV-12 | | YES | | |
| 102321 - Misdemeanor Crimes & Task Forces | 455 7th Street | Sergeant of Police (PERS) | 26-JUN-00 | | YES | | |
| 102321 - Misdemeanor Crimes & Task Forces | 455 7th Street | Sergeant of Police (PERS) | 11-SEP-06 | | YES | | |
| 102321 - Misdemeanor Crimes & Task Forces | 455 7th Street | Sergeant of Police (PERS) | 01-AUG-11 | | YES | | |
| 102324 - Felony Assault & Gang Section | 455 7th Street | Police Records Specialist | 02-JUN-97 | | YES | | |
| 102330 - Robbery & Burglary Section | 455 7th Street | Lieutenant of Police (PERS) | 08-MAY-00 | | YES | | |

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|---------------------------------------------------|-----------------|-------------------------------|-----------|-----|-----|------------------|-------------------|
| 102330 - Robbery & Burglary Section | 455 7th Street | Police Officer (PERS) | 16-DEC-13 | | YES | Spanish | |
| 102330 - Robbery & Burglary Section | 455 7th Street | Police Officer (PERS) | 25-MAR-13 | | YES | Serbian | |
| 102330 - Robbery & Burglary Section | 455 7th Street | Police Officer (PERS) | 15-OCT-07 | | YES | Spanish | |
| 102330 - Robbery & Burglary Section | 455 7th Street | Police Officer (PERS) | 02-OCT-03 | | YES | Spanish | Spanish |
| 102330 - Robbery & Burglary Section | 455 7th Street | Police Officer (PERS) | 17-SEP-12 | | YES | Vietnamese | |
| 102330 - Robbery & Burglary Section | 455 7th Street | Police Officer (PERS) | 20-APR-15 | | YES | Spanish | |
| 102330 - Robbery & Burglary Section | 455 7th Street | Police Officer (PERS) | 17-SEP-12 | | YES | | |
| 102330 - Robbery & Burglary Section | 455 7th Street | Police Officer (PERS) | 25-MAR-13 | | YES | Spanish | |
| 102330 - Robbery & Burglary Section | 455 7th Street | Police Officer (PERS) | 16-DEC-13 | | YES | Spanish | |
| 102330 - Robbery & Burglary Section | 455 7th Street | Police Officer (PERS) | 21-APR-14 | | YES | | |
| 102330 - Robbery & Burglary Section | 455 7th Street | Police Officer (PERS) | 25-MAR-13 | | YES | | |
| 102330 - Robbery & Burglary Section | 470 27th Street | Police Officer (PERS) | 17-SEP-12 | | YES | | |
| 102330 - Robbery & Burglary Section | 455 7th Street | Police Officer (PERS) | 25-MAR-13 | | YES | | |
| 102330 - Robbery & Burglary Section | 455 7th Street | Police Officer (PERS) | 15-OCT-07 | | YES | | |
| 102330 - Robbery & Burglary Section | 455 7th Street | Police Records Specialist | 01-JUL-13 | | YES | | |
| 102330 - Robbery & Burglary Section | 455 7th Street | Sergeant of Police (PERS) | 12-AUG-99 | | YES | Tagalog/Filipino | Tagalog/Filipino |
| 102330 - Robbery & Burglary Section | 455 7th Street | Sergeant of Police (PERS) | 11-JUL-05 | | YES | Spanish | Spanish |
| 102341 - Field Support | 455 7th Street | Police Services Technician II | 03-OCT-88 | | YES | | |
| 102341 - Field Support | 455 7th Street | Police Services Technician II | 02-DEC-13 | | YES | Chinese | |
| 102341 - Field Support | 455 7th Street | Police Services Technician II | 13-FEB-08 | | YES | | |
| 102341 - Field Support | 455 7th Street | Police Services Technician II | 30-JUN-08 | | YES | | |
| 102341 - Field Support | 455 7th Street | Sergeant of Police (PERS) | 18-AUG-12 | | YES | | |
| 102350 - Youth & School Services Section | 455 7th Street | Police Officer (PERS) | 27-JUN-16 | | YES | | |
| 102350 - Youth & School Services Section | 455 7th Street | Police Officer (PERS) | 03-AUG-98 | | YES | | |
| 102350 - Youth & School Services Section | 455 7th Street | Police Officer (PERS) | 22-SEP-14 | | YES | | |
| 102350 - Youth & School Services Section | 455 7th Street | Police Officer (PERS) | 09-NOV-15 | | YES | | |
| 102350 - Youth & School Services Section | 455 7th Street | Police Records Specialist | 14-APR-03 | | YES | | |
| 102350 - Youth & School Services Section | 455 7th Street | Police Services Technician II | 23-FEB-15 | | YES | Chinese | Chinese-Cantonese |
| 102350 - Youth & School Services Section | 455 7th Street | Police Services Technician II | 17-NOV-18 | | YES | | |
| 102350 - Youth & School Services Section | 455 7th Street | Sergeant of Police (PERS) | 22-NOV-99 | | YES | | |
| 102610 - Criminalistics Unit | 455 7th Street | Criminalist I | 04-DEC-17 | | NO | | |
| 102610 - Criminalistics Unit | 455 7th Street | Criminalist I | 18-MAY-19 | | NO | | |
| 102610 - Criminalistics Unit | 455 7th Street | Criminalist II | 16-OCT-01 | | NO | | |
| 102610 - Criminalistics Unit | 455 7th Street | Criminalist II | 20-OCT-08 | | NO | | |
| 102610 - Criminalistics Unit | 455 7th Street | Criminalist II | 06-JUN-14 | | NO | tagalog/Filipino | |
| 102610 - Criminalistics Unit | 455 7th Street | Criminalist II | 22-FEB-20 | | NO | | |
| 102610 - Criminalistics Unit | 455 7th Street | Criminalist II | 04-JUN-07 | | NO | | |
| 102610 - Criminalistics Unit | 455 7th Street | Criminalist II | 10-MAR-15 | | NO | | |
| 102610 - Criminalistics Unit | 455 7th Street | Criminalist II | 14-JAN-17 | | NO | | |
| 102610 - Criminalistics Unit | 455 7th Street | Criminalist II | 11-JAN-20 | | NO | Chinese | |
| 102610 - Criminalistics Unit | 455 7th Street | Criminalist II | 05-OCT-19 | | NO | | |
| 102610 - Criminalistics Unit | 455 7th Street | Criminalist II | 04-JUN-01 | | NO | | |
| 102610 - Criminalistics Unit | 455 7th Street | Criminalist II | 08-FEB-20 | | NO | | |
| 102610 - Criminalistics Unit | 455 7th Street | Criminalist II | 26-MAY-15 | | NO | | |
| 102610 - Criminalistics Unit | 455 7th Street | Criminalist II | 04-APR-11 | | NO | | |
| 102610 - Criminalistics Unit | 455 7th Street | Criminalist III | 17-FEB-03 | | NO | | |
| 102610 - Criminalistics Unit | 455 7th Street | Criminalist III | 25-AUG-08 | | NO | | |
| 102610 - Criminalistics Unit | 455 7th Street | Criminalist III | 20-OCT-08 | | NO | | |
| 102610 - Criminalistics Unit | 455 7th Street | Criminalist III | 26-MAR-07 | | NO | | |
| 102610 - Criminalistics Unit | 455 7th Street | Forensic Technician | 05-SEP-20 | YES | NO | | |
| 102610 - Criminalistics Unit | 455 7th Street | Latent Print Examiner II | 01-NOV-10 | | NO | | |
| 102610 - Criminalistics Unit | 455 7th Street | Latent Print Examiner II | 11-AUG-08 | | NO | | |
| 102610 - Criminalistics Unit | 455 7th Street | Latent Print Examiner II | 09-NOV-15 | | NO | | |
| 102610 - Criminalistics Unit | 455 7th Street | Latent Print Examiner II | 11-NOV-13 | | NO | | |
| 102610 - Criminalistics Unit | 455 7th Street | Latent Print Examiner III | 30-JUL-07 | | NO | | |
| 102610 - Criminalistics Unit | 455 7th Street | Manager, Crime Laboratory | 13-AUG-07 | | NO | | |
| 102610 - Criminalistics Unit | 455 7th Street | Office Assistant II | 27-NOV-95 | | NO | | |
| 103110 - Bureau of Services - Administration Unit | 455 7th Street | Administrative Analyst II | 20-OCT-08 | | NO | Spanish | |

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|---------------------------------------------------|----------------|----------------------------------|-----------|-----|-----|------------------------|-------------------|
| 103110 - Bureau of Services - Administration Unit | 455 7th Street | Deputy Chief of Police (PERS) | 16-SEP-96 | | NO | Spanish | Spanish |
| 103110 - Bureau of Services - Administration Unit | 455 7th Street | Project Manager III | 14-AUG-06 | | NO | | |
| 103242 - Records & Warrants | 455 7th Street | Administrative Assistant I | 23-FEB-19 | | NO | Czech | |
| 103242 - Records & Warrants | 455 7th Street | Police Records Specialist | 29-APR-97 | | YES | | |
| 103242 - Records & Warrants | 455 7th Street | Police Records Specialist | 22-JUN-15 | | YES | Spanish | Spanish |
| 103242 - Records & Warrants | 455 7th Street | Police Records Specialist | 13-JUL-19 | | YES | American Sign Language | |
| 103242 - Records & Warrants | 455 7th Street | Police Records Specialist | 23-APR-18 | | YES | Spanish | |
| 103242 - Records & Warrants | 455 7th Street | Police Records Specialist | 24-AUG-09 | | YES | | |
| 103242 - Records & Warrants | 455 7th Street | Police Records Specialist | 02-FEB-98 | | YES | | |
| 103242 - Records & Warrants | 455 7th Street | Police Records Specialist | 24-AUG-19 | | YES | Chinese | |
| 103242 - Records & Warrants | 455 7th Street | Police Records Specialist | 17-NOV-14 | | YES | | |
| 103242 - Records & Warrants | 455 7th Street | Police Records Specialist | 27-MAR-17 | | YES | | |
| 103242 - Records & Warrants | 455 7th Street | Police Records Specialist | 04-DEC-17 | | YES | | |
| 103242 - Records & Warrants | 455 7th Street | Police Records Specialist | 28-FEB-05 | | YES | | |
| 103242 - Records & Warrants | 455 7th Street | Police Records Specialist | 10-AUG-19 | | YES | Spanish | |
| 103242 - Records & Warrants | 455 7th Street | Police Records Specialist | 27-MAR-18 | | YES | | |
| 103242 - Records & Warrants | 455 7th Street | Police Records Specialist | 22-MAY-03 | | YES | Chinese | Chinese-Cantonese |
| 103242 - Records & Warrants | 455 7th Street | Police Records Specialist | 20-MAR-21 | YES | YES | | |
| 103242 - Records & Warrants | 455 7th Street | Police Records Specialist | 05-AUG-13 | | YES | Spanish | |
| 103242 - Records & Warrants | 455 7th Street | Police Records Specialist | 06-FEB-21 | YES | YES | | |
| 103242 - Records & Warrants | 455 7th Street | Police Records Specialist | 29-FEB-16 | | YES | Spanish | |
| 103242 - Records & Warrants | 455 7th Street | Police Records Specialist | 18-MAY-19 | | YES | | |
| 103242 - Records & Warrants | 455 7th Street | Police Records Specialist | 19-SEP-20 | YES | YES | | |
| 103242 - Records & Warrants | 455 7th Street | Police Records Specialist | 08-SEP-90 | | YES | | |
| 103242 - Records & Warrants | 455 7th Street | Police Records Specialist | 04-JUN-90 | | YES | Vietnamese | Vietnamese |
| 103242 - Records & Warrants | 455 7th Street | Police Records Specialist | 25-MAR-17 | | YES | | |
| 103242 - Records & Warrants | 455 7th Street | Police Records Specialist | 10-NOV-14 | | YES | Chinese | Chinese-Cantonese |
| 103242 - Records & Warrants | 455 7th Street | Police Records Specialist | 29-JUN-19 | | YES | | |
| 103242 - Records & Warrants | 455 7th Street | Police Records Supervisor | 07-SEP-19 | | YES | | |
| 103242 - Records & Warrants | 455 7th Street | Police Records Supervisor | 16-DEC-17 | | YES | | |
| 103242 - Records & Warrants | 455 7th Street | Police Records Supervisor | 03-FEB-14 | | YES | | |
| 103242 - Records & Warrants | 455 7th Street | Police Records Supervisor | 03-JAN-05 | | YES | Spanish | Spanish |
| 103242 - Records & Warrants | 455 7th Street | Police Services Manager I | 27-JUN-88 | | NO | | |
| 103242 - Records & Warrants | 455 7th Street | Police Services Technician II | 25-AUG-18 | | YES | | |
| 103310 - Communications Unit | 7101 Edwater | Administrative Analyst II | 07-JUL-97 | | NO | | |
| 103310 - Communications Unit | 7101 Edwater | Police Communications Dispatcher | 07-FEB-11 | | YES | | |
| 103310 - Communications Unit | 7101 Edwater | Police Communications Dispatcher | 02-SEP-99 | | YES | | |
| 103310 - Communications Unit | 7101 Edwater | Police Communications Dispatcher | 28-JUL-18 | | YES | | |
| 103310 - Communications Unit | 7101 Edwater | Police Communications Dispatcher | 09-FEB-15 | | YES | | |
| 103310 - Communications Unit | 7101 Edwater | Police Communications Dispatcher | 29-MAR-10 | | YES | | |
| 103310 - Communications Unit | 7101 Edwater | Police Communications Dispatcher | 29-MAR-10 | | YES | | |
| 103310 - Communications Unit | 7101 Edwater | Police Communications Dispatcher | 25-OCT-99 | | YES | | |
| 103310 - Communications Unit | 7101 Edwater | Police Communications Dispatcher | 19-SEP-20 | YES | YES | | |
| 103310 - Communications Unit | 7101 Edwater | Police Communications Dispatcher | 24-APR-06 | | YES | | |
| 103310 - Communications Unit | 7101 Edwater | Police Communications Dispatcher | 16-APR-01 | | YES | | |
| 103310 - Communications Unit | 7101 Edwater | Police Communications Dispatcher | 17-NOV-18 | | YES | | |
| 103310 - Communications Unit | 7101 Edwater | Police Communications Dispatcher | 17-NOV-18 | | YES | | |
| 103310 - Communications Unit | 7101 Edwater | Police Communications Dispatcher | 24-APR-06 | | YES | | |
| 103310 - Communications Unit | 7101 Edwater | Police Communications Dispatcher | 13-JUL-19 | | YES | Spanish | |
| 103310 - Communications Unit | 7101 Edwater | Police Communications Dispatcher | 09-JUL-01 | | YES | Spanish | Spanish |
| 103310 - Communications Unit | 7101 Edwater | Police Communications Dispatcher | 10-NOV-15 | | YES | | |
| 103310 - Communications Unit | 7101 Edwater | Police Communications Dispatcher | 30-DEC-13 | | YES | Spanish | Spanish |
| 103310 - Communications Unit | 7101 Edwater | Police Communications Dispatcher | 18-MAY-19 | | YES | Spanish | |
| 103310 - Communications Unit | 7101 Edwater | Police Communications Dispatcher | 29-JUN-19 | | YES | Spanish | |
| 103310 - Communications Unit | 7101 Edwater | Police Communications Dispatcher | 09-DEC-13 | | YES | | |
| 103310 - Communications Unit | 7101 Edwater | Police Communications Dispatcher | 05-OCT-98 | | YES | | |
| 103310 - Communications Unit | 7101 Edwater | Police Communications Dispatcher | 07-FEB-11 | | YES | | |
| 103310 - Communications Unit | 7101 Edwater | Police Communications Dispatcher | 05-SEP-00 | | YES | Spanish | Spanish |

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| 103310 - Communications Unit | 7101 Edwater | Police Communications Dispatcher | 08-JAN-11 | | YES | | |
| 103310 - Communications Unit | 7101 Edwater | Police Communications Dispatcher | 01-SEP-15 | | YES | | |
| 103310 - Communications Unit | 7101 Edwater | Police Communications Dispatcher | 27-FEB-16 | | YES | | |
| 103310 - Communications Unit | 7101 Edwater | Police Communications Dispatcher | 24-OCT-15 | | YES | | |
| 103310 - Communications Unit | 7101 Edwater | Police Communications Dispatcher | 22-SEP-18 | | YES | | |
| 103310 - Communications Unit | 7101 Edwater | Police Communications Dispatcher | 03-APR-21 | YES | YES | | |
| 103310 - Communications Unit | 7101 Edwater | Police Communications Dispatcher | 12-APR-93 | | YES | | |
| 103310 - Communications Unit | 7101 Edwater | Police Communications Dispatcher | 01-SEP-15 | | YES | | |
| 103310 - Communications Unit | 7101 Edwater | Police Communications Dispatcher | 06-JUL-15 | | YES | Chinese | Chinese-Cantonese |
| 103310 - Communications Unit | 7101 Edwater | Police Communications Dispatcher | 14-JAN-08 | | YES | | |
| 103310 - Communications Unit | 7101 Edwater | Police Communications Dispatcher | 15-JUL-91 | | YES | | |
| 103310 - Communications Unit | 7101 Edwater | Police Communications Dispatcher | 17-JUN-17 | | YES | | |
| 103310 - Communications Unit | 7101 Edwater | Police Communications Dispatcher | 29-NOV-99 | | YES | Spanish | Spanish |
| 103310 - Communications Unit | 7101 Edwater | Police Communications Dispatcher | 17-SEP-74 | | YES | | |
| 103310 - Communications Unit | 7101 Edwater | Police Communications Dispatcher | 29-OCT-12 | | YES | Spanish | |
| 103310 - Communications Unit | 7101 Edwater | Police Communications Dispatcher | 28-FEB-05 | | YES | | |
| 103310 - Communications Unit | 7101 Edwater | Police Communications Dispatcher | 14-JUL-18 | | YES | | |
| 103310 - Communications Unit | 7101 Edwater | Police Communications Dispatcher | 06-JUL-15 | | YES | Spanish | Spanish |
| 103310 - Communications Unit | 7101 Edwater | Police Communications Dispatcher | 27-JUN-20 | | YES | | |
| 103310 - Communications Unit | 7101 Edwater | Police Communications Dispatcher | 03-APR-21 | YES | YES | | |
| 103310 - Communications Unit | 7101 Edwater | Police Communications Dispatcher | 02-JAN-14 | | YES | | |
| 103310 - Communications Unit | 7101 Edwater | Police Communications Dispatcher | 19-NOV-07 | | YES | | |
| 103310 - Communications Unit | 7101 Edwater | Police Communications Dispatcher | 24-APR-06 | | YES | | |
| 103310 - Communications Unit | 7101 Edwater | Police Communications Dispatcher | 18-MAY-19 | | YES | | |
| 103310 - Communications Unit | 7101 Edwater | Police Communications Dispatcher | 25-AUG-18 | | YES | | |
| 103310 - Communications Unit | 7101 Edwater | Police Communications Dispatcher | 17-NOV-18 | | YES | | |
| 103310 - Communications Unit | 7101 Edwater | Police Communications Dispatcher | 21-NOV-15 | | YES | Vietnamese | |
| 103310 - Communications Unit | 7101 Edwater | Police Communications Dispatcher | 06-OCT-97 | | YES | | |
| 103310 - Communications Unit | 7101 Edwater | Police Communications Dispatcher | 14-JUL-18 | | YES | | |
| 103310 - Communications Unit | 7101 Edwater | Police Communications Dispatcher | 29-OCT-12 | | YES | Spanish | |
| 103310 - Communications Unit | 7101 Edwater | Police Communications Dispatcher | 05-DEC-15 | | YES | Spanish | Spanish |
| 103310 - Communications Unit | 7101 Edwater | Police Communications Dispatcher | 02-MAY-11 | | YES | | |
| 103310 - Communications Unit | 7101 Edwater | Police Communications Dispatcher, Senior | 02-APR-01 | | YES | | |
| 103310 - Communications Unit | 7101 Edwater | Police Communications Dispatcher, Senior | 06-OCT-97 | | YES | | |
| 103310 - Communications Unit | 7101 Edwater | Police Communications Manager | 10-NOV-97 | | YES | | |
| 103310 - Communications Unit | 7101 Edwater | Police Communications Operator | 15-JUL-17 | | YES | | |
| 103310 - Communications Unit | 7101 Edwater | Police Communications Operator | 17-JUN-17 | | YES | | |
| 103310 - Communications Unit | 7101 Edwater | Police Communications Supervisor | 07-FEB-11 | | YES | Chinese | Chinese-Cantonese |
| 103310 - Communications Unit | 7101 Edwater | Police Communications Supervisor | 05-SEP-00 | | YES | | |
| 103310 - Communications Unit | 7101 Edwater | Police Communications Supervisor | 31-MAR-08 | | YES | | |
| 103310 - Communications Unit | 7101 Edwater | Police Communications Supervisor | 28-FEB-05 | | YES | | |
| 103310 - Communications Unit | 7101 Edwater | Police Communications Supervisor | 29-MAR-10 | | YES | | |
| 103310 - Communications Unit | 7101 Edwater | Police Communications Supervisor | 27-NOV-00 | | YES | | |
| 103310 - Communications Unit | 7101 Edwater | Police Communications Supervisor | 24-APR-06 | | YES | | |
| 103430 - Training Unit | 455 7th Street | Captain of Police (PERS) | 08-MAR-99 | | YES | | |
| 103430 - Training Unit | 455 7th Street | Lieutenant of Police (PERS) | 10-DEC-01 | | YES | | |
| 103430 - Training Unit | 455 7th Street | Police Cadet, PT | 17-OCT-20 | YES | YES | | |
| 103430 - Training Unit | 455 7th Street | Police Cadet, PT | 26-FEB-18 | | YES | | |
| 103430 - Training Unit | 455 7th Street | Police Cadet, PT | 02-JUN-18 | | YES | Twi | |
| 103430 - Training Unit | 455 7th Street | Police Cadet, PT | 17-OCT-20 | YES | YES | | |
| 103430 - Training Unit | 455 7th Street | Police Cadet, PT | 11-APR-16 | | YES | | |
| 103430 - Training Unit | 455 7th Street | Police Cadet, PT | 07-MAR-20 | | YES | | |
| 103430 - Training Unit | 455 7th Street | Police Cadet, PT | 28-JUL-18 | | YES | Spanish | |
| 103430 - Training Unit | 455 7th Street | Police Cadet, PT | 07-MAR-20 | | YES | | |
| 103430 - Training Unit | 455 7th Street | Police Cadet, PT | 25-JUL-20 | YES | YES | | |
| 103430 - Training Unit | 455 7th Street | Police Cadet, PT | 07-MAR-20 | | YES | | |
| 103430 - Training Unit | 455 7th Street | Police Cadet, PT | 23-MAR-19 | | YES | | |
| 103430 - Training Unit | 455 7th Street | Police Cadet, PT | 23-MAR-19 | | YES | Spanish | |

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| 103430 - Training Unit | 455 7th Street | Police Cadet, PT | 19-SEP-20 | YES | YES | | |
| 103430 - Training Unit | 455 7th Street | Police Cadet, PT | 24-AUG-19 | | YES | | |
| 103430 - Training Unit | 455 7th Street | Police Cadet, PT | 17-OCT-20 | YES | YES | | |
| 103430 - Training Unit | 455 7th Street | Police Cadet, PT | 04-DEC-17 | | YES | | |
| 103430 - Training Unit | 455 7th Street | Police Officer (PERS) | 16-DEC-13 | | YES | Spanish | |
| 103430 - Training Unit | 455 7th Street | Police Officer (PERS) | 28-NOV-05 | | YES | Spanish | Spanish |
| 103430 - Training Unit | 455 7th Street | Police Officer (PERS) | 09-JUN-01 | | YES | | |
| 103430 - Training Unit | 455 7th Street | Police Officer (PERS) | 25-MAR-13 | | YES | Potugese | |
| 103430 - Training Unit | 455 7th Street | Police Officer (PERS) | 16-DEC-13 | | YES | | |
| 103430 - Training Unit | 455 7th Street | Police Officer (PERS) | 11-JUL-05 | | YES | | |
| 103430 - Training Unit | 455 7th Street | Police Officer (PERS) | 14-NOV-20 | YES | YES | | |
| 103430 - Training Unit | 455 7th Street | Police Officer (PERS) | 17-SEP-12 | | YES | | |
| 103430 - Training Unit | 455 7th Street | Police Officer (PERS) | 07-FEB-00 | | YES | | |
| 103430 - Training Unit | 455 7th Street | Police Officer (PERS) | 14-SEP-98 | | YES | | |
| 103430 - Training Unit | 455 7th Street | Police Officer (PERS) | 25-SEP-13 | | YES | | |
| 103430 - Training Unit | 455 7th Street | Police Officer (PERS) | 25-JAN-20 | | YES | | |
| 103430 - Training Unit | 455 7th Street | Police Officer (PERS) | 09-JUL-07 | | YES | | |
| 103430 - Training Unit | 455 7th Street | Police Officer (PERS) | 10-DEC-01 | | YES | | |
| 103430 - Training Unit | 455 7th Street | Police Officer Trainee | 02-JUL-18 | | NO | Spanish | |
| 103430 - Training Unit | 455 7th Street | Police Officer Trainee | 25-JAN-20 | | NO | Farsi | |
| 103430 - Training Unit | 455 7th Street | Police Officer Trainee | 12-DEC-20 | YES | NO | | |
| 103430 - Training Unit | 455 7th Street | Police Officer Trainee | 12-DEC-20 | YES | NO | | |
| 103430 - Training Unit | 455 7th Street | Police Officer Trainee | 12-DEC-20 | YES | NO | | |
| 103430 - Training Unit | 455 7th Street | Police Officer Trainee | 25-JAN-20 | | NO | | |
| 103430 - Training Unit | 455 7th Street | Police Officer Trainee | 24-AUG-19 | | NO | | |
| 103430 - Training Unit | 455 7th Street | Police Officer Trainee | 12-DEC-20 | YES | NO | | |
| 103430 - Training Unit | 455 7th Street | Police Officer Trainee | 12-DEC-20 | YES | NO | | |
| 103430 - Training Unit | 455 7th Street | Police Officer Trainee | 12-DEC-20 | YES | NO | | |
| 103430 - Training Unit | 455 7th Street | Police Officer Trainee | 24-AUG-19 | | NO | | |
| 103430 - Training Unit | 455 7th Street | Police Officer Trainee | 12-DEC-20 | YES | NO | | |
| 103430 - Training Unit | 455 7th Street | Police Officer Trainee | 12-DEC-20 | YES | NO | Spanish | |
| 103430 - Training Unit | 455 7th Street | Police Officer Trainee | 12-DEC-20 | YES | NO | | |
| 103430 - Training Unit | 455 7th Street | Police Officer Trainee | 06-NOV-17 | | NO | Spanish | |
| 103430 - Training Unit | 455 7th Street | Police Officer Trainee | 25-JAN-20 | | NO | | |
| 103430 - Training Unit | 455 7th Street | Police Officer Trainee | 12-DEC-20 | YES | NO | Spanish | |
| 103430 - Training Unit | 455 7th Street | Police Officer Trainee | 12-DEC-20 | YES | NO | | |
| 103430 - Training Unit | 455 7th Street | Police Officer Trainee | 25-JAN-20 | | NO | | |
| 103430 - Training Unit | 455 7th Street | Police Officer Trainee | 12-DEC-20 | YES | NO | Spanish | |
| 103430 - Training Unit | 455 7th Street | Police Officer Trainee | 24-AUG-19 | | NO | | |
| 103430 - Training Unit | 455 7th Street | Police Officer Trainee | 09-MAR-19 | | NO | | |
| 103430 - Training Unit | 455 7th Street | Police Officer Trainee | 30-MAY-20 | | NO | | |
| 103430 - Training Unit | 455 7th Street | Police Officer Trainee | 25-JAN-20 | | NO | | |
| 103430 - Training Unit | 455 7th Street | Police Records Specialist | 16-OCT-89 | | YES | Tagalog/Filipino | Tagalog/Filipino |
| 103430 - Training Unit | 455 7th Street | Police Records Specialist | 08-JUL-96 | | YES | Spanish | Spanish |
| 103430 - Training Unit | 455 7th Street | Police Records Specialist | 29-AUG-01 | | YES | tagalog/Filipino | Tagalog/Filipino |
| 103430 - Training Unit | 455 7th Street | Reprographic Offset Operator | 05-NOV-90 | | NO | | |
| 103430 - Training Unit | 455 7th Street | Sergeant of Police (PERS) | 13-MAR-00 | | YES | | |
| 103430 - Training Unit | 455 7th Street | Sergeant of Police (PERS) | 11-JUL-05 | | YES | | |
| 103430 - Training Unit | 455 7th Street | Sergeant of Police (PERS) | 16-DEC-13 | | YES | | |
| 106210 - Police Personnel | 455 7th Street | Administrative Analyst II | 09-DEC-85 | | NO | | |
| 106210 - Police Personnel | 455 7th Street | Administrative Analyst II | 15-OCT-90 | | NO | | |
| 106210 - Police Personnel | 455 7th Street | Courier | 08-FEB-20 | | NO | | |
| 106210 - Police Personnel | 455 7th Street | Payroll Personnel Clerk II | 12-MAY-14 | | NO | | |
| 106210 - Police Personnel | 455 7th Street | Payroll Personnel Clerk III | 30-JAN-06 | | NO | Spanish | Spanish |
| 106210 - Police Personnel | 455 7th Street | Payroll Personnel Clerk III | 08-OCT-07 | | NO | Spanish | Spanish |
| 106210 - Police Personnel | 455 7th Street | Police Personnel Operations Specialist | 19-JUN-06 | | NO | | |

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| 106210 - Police Personnel | 455 7th Street | Police Records Specialist | 25-JUN-07 | | YES | | |
| 106210 - Police Personnel | 455 7th Street | Police Records Specialist | 30-MAR-02 | | YES | | |
| 106410 - Police Information Technology | 455 7th Street | Business Analyst II | 12-MAR-18 | | NO | | |
| 106410 - Police Information Technology | 455 7th Street | Police Officer (PERS) | 09-JUL-07 | | NO | | |
| 106410 - Police Information Technology | 455 7th Street | Police Program & Performance Audit Sup | 17-OCT-20 | YES | NO | | |
| 106410 - Police Information Technology | 455 7th Street | Police Services Technician II | 19-NOV-07 | | YES | | |
| 106510 - Fiscal Services | 455 7th Street | Account Clerk II | 29-MAY-10 | | NO | | |
| 106510 - Fiscal Services | 455 7th Street | Account Clerk II | 27-MAY-14 | | NO | | |
| 106510 - Fiscal Services | 455 7th Street | Accountant II | 19-OCT-19 | | NO | | |
| 106510 - Fiscal Services | 455 7th Street | Administrative Analyst II | 20-APR-19 | | NO | Spanish | |
| 106510 - Fiscal Services | 455 7th Street | Administrative Analyst II | 29-OCT-90 | | NO | Spanish | Spanish |
| 106510 - Fiscal Services | 455 7th Street | Grants Coordinator | 30-JAN-17 | | NO | | |
| 106510 - Fiscal Services | 455 7th Street | Police Services Manager I | 30-JAN-06 | | NO | | |
| 106610 - Background & Recruiting | 250 Frank H Ogawa Plaza | Administrative Analyst II | 23-APR-18 | | NO | Chinese | Chinese-Cantonese |
| 106610 - Background & Recruiting | 250 Frank H Ogawa Plaza | Police Officer (PERS) | 03-OCT-11 | | NO | Spanish | |
| 106610 - Background & Recruiting | 250 Frank H Ogawa Plaza | Police Officer (PERS) | 19-FEB-97 | | NO | | |
| 106610 - Background & Recruiting | 250 Frank H Ogawa Plaza | Police Officer (PERS) | 20-APR-15 | | NO | | |
| 106610 - Background & Recruiting | 250 Frank H Ogawa Plaza | Police Officer (PERS) | 13-MAY-94 | | NO | Spanish | Spanish |
| 106610 - Background & Recruiting | 250 Frank H Ogawa Plaza | Police Officer (PERS) | 25-MAR-13 | | NO | | |
| 106610 - Background & Recruiting | 250 Frank H Ogawa Plaza | Police Officer (PERS) | 23-JAN-93 | | NO | | |
| 106610 - Background & Recruiting | 250 Frank H Ogawa Plaza | Police Officer (PERS) | 20-APR-15 | | NO | | |
| 106610 - Background & Recruiting | 250 Frank H Ogawa Plaza | Police Personnel Operations Specialist | 16-AUG-99 | | NO | | |
| 106610 - Background & Recruiting | 250 Frank H Ogawa Plaza | Sergeant of Police (PERS) | 06-FEB-12 | | NO | | |
| 106610 - Background & Recruiting | 250 Frank H Ogawa Plaza | Temp Contract Svcs Employee, PT | 23-APR-18 | | NO | | |
| 106610 - Background & Recruiting | 250 Frank H Ogawa Plaza | Temp Contract Svcs Employee, PT | 01-DEC-18 | | NO | | |
| 106610 - Background & Recruiting | 250 Frank H Ogawa Plaza | Temp Contract Svcs Employee, PT | 17-JUL-17 | | NO | | |
| 106610 - Background & Recruiting | 250 Frank H Ogawa Plaza | Temp Contract Svcs Employee, PT | 18-JAN-14 | | NO | | |
| 106610 - Background & Recruiting | 250 Frank H Ogawa Plaza | Temp Contract Svcs Employee, PT | 23-SEP-13 | | NO | | |
| 106610 - Background & Recruiting | 250 Frank H Ogawa Plaza | Temp Contract Svcs Employee, PT | 01-DEC-18 | | NO | | |
| 106610 - Background & Recruiting | 250 Frank H Ogawa Plaza | Temp Contract Svcs Employee, PT | 23-SEP-13 | | NO | Spanish | Spanish |
| 106610 - Background & Recruiting | 250 Frank H Ogawa Plaza | Temp Contract Svcs Employee, PT | 23-SEP-13 | | NO | | |
| 106610 - Background & Recruiting | 250 Frank H Ogawa Plaza | Temp Contract Svcs Employee, PT | 12-OCT-13 | | NO | | |
| 106610 - Background & Recruiting | 250 Frank H Ogawa Plaza | Temp Contract Svcs Employee, PT | 23-APR-18 | | NO | | |
| 106610 - Background & Recruiting | 250 Frank H Ogawa Plaza | Temp Contract Svcs Employee, PT | 01-DEC-18 | | NO | | |
| 106810 - PAS Administration | 455 7th Street | Administrative Analyst II | 28-DEC-96 | | NO | | |
| 106810 - PAS Administration | 455 7th Street | Administrative Analyst II | 11-JAN-10 | | NO | Chinese | |
| 106810 - PAS Administration | 455 7th Street | Administrative Analyst II | 06-JUN-00 | | NO | | |
| 106810 - PAS Administration | 455 7th Street | Police Personnel Operations Specialist | 12-APR-10 | | NO | Chinese | Chinese-Mandarin |
| 106810 - PAS Administration | 455 7th Street | Police Records Specialist | 02-FEB-15 | | YES | Chinese | |
| 107410 - Support Operations | Eastmont Sub-Station | Captain of Police (PERS) | 28-MAY-91 | | YES | | |
| 107410 - Support Operations | Eastmont Sub-Station | Deputy Chief of Police (PERS) | 28-SEP-98 | | YES | Spanish | Spanish |
| 107510 - Traffic Operations | Eastmont Sub-Station | Lieutenant of Police (PERS) | 06-JUL-99 | | YES | | |
| 107510 - Traffic Operations | Eastmont Sub-Station | Police Officer (PERS) | 09-JUL-07 | | YES | | |
| 107510 - Traffic Operations | Eastmont Sub-Station | Police Officer (PERS) | 09-JUL-07 | | YES | Spanish | |
| 107510 - Traffic Operations | Eastmont Sub-Station | Police Officer (PERS) | 22-MAY-00 | | YES | | |
| 107510 - Traffic Operations | Eastmont Sub-Station | Police Officer (PERS) | 17-MAY-02 | | YES | | |
| 107510 - Traffic Operations | Eastmont Sub-Station | Police Officer (PERS) | 05-OCT-98 | | YES | | |
| 107510 - Traffic Operations | Eastmont Sub-Station | Police Officer (PERS) | 25-APR-97 | | YES | | |
| 107510 - Traffic Operations | Eastmont Sub-Station | Police Officer (PERS) | 28-NOV-05 | | YES | | |
| 107510 - Traffic Operations | Eastmont Sub-Station | Police Records Specialist | 14-OCT-96 | | YES | | |
| 107510 - Traffic Operations | Eastmont Sub-Station | Police Records Specialist | 21-OCT-13 | | YES | | |
| 107510 - Traffic Operations | Eastmont Sub-Station | Police Records Specialist | 01-JUL-13 | | YES | Spanish | |
| 107510 - Traffic Operations | Eastmont Sub-Station | Police Services Technician II | 02-DEC-13 | | YES | Spanish | |
| 107510 - Traffic Operations | Eastmont Sub-Station | Police Services Technician II | 06-JAN-14 | | YES | Spanish | |
| 107510 - Traffic Operations | Eastmont Sub-Station | Police Services Technician II | 19-OCT-92 | | YES | | |
| 107510 - Traffic Operations | Eastmont Sub-Station | Police Services Technician II | 23-JUL-11 | | YES | | |
| 107510 - Traffic Operations | Eastmont Sub-Station | Police Services Technician II | 16-NOV-98 | | YES | Vietnamese | Vietnamese |
| 107510 - Traffic Operations | Eastmont Sub-Station | Police Services Technician II | 24-NOV-14 | | YES | Spanish | |

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| 107510 - Traffic Operations | Eastmont Sub-Station | Police Services Technician II | 11-JAN-99 | | YES | | |
| 107510 - Traffic Operations | Eastmont Sub-Station | Police Services Technician II | 23-FEB-15 | | YES | Spanish | Spanish |
| 107510 - Traffic Operations | Eastmont Sub-Station | Police Services Technician II | 02-DEC-13 | | YES | | |
| 107510 - Traffic Operations | Eastmont Sub-Station | Police Services Technician II | 13-MAR-06 | | YES | | |
| 107510 - Traffic Operations | Eastmont Sub-Station | Police Services Technician II | 03-MAR-97 | | YES | | |
| 107510 - Traffic Operations | Eastmont Sub-Station | Police Services Technician II | 19-OCT-92 | | YES | | |
| 107510 - Traffic Operations | Eastmont Sub-Station | Sergeant of Police (PERS) | 01-OCT-98 | | YES | | |
| 107510 - Traffic Operations | Eastmont Sub-Station | Sergeant of Police (PERS) | 25-MAR-13 | | YES | Spanish | |
| 107510 - Traffic Operations | Eastmont Sub-Station | Sergeant of Police (PERS) | 25-SEP-13 | | YES | | |
| 107510 - Traffic Operations | Eastmont Sub-Station | Sergeant of Police (PERS) | 03-AUG-98 | | YES | | |
| 107710 - Special Operations | Eastmont Sub-Station | Administrative Analyst II | 17-OCT-02 | | NO | | |
| 107710 - Special Operations | Eastmont Sub-Station | Lieutenant of Police (PERS) | 22-JUL-96 | | YES | French | |
| 107710 - Special Operations | Eastmont Sub-Station | Police Officer (PERS) | 20-APR-15 | | YES | | |
| 107710 - Special Operations | Eastmont Sub-Station | Police Officer (PERS) | 04-JUN-07 | | YES | | |
| 107710 - Special Operations | Eastmont Sub-Station | Police Officer (PERS) | 24-AUG-19 | | YES | | |
| 107710 - Special Operations | Eastmont Sub-Station | Police Officer (PERS) | 05-JUN-06 | | YES | | |
| 107710 - Special Operations | Eastmont Sub-Station | Police Officer (PERS) | 01-AUG-11 | | YES | | |
| 107710 - Special Operations | Eastmont Sub-Station | Police Officer (PERS) | 03-AUG-15 | | YES | | |
| 107710 - Special Operations | Eastmont Sub-Station | Police Officer (PERS) | 19-OCT-19 | | YES | | |
| 107710 - Special Operations | Eastmont Sub-Station | Police Officer (PERS) | 23-FEB-15 | | YES | | |
| 107710 - Special Operations | Eastmont Sub-Station | Police Officer (PERS) | 23-APR-97 | | YES | | |
| 107710 - Special Operations | Eastmont Sub-Station | Police Officer (PERS) | 14-MAY-90 | | YES | | |
| 107710 - Special Operations | Eastmont Sub-Station | Police Officer (PERS) | 15-MAR-99 | | YES | Vietnamese | Vietnamese |
| 107710 - Special Operations | Eastmont Sub-Station | Police Officer (PERS) | 08-MAY-98 | | YES | | |
| 107710 - Special Operations | Eastmont Sub-Station | Police Officer (PERS) | 01-AUG-11 | | YES | | |
| 107710 - Special Operations | Eastmont Sub-Station | Police Officer (PERS) | 01-MAR-00 | | YES | | |
| 107710 - Special Operations | Eastmont Sub-Station | Police Services Technician II | 07-DEC-98 | | YES | | |
| 107710 - Special Operations | Eastmont Sub-Station | Police Services Technician II | 02-FEB-87 | | YES | Chinese | Chinese-Cantonese |
| 107710 - Special Operations | Eastmont Sub-Station | Sergeant of Police (PERS) | 07-NOV-97 | | YES | | |
| 107710 - Special Operations | Eastmont Sub-Station | Sergeant of Police (PERS) | 10-DEC-01 | | YES | American Sign Lan | American Sign Lang |
| 107710 - Special Operations | Eastmont Sub-Station | Sergeant of Police (PERS) | 28-NOV-05 | | YES | Spanish | Spanish |
| 108010 - District Command Administration | 455 7th Street | Administrative Analyst II | 19-MAR-90 | | NO | | |
| 108010 - District Command Administration | 455 7th Street | Deputy Chief of Police (PERS) | 22-MAR-99 | | NO | | |
| 108010 - District Command Administration | 455 7th Street | Police Records Specialist | 22-JAN-02 | | YES | | |
| 108010 - District Command Administration | 455 7th Street | Police Records Specialist | 27-OCT-15 | | YES | | |
| 108010 - District Command Administration | 455 7th Street | Police Records Specialist | 09-MAR-19 | | YES | Spanish | Spanish |
| 108010 - District Command Administration | 455 7th Street | Police Records Specialist | 30-MAR-15 | | YES | Chinese | |
| 108010 - District Command Administration | 455 7th Street | Police Records Specialist | 27-FEB-17 | | YES | | |
| 108010 - District Command Administration | 455 7th Street | Police Records Specialist | 17-JUN-17 | | YES | | |
| 108010 - District Command Administration | 455 7th Street | Police Services Technician II | 17-DEC-07 | | YES | | |
| 108010 - District Command Administration | 455 7th Street | Sergeant of Police (PERS) | 17-FEB-98 | | YES | | |
| 108110 - District Area 1 | 455 7th Street | Captain of Police (PERS) | 12-NOV-96 | | YES | | |
| 108110 - District Area 1 | 455 7th Street | Lieutenant of Police (PERS) | 05-MAR-07 | | YES | | |
| 108110 - District Area 1 | 455 7th Street | Lieutenant of Police (PERS) | 23-APR-01 | | YES | | |
| 108110 - District Area 1 | 455 7th Street | Lieutenant of Police (PERS) | 22-APR-02 | | YES | Chinese | Chinese-Cantonese |
| 108110 - District Area 1 | 455 7th Street | Police Officer (PERS) | 27-JUN-16 | | YES | Arabic | |
| 108110 - District Area 1 | 455 7th Street | Police Officer (PERS) | 22-JUN-15 | | YES | | |
| 108110 - District Area 1 | 455 7th Street | Police Officer (PERS) | 27-JUN-16 | | YES | Spanish | |
| 108110 - District Area 1 | 455 7th Street | Police Officer (PERS) | 22-SEP-14 | | YES | Spanish | |
| 108110 - District Area 1 | 455 7th Street | Police Officer (PERS) | 18-OCT-99 | | YES | | |
| 108110 - District Area 1 | 455 7th Street | Police Officer (PERS) | 22-JUN-15 | | YES | | |
| 108110 - District Area 1 | 455 7th Street | Police Officer (PERS) | 17-SEP-12 | | YES | Chinese | |
| 108110 - District Area 1 | 455 7th Street | Police Officer (PERS) | 09-NOV-15 | | YES | | |
| 108110 - District Area 1 | 455 7th Street | Police Officer (PERS) | 09-MAR-00 | | YES | | |
| 108110 - District Area 1 | 455 7th Street | Police Officer (PERS) | 27-JUN-16 | | YES | Spanish | |
| 108110 - District Area 1 | 455 7th Street | Police Officer (PERS) | 11-DEC-06 | | YES | | |
| 108110 - District Area 1 | 455 7th Street | Police Officer (PERS) | 17-SEP-12 | | YES | Vietnamese | |
| 108110 - District Area 1 | 455 7th Street | Police Officer (PERS) | 10-OCT-16 | | YES | Spanish | |

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| 108110 - District Area 1 | 455 7th Street | Police Officer (PERS) | 22-JUN-15 | | YES | | |
| 108110 - District Area 1 | 455 7th Street | Police Officer (PERS) | 09-MAR-19 | | YES | | |
| 108110 - District Area 1 | 455 7th Street | Police Officer (PERS) | 22-JUN-15 | | YES | | |
| 108110 - District Area 1 | 455 7th Street | Police Officer (PERS) | 16-JUN-84 | | YES | | |
| 108110 - District Area 1 | 455 7th Street | Police Officer (PERS) | 17-MAY-18 | | YES | Spanish | |
| 108110 - District Area 1 | 455 7th Street | Police Officer (PERS) | 30-DEC-17 | | YES | | |
| 108110 - District Area 1 | 455 7th Street | Police Officer (PERS) | 27-JUN-16 | | YES | | |
| 108110 - District Area 1 | 455 7th Street | Police Officer (PERS) | 24-AUG-19 | | YES | | |
| 108110 - District Area 1 | 455 7th Street | Police Officer (PERS) | 24-AUG-19 | | YES | Spanish | |
| 108110 - District Area 1 | 455 7th Street | Police Officer (PERS) | 24-AUG-19 | | YES | | |
| 108110 - District Area 1 | 455 7th Street | Police Officer (PERS) | 28-MAY-02 | | YES | | |
| 108110 - District Area 1 | 455 7th Street | Police Officer (PERS) | 22-JUN-15 | | YES | | |
| 108110 - District Area 1 | 455 7th Street | Police Officer (PERS) | 05-JUN-06 | | YES | | |
| 108110 - District Area 1 | 455 7th Street | Police Officer (PERS) | 06-SEP-17 | | YES | Spanish | |
| 108110 - District Area 1 | 455 7th Street | Police Officer (PERS) | 26-OCT-15 | | YES | | |
| 108110 - District Area 1 | 455 7th Street | Police Officer (PERS) | 29-JUL-98 | | YES | | |
| 108110 - District Area 1 | 455 7th Street | Police Officer (PERS) | 22-JUN-15 | | YES | Chinese | |
| 108110 - District Area 1 | 455 7th Street | Police Officer (PERS) | 11-JUL-05 | | YES | | |
| 108110 - District Area 1 | 455 7th Street | Police Officer (PERS) | 16-DEC-17 | | YES | Chinese | |
| 108110 - District Area 1 | 455 7th Street | Police Officer (PERS) | 09-NOV-15 | | YES | | |
| 108110 - District Area 1 | 455 7th Street | Police Officer (PERS) | 21-FEB-11 | | YES | | |
| 108110 - District Area 1 | 455 7th Street | Police Officer (PERS) | 05-DEC-11 | | YES | | |
| 108110 - District Area 1 | 455 7th Street | Police Officer (PERS) | 17-SEP-12 | | YES | | |
| 108110 - District Area 1 | 455 7th Street | Police Officer (PERS) | 15-MAY-17 | | YES | | |
| 108110 - District Area 1 | 455 7th Street | Police Officer (PERS) | 25-AUG-14 | | YES | | |
| 108110 - District Area 1 | 455 7th Street | Police Officer (PERS) | 16-JUL-98 | | YES | Chinese | Chinese-Cantonese |
| 108110 - District Area 1 | 455 7th Street | Police Officer (PERS) | 17-MAY-18 | | YES | Spanish | |
| 108110 - District Area 1 | 455 7th Street | Police Officer (PERS) | 24-AUG-19 | | YES | Chinese | |
| 108110 - District Area 1 | 455 7th Street | Police Officer (PERS) | 24-APR-01 | | YES | Chinese | Chinese-Cantonese |
| 108110 - District Area 1 | 455 7th Street | Police Officer (PERS) | 17-SEP-12 | | YES | | |
| 108110 - District Area 1 | 455 7th Street | Police Officer (PERS) | 16-DEC-13 | | YES | Spanish | |
| 108110 - District Area 1 | 455 7th Street | Police Officer (PERS) | 19-MAR-99 | | YES | | |
| 108110 - District Area 1 | 455 7th Street | Police Officer (PERS) | 23-FEB-99 | | YES | Spanish | Spanish |
| 108110 - District Area 1 | 455 7th Street | Police Officer (PERS) | 06-SEP-17 | | YES | Vietnamese | |
| 108110 - District Area 1 | 455 7th Street | Police Officer (PERS) | 17-OCT-16 | | YES | Spanish | |
| 108110 - District Area 1 | 455 7th Street | Police Officer (PERS) | 06-SEP-17 | | YES | Spanish | |
| 108110 - District Area 1 | 455 7th Street | Police Officer (PERS) | 05-OCT-98 | | YES | Spanish | Spanish |
| 108110 - District Area 1 | 455 7th Street | Police Officer (PERS) | 27-OCT-14 | | YES | Spanish | |
| 108110 - District Area 1 | 455 7th Street | Police Officer (PERS) | 24-AUG-19 | | YES | | |
| 108110 - District Area 1 | 455 7th Street | Police Officer (PERS) | 06-SEP-17 | | YES | | |
| 108110 - District Area 1 | 455 7th Street | Police Officer (PERS) | 25-SEP-13 | | YES | | |
| 108110 - District Area 1 | 455 7th Street | Police Officer (PERS) | 10-MAR-00 | | YES | | |
| 108110 - District Area 1 | 455 7th Street | Police Officer (PERS) | 24-AUG-19 | | YES | Farsi | |
| 108110 - District Area 1 | 455 7th Street | Police Officer (PERS) | 12-DEC-01 | | YES | | |
| 108110 - District Area 1 | 455 7th Street | Police Officer (PERS) | 17-MAY-02 | | YES | Tagalog/Filipino | Tagalog/Filipino |
| 108110 - District Area 1 | 455 7th Street | Police Officer (PERS) | 15-MAY-00 | | YES | | |
| 108110 - District Area 1 | 455 7th Street | Police Officer (PERS) | 27-JUN-16 | | YES | | |
| 108110 - District Area 1 | 455 7th Street | Police Officer (PERS) | 04-JAN-18 | | YES | | |
| 108110 - District Area 1 | 455 7th Street | Police Officer (PERS) | 20-APR-15 | | YES | | |
| 108110 - District Area 1 | 455 7th Street | Police Officer (PERS) | 17-SEP-12 | | YES | | |
| 108110 - District Area 1 | 455 7th Street | Police Officer (PERS) | 25-JAN-20 | | YES | Spanish | |
| 108110 - District Area 1 | 455 7th Street | Police Officer (PERS) | 21-APR-14 | | YES | | |
| 108110 - District Area 1 | 455 7th Street | Police Officer (PERS) | 24-AUG-19 | | YES | Mien | |
| 108110 - District Area 1 | 455 7th Street | Police Officer (PERS) | 04-JAN-99 | | YES | Vietnamese | Vietnamese |
| 108110 - District Area 1 | 455 7th Street | Police Officer (PERS) | 06-SEP-17 | | YES | | |
| 108110 - District Area 1 | 455 7th Street | Police Officer (PERS) | 09-NOV-15 | | YES | | |
| 108110 - District Area 1 | 455 7th Street | Police Officer (PERS) | 23-APR-01 | | YES | | |
| 108110 - District Area 1 | 455 7th Street | Police Officer (PERS) | 25-AUG-18 | | YES | | |

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| 108110 - District Area 1 | 455 7th Street | Police Officer (PERS) | 09-MAR-19 | | YES | Samoan | |
| 108110 - District Area 1 | 455 7th Street | Police Officer (PERS) | 17-SEP-12 | | YES | | |
| 108110 - District Area 1 | 455 7th Street | Police Officer (PERS) | 28-AUG-06 | | YES | Cambodian | Cambodian |
| 108110 - District Area 1 | 455 7th Street | Police Officer (PERS) | 27-JUN-16 | | YES | Indonesian | |
| 108110 - District Area 1 | 455 7th Street | Police Officer (PERS) | 25-SEP-13 | | YES | | |
| 108110 - District Area 1 | 455 7th Street | Police Officer (PERS) | 17-SEP-12 | | YES | | |
| 108110 - District Area 1 | 455 7th Street | Police Officer (PERS) | 26-JUL-10 | | YES | Spanish | Spanish |
| 108110 - District Area 1 | 455 7th Street | Police Officer (PERS) | 20-FEB-97 | | YES | Spanish | Spanish |
| 108110 - District Area 1 | 455 7th Street | Police Officer (PERS) | 06-SEP-17 | | YES | | |
| 108110 - District Area 1 | 455 7th Street | Police Officer (PERS) | 24-AUG-19 | | YES | Spanish | |
| 108110 - District Area 1 | 455 7th Street | Police Officer (PERS) | 25-MAR-13 | | YES | | |
| 108110 - District Area 1 | 455 7th Street | Police Officer (PERS) | 21-FEB-11 | | YES | | |
| 108110 - District Area 1 | 455 7th Street | Police Officer (PERS) | 09-JUL-07 | | YES | | |
| 108110 - District Area 1 | 455 7th Street | Police Officer (PERS) | 16-DEC-13 | | YES | | |
| 108110 - District Area 1 | 455 7th Street | Police Officer (PERS) | 17-SEP-12 | | YES | Chinese | Chinese-Cantonese |
| 108110 - District Area 1 | 455 7th Street | Police Services Technician II | 27-JUN-20 | | YES | | |
| 108110 - District Area 1 | 455 7th Street | Police Services Technician II | 22-SEP-18 | | YES | | |
| 108110 - District Area 1 | 455 7th Street | Police Services Technician II | 02-DEC-13 | | YES | | |
| 108110 - District Area 1 | 455 7th Street | Police Services Technician II | 22-JUN-15 | | YES | | |
| 108110 - District Area 1 | 455 7th Street | Police Services Technician II | 18-JUN-16 | | YES | Mien | |
| 108110 - District Area 1 | 455 7th Street | Sergeant of Police (PERS) | 12-JUL-99 | | YES | Spanish | Spanish |
| 108110 - District Area 1 | 455 7th Street | Sergeant of Police (PERS) | 11-DEC-06 | | YES | | |
| 108110 - District Area 1 | 455 7th Street | Sergeant of Police (PERS) | 21-DEC-98 | | YES | | |
| 108110 - District Area 1 | 455 7th Street | Sergeant of Police (PERS) | 15-OCT-07 | | YES | | |
| 108110 - District Area 1 | 455 7th Street | Sergeant of Police (PERS) | 28-NOV-05 | | YES | | |
| 108110 - District Area 1 | 455 7th Street | Sergeant of Police (PERS) | 28-JUL-98 | | YES | | |
| 108110 - District Area 1 | 455 7th Street | Sergeant of Police (PERS) | 17-SEP-12 | | YES | | |
| 108110 - District Area 1 | 455 7th Street | Sergeant of Police (PERS) | 22-JUL-02 | | YES | | |
| 108110 - District Area 1 | 455 7th Street | Sergeant of Police (PERS) | 27-JAN-97 | | YES | Korean | Korean |
| 108110 - District Area 1 | 455 7th Street | Sergeant of Police (PERS) | 07-OCT-98 | | YES | | |
| 108110 - District Area 1 | 455 7th Street | Sergeant of Police (PERS) | 26-JUN-00 | | YES | | |
| 108110 - District Area 1 | 455 7th Street | Sergeant of Police (PERS) | 09-JUL-07 | | YES | | |
| 108110 - District Area 1 | 455 7th Street | Sergeant of Police (PERS) | 06-FEB-06 | | YES | Spanish | Spanish |
| 108110 - District Area 1 | 455 7th Street | Sergeant of Police (PERS) | 17-MAY-02 | | YES | | |
| 108110 - District Area 1 | 455 7th Street | Sergeant of Police (PERS) | 05-JUN-06 | | YES | | |
| 108110 - District Area 1 | 455 7th Street | Sergeant of Police (PERS) | 12-JUL-93 | | YES | | |
| 108110 - District Area 1 | 455 7th Street | Sergeant of Police (PERS) | 12-JAN-98 | | YES | | |
| 108120 - District Area 2 | 455 7th Street | Lieutenant of Police (PERS) | 01-AUG-11 | | YES | | |
| 108120 - District Area 2 | 455 7th Street | Lieutenant of Police (PERS) | 21-FEB-97 | | YES | | |
| 108120 - District Area 2 | 455 7th Street | Lieutenant of Police (PERS) | 02-AUG-96 | | YES | | |
| 108120 - District Area 2 | 455 7th Street | Police Officer (PERS) | 17-DEC-05 | | YES | | |
| 108120 - District Area 2 | 455 7th Street | Police Officer (PERS) | 08-SEP-18 | | YES | Spanish | |
| 108120 - District Area 2 | 455 7th Street | Police Officer (PERS) | 01-OCT-18 | | YES | Spanish | |
| 108120 - District Area 2 | 455 7th Street | Police Officer (PERS) | 17-SEP-12 | | YES | | |
| 108120 - District Area 2 | 455 7th Street | Police Officer (PERS) | 17-SEP-12 | | YES | | |
| 108120 - District Area 2 | 455 7th Street | Police Officer (PERS) | 17-SEP-12 | | YES | | |
| 108120 - District Area 2 | 455 7th Street | Police Officer (PERS) | 16-DEC-13 | | YES | | |
| 108120 - District Area 2 | 455 7th Street | Police Officer (PERS) | 17-MAY-18 | | YES | Spanish | |
| 108120 - District Area 2 | 455 7th Street | Police Officer (PERS) | 06-MAR-00 | | YES | | |
| 108120 - District Area 2 | 455 7th Street | Police Officer (PERS) | 16-DEC-13 | | YES | | |
| 108120 - District Area 2 | 455 7th Street | Police Officer (PERS) | 25-MAR-13 | | YES | Chinese | |
| 108120 - District Area 2 | 455 7th Street | Police Officer (PERS) | 22-JUN-15 | | YES | | |
| 108120 - District Area 2 | 455 7th Street | Police Officer (PERS) | 19-JUN-06 | | YES | | |
| 108120 - District Area 2 | 455 7th Street | Police Officer (PERS) | 22-NOV-99 | | YES | | |
| 108120 - District Area 2 | 455 7th Street | Police Officer (PERS) | 17-MAY-18 | | YES | French | |
| 108120 - District Area 2 | 455 7th Street | Police Officer (PERS) | 26-OCT-15 | | YES | | |
| 108120 - District Area 2 | 455 7th Street | Police Officer (PERS) | 09-NOV-15 | | YES | | |
| 108120 - District Area 2 | 455 7th Street | Police Officer (PERS) | 30-DEC-17 | | YES | | |

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| 108120 - District Area 2 | 455 7th Street | Police Officer (PERS) | 29-OCT-12 | | YES | Chinese | Chinese-Cantonese |
| 108120 - District Area 2 | 455 7th Street | Police Officer (PERS) | 25-SEP-13 | | YES | | |
| 108120 - District Area 2 | 455 7th Street | Police Officer (PERS) | 11-SEP-06 | | YES | | |
| 108120 - District Area 2 | 455 7th Street | Police Officer (PERS) | 25-JAN-20 | | YES | | |
| 108120 - District Area 2 | 455 7th Street | Police Officer (PERS) | 22-SEP-18 | | YES | Spanish | |
| 108120 - District Area 2 | 455 7th Street | Police Officer (PERS) | 11-MAY-98 | | YES | | |
| 108120 - District Area 2 | 455 7th Street | Police Officer (PERS) | 03-AUG-15 | | YES | Spanish | |
| 108120 - District Area 2 | 455 7th Street | Police Officer (PERS) | 21-APR-14 | | YES | Chinese | |
| 108120 - District Area 2 | 455 7th Street | Police Officer (PERS) | 20-APR-15 | | YES | | |
| 108120 - District Area 2 | 455 7th Street | Police Officer (PERS) | 21-APR-14 | | YES | | |
| 108120 - District Area 2 | 455 7th Street | Police Officer (PERS) | 21-APR-14 | | YES | Japanese | |
| 108120 - District Area 2 | 455 7th Street | Police Officer (PERS) | 22-SEP-14 | | YES | Vietnamese | |
| 108120 - District Area 2 | 455 7th Street | Police Officer (PERS) | 20-APR-15 | | YES | Vietnamese | |
| 108120 - District Area 2 | 455 7th Street | Police Officer (PERS) | 25-JAN-20 | | YES | Spanish | |
| 108120 - District Area 2 | 455 7th Street | Police Officer (PERS) | 25-JAN-20 | | YES | | |
| 108120 - District Area 2 | 455 7th Street | Police Officer (PERS) | 23-FEB-15 | | YES | | |
| 108120 - District Area 2 | 455 7th Street | Police Officer (PERS) | 22-SEP-18 | | YES | | |
| 108120 - District Area 2 | 455 7th Street | Police Officer (PERS) | 20-APR-15 | | YES | Spanish | Spanish |
| 108120 - District Area 2 | 455 7th Street | Police Officer (PERS) | 22-JUN-15 | | YES | | |
| 108120 - District Area 2 | 455 7th Street | Police Officer (PERS) | 16-DEC-13 | | YES | Spanish | |
| 108120 - District Area 2 | 455 7th Street | Police Officer (PERS) | 21-FEB-97 | | YES | | |
| 108120 - District Area 2 | 455 7th Street | Police Officer (PERS) | 22-SEP-14 | | YES | | |
| 108120 - District Area 2 | 455 7th Street | Police Officer (PERS) | 09-NOV-15 | | YES | | |
| 108120 - District Area 2 | 455 7th Street | Police Officer (PERS) | 27-JUN-16 | | YES | | |
| 108120 - District Area 2 | 455 7th Street | Police Officer (PERS) | 17-OCT-16 | | YES | | |
| 108120 - District Area 2 | 455 7th Street | Police Officer (PERS) | 15-OCT-07 | | YES | | |
| 108120 - District Area 2 | 455 7th Street | Police Officer (PERS) | 15-OCT-07 | | YES | | |
| 108120 - District Area 2 | 455 7th Street | Police Officer (PERS) | 25-JAN-20 | | YES | | |
| 108120 - District Area 2 | 455 7th Street | Police Officer (PERS) | 09-NOV-15 | | YES | | |
| 108120 - District Area 2 | 455 7th Street | Police Officer (PERS) | 21-MAY-18 | | YES | Cambodian | |
| 108120 - District Area 2 | 455 7th Street | Police Officer (PERS) | 30-JUN-08 | | YES | | |
| 108120 - District Area 2 | 455 7th Street | Police Officer (PERS) | 08-JUN-00 | | YES | | |
| 108120 - District Area 2 | 455 7th Street | Police Officer (PERS) | 09-NOV-15 | | YES | tagalog/Filipino | |
| 108120 - District Area 2 | 455 7th Street | Police Officer (PERS) | 22-JUN-15 | | YES | | |
| 108120 - District Area 2 | 455 7th Street | Police Officer (PERS) | 16-DEC-13 | | YES | | |
| 108120 - District Area 2 | 455 7th Street | Police Officer (PERS) | 20-JAN-15 | | YES | Other Language | |
| 108120 - District Area 2 | 455 7th Street | Police Officer (PERS) | 04-MAY-98 | | YES | | |
| 108120 - District Area 2 | 455 7th Street | Police Officer (PERS) | 03-AUG-98 | | YES | | |
| 108120 - District Area 2 | 455 7th Street | Police Officer (PERS) | 25-JAN-20 | | YES | | |
| 108120 - District Area 2 | 455 7th Street | Police Officer (PERS) | 26-FEB-07 | | YES | | |
| 108120 - District Area 2 | 455 7th Street | Police Officer (PERS) | 16-JUN-92 | | YES | | |
| 108120 - District Area 2 | 455 7th Street | Police Officer (PERS) | 20-APR-15 | | YES | | |
| 108120 - District Area 2 | 455 7th Street | Police Officer (PERS) | 25-MAR-13 | | YES | | |
| 108120 - District Area 2 | 455 7th Street | Police Services Technician II | 06-JAN-14 | | YES | | |
| 108120 - District Area 2 | 455 7th Street | Police Services Technician II | 06-JAN-14 | | YES | Spanish | |
| 108120 - District Area 2 | 455 7th Street | Police Services Technician II | 02-DEC-13 | | YES | | |
| 108120 - District Area 2 | 455 7th Street | Police Services Technician II | 07-MAR-20 | | YES | | |
| 108120 - District Area 2 | 455 7th Street | Sergeant of Police (PERS) | 22-MAY-00 | | YES | | |
| 108120 - District Area 2 | 455 7th Street | Sergeant of Police (PERS) | 08-OCT-01 | | YES | | |
| 108120 - District Area 2 | 455 7th Street | Sergeant of Police (PERS) | 25-OCT-99 | | YES | Spanish | Spanish |
| 108120 - District Area 2 | 455 7th Street | Sergeant of Police (PERS) | 06-NOV-97 | | YES | | |
| 108120 - District Area 2 | 455 7th Street | Sergeant of Police (PERS) | 25-MAR-13 | | YES | | |
| 108120 - District Area 2 | 455 7th Street | Sergeant of Police (PERS) | 11-JUL-05 | | YES | | |
| 108120 - District Area 2 | 455 7th Street | Sergeant of Police (PERS) | 21-APR-14 | | YES | | |
| 108120 - District Area 2 | 455 7th Street | Sergeant of Police (PERS) | 05-JUN-06 | | YES | Spanish | |
| 108120 - District Area 2 | 455 7th Street | Sergeant of Police (PERS) | 30-MAY-00 | | YES | Vietnamese | Vietnamese |
| 108120 - District Area 2 | 455 7th Street | Sergeant of Police (PERS) | 01-AUG-11 | | YES | | |
| 108120 - District Area 2 | 455 7th Street | Sergeant of Police (PERS) | 10-MAR-00 | | YES | Spanish | Spanish |

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| 108120 - District Area 2 | 455 7th Street | Sergeant of Police (PERS) | 17-SEP-12 | | YES | | |
| 108120 - District Area 2 | 455 7th Street | Sergeant of Police (PERS) | 16-OCT-98 | | YES | | |
| 108130 - District Area 3 | 455 7th Street | Captain of Police (PERS) | 20-MAY-02 | | YES | | |
| 108130 - District Area 3 | 455 7th Street | Lieutenant of Police (PERS) | 05-JUN-06 | | YES | Spanish | Spanish |
| 108130 - District Area 3 | 455 7th Street | Lieutenant of Police (PERS) | 27-FEB-98 | | YES | | |
| 108130 - District Area 3 | 455 7th Street | Lieutenant of Police (PERS) | 28-JAN-08 | | YES | | |
| 108130 - District Area 3 | 455 7th Street | Police Officer (PERS) | 25-JAN-20 | | YES | Arabic | |
| 108130 - District Area 3 | 455 7th Street | Police Officer (PERS) | 06-FEB-21 | YES | YES | | |
| 108130 - District Area 3 | 455 7th Street | Police Officer (PERS) | 20-APR-15 | | YES | | |
| 108130 - District Area 3 | 455 7th Street | Police Officer (PERS) | 04-DEC-17 | | YES | Spanish | |
| 108130 - District Area 3 | 455 7th Street | Police Officer (PERS) | 17-OCT-16 | | YES | | |
| 108130 - District Area 3 | 455 7th Street | Police Officer (PERS) | 15-FEB-94 | | YES | | |
| 108130 - District Area 3 | 455 7th Street | Police Officer (PERS) | 20-APR-15 | | YES | | |
| 108130 - District Area 3 | 455 7th Street | Police Officer (PERS) | 17-OCT-16 | | YES | | |
| 108130 - District Area 3 | 455 7th Street | Police Officer (PERS) | 20-APR-15 | | YES | | |
| 108130 - District Area 3 | 455 7th Street | Police Officer (PERS) | 22-SEP-14 | | YES | | |
| 108130 - District Area 3 | 455 7th Street | Police Officer (PERS) | 30-DEC-17 | | YES | | |
| 108130 - District Area 3 | 455 7th Street | Police Officer (PERS) | 21-APR-14 | | YES | | |
| 108130 - District Area 3 | 455 7th Street | Police Officer (PERS) | 29-AUG-16 | | YES | Punjab, Hindi | |
| 108130 - District Area 3 | 455 7th Street | Police Officer (PERS) | 08-APR-91 | | YES | | |
| 108130 - District Area 3 | 455 7th Street | Police Officer (PERS) | 22-SEP-14 | | YES | Spanish | |
| 108130 - District Area 3 | 455 7th Street | Police Officer (PERS) | 21-APR-14 | | YES | Spanish | |
| 108130 - District Area 3 | 455 7th Street | Police Officer (PERS) | 16-DEC-13 | | YES | | |
| 108130 - District Area 3 | 455 7th Street | Police Officer (PERS) | 17-SEP-12 | | YES | | |
| 108130 - District Area 3 | 455 7th Street | Police Officer (PERS) | 18-AUG-12 | | YES | | |
| 108130 - District Area 3 | 455 7th Street | Police Officer (PERS) | 20-FEB-12 | | YES | | |
| 108130 - District Area 3 | 455 7th Street | Police Officer (PERS) | 16-DEC-13 | | YES | | |
| 108130 - District Area 3 | 455 7th Street | Police Officer (PERS) | 29-NOV-99 | | YES | | |
| 108130 - District Area 3 | 455 7th Street | Police Officer (PERS) | 17-MAR-14 | | YES | | |
| 108130 - District Area 3 | 455 7th Street | Police Officer (PERS) | 09-NOV-15 | | YES | Tagalog/Filipino | |
| 108130 - District Area 3 | 455 7th Street | Police Officer (PERS) | 29-AUG-16 | | YES | | |
| 108130 - District Area 3 | 455 7th Street | Police Officer (PERS) | 22-SEP-14 | | YES | Spanish | |
| 108130 - District Area 3 | 455 7th Street | Police Officer (PERS) | 17-OCT-16 | | YES | | |
| 108130 - District Area 3 | 455 7th Street | Police Officer (PERS) | 25-MAR-13 | | YES | | |
| 108130 - District Area 3 | 455 7th Street | Police Officer (PERS) | 27-JUN-16 | | YES | | |
| 108130 - District Area 3 | 455 7th Street | Police Officer (PERS) | 27-JUN-16 | | YES | | |
| 108130 - District Area 3 | 455 7th Street | Police Officer (PERS) | 22-SEP-14 | | YES | | |
| 108130 - District Area 3 | 455 7th Street | Police Officer (PERS) | 17-MAR-14 | | YES | Chinese | |
| 108130 - District Area 3 | 455 7th Street | Police Officer (PERS) | 09-MAR-19 | | YES | Samoan | |
| 108130 - District Area 3 | 455 7th Street | Police Officer (PERS) | 17-OCT-16 | | YES | | |
| 108130 - District Area 3 | 455 7th Street | Police Officer (PERS) | 17-SEP-12 | | YES | Samoan | |
| 108130 - District Area 3 | 455 7th Street | Police Officer (PERS) | 27-JUN-16 | | YES | | |
| 108130 - District Area 3 | 455 7th Street | Police Officer (PERS) | 22-SEP-14 | | YES | Spanish | |
| 108130 - District Area 3 | 455 7th Street | Police Officer (PERS) | 21-APR-14 | | YES | Korean | |
| 108130 - District Area 3 | 455 7th Street | Police Officer (PERS) | 25-JAN-20 | | YES | | |
| 108130 - District Area 3 | 455 7th Street | Police Officer (PERS) | 09-FEB-19 | | YES | | |
| 108130 - District Area 3 | 455 7th Street | Police Officer (PERS) | 21-APR-14 | | YES | Spanish | |
| 108130 - District Area 3 | 455 7th Street | Police Officer (PERS) | 11-DEC-06 | | YES | | |
| 108130 - District Area 3 | 455 7th Street | Police Officer (PERS) | 25-MAR-13 | | YES | American Sign Language | |
| 108130 - District Area 3 | 455 7th Street | Police Officer (PERS) | 23-FEB-19 | | YES | | |
| 108130 - District Area 3 | 455 7th Street | Police Officer (PERS) | 15-MAY-17 | | YES | | |
| 108130 - District Area 3 | 455 7th Street | Police Officer (PERS) | 22-JUN-15 | | YES | | |
| 108130 - District Area 3 | 455 7th Street | Police Officer (PERS) | 06-SEP-17 | | YES | Spanish | |
| 108130 - District Area 3 | 455 7th Street | Police Officer (PERS) | 14-MAR-16 | | YES | Spanish | |
| 108130 - District Area 3 | 455 7th Street | Police Officer (PERS) | 13-JAN-97 | | YES | Spanish | Spanish |
| 108130 - District Area 3 | 455 7th Street | Police Officer (PERS) | 18-MAY-15 | | YES | | |
| 108130 - District Area 3 | 455 7th Street | Police Officer (PERS) | 22-JUN-15 | | YES | | |
| 108130 - District Area 3 | 455 7th Street | Police Officer (PERS) | 16-DEC-17 | | YES | | |

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| 108130 - District Area 3 | 455 7th Street | Police Officer (PERS) | 06-SEP-17 | | YES | Spanish | |
| 108130 - District Area 3 | 455 7th Street | Police Officer (PERS) | 15-MAY-17 | | YES | | |
| 108130 - District Area 3 | 455 7th Street | Police Officer (PERS) | 19-DEC-11 | | YES | | |
| 108130 - District Area 3 | 455 7th Street | Police Officer (PERS) | 25-MAR-13 | | YES | | |
| 108130 - District Area 3 | 455 7th Street | Police Officer (PERS) | 26-OCT-15 | | YES | Persian, Farsi | |
| 108130 - District Area 3 | 455 7th Street | Police Officer (PERS) | 03-MAR-14 | | YES | Punjabi | |
| 108130 - District Area 3 | 455 7th Street | Police Officer (PERS) | 20-FEB-12 | | YES | | |
| 108130 - District Area 3 | 455 7th Street | Police Officer (PERS) | 09-MAR-19 | | YES | | |
| 108130 - District Area 3 | 455 7th Street | Police Officer (PERS) | 17-DEC-07 | | YES | Vietnamese | |
| 108130 - District Area 3 | 455 7th Street | Police Officer (PERS) | 11-DEC-06 | | YES | | |
| 108130 - District Area 3 | 455 7th Street | Police Officer (PERS) | 09-MAR-19 | | YES | Spanish | |
| 108130 - District Area 3 | 455 7th Street | Police Officer (PERS) | 22-JUN-15 | | YES | Spanish | |
| 108130 - District Area 3 | 455 7th Street | Police Officer (PERS) | 22-MAR-99 | | YES | | |
| 108130 - District Area 3 | 455 7th Street | Police Officer (PERS) | 02-JAN-14 | | YES | Chinese | |
| 108130 - District Area 3 | 455 7th Street | Police Officer (PERS) | 17-OCT-16 | | YES | | |
| 108130 - District Area 3 | 455 7th Street | Police Officer (PERS) | 04-JAN-18 | | YES | | |
| 108130 - District Area 3 | 455 7th Street | Police Officer (PERS) | 04-JAN-18 | | YES | | |
| 108130 - District Area 3 | 455 7th Street | Police Services Technician II | 08-DEC-14 | | YES | Spanish | Spanish |
| 108130 - District Area 3 | 455 7th Street | Police Services Technician II | 05-MAY-07 | | YES | | |
| 108130 - District Area 3 | 455 7th Street | Police Services Technician II | 02-DEC-13 | | YES | | |
| 108130 - District Area 3 | 455 7th Street | Police Services Technician II | 24-MAR-14 | | YES | Spanish | |
| 108130 - District Area 3 | 455 7th Street | Sergeant of Police (PERS) | 28-FEB-05 | | YES | | |
| 108130 - District Area 3 | 455 7th Street | Sergeant of Police (PERS) | 24-AUG-05 | | YES | | |
| 108130 - District Area 3 | 455 7th Street | Sergeant of Police (PERS) | 16-JUN-00 | | YES | | |
| 108130 - District Area 3 | 455 7th Street | Sergeant of Police (PERS) | 17-SEP-12 | | YES | Chinese | |
| 108130 - District Area 3 | 455 7th Street | Sergeant of Police (PERS) | 21-FEB-97 | | YES | | |
| 108130 - District Area 3 | 455 7th Street | Sergeant of Police (PERS) | 04-NOV-94 | | YES | Vietnamese | Vietnamese |
| 108130 - District Area 3 | 455 7th Street | Sergeant of Police (PERS) | 26-JUN-00 | | YES | Chinese | Chinese-Cantonese |
| 108130 - District Area 3 | 455 7th Street | Sergeant of Police (PERS) | 26-SEP-05 | | YES | | |
| 108130 - District Area 3 | 455 7th Street | Sergeant of Police (PERS) | 22-JUL-02 | | YES | | |
| 108130 - District Area 3 | 455 7th Street | Sergeant of Police (PERS) | 12-SEP-94 | | YES | Mien | Mien |
| 108130 - District Area 3 | 455 7th Street | Sergeant of Police (PERS) | 22-JUL-02 | | YES | Spanish | Spanish |
| 108130 - District Area 3 | 455 7th Street | Sergeant of Police (PERS) | 12-SEP-94 | | YES | | |
| 108130 - District Area 3 | 455 7th Street | Sergeant of Police (PERS) | 13-FEB-96 | | YES | | |
| 108130 - District Area 3 | 455 7th Street | Sergeant of Police (PERS) | 07-MAY-91 | | YES | | |
| 108140 - District Area 4 | Eastmont Sub-Station | Captain of Police (PERS) | 21-APR-97 | | YES | | |
| 108140 - District Area 4 | Eastmont Sub-Station | Lieutenant of Police (PERS) | 22-JUN-00 | | YES | | |
| 108140 - District Area 4 | Eastmont Sub-Station | Lieutenant of Police (PERS) | 28-FEB-00 | | YES | | |
| 108140 - District Area 4 | Eastmont Sub-Station | Lieutenant of Police (PERS) | 15-JAN-03 | | YES | | |
| 108140 - District Area 4 | Eastmont Sub-Station | Police Officer (PERS) | 17-MAR-14 | | YES | Spanish | Spanish |
| 108140 - District Area 4 | Eastmont Sub-Station | Police Officer (PERS) | 16-DEC-13 | | YES | | |
| 108140 - District Area 4 | Eastmont Sub-Station | Police Officer (PERS) | 05-JUN-06 | | YES | | |
| 108140 - District Area 4 | Eastmont Sub-Station | Police Officer (PERS) | 07-MAY-18 | | YES | | |
| 108140 - District Area 4 | Eastmont Sub-Station | Police Officer (PERS) | 11-MAY-18 | | YES | | |
| 108140 - District Area 4 | Eastmont Sub-Station | Police Officer (PERS) | 11-MAY-18 | | YES | | |
| 108140 - District Area 4 | Eastmont Sub-Station | Police Officer (PERS) | 02-APR-13 | | YES | Spanish | Spanish |
| 108140 - District Area 4 | Eastmont Sub-Station | Police Officer (PERS) | 01-AUG-11 | | YES | | |
| 108140 - District Area 4 | Eastmont Sub-Station | Police Officer (PERS) | 11-MAY-18 | | YES | Spanish | |
| 108140 - District Area 4 | Eastmont Sub-Station | Police Officer (PERS) | 25-MAR-13 | | YES | | |
| 108140 - District Area 4 | Eastmont Sub-Station | Police Officer (PERS) | 22-SEP-14 | | YES | | |
| 108140 - District Area 4 | Eastmont Sub-Station | Police Officer (PERS) | 02-DEC-13 | | YES | | |
| 108140 - District Area 4 | Eastmont Sub-Station | Police Officer (PERS) | 01-AUG-11 | | YES | | |
| 108140 - District Area 4 | Eastmont Sub-Station | Police Officer (PERS) | 14-FEB-17 | | YES | | |
| 108140 - District Area 4 | Eastmont Sub-Station | Police Officer (PERS) | 24-AUG-19 | | YES | | |
| 108140 - District Area 4 | Eastmont Sub-Station | Police Officer (PERS) | 22-JUN-15 | | YES | | |
| 108140 - District Area 4 | Eastmont Sub-Station | Police Officer (PERS) | 26-JUL-10 | | YES | | |
| 108140 - District Area 4 | Eastmont Sub-Station | Police Officer (PERS) | 11-MAY-18 | | YES | | |
| 108140 - District Area 4 | Eastmont Sub-Station | Police Officer (PERS) | 25-APR-97 | | YES | Spanish | Spanish |

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| 108140 - District Area 4 | Eastmont Sub-Station | Police Officer (PERS) | 28-NOV-05 | | YES | | |
| 108140 - District Area 4 | Eastmont Sub-Station | Police Officer (PERS) | 09-NOV-15 | | YES | Russian | |
| 108140 - District Area 4 | Eastmont Sub-Station | Police Officer (PERS) | 12-MAY-98 | | YES | | |
| 108140 - District Area 4 | Eastmont Sub-Station | Police Officer (PERS) | 09-NOV-15 | | YES | German | |
| 108140 - District Area 4 | Eastmont Sub-Station | Police Officer (PERS) | 01-OCT-18 | | YES | | |
| 108140 - District Area 4 | Eastmont Sub-Station | Police Officer (PERS) | 22-JUN-15 | | YES | | |
| 108140 - District Area 4 | Eastmont Sub-Station | Police Officer (PERS) | 25-SEP-13 | | YES | Spanish | |
| 108140 - District Area 4 | Eastmont Sub-Station | Police Officer (PERS) | 09-NOV-15 | | YES | Spanish | |
| 108140 - District Area 4 | Eastmont Sub-Station | Police Officer (PERS) | 28-FEB-05 | | YES | | |
| 108140 - District Area 4 | Eastmont Sub-Station | Police Officer (PERS) | 22-JUN-15 | | YES | | |
| 108140 - District Area 4 | Eastmont Sub-Station | Police Officer (PERS) | 25-MAR-13 | | YES | | |
| 108140 - District Area 4 | Eastmont Sub-Station | Police Officer (PERS) | 24-AUG-19 | | YES | Spanish | |
| 108140 - District Area 4 | Eastmont Sub-Station | Police Officer (PERS) | 09-NOV-15 | | YES | Spanish | |
| 108140 - District Area 4 | Eastmont Sub-Station | Police Officer (PERS) | 08-JUN-15 | | YES | | |
| 108140 - District Area 4 | Eastmont Sub-Station | Police Officer (PERS) | 17-MAR-14 | | YES | | |
| 108140 - District Area 4 | Eastmont Sub-Station | Police Officer (PERS) | 20-APR-15 | | YES | Arabic | |
| 108140 - District Area 4 | Eastmont Sub-Station | Police Officer (PERS) | 09-NOV-15 | | YES | Chinese | |
| 108140 - District Area 4 | Eastmont Sub-Station | Police Officer (PERS) | 17-OCT-16 | | YES | | |
| 108140 - District Area 4 | Eastmont Sub-Station | Police Officer (PERS) | 03-AUG-98 | | YES | | |
| 108140 - District Area 4 | Eastmont Sub-Station | Police Officer (PERS) | 17-MAR-14 | | YES | Spanish | |
| 108140 - District Area 4 | Eastmont Sub-Station | Police Officer (PERS) | 27-JUL-19 | | YES | | |
| 108140 - District Area 4 | Eastmont Sub-Station | Police Officer (PERS) | 25-MAR-13 | | YES | | |
| 108140 - District Area 4 | Eastmont Sub-Station | Police Officer (PERS) | 21-APR-14 | | YES | | |
| 108140 - District Area 4 | Eastmont Sub-Station | Police Officer (PERS) | 22-SEP-14 | | YES | | |
| 108140 - District Area 4 | Eastmont Sub-Station | Police Officer (PERS) | 01-AUG-11 | | YES | | |
| 108140 - District Area 4 | Eastmont Sub-Station | Police Officer (PERS) | 24-AUG-19 | | YES | | |
| 108140 - District Area 4 | Eastmont Sub-Station | Police Officer (PERS) | 26-FEB-07 | | YES | Spanish | |
| 108140 - District Area 4 | Eastmont Sub-Station | Police Officer (PERS) | 05-JUN-06 | | YES | | |
| 108140 - District Area 4 | Eastmont Sub-Station | Police Officer (PERS) | 21-APR-14 | | YES | Chinese | |
| 108140 - District Area 4 | Eastmont Sub-Station | Police Officer (PERS) | 25-AUG-18 | | YES | Spanish | |
| 108140 - District Area 4 | Eastmont Sub-Station | Police Officer (PERS) | 16-DEC-13 | | YES | Spanish | |
| 108140 - District Area 4 | Eastmont Sub-Station | Police Officer (PERS) | 09-NOV-15 | | YES | Spanish | |
| 108140 - District Area 4 | Eastmont Sub-Station | Police Officer (PERS) | 25-SEP-13 | | YES | Spanish | |
| 108140 - District Area 4 | Eastmont Sub-Station | Police Officer (PERS) | 09-NOV-15 | | YES | | |
| 108140 - District Area 4 | Eastmont Sub-Station | Police Officer (PERS) | 11-MAY-18 | | YES | Tagalog/Filipino | |
| 108140 - District Area 4 | Eastmont Sub-Station | Police Officer (PERS) | 17-MAY-18 | | YES | | |
| 108140 - District Area 4 | Eastmont Sub-Station | Police Officer (PERS) | 25-SEP-13 | | YES | | |
| 108140 - District Area 4 | Eastmont Sub-Station | Police Officer (PERS) | 25-SEP-13 | | YES | | |
| 108140 - District Area 4 | Eastmont Sub-Station | Police Officer (PERS) | 15-MAY-17 | | YES | | |
| 108140 - District Area 4 | Eastmont Sub-Station | Police Officer (PERS) | 11-MAY-18 | | YES | Spanish | |
| 108140 - District Area 4 | Eastmont Sub-Station | Police Officer (PERS) | 25-SEP-13 | | YES | | |
| 108140 - District Area 4 | Eastmont Sub-Station | Police Officer (PERS) | 06-SEP-17 | | YES | Spanish | |
| 108140 - District Area 4 | Eastmont Sub-Station | Police Officer (PERS) | 25-SEP-13 | | YES | Spanish | |
| 108140 - District Area 4 | Eastmont Sub-Station | Police Officer (PERS) | 11-MAY-18 | | YES | | |
| 108140 - District Area 4 | Eastmont Sub-Station | Police Officer (PERS) | 23-FEB-15 | | YES | | |
| 108140 - District Area 4 | Eastmont Sub-Station | Police Officer (PERS) | 25-SEP-13 | | YES | Spanish | |
| 108140 - District Area 4 | Eastmont Sub-Station | Police Officer (PERS) | 22-MAR-99 | | YES | | |
| 108140 - District Area 4 | Eastmont Sub-Station | Police Officer (PERS) | 20-JUL-87 | | YES | | |
| 108140 - District Area 4 | Eastmont Sub-Station | Police Officer (PERS) | 09-MAR-19 | | YES | | |
| 108140 - District Area 4 | Eastmont Sub-Station | Police Officer (PERS) | 22-JUL-02 | | YES | | |
| 108140 - District Area 4 | Eastmont Sub-Station | Police Officer (PERS) | 16-DEC-13 | | YES | | |
| 108140 - District Area 4 | Eastmont Sub-Station | Police Officer (PERS) | 25-MAR-13 | | YES | | |
| 108140 - District Area 4 | Eastmont Sub-Station | Police Officer (PERS) | 24-AUG-19 | | YES | Vietnamese | |
| 108140 - District Area 4 | Eastmont Sub-Station | Police Officer (PERS) | 22-JUN-15 | | YES | | |
| 108140 - District Area 4 | Eastmont Sub-Station | Police Officer (PERS) | 25-SEP-13 | | YES | Spanish | |
| 108140 - District Area 4 | Eastmont Sub-Station | Police Officer (PERS) | 27-JUN-16 | | YES | | |
| 108140 - District Area 4 | Eastmont Sub-Station | Police Officer (PERS) | 21-APR-14 | | YES | | |
| 108140 - District Area 4 | Eastmont Sub-Station | Police Services Technician II | 22-FEB-00 | | YES | | |

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| 108140 - District Area 4 | Eastmont Sub-Station | Sergeant of Police (PERS) | 17-APR-98 | | YES | | |
| 108140 - District Area 4 | Eastmont Sub-Station | Sergeant of Police (PERS) | 17-SEP-12 | | YES | | |
| 108140 - District Area 4 | Eastmont Sub-Station | Sergeant of Police (PERS) | 14-FEB-00 | | YES | | |
| 108140 - District Area 4 | Eastmont Sub-Station | Sergeant of Police (PERS) | 13-MAY-91 | | YES | Korean | Korean |
| 108140 - District Area 4 | Eastmont Sub-Station | Sergeant of Police (PERS) | 26-SEP-11 | | YES | | |
| 108140 - District Area 4 | Eastmont Sub-Station | Sergeant of Police (PERS) | 11-SEP-06 | | YES | | |
| 108140 - District Area 4 | Eastmont Sub-Station | Sergeant of Police (PERS) | 09-JUL-07 | | YES | | |
| 108140 - District Area 4 | Eastmont Sub-Station | Sergeant of Police (PERS) | 21-FEB-11 | | YES | | |
| 108140 - District Area 4 | Eastmont Sub-Station | Sergeant of Police (PERS) | 23-NOV-99 | | YES | Spanish | Spanish |
| 108140 - District Area 4 | Eastmont Sub-Station | Sergeant of Police (PERS) | 22-OCT-12 | | YES | | |
| 108140 - District Area 4 | Eastmont Sub-Station | Sergeant of Police (PERS) | 11-DEC-06 | | YES | Spanish | |
| 108140 - District Area 4 | Eastmont Sub-Station | Sergeant of Police (PERS) | 21-JAN-92 | | YES | | |
| 108140 - District Area 4 | Eastmont Sub-Station | Sergeant of Police (PERS) | 01-MAR-00 | | YES | | |
| 108140 - District Area 4 | Eastmont Sub-Station | Sergeant of Police (PERS) | 01-AUG-11 | | YES | | |
| 108150 - District Area 5 | Eastmont Sub-Station | Captain of Police (PERS) | 03-FEB-92 | | YES | | |
| 108150 - District Area 5 | Eastmont Sub-Station | Lieutenant of Police (PERS) | 26-SEP-96 | | YES | | |
| 108150 - District Area 5 | Eastmont Sub-Station | Lieutenant of Police (PERS) | 03-AUG-98 | | YES | Spanish | Spanish |
| 108150 - District Area 5 | Eastmont Sub-Station | Lieutenant of Police (PERS) | 03-AUG-98 | | YES | | |
| 108150 - District Area 5 | Eastmont Sub-Station | Police Officer (PERS) | 16-DEC-13 | | YES | | |
| 108150 - District Area 5 | Eastmont Sub-Station | Police Officer (PERS) | 22-JUN-15 | | YES | Spanish | |
| 108150 - District Area 5 | Eastmont Sub-Station | Police Officer (PERS) | 28-SEP-15 | | YES | | |
| 108150 - District Area 5 | Eastmont Sub-Station | Police Officer (PERS) | 26-JUL-10 | | YES | Spanish | Spanish |
| 108150 - District Area 5 | Eastmont Sub-Station | Police Officer (PERS) | 20-APR-15 | | YES | | |
| 108150 - District Area 5 | Eastmont Sub-Station | Police Officer (PERS) | 24-AUG-19 | | YES | | |
| 108150 - District Area 5 | Eastmont Sub-Station | Police Officer (PERS) | 06-JAN-14 | | YES | | |
| 108150 - District Area 5 | Eastmont Sub-Station | Police Officer (PERS) | 28-DEC-19 | | YES | | |
| 108150 - District Area 5 | Eastmont Sub-Station | Police Officer (PERS) | 21-APR-14 | | YES | | |
| 108150 - District Area 5 | Eastmont Sub-Station | Police Officer (PERS) | 17-OCT-16 | | YES | | |
| 108150 - District Area 5 | Eastmont Sub-Station | Police Officer (PERS) | 24-OCT-16 | | YES | | |
| 108150 - District Area 5 | Eastmont Sub-Station | Police Officer (PERS) | 25-SEP-13 | | YES | | |
| 108150 - District Area 5 | Eastmont Sub-Station | Police Officer (PERS) | 21-APR-14 | | YES | | |
| 108150 - District Area 5 | Eastmont Sub-Station | Police Officer (PERS) | 22-JUN-15 | | YES | | |
| 108150 - District Area 5 | Eastmont Sub-Station | Police Officer (PERS) | 09-NOV-15 | | YES | | |
| 108150 - District Area 5 | Eastmont Sub-Station | Police Officer (PERS) | 22-JUN-15 | | YES | | |
| 108150 - District Area 5 | Eastmont Sub-Station | Police Officer (PERS) | 23-JUL-08 | | YES | | |
| 108150 - District Area 5 | Eastmont Sub-Station | Police Officer (PERS) | 20-APR-15 | | YES | | |
| 108150 - District Area 5 | Eastmont Sub-Station | Police Officer (PERS) | 17-OCT-16 | | YES | | |
| 108150 - District Area 5 | Eastmont Sub-Station | Police Officer (PERS) | 23-FEB-19 | | YES | | |
| 108150 - District Area 5 | Eastmont Sub-Station | Police Officer (PERS) | 23-FEB-19 | | YES | | |
| 108150 - District Area 5 | Eastmont Sub-Station | Police Officer (PERS) | 20-APR-15 | | YES | | |
| 108150 - District Area 5 | Eastmont Sub-Station | Police Officer (PERS) | 07-SEP-18 | | YES | Spanish | |
| 108150 - District Area 5 | Eastmont Sub-Station | Police Officer (PERS) | 24-AUG-19 | | YES | | |
| 108150 - District Area 5 | Eastmont Sub-Station | Police Officer (PERS) | 27-OCT-14 | | YES | Spanish | |
| 108150 - District Area 5 | Eastmont Sub-Station | Police Officer (PERS) | 22-SEP-14 | | YES | Farsi | |
| 108150 - District Area 5 | Eastmont Sub-Station | Police Officer (PERS) | 09-NOV-15 | | YES | | |
| 108150 - District Area 5 | Eastmont Sub-Station | Police Officer (PERS) | 11-MAY-18 | | YES | Spanish | |
| 108150 - District Area 5 | Eastmont Sub-Station | Police Officer (PERS) | 22-JUN-15 | | YES | | |
| 108150 - District Area 5 | Eastmont Sub-Station | Police Officer (PERS) | 09-NOV-15 | | YES | | |
| 108150 - District Area 5 | Eastmont Sub-Station | Police Officer (PERS) | 16-DEC-13 | | YES | | |
| 108150 - District Area 5 | Eastmont Sub-Station | Police Officer (PERS) | 09-AUG-99 | | YES | Spanish | Spanish |
| 108150 - District Area 5 | Eastmont Sub-Station | Police Officer (PERS) | 20-APR-15 | | YES | Spanish | |
| 108150 - District Area 5 | Eastmont Sub-Station | Police Officer (PERS) | 17-OCT-16 | | YES | Spanish | Spanish |
| 108150 - District Area 5 | 470 27th Street | Police Officer (PERS) | 11-DEC-06 | | YES | | |
| 108150 - District Area 5 | Eastmont Sub-Station | Police Officer (PERS) | 21-APR-14 | | YES | | |
| 108150 - District Area 5 | Eastmont Sub-Station | Police Officer (PERS) | 25-AUG-18 | | YES | | |
| 108150 - District Area 5 | Eastmont Sub-Station | Police Officer (PERS) | 20-APR-15 | | YES | | |
| 108150 - District Area 5 | Eastmont Sub-Station | Police Officer (PERS) | 25-JAN-20 | | YES | Korean | |
| 108150 - District Area 5 | Eastmont Sub-Station | Police Officer (PERS) | 22-JUN-15 | | YES | | |

Oakland Police Dept

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|--------------------------|----------------------|-------------------------------|-----------|--|-----|------------------|---------|
| 108150 - District Area 5 | Eastmont Sub-Station | Police Officer (PERS) | 17-MAY-02 | | YES | Spanish | Spanish |
| 108150 - District Area 5 | Eastmont Sub-Station | Police Officer (PERS) | 30-DEC-17 | | YES | | |
| 108150 - District Area 5 | Eastmont Sub-Station | Police Officer (PERS) | 21-APR-14 | | YES | | |
| 108150 - District Area 5 | Eastmont Sub-Station | Police Officer (PERS) | 20-APR-15 | | YES | Spanish | |
| 108150 - District Area 5 | Eastmont Sub-Station | Police Officer (PERS) | 22-JUN-15 | | YES | Spanish | |
| 108150 - District Area 5 | Eastmont Sub-Station | Police Officer (PERS) | 09-MAR-19 | | YES | | |
| 108150 - District Area 5 | Eastmont Sub-Station | Police Officer (PERS) | 09-NOV-15 | | YES | | |
| 108150 - District Area 5 | Eastmont Sub-Station | Police Officer (PERS) | 28-FEB-05 | | YES | French | French |
| 108150 - District Area 5 | Eastmont Sub-Station | Police Officer (PERS) | 22-SEP-14 | | YES | | |
| 108150 - District Area 5 | Eastmont Sub-Station | Police Officer (PERS) | 01-JUN-19 | | YES | | |
| 108150 - District Area 5 | Eastmont Sub-Station | Police Officer (PERS) | 08-JUN-15 | | YES | | |
| 108150 - District Area 5 | Eastmont Sub-Station | Police Officer (PERS) | 28-SEP-15 | | YES | | |
| 108150 - District Area 5 | Eastmont Sub-Station | Police Officer (PERS) | 25-JAN-20 | | YES | | |
| 108150 - District Area 5 | Eastmont Sub-Station | Police Officer (PERS) | 20-APR-15 | | YES | | |
| 108150 - District Area 5 | Eastmont Sub-Station | Police Officer (PERS) | 24-AUG-19 | | YES | | |
| 108150 - District Area 5 | Eastmont Sub-Station | Police Officer (PERS) | 18-MAY-15 | | YES | | |
| 108150 - District Area 5 | Eastmont Sub-Station | Police Officer (PERS) | 13-MAY-91 | | YES | | |
| 108150 - District Area 5 | Eastmont Sub-Station | Police Officer (PERS) | 10-OCT-16 | | YES | | |
| 108150 - District Area 5 | Eastmont Sub-Station | Police Officer (PERS) | 23-FEB-19 | | YES | Spanish | |
| 108150 - District Area 5 | Eastmont Sub-Station | Police Officer (PERS) | 01-FEB-16 | | YES | | |
| 108150 - District Area 5 | Eastmont Sub-Station | Police Officer (PERS) | 17-MAY-18 | | YES | | |
| 108150 - District Area 5 | Eastmont Sub-Station | Police Officer (PERS) | 20-APR-15 | | YES | | |
| 108150 - District Area 5 | Eastmont Sub-Station | Police Officer (PERS) | 21-APR-14 | | YES | Chinese | |
| 108150 - District Area 5 | Eastmont Sub-Station | Police Officer (PERS) | 24-AUG-19 | | YES | Spanish | |
| 108150 - District Area 5 | Eastmont Sub-Station | Police Officer (PERS) | 01-AUG-11 | | YES | | |
| 108150 - District Area 5 | Eastmont Sub-Station | Police Officer (PERS) | 25-SEP-13 | | YES | Spanish | |
| 108150 - District Area 5 | Eastmont Sub-Station | Police Officer (PERS) | 28-JAN-08 | | YES | | |
| 108150 - District Area 5 | Eastmont Sub-Station | Police Officer (PERS) | 13-JUL-19 | | YES | Spanish | |
| 108150 - District Area 5 | Eastmont Sub-Station | Police Officer (PERS) | 01-OCT-18 | | YES | | |
| 108150 - District Area 5 | Eastmont Sub-Station | Police Officer (PERS) | 29-NOV-99 | | YES | Spanish | Spanish |
| 108150 - District Area 5 | Eastmont Sub-Station | Police Officer (PERS) | 21-APR-14 | | YES | Spanish | |
| 108150 - District Area 5 | Eastmont Sub-Station | Police Officer (PERS) | 22-JUN-15 | | YES | | |
| 108150 - District Area 5 | Eastmont Sub-Station | Police Officer (PERS) | 23-FEB-19 | | YES | | |
| 108150 - District Area 5 | Eastmont Sub-Station | Police Officer (PERS) | 24-AUG-19 | | YES | | |
| 108150 - District Area 5 | Eastmont Sub-Station | Police Officer (PERS) | 25-MAR-13 | | YES | | |
| 108150 - District Area 5 | Eastmont Sub-Station | Police Officer (PERS) | 09-NOV-15 | | YES | | |
| 108150 - District Area 5 | Eastmont Sub-Station | Police Officer (PERS) | 02-JUL-07 | | YES | | |
| 108150 - District Area 5 | Eastmont Sub-Station | Police Officer (PERS) | 20-APR-15 | | YES | | |
| 108150 - District Area 5 | Eastmont Sub-Station | Police Officer (PERS) | 28-JAN-08 | | YES | | |
| 108150 - District Area 5 | Eastmont Sub-Station | Police Officer (PERS) | 06-FEB-06 | | YES | Spanish | Spanish |
| 108150 - District Area 5 | Eastmont Sub-Station | Police Officer (PERS) | 22-JUN-15 | | YES | | |
| 108150 - District Area 5 | Eastmont Sub-Station | Police Officer (PERS) | 25-JAN-20 | | YES | Vietnamese | |
| 108150 - District Area 5 | Eastmont Sub-Station | Police Officer (PERS) | 22-SEP-18 | | YES | Spanish | |
| 108150 - District Area 5 | Eastmont Sub-Station | Police Officer (PERS) | 20-APR-15 | | YES | Spanish | |
| 108150 - District Area 5 | Eastmont Sub-Station | Police Officer (PERS) | 22-SEP-14 | | YES | Vietnamese | |
| 108150 - District Area 5 | Eastmont Sub-Station | Police Officer (PERS) | 09-MAR-19 | | YES | | |
| 108150 - District Area 5 | Eastmont Sub-Station | Police Officer (PERS) | 20-APR-15 | | YES | | |
| 108150 - District Area 5 | Eastmont Sub-Station | Police Officer (PERS) | 20-APR-15 | | YES | | |
| 108150 - District Area 5 | Eastmont Sub-Station | Police Officer (PERS) | 25-JAN-20 | | YES | | |
| 108150 - District Area 5 | Eastmont Sub-Station | Police Services Technician II | 26-MAY-15 | | YES | | |
| 108150 - District Area 5 | Eastmont Sub-Station | Police Services Technician II | 08-SEP-18 | | YES | | |
| 108150 - District Area 5 | Eastmont Sub-Station | Police Services Technician II | 16-SEP-91 | | YES | | |
| 108150 - District Area 5 | Eastmont Sub-Station | Police Services Technician II | 17-JAN-15 | | YES | Tagalog/Filipino | |
| 108150 - District Area 5 | Eastmont Sub-Station | Police Services Technician II | 11-MAY-18 | | YES | | |
| 108150 - District Area 5 | Eastmont Sub-Station | Sergeant of Police (PERS) | 20-JUL-92 | | YES | | |
| 108150 - District Area 5 | Eastmont Sub-Station | Sergeant of Police (PERS) | 05-JUN-06 | | YES | | |
| 108150 - District Area 5 | Eastmont Sub-Station | Sergeant of Police (PERS) | 06-FEB-06 | | YES | | |
| 108150 - District Area 5 | Eastmont Sub-Station | Sergeant of Police (PERS) | 10-MAR-08 | | YES | | |

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| | | | | | | | |
|--------------------------|----------------------|---------------------------------|-----------|--|-----|----------|---------|
| 108150 - District Area 5 | Eastmont Sub-Station | Sergeant of Police (PERS) | 21-FEB-11 | | YES | | |
| 108150 - District Area 5 | Eastmont Sub-Station | Sergeant of Police (PERS) | 11-SEP-06 | | YES | | |
| 108150 - District Area 5 | Eastmont Sub-Station | Sergeant of Police (PERS) | 08-NOV-99 | | YES | | |
| 108150 - District Area 5 | Eastmont Sub-Station | Sergeant of Police (PERS) | 06-MAR-00 | | YES | | |
| 108150 - District Area 5 | Eastmont Sub-Station | Sergeant of Police (PERS) | 29-NOV-99 | | YES | | |
| 108150 - District Area 5 | Eastmont Sub-Station | Sergeant of Police (PERS) | 01-AUG-11 | | YES | | |
| 108150 - District Area 5 | Eastmont Sub-Station | Sergeant of Police (PERS) | 01-AUG-11 | | YES | | |
| 108150 - District Area 5 | Eastmont Sub-Station | Sergeant of Police (PERS) | 01-AUG-11 | | YES | | |
| 108150 - District Area 5 | Eastmont Sub-Station | Sergeant of Police (PERS) | 19-JUN-00 | | YES | Spanish | Spanish |
| 108150 - District Area 5 | Eastmont Sub-Station | Sergeant of Police (PERS) | 10-DEC-01 | | YES | Spanish | Spanish |
| 108150 - District Area 5 | Eastmont Sub-Station | Sergeant of Police (PERS) | 09-DEC-13 | | YES | Spanish | |
| 108630 - Ceasefire | Eastmont Sub-Station | Administrative Analyst II | 21-SEP-19 | | NO | Chinese | |
| 108630 - Ceasefire | Eastmont Sub-Station | Captain of Police (PERS) | 13-JUL-93 | | YES | | |
| 108630 - Ceasefire | Eastmont Sub-Station | Lieutenant of Police (PERS) | 28-NOV-05 | | YES | | |
| 108630 - Ceasefire | Eastmont Sub-Station | Police Officer (PERS) | 28-JAN-08 | | YES | Spanish | |
| 108630 - Ceasefire | Eastmont Sub-Station | Police Officer (PERS) | 25-SEP-13 | | YES | Spanish | |
| 108630 - Ceasefire | Eastmont Sub-Station | Police Officer (PERS) | 06-SEP-17 | | YES | | |
| 108630 - Ceasefire | Eastmont Sub-Station | Police Officer (PERS) | 21-APR-14 | | YES | | |
| 108630 - Ceasefire | Eastmont Sub-Station | Police Officer (PERS) | 01-AUG-11 | | YES | | |
| 108630 - Ceasefire | Eastmont Sub-Station | Police Officer (PERS) | 22-JUN-15 | | YES | | |
| 108630 - Ceasefire | Eastmont Sub-Station | Police Officer (PERS) | 02-DEC-13 | | YES | Spanish | Spanish |
| 108630 - Ceasefire | Eastmont Sub-Station | Police Officer (PERS) | 21-APR-14 | | YES | | |
| 108630 - Ceasefire | Eastmont Sub-Station | Police Officer (PERS) | 21-APR-14 | | YES | Spanish | Spanish |
| 108630 - Ceasefire | Eastmont Sub-Station | Police Officer (PERS) | 25-MAR-13 | | YES | | |
| 108630 - Ceasefire | Eastmont Sub-Station | Police Officer (PERS) | 17-SEP-12 | | YES | Chinese | |
| 108630 - Ceasefire | Eastmont Sub-Station | Police Officer (PERS) | 17-MAR-14 | | YES | | |
| 108630 - Ceasefire | Eastmont Sub-Station | Police Officer (PERS) | 16-DEC-13 | | YES | Spanish | |
| 108630 - Ceasefire | Eastmont Sub-Station | Police Officer (PERS) | 26-FEB-07 | | YES | | |
| 108630 - Ceasefire | Eastmont Sub-Station | Police Officer (PERS) | 17-SEP-12 | | YES | Chinese | |
| 108630 - Ceasefire | Eastmont Sub-Station | Police Officer (PERS) | 25-MAR-13 | | YES | | |
| 108630 - Ceasefire | Eastmont Sub-Station | Police Officer (PERS) | 05-DEC-11 | | YES | Spanish | |
| 108630 - Ceasefire | Eastmont Sub-Station | Police Officer (PERS) | 09-NOV-15 | | YES | | |
| 108630 - Ceasefire | Eastmont Sub-Station | Police Officer (PERS) | 24-AUG-19 | | YES | Tigrinya | |
| 108630 - Ceasefire | Eastmont Sub-Station | Police Officer (PERS) | 25-SEP-13 | | YES | | |
| 108630 - Ceasefire | Eastmont Sub-Station | Police Officer (PERS) | 25-SEP-13 | | YES | Spanish | |
| 108630 - Ceasefire | Eastmont Sub-Station | Police Officer (PERS) | 22-JUN-15 | | YES | | |
| 108630 - Ceasefire | Eastmont Sub-Station | Police Officer (PERS) | 25-SEP-13 | | YES | | |
| 108630 - Ceasefire | Eastmont Sub-Station | Police Officer (PERS) | 22-JUN-15 | | YES | | |
| 108630 - Ceasefire | Eastmont Sub-Station | Police Officer (PERS) | 25-MAR-13 | | YES | | |
| 108630 - Ceasefire | Eastmont Sub-Station | Project Manager II | 07-SEP-19 | | NO | | |
| 108630 - Ceasefire | Eastmont Sub-Station | Sergeant of Police (PERS) | 17-MAY-02 | | YES | | |
| 108630 - Ceasefire | Eastmont Sub-Station | Sergeant of Police (PERS) | 01-AUG-11 | | YES | | |
| 108630 - Ceasefire | Eastmont Sub-Station | Sergeant of Police (PERS) | 11-SEP-06 | | YES | | |
| 108630 - Ceasefire | Eastmont Sub-Station | Sergeant of Police (PERS) | 25-SEP-13 | | YES | | |
| 108630 - Ceasefire | Eastmont Sub-Station | Sergeant of Police (PERS) | 09-JUL-07 | | YES | | |
| 108630 - Ceasefire | Eastmont Sub-Station | Sergeant of Police (PERS) | 22-JUL-02 | | YES | Spanish | Spanish |
| 108630 - Ceasefire | Eastmont Sub-Station | Volunteer Program Specialist II | 03-JAN-13 | | YES | | |
| | | | | | | | |
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Department Name:
Fiscal Year: FY2020-2021



EQUAL ACCESS ORDINANCE ANNUAL COMPLIANCE PLAN

I. DEPARTMENT CERTIFICATION

Provide the following certification that the Department Director has reviewed this Annual Compliance Plan for final approval:

I, David Ferguson, hereby certify, that I have reviewed and approved this Equal Access Annual Compliance Plan for accuracy and completeness, and the department is committed to adopt the goals specified in this Annual Compliance Plan. This Annual Compliance Plan for Public Works was submitted on 6-14-2021.

A handwritten signature in black ink, appearing to read "David Ferguson".

Director, Public Works

Type Name & Title

Department Name:
Fiscal Year: FY2020-2021

Key: PCP = Public Contact Position
FTE = Full Time Equivalent
SP = Spanish-speaking
CH = Chinese-speaking

II. QUANTITATIVE ASSESSMENT REPORT

Department Name:

| Table 1 | Department Director | Language Access Coordinator (LAC) | Single Point of Contact (SPOC) |
|---------|--------------------------------------------|--------------------------------------------|--------------------------------------------|
| Name | David Ferguson | Robyn Hanson | Robyn Hanson |
| Title | Interim Director, Oakland Public Works | Support Services Manager | Support Services Manager |
| Address | 250 FHOP, 4 th Floor, Ste. 4314 | 250 FHOP, 4 th Floor, Ste. 4314 | 250 FHOP, 4 th Floor, Ste. 4314 |
| Phone# | 510-238-4470 & 510-615-5451 | 510-238-2966 | 510-238-2966 |
| Email | dferguson@oaklandca.gov | rhanson@oaklandca.gov | rhanson@oaklandca.gov |

Table 2A. Department Employee Statistics

| By FTE Count This Fiscal Year | | | By Head Count This Fiscal Year | | |
|---------------------------------|--------|--------|--------------------------------|----|------|
| Total # of FTE Employees | 680.83 | | New Hires | 51 | |
| Public Contact Positions (PCP) | 21 | 100% | New PCP Hires | 0 | 100% |
| PCP With Spanish Language Skill | 3 | 14.29% | New PCP Hires with SP Skill | 0 | % |
| PCP With Chinese Language Skill | 1 | 4.76% | New PCP Hires with CH Skill | 0 | % |

Table 2B. Language Selective Certification Hiring

| | |
|------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------|
| Any selective certification in language required for recruitment this fiscal year? | X No <input type="checkbox"/> Yes – Please describe below |
| Job Title | Outcome |
| | <input type="checkbox"/> Hired-SP <input type="checkbox"/> Hired-CH <input type="checkbox"/> In Progress/Other* |
| | <input type="checkbox"/> Hired-SP <input type="checkbox"/> Hired-CH <input type="checkbox"/> In Progress/Other* |
| | <input type="checkbox"/> Hired-SP <input type="checkbox"/> Hired-CH <input type="checkbox"/> In Progress/Other* |
| *Please provide an explanation for all 'other' outcomes: | |

Table 3A. Department Organization Structure (List out the different units in this table or attach an organization chart)

| | |
|-------------------------------------------------------|----------------------------------------------------------|
| 30111 – Director and Human Resources Unit | 30555 – Facilities Roving Custodial - OPR |
| 30112 – Human Resources | 30556 – Facilities Maintenance |
| 30121 – PWA Fiscal Services | 30557 – Facilities Structural |
| 30181 – Management Information Systems Unit | 30558 – Facilities Electrical/Project |
| 30211 – Engineering and Construction - Administration | 30559 – Facilities Custodial - OPL |
| 30231 – Project Delivery - Administration | 30661 – Facilities & Environment Asst. Director's Office |
| 30232 – Construction Management and Material Testing | 30651 – Parks/Bldg. Maintenance Administration |
| 30234 – Facilities Planning and Development | 30652 – Landscape Maintenance |
| 30241 – Engineering Design and ROW - Administration | 30654 – Tree Services |
| 30244 – Sanitary Sewer Design | 30671 – SCGA Administration |
| 30245 – Watershed and Stormwater Program | 30672 – Street Cleaning |
| 30511 – Infrastructure & Ops Asst. Director's Office | 30673 – Graffiti Abatement & Rapid Response |
| 30532 – Storm Drain Maintenance | 30674 – Illegal Dumping |
| 30533 – Sewer System Maintenance | 30676 – Litter Enforcement |
| 30541 – Equipment Services Administration | 30681 – Environmental Services Administration |
| 30551 – Facilities Administration | 30682 – Environmental Services Recycling & Solid Waste |
| 30552 – Facilities Civic Center Complex | 30683 – Environmental Services Environmental Remediation |
| 30553 – Facilities Hall of Justice Complex | 30684 – Environmental Services Sustainability |
| 30554 – Facilities Plant Operations | 30689 – Environmental Services Energy Group |
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Department Name:
Fiscal Year: FY2020-2021

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| Table 3B. Department Organization Structure -- Update | |
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| Any changes occurred in the organization structure this fiscal year? | X No <input type="checkbox"/> Yes – Please describe below |
|----------------------------------------------------------------------|-----------------------------------------------------------|

| |
|--------------|
| Description: |
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|-------------------------------------------------------------------------------|--|--|
| Table 3C. Department Organization Structure - Super PCP Unit Reporting | | |
|-------------------------------------------------------------------------------|--|--|

| | | |
|---------------------------------------|------------------------------------------------------------|--|
| Any Super PCP Unit in the department? | X No <input type="checkbox"/> Yes – Please describe below. | |
|---------------------------------------|------------------------------------------------------------|--|

| Super PCP Unit | Language Goal FTE | Actual FTE |
|----------------|-------------------|---------------|
| | SP= CH = | SP= CH = |
| | SP= CH = | SP= CH = |
| | SP= CH = | SP= CH = |
| | SP= CH = | SP= CH = |

Department Name:
Fiscal Year: FY2020-2021

| Table 4A Vital Documents List | | | |
|-----------------------------------------------------------------------------------|---------------------------|---------------------------|-----------------|
| Document Name | SP Translation Available? | CH Translation Available? | Other? Specify: |
| Adopt a Drain Flyer | X | X | Vietnamese |
| Adopt a Spot Request & Agreement | X | X | Vietnamese |
| Battery Recycling: Safe and Legal in Oakland | X | X | Vietnamese |
| Business Stormwater Inspection FY 19-20 Invoice Letter | X | X | |
| Business Stormwater Inspection FY 20-21 Invoice Letter | X | X | |
| Business Stormwater Inspection FY 20-21 Oakland Fire Department Inspection Letter | X | X | |
| Business Stormwater Inspection FY 20-21 Consultant Access Letter | X | X | |
| Business Stormwater Inspection Enforcement Letter (2021) | X | X | |
| Stormwater Best Management Practices for Restaurants Booklet | X | X | Korean |
| Business Stormwater Inspection Notice of Fee Letter | X | X | |
| Business Stormwater Inspection FY 19-20 Consultant Access Letter | X | | |
| Business Stormwater Inspection Program Brochure | X | X | |
| Capital Improvement Program Community Outreach Flyer | X | X | Vietnamese |
| Capital Improvement Program Community Outreach Poster | X | X | Vietnamese |
| Capital Improvement Program Community Outreach Survey | X | X | Vietnamese |
| Capital Improvement Program Community Outreach Newspaper Advertisements | X | X | |
| Construction Management Door Hangers | X | X | Vietnamese |
| Creek to Bay Day Postcard | X | X | |
| Creek to Bay Day Poster | X | X | |
| Earth Day Flyer | X | X | |
| Earth Day Postcard | X | X | |
| Earth Day Poster | X | X | |
| Earth EXPO Flyer | X | X | |
| Earth EXPO Postcard | X | X | |
| Earth EXPO Poster | X | X | |
| El Nino – Be Storm Ready Pamphlet | X | X | |
| Environmentally Sensitive Vegetation Management | X | X | Vietnamese |
| FOG/Wipes Disposal Bill Insert | X | X | |
| Greenware Ordinance Flyer | X | X | Vietnamese |
| Guide for Oakland Food Vendors | X | X | Vietnamese |
| Home Energy Efficiency Outreach Material | X | X | |
| Oakland Compost for Businesses Video Voiceover | X | X | |
| Oaktown Proud Illegal Dumping Resource Guide | X | X | |
| Open Office Hours' Notice for Environmental Services Division | X | X | |
| Recycling Program Guide | X | X | Vietnamese |
| Residential Fat, Oil & Grease Postcard | X | X | |
| Small Business Recycling | X | X | |
| Volunteer Opportunities | X | X | |
| Volunteer Guidelines & Safety Sheet | X | X | |
| Volunteer Waiver | X | X | |
| Volunteer Sign In Sheet | X | X | |
| Volunteer Incident/Injury Report Form | X | X | |
| Zero Waste SFD Service Brochure | X | X | Vietnamese |
| Zero Waste MFD Service Brochure | X | X | Vietnamese |
| Zero Waste 1-2-3 Composting Instruction Card | X | X | Vietnamese |
| Total # of vital documents reported = 45 | | | |

Department Name:
Fiscal Year: FY2020-2021

| | |
|-------------------------------------------------------------------------|-----------------------------------------------------------|
| Table 4B. Vital Documents Status Summary | |
| Department's known vital documents translated into Spanish and Chinese? | X Yes <input type="checkbox"/> No – Please describe below |
| Action Plan & Timeline: | |

| Table 5. Multilingual Telephone Recordings | | |
|--------------------------------------------|------------------|-----------|
| Location Description | Telephone Number | Status |
| OPW Main Reception Desk | 510-238-3961 | Completed |
| OPW Construction Management | 510-238-3051 | Completed |
| Recycling Hotline | 510-238-7283 | Completed |
| Volunteer Opportunities | 510-238-7630 | Completed |
| Event Hotline | 510-238-7611 | Completed |
| Adopt-a-Spot Hotline | 510-238-7630 | Completed |

| Table 6. Analysis by Community Based Service Locations | | | | PCP | SP | | CH | |
|--------------------------------------------------------|---------|----------|---------|------|------|---|------|---|
| Facility Name | Address | Zip Code | Phone # | #FTE | #FTE | % | #FTE | % |
| N/A | | | | | | | | |
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Table 6 applies to City Departments that provide services at geographically based locations outside of City Hall Plaza, such as recreation centers, senior centers, head start centers, libraries, police beat and firehouses.

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|-------------------------------------------------------------------------------------------------|-----------------------------------|
| Table 7. Public Notices & Resources | |
| Language access notice displayed at reception area | X Yes <input type="checkbox"/> No |
| I-Speak Card/ Language List displayed at reception area | X Yes <input type="checkbox"/> No |
| Department staff provided with language access resources (Interpretation#, FAQ, training...etc) | X Yes <input type="checkbox"/> No |

If you answered "no" to any questions in Table 7, please provide a corrective action plan in the narrative report under Question B(1).

Key: PCP = Public Contact Position
FTE = Full Time Equivalent
SP = Spanish-speaking
CH = Chinese-speaking
LES = Limited English-Speaking

III. QUALITATIVE ASSESSMENT REPORT

A. Bilingual Public Contact Positions Assessment

Department Name:

| ASSESSMENT | | SPANISH-SPEAKING PCP | | | CHINESE-SPEAKING PCP | | |
|------------|-----|----------------------|-------|-----------|----------------------|-------|-----------|
| FTE | PCP | GOAL | STAFF | GOAL MET? | GOAL | STAFF | GOAL MET? |
| 380.83 | 21 | 2 | 3 | Yes | 1 | 1 | Yes |

Goal = PCP X %

This report covers fiscal year 2020-2021 and data is reported as of June 2020.

1. Provide an assessment of the Department's effort to achieve compliance with the Equal Access Ordinance (EAO).

Please share the challenges you have faced, remedies you have implemented, or any other information that would help the public know what efforts your Department has made this year to comply with the Ordinance.

The Oakland Public Works (OPW) department has continued to effectively comply with the Equal Access to Services Ordinance this past reporting year.

OPW's Bureau of Administration have one (2) FTEs, a Public Information Officer II and a Public Service Representative, along with a part-time Senior Aide designated as PCPs. The Public Information Officer II serves as the liaison between department and the community. The Public Service Representative and Senior Aide are responsible for the day-to-day operations of assisting and directing the public and other City staff at the department's main reception counter which is located at 250 Frank H. Ogawa Plaza, Suite 4314. Due to the Covid-19 Pandemic, the services to the public was suspended; however, the main reception counter staff assisted City staff with pool-car services.

The Bureau of Environment have a total of sixteen (16) FTEs designated as PCP's. These positions are located at 750 – 50th Avenue and 250 Frank H. Ogawa Plaza, 5th Floor.

The one obvious challenge that we faced this reporting year was the Covid-19 pandemic which caused interruption of some of the services OPW provides. Last reporting year we had to suspend our Earth Day Clean Up services; however, this reporting year those services resumed. Our department created a Covid-19 Volunteer Safety Guidelines flyer which was translated in Spanish and Chinese that accompanied the Volunteer Waiver and Release of Liability form for all volunteers to sign.

Also, for this reporting year, OPW had to suspend the Bulky Pick-Up Services for several months due to the Covid-19 pandemic. These services are free to all citizens which includes the LES community of Oakland to dispose of large unwanted items every last Saturday of the month from 9:00 a.m. to 1:00 p.m. However, we were able to resume these services again starting on May 22, 2021.

Please note that even though the OAK311 Call Center is now under the umbrella of the City Administrator's Office; we are still partners. OPW rely on OAK311 staff heavily in receiving, responding to and closing out all the department's service requests.

2. Describe the Department's effort in outreach, recruitment and hiring of bilingual candidates.

OPW has continued to commit to hiring more bilingual candidates and to provide more outreach efforts to the LES community. OPW's recruitments and hiring selections are closely reviewed by the Department of Human Resources Management (DHRM) and Equal Access to

ensure that the needs of the LES community is met. Currently, OPW employs staff that is proficient in Spanish, Cantonese, Mandarin, Vietnamese, Korean, Tagalog, Arabic, German, Persian, French, and Mian. During this reporting year, our Environmental Services Division filled two positions that are designated as PCPs and within that division there are a total of ten (10) PCPs which two (2) are proficient in Spanish and one (1) in Chinese.

This reporting year, the Environmental Enforcement Unit which is a part of the Illegal Dumping Program continues to help reduce and/or eliminate illegal dumping, litter and blight within the Oakland communities. This special unit consists of one (1) Clean Community Supervisor and three (3) Environment Enforcement Officers in which one (1) is Spanish speaking. They are consistently out in the field communicating and educating Oakland communities about illegal dumping, litter and blight which includes attending community meetings. This reporting year they attended approximately 10 virtual community meetings, such as Neighborhood Crime Prevention Councils (NCPC), Adopt-A-Spot, Team Oakland and they also attended some City Council meetings.

OPW will continue to expand our hiring outreach efforts to different professional organizations, social media outlets, colleges and universities for our future recruitments which will give us a more diverse and broader pool of candidates.

3. Highlight positive changes, successes, and best practices.

OPW is still working with DHRM to have continuous recruitments for several of the department's classifications, such as Assistant Engineer I & II and Civil Engineer along with part-time Custodian and Park Attendant and DHRM honored the request. This allowed the department to increase the number of part-time Park Attendants and Custodians hired this reporting year.

OPW will continue to expand their outreach efforts to numerous high schools, colleges and universities to hire part-time Engineering Interns and Student Trainees. These students are all from various diverse backgrounds that will work in several units of the department. This is a great opportunity for OPW to help students gain insight and knowledge of how Oakland City Government works and specifically how OPW serves the LES community and the citizens of Oakland in general.

4. Describe additional measures implemented to ensure LES persons are provided with meaningful access to City services.

OPW has continued to use volunteers at several of our annual departmental events and activities (i.e., Battle of the Bay/Creek to Bay Day, Adopt-a-Spot, Adopt-a-Storm Drain, MLK Day of Service, Earth EXPO/Earth Day, Art and Soul, etc.). These events are attended in large numbers by the LES community and some volunteers serve as translators periodically.

Even though this reporting year, due to the Covid-19 Pandemic, some events were cancelled. However, OPW is looking forward to these events to resume for the next reporting year.

B. Translation of Written Vital Documents Assessment

1. Departments are required to inform the public of the right to language access services. Please list the locations in which notices are posted.

All required notices are at the following locations:

- OPW Main Reception Information desk at 250 Frank H. Ogawa Plaza – Administration, Suite 4314
- Bureau of Environment, Environmental Services, 250 Frank H. Ogawa Plaza, Suite 5302
- Bureau of Environment, Environmental Enforcement Unit, 750 – 50th Avenue

2. Describe the percentage of vital documents translated into threshold language(s). What is the corrective action plan and timeline in getting the rest of the documents translated?

As shown in Table 4A, 100% of vital documents were translated into threshold languages with 45 vital documents translated in Spanish and Chinese and several are translated in Vietnamese.

3. Describe other materials the Department has provided in multiple languages?

OPW translated the following materials in multiple languages, specifically Spanish and Chinese:

- Business Stormwater Inspection Invoice Letter(s)*
- Business Stormwater Inspection – Oakland Fire Department Inspection Letter
- Business Stormwater Inspection Consultant Access Letter(s)*
- Business Stormwater Inspection Enforcement Letter
- Stormwater Best Management Practices for Restaurants Booklet
- Business Stormwater Inspection Notice of Fee Letter
- Business Stormwater Inspection Program Brochure
- Construction Management Door Hangers
- FOG/Wipes Disposal Bill Insert
- Oakland Compost for Businesses Video Voiceover
- Open Office Hours' Notice for Environmental Services Division

All the Business Stormwater Inspection materials are all part of the City of Oakland's Business Stormwater Inspection Program. This program helps reduce stormwater pollution to protect Oakland's creeks, Lake Merritt and the San Francisco Bay.

The Construction Management Door Hangers are notifications that alert residents and business owners of upcoming construction projects and provides contact information to City staff to address any questions and/or concerns that residents and business owners may have.

The FOG/Wipes Disposal Bill Insert educates the public on how to dispose of Fats, Oils, and Grease.

The Oakland Compost for Businesses Video Voiceover is used to educate the public on how to properly or in other words the right way to compost food scrapes and recycle such items as plastic, glass, paper, metal, hazardous waste, etc.

Our Environmental Services Division staff have included an "Open Office Hours' Notice" to their email signature block in multiple languages.

**These materials were translated for FY 19-20 and FY 20-21*

C. Multilingual Telephone Messages Assessment

1. Provide an assessment on the provision of multilingual messages and hotlines.

As shown in Table 5, OPW have six (6) multilingual telephone message lines:

- OPW Main Reception Information Desk – 510-238-3961
- OPW Construction Management – 510 238-3051

- Recycling Hotline – 510-238-7283
- Volunteer Opportunities – 510-238-7630
- Event Hotlines – 510-238-7611
- Adopt-a-Spot Event Hotline – 510-238-7630

D. Assessment of Department Communication with LES Populations

1. Describe outreach efforts to communicate and engage LES populations.

As stated in section A3, OPW will continue its outreach efforts to the LES community through community meetings, and department special events and activities.

2. State the number of language access complaint(s) received this year, and actions taken to address and resolve the complaint(s).

There were no oral or written complaints filed with the Department regarding bilingual services this reporting period.

E. Action Plan

1. Identify the Department's action steps for the next 12 months on ensuring meaningful access to City's program and services for the LES community. Please highlight new initiatives.

OPW continues to have several continuous recruitments within the next 12 months which will give the department a broad pool of candidates to hire additional bilingual staff. Currently, we are in the process of recruiting part-time Student Trainees for our Environmental Services Division and Management Information Systems Unit. We are expecting to continue our efforts of hiring a diverse group of trainees for this upcoming recruitment.

Oakland Public Works

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| ORGANIZATION | ADDRESS_LINE_1 | JOB_CLASS | HIRE_DATE | NEW | PCP_POSITION | PCP_LANG_1 | BILINGUAL CERT |
|-------------------------------------------------------|----------------------------|-----------------------------------------|-----------|-----|--------------|------------|----------------|
| 30111 - Director and Human Resources Unit | 250 FRANK H. OGAWA PLAZA | Director of Public Works | 13-JAN-18 | | YES | | |
| 30111 - Director and Human Resources Unit | 250 FRANK H. OGAWA PLAZA | Executive Assistant to the Director | 07-SEP-19 | | NO | | |
| 30111 - Director and Human Resources Unit | 250 FRANK H. OGAWA PLAZA | Manager, Agency Administrative | 14-MAY-12 | | NO | | |
| 30111 - Director and Human Resources Unit | 250 FRANK H. OGAWA PLAZA | Public Information Officer II | 14-MAR-16 | | YES | | |
| 30111 - Director and Human Resources Unit | 250 FRANK H. OGAWA PLAZA | Public Works Operations Manager | 12-SEP-16 | | NO | | |
| 30111 - Director and Human Resources Unit | 250 FRANK H. OGAWA PLAZA | Temp Contract Svcs Employee, PT | 16-DEC-17 | | NO | | |
| 30112 - Human Resources | 250 FRANK H. OGAWA PLAZA | Administrative Analyst II | 28-JAN-08 | | NO | | |
| 30112 - Human Resources | 250 FRANK H. OGAWA PLAZA | Administrative Analyst II | 23-OCT-06 | | NO | | |
| 30112 - Human Resources | 250 FRANK H. OGAWA PLAZA | Administrative Analyst II | 05-OCT-92 | | NO | | |
| 30112 - Human Resources | 7101 Edgewater Dr - Bldg 4 | Administrative Assistant I | 03-MAR-03 | | NO | | |
| 30112 - Human Resources | 250 FRANK H. OGAWA PLAZA | Manager, Support Services | 07-MAR-20 | | NO | | |
| 30112 - Human Resources | 250 FRANK H. OGAWA PLAZA | Payroll Personnel Clerk III | 08-FEB-20 | | NO | | |
| 30112 - Human Resources | 250 FRANK H. OGAWA PLAZA | Payroll Personnel Clerk III | 04-DEC-06 | | NO | | |
| 30112 - Human Resources | 250 FRANK H. OGAWA PLAZA | Payroll Personnel Clerk III | 24-NOV-01 | | NO | | |
| 30112 - Human Resources | 250 FRANK H. OGAWA PLAZA | Program Analyst I | 31-OCT-20 | YES | NO | | |
| 30112 - Human Resources | 250 FRANK H. OGAWA PLAZA | Program Analyst I | 21-MAY-12 | | NO | | |
| 30112 - Human Resources | 250 FRANK H. OGAWA PLAZA | Public Service Representative | 18-MAY-19 | | YES | | |
| 30112 - Human Resources | 250 FRANK H. OGAWA PLAZA | Support Services Supervisor | 20-MAR-21 | YES | NO | | |
| 30112 - Human Resources | 250 FRANK H. OGAWA PLAZA | Support Services Supervisor | 26-JAN-19 | | NO | | |
| 30121 - PWA Fiscal Services | PWA FISCAL | Account Clerk III | 08-AUG-20 | YES | NO | | |
| 30121 - PWA Fiscal Services | PWA FISCAL | Account Clerk III | 17-AUG-15 | | NO | | |
| 30121 - PWA Fiscal Services | PWA FISCAL | Accountant I | 08-AUG-20 | YES | NO | | |
| 30121 - PWA Fiscal Services | PWA FISCAL | Accountant II | 18-MAY-19 | | NO | | |
| 30121 - PWA Fiscal Services | PWA FISCAL | Accountant II | 01-AUG-01 | | NO | | |
| 30121 - PWA Fiscal Services | PWA FISCAL | Accountant III | 24-OCT-05 | | NO | | |
| 30121 - PWA Fiscal Services | PWA FISCAL | Accountant III | 18-OCT-04 | | NO | | |
| 30121 - PWA Fiscal Services | PWA FISCAL | Accountant III | 02-JAN-01 | | NO | | |
| 30121 - PWA Fiscal Services | PWA FISCAL | Administrative Services Manager II | 30-OCT-06 | | NO | | |
| 30121 - PWA Fiscal Services | PWA FISCAL | Budget & Grants Administrator | 14-NOV-90 | | NO | Tagalog | |
| 30121 - PWA Fiscal Services | PWA FISCAL | Management Assistant | 13-OCT-14 | | NO | | |
| 30121 - PWA Fiscal Services | PWA FISCAL | Senior Aide, PT | 21-JUL-14 | | YES | | |
| 30181 - Management Information Systems Unit | PWA FISCAL | Business Analyst II | 26-NOV-07 | | NO | | |
| 30181 - Management Information Systems Unit | PWA FISCAL | Business Analyst II | 24-APR-06 | | NO | | |
| 30181 - Management Information Systems Unit | 150 Frank Ogawa Plaza | Business Analyst III | 15-JUN-19 | | NO | | |
| 30181 - Management Information Systems Unit | 250 Frank Ogawa Plaza | Business Analyst III | 18-OCT-04 | | NO | | |
| 30211 - Engineering and Construction - Administration | 250 FRANK H. OGAWA PLAZA | Administrative Assistant I, PT | 15-JUL-17 | | NO | | |
| 30211 - Engineering and Construction - Administration | 250 FRANK H. OGAWA PLAZA | Administrative Analyst II | 26-NOV-12 | | NO | | |
| 30211 - Engineering and Construction - Administration | 250 FRANK H. OGAWA PLAZA | Administrative Analyst II | 25-JAN-10 | | NO | | |
| 30211 - Engineering and Construction - Administration | 250 Frank Ogawa Plaza | Administrative Assistant II | 30-APR-01 | | NO | | |
| 30211 - Engineering and Construction - Administration | 250 FRANK H. OGAWA PLAZA | Assistant Director, Public Works Agency | 02-DEC-17 | | NO | | |
| 30231 - Project Delivery - Administration | 250 Frank Ogawa Plaza | Administrative Assistant II | 03-APR-96 | | NO | | |
| 30231 - Project Delivery - Administration | 7101 Edgewater Dr - Bldg 4 | Engineer, Civil Principal | 04-APR-94 | | NO | Chinese | |
| 30232 - Construction Management and Material Testing | 250 Frank Ogawa Plaza | Construction Inspector (Field) | 17-JUL-06 | | NO | | |
| 30232 - Construction Management and Material Testing | 250 Frank Ogawa Plaza | Construction Inspector (Field) | 15-MAR-04 | | NO | German | |
| 30232 - Construction Management and Material Testing | 250 Frank Ogawa Plaza | Construction Inspector, Supervisor II | 24-JAN-00 | | NO | Arabic | |
| 30232 - Construction Management and Material Testing | 7101 Edgewater Dr - Bldg 4 | Engineer, Assistant I (Office) | 08-FEB-20 | | NO | | |
| 30232 - Construction Management and Material Testing | 7101 Edgewater Dr - Bldg 4 | Engineer, Assistant I (Office) | 25-JAN-20 | | NO | | |
| 30232 - Construction Management and Material Testing | 7101 Edgewater Dr - Bldg 4 | Engineer, Assistant II (Office) | 02-JUN-18 | | NO | | |
| 30232 - Construction Management and Material Testing | 7101 Edgewater Dr - Bldg 4 | Engineer, Assistant II (Office) | 27-MAR-17 | | NO | | |
| 30232 - Construction Management and Material Testing | 7101 Edgewater Dr - Bldg 4 | Engineer, Assistant II (Office) | 02-SEP-14 | | NO | | |
| 30232 - Construction Management and Material Testing | 7101 Edgewater Dr - Bldg 4 | Engineer, Assistant II (Office) | 22-AUG-11 | | NO | | |
| 30232 - Construction Management and Material Testing | 7101 Edgewater Dr - Bldg 4 | Engineer, Assistant II (Office) | 15-OCT-96 | | NO | | |
| 30232 - Construction Management and Material Testing | 7101 Edgewater Dr - Bldg 4 | Engineer, Civil (Office) | 09-FEB-19 | | NO | | |
| 30232 - Construction Management and Material Testing | 250 Frank Ogawa Plaza | Engineer, Civil (Office) | 02-SEP-14 | | NO | | |
| 30232 - Construction Management and Material Testing | 250 Frank Ogawa Plaza | Engineer, Civil Supervising (Field) | 29-MAY-12 | | NO | | |
| 30232 - Construction Management and Material Testing | 7101 Edgewater Dr - Bldg 4 | Engineer, Civil Supervising (Office) | 28-AUG-06 | | NO | Chinese | |
| 30234 - Facilities Planning and Development | 250 Frank Ogawa Plaza | Account Clerk III | 12-APR-04 | | NO | | |

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|-----------------------------------------------------|----------------------------|-----------------------------------------|-----------|-----|----|---------|---------|
| 30234 - Facilities Planning and Development | 250 Frank Ogawa Plaza | Capital Improvement Project Coordinator | 05-MAY-18 | | NO | | |
| 30234 - Facilities Planning and Development | 250 Frank Ogawa Plaza | Capital Improvement Project Coordinator | 12-SEP-16 | | NO | | |
| 30234 - Facilities Planning and Development | 250 Frank Ogawa Plaza | Capital Improvement Project Coordinator | 30-MAR-15 | | NO | | Korean |
| 30234 - Facilities Planning and Development | 250 Frank Ogawa Plaza | Capital Improvement Project Coordinator | 25-JAN-99 | | NO | Chinese | |
| 30234 - Facilities Planning and Development | 250 Frank Ogawa Plaza | Project Manager | 23-OCT-06 | | NO | | |
| 30234 - Facilities Planning and Development | 250 Frank Ogawa Plaza | Project Manager | 04-JUN-01 | | NO | Chinese | |
| 30234 - Facilities Planning and Development | 250 Frank Ogawa Plaza | Project Manager | 19-AUG-97 | | NO | | |
| 30241 - Engineering Design and ROW - Administration | 250 Frank Ogawa Plaza | Drafting/Design Technician, Sr | 13-MAR-17 | | NO | | |
| 30244 - Sanitary Sewer Design | 250 Frank Ogawa Plaza | Construction Inspector (Field) | 23-JAN-21 | YES | NO | | Spanish |
| 30244 - Sanitary Sewer Design | 250 Frank Ogawa Plaza | Construction Inspector (Field) | 11-AUG-18 | | NO | | |
| 30244 - Sanitary Sewer Design | 250 Frank Ogawa Plaza | Construction Inspector (Field) | 11-OCT-04 | | NO | | |
| 30244 - Sanitary Sewer Design | 250 Frank Ogawa Plaza | Construction Inspector, Sr (Field) | 04-MAR-89 | | NO | | |
| 30244 - Sanitary Sewer Design | 250 Frank Ogawa Plaza | Engineer, Assistant I (Office) | 08-FEB-20 | | NO | | |
| 30244 - Sanitary Sewer Design | 250 Frank Ogawa Plaza | Engineer, Assistant I (Office) | 25-JAN-20 | | NO | | |
| 30244 - Sanitary Sewer Design | 250 Frank Ogawa Plaza | Engineer, Assistant II (Office) | 08-FEB-20 | | NO | | |
| 30244 - Sanitary Sewer Design | 250 Frank Ogawa Plaza | Engineer, Assistant II (Office) | 23-APR-07 | | NO | | |
| 30244 - Sanitary Sewer Design | 250 Frank Ogawa Plaza | Engineer, Assistant II (Office) | 12-JUN-95 | | NO | | |
| 30244 - Sanitary Sewer Design | 250 Frank Ogawa Plaza | Engineer, Civil (Office) | 25-FEB-91 | | NO | | |
| 30244 - Sanitary Sewer Design | 250 Frank Ogawa Plaza | Engineer, Civil Principal | 04-JUN-07 | | NO | | |
| 30244 - Sanitary Sewer Design | 250 Frank Ogawa Plaza | Engineer, Civil Supervising (Office) | 07-APR-18 | | NO | | |
| 30244 - Sanitary Sewer Design | 250 Frank Ogawa Plaza | Engineer, Civil Supervising (Office) | 27-FEB-01 | | NO | | |
| 30244 - Sanitary Sewer Design | 250 Frank Ogawa Plaza | Student Trainee, PT | 22-FEB-20 | | NO | | |
| 30244 - Sanitary Sewer Design | 250 Frank Ogawa Plaza | Student Trainee, PT | 13-JUL-19 | | NO | | |
| 30244 - Sanitary Sewer Design | 250 Frank Ogawa Plaza | Student Trainee, PT | 13-JUL-19 | | NO | | |
| 30244 - Sanitary Sewer Design | 250 Frank Ogawa Plaza | Student Trainee, PT | 13-JUL-19 | | NO | | |
| 30244 - Sanitary Sewer Design | 250 Frank Ogawa Plaza | Student Trainee, PT | 13-JUL-19 | | NO | | |
| 30244 - Sanitary Sewer Design | 250 Frank Ogawa Plaza | Student Trainee, PT | 30-JUN-18 | | NO | | |
| 30244 - Sanitary Sewer Design | 250 Frank Ogawa Plaza | Student Trainee, PT | 29-JUL-17 | | NO | | |
| 30245 - Watershed and Stormwater Program | 250 Frank Ogawa Plaza | Engineer, Civil (Office) | 04-JAN-16 | | NO | | |
| 30245 - Watershed and Stormwater Program | 250 Frank Ogawa Plaza | Program Analyst III | 07-SEP-19 | | NO | | |
| 30245 - Watershed and Stormwater Program | 250 Frank Ogawa Plaza | Program Analyst III | 17-JAN-17 | | NO | | |
| 30245 - Watershed and Stormwater Program | 250 Frank Ogawa Plaza | Program Analyst III | 10-NOV-14 | | NO | | |
| 30245 - Watershed and Stormwater Program | 250 Frank Ogawa Plaza | Program Analyst III | 10-SEP-13 | | NO | | |
| 30245 - Watershed and Stormwater Program | 250 FRANK H. OGAWA PLAZA | Project Manager II | 30-MAR-98 | | NO | | |
| 30245 - Watershed and Stormwater Program | 250 Frank Ogawa Plaza | Watershed Program Supervisor | 17-JUN-17 | | NO | | |
| 30511 - Infrastructure& Ops Asst Director's Office | 7101 Edgewater Dr - Bldg 4 | Assistant Director, Public Works Agency | 26-MAY-14 | | NO | | |
| 30511 - Infrastructure& Ops Asst Director's Office | 7101 Edgewater Dr - Bldg 4 | Budget & Operations Analyst III | 17-FEB-01 | | NO | | |
| 30532 - Storm Drain Maintenance | 7101 Edgewater Dr - Bldg 4 | Administrative Assistant I | 06-OCT-03 | | NO | | |
| 30532 - Storm Drain Maintenance | 7101 Edgewater Dr - Bldg 4 | Heavy Equipment Operator | 14-OCT-02 | | NO | | |
| 30532 - Storm Drain Maintenance | 5050 COLISEUM WAY | Public Works Maintenance Worker | 22-SEP-18 | | NO | | |
| 30532 - Storm Drain Maintenance | 7101 Edgewater Dr - Bldg 4 | Public Works Maintenance Worker | 22-SEP-18 | | NO | | |
| 30532 - Storm Drain Maintenance | 5921 Shepherd Canyon Rd | Public Works Maintenance Worker | 28-JUL-18 | | NO | | |
| 30532 - Storm Drain Maintenance | 7101 Edgewater Dr - Bldg 4 | Public Works Maintenance Worker | 28-MAR-16 | | NO | | |
| 30532 - Storm Drain Maintenance | 7101 Edgewater Dr - Bldg 4 | Public Works Maintenance Worker | 24-NOV-14 | | NO | | |
| 30532 - Storm Drain Maintenance | 7101 Edgewater Dr - Bldg 4 | Public Works Maintenance Worker | 29-SEP-14 | | NO | | |
| 30532 - Storm Drain Maintenance | 7101 Edgewater Dr - Bldg 4 | Public Works Maintenance Worker | 31-AUG-13 | | NO | | |
| 30532 - Storm Drain Maintenance | 7101 Edgewater Dr - Bldg 4 | Public Works Maintenance Worker | 08-JUL-13 | | NO | | |
| 30532 - Storm Drain Maintenance | 5921 Shepherd Canyon Rd | Public Works Maintenance Worker | 08-AUG-09 | | NO | | |
| 30532 - Storm Drain Maintenance | 7101 Edgewater Dr - Bldg 4 | Public Works Maintenance Worker | 02-FEB-04 | | NO | | |
| 30532 - Storm Drain Maintenance | 5921 Shepherd Canyon Rd | Public Works Maintenance Worker | 15-DEC-97 | | NO | | |
| 30532 - Storm Drain Maintenance | 7101 Edgewater Dr - Bldg 4 | Public Works Maintenance Worker | 16-FEB-93 | | NO | | |
| 30532 - Storm Drain Maintenance | 5921 Shepherd Canyon Rd | Public Works Supervisor I | 20-SEP-10 | | NO | | |
| 30532 - Storm Drain Maintenance | 7101 Edgewater Dr - Bldg 4 | Public Works Supervisor I | 11-FEB-91 | | NO | | |
| 30532 - Storm Drain Maintenance | 7101 Edgewater Dr - Bldg 4 | Public Works Supervisor II | 19-APR-99 | | NO | | |
| 30532 - Storm Drain Maintenance | 5921 Shepherd Canyon Rd | Street Maintenance Leader | 11-SEP-17 | | NO | | |
| 30532 - Storm Drain Maintenance | 7101 Edgewater Dr - Bldg 4 | Street Maintenance Leader | 23-OCT-06 | | NO | | |
| 30532 - Storm Drain Maintenance | 5050 COLISEUM WAY | Street Maintenance Leader | 03-AUG-02 | | NO | | |
| 30532 - Storm Drain Maintenance | 7101 Edgewater Dr - Bldg 4 | Street Maintenance Leader | 13-MAY-02 | | NO | | |

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|----------------------------------|----------------------------|-----------------------------|-----------|--|-----|--|---------|
| 30532 - Storm Drain Maintenance | 7101 Edgewater Dr - Bldg 4 | Street Maintenance Leader | 14-APR-01 | | NO | | |
| 30532 - Storm Drain Maintenance | 7101 Edgewater Dr - Bldg 4 | Street Maintenance Leader | 03-JUL-93 | | NO | | |
| 30533 - Sewer System Maintenance | 7101 Edgewater Dr - Bldg 4 | Administrative Assistant II | 24-AUG-09 | | NO | | |
| 30533 - Sewer System Maintenance | 7101 Edgewater Dr - Bldg 4 | Heavy Equipment Operator | 28-AUG-09 | | NO | | |
| 30533 - Sewer System Maintenance | 7101 Edgewater Dr - Bldg 4 | Heavy Equipment Operator | 09-MAY-05 | | NO | | |
| 30533 - Sewer System Maintenance | 7101 Edgewater Dr - Bldg 4 | Program Analyst II | 10-APR-06 | | NO | | |
| 30533 - Sewer System Maintenance | 7101 Edgewater Dr - Bldg 4 | Public Works Supervisor I | 05-JAN-15 | | NO | | |
| 30533 - Sewer System Maintenance | 7101 Edgewater Dr - Bldg 4 | Public Works Supervisor I | 01-OCT-12 | | NO | | |
| 30533 - Sewer System Maintenance | 7101 Edgewater Dr - Bldg 4 | Public Works Supervisor I | 02-JAN-07 | | NO | | |
| 30533 - Sewer System Maintenance | 7101 Edgewater Dr - Bldg 4 | Public Works Supervisor I | 27-OCT-03 | | NO | | |
| 30533 - Sewer System Maintenance | 7101 Edgewater Dr - Bldg 4 | Public Works Supervisor I | 29-JAN-96 | | NO | | |
| 30533 - Sewer System Maintenance | 750 50th Ave. | Public Works Supervisor II | 01-OCT-94 | | NO | | |
| 30533 - Sewer System Maintenance | 5921 Shepherd Canyon Rd | Public Works Supervisor II | 18-OCT-93 | | YES | | |
| 30533 - Sewer System Maintenance | 7101 Edgewater Dr - Bldg 4 | Sewer Maintenance Leader | 05-OCT-19 | | NO | | |
| 30533 - Sewer System Maintenance | 7101 Edgewater Dr - Bldg 4 | Sewer Maintenance Leader | 23-DEC-13 | | NO | | |
| 30533 - Sewer System Maintenance | 7101 Edgewater Dr - Bldg 4 | Sewer Maintenance Leader | 23-DEC-13 | | NO | | |
| 30533 - Sewer System Maintenance | 7101 Edgewater Dr - Bldg 4 | Sewer Maintenance Leader | 25-JUN-12 | | NO | | |
| 30533 - Sewer System Maintenance | 7101 Edgewater Dr - Bldg 4 | Sewer Maintenance Leader | 14-MAY-12 | | NO | | |
| 30533 - Sewer System Maintenance | 7101 Edgewater Dr - Bldg 4 | Sewer Maintenance Leader | 23-JAN-12 | | NO | | |
| 30533 - Sewer System Maintenance | 7101 Edgewater Dr - Bldg 4 | Sewer Maintenance Leader | 24-JAN-11 | | NO | | |
| 30533 - Sewer System Maintenance | 7101 Edgewater Dr - Bldg 4 | Sewer Maintenance Leader | 23-OCT-07 | | NO | | |
| 30533 - Sewer System Maintenance | 7101 Edgewater Dr - Bldg 4 | Sewer Maintenance Leader | 02-JAN-07 | | NO | | |
| 30533 - Sewer System Maintenance | 7101 Edgewater Dr - Bldg 4 | Sewer Maintenance Leader | 02-JAN-07 | | NO | | |
| 30533 - Sewer System Maintenance | 7101 Edgewater Dr - Bldg 4 | Sewer Maintenance Leader | 02-JAN-07 | | NO | | |
| 30533 - Sewer System Maintenance | 7101 Edgewater Dr - Bldg 4 | Sewer Maintenance Leader | 09-SEP-06 | | NO | | |
| 30533 - Sewer System Maintenance | 7101 Edgewater Dr - Bldg 4 | Sewer Maintenance Leader | 19-AUG-02 | | NO | | |
| 30533 - Sewer System Maintenance | 7101 Edgewater Dr - Bldg 4 | Sewer Maintenance Leader | 18-AUG-01 | | NO | | |
| 30533 - Sewer System Maintenance | 7101 Edgewater Dr - Bldg 4 | Sewer Maintenance Leader | 19-APR-99 | | NO | | |
| 30533 - Sewer System Maintenance | 7101 Edgewater Dr - Bldg 4 | Sewer Maintenance Leader | 14-JUN-97 | | NO | | |
| 30533 - Sewer System Maintenance | 7101 Edgewater Dr - Bldg 4 | Sewer Maintenance Leader | 14-MAR-94 | | NO | | |
| 30533 - Sewer System Maintenance | 7101 Edgewater Dr - Bldg 4 | Sewer Maintenance Leader | 15-MAR-93 | | NO | | |
| 30533 - Sewer System Maintenance | 7101 Edgewater Dr - Bldg 4 | Sewer Maintenance Leader | 29-AUG-88 | | NO | | |
| 30533 - Sewer System Maintenance | 7101 Edgewater Dr - Bldg 4 | Sewer Maintenance Leader | 22-AUG-88 | | NO | | |
| 30533 - Sewer System Maintenance | 7101 Edgewater Dr - Bldg 4 | Sewer Maintenance Leader | 12-OCT-87 | | NO | | |
| 30533 - Sewer System Maintenance | 7101 Edgewater Dr - Bldg 4 | Sewer Maintenance Leader | 20-OCT-86 | | NO | | |
| 30533 - Sewer System Maintenance | 7101 Edgewater Dr - Bldg 4 | Sewer Maintenance Leader | 24-JAN-83 | | NO | | |
| 30533 - Sewer System Maintenance | 7101 Edgewater Dr - Bldg 4 | Sewer Maintenance Planner | 08-JUL-13 | | NO | | |
| 30533 - Sewer System Maintenance | 7101 Edgewater Dr - Bldg 4 | Sewer Maintenance Worker | 08-FEB-20 | | NO | | |
| 30533 - Sewer System Maintenance | 7101 Edgewater Dr - Bldg 4 | Sewer Maintenance Worker | 08-FEB-20 | | NO | | |
| 30533 - Sewer System Maintenance | 7101 Edgewater Dr - Bldg 4 | Sewer Maintenance Worker | 21-MAY-18 | | NO | | |
| 30533 - Sewer System Maintenance | 7101 Edgewater Dr - Bldg 4 | Sewer Maintenance Worker | 23-SEP-17 | | NO | | |
| 30533 - Sewer System Maintenance | 7101 Edgewater Dr - Bldg 4 | Sewer Maintenance Worker | 28-AUG-17 | | NO | | |
| 30533 - Sewer System Maintenance | 7101 Edgewater Dr - Bldg 4 | Sewer Maintenance Worker | 06-JAN-14 | | NO | | |
| 30533 - Sewer System Maintenance | 7101 Edgewater Dr - Bldg 4 | Sewer Maintenance Worker | 23-DEC-13 | | NO | | |
| 30533 - Sewer System Maintenance | 7101 Edgewater Dr - Bldg 4 | Sewer Maintenance Worker | 09-MAY-11 | | NO | | |
| 30533 - Sewer System Maintenance | 7101 Edgewater Dr - Bldg 4 | Sewer Maintenance Worker | 12-JUL-10 | | NO | | |
| 30533 - Sewer System Maintenance | 7101 Edgewater Dr - Bldg 4 | Sewer Maintenance Worker | 08-AUG-09 | | NO | | |
| 30533 - Sewer System Maintenance | 7101 Edgewater Dr - Bldg 4 | Sewer Maintenance Worker | 07-APR-08 | | NO | | |
| 30533 - Sewer System Maintenance | 7101 Edgewater Dr - Bldg 4 | Sewer Maintenance Worker | 23-OCT-07 | | NO | | |
| 30533 - Sewer System Maintenance | 7101 Edgewater Dr - Bldg 4 | Sewer Maintenance Worker | 02-JUN-07 | | NO | | |
| 30533 - Sewer System Maintenance | 7101 Edgewater Dr - Bldg 4 | Sewer Maintenance Worker | 02-JAN-07 | | NO | | |
| 30533 - Sewer System Maintenance | 7101 Edgewater Dr - Bldg 4 | Sewer Maintenance Worker | 02-JAN-07 | | NO | | |
| 30533 - Sewer System Maintenance | 7101 Edgewater Dr - Bldg 4 | Sewer Maintenance Worker | 02-JAN-07 | | NO | | |
| 30533 - Sewer System Maintenance | 7101 Edgewater Dr - Bldg 4 | Sewer Maintenance Worker | 01-JUL-06 | | NO | | |
| 30533 - Sewer System Maintenance | 7101 Edgewater Dr - Bldg 4 | Sewer Maintenance Worker | 22-JUN-02 | | NO | | |
| 30533 - Sewer System Maintenance | 7101 Edgewater Dr - Bldg 4 | Sewer Maintenance Worker | 24-JUN-00 | | NO | | |
| 30533 - Sewer System Maintenance | 7101 Edgewater Dr - Bldg 4 | Sewer Maintenance Worker | 10-JAN-00 | | NO | | Spanish |
| 30533 - Sewer System Maintenance | 7101 Edgewater Dr - Bldg 4 | Sewer Maintenance Worker | 18-OCT-99 | | NO | | |

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| 30533 - Sewer System Maintenance | 7101 Edgewater Dr - Bldg 4 | Sewer Maintenance Worker | 20-MAR-99 | | NO | | |
| 30533 - Sewer System Maintenance | 7101 Edgewater Dr - Bldg 4 | Sewer Maintenance Worker | 16-FEB-93 | | NO | | |
| 30533 - Sewer System Maintenance | 7101 Edgewater Dr - Bldg 4 | Sewer Maintenance Worker | 22-APR-91 | | NO | | |
| 30541 - Equipment Services Administration | 7101 Edgewater Dr - Bldg 2 | Account Clerk II | 23-MAR-19 | | NO | | |
| 30541 - Equipment Services Administration | 7101 Edgewater Dr - Bldg 2 | Administrative Analyst II | 24-MAR-08 | | NO | | |
| 30541 - Equipment Services Administration | 7101 Edgewater Dr - Bldg 2 | Auto Equipment Mechanic | 06-FEB-21 | YES | NO | | |
| 30541 - Equipment Services Administration | 7101 Edgewater Dr - Bldg 2 | Auto Equipment Mechanic | 22-AUG-20 | YES | NO | | |
| 30541 - Equipment Services Administration | 7101 Edgewater Dr - Bldg 2 | Auto Equipment Mechanic | 22-AUG-20 | YES | NO | | |
| 30541 - Equipment Services Administration | 7101 Edgewater Dr - Bldg 2 | Auto Equipment Mechanic | 27-FEB-17 | | NO | | |
| 30541 - Equipment Services Administration | 7101 Edgewater Dr - Bldg 2 | Auto Equipment Mechanic | 12-MAY-14 | | NO | | |
| 30541 - Equipment Services Administration | 7101 Edgewater Dr - Bldg 2 | Auto Equipment Mechanic | 03-DEC-07 | | NO | | |
| 30541 - Equipment Services Administration | 7101 Edgewater Dr - Bldg 2 | Auto Equipment Mechanic | 27-FEB-06 | | NO | | |
| 30541 - Equipment Services Administration | 7101 Edgewater Dr - Bldg 2 | Auto Equipment Mechanic | 15-AUG-03 | | NO | | |
| 30541 - Equipment Services Administration | 7101 Edgewater Dr - Bldg 2 | Auto Equipment Service Worker | 06-FEB-21 | YES | NO | | |
| 30541 - Equipment Services Administration | 7101 Edgewater Dr - Bldg 2 | Auto Equipment Service Worker | 31-MAR-14 | | NO | | |
| 30541 - Equipment Services Administration | 7101 Edgewater Dr - Bldg 2 | Auto Equipment Service Worker | 15-AUG-07 | | NO | | |
| 30541 - Equipment Services Administration | 7101 Edgewater Dr - Bldg 2 | Auto Equipment Service Worker | 27-SEP-04 | | NO | | |
| 30541 - Equipment Services Administration | 250 Frank Ogawa Plaza | Electro-Mechanical Machinist | 13-MAR-00 | | NO | | |
| 30541 - Equipment Services Administration | 7101 Edgewater Dr - Bldg 2 | Equipment Body Repair Worker | 26-SEP-05 | | NO | | |
| 30541 - Equipment Services Administration | 7101 Edgewater Dr - Bldg 2 | Equipment Body Repair Worker | 14-FEB-95 | | NO | | |
| 30541 - Equipment Services Administration | 7101 Edgewater Dr - Bldg 2 | Equipment Parts Technician | 05-JUN-17 | | NO | | |
| 30541 - Equipment Services Administration | 7101 Edgewater Dr - Bldg 2 | Equipment Parts Technician | 05-JUN-17 | | NO | | |
| 30541 - Equipment Services Administration | 7101 Edgewater Dr - Bldg 2 | Equipment Parts Technician | 09-JUN-14 | | NO | | |
| 30541 - Equipment Services Administration | 7101 Edgewater Dr - Bldg 2 | Equipment Parts Technician | 19-NOV-07 | | NO | | |
| 30541 - Equipment Services Administration | 7101 Edgewater Dr - Bldg 2 | Equipment Services Superintendent | 13-AUG-07 | | NO | | |
| 30541 - Equipment Services Administration | 7101 Edgewater Dr - Bldg 2 | Equipment Supervisor | 13-MAR-17 | | NO | | |
| 30541 - Equipment Services Administration | 7101 Edgewater Dr - Bldg 2 | Equipment Supervisor | 11-AUG-03 | | NO | | |
| 30541 - Equipment Services Administration | 7101 Edgewater Dr - Bldg 2 | Equipment Supervisor | 15-JUN-98 | | NO | | |
| 30541 - Equipment Services Administration | 7101 Edgewater Dr - Bldg 2 | Facility Security Assistant, PT | 29-SEP-14 | | NO | | |
| 30541 - Equipment Services Administration | 7101 Edgewater Dr - Bldg 2 | Fleet Compliance Coordinator | 11-MAY-15 | | NO | | |
| 30541 - Equipment Services Administration | 7101 Edgewater Dr - Bldg 2 | Heavy Equipment Mechanic | 22-AUG-20 | YES | NO | | |
| 30541 - Equipment Services Administration | 7101 Edgewater Dr - Bldg 2 | Heavy Equipment Mechanic | 22-AUG-20 | YES | NO | | |
| 30541 - Equipment Services Administration | 7101 Edgewater Dr - Bldg 2 | Heavy Equipment Mechanic | 21-SEP-19 | | NO | | |
| 30541 - Equipment Services Administration | 250 Frank Ogawa Plaza | Heavy Equipment Mechanic | 21-SEP-19 | | NO | | |
| 30541 - Equipment Services Administration | 250 Frank Ogawa Plaza | Heavy Equipment Mechanic | 18-DEC-17 | | NO | | |
| 30541 - Equipment Services Administration | 7101 Edgewater Dr - Bldg 2 | Heavy Equipment Mechanic | 27-FEB-17 | | NO | | |
| 30541 - Equipment Services Administration | 7101 Edgewater Dr - Bldg 2 | Heavy Equipment Mechanic | 05-JUL-16 | | NO | | |
| 30541 - Equipment Services Administration | 250 Frank Ogawa Plaza | Heavy Equipment Mechanic | 11-MAY-15 | | NO | | |
| 30541 - Equipment Services Administration | 7101 Edgewater Dr - Bldg 2 | Heavy Equipment Mechanic | 25-JUN-12 | | NO | | |
| 30541 - Equipment Services Administration | 7101 Edgewater Dr - Bldg 2 | Heavy Equipment Mechanic | 06-NOV-06 | | NO | | |
| 30541 - Equipment Services Administration | 7101 Edgewater Dr - Bldg 2 | Heavy Equipment Mechanic | 20-DEC-04 | | NO | | |
| 30541 - Equipment Services Administration | 7101 Edgewater Dr - Bldg 2 | Heavy Equipment Mechanic | 04-MAR-96 | | NO | | |
| 30541 - Equipment Services Administration | 7101 Edgewater Dr - Bldg 2 | Heavy Equipment Mechanic | 11-MAR-91 | | NO | | |
| 30541 - Equipment Services Administration | 7101 Edgewater Dr - Bldg 2 | Heavy Equipment Service Worker | 22-AUG-20 | YES | NO | | |
| 30541 - Equipment Services Administration | 7101 Edgewater Dr - Bldg 2 | Heavy Equipment Service Worker | 22-AUG-20 | YES | NO | | |
| 30541 - Equipment Services Administration | 7101 Edgewater Dr - Bldg 2 | Heavy Equipment Service Worker | 29-AUG-05 | | NO | | |
| 30541 - Equipment Services Administration | 7101 Edgewater Dr - Bldg 2 | Heavy Equipment Supervisor | 31-MAR-14 | | NO | | |
| 30541 - Equipment Services Administration | 7101 Edgewater Dr - Bldg 2 | Heavy Equipment Supervisor | 05-NOV-07 | | NO | | |
| 30541 - Equipment Services Administration | 7101 Edgewater Dr - Bldg 2 | Manager, Equipment Services | 01-JUN-99 | | NO | | |
| 30541 - Equipment Services Administration | 7101 Edgewater Dr - Bldg 2 | Temp Contract Svcs Employee, PT | 21-SEP-19 | | NO | | |
| 30541 - Equipment Services Administration | 7101 Edgewater Dr - Bldg 2 | Temp Contract Svcs Employee, PT | 20-APR-19 | | NO | | |
| 30541 - Equipment Services Administration | 7101 Edgewater Dr - Bldg 2 | Temp Contract Svcs Employee, PT | 10-SEP-18 | | NO | | |
| 30541 - Equipment Services Administration | 7101 Edgewater Dr - Bldg 2 | Temp Contract Svcs Employee, PT | 18-DEC-17 | | NO | | |
| 30551 - Facilities: Administration | 7101 Edgewater Dr - Bldg 4 | Administrative Analyst II | 18-DEC-06 | | NO | | |
| 30551 - Facilities: Administration | 250 Frank Ogawa Plaza | Administrative Assistant II | 07-OCT-02 | | NO | Spanish | Spanish |
| 30551 - Facilities: Administration | 250 Frank Ogawa Plaza | Capital Improvement Project Coordinator | 19-DEC-05 | | NO | | |
| 30551 - Facilities: Administration | 7101 Edgewater Dr - Bldg 4 | Facilities Complex Manager | 04-JAN-14 | | NO | | |
| 30551 - Facilities: Administration | 250 Frank Ogawa Plaza | Facilities Complex Manager | 29-MAY-12 | | NO | | |

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| 30551 - Facilities: Administration | 7101 Edgewater Dr - Bldg 2 | Manager, Building Services | 06-MAY-95 | | NO | | |
| 30552 - Facilities: Civic Center Complex | 150 Frank H. Ogawa Plaza | Custodial Services Supervisor I | 03-MAY-08 | | NO | | Spanish |
| 30552 - Facilities: Civic Center Complex | 666 Bellvue Ave | Custodian | 16-FEB-16 | | NO | | |
| 30552 - Facilities: Civic Center Complex | 250 Frank Ogawa Plaza | Custodian | 16-FEB-16 | | NO | | |
| 30552 - Facilities: Civic Center Complex | 150 Frank H. Ogawa Plaza | Custodian | 18-FEB-14 | | NO | | |
| 30552 - Facilities: Civic Center Complex | 666 Bellvue Ave | Custodian | 18-FEB-14 | | NO | | |
| 30552 - Facilities: Civic Center Complex | 666 Bellvue Ave | Custodian | 21-FEB-07 | | NO | | |
| 30552 - Facilities: Civic Center Complex | 150 Frank H. Ogawa Plaza | Custodian | 26-SEP-06 | | NO | | |
| 30552 - Facilities: Civic Center Complex | 250 Frank Ogawa Plaza | Custodian | 06-MAY-02 | | NO | | Spanish |
| 30552 - Facilities: Civic Center Complex | 250 Frank Ogawa Plaza | Custodian | 04-JAN-99 | | NO | | |
| 30552 - Facilities: Civic Center Complex | 666 Bellvue Ave | Custodian | 07-OCT-98 | | NO | | |
| 30552 - Facilities: Civic Center Complex | 150 Frank H. Ogawa Plaza | Custodian | 29-NOV-97 | | NO | Chinese | |
| 30552 - Facilities: Civic Center Complex | 250 Frank Ogawa Plaza | Custodian | 24-NOV-97 | | NO | | |
| 30552 - Facilities: Civic Center Complex | 150 Frank H. Ogawa Plaza | Custodian | 10-DEC-96 | | NO | Spanish | |
| 30552 - Facilities: Civic Center Complex | 150 Frank H. Ogawa Plaza | Custodian | 11-MAY-92 | | NO | | |
| 30552 - Facilities: Civic Center Complex | 250 Frank Ogawa Plaza | Custodian, PPT | 16-FEB-16 | | NO | | |
| 30552 - Facilities: Civic Center Complex | 250 Frank Ogawa Plaza | Custodian, PPT | 21-JUL-14 | | NO | | |
| 30552 - Facilities: Civic Center Complex | 250 Frank Ogawa Plaza | Custodian, PT | 17-OCT-20 | YES | NO | | |
| 30552 - Facilities: Civic Center Complex | 250 Frank Ogawa Plaza | Custodian, PT | 19-SEP-20 | YES | NO | | |
| 30552 - Facilities: Civic Center Complex | 250 Frank Ogawa Plaza | Custodian, PT | 19-SEP-20 | YES | NO | | |
| 30552 - Facilities: Civic Center Complex | 250 Frank Ogawa Plaza | Custodian, PT | 19-SEP-20 | YES | NO | | |
| 30552 - Facilities: Civic Center Complex | 250 Frank Ogawa Plaza | Custodian, PT | 19-SEP-20 | YES | NO | | |
| 30552 - Facilities: Civic Center Complex | 250 Frank Ogawa Plaza | Custodian, PT | 06-APR-19 | | NO | | |
| 30552 - Facilities: Civic Center Complex | 250 Frank Ogawa Plaza | Custodian, PT | 09-MAR-19 | | NO | | |
| 30552 - Facilities: Civic Center Complex | 250 Frank Ogawa Plaza | Custodian, PT | 09-MAR-19 | | NO | | |
| 30552 - Facilities: Civic Center Complex | 250 Frank Ogawa Plaza | Custodian, PT | 09-MAR-19 | | NO | | |
| 30552 - Facilities: Civic Center Complex | 250 Frank Ogawa Plaza | Custodian, PT | 09-MAR-19 | | NO | | |
| 30552 - Facilities: Civic Center Complex | 250 Frank Ogawa Plaza | Custodian, PT | 09-MAR-19 | | NO | | |
| 30552 - Facilities: Civic Center Complex | 250 Frank Ogawa Plaza | Custodian, PT | 26-AUG-17 | | NO | | |
| 30552 - Facilities: Civic Center Complex | 250 Frank Ogawa Plaza | Custodian, PT | 26-AUG-17 | | NO | | |
| 30552 - Facilities: Civic Center Complex | 250 Frank Ogawa Plaza | Custodian, PT | 16-FEB-16 | | NO | | |
| 30552 - Facilities: Civic Center Complex | 250 Frank Ogawa Plaza | Custodian, PT | 02-FEB-15 | | NO | | |
| 30552 - Facilities: Civic Center Complex | 250 Frank Ogawa Plaza | Custodian, PT | 02-FEB-15 | | NO | | |
| 30552 - Facilities: Civic Center Complex | 250 Frank Ogawa Plaza | Custodian, PT | 21-NOV-05 | | NO | | |
| 30552 - Facilities: Civic Center Complex | 250 Frank Ogawa Plaza | Maintenance Mechanic | 23-NOV-15 | | NO | | |
| 30552 - Facilities: Civic Center Complex | 150 Frank H. Ogawa Plaza | Stationary Engineer | 18-AUG-03 | | NO | | |
| 30552 - Facilities: Civic Center Complex | 150 Frank H. Ogawa Plaza | Stationary Engineer, Chief | 01-FEB-99 | | NO | | |
| 30553 - Facilities: Hall of Justice Complex | 8201 EDGEWATER DRIVE | Custodian | 16-FEB-16 | | NO | | |
| 30553 - Facilities: Hall of Justice Complex | 250 Frank Ogawa Plaza | Custodian | 18-FEB-14 | | NO | | |
| 30553 - Facilities: Hall of Justice Complex | 666 Bellvue Ave | Custodian | 28-MAY-13 | | NO | | |
| 30553 - Facilities: Hall of Justice Complex | 150 Frank H. Ogawa Plaza | Custodian | 17-MAY-04 | | NO | | |
| 30553 - Facilities: Hall of Justice Complex | 250 Frank Ogawa Plaza | Custodian | 31-JAN-04 | | NO | | |
| 30553 - Facilities: Hall of Justice Complex | 150 Frank H. Ogawa Plaza | Custodian | 06-JUL-02 | | NO | | |
| 30553 - Facilities: Hall of Justice Complex | 150 Frank H. Ogawa Plaza | Custodian | 02-JAN-01 | | NO | | |
| 30553 - Facilities: Hall of Justice Complex | 666 Bellvue Ave | Custodian, PPT | 25-JUL-98 | | NO | | |
| 30553 - Facilities: Hall of Justice Complex | 250 Frank Ogawa Plaza | Custodian, PT | 17-OCT-20 | YES | NO | | |
| 30553 - Facilities: Hall of Justice Complex | 250 Frank Ogawa Plaza | Custodian, PT | 17-OCT-20 | YES | NO | | |
| 30553 - Facilities: Hall of Justice Complex | 250 Frank Ogawa Plaza | Custodian, PT | 17-OCT-20 | YES | NO | | |
| 30553 - Facilities: Hall of Justice Complex | 250 Frank Ogawa Plaza | Custodian, PT | 19-OCT-19 | | NO | | |
| 30553 - Facilities: Hall of Justice Complex | 250 Frank Ogawa Plaza | Custodian, PT | 09-MAR-19 | | NO | | |
| 30553 - Facilities: Hall of Justice Complex | 250 Frank Ogawa Plaza | Custodian, PT | 26-AUG-17 | | NO | | |
| 30553 - Facilities: Hall of Justice Complex | 250 Frank Ogawa Plaza | Custodian, PT | 04-MAR-13 | | NO | | |
| 30553 - Facilities: Hall of Justice Complex | 250 Frank Ogawa Plaza | Custodian, PT | 22-MAY-03 | | NO | | |
| 30553 - Facilities: Hall of Justice Complex | 150 Frank H. Ogawa Plaza | Stationary Engineer | 03-OCT-20 | YES | NO | | |
| 30553 - Facilities: Hall of Justice Complex | 7101 Edgewater Dr - Bldg 2 | Stationary Engineer | 24-AUG-09 | | NO | | |
| 30553 - Facilities: Hall of Justice Complex | 150 Frank H. Ogawa Plaza | Stationary Engineer | 10-MAY-04 | | NO | | Spanish |
| 30553 - Facilities: Hall of Justice Complex | 455 7th Street | Stationary Engineer, Chief | 05-NOV-07 | | NO | | |
| 30554 - Facilities: Plant Operations | 250 Frank Ogawa Plaza | Construction & Maintenance Mechanic | 26-DEC-20 | YES | NO | | |

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| 30554 - Facilities: Plant Operations | 250 Frank Ogawa Plaza | Stationary Engineer | 04-APR-20 | | NO | | |
| 30554 - Facilities: Plant Operations | 1000 Oak Street | Stationary Engineer | 07-DEC-13 | | NO | | |
| 30554 - Facilities: Plant Operations | 7101 Edgewater Dr - Bldg 2 | Stationary Engineer | 30-SEP-02 | | NO | | |
| 30554 - Facilities: Plant Operations | 1000 Oak Street | Stationary Engineer | 23-MAR-98 | | NO | | |
| 30554 - Facilities: Plant Operations | 1000 Oak Street | Stationary Engineer | 30-JUN-97 | | NO | | |
| 30554 - Facilities: Plant Operations | 1000 Oak Street | Stationary Engineer, Chief | 10-JAN-05 | | NO | | |
| 30555 - Facilities: Roving Custodial - OPR | 250 Frank Ogawa Plaza | Custodial Services Supervisor I | 03-MAY-10 | | NO | | |
| 30555 - Facilities: Roving Custodial - OPR | 666 Bellvue Ave | Custodian | 16-FEB-16 | | NO | | |
| 30555 - Facilities: Roving Custodial - OPR | 666 Bellvue Ave | Custodian | 31-JAN-15 | | NO | | |
| 30555 - Facilities: Roving Custodial - OPR | 666 Bellvue Ave | Custodian | 20-NOV-06 | | NO | | |
| 30555 - Facilities: Roving Custodial - OPR | 7101 Edgewater Dr - Bldg 4 | Custodian | 31-JUL-06 | | NO | | |
| 30555 - Facilities: Roving Custodial - OPR | 666 Bellvue Ave | Custodian | 16-JUL-05 | | NO | | |
| 30555 - Facilities: Roving Custodial - OPR | 250 Frank Ogawa Plaza | Custodian | 19-JUN-04 | | NO | | |
| 30555 - Facilities: Roving Custodial - OPR | 150 Frank H. Ogawa Plaza | Custodian | 31-JAN-04 | | NO | | |
| 30555 - Facilities: Roving Custodial - OPR | 666 Bellvue Ave | Custodian | 08-DEC-03 | | NO | | |
| 30555 - Facilities: Roving Custodial - OPR | 7101 Edgewater Dr - Bldg 4 | Custodian | 30-MAR-02 | | NO | | |
| 30555 - Facilities: Roving Custodial - OPR | 7101 Edgewater Dr - Bldg 4 | Custodian | 19-JUL-97 | | NO | | |
| 30555 - Facilities: Roving Custodial - OPR | 666 Bellvue Ave | Custodian | 11-JAN-97 | | NO | | |
| 30555 - Facilities: Roving Custodial - OPR | 250 Frank Ogawa Plaza | Custodian Supervisor | 08-NOV-99 | | NO | | |
| 30555 - Facilities: Roving Custodial - OPR | 250 Frank Ogawa Plaza | Custodian, PPT | 16-FEB-16 | | NO | | |
| 30555 - Facilities: Roving Custodial - OPR | 666 Bellvue Ave | Custodian, PPT | 22-MAY-04 | | NO | | |
| 30555 - Facilities: Roving Custodial - OPR | 250 Frank Ogawa Plaza | Custodian, PT | 17-OCT-20 | YES | NO | | |
| 30555 - Facilities: Roving Custodial - OPR | 250 Frank Ogawa Plaza | Custodian, PT | 17-OCT-20 | YES | NO | | |
| 30555 - Facilities: Roving Custodial - OPR | 250 Frank Ogawa Plaza | Custodian, PT | 17-OCT-20 | YES | NO | | |
| 30555 - Facilities: Roving Custodial - OPR | 250 Frank Ogawa Plaza | Custodian, PT | 19-SEP-20 | YES | NO | | |
| 30555 - Facilities: Roving Custodial - OPR | 250 Frank Ogawa Plaza | Custodian, PT | 19-SEP-20 | YES | NO | | |
| 30555 - Facilities: Roving Custodial - OPR | 250 Frank Ogawa Plaza | Custodian, PT | 19-SEP-20 | YES | NO | | |
| 30555 - Facilities: Roving Custodial - OPR | 250 Frank Ogawa Plaza | Custodian, PT | 27-JUN-20 | | NO | | |
| 30555 - Facilities: Roving Custodial - OPR | 250 Frank Ogawa Plaza | Custodian, PT | 09-MAR-19 | | NO | | |
| 30555 - Facilities: Roving Custodial - OPR | 250 Frank Ogawa Plaza | Custodian, PT | 11-SEP-17 | | NO | | |
| 30555 - Facilities: Roving Custodial - OPR | 250 Frank Ogawa Plaza | Custodian, PT | 08-OCT-16 | | NO | | |
| 30555 - Facilities: Roving Custodial - OPR | 250 Frank Ogawa Plaza | Custodian, PT | 02-FEB-15 | | NO | | |
| 30555 - Facilities: Roving Custodial - OPR | 250 Frank Ogawa Plaza | Custodian, PT | 31-JAN-15 | | NO | | |
| 30555 - Facilities: Roving Custodial - OPR | 250 Frank Ogawa Plaza | Custodian, PT | 31-JAN-15 | | NO | | |
| 30555 - Facilities: Roving Custodial - OPR | 250 Frank Ogawa Plaza | Custodian, PT | 08-JUN-13 | | NO | | |
| 30555 - Facilities: Roving Custodial - OPR | 250 Frank Ogawa Plaza | Custodian, PT | 28-MAY-13 | | NO | | |
| 30555 - Facilities: Roving Custodial - OPR | 250 Frank Ogawa Plaza | Custodian, PT | 09-JUL-12 | | NO | | |
| 30555 - Facilities: Roving Custodial - OPR | 250 Frank Ogawa Plaza | Temp Contract Svcs Employee, PT | 25-JUL-20 | YES | NO | | |
| 30556 - Facilities: Maintenance | 7101 Edgewater Dr - Bldg 2 | Construction & Maintenance Mechanic | 20-JAN-15 | | NO | | |
| 30556 - Facilities: Maintenance | 7101 Edgewater Dr - Bldg 2 | Construction & Maintenance Mechanic | 21-MAY-07 | | NO | | |
| 30556 - Facilities: Maintenance | 7101 Edgewater Dr - Bldg 2 | Construction & Maintenance Supv I | 26-MAR-07 | | NO | | |
| 30556 - Facilities: Maintenance | 250 Frank Ogawa Plaza | Maintenance Mechanic | 01-JUN-19 | | NO | | |
| 30556 - Facilities: Maintenance | 250 Frank Ogawa Plaza | Maintenance Mechanic | 02-FEB-15 | | NO | | |
| 30556 - Facilities: Maintenance | 7101 Edgewater Dr - Bldg 2 | Maintenance Mechanic | 02-OCT-06 | | NO | | |
| 30556 - Facilities: Maintenance | 7101 Edgewater Dr - Bldg 2 | Painter | 03-NOV-99 | | NO | | |
| 30556 - Facilities: Maintenance | 7101 Edgewater Dr - Bldg 2 | Painter | 23-JAN-89 | | NO | | |
| 30556 - Facilities: Maintenance | 7101 Edgewater Dr - Bldg 2 | Plumber | 26-OCT-02 | | NO | | |
| 30556 - Facilities: Maintenance | 7101 Edgewater Dr - Bldg 2 | Plumber | 15-APR-02 | | NO | | |
| 30557 - Facilities: Structural | 7101 Edgewater Dr - Bldg 2 | Carpenter | 19-NOV-07 | | NO | | |
| 30557 - Facilities: Structural | 7101 Edgewater Dr - Bldg 2 | Carpenter | 26-MAR-07 | | NO | | |
| 30557 - Facilities: Structural | 7101 Edgewater Dr - Bldg 2 | Carpenter | 18-OCT-93 | | NO | | |
| 30557 - Facilities: Structural | 7101 Edgewater Dr - Bldg 2 | Construction & Maintenance Mechanic | 22-AUG-20 | YES | NO | | |
| 30557 - Facilities: Structural | 7101 Edgewater Dr - Bldg 2 | Construction & Maintenance Mechanic | 29-APR-13 | | NO | | |
| 30557 - Facilities: Structural | 7101 Edgewater Dr - Bldg 2 | Construction & Maintenance Mechanic | 31-JUL-06 | | NO | | |
| 30557 - Facilities: Structural | 7101 Edgewater Dr - Bldg 2 | Construction & Maintenance Mechanic | 28-OCT-02 | | NO | | |
| 30557 - Facilities: Structural | 7101 Edgewater Dr - Bldg 2 | Construction & Maintenance Supv I | 12-JUN-00 | | NO | | |
| 30557 - Facilities: Structural | 7101 Edgewater Dr - Bldg 2 | Maintenance Mechanic | 08-OCT-18 | | NO | | |
| 30558 - Facilities: Electrical/ Project | 7101 Edgewater Dr - Bldg 2 | Administrative Assistant II | 20-OCT-18 | | NO | | |

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| 30558 - Facilities: Electrical/ Project | 7101 Edgewater Dr - Bldg 2 | Construction & Maintenance Supv I | 31-JUL-06 | | NO | | |
| 30558 - Facilities: Electrical/ Project | 7101 Edgewater Dr - Bldg 2 | Electrician | 28-JUN-10 | | NO | | |
| 30558 - Facilities: Electrical/ Project | 7101 Edgewater Dr - Bldg 2 | Electrician | 03-NOV-97 | | NO | | |
| 30558 - Facilities: Electrical/ Project | 7101 Edgewater Dr - Bldg 2 | Electrician Leader | 31-JAN-05 | | NO | | |
| 30558 - Facilities: Electrical/ Project | 250 Frank Ogawa Plaza | Maintenance Mechanic | 07-DEC-13 | | NO | | |
| 30559 - Facilities: Custodial - OPL | 250 Frank Ogawa Plaza | Custodial Services Supervisor I | 07-JAN-13 | | NO | | |
| 30559 - Facilities: Custodial - OPL | 666 Bellvue Ave | Custodian | 20-OCT-06 | | NO | | |
| 30559 - Facilities: Custodial - OPL | 7101 Edgewater Dr - Bldg 4 | Custodian | 31-AUG-02 | | NO | | |
| 30559 - Facilities: Custodial - OPL | 250 Frank Ogawa Plaza | Custodian | 02-FEB-02 | | NO | | |
| 30559 - Facilities: Custodial - OPL | 7101 Edgewater Dr - Bldg 4 | Custodian | 30-OCT-00 | | NO | | |
| 30559 - Facilities: Custodial - OPL | 150 Frank H. Ogawa Plaza | Custodian | 28-JUL-98 | | NO | | |
| 30559 - Facilities: Custodial - OPL | 7101 Edgewater Dr - Bldg 4 | Custodian | 23-AUG-93 | | NO | | |
| 30559 - Facilities: Custodial - OPL | 666 Bellvue Ave | Custodian, PT | 22-FEB-20 | | NO | | |
| 30559 - Facilities: Custodial - OPL | 666 Bellvue Ave | Custodian, PT | 08-FEB-20 | | NO | | |
| 30559 - Facilities: Custodial - OPL | 666 Bellvue Ave | Custodian, PT | 08-FEB-20 | | NO | | |
| 30559 - Facilities: Custodial - OPL | 666 Bellvue Ave | Custodian, PT | 08-FEB-20 | | NO | | |
| 30559 - Facilities: Custodial - OPL | 666 Bellvue Ave | Custodian, PT | 08-FEB-20 | | NO | | |
| 30559 - Facilities: Custodial - OPL | 666 Bellvue Ave | Custodian, PT | 23-MAR-19 | | NO | | |
| 30559 - Facilities: Custodial - OPL | 666 Bellvue Ave | Custodian, PT | 09-MAR-19 | | NO | | |
| 30559 - Facilities: Custodial - OPL | 666 Bellvue Ave | Custodian, PT | 11-SEP-17 | | NO | | |
| 30559 - Facilities: Custodial - OPL | 666 Bellvue Ave | Custodian, PT | 26-AUG-17 | | NO | | |
| 30559 - Facilities: Custodial - OPL | 666 Bellvue Ave | Custodian, PT | 16-FEB-16 | | NO | | |
| 30559 - Facilities: Custodial - OPL | 666 Bellvue Ave | Custodian, PT | 02-FEB-15 | | NO | | |
| 30559 - Facilities: Custodial - OPL | 666 Bellvue Ave | Custodian, PT | 16-APR-11 | | NO | | |
| 30559 - Facilities: Custodial - OPL | 666 Bellvue Ave | Custodian, PT | 13-NOV-10 | | NO | | |
| 30559 - Facilities: Custodial - OPL | 666 Bellvue Ave | Custodian, PT | 01-AUG-05 | | NO | | |
| 30559 - Facilities: Custodial - OPL | 666 Bellvue Ave | Custodian, PT | 31-AUG-02 | | NO | | |
| 30559 - Facilities: Custodial - OPL | 666 Bellvue Ave | Custodian, PT | 03-AUG-02 | | NO | | |
| 30559 - Facilities: Custodial - OPL | 666 Bellvue Ave | Custodian, PT | 16-SEP-00 | | NO | | |
| 30559 - Facilities: Custodial - OPL | 666 Bellvue Ave | Custodian, PT | 18-APR-98 | | NO | | |
| 30611 - Facilities & Environ Asst. Director's Office | 7101 Edgewater Dr - Bldg 4 | Administrative Assistant II | 15-DEC-08 | | NO | | |
| 30611 - Facilities & Environ Asst. Director's Office | 7101 Edgewater Dr - Bldg 2 | Administrative Services Manager I | 10-DEC-12 | | NO | | |
| 30651 - Parks/Bldg Maint Admin | 7101 Edgewater Dr - Bldg 4 | Administrative Assistant II | 11-DEC-99 | | NO | | Spanish |
| 30651 - Parks/Bldg Maint Admin | 7101 Edgewater Dr - Bldg 4 | Manager, Park Services | 08-JUL-87 | | NO | | |
| 30652 - Landscape Maintenance | 8201 EDGEWATER DRIVE | Gardener Crew Leader | 05-JUL-16 | | NO | | |
| 30652 - Landscape Maintenance | 7101 Edgewater Dr - Bldg 4 | Gardener Crew Leader | 09-JUN-14 | | NO | | |
| 30652 - Landscape Maintenance | 7101 Edgewater Dr - Bldg 4 | Gardener Crew Leader | 09-JUN-14 | | NO | | |
| 30652 - Landscape Maintenance | 7101 Edgewater Dr - Bldg 4 | Gardener Crew Leader | 12-NOV-13 | | NO | | |
| 30652 - Landscape Maintenance | 666 Bellvue Ave | Gardener Crew Leader | 04-SEP-12 | | NO | | |
| 30652 - Landscape Maintenance | 7101 Edgewater Dr - Bldg 4 | Gardener Crew Leader | 04-SEP-12 | | NO | | |
| 30652 - Landscape Maintenance | 7101 Edgewater Drive | Gardener Crew Leader | 06-AUG-12 | | NO | | |
| 30652 - Landscape Maintenance | 7101 Edgewater Dr - Bldg 4 | Gardener Crew Leader | 03-OCT-11 | | NO | | |
| 30652 - Landscape Maintenance | 7101 Edgewater Dr - Bldg 4 | Gardener Crew Leader | 03-MAY-10 | | NO | | |
| 30652 - Landscape Maintenance | 666 Bellvue Ave | Gardener Crew Leader | 08-AUG-09 | | NO | | |
| 30652 - Landscape Maintenance | 7101 Edgewater Dr - Bldg 4 | Gardener Crew Leader | 08-OCT-07 | | NO | | |
| 30652 - Landscape Maintenance | 7101 Edgewater Dr - Bldg 4 | Gardener Crew Leader | 04-JUN-07 | | NO | | |
| 30652 - Landscape Maintenance | 7101 Edgewater Dr - Bldg 4 | Gardener Crew Leader | 07-MAY-07 | | NO | | |
| 30652 - Landscape Maintenance | 7101 Edgewater Dr - Bldg 4 | Gardener Crew Leader | 11-SEP-06 | | NO | | |
| 30652 - Landscape Maintenance | 8201 EDGEWATER DRIVE | Gardener Crew Leader | 17-APR-06 | | NO | | |
| 30652 - Landscape Maintenance | 7101 Edgewater Dr - Bldg 4 | Gardener Crew Leader | 03-MAR-04 | | NO | | |
| 30652 - Landscape Maintenance | 8201 EDGEWATER DRIVE | Gardener Crew Leader | 31-OCT-98 | | NO | | |
| 30652 - Landscape Maintenance | 8201 EDGEWATER DRIVE | Gardener Crew Leader | 11-JUL-87 | | NO | | |
| 30652 - Landscape Maintenance | 7101 Edgewater Dr - Bldg 4 | Gardener II | 06-APR-19 | | NO | | |
| 30652 - Landscape Maintenance | 7101 Edgewater Dr - Bldg 4 | Gardener II | 16-JAN-18 | | NO | | |
| 30652 - Landscape Maintenance | 7101 Edgewater Dr - Bldg 4 | Gardener II | 05-JUL-16 | | NO | | |
| 30652 - Landscape Maintenance | 7101 Edgewater Dr - Bldg 4 | Gardener II | 06-JUL-15 | | NO | | |
| 30652 - Landscape Maintenance | 7101 Edgewater Dr - Bldg 4 | Gardener II | 24-NOV-14 | | NO | | |
| 30652 - Landscape Maintenance | 7101 Edgewater Dr - Bldg 4 | Gardener II | 08-JUL-13 | | NO | | |

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| 30652 - Landscape Maintenance | 7101 Edgewater Dr - Bldg 4 | Gardener II | 04-SEP-12 | | NO | | |
| 30652 - Landscape Maintenance | 666 Bellvue Ave | Gardener II | 13-JUN-11 | | NO | | |
| 30652 - Landscape Maintenance | 8201 EDGEWATER DRIVE | Gardener II | 15-DEC-07 | | NO | | |
| 30652 - Landscape Maintenance | 7101 Edgewater Dr - Bldg 4 | Gardener II | 03-JUL-06 | | NO | | |
| 30652 - Landscape Maintenance | 7101 Edgewater Dr - Bldg 4 | Irrigation Repair Specialist | 11-AUG-18 | | NO | | |
| 30652 - Landscape Maintenance | 7101 Edgewater Dr - Bldg 4 | Irrigation Repair Specialist | 06-MAY-17 | | NO | | |
| 30652 - Landscape Maintenance | 7101 Edgewater Dr - Bldg 4 | Irrigation Repair Specialist | 05-JAN-15 | | NO | | |
| 30652 - Landscape Maintenance | 7101 Edgewater Dr - Bldg 4 | Irrigation Repair Specialist | 09-MAY-11 | | NO | | |
| 30652 - Landscape Maintenance | 7101 Edgewater Dr - Bldg 4 | Park Attendant, PPT | 29-MAR-96 | | NO | | |
| 30652 - Landscape Maintenance | 7101 Edgewater Dr - Bldg 4 | Park Attendant, PT | 08-AUG-20 | YES | NO | | |
| 30652 - Landscape Maintenance | 7101 Edgewater Dr - Bldg 4 | Park Attendant, PT | 08-AUG-20 | YES | NO | | |
| 30652 - Landscape Maintenance | 7101 Edgewater Dr - Bldg 4 | Park Attendant, PT | 08-AUG-20 | YES | NO | | |
| 30652 - Landscape Maintenance | 7101 Edgewater Dr - Bldg 4 | Park Attendant, PT | 01-JUN-19 | | NO | | |
| 30652 - Landscape Maintenance | 666 Bellvue Ave | Park Attendant, PT | 01-JUN-19 | | NO | | |
| 30652 - Landscape Maintenance | 7101 Edgewater Dr - Bldg 4 | Park Attendant, PT | 01-JUN-19 | | NO | | |
| 30652 - Landscape Maintenance | 666 Bellvue Ave | Park Attendant, PT | 06-APR-19 | | NO | | |
| 30652 - Landscape Maintenance | 666 Bellvue Ave | Park Attendant, PT | 06-APR-19 | | NO | | |
| 30652 - Landscape Maintenance | 7101 Edgewater Dr - Bldg 4 | Park Attendant, PT | 06-APR-19 | YES | NO | | |
| 30652 - Landscape Maintenance | 666 Bellvue Ave | Park Attendant, PT | 06-APR-19 | | NO | | |
| 30652 - Landscape Maintenance | 7101 Edgewater Dr - Bldg 4 | Park Attendant, PT | 06-APR-19 | | NO | | |
| 30652 - Landscape Maintenance | 7101 Edgewater Dr - Bldg 4 | Park Attendant, PT | 28-JUL-18 | | NO | | |
| 30652 - Landscape Maintenance | 666 Bellvue Ave | Park Attendant, PT | 21-MAY-18 | | NO | | |
| 30652 - Landscape Maintenance | 7101 Edgewater Dr - Bldg 4 | Park Attendant, PT | 21-MAY-18 | | NO | | |
| 30652 - Landscape Maintenance | 7101 Edgewater Dr - Bldg 4 | Park Attendant, PT | 16-JAN-18 | | NO | | |
| 30652 - Landscape Maintenance | 666 Bellvue Ave | Park Attendant, PT | 20-MAY-17 | | NO | | |
| 30652 - Landscape Maintenance | 7101 Edgewater Dr - Bldg 4 | Park Attendant, PT | 20-MAY-17 | | NO | | |
| 30652 - Landscape Maintenance | 7101 Edgewater Dr - Bldg 4 | Park Attendant, PT | 06-MAY-17 | | NO | | |
| 30652 - Landscape Maintenance | 666 Bellvue Ave | Park Attendant, PT | 17-JAN-17 | | NO | | |
| 30652 - Landscape Maintenance | 7101 Edgewater Dr - Bldg 4 | Park Attendant, PT | 17-JAN-17 | | NO | | |
| 30652 - Landscape Maintenance | 666 Bellvue Ave | Park Attendant, PT | 05-JUL-16 | | NO | | |
| 30652 - Landscape Maintenance | 666 Bellvue Ave | Park Attendant, PT | 09-JUN-14 | | NO | | |
| 30652 - Landscape Maintenance | 666 Bellvue Ave | Park Attendant, PT | 07-MAY-07 | | NO | | |
| 30652 - Landscape Maintenance | 666 Bellvue Ave | Park Attendant, PT | 11-SEP-06 | | NO | | |
| 30652 - Landscape Maintenance | 666 Bellvue Ave | Park Attendant, PT | 31-AUG-02 | | NO | | |
| 30652 - Landscape Maintenance | 7101 Edgewater Dr - Bldg 4 | Park Attendant, PT | 02-FEB-02 | | NO | | |
| 30652 - Landscape Maintenance | 7101 Edgewater Dr - Bldg 4 | Park Equipment Operator | 24-AUG-19 | | NO | | |
| 30652 - Landscape Maintenance | 7101 Edgewater Dr - Bldg 4 | Park Equipment Operator | 08-JUL-13 | | NO | | |
| 30652 - Landscape Maintenance | 7101 Edgewater Dr - Bldg 4 | Park Equipment Operator | 04-SEP-12 | | NO | | |
| 30652 - Landscape Maintenance | 7101 Edgewater Dr - Bldg 4 | Park Equipment Operator | 04-SEP-12 | | NO | | |
| 30652 - Landscape Maintenance | 7101 Edgewater Dr - Bldg 4 | Park Equipment Operator | 03-OCT-11 | | NO | | |
| 30652 - Landscape Maintenance | 7101 Edgewater Dr - Bldg 4 | Park Supervisor I | 01-DEC-18 | | NO | | |
| 30652 - Landscape Maintenance | 8201 EDGEWATER DRIVE | Park Supervisor I | 01-JUL-17 | | NO | | |
| 30652 - Landscape Maintenance | 7101 Edgewater Dr - Bldg 4 | Park Supervisor I | 14-APR-14 | | NO | | |
| 30652 - Landscape Maintenance | 7101 Edgewater Dr - Bldg 4 | Park Supervisor I | 03-MAY-10 | | NO | | |
| 30652 - Landscape Maintenance | 250 FRANK H. OGAWA PLAZA | Park Supervisor I | 14-APR-01 | | NO | | |
| 30652 - Landscape Maintenance | 7101 Edgewater Dr - Bldg 4 | Park Supervisor II | 06-AUG-12 | | NO | | |
| 30654 - Tree Services | 7101 Edgewater Dr - Bldg 4 | Administrative Analyst II | 23-MAR-19 | | NO | | |
| 30654 - Tree Services | 7101 Edgewater Dr - Bldg 4 | Administrative Assistant II | 03-APR-21 | YES | NO | | |
| 30654 - Tree Services | 7101 Edgewater Dr - Bldg 4 | Arboricultural Inspector | 14-APR-14 | | NO | | |
| 30654 - Tree Services | 7101 Edgewater Dr - Bldg 4 | Arboricultural Inspector | 27-APR-91 | | NO | | |
| 30654 - Tree Services | 7101 Edgewater Dr - Bldg 4 | Tree High Climber | 20-JUL-83 | | NO | | |
| 30654 - Tree Services | 7101 Edgewater Dr - Bldg 4 | Tree Supervisor I | 18-FEB-89 | | NO | | |
| 30654 - Tree Services | 7101 Edgewater Dr - Bldg 4 | Tree Supervisor II | 29-JAN-18 | | NO | | |
| 30654 - Tree Services | 7101 Edgewater Dr - Bldg 4 | Tree Trimmer | 14-NOV-20 | YES | NO | | |
| 30654 - Tree Services | 7101 Edgewater Dr - Bldg 4 | Tree Trimmer | 31-OCT-20 | YES | NO | | |
| 30654 - Tree Services | 7101 Edgewater Dr - Bldg 4 | Tree Trimmer | 31-OCT-20 | YES | NO | | |
| 30654 - Tree Services | 7101 Edgewater Dr - Bldg 4 | Tree Trimmer | 16-JUN-18 | | NO | | |

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| 30654 - Tree Services | 7101 Edgewater Dr - Bldg 4 | Tree Trimmer | 16-JUN-18 | | NO | | |
| 30654 - Tree Services | 7101 Edgewater Dr - Bldg 4 | Tree Trimmer | 04-JUN-18 | | NO | | |
| 30654 - Tree Services | 7101 Edgewater Dr - Bldg 4 | Tree Trimmer | 15-NOV-10 | | NO | | |
| 30654 - Tree Services | 7101 Edgewater Dr - Bldg 4 | Tree Trimmer | 07-SEP-09 | | NO | | |
| 30654 - Tree Services | 7101 Edgewater Dr - Bldg 4 | Tree Trimmer | 14-FEB-05 | | NO | | |
| 30671 - SCGA Admin | 750 50th Ave. | Administrative Analyst II | 28-JUL-18 | | NO | | |
| 30671 - SCGA Admin | 750 50th Ave. | Public Works Operations Manager | 21-OCT-91 | | NO | | |
| 30672 - Street Cleaning | 5050 COLISEUM WAY | Public Works Maintenance Worker | 09-MAY-05 | | NO | | |
| 30672 - Street Cleaning | 5050 COLISEUM WAY | Public Works Supervisor I | 15-DEC-97 | | NO | | |
| 30672 - Street Cleaning | 5050 COLISEUM WAY | Public Works Supervisor I | 17-JAN-89 | | NO | | |
| 30672 - Street Cleaning | 750 50th Ave. | Public Works Supervisor II | 12-OCT-87 | | NO | | |
| 30672 - Street Cleaning | 5921 Shepherd Canyon Rd | Street Maintenance Leader | 11-MAR-85 | | NO | | |
| 30672 - Street Cleaning | 5050 COLISEUM WAY | Street Sweeper Operator | 05-OCT-19 | | NO | | |
| 30672 - Street Cleaning | 5050 COLISEUM WAY | Street Sweeper Operator | 05-OCT-19 | | NO | | |
| 30672 - Street Cleaning | 5050 COLISEUM WAY | Street Sweeper Operator | 03-DEC-17 | | NO | | |
| 30672 - Street Cleaning | 5050 COLISEUM WAY | Street Sweeper Operator | 29-APR-13 | | NO | | |
| 30672 - Street Cleaning | 5050 COLISEUM WAY | Street Sweeper Operator | 01-OCT-12 | | YES | | |
| 30672 - Street Cleaning | 5050 COLISEUM WAY | Street Sweeper Operator | 25-OCT-07 | | NO | | |
| 30672 - Street Cleaning | 5921 Shepherd Canyon Rd | Street Sweeper Operator | 23-OCT-06 | | NO | | |
| 30672 - Street Cleaning | 5050 COLISEUM WAY | Street Sweeper Operator | 10-OCT-06 | | NO | | |
| 30672 - Street Cleaning | 5050 COLISEUM WAY | Street Sweeper Operator | 29-AUG-05 | | NO | | |
| 30672 - Street Cleaning | 5921 Shepherd Canyon Rd | Street Sweeper Operator | 18-JAN-05 | | NO | | |
| 30672 - Street Cleaning | 5050 COLISEUM WAY | Street Sweeper Operator | 13-MAY-02 | | NO | | |
| 30672 - Street Cleaning | 5050 COLISEUM WAY | Street Sweeper Operator | 22-JUL-01 | | NO | | |
| 30672 - Street Cleaning | 5921 Shepherd Canyon Rd | Street Sweeper Operator | 10-SEP-96 | | NO | | |
| 30672 - Street Cleaning | 5050 COLISEUM WAY | Street Sweeper Operator | 04-MAY-87 | | NO | | |
| 30673 - Graffiti Abatement & Rapid Response | 750 50th Ave. | Facility Security Assistant, PT | 18-APR-88 | | NO | | |
| 30673 - Graffiti Abatement & Rapid Response | 750 50th Ave. | Heavy Equipment Operator | 07-JAN-13 | | NO | | |
| 30673 - Graffiti Abatement & Rapid Response | 750 50th Ave. | Painter | 16-SEP-13 | | NO | | |
| 30673 - Graffiti Abatement & Rapid Response | 750 50th Ave. | Painter | 03-SEP-13 | | NO | | |
| 30673 - Graffiti Abatement & Rapid Response | 750 50th Ave. | Public Works Maintenance Worker | 20-FEB-21 | YES | NO | | |
| 30673 - Graffiti Abatement & Rapid Response | 750 50th Ave. | Public Works Maintenance Worker | 20-FEB-21 | YES | NO | | |
| 30673 - Graffiti Abatement & Rapid Response | 750 50th Ave. | Public Works Maintenance Worker | 28-JUL-18 | | NO | | |
| 30673 - Graffiti Abatement & Rapid Response | 750 50th Ave. | Public Works Maintenance Worker | 16-JAN-18 | | NO | | |
| 30673 - Graffiti Abatement & Rapid Response | 750 50th Ave. | Public Works Maintenance Worker | 21-OCT-17 | | NO | | |
| 30673 - Graffiti Abatement & Rapid Response | 750 50th Ave. | Public Works Maintenance Worker | 07-JUL-14 | | NO | | |
| 30673 - Graffiti Abatement & Rapid Response | 7101 Edgewater Dr - Bldg 4 | Public Works Supervisor I | 23-JUL-01 | | NO | | |
| 30673 - Graffiti Abatement & Rapid Response | 750 50th Ave. | Street Maintenance Leader | 15-DEC-07 | | NO | | |
| 30674 - Illegal Dumping | 5921 Shepherd Canyon Rd | Public Works Maintenance Worker | 06-MAR-21 | YES | NO | | |
| 30674 - Illegal Dumping | 750 50th Ave. | Public Works Maintenance Worker | 06-MAR-21 | YES | NO | | |
| 30674 - Illegal Dumping | 750 50th Ave. | Public Works Maintenance Worker | 06-MAR-21 | YES | NO | | |
| 30674 - Illegal Dumping | 750 50th Ave. | Public Works Maintenance Worker | 06-MAR-21 | YES | NO | | |
| 30674 - Illegal Dumping | 750 50th Ave. | Public Works Maintenance Worker | 20-FEB-21 | YES | NO | | |
| 30674 - Illegal Dumping | 7101 Edgewater Dr - Bldg 4 | Public Works Maintenance Worker | 20-FEB-21 | YES | NO | | |
| 30674 - Illegal Dumping | 750 50th Ave. | Public Works Maintenance Worker | 20-FEB-21 | YES | NO | | |
| 30674 - Illegal Dumping | 750 50th Ave. | Public Works Maintenance Worker | 20-FEB-21 | YES | NO | | |
| 30674 - Illegal Dumping | 750 50th Ave. | Public Works Maintenance Worker | 19-OCT-19 | | NO | | |
| 30674 - Illegal Dumping | 750 50th Ave. | Public Works Maintenance Worker | 05-OCT-19 | | NO | | |
| 30674 - Illegal Dumping | 750 50th Ave. | Public Works Maintenance Worker | 05-OCT-19 | | NO | | |
| 30674 - Illegal Dumping | 5921 Shepherd Canyon Rd | Public Works Maintenance Worker | 18-MAY-19 | | NO | | |
| 30674 - Illegal Dumping | 750 50th Ave. | Public Works Maintenance Worker | 06-APR-19 | | NO | | |
| 30674 - Illegal Dumping | 750 50th Ave. | Public Works Maintenance Worker | 17-NOV-18 | | NO | | |
| 30674 - Illegal Dumping | 750 50th Ave. | Public Works Maintenance Worker | 22-SEP-18 | | NO | | |
| 30674 - Illegal Dumping | 750 50th Ave. | Public Works Maintenance Worker | 22-SEP-18 | | NO | | |
| 30674 - Illegal Dumping | 750 50th Ave. | Public Works Maintenance Worker | 08-SEP-18 | | NO | | |
| 30674 - Illegal Dumping | 750 50th Ave. | Public Works Maintenance Worker | 08-SEP-18 | | NO | | |
| 30674 - Illegal Dumping | 750 50th Ave. | Public Works Maintenance Worker | 21-APR-18 | | NO | | |
| 30674 - Illegal Dumping | 750 50th Ave. | Public Works Maintenance Worker | 16-JAN-18 | | NO | | |

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| 30674 - Illegal Dumping | 750 50th Ave. | Public Works Maintenance Worker | 16-JAN-18 | | NO | | |
| 30674 - Illegal Dumping | 750 50th Ave. | Public Works Maintenance Worker | 22-OCT-17 | | NO | | |
| 30674 - Illegal Dumping | 750 50th Ave. | Public Works Maintenance Worker | 22-OCT-17 | | NO | | |
| 30674 - Illegal Dumping | 5921 Shepherd Canyon Rd | Public Works Maintenance Worker | 23-SEP-17 | | NO | | |
| 30674 - Illegal Dumping | 750 50th Ave. | Public Works Maintenance Worker | 23-SEP-17 | | NO | | |
| 30674 - Illegal Dumping | 7101 Edgewater Dr - Bldg 4 | Public Works Maintenance Worker | 20-MAY-17 | | NO | | |
| 30674 - Illegal Dumping | 750 50th Ave. | Public Works Maintenance Worker | 23-NOV-15 | | NO | | |
| 30674 - Illegal Dumping | 5050 COLISEUM WAY | Public Works Maintenance Worker | 23-NOV-15 | | NO | | |
| 30674 - Illegal Dumping | 750 50th Ave. | Public Works Maintenance Worker | 16-MAR-15 | | NO | | |
| 30674 - Illegal Dumping | 750 50th Ave. | Public Works Maintenance Worker | 21-JUL-14 | | NO | | |
| 30674 - Illegal Dumping | 5921 Shepherd Canyon Rd | Public Works Maintenance Worker | 04-SEP-12 | | NO | | |
| 30674 - Illegal Dumping | 750 50th Ave. | Public Works Maintenance Worker | 09-JUL-08 | | NO | | |
| 30674 - Illegal Dumping | 750 50th Ave. | Public Works Maintenance Worker | 19-APR-99 | | NO | | |
| 30674 - Illegal Dumping | 750 50th Ave. | Public Works Maintenance Worker | 13-JUL-96 | | NO | | |
| 30674 - Illegal Dumping | 5921 Shepherd Canyon Rd | Public Works Supervisor I | 01-MAR-14 | | NO | | |
| 30674 - Illegal Dumping | 5050 COLISEUM WAY | Public Works Supervisor I | 10-JUL-00 | | NO | | |
| 30674 - Illegal Dumping | 750 50th Ave. | Public Works Supervisor I | 19-APR-99 | | NO | | |
| 30674 - Illegal Dumping | 5921 Shepherd Canyon Rd | Public Works Supervisor II | 29-OCT-03 | | NO | | |
| 30674 - Illegal Dumping | 750 50th Ave. | Street Maintenance Leader | 22-OCT-17 | | NO | | |
| 30674 - Illegal Dumping | 750 50th Ave. | Street Maintenance Leader | 23-SEP-17 | | NO | | |
| 30674 - Illegal Dumping | 750 50th Ave. | Street Maintenance Leader | 23-NOV-15 | | NO | | |
| 30674 - Illegal Dumping | 5050 COLISEUM WAY | Street Maintenance Leader | 13-JUN-14 | | NO | | |
| 30674 - Illegal Dumping | 750 50th Ave. | Street Maintenance Leader | 01-MAR-14 | | NO | | |
| 30674 - Illegal Dumping | 750 50th Ave. | Street Maintenance Leader | 29-APR-13 | | NO | | |
| 30674 - Illegal Dumping | 750 50th Ave. | Street Maintenance Leader | 13-JUN-11 | | NO | | |
| 30674 - Illegal Dumping | 750 50th Ave. | Street Maintenance Leader | 09-MAY-11 | | NO | | |
| 30674 - Illegal Dumping | 750 50th Ave. | Street Maintenance Leader | 22-OCT-07 | | NO | | |
| 30674 - Illegal Dumping | 5050 COLISEUM WAY | Street Maintenance Leader | 13-MAY-02 | | NO | | |
| 30674 - Illegal Dumping | 750 50th Ave. | Street Maintenance Leader | 16-OCT-01 | | NO | | |
| 30674 - Illegal Dumping | 750 50th Ave. | Street Maintenance Leader | 11-OCT-93 | | NO | | |
| 30674 - Illegal Dumping | 7101 Edgewater Dr - Bldg 4 | Street Maintenance Leader | 20-JUN-92 | | NO | | |
| 30676 - Litter Enforcement | PWA FISCAL | Administrative Analyst I | 09-OCT-17 | | NO | | |
| 30676 - Litter Enforcement | PWA FISCAL | Clean Community Supervisor | 03-SEP-13 | | YES | | |
| 30676 - Litter Enforcement | PWA FISCAL | Environmental Enforcement Officer | 05-MAY-18 | | YES | | Mian |
| 30676 - Litter Enforcement | PWA FISCAL | Environmental Enforcement Officer | 28-JAN-08 | | YES | | Spanish |
| 30676 - Litter Enforcement | PWA FISCAL | Environmental Enforcement Officer | 15-MAY-02 | | YES | | |
| 30681 - Environmental Services Admin | 250 Frank Ogawa Plaza | Administrative Analyst II | 03-JAN-07 | | | | |
| 30681 - Environmental Services Admin | 250 Frank Ogawa Plaza | Manager, Environmental Services | 24-AUG-19 | | NO | | |
| 30682 - Env Svcs Recycling & Solid Waste | 250 Frank Ogawa Plaza | Environmental Services Analyst, Asst | 12-OCT-98 | | NO | | |
| 30682 - Env Svcs Recycling & Solid Waste | 250 Frank Ogawa Plaza | Program Analyst I | 17-SEP-13 | | YES | | |
| 30682 - Env Svcs Recycling & Solid Waste | 250 Frank Ogawa Plaza | Recycling Specialist | 26-DEC-20 | YES | YES | | |
| 30682 - Env Svcs Recycling & Solid Waste | 250 Frank Ogawa Plaza | Recycling Specialist | 10-OCT-16 | | YES | | Spanish |
| 30682 - Env Svcs Recycling & Solid Waste | 250 Frank Ogawa Plaza | Recycling Specialist | 02-OCT-00 | | YES | | Spanish |
| 30682 - Env Svcs Recycling & Solid Waste | 250 Frank Ogawa Plaza | Recycling Specialist, Senior | 17-OCT-20 | YES | YES | | |
| 30682 - Env Svcs Recycling & Solid Waste | 250 Frank Ogawa Plaza | Recycling Specialist, Senior | 11-SEP-07 | | YES | | |
| 30682 - Env Svcs Recycling & Solid Waste | 250 Frank Ogawa Plaza | Solid Waste/Recycling Program Supervisor | 30-JUL-01 | | YES | | |
| 30683 - Env Svcs Environmental Remediation | 250 Frank Ogawa Plaza | Environmental Program Specialist | 06-JUL-15 | | YES | | |
| 30683 - Env Svcs Environmental Remediation | 250 Frank Ogawa Plaza | Environmental Program Specialist | 06-JUL-15 | | YES | | Cantonese |
| 30683 - Env Svcs Environmental Remediation | 250 Frank Ogawa Plaza | Environmental Program Supervisor | 03-OCT-05 | | YES | | |
| 30683 - Env Svcs Environmental Remediation | 250 Frank Ogawa Plaza | Program Analyst II | 10-NOV-14 | | NO | | |
| 30684 - Env Svcs Sustainability | 250 Frank Ogawa Plaza | Manager, Sustainability Program | 22-DEC-14 | | NO | | |
| 30684 - Env Svcs Sustainability | 250 Frank Ogawa Plaza | Program Analyst III | 31-MAR-14 | | NO | | |
| 30689 - Env Svcs Energy Group | 250 Frank Ogawa Plaza | Electrical Engineer II | 16-SEP-02 | | NO | | |

Department Name: Public Ethics Commission
Fiscal Year: FY2020-2021



EQUAL ACCESS ORDINANCE ANNUAL COMPLIANCE PLAN

I. DEPARTMENT CERTIFICATION

Provide the following certification that the Department Director has reviewed this Annual Compliance Plan for final approval:

I, Whitney Barazoto, hereby certify, that I have reviewed and approved this Equal Access Annual Compliance Plan for accuracy and completeness, and the department is committed to adopt the goals specified in this Annual Compliance Plan. This Annual Compliance Plan for Public Ethics Commission was submitted on June 2, 2021.

A handwritten signature in black ink, appearing to read "Whitney Barazoto", written over a horizontal line.

Whitney Barazoto, Executive Director

Department Name:
Fiscal Year: FY2020-2021



EQUAL ACCESS ORDINANCE ANNUAL COMPLIANCE PLAN

I. DEPARTMENT CERTIFICATION

Provide the following certification that the Department Director has reviewed this Annual Compliance Plan for final approval:

I, DARLENE FLYNN, hereby certify, that I have reviewed and approved this Equal Access Annual Compliance Plan for accuracy and completeness, and the department is committed to adopt the goals specified in this Annual Compliance Plan. This Annual Compliance Plan for DEPARTMENT OF RACE AND EQUITY was submitted on 5/30/2021.

Darlene Flynn, Director of the Department of Race and Equity

Type Name & Title

II. QUANTITATIVE ASSESSMENT REPORT

Department Name:

| Table 1 | Department Director | Language Access Coordinator (LAC) | Single Point of Contact (SPOC) |
|---------|------------------------------------------------|------------------------------------------------|-----------------------------------|
| Name | Darlene Flynn | Jacque Larrainzar | Richard Luna |
| Title | Director | Program Analyst III | Deputy City Administrator |
| Address | 1 Frank H. Ogawa Plaza, 11 th Floor | 1 Frank H. Ogawa Plaza, 11 th Floor | 1 Frank H. Ogawa Plaza, 2nd floor |
| Phone# | 510-238-2904 | 510-238-2904 | (510) 238-4756 |
| Email | Dflynn2@oaklandnet.com | JLarrainzar@oaklandnet.com | rluna@oaklandca.gov |

| Table 2A. Department Employee Statistics | | | | | |
|------------------------------------------|---|------|--------------------------------|---|------|
| By FTE Count This Fiscal Year | | | By Head Count This Fiscal Year | | |
| Total # of FTE Employees | 3 | | New Hires | 0 | |
| Public Contact Positions (PCP) | 0 | 100% | New PCP Hires | 0 | 100% |
| PCP With Spanish Language Skill | 0 | % | New PCP Hires with SP Skill | 0 | % |
| PCP With Chinese Language Skill | 0 | % | New PCP Hires with CH Skill | 0 | % |

| Table 2B. Language Selective Certification Hiring | |
|------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------|
| Any selective certification in language required for recruitment this fiscal year? | X <input type="checkbox"/> No <input type="checkbox"/> Yes – Please describe below |
| Job Title | Outcome |
| | <input type="checkbox"/> Hired-SP <input type="checkbox"/> Hired-CH <input type="checkbox"/> In Progress/Other* |
| | <input type="checkbox"/> Hired-SP <input type="checkbox"/> Hired-CH <input type="checkbox"/> In Progress/Other* |
| | <input type="checkbox"/> Hired-SP <input type="checkbox"/> Hired-CH <input type="checkbox"/> In Progress/Other* |
| *Please provide an explanation for all 'other' outcomes: | |

| Table 3A. Department Organization Structure (List out the different units in this table or attach an organization chart) | |
|--------------------------------------------------------------------------------------------------------------------------|--|
| The department has three employees | |
| Darlene Flynn, Director | |
| Ayanna Allen, Executive Assistant to the Director | |
| Jacque Larrainzar, Program Analyst III | |
| Due to the department small size there are no units. | |

| Table 3B. Department Organization Structure -- Update | |
|----------------------------------------------------------------------|------------------------------------------------------------------------------------|
| Any changes occurred in the organization structure this fiscal year? | X <input type="checkbox"/> No <input type="checkbox"/> Yes – Please describe below |
| Description: NA | |

| Table 3C. Department Organization Structure - Super PCP Unit Reporting | | |
|------------------------------------------------------------------------|-------------------------------------------------------------------------------------|------------|
| Any Super PCP Unit in the department? | X <input type="checkbox"/> No <input type="checkbox"/> Yes – Please describe below. | |
| Super PCP Unit | Language Goal FTE | Actual FTE |
| | SP= CH = | SP= CH = |
| | SP= CH = | SP= CH = |
| | SP= CH = | SP= CH = |
| | SP= CH = | SP= CH = |

| Table 4A Vital Documents List | | | |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------|---------------------------|-----------------|
| Document Name | SP Translation Available? | CH Translation Available? | Other? Specify: |
| Department One pager describing its vision, mission and work available on line https://www.oaklandca.gov/documents/document-brochure | yes | yes | |
| | | | |
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| | | | |
| Total # of vital documents reported = 1 | | | |

| Table 4B. Vital Documents Status Summary | |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------|
| Department's known vital documents translated into Spanish and Chinese? | X <input type="checkbox"/> Yes <input type="checkbox"/> No – Please describe below |
| Action Plan & Timeline: DRE is an internal focused department. Its services are provided to other city departments. Due to limited resources no other vital documents have been identified for translation per EAO section 2.30.050. | |

| Table 5. Multilingual Telephone Recordings | | |
|--------------------------------------------------------|------------------|-----------|
| Location Description- City Hall 11 th floor | Telephone Number | Status |
| Public Line | (510) 238-3638 | Completed |
| Executive Assistance Line | (510) 238-6401 | Completed |
| Director's Line | (510) 238-2904 | Completed |
| Program Analysts Line | (510) 238-7657 | Completed |

| Table 6. Analysis by Community Based Service Locations | | | | PCP | SP | | CH | |
|--------------------------------------------------------|---------|----------|---------|------|------|----|------|----|
| Facility Name | Address | Zip Code | Phone # | #FTE | #FTE | % | #FTE | % |
| NA | NA | NA | NA | NA | NA | NA | NA | NA |
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Table 6 applies to City Departments that provide services at geographically based locations outside of City Hall Plaza, such as recreation centers, senior centers, head start centers, libraries, police beat and firehouses.

| Table 7. Public Notices & Resources | |
|-------------------------------------------------------------------------------------------------|------------------------------------------------------------|
| Language access notice displayed at reception area | X <input type="checkbox"/> Yes <input type="checkbox"/> No |
| I-Speak Card/ Language List displayed at reception area | X <input type="checkbox"/> Yes <input type="checkbox"/> No |
| Department staff provided with language access resources (Interpretation#, FAQ, training...etc) | X <input type="checkbox"/> Yes <input type="checkbox"/> No |

If you answered "no" to any questions in Table 7, please provide a corrective action plan in the narrative report under Question B(1).

Key: PCP = Public Contact Position
FTE = Full Time Equivalent
SP = Spanish-speaking
CH = Chinese-speaking
LES = Limited English-Speaking

III. QUALITATIVE ASSESSMENT REPORT

A. Bilingual Public Contact Positions Assessment

Department Name:

| ASSESSMENT | | SPANISH-SPEAKING PCP | | | CHINESE-SPEAKING PCP | | |
|------------|-----|----------------------|-------|-----------|----------------------|-------|-----------|
| FTE | PCP | GOAL | STAFF | GOAL MET? | GOAL | STAFF | GOAL MET? |
| 3 | 0 | NA | NA | NA | NA | NA | NA |

Goal = PCP X %

This report covers fiscal year 2020-2021 and data is reported as of June 2020.

1. Provide an assessment of the Department's effort to achieve compliance with the Equal Access Ordinance (EAO).

The Department works to meet ordinance requirements as follows:

- Offer the public information about their rights under the language access ordinance by posting notices in our office public space.
- Offer resources and information to staff so they can provide translation and interpretation services to the public as needed.
- Offer a one-pager with information about the mission, vision and work of the department in Spanish and Chinese in our website.

In addition, we consider language access an important component of one of our Citywide strategic goals: **To promote inclusion and full participation for all residents of the City.**

As such, the Department uses its Citywide network of equity teams and its monthly Advancing Racial Equity Academy to promote the use of the services provided by the Language Access Office and encourages City staff to keep in mind language access as part of their Department's equity and inclusive engagement work and communications practices. Our Inclusive Engagement and Outreach Guide – a tool used by equity teams to design outreach and engagement plans- include guiding questions about language access and information about how to access Language Services.

During the pandemic supported the creation of a city-wide inclusive outreach and engagement workgroup to better coordinate COVID-19 outreach to LES. Department staff supported efforts to provide translated COVID-19 prevention materials assisting the communications office in the Spanish translation of a resource card. Staff also supported initiatives to assist owned by LES as part of COVID recovery efforts.

2. Describe the Department's effort in outreach, recruitment and hiring of bilingual candidates.

- Due to our limited staff and budget and the focus of our workplan is to support departments to apply and implement racial equity practices in their policies, programs and services. In that capacity, we support Equity teams and staff to create inclusive engagement plans that always include language access components to reach LES populations.
- Due to the shelter in place orders and the pandemic the department did not conduct outreach activities in the community for this reporting period.

- There was no recruitment or hiring in this reporting period.

3. Highlight positive changes, successes, and best practices.

- COVID-19 continues to ravage our nation, especially communities of color. To help close the health disparities these communities face, Federal, State and Local agencies must translate COVID-19-related materials into additional languages. As part of our mission to address structural racism and close racial disparities impacting BIPOC Oakland communities in Oakland department staff supported language access efforts by contacting jurisdictions around the country that had translated COVID-19 material in several languages, including Maam, an indigenous language from Guatemala spoken by a significant number of community members in Oakland. Being able to access other jurisdiction materials allowed Oakland to provide information to impacted communities faster. Materials were offered online and once we realized that many in BIPOC communities lacked access to devices and the internet our department worked with violence prevention, communications and fire to provide face-to face PPE and health and prevention information to this communities in different languages. Our department also worked with Alameda County to start tracking race, ethnicity and language COVID related data which allowed us to provide more targeted outreach and services like testing to Spanish speaking communities highly impacted by the pandemic.
- DRE recommends the City to support The Coronavirus Language Access Act which would require all federal agencies that currently receive assistance related to the COVID-19 pandemic to provide written resources in 20 languages, thus expanding language access for residents with limited English proficiency. The Coronavirus Language Access Act is especially necessary now, as vaccine distribution continues to ramp up. The legislation would require that public health communications about the vaccine be available in multiple languages so that no linguistic community is left behind. provide language access services to Oaklanders who do speak a language different from English.

4. Describe additional measures implemented to ensure LES persons are provided with meaningful access to City services.

To better coordinate outreach and engagement efforts during the pandemic our department created the City-wide outreach and engagement workgroup. The workgroup worked to coordinate information, resources and efforts amongst City departments. One of the group's main concerns was to reach non-English speaking communities in areas impacted by racial disparities in access to the internet, COVID information and PPE and testing. The group has now extended its work is looking to continue its role in coordinating and creating resources and training for staff to successfully conduct these activities. We will like to work more closely with the Language Access Office to offer training to staff on how to work with interpreters and translators to better reach Oakland's non-English speakers and BIPOC.

B. Translation of Written Vital Documents Assessment

1. Departments are required to inform the public of the right to language access services. Please list the locations in which notices are posted.

Signs informing the public of their rights regarding Language Access as well as forms to file a complaint are visibly posted at the 11th floor elevators East and West exits of City Hall. A

poster has also been posted in the conference room and Language Access Cards have been provided to our Executive Assistant and are visibly placed in our waiting area.

2. Describe the percentage of vital documents translated into threshold language(s). What is the corrective action plan and timeline in getting the rest of the documents translated?
 - a. The department's website is currently the main form of communication with the public. Our mission and scope of work is readily available to the public [here](#). Content can be translated using google translate button at the bottom of the page.
 - b. Per suggestion of the Language Access Office our department created a one pager brochure which is available in Spanish and Chinese at our website [here](#)
 - c. No other documents have been identified as vital at this point.
3. Describe other materials the Department has provided in multiple languages?
Nothing new to report for this period.

C. Multilingual Telephone Messages Assessment

1. Provide an assessment on the provision of multilingual messages and hotlines.

Language Services translated a written script for the department's voice mail messages in Chinese and Spanish in 2019. Recording in the Director's line was completed last year, the analysts' line already has a message in Spanish and English, and messages were also added to the executive assistant line and department's new public line.

D. Assessment of Department Communication with LES Populations

1. Describe outreach efforts to communicate and engage LES populations.
Due to our limited staff and budget resources our department does not conduct public outreach.
2. State the number of language access complaint(s) received this year, and actions taken to address and resolve the complaint(s).
None.

E. Action Plan

1. Identify the Department's action steps for the next 12 months on ensuring meaningful access to City's program and services for the LES community. Please highlight new initiatives.
 - Staff has received training and materials to be able to access the Language line and provide interpretation as needed. We will offer a refresher of this training once a year.
 - Department will continue to support Equity Teams and outreach and engagement efforts centering non-English speaking populations as part of our strategic goals to advance racial equity and inclusive outreach and engagement city-wide.

- We are asking teams to invite the Language Access office to present at their meeting, so they have the information they need to translate materials and arrange interpretation as needed.
- Information about how to contact the Language Access Office has been added to the Inclusive Outreach and Engagement workgroup Resource intranet. This site will be available to all city staff which responsibilities to plan and execute outreach and engagement plans or who are leading projects that involve outreach to the community.
- DRE will continue to post informational posters informing LES persons in Chinese and Spanish of their rights to language assistance and how to file a complaint at Frank H. Ogawa Plaza 11th floor, Elevators exits East and West and will provide complaint forms as needed.
- Informational brochures in English, Chinese and Spanish about the department will be available in our website.
- DRE will also promote events and trainings that support Equity Teams' capacity to work better with translators and interpreters and provide services to LEP populations.

Dept of Race Equity

FY2020-21

| ORGANIZATION | ADDRESS_LINE_1 | JOB_CLASS | HIRE_DATE | NEW | PCP | PCP_LANG |
|-------------------------|---------------------|-----------------------------|-----------|-----|-----|----------|
| 64111 - Race and Equity | 1 Frank Ogawa Plaza | Exec Asst to the Director | 04-DEC-06 | | NO | |
| 64111 - Race and Equity | 1 Frank Ogawa Plaza | Director of Race and Equity | 17-OCT-16 | | NO | |
| 64111 - Race and Equity | 1 Frank Ogawa Plaza | Program Analyst III | 21-AUG-17 | | NO | |
| | | | | | | |
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Department Name:
Fiscal Year: FY2020-2021



EQUAL ACCESS ORDINANCE ANNUAL COMPLIANCE PLAN

I. DEPARTMENT CERTIFICATION

Provide the following certification that the Department Director has reviewed this Annual Compliance Plan for final approval:

I, Ryan Russo, hereby certify, that I have reviewed and approved this Equal Access Annual Compliance Plan for accuracy and completeness, and the department is committed to adopt the goals specified in this Annual Compliance Plan. This Annual Compliance Plan for Oakland Department of Transportation (OakDOT) was submitted June 9, 2021.

A handwritten signature in blue ink, appearing to be "BR", written over a horizontal line.

Ryan Russo, Director

Department Name:
Fiscal Year: FY2020-2021

II. QUANTITATIVE ASSESSMENT REPORT

Key: PCP = Public Contact Position
FTE = Full Time Equivalent
SP = Spanish-speaking
CH = Chinese-speaking

Department Name:

| Table 1 | Department Director | Language Access Coordinator (LAC) | Single Point of Contact (SPOC) |
|---------|--------------------------|-----------------------------------|--------------------------------|
| Name | Ryan Russo | Melanie Cockerham | Melanie Cockerham |
| Title | Director | Support Services Supervisor | Support Services Supervisor |
| Address | 250 Frank H. Ogawa Plaza | 250 Frank H. Ogawa Plaza | 250 Frank H. Ogawa Plaza |
| Phone# | | | |
| Email | rrusso@oaklandca.gov | mcockerham@oaklandca.gov | mcockerham@oaklandca.gov |

| Table 2A. Department Employee Statistics | | | | | |
|------------------------------------------|--------|-------|--------------------------------|----|------|
| By FTE Count This Fiscal Year | | | By Head Count This Fiscal Year | | |
| Total # of FTE Employees | 353.08 | | New Hires | 16 | |
| Public Contact Positions (PCP) | 96.08 | 100% | New PCP Hires | 1 | 100% |
| PCP With Spanish Language Skill | 12 | 12% | New PCP Hires with SP Skill | 0 | % |
| PCP With Chinese Language Skill | 4 | 4.25% | New PCP Hires with CH Skill | 0 | % |

| Table 2B. Language Selective Certification Hiring | |
|------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------|
| Any selective certification in language required for recruitment this fiscal year? | <input checked="" type="checkbox"/> No <input type="checkbox"/> Yes – Please describe below |
| Job Title | Outcome |
| | <input type="checkbox"/> Hired-SP <input type="checkbox"/> Hired-CH <input type="checkbox"/> In Progress/Other* |
| | <input type="checkbox"/> Hired-SP <input type="checkbox"/> Hired-CH <input type="checkbox"/> In Progress/Other* |
| | <input type="checkbox"/> Hired-SP <input type="checkbox"/> Hired-CH <input type="checkbox"/> In Progress/Other* |
| *Please provide an explanation for all 'other' outcomes: | |

Department Name:
Fiscal Year: FY2020-2021

Table 3A. Department Organization Structure (List out the different units in this table or attach an organization chart)

| DEPARTMENT OF TRANSPORTATION |
|-----------------------------------------------------------|
| 35111 - Director's Office |
| 35112 - Human Resources |
| 35121 - DOT Fiscal Services |
| 35211 - Great Streets Delivery Admin |
| 35212 - Complete Streets Design |
| 35213 - Complete Streets Pavement & Sidewalk Management |
| 35214 - Complete Streets Planning & Project Development |
| 35216 - Traffic Capital Projects |
| 35217 - ROW Management |
| 35218 - Survey |
| 35221 - Great Streets Maintenance Admin |
| 35222 - Great Streets Maintenance Street & Sidewalk |
| 35223 - Great Streets Maintenance Asphalt |
| 35224 - Great Streets Maintenance Concrete and Guardrails |
| 35231 - Street Lighting Admin |
| 35232 - Street Lighting Engineering |
| 35233 - Street Lighting Maintenance |
| 35241 - Safe Streets Admin |
| 35242 - Complete Streets Maintenance |
| 35243 - Crossing Guard Services |
| 35244 - Neighborhood Traffic Safety |
| 35245 - Bicycle & Pedestrian Program |
| 35246 - Major Corridor Multimodal Operations |
| 35247 - Mobility Management |
| 35251 - ADA Programs Division |
| 35311 - Parking Management Admin |
| 35321 - Parking Meter Repair |
| 35331 - Parking Enforcement |

Table 3B. Department Organization Structure -- Update

Any changes occurred in the organization structure this fiscal year? ☐ No ☒ Yes – Please describe below

Description: **Council Approved Budget Action to Transfer Crossing Guard Services from OPD to OakDOT; the equivalent of 30.20 Total FTE; 29.20 designated as PCP and 1.0 undesignated Supervisor**

Table 3C. Department Organization Structure - Super PCP Unit Reporting

| Any Super PCP Unit in the department? | <input checked="" type="checkbox"/> No <input type="checkbox"/> Yes – Please describe below. | |
|---------------------------------------|----------------------------------------------------------------------------------------------|------------|
| Super PCP Unit | Language Goal FTE | Actual FTE |
| | SP= CH = | SP= CH = |
| | SP= CH = | SP= CH = |
| | SP= CH = | SP= CH = |
| | SP= CH = | SP= CH = |

Department Name:
Fiscal Year: FY2020-2021

| Table 4A Vital Documents List | | | |
|---------------------------------------------------------------|---------------------------|---------------------------|-----------------|
| Document Name | SP Translation Available? | CH Translation Available? | Other? Specify: |
| Chinatown Lake Merritt BART Safety Improvement Evaluation | | X | |
| Chinatown Slow Streets Engagement two-pager | | X | |
| Regular Sidewalk Notice to Repair (NTR) template | X | X | |
| CCM Sidewalk Notice to Repair (NTR) template | X | X | |
| Project Sidewalk Notice to Repair (NTR) template | X | X | |
| 2019 3-Year Paving Plan online Story Map | X | X | |
| Telegraph Avenue pop-up event and survey flyer | X | X | Amharic, Korean |
| Lake Merritt Bikeway Improvements Project survey and postcard | X | X | |
| High Street Paving Project survey and postcard | X | X | |
| Project MLK postcard | X | X | |
| Grand Avenue Mobility Plan on-street blackboards | | X | Arabic |
| 14 th Street Safety Project flyer and boards | X | X | |
| Total # of vital documents reported = | | | |

| Table 4B. Vital Documents Status Summary | |
|-------------------------------------------------------------------------|---------------------------------------------------------------------------------------------|
| Department's known vital documents translated into Spanish and Chinese? | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No – Please describe below |
| Action Plan & Timeline: | |

| Table 5. Multilingual Telephone Recordings | | |
|--------------------------------------------|------------------|-----------|
| Location Description | Telephone Number | Status |
| Front Desk – Reception Area | 510 238-3961 | Completed |
| | | |
| | | |
| | | |

| Table 6. Analysis by Community Based Service Locations | | | | PCP | SP | | CH | |
|--------------------------------------------------------|---------|----------|---------|------|------|---|------|---|
| Facility Name | Address | Zip Code | Phone # | #FTE | #FTE | % | #FTE | % |
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Table 6 applies to City Departments that provide services at geographically based locations outside of City Hall Plaza, such as recreation centers, senior centers, head start centers, libraries, police beat and firehouses.

| Table 7. Public Notices & Resources | |
|-------------------------------------------------------------------------------------------------|---------------------------------------------------------------------|
| Language access notice displayed at reception area | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No |
| I-Speak Card/ Language List displayed at reception area | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No |
| Department staff provided with language access resources (Interpretation#, FAQ, training...etc) | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No |

If you answered "no" to any questions in Table 7, please provide a corrective action plan in the narrative report under Question B(1).

Key: PCP = Public Contact Position
FTE = Full Time Equivalent
SP = Spanish-speaking
CH = Chinese-speaking
LES = Limited English-Speaking

III. QUALITATIVE ASSESSMENT REPORT

A. Bilingual Public Contact Positions Assessment

Department Name:

| ASSESSMENT | | SPANISH-SPEAKING PCP | | | CHINESE-SPEAKING PCP | | |
|------------|-------|----------------------|-------|-----------|----------------------|-------|-----------|
| FTE | PCP | GOAL | STAFF | GOAL MET? | GOAL | STAFF | GOAL MET? |
| 353.08 | 96.08 | 10.56 | 12 | YES | 4.8 | 4 | NO |

Goal = PCP X %

This report covers fiscal year 2020-2021 and data is reported as of June 2021.

1. Provide an assessment of the Department's effort to achieve compliance with the Equal Access Ordinance (EAO).

The Oakland Department of Transportation (OakDOT) meets compliance with the Equal Access to Services Ordinance (EAO) goal for Spanish-Speaking, yet, due to staffing changes did not meet the goal for Chinese-Speaking PCP staff for this reporting period. The majority of OakDOT's designated Public Contact Position (PCP) roster is comprised of Parking Control Technicians (PCT), which primarily report in a Part-Time capacity. OakDOT's challenges to secure additional bilingual persons in these capacities may be attributed to multiple factors, including but not limited to, the longevity of current employees, department hiring priorities and the City of Oakland hiring processes, which are governed by the Civil Service Rules, as-well-as, criteria and stipulations set forth in negotiated Memorandums of Understanding.

These PCP's roam Citywide in the performance of their duties, where they may interact with a richly diverse population; there are now the equivalent of 64.88 full-time PCT, PCP's on the roster, and one team member located in the office, who serves on dispatch, with Spanish language skills.

Last assessment period, OakDOT increased its PCP roster by adding key Engineering, Bike & Pedestrian, Capital Improvement, Planning & Project Development, and Mobility Management staff that interact directly with the public coordinating advisory committee work, community engagement and outreach, however, with staffing changes, i.e., via resignation, retirement, etc., over this assessment period, OakDOT experienced a decrease in Chinese Speaking PCP.

Council approved Budget transferred the equivalent of 30.20 total FTE employees; 29.20 classified as Crossing Guards, identified as designated PCP, and 1.0 undesignated Supervisor, from the Oakland Police Department to OakDOT effective the latter part of this assessment period. This action increased the total number of PCP designated positions in OakDOT, however, bilingual status of these employees has yet to be determined. OakDOT will confirm bilingual status during the next assessment period FY21-22.

OakDOT strives to serve every member of the Oakland's diverse community. Because Oaklanders speak over 100 different languages, we recognize that there may be challenges to providing service for all our residents. However, OakDOT is committed to providing excellent service delivery through our language specific phone lines; website(s); mobile application(s); and special community-based events we sponsor throughout the year.

2. Describe the Department's effort in outreach, recruitment and hiring of bilingual candidates.

The Civil Service Rules and other established City processes serve as the guidelines by which OakDOT conducts its hiring and recruiting. This is overseen by the Department of Human Resources Management and Equal Access to determine whether our recruitment efforts meet the needs of the non-English speaking community. Currently, OakDOT employs staff who speak languages such as Spanish, Cantonese, Mandarin, Farsi, Tagalog, Hindi, Korean and Arabic, though not all staff classifications are designated public contact positions (PCPs).

3. Highlight positive changes, successes, and best practices.

Oakland is the most diverse city in the nation. Therefore, as part of the "Responsive Trustworthy Government" section of our Strategic Plan, OakDOT is committed to hiring a pool of employees that best reflect the rich multiethnic landscape that Oakland has to offer.

Responsive Trustworthy Government — Key Points

- Make OakDOT a great place to work and recruit the best employees.
- Ensure that job openings are seen by a wide array of potential talent to recruit the best employees.
- Develop a transportation "career ladder" of job opportunities so applicants can see the range of opportunity.

Additionally, OakDOT has posted job advertisements on Craigslist, on community and ethnic-specific newspapers and newsletters as well as on the @OakDOT twitter page. This process has resulted in the engagement and hiring of multi-cultural and ethnically diverse staff, which is representative of the community OakDOT serves. Additionally, we prioritized outreach to people of color when we launched our internship recruitment announcement this year by sending them the application details prior to sharing it with our large list-servers of potential applicants.

OakDOT has secured a diverse, full-time professional and part-time staff including Assistant Engineers, Engineers, Planners, and Paving, Maintenance, and skilled workers. Additionally, Part-time Engineering Interns, Student Trainees, have been recruited through these means and are now proudly part of the OakDOT team.

4. Describe additional measures implemented to ensure LES persons are provided with meaningful access to City services.

Some of the projects that included written material in languages other than English included:

| Type | Name of Document | Spanish | Chinese | Vietnamese |
|------------|-------------------------------------------|---------|---------|------------|
| Flyer | BPAC Flyer | X | | |
| Newsletter | Bike Newsletter- Summer | X | X | X |
| Flyer | Parking Management & Parking Troubles DOC | X | X | |

| | | | | |
|-------------|----------------------------------|---|---|---|
| Text | China Town Boards Content | | X | |
| Flyer | Residential Parking Permit Flyer | X | X | |
| Text | Foothill Text for translation | X | X | X |
| Documents | Sidewalk fact sheet & FAQs (2) | X | X | X |
| Survey | First Wed Survey | | X | |
| Flyer | E-Scooter | X | X | |
| Text | ADA Place card | | X | |
| Letter/Text | E-Scooters | X | X | |
| Text | Gig Car | X | X | |
| Text | Disability Accommodations | | X | |

B. Translation of Written Vital Documents Assessment

1. Departments are required to inform the public of the right to language access services. Please list the locations in which notices are posted.

Notices are posted in common direct service delivery areas located at 250 Frank H. Ogawa Plaza, 4th Floor, Suite 4314 (general reception area) and Suite 4304, (Permit Service Counter). Notices do not however contain the name of staff who speak the languages.

2. Describe the percentage of vital documents translated into threshold language(s). What is the corrective action plan and timeline in getting the rest of the documents translated?

As shown in Table 4A, 100% of vital documents were translated into either or both threshold languages; documents are not released without translation in place. This is OakDOT's third reporting year, the list in section Part II, Table 4A serves as the baseline for future year increases.

Over the course of FY21-22, OakDOT will continue to perform a comprehensive assessment of documents to determine if the criteria for being identified as vital documents is met. OakDOT aims to request that identified documents meeting the "Vital Document" criteria be translated into threshold languages.

3. Describe other materials the Department has provided in multiple languages?

The following documents were translated into threshold languages to serve the LES community, though the documents may not have been identified as vital

| Type | Document Name | Spanish | Chinese | Vietnamese |
|------------|-------------------------|---------|---------|------------|
| Flyer | BPAC Flyer | X | | |
| Newsletter | Bike Newsletter- Summer | X | X | X |

| | | | | |
|-------------|-------------------------------------------|---|---|---|
| Flyer | Parking Management & Parking Troubles DOC | X | X | |
| Text | China Town Boards Content | | X | |
| Flyer | Residential Parking Permit Flyer | X | X | |
| Text | Foothill Text for translation | X | X | X |
| Documents | Sidewalk fact sheet & FAQS (2) | X | X | X |
| Survey | First Wed Survey | | X | |
| Flyer | E-Scooter | X | X | |
| Text | ADA Place Card | | X | |
| Letter/Text | E-Scooters | X | X | |
| Text | Gig Car | X | X | |
| Text | Disability Accommodations | | X | |
| Form | RPP Petition | X | X | |
| Text | Bike Newsletter | X | X | |
| Text | Paving Plan Factsheet | X | X | |
| Form | E-Scooter Survey | X | X | |

C. Multilingual Telephone Messages Assessment

1. Provide an assessment on the provision of multilingual messages and hotlines.

OakDOT has translations available for our Front Desk services. An automated voicemail service directs callers to the language of their choice.

D. Assessment of Department Communication with LES Populations

1. Describe outreach efforts to communicate and engage LES populations.
OakDOT and OPW have copies of Equal Access' "Removing Language Barriers – Enhancing Communication" pamphlets translated in Spanish and Chinese at the main reception information desk and the new Permit Counter information desk; both located at 250 Frank Ogawa Plaza, 4th floor
2. State the number of language access complaint(s) received this year, and actions taken to address and resolve the complaint(s).

OakDOT is not aware of any complaints received related to the provision (or lack of provision) of bilingual oral and written services

E. Action Plan

1. Identify the Department's action steps for the next 12 months on ensuring meaningful access to City's program and services for the LES community. Please highlight new initiatives.
OakDOT will confirm bilingual status of recently transferred Crossing Guard employees designated as PCP with an intentional focus on achieving Chinese speaking PCP goal.
Future recruitment and hiring efforts for existing PCT PCP positions may include specific threshold language skills as highly desired and/or include a selective language certification requirement.
OakDOT will explore the uses of our internal capacity beyond self-identified bilingual (threshold language) speakers as well as explore outreach and public engagement strategies and continued efforts.

Dept of Transportation

| ORGANIZATION | ADDRESS_LINE_1 | JOB_CLASS | HIRE_DATE | NEW | PCP_POS | PCP_LANG | BILINGUAL CERT |
|------------------------------------|-----------------------|---------------------------------------|-----------|-----|---------|-----------------|----------------|
| 35111 - Director's Office | 250 FRANK H. OGAWA PL | Administrative Assistant II | 06-OCT-03 | | NO | | |
| 35111 - Director's Office | 250 Frank Ogawa Plaza | Assistant Director, Public Works Agen | 09-JAN-21 | YES | NO | | |
| 35111 - Director's Office | 250 Frank Ogawa Plaza | Assistant to the Director | 22-APR-17 | | NO | | |
| 35111 - Director's Office | 250 Frank Ogawa Plaza | Director of Transportation | 08-MAY-17 | | NO | | |
| 35111 - Director's Office | 250 Frank Ogawa Plaza | Executive Assistant to the Director | 06-JAN-09 | | NO | | |
| 35111 - Director's Office | 250 Frank Ogawa Plaza | Manager, Agency Administrative | 29-JUL-17 | | NO | Chinese/SELF | |
| 35112 - Human Resources | 250 Frank Ogawa Plaza | Administrative Analyst I | 26-JUL-99 | | NO | | |
| 35112 - Human Resources | 250 Frank Ogawa Plaza | Administrative Analyst II | 26-OCT-15 | | NO | | |
| 35112 - Human Resources | 250 Frank Ogawa Plaza | Payroll Personnel Clerk III | 08-OCT-18 | | NO | | |
| 35112 - Human Resources | 250 FRANK H. OGAWA PL | Payroll Personnel Clerk III | 17-MAR-08 | | NO | | |
| 35112 - Human Resources | PWA FISCAL | Support Services Supervisor | 30-SEP-96 | | NO | | |
| 35121 - DOT Fiscal Services | PWA FISCAL | Account Clerk III | 19-OCT-19 | | NO | | |
| 35121 - DOT Fiscal Services | 250 Frank Ogawa Plaza | Accountant III | 15-MAR-99 | | NO | | |
| 35121 - DOT Fiscal Services | 250 Frank Ogawa Plaza | Administrative Services Manager I | 28-SEP-05 | | NO | | |
| 35211 - Great Streets Delivery Adm | 250 Frank Ogawa Plaza | Accountant III | 21-SEP-19 | | NO | | |
| 35211 - Great Streets Delivery Adm | 250 Frank Ogawa Plaza | Assistant to the Director | 23-MAR-19 | | NO | | |
| 35211 - Great Streets Delivery Adm | 250 Frank Ogawa Plaza | Engineer, Civil Principal | 17-FEB-04 | | NO | | |
| 35211 - Great Streets Delivery Adm | 250 Frank Ogawa Plaza | Temp Contract Svcs Employee, PT | 21-MAY-18 | | NO | Tagalog | |
| 35211 - Great Streets Delivery Adm | 250 Frank Ogawa Plaza | Transportation Planner I | 19-SEP-20 | YES | NO | | |
| 35212 - Complete Streets Design | 250 Frank Ogawa Plaza | Engineer, Assistant II (Office) | 19-OCT-19 | | NO | | |
| 35212 - Complete Streets Design | 250 Frank Ogawa Plaza | Engineer, Assistant II (Office) | 30-DEC-17 | | NO | | |
| 35212 - Complete Streets Design | 250 Frank Ogawa Plaza | Engineer, Assistant II (Office) | 18-JAN-05 | | NO | | |
| 35212 - Complete Streets Design | 250 Frank Ogawa Plaza | Engineer, Assistant II (Office) | 08-FEB-99 | | NO | Chinese/SELF | |
| 35212 - Complete Streets Design | 250 Frank Ogawa Plaza | Engineer, Civil (Office) | 02-JUN-18 | | NO | | |
| 35212 - Complete Streets Design | 250 Frank Ogawa Plaza | Engineer, Civil (Office) | 30-DEC-17 | | NO | BLPay | |
| 35212 - Complete Streets Design | 250 Frank Ogawa Plaza | Engineer, Civil (Office) | 07-NOV-16 | | NO | | |
| 35212 - Complete Streets Design | 250 Frank Ogawa Plaza | Engineer, Civil (Office) | 18-OCT-10 | | NO | | |
| 35212 - Complete Streets Design | 250 Frank Ogawa Plaza | Engineer, Civil (Office) | 04-FEB-91 | | NO | | |
| 35212 - Complete Streets Design | 250 Frank Ogawa Plaza | Engineer, Civil Supervising (Office) | 09-JUN-03 | | NO | | |
| 35213 - Complete Streets Pavemen | 250 Frank Ogawa Plaza | Construction Inspector (Field) | 22-FEB-20 | | NO | | |
| 35213 - Complete Streets Pavemen | 250 Frank Ogawa Plaza | Construction Inspector (Field) | 07-NOV-16 | | NO | BLPay | Farsi |
| 35213 - Complete Streets Pavemen | 250 Frank Ogawa Plaza | Construction Inspector, Sr (Field) | 10-JUN-91 | | NO | | |
| 35213 - Complete Streets Pavemen | 250 Frank Ogawa Plaza | Engineer, Assistant II (Office) | 19-OCT-19 | | NO | | |
| 35213 - Complete Streets Pavemen | 250 Frank Ogawa Plaza | Engineer, Assistant II (Office) | 15-AUG-16 | | NO | BLPay | Farsi |
| 35213 - Complete Streets Pavemen | 250 Frank Ogawa Plaza | Engineer, Assistant II (Office) | 14-OCT-02 | | NO | | |
| 35213 - Complete Streets Pavemen | 250 Frank Ogawa Plaza | Engineer, Civil (Office) | 19-FEB-13 | | NO | Spanish/BL | Spanish |
| 35213 - Complete Streets Pavemen | 250 Frank Ogawa Plaza | Engineer, Civil (Office) | 07-JUL-03 | | NO | BLPay | Aramaic |
| 35213 - Complete Streets Pavemen | 250 Frank Ogawa Plaza | Engineer, Transportation | 30-DEC-17 | | NO | Vietnamese | Vietnamese |
| 35213 - Complete Streets Pavemen | 250 Frank Ogawa Plaza | Project Manager | 16-FEB-16 | | NO | | |
| 35213 - Complete Streets Pavemen | 250 Frank Ogawa Plaza | Student Trainee, PT | 15-JUN-19 | | NO | | |
| 35213 - Complete Streets Pavemen | 250 Frank Ogawa Plaza | Transportation Planner II | 09-JAN-21 | YES | NO | | |
| 35213 - Complete Streets Pavemen | 250 Frank Ogawa Plaza | Transportation Planner, Senior | 18-APR-20 | | NO | | |
| 35214 - Complete Streets Planning | 250 Frank Ogawa Plaza | Student Trainee, PT | 01-JUL-19 | | NO | | |
| 35214 - Complete Streets Planning | 250 Frank Ogawa Plaza | Student Trainee, PT | 01-JUN-19 | | NO | | |
| 35214 - Complete Streets Planning | 250 Frank Ogawa Plaza | Transportation Planner II | 14-NOV-20 | YES | NO | | |
| 35214 - Complete Streets Planning | 250 Frank Ogawa Plaza | Transportation Planner II | 26-AUG-17 | | NO | Vietnamese/SELF | |
| 35214 - Complete Streets Planning | 250 Frank Ogawa Plaza | Transportation Planner III | 16-MAY-20 | | NO | | |
| 35214 - Complete Streets Planning | 250 Frank Ogawa Plaza | Transportation Planner III | 02-MAY-20 | | NO | | |
| 35214 - Complete Streets Planning | 250 Frank Ogawa Plaza | Transportation Planner, Senior | 24-AUG-19 | | NO | | |
| 35216 - Traffic Capital Projects | 250 Frank Ogawa Plaza | Engineer, Assistant II (Office) | 08-FEB-95 | | NO | | |
| 35216 - Traffic Capital Projects | 250 Frank Ogawa Plaza | Engineer, Transportation Supervising | 02-MAR-88 | | NO | | |
| 35216 - Traffic Capital Projects | 250 Frank Ogawa Plaza | Engineer, Transportation | 30-DEC-17 | | NO | | |
| 35216 - Traffic Capital Projects | 250 Frank Ogawa Plaza | Engineer, Transportation | 21-NOV-16 | | NO | | |
| 35216 - Traffic Capital Projects | 250 Frank Ogawa Plaza | Engineering Intern, PT | 27-JUL-19 | | NO | | |

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| | | | | | | | |
|-----------------------------------|--------------------------|----------------------------------------|-----------|-----|----|------------|-------------------|
| 35216 - Traffic Capital Projects | 250 Frank Ogawa Plaza | Management Intern, PT | 01-JUL-19 | | NO | | |
| 35216 - Traffic Capital Projects | 250 Frank Ogawa Plaza | Management Intern, PT | 01-JUL-19 | | NO | | |
| 35216 - Traffic Capital Projects | 250 Frank Ogawa Plaza | Traffic Engineering Technician, Senior | 08-SEP-18 | | NO | | |
| 35217 - ROW Management | 250 Frank Ogawa Plaza | Administrative Assistant II | 02-JUN-87 | | NO | | |
| 35217 - ROW Management | 250 Frank Ogawa Plaza | Construction Inspector (Field) | 23-JAN-21 | YES | NO | | |
| 35217 - ROW Management | 250 Frank Ogawa Plaza | Construction Inspector (Field) | 09-JAN-21 | YES | NO | | |
| 35217 - ROW Management | 250 Frank Ogawa Plaza | Construction Inspector (Field) | 07-NOV-16 | | NO | | |
| 35217 - ROW Management | 250 Frank Ogawa Plaza | Construction Inspector (Field) | 08-NOV-04 | | NO | | |
| 35217 - ROW Management | 250 Frank Ogawa Plaza | Construction Inspector (Field) | 11-OCT-04 | | NO | | |
| 35217 - ROW Management | 250 Frank Ogawa Plaza | Construction Inspector (Field) | 29-MAR-04 | | NO | | |
| 35217 - ROW Management | 250 Frank Ogawa Plaza | Construction Inspector (Field) | 29-MAR-04 | | NO | | |
| 35217 - ROW Management | 250 Frank Ogawa Plaza | Construction Inspector (Field) | 09-JUN-03 | | NO | Chinese/BL | Chinese-Cantonese |
| 35217 - ROW Management | 250 Frank Ogawa Plaza | Construction Inspector Sup (Field) | 29-JUN-19 | | NO | | |
| 35217 - ROW Management | 250 Frank Ogawa Plaza | Construction Inspector, Sr (Field) | 15-OCT-01 | | NO | | |
| 35217 - ROW Management | 250 Frank Ogawa Plaza | Engineer, Assistant II (Office) | 10-FEB-18 | | NO | | |
| 35217 - ROW Management | 250 Frank Ogawa Plaza | Engineer, Assistant II (Office) | 09-JUN-14 | | NO | | |
| 35217 - ROW Management | 250 Frank Ogawa Plaza | Engineering Technician II (Office) | 30-JUN-18 | | NO | | |
| 35217 - ROW Management | 250 Frank Ogawa Plaza | Engineering Technician, Sr (Office) | 18-APR-11 | | NO | | |
| 35217 - ROW Management | 250 Frank Ogawa Plaza | Engineering Technician, Sr (Office) | 11-OCT-04 | | NO | | |
| 35217 - ROW Management | 250 Frank Ogawa Plaza | Transportation Planner III | 11-AUG-18 | | NO | Spanish/BL | Spanish |
| 35218 - Survey | 7101 Edgewater Dr - Bldg | City Land Surveyor | 26-NOV-12 | | NO | | |
| 35218 - Survey | 7101 Edgewater Dr - Bldg | Surveying Technician, Sr (Field) | 29-JAN-18 | | NO | | |
| 35218 - Survey | 7101 Edgewater Dr - Bldg | Surveying Technician, Sr (Field) | 02-SEP-08 | | NO | | |
| 35219 - Structures & Emergency Re | 250 Frank Ogawa Plaza | Engineer, Assistant I (Office) | 07-MAR-20 | | NO | | |
| 35219 - Structures & Emergency Re | 250 Frank Ogawa Plaza | Engineer, Civil Supervising (Office) | 29-OCT-12 | | NO | | |
| 35219 - Structures & Emergency Re | 250 Frank Ogawa Plaza | Engineer, Transportation | 30-JUN-18 | | NO | | |
| 35221 - Great Streets Maintenance | 7101 Edgewater Drive | Administrative Analyst I | 31-OCT-88 | | NO | | |
| 35221 - Great Streets Maintenance | 7101 Edgewater Dr - Bldg | Public Works Operations Manager | 11-FEB-91 | | NO | | |
| 35222 - Great Streets Maintenance | 7101 Edgewater Dr - Bldg | Public Works Supervisor II | 25-NOV-98 | | NO | | |
| 35223 - Great Streets Maintenance | 7101 Edgewater Dr - Bldg | Heavy Equipment Operator | 11-JAN-20 | | NO | | |
| 35223 - Great Streets Maintenance | 750 50th Ave. | Heavy Equipment Operator | 31-MAR-14 | | NO | | |
| 35223 - Great Streets Maintenance | 5050 COLISEUM WAY | Public Works Maintenance Worker | 20-APR-19 | | NO | | |
| 35223 - Great Streets Maintenance | 5050 COLISEUM WAY | Public Works Maintenance Worker | 20-APR-19 | | NO | | |
| 35223 - Great Streets Maintenance | 750 50th Ave. | Public Works Maintenance Worker | 21-MAY-18 | | NO | | |
| 35223 - Great Streets Maintenance | 750 50th Ave. | Public Works Maintenance Worker | 06-MAY-17 | | NO | | |
| 35223 - Great Streets Maintenance | 5050 COLISEUM WAY | Public Works Maintenance Worker | 05-JUL-16 | | NO | | |
| 35223 - Great Streets Maintenance | 7101 Edgewater Dr - Bldg | Public Works Maintenance Worker | 07-JUN-14 | | NO | | |
| 35223 - Great Streets Maintenance | 750 50th Ave. | Public Works Maintenance Worker | 17-MAR-14 | | NO | | |
| 35223 - Great Streets Maintenance | 7101 Edgewater Dr - Bldg | Public Works Maintenance Worker | 13-MAY-13 | | NO | | |
| 35223 - Great Streets Maintenance | 750 50th Ave. | Public Works Maintenance Worker | 21-DEC-03 | | NO | | |
| 35223 - Great Streets Maintenance | 5050 COLISEUM WAY | Public Works Maintenance Worker | 04-MAR-00 | | NO | | |
| 35223 - Great Streets Maintenance | 5050 COLISEUM WAY | Public Works Maintenance Worker | 15-DEC-97 | | NO | | |
| 35223 - Great Streets Maintenance | 750 50th Ave. | Public Works Supervisor I | 11-DEC-00 | | NO | | |
| 35223 - Great Streets Maintenance | 750 50th Ave. | Street Maintenance Leader | 15-JUL-17 | | NO | | |
| 35223 - Great Streets Maintenance | 750 50th Ave. | Street Maintenance Leader | 31-AUG-09 | | NO | | |
| 35223 - Great Streets Maintenance | 7101 Edgewater Drive | Street Maintenance Leader | 09-MAY-05 | | NO | | |
| 35223 - Great Streets Maintenance | 7101 Edgewater Dr - Bldg | Street Maintenance Leader | 09-MAY-05 | | NO | | |
| 35223 - Great Streets Maintenance | 5921 Shepherd Canyon Rd | Street Maintenance Leader | 11-OCT-93 | | NO | | |
| 35223 - Great Streets Maintenance | 7101 Edgewater Dr - Bldg | Street Maintenance Leader | 07-MAY-90 | | NO | | |
| 35223 - Great Streets Maintenance | 750 50th Ave. | Street Maintenance Leader | 21-APR-86 | | NO | | |
| 35223 - Great Streets Maintenance | 750 50th Ave. | Street Maintenance Leader | 14-JAN-85 | | NO | | |
| 35223 - Great Streets Maintenance | 750 50th Ave. | Street Maintenance Leader | 30-APR-84 | | NO | | |
| 35224 - Great Streets Maintenance | 7101 Edgewater Drive | Concrete Finisher | 06-MAR-21 | YES | NO | | |
| 35224 - Great Streets Maintenance | 7101 Edgewater Drive | Concrete Finisher | 06-MAR-21 | YES | NO | | |
| 35224 - Great Streets Maintenance | 7101 Edgewater Dr - Bldg | Concrete Finisher | 06-JUL-04 | | NO | | |

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|--------------------------------------|--------------------------|---------------------------------------|-----------|-----|----|--|--|
| 35224 - Great Streets Maintenance | 750 50th Ave. | Concrete Finisher | 07-MAY-90 | | NO | | |
| 35224 - Great Streets Maintenance | 7101 Edgewater Drive | Heavy Equipment Operator | 29-APR-13 | | NO | | |
| 35224 - Great Streets Maintenance | 750 50th Ave. | Heavy Equipment Operator | 12-OCT-87 | | NO | | |
| 35224 - Great Streets Maintenance | 7101 Edgewater Dr - Bldg | Public Works Maintenance Worker | 19-SEP-20 | YES | NO | | |
| 35224 - Great Streets Maintenance | 750 50th Ave. | Public Works Maintenance Worker | 22-FEB-20 | | NO | | |
| 35224 - Great Streets Maintenance | 5921 Shepherd Canyon Rd | Public Works Maintenance Worker | 11-JAN-20 | | NO | | |
| 35224 - Great Streets Maintenance | 5050 COLISEUM WAY | Public Works Maintenance Worker | 01-JUN-19 | | NO | | |
| 35224 - Great Streets Maintenance | 7101 Edgewater Drive | Public Works Maintenance Worker | 20-APR-19 | | NO | | |
| 35224 - Great Streets Maintenance | 7101 Edgewater Drive | Public Works Maintenance Worker | 20-APR-19 | | NO | | |
| 35224 - Great Streets Maintenance | 7101 Edgewater Drive | Public Works Maintenance Worker | 20-APR-19 | | NO | | |
| 35224 - Great Streets Maintenance | 7101 Edgewater Drive | Public Works Maintenance Worker | 28-JUL-18 | | NO | | |
| 35224 - Great Streets Maintenance | 7101 Edgewater Drive | Public Works Maintenance Worker | 21-MAY-18 | | NO | | |
| 35224 - Great Streets Maintenance | 7101 Edgewater Drive | Public Works Maintenance Worker | 07-APR-18 | | NO | | |
| 35224 - Great Streets Maintenance | 7101 Edgewater Drive | Public Works Maintenance Worker | 07-APR-18 | | NO | | |
| 35224 - Great Streets Maintenance | 7101 Edgewater Dr - Bldg | Public Works Maintenance Worker | 31-MAR-14 | | NO | | |
| 35224 - Great Streets Maintenance | 750 50th Ave. | Public Works Maintenance Worker | 20-SEP-10 | | NO | | |
| 35224 - Great Streets Maintenance | 750 50th Ave. | Public Works Maintenance Worker | 30-DEC-91 | | NO | | |
| 35224 - Great Streets Maintenance | 7101 Edgewater Drive | Public Works Supervisor I | 01-MAR-14 | | NO | | |
| 35224 - Great Streets Maintenance | 7101 Edgewater Drive | Public Works Supervisor I | 15-DEC-97 | | NO | | |
| 35224 - Great Streets Maintenance | 750 50th Ave. | Public Works Supervisor I | 04-FEB-91 | | NO | | |
| 35224 - Great Streets Maintenance | 7101 Edgewater Drive | Public Works Supervisor II | 05-OCT-87 | | NO | | |
| 35224 - Great Streets Maintenance | 7101 Edgewater Drive | Street Maintenance Leader | 23-NOV-15 | | NO | | |
| 35224 - Great Streets Maintenance | 7101 Edgewater Drive | Street Maintenance Leader | 05-JAN-15 | | NO | | |
| 35224 - Great Streets Maintenance | 7101 Edgewater Drive | Street Maintenance Leader | 17-MAR-14 | | NO | | |
| 35224 - Great Streets Maintenance | 7101 Edgewater Drive | Street Maintenance Leader | 03-AUG-13 | | NO | | |
| 35224 - Great Streets Maintenance | 750 50th Ave. | Street Maintenance Leader | 20-SEP-10 | | NO | | |
| 35224 - Great Streets Maintenance | 7101 Edgewater Dr - Bldg | Street Maintenance Leader | 28-JUN-10 | | NO | | |
| 35224 - Great Streets Maintenance | 7101 Edgewater Dr - Bldg | Street Maintenance Leader | 21-FEB-78 | | NO | | |
| 35224 - Great Streets Maintenance | 7101 Edgewater Drive | Temp Contract Svcs Employee, PT | 09-FEB-19 | | NO | | |
| 35231 - Street Lighting Admin | 7101 Edgewater Dr - Bldg | Administrative Assistant II | 22-SEP-03 | | NO | | |
| 35231 - Street Lighting Admin | 7101 Edgewater Dr - Bldg | Manager, Electrical Services | 27-AUG-90 | | NO | | |
| 35232 - Street Lighting Engineering | 7101 Edgewater Dr - Bldg | Electrical Construction & Maint Plann | 31-DEC-07 | | NO | | |
| 35233 - Street Lighting Maintenance | 7101 Edgewater Dr - Bldg | Electrician | 06-JUN-16 | | NO | | |
| 35233 - Street Lighting Maintenance | 7101 Edgewater Dr - Bldg | Electrician | 02-APR-12 | | NO | | |
| 35233 - Street Lighting Maintenance | 7101 Edgewater Dr - Bldg | Electrician | 15-SEP-03 | | NO | | |
| 35233 - Street Lighting Maintenance | 7101 Edgewater Dr - Bldg | Electrician Helper | 02-JAN-07 | | NO | | |
| 35233 - Street Lighting Maintenance | 7101 Edgewater Dr - Bldg | Electrician Leader | 15-OCT-01 | | NO | | |
| 35241 - Safe Streets Admin | 250 Frank Ogawa Plaza | Manager, Transportation | 21-MAR-20 | | NO | | |
| 35242 - Complete Streets Maintenance | 7101 Edgewater Drive | Public Works Maintenance Worker | 22-MAR-21 | YES | NO | | |
| 35242 - Complete Streets Maintenance | 7101 Edgewater Drive | Public Works Maintenance Worker | 22-OCT-94 | | NO | | |
| 35242 - Complete Streets Maintenance | 7101 Edgewater Drive | Public Works Maintenance Worker | 03-SEP-88 | | NO | | |
| 35242 - Complete Streets Maintenance | 250 Frank Ogawa Plaza | Public Works Supervisor I | 17-MAR-14 | | NO | | |
| 35242 - Complete Streets Maintenance | 7101 Edgewater Drive | Public Works Supervisor I | 18-JAN-05 | | NO | | |
| 35242 - Complete Streets Maintenance | 7101 Edgewater Drive | Public Works Supervisor II | 18-SEP-89 | | NO | | |
| 35242 - Complete Streets Maintenance | 7101 Edgewater Drive | Sign Maintenance Worker | 22-AUG-20 | YES | NO | | |
| 35242 - Complete Streets Maintenance | 7101 Edgewater Drive | Sign Maintenance Worker | 03-JUN-17 | | NO | | |
| 35242 - Complete Streets Maintenance | 7101 Edgewater Drive | Sign Maintenance Worker | 06-JUL-15 | | NO | | |
| 35242 - Complete Streets Maintenance | 7101 Edgewater Drive | Sign Maintenance Worker | 02-FEB-15 | | NO | | |
| 35242 - Complete Streets Maintenance | 7101 Edgewater Drive | Sign Maintenance Worker | 24-NOV-14 | | NO | | |
| 35242 - Complete Streets Maintenance | 7101 Edgewater Drive | Sign Maintenance Worker | 08-JUL-13 | | NO | | |
| 35242 - Complete Streets Maintenance | 7101 Edgewater Drive | Sign Maintenance Worker | 14-OCT-02 | | NO | | |
| 35242 - Complete Streets Maintenance | 7101 Edgewater Drive | Traffic Painter | 10-JUN-02 | | NO | | |
| 35242 - Complete Streets Maintenance | 7101 Edgewater Drive | Traffic Painter | 08-DEC-97 | | NO | | |
| 35242 - Complete Streets Maintenance | 7101 Edgewater Drive | Traffic Painter | 21-JAN-92 | | NO | | |
| 35242 - Complete Streets Maintenance | 7101 Edgewater Drive | Traffic Painter | 26-FEB-90 | | NO | | |

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|-------------------------------------------|--------------------------|--------------------------------------|-----------|-----|----|--------------|---------|
| 35242 - Complete Streets Maintenance | 7101 Edgewater Drive | Traffic Sign Maker | 11-JAN-20 | | NO | | |
| 35244 - Neighborhood Traffic Safety | 250 Frank Ogawa Plaza | Engineer, Assistant I (Office) | 08-AUG-20 | YES | NO | | |
| 35244 - Neighborhood Traffic Safety | 250 Frank Ogawa Plaza | Engineer, Assistant II (Office) | 30-NOV-19 | | NO | | |
| 35244 - Neighborhood Traffic Safety | 250 Frank Ogawa Plaza | Engineer, Assistant II (Office) | 16-SEP-02 | | NO | | |
| 35244 - Neighborhood Traffic Safety | 250 Frank Ogawa Plaza | Engineer, Assistant II (Office) | 02-JUL-01 | | NO | | |
| 35244 - Neighborhood Traffic Safety | 250 Frank Ogawa Plaza | Engineer, Transportation Supervising | 28-APR-97 | | NO | | |
| 35244 - Neighborhood Traffic Safety | 250 Frank Ogawa Plaza | Engineer, Transportation | 07-OCT-17 | | NO | | |
| 35244 - Neighborhood Traffic Safety | 250 Frank Ogawa Plaza | Engineer, Transportation | 23-SEP-17 | | NO | | |
| 35245 - Bicycle & Pedestrian Program | 250 Frank Ogawa Plaza | Engineer, Assistant II (Office) | 18-AUG-14 | | NO | | |
| 35245 - Bicycle & Pedestrian Program | 250 Frank Ogawa Plaza | Engineer, Transportation | 26-AUG-17 | | NO | | |
| 35245 - Bicycle & Pedestrian Program | 7101 Edgewater Dr - Bldg | Spatial Data Analyst III | 11-APR-16 | | NO | | |
| 35245 - Bicycle & Pedestrian Program | 250 Frank Ogawa Plaza | Transportation Planner I | 15-DEC-18 | | NO | | |
| 35245 - Bicycle & Pedestrian Program | 250 Frank Ogawa Plaza | Transportation Planner II | 14-FEB-17 | | NO | Spanish/BL | Spanish |
| 35245 - Bicycle & Pedestrian Program | 250 Frank Ogawa Plaza | Transportation Planner III | 19-MAR-01 | | NO | | |
| 35245 - Bicycle & Pedestrian Program | 250 Frank Ogawa Plaza | Transportation Planner, Senior | 13-NOV-01 | | NO | | |
| 35246 - Major Corridor Multimodal | 7101 Edgewater Dr - Bldg | Electrical Supervisor | 21-MAR-95 | | NO | | |
| 35246 - Major Corridor Multimodal | 7101 Edgewater Dr - Bldg | Electrician | 10-NOV-14 | | NO | | |
| 35246 - Major Corridor Multimodal | 7101 Edgewater Dr - Bldg | Electrician | 15-APR-13 | | NO | | |
| 35246 - Major Corridor Multimodal | 7101 Edgewater Dr - Bldg | Electrician | 17-DEC-07 | | NO | | |
| 35246 - Major Corridor Multimodal | 7101 Edgewater Dr - Bldg | Electrician | 31-JAN-05 | | NO | | |
| 35246 - Major Corridor Multimodal | 7101 Edgewater Dr - Bldg | Electrician Leader | 16-DEC-96 | | NO | | |
| 35246 - Major Corridor Multimodal | 250 Frank Ogawa Plaza | Engineer, Transportation Supervising | 31-OCT-20 | YES | NO | | |
| 35246 - Major Corridor Multimodal | 250 Frank Ogawa Plaza | Transportation Planner II | 12-JAN-19 | | NO | | |
| 35247 - Mobility Management | 250 Frank Ogawa Plaza | Engineering Technician II (Office) | 01-DEC-18 | | NO | | |
| 35247 - Mobility Management | 250 Frank Ogawa Plaza | Program Analyst I | 07-APR-18 | | NO | | |
| 35247 - Mobility Management | 250 Frank Ogawa Plaza | Student Trainee, PT | 01-JUL-19 | | NO | | |
| 35247 - Mobility Management | 250 Frank Ogawa Plaza | Student Trainee, PT | 01-JUN-19 | | NO | | |
| 35247 - Mobility Management | 250 Frank Ogawa Plaza | Student Trainee, PT | 01-JUN-19 | | NO | | |
| 35247 - Mobility Management | 250 Frank Ogawa Plaza | Transportation Planner II | 25-JUL-20 | YES | NO | | |
| 35247 - Mobility Management | 250 Frank Ogawa Plaza | Transportation Planner II | 25-JUL-20 | YES | NO | | |
| 35247 - Mobility Management | 250 Frank Ogawa Plaza | Transportation Planner III | 18-NOV-17 | | NO | Spanish/SELF | |
| 35311 - Parking Management Administration | 250 Frank Ogawa Plaza | Project Manager II | 25-MAR-13 | | NO | | |
| 35321 - Parking Meter Repair | 250 Frank Ogawa Plaza | Parking Meter Repair Worker | 08-JUL-13 | | NO | | |
| 35321 - Parking Meter Repair | 250 Frank Ogawa Plaza | Parking Meter Repair Worker | 17-JAN-06 | | NO | | |
| 35321 - Parking Meter Repair | 250 Frank Ogawa Plaza | Parking Meter Repair Worker | 03-JAN-05 | | NO | | |
| 35321 - Parking Meter Repair | 250 Frank Ogawa Plaza | Parking Meter Repair Worker | 04-MAR-02 | | NO | | |
| 35321 - Parking Meter Repair | 250 Frank Ogawa Plaza | Parking Meter Repair Worker | 02-SEP-97 | | NO | | |
| 35321 - Parking Meter Repair | 250 Frank Ogawa Plaza | Parking Meter Repair Worker | 26-AUG-86 | | NO | | |
| 35321 - Parking Meter Repair | 250 Frank Ogawa Plaza | Public Works Supervisor I | 15-DEC-97 | | NO | | |

Department Name:
Fiscal Year: FY2020-2021



CITY OF OAKLAND

EQUAL ACCESS ORDINANCE ANNUAL COMPLIANCE PLAN

I. DEPARTMENT CERTIFICATION

Provide the following certification that the Department Director has reviewed this Annual Compliance Plan for final approval:

I, Guillermo Cespedes, hereby certify, that I have reviewed and approved this Equal Access Annual Compliance Plan for accuracy and completeness, and the department is committed to adopt the goals specified in this Annual Compliance Plan. This Annual Compliance Plan for Department of Violence Prevention was submitted on July 14, 2021.

A handwritten signature in black ink, appearing to read 'Guillermo Cespedes'.

Guillermo Cespedes (Jul 14, 2021 18:48 PDT)

Guillermo Cespedes, Chief of Violence Prevention

Department Name:
Fiscal Year: FY2020-2021

Key: PCP = Public Contact Position
FTE = Full Time Equivalent
SP = Spanish-speaking
CH = Chinese-speaking

II. QUANTITATIVE ASSESSMENT REPORT

Department Name:

| Table 1 | Department Director | Language Access Coordinator (LAC) | Single Point of Contact (SPOC) |
|---------|----------------------------------------------|----------------------------------------------|----------------------------------------------|
| Name | Guillermo Cespedes | Mailee Wang | Mailee Wang |
| Title | Chief of Violence Prevention | Planner & Acting ASMI | Planner & Acting ASMI |
| Address | 150 Frank Ogawa Plaza, 4 th floor | 150 Frank Ogawa Plaza, 4 th floor | 150 Frank Ogawa Plaza, 4 th floor |
| Phone# | 510-238-2916 | 510-238-6892 | 510-238-6892 |
| Email | gcespedes@oaklandca.gov | mwang@oaklandca.gov | mwang@oaklandca.gov |

| Table 2A. Department Employee Statistics | | | | | |
|------------------------------------------|------|------|--------------------------------|---|------|
| By FTE Count This Fiscal Year | | | By Head Count This Fiscal Year | | |
| Total # of FTE Employees | 17.8 | | New Hires | | |
| Public Contact Positions (PCP) | 13 | 73% | New PCP Hires | 5 | 100% |
| PCP With Spanish Language Skill | 5 | 28 % | New PCP Hires with SP Skill | 1 | 20% |
| PCP With Chinese Language Skill | 0 | 0 % | New PCP Hires with CH Skill | 0 | % |

| Table 2B. Language Selective Certification Hiring | |
|------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------|
| Any selective certification in language required for recruitment this fiscal year? | X No |
| Job Title | Outcome |
| | <input type="checkbox"/> Hired-SP <input type="checkbox"/> Hired-CH <input type="checkbox"/> In Progress/Other* |
| | <input type="checkbox"/> Hired-SP <input type="checkbox"/> Hired-CH <input type="checkbox"/> In Progress/Other* |
| | <input type="checkbox"/> Hired-SP <input type="checkbox"/> Hired-CH <input type="checkbox"/> In Progress/Other* |
| *Please provide an explanation for all 'other' outcomes: | |

| Table 3A. Department Organization Structure (List out the different units in this table or attach an organization chart) | |
|--------------------------------------------------------------------------------------------------------------------------|--|
| See attached org chart | |
| | |
| | |
| | |
| | |
| | |
| | |

| Table 3B. Department Organization Structure -- Update | |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------|
| Any changes occurred in the organization structure this fiscal year? | X Yes – Please describe below |
| The Oakland Unite unit of the Human Services Department was restructured into the Department of Violence Prevention, thus increasing the department's personnel from 3 to 17.8 FTE positions that are filled. Per the 21-23 budget, 5 positions are vacant and will be filled this fiscal year. | |

| Table 3C. Department Organization Structure - Super PCP Unit Reporting | | |
|------------------------------------------------------------------------|------------------------------------------------------------|------------|
| Any Super PCP Unit in the department? | X No <input type="checkbox"/> Yes – Please describe below. | |
| Super PCP Unit | Language Goal FTE | Actual FTE |
| | SP= CH = | SP= CH = |
| | SP= CH = | SP= CH = |
| | SP= CH = | SP= CH = |
| | SP= CH = | SP= CH = |

Department Name:
Fiscal Year: FY2020-2021

| Table 4A Vital Documents List | | | |
|------------------------------------------------------------|---------------------------|---------------------------|-----------------|
| Document Name | SP Translation Available? | CH Translation Available? | Other? Specify: |
| Service Enrollment Form – Spanish and Cantonese | yes | yes | |
| Program Consent – Spanish and Cantonese | yes | yes | |
| Violence Prevention Service Flyers – Spanish and Cantonese | yes | yes | |
| Violence Prevention Brochure – Spanish and Cantonese | yes | yes | |
| | | | |
| | | | |
| | | | |
| | | | |
| Total # of vital documents reported = | 4 | 4 | |

| Table 4B. Vital Documents Status Summary | |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------|
| Department's known vital documents translated into Spanish and Chinese? | <input checked="" type="checkbox"/> Yes |
| The DVP has the following materials translated in Spanish and Cantonese: <ul style="list-style-type: none"> • Service Enrollment Form – Spanish and Cantonese • Program Consent – Spanish and Cantonese • Violence Prevention Service Flyers – Spanish and Cantonese • Violence Prevention Brochure – Spanish and Cantonese | |

| Table 5. Multilingual Telephone Recordings | | |
|-----------------------------------------------------------------|------------------|----------------------------|
| Location Description | Telephone Number | Status |
| 150 Frank Ogawa, 4 th Floor, Sara Serin-Christ, PAII | 510-238-23718 | Spanish Translation set up |
| | | |
| | | |
| | | |

| Table 6. Analysis by Community Based Service Locations | | | | PCP | SP | | CH | |
|--------------------------------------------------------|---------|----------|---------|------|------|---|------|---|
| Facility Name | Address | Zip Code | Phone # | #FTE | #FTE | % | #FTE | % |
| N/A | | | | | | | | |
| | | | | | | | | |
| | | | | | | | | |
| | | | | | | | | |
| | | | | | | | | |
| | | | | | | | | |

Table 6 applies to City Departments that provide services at geographically based locations outside of City Hall Plaza, such as recreation centers, senior centers, head start centers, libraries, police beat and firehouses.

| Table 7. Public Notices & Resources | |
|-------------------------------------------------------------------------------------------------|---------------------------------------------------------------------|
| Language access notice displayed at reception area | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No |
| I-Speak Card/ Language List displayed at reception area | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No |
| Department staff provided with language access resources (Interpretation#, FAQ, training...etc) | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No |

If you answered "no" to any questions in Table 7, please provide a corrective action plan in the narrative report under Question B(1).

Department Name:
Fiscal Year: FY2020-2021

Key: PCP = Public Contact Position
FTE = Full Time Equivalent
SP = Spanish-speaking
CH = Chinese-speaking
LES = Limited English-Speaking

III. QUALITATIVE ASSESSMENT REPORT

A. Bilingual Public Contact Positions Assessment

Department Name:

| ASSESSMENT | | SPANISH-SPEAKING PCP | | | CHINESE-SPEAKING PCP | | |
|------------|-----|----------------------|-------|-----------|----------------------|-------|-----------|
| FTE | PCP | GOAL | STAFF | GOAL MET? | GOAL | STAFF | GOAL MET? |
| 17.8 | 13 | 11% | 5 | Yes | 0 | 0 | DNA |

Goal = PCP X %

This report covers fiscal year 2020-2021 and data is reported as of July 2021.

1. Provide an assessment of the Department's effort to achieve compliance with the Equal Access Ordinance (EAO).

The DVP Chief of Violence Prevention began his tenure on 9/23/19 and the Deputy Chief began tenure on 6/29/20. During this fiscal year, all violence prevention services, programming and staff were transferred from HSD to the DVP as of 7/1/20. Much work has been done to access the department's priority population which has been informed by a third part evaluator. Data shows the priority population served by the DVP is approximately 75% African American, 23% Latinx and 2% other living in neighborhoods hit hardest by gun violence, sex trafficking, domestic violence and COVID infection. Staff closely reflect the population served with 50% who identify as African American, 33% Latinx, and 17% as other. Since the Chinese community is not typically served by the DVP, the department works with the Equal Access Office (EAO) for translation services when/if needed.

2. Describe the Department's effort in outreach, recruitment and hiring of bilingual candidates.

Since Chinese are not typically served by the DVP, the department enlists the EAO when translation support is needed. 28% of the DVP are Spanish speaking so a recruitment for bilingual candidates is not necessary.

3. Highlight positive changes, successes, and best practices.

- The DVP hosted a series of Town Halls this fiscal year and intentionally engaged the Asian community in light of the uptick in hate crimes. A special Town Hall was dedicated to the Asian community (Chinese, Pacific Islander, Korean and Cambodian) with a Cantonese translator and the other Town Halls also had Spanish and Cantonese translators from the EAO.
- We have also utilized EAO to translate a Family System Clinical Orientation Model Manual this fiscal year.
- The Spanish-Certified staff on our team translated outreach and event materials into Spanish.
- Currently our violence prevention brochure and flyer are translated to Spanish and Cantonese. As the DVP develops new communications materials we will work with the EAO for new translated materials.

4. Describe additional measures implemented to ensure LES persons are provided with meaningful access to City services.

The DVP is committed to serving the needs of those who are most impacted by violence and trauma in Oakland. This target population is disproportionately represented by African American and Latino residents and other communities of color. All services, interventions and policies of the DVP will be specifically designed with the needs of these residents in mind, especially in terms of racial equity and access. The DVP has several Spanish speaking staff and we are also fortunate to share an office space with HSD who has a few Cantonese speaking staff in our office space and are always willing to provide translation support if necessary.

B. Translation of Written Vital Documents Assessment

1. Departments are required to inform the public of the right to language access services. Please list the locations in which notices are posted.

The DVP shares temporary office space with the Human Services Department at 150 Frank Ogawa Plaza, 4th floor. The office space has translated signs in Spanish and Cantonese at the front of entrance of each door on the 4th floor.

2. Describe the percentage of vital documents translated into threshold language(s). What is the corrective action plan and timeline in getting the rest of the documents translated?

The DVP has the following materials translated in Spanish and Cantonese:

- Service Enrollment Form – Spanish and Cantonese
- Program Consent – Spanish and Cantonese
- Violence Prevention Service Flyers – Spanish and Cantonese
- Violence Prevention Brochure – Spanish and Cantonese

3. Describe other materials the Department has provided in multiple languages?

Outreach flyers and family systems training manual was translated into Spanish in FY 20-21.

C. Multilingual Telephone Messages Assessment

1. Provide an assessment on the provision of multilingual messages and hotlines.

The following phone line has a voicemail translated into Spanish, 510-238-3718. The DVP has submitted a request to EAO to set-up a translated voice message in Spanish and Cantonese.

D. Assessment of Department Communication with LES Populations

1. Describe outreach efforts to communicate and engage LES populations.

Event materials are translated into Spanish for public facing staff to distribute during their outreach efforts. Also, targeted outreach is made to representatives of the Chinese and Pacific Islander LES populations to share information about upcoming and relevant events. Once a head count is received, we coordinate with the EAO for translation service.

2. State the number of language access complaint(s) received this year, and actions taken to address and resolve the complaint(s).

The DVP has not received any access complaints to our knowledge.

E. Action Plan

1. Identify the Department's action steps for the next 12 months on ensuring meaningful access to City's program and services for the LES community. Please highlight new initiatives.

The DVP is committed to serving the needs of those who are most impacted by violence and trauma in Oakland. This target population is disproportionately represented by African American and Latino residents and other communities of color. All services, interventions and policies of the DVP will be specifically designed with the needs of these residents in mind, especially in terms of racial equity and access.

The DVP hopes to hire a Public Information Officer this FY to develop new communication materials and will schedule a meeting with the EAO to familiarize staff and leadership with requirements for fair and equal access, conduct a thorough review on compliance items, attend all necessary and appropriate trainings, and ensure that the DVP fulfills the mandated actions for compliance.

Dept Violence Prevention

FY2020-21

| ORGANIZATION | ADDRESS_LINE_1 | JOB_CLASS | HIRE_DATE | NEW | PCP_POSITI | PCP_LANG_1 | BILINGUAL CERT | |
|---------------------------------|-----------------------|-----------------------------------------|-----------|-----|------------|------------|----------------|--|
| 70111 - Violence Prevention Adm | 150 Frank Ogawa Plaza | Chief of Violence Prevention | 23-SEP-19 | | YES | Spanish | No | |
| 70111 - Violence Prevention Adm | 150 Frank Ogawa Plaza | Deputy Chief of Violence Prevention | 27-JUN-20 | | YES | English | No | |
| 70111 - Violence Prevention Adm | 150 Frank Ogawa Plaza | Executive Assistant to the Director | 05-SEP-20 | YES | NO | English | No | |
| 70211 - Oakland Unite | 150 Frank Ogawa Plaza | Administrative Assistant I, PPT | 11-SEP-13 | | NO | English | No | |
| 70211 - Oakland Unite | 150 Frank Ogawa Plaza | Case Manager I | 10-FEB-14 | | YES | English | No | |
| 70211 - Oakland Unite | 150 Frank Ogawa Plaza | Case Manager I, PT | 06-FEB-21 | YES | YES | English | No | |
| 70211 - Oakland Unite | 150 Frank Ogawa Plaza | Exempt Limited Duration Employee | 17-APR-21 | YES | YES | English | No | |
| 70211 - Oakland Unite | 150 Frank Ogawa Plaza | Health & Human Services Program Planner | 09-NOV-15 | | NO | English | No | |
| 70211 - Oakland Unite | 150 Frank Ogawa Plaza | Health & Human Services Program Planner | 13-OCT-14 | | NO | English | No | |
| 70211 - Oakland Unite | 150 Frank Ogawa Plaza | Manager, Human Services | 01-MAR-14 | | YES | English | No | |
| 70211 - Oakland Unite | 150 Frank Ogawa Plaza | Outreach Developer | 21-SEP-09 | | YES | Spanish | No | |
| 70211 - Oakland Unite | 150 Frank Ogawa Plaza | Program Analyst I | 08-AUG-20 | YES | YES | Spanish | No | |
| 70211 - Oakland Unite | 150 Frank Ogawa Plaza | Program Analyst I | 20-OCT-08 | | YES | English | No | |
| 70211 - Oakland Unite | 150 Frank Ogawa Plaza | Program Analyst II | 07-MAY-18 | | NO | English | No | |
| 70211 - Oakland Unite | 150 Frank Ogawa Plaza | Program Analyst II | 15-JAN-18 | | YES | English | No | |
| 70211 - Oakland Unite | 150 Frank Ogawa Plaza | Program Analyst II | 07-DEC-15 | YES | YES | English | No | |
| 70211 - Oakland Unite | 150 Frank Ogawa Plaza | Program Analyst II | 19-AUG-13 | | NO | Spanish | No | |
| 70211 - Oakland Unite | 150 Frank Ogawa Plaza | Program Analyst II | 24-JAN-11 | | YES | Spanish | Yes | |
| 70211 - Oakland Unite | 150 Frank Ogawa Plaza | Program Analyst III | 20-FEB-07 | | YES | English | No | |

Department Name:
Fiscal Year: FY2020-2021



EQUAL ACCESS ORDINANCE ANNUAL COMPLIANCE PLAN

I. DEPARTMENT CERTIFICATION

Provide the following certification that the Department Director has reviewed this Annual Compliance Plan for final approval:

I, Deborah Barnes, hereby certify, that I have reviewed and approved this Equal Access Annual Compliance Plan for accuracy and completeness, and the department is committed to adopt the goals specified in this Annual Compliance Plan. This Annual Compliance Plan for [Department of Workplace and Employment Standards] was submitted on July 15, 2021]

Deborah L. Barnes

Deborah Barnes, Director

II. QUANTITATIVE ASSESSMENT REPORT

Key: PCP = Public Contact Position
FTE = Full Time Equivalent
SP = Spanish-speaking
CH = Chinese-speaking

Department Name:

| Table 1 | Department Director | Language Access Coordinator (LAC) | Single Point of Contact (SPOC) |
|---------|-----------------------|-----------------------------------|--------------------------------|
| Name | DEBORAH BARNES | MARY MAYBERRY | MARY MAYBERRY |
| Title | DIRECTOR | ASM I | ASM I |
| Address | 250 FHOP #3341 | 250 FHOP #3341 | 250 FHOP #3341 |
| Phone# | (510) 238-6270 | (510) 238-7324 | (510) 238-7324 |
| Email | DBARNES@OAKLANDCA.GOV | MMAYBERRY@OAKLANDCA.GOV | MMAYBERRY@OAKLANDCA.GOV |

| Table 2A. Department Employee Statistics | | | | | |
|------------------------------------------|------|------|--------------------------------|----------|------|
| By FTE Count This Fiscal Year | | | By Head Count This Fiscal Year | | |
| Total # of FTE Employees | 18.0 | | New Hires | 1 (tcse) | |
| Public Contact Positions (PCP) | 11.0 | 100% | New PCP Hires | 1 | 100% |
| PCP With Spanish Language Skill | 2 | 18% | New PCP Hires with SP Skill | 1 | 100% |
| PCP With Chinese Language Skill | 1 | 9% | New PCP Hires with CH Skill | 0 | 0% |

| Table 2B. Language Selective Certification Hiring | |
|------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------|
| Any selective certification in language required for recruitment this fiscal year? | <input type="checkbox"/> No <input checked="" type="checkbox"/> Yes – Please describe below |
| Job Title | Outcome |
| TCSE – CONTRACT COMPLIANCE OFFICER ASST | X Hired-SP <input type="checkbox"/> Hired-CH <input type="checkbox"/> In Progress/Other* |
| | <input type="checkbox"/> Hired-SP <input type="checkbox"/> Hired-CH <input type="checkbox"/> In Progress/Other* |
| | <input type="checkbox"/> Hired-SP <input type="checkbox"/> Hired-CH <input type="checkbox"/> In Progress/Other* |
| *Please provide an explanation for all 'other' outcomes: | |

| Table 3A. Department Organization Structure (List out the different units in this table or attach an organization chart) | |
|--------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------|
| ADMINISTRATION UNIT | Director Administrative Services Manager I Business Analyst III Office Assistant II |
| WORKPLACE & EMPLOYMENT STANDARDS UNIT | Deputy Director Contract Compliance Officer Senior Contract Compliance Officer Employment Service Supervisor Job Developer |
| CONTRACTS UNIT | Administrative Analyst II |
| COMPLIANCE UNIT | Contract Compliance Supervisor Contract Compliance Officer Senior Contract Compliance Officer Contract Compliance Field Technician |

| Table 3B. Department Organization Structure -- Update | |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------|
| Any changes occurred in the organization structure this fiscal year? | <input type="checkbox"/> No <input checked="" type="checkbox"/> Yes – Please describe below |
| Description: THE ORGANIZATION STRUCTURE CHANGED FROM A DIVISION WITHIN THE CITY ADMINISTRATOR'S OFFICE (DIVISION OF CONTRACTS AND COMPLIANCE) TO A STAND ALONE DEPARTMENT. (DEPARTMENT OF WORKPLACE AND EMPLOYMENT STANDARDS) | |
| Table 3C. Department Organization Structure - Super PCP Unit Reporting | |
| Any Super PCP Unit in the department? | X No <input type="checkbox"/> Yes – Please describe below. |

| Table 4A Vital Documents List | | | |
|---------------------------------------|---------------------------|---------------------------|-----------------|
| Document Name | SP Translation Available? | CH Translation Available? | Other? Specify: |
| Minimum Wage Enforcement Poster | y | y | Vietnamese |
| Minimum Wage Claim form | y | y | Vietnamese |
| Emergency Paid Sick Leave Poster | y | y | Vietnamese |
| Emergency Paid Sick Leave Claim form | y | y | Vietnamese |
| Right to Recall Poster | y | y | Vietnamese |
| Right to Recall Claim form | y | y | Vietnamese |
| | | | |
| | | | |
| Total # of vital documents reported = | | | |

| Table 4B. Vital Documents Status Summary | |
|-------------------------------------------------------------------------|---------------------------------------------------------------------------------------------|
| Department's known vital documents translated into Spanish and Chinese? | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No – Please describe below |
| Action Plan & Timeline: | |

| Table 5. Multilingual Telephone Recordings | | |
|--------------------------------------------|------------------|------------|
| Location Description | Telephone Number | Status |
| Main Line - DWES | 238-3970 | In process |

| Table 6. Analysis by Community Based Service Locations | | | | PCP | SP | | CH | |
|--------------------------------------------------------|---------|----------|---------|------|------|---|------|---|
| Facility Name | Address | Zip Code | Phone # | #FTE | #FTE | % | #FTE | % |

Table 6 applies to City Departments that provide services at geographically based locations outside of City Hall Plaza, such as recreation centers, senior centers, head start centers, libraries, police beat and firehouses.

| Table 7. Public Notices & Resources | |
|-------------------------------------------------------------------------------------------------|---------------------------------------------------------------------|
| Language access notice displayed at reception area | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No |
| I-Speak Card/ Language List displayed at reception area | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No |
| Department staff provided with language access resources (Interpretation#, FAQ, training...etc) | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No |

If you answered "no" to any questions in Table 7, please provide a corrective action plan in the narrative report under Question B(1).

III. QUALITATIVE ASSESSMENT REPORT

A. Bilingual Public Contact Positions Assessment

Key: PCP = Public Contact Position
FTE = Full Time Equivalent
SP = Spanish-speaking
CH = Chinese-speaking
LES = Limited English-Speaking

Department Name: WORKPLACE & EMPLOYMENT STANDARDS

| ASSESSMENT | | SPANISH-SPEAKING PCP | | | CHINESE-SPEAKING PCP | | |
|------------|------|----------------------|-------|-----------|----------------------|-------|-----------|
| FTE | PCP | GOAL | STAFF | GOAL MET? | GOAL | STAFF | GOAL MET? |
| 18.0 | 11.0 | 11% = 1 | 2 | YES | 5%=.5 | 1 | YES |

Goal = PCP X %

This report covers fiscal year 2020-2021 and data is reported as of June 2020.

1. Provide an assessment of the Department's effort to achieve compliance with the Equal Access Ordinance (EAO). The Department of Workplace and Employment Standards is comprised of a total of 18.0 Full-Time Employees (FTE). Of the 18.0 FTEs, 11.0 are Public Contact Positions (PCP). As set forth in the EAO, the Spanish speaking PCP goal for DWES is 11% which equals 1.2 FTEs. Currently DWES has a total of two (2) Spanish-speaking FTEs that are PCP, which exceeds the Spanish-speaking PCP goal for the office. In regards to the Chinese-speaking PCP, DWES goal is 5%, which equates to .5 FTEs. The Department has one (1) Chinese-speaking PCP. There are three (3) non-PCP staff and four (4) vacancies.

For the period covered by this report there was only one (1) new hire, a temporary contract services employee (TCSE). This position was a PCP and the hire was Spanish speaking.

2. Describe the Department's effort in outreach, recruitment and hiring of bilingual candidates.

Because of the nature of the work (serving BIPOC) we are obligated to outreach to bilingual candidates. We anticipate recruiting and hiring for several newly acquired positions and current vacancies (unfrozen positions) in the upcoming fiscal year. We will work closely with Human Resources to recruit and hire qualified PCP staff to fill these positions.

3. Highlight positive changes, successes, and best practices.

Hiring bilingual staff has improved our ability to outreach to targeted BIPOC communities to provide information on the availability of City services, and aid citizens whose language barriers made it difficult to do business with the City. During the Shelter-in-Place caused by the COVID pandemic, every effort has been made to provide essential services to BIPOC while honoring COVID protocols.

4. Describe additional measures implemented to ensure LES persons are provided with meaningful access to City services. DWES has made every effort to ensure that documents required by the public are provided in Spanish, Chinese and Vietnamese, working closely with the Equal Access Office to ensure vital documents are translated into the requisite languages. Staff are on hand to provide translation services as needed for LES persons who visit the office.

B. Translation of Written Vital Documents Assessment

1. Departments are required to inform the public of the right to language access services. Please list the locations in which notices are posted. Front desk counter, department website
2. Describe the percentage of vital documents translated into threshold language(s). 80% What is the corrective action plan and timeline in getting the rest of the documents translated? Some of the documents we use are of a technical nature and quite large. Translation of these documents is cost-prohibitive as they are difficult to translate. Assistance is provided on a case-by-case basis.
3. Describe other materials the Department has provided in multiple languages?

| | |
|--------------------------------------|------------------------------|
| Emergency paid Sick Leave Poster | Spanish, Chinese, Vietnamese |
| Emergency Paid Leave Claim Form | Spanish, Chinese, Vietnamese |
| Right to Recall Poster | Spanish, Chinese, Vietnamese |
| Right to Recall Claim Form | Spanish, Chinese, Vietnamese |
| Measure FF (Minimum Wage) Poster | Spanish, Chinese, Vietnamese |
| Measure FF (Minimum Wage) Claim Form | Spanish, Chinese, Vietnamese |
| Measure Z poster | Spanish, Chinese, Vietnamese |

C. Multilingual Telephone Messages Assessment

1. Provide an assessment on the provision of multilingual messages and hotlines. Our main line is translated into Spanish and Chinese. The line must be revised to reflect the changes in the department structure. This task will be completed once funds are identified.

D. Assessment of Department Communication with LES Populations

1. Describe outreach efforts to communicate and engage LES populations.
The predominance of our client outreach is to BIPOC communities. Every effort is made to provide materials in appropriate languages. Also, staff is on hand to provide translation serves when needed while site visits are being conducted or in meetings with LES clients.
2. State the number of language access complaint(s) received this year, and actions taken to address and resolve the complaint(s). none (0)

E. Action Plan

1. Identify the Department's action steps for the next 12 months on ensuring meaningful access to City's program and services for the LES community. Please highlight new initiatives.
DWES will continue to identify and employ initiatives to simplify access to City services for LES clients. Posting of outreach materials in areas frequented by LES individuals is on-going. We will continue to work closely with Equal Access and Human Resources to recruit and hire persons with other language skills for future vacancies as they arise.

Dept of Workforce And Employment Standard

FY2020-21

| ORGANIZATION | ADDRESS_LINE_1 | JOB_CLASS | HIRE_DATE | NEW | PCP_POSI | PCP_LANG_1 | BILINGUAL |
|--------------------------------|-----------------------|-----------------------------------------|-----------|-----|----------|------------|-----------|
| 67111 - Administrative Support | 250 FRANK H. OGAWA PL | Administrative Services Manager I | 17-FEB-98 | | NO | | |
| 67111 - Administrative Support | 250 FRANK H. OGAWA PL | Business Analyst III | 26-MAY-98 | | NO | | |
| 67111 - Administrative Support | 250 FRANK H. OGAWA PL | Director of Workplace & Employment Stnd | 11-MAY-98 | | NO | | |
| 67211 - Workplace Standards | 250 FRANK H. OGAWA PL | Contract Compliance Officer | 13-SEP-07 | | YES | Spanish | Spanish |
| 67211 - Workplace Standards | 250 FRANK H. OGAWA PL | Contract Compliance Officer, Sr. | 01-JUN-15 | | YES | Spanish | Spanish |
| 67211 - Workplace Standards | 250 FRANK H. OGAWA PL | Employment Services Supervisor | 13-SEP-04 | | YES | English | |
| 67211 - Workplace Standards | 250 FRANK H. OGAWA PL | Job Developer | 31-AUG-87 | | YES | English | |
| 67311 - Contracts | 250 FRANK H. OGAWA PL | Administrative Analyst II | 11-FEB-08 | | YES | Chinese | Chinese |
| 67311 - Contracts | 250 FRANK H. OGAWA PL | Administrative Analyst II | 06-NOV-06 | | YES | Cambodian | |
| 67411 - Compliance | 250 FRANK H. OGAWA PL | Contract Compliance Field Technician | 17-AUG-15 | | YES | English | |
| 67411 - Compliance | 250 FRANK H. OGAWA PL | Contract Compliance Officer | 12-MAY-98 | | YES | Cambodian | |
| 67411 - Compliance | 250 FRANK H. OGAWA PL | Contract Compliance Officer, Assistant | 22-JAN-08 | | YES | English | |
| 67411 - Compliance | 250 FRANK H. OGAWA PL | Contract Compliance Officer, Sr. | 08-OCT-91 | | YES | English | |
| 67411 - Compliance | 250 FRANK H. OGAWA PL | Contract Compliance Supervisor | 06-OCT-86 | | YES | English | |

Department Name:
Fiscal Year: FY2020-2021



EQUAL ACCESS ORDINANCE ANNUAL COMPLIANCE PLAN

I. DEPARTMENT CERTIFICATION

Provide the following certification that the Department Director has reviewed this Annual Compliance Plan for final approval:

I, City Council, hereby certify, that I have reviewed and approved this Equal Access Annual Compliance Plan for accuracy and completeness, and the department is committed to adopt the goals specified in this Annual Compliance Plan. This Annual Compliance Plan for City Council was submitted on 8/30/21.

A handwritten signature in black ink that reads "Nikki 7 Bas".

Nikki Fortunato Bas, Council President

II. QUANTITATIVE ASSESSMENT REPORT

Department Name: City Council

| Table 1 | Department Director | Language Access Coordinator (LAC) | Single Point of Contact (SPOC) |
|---------|--------------------------------------------------------------|----------------------------------------------------------------------|----------------------------------------------------------------------|
| Name | Nikki Fortunato Bas | Susan A. Sanchez | Susan A. Sanchez |
| Title | Council President | Executive to City Council | Executive to City Council |
| Address | 1 Frank H. Ogawa Plaza Ste. 226 Oakland, Ca 94612 | 1 Frank H. Ogawa Plaza Ste. 226 Oakland, Ca 94612 | 1 Frank H. Ogawa Plaza Ste. 226 Oakland, Ca 94612 |
| Phone# | 510 238-7002 | 510 238-6917 | 510 238-6917 |
| Email | NFBas@Oaklandca.gov | SASanchez@Oaklandca.gov | SASanchez@Oaklandca.gov |

| Table 2A. Department Employee Statistics | | | | | |
|------------------------------------------|----|--------|--------------------------------|----|------|
| By FTE Count This Fiscal Year | | | By Head Count This Fiscal Year | | |
| Total # of FTE Employees | 39 | | New Hires | 16 | |
| Public Contact Positions (PCP) | 39 | 100% | New PCP Hires | 16 | 100% |
| PCP With Spanish Language Skill | 4 | 10.25% | New PCP Hires with SP Skill | 2 | 13% |
| PCP With Chinese Language Skill | 0 | 0 % | New PCP Hires with CH Skill | 0 | 0% |

| Table 2B. Language Selective Certification Hiring | |
|------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------|
| Any selective certification in language required for recruitment this fiscal year? | X No <input type="checkbox"/> Yes – Please describe below |
| Job Title | Outcome |
| | <input type="checkbox"/> Hired-SP <input type="checkbox"/> Hired-CH <input type="checkbox"/> In Progress/Other* |
| | <input type="checkbox"/> Hired-SP <input type="checkbox"/> Hired-CH <input type="checkbox"/> In Progress/Other* |
| | <input type="checkbox"/> Hired-SP <input type="checkbox"/> Hired-CH <input type="checkbox"/> In Progress/Other* |
| *Please provide an explanation for all 'other' outcomes: | |

| Table 3A. Department Organization Structure (List out the different units in this table or attach an organization chart) | |
|--------------------------------------------------------------------------------------------------------------------------|--|
| Council Administration | |
| District One Unit | |
| District Two Unit | |
| District Three Unit | |
| District Four Unit | |
| District Five Unit | |
| District Six Unit | |
| District Seven Unit | |
| Council At Large | |

| Table 3B. Department Organization Structure – Update | |
|----------------------------------------------------------------------|-----------------------------------------------------------|
| Any changes occurred in the organization structure this fiscal year? | X No <input type="checkbox"/> Yes – Please describe below |
| Description: | |

| Table 3C. Department Organization Structure - Super PCP Unit Reporting | |
|------------------------------------------------------------------------|--------------------------------------|
| Any Super PCP Unit in the department? | X No Yes – Please describe below. |

| Table 4A Vital Documents List | | | |
|----------------------------------------------|---------------------------|---------------------------|-----------------|
| Document Name | SP Translation Available? | CH Translation Available? | Other? Specify: |
| None | | | |
| | | | |
| Total # of vital documents reported = | | | |

| Table 4B. Vital Documents Status Summary | |
|-------------------------------------------------------------------------|---------------------------------------------------------------------------------------------|
| Department's known vital documents translated into Spanish and Chinese? | <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No – Please describe below |
| Action Plan & Timeline: | |

| Table 5. Multilingual Telephone Recordings | | |
|--------------------------------------------|------------------|-----------|
| Location Description | Telephone Number | Status |
| District 5 - Department voice mail | 510 238-7005 | Completed |
| | | |
| | | |
| | | |
| | | |

| Table 6. Analysis by Community Based Service Locations | | | | PCP | SP | | CH | |
|--------------------------------------------------------|---------|----------|---------|------|------|---|------|---|
| Facility Name | Address | Zip Code | Phone # | #FTE | #FTE | % | #FTE | % |
| | | | | | | | | |
| | | | | | | | | |

Table 6 applies to City Departments that provide services at geographically based locations outside of City Hall Plaza, such as recreation centers, senior centers, head start centers, libraries, police beat and firehouses.

| Table 7. Public Notices & Resources | |
|-------------------------------------------------------------------------------------------------|---------------------------------------------------------------------|
| Language access notice displayed at reception area | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No |
| I-Speak Card/ Language List displayed at reception area | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No |
| Department staff provided with language access resources (Interpretation#, FAQ, training...etc) | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No |

If you answered "no" to any questions in Table 7, please provide a corrective action plan in the narrative report under Question B(1).

III. QUALITATIVE ASSESSMENT REPORT

A. Bilingual Public Contact Positions Assessment

*Key: PCP = Public Contact Position
FTE = Full Time Equivalent
SP = Spanish-speaking
CH = Chinese-speaking
LES = Limited English-Speaking*

Department Name: City Council

| ASSESSMENT | | SPANISH-SPEAKING PCP | | | CHINESE-SPEAKING PCP | | |
|------------|-----|----------------------|-------|-----------|----------------------|-------|-----------|
| FTE | PCP | 11% GOAL | STAFF | GOAL MET? | 5% GOAL | STAFF | GOAL MET? |
| 39 | 39 | 4 | 4 | YES | 2 | 0 | NO |

Goal = PCP X %

This report covers fiscal year 2020-2021 and data is reported as of June 2020.

1. Provide an assessment of the Department's effort to achieve compliance with the Equal Access Ordinance (EAO).

The City Council office has made every effort to comply with the Equal Access Ordinance (EAO). We have had a minimal change to staff during this COVID pandemic. When there were openings, we have found it difficult to find candidates that have the qualifications to meet the linguistic needs of our diverse districts. Note that the District 2 Office had a Chinese (Cantonese and Mandarin) speaking staff person until January 2021 and is working to ensure Chinese language capacity in a variety of ways including with partners and volunteers.

2. Describe the Department's effort in outreach, recruitment and hiring of bilingual candidates.

The City Council office has included the following statement in the job postings, "it would be useful for candidates to be bilingual when applying for the position". However, the applicants are few and compliance is difficult. Because of the office closure and lack of foot traffic, we have hired those to meet the needs of our constituents for each district office.

3. Highlight positive changes, successes, and best practices.

Before the closure, the Council offices had utilized the interpretation services to accommodate constituents in the Council reception area. Recently, the Council office has used interpreters for community and Council meetings. In the upcoming months, we anticipate utilizing all functions the City of Oakland Equal Access Department.

4. Describe additional measures implemented to ensure LES persons are provided with meaningful access to City services.

Recognizing that limited English Speaking can telephone Council offices at any time and may speak a language not spoken by any PCP, all Councilmembers and their staff now have access to translation services via Language Line. A sticker with information on accessing the service has been affixed to every Council phone. Additionally, limited English Speaking who arrive at the Council's reception desk now see a sign on prominent display on which they can point to their language, enabling the receptionist to put them in touch with a Language interpreter.

B. Translation of Written Vital Documents Assessment

1. Departments are required to inform the public of the right to language access services. Please list the locations in which notices are posted.

At the City Council's Reception desk at City Hall, 1 Frank Ogawa Plaza Suite 226, Oakland, Ca on prominent display is a sign provided by Language Line Services announcing that interpretation services are available in Multiple languages. Each Council office has received

2. Describe the percentage of vital documents translated into threshold language(s). What is the corrective action plan and timeline in getting the rest of the documents translated?

Each Councilmember determines which documents need to be translated for distribution to monolingual constituents. The Council Office does not have a tally of all documents disseminated from council offices nor a tally of those that have been translated into Chinese or Spanish languages.

3. Describe other materials the Department has provided in multiple languages?

As a practical matter, when Councilmembers have a constituent population with a large number of Spanish or Chinese speakers, meeting announcements are printed in that language as well as English.

C. Multilingual Telephone Messages Assessment

1. Provide an assessment on the provision of multilingual messages and hotlines.

Historically, the City Council Front Counter reception phone line is in compliance with Equal Access Ordinance and is equipped with voice recordings in English, Spanish, Cantonese and Mandarin. However, because of the "Shelter in Place" order our main phone line is in English only.

D. Assessment of Department Communication with LES Populations

1. Describe outreach efforts to communicate and engage LES populations.

Councilmembers conduct meetings and/or arrange for interpreters/translators at meetings where Spanish speaking or Chinese speaking limited English Speaking are present. Advertising for those meetings, such as via flyers, may indicate that translation will be available.

2. State the number of language access complaint(s) received this year, and actions taken to address and resolve the complaint(s).

None received.

E. Action Plan

1. Identify the Department's action steps for the next 12 months on ensuring meaningful access to City's program and services for the LES community. Please highlight new initiatives.

Councilmembers will be advised by the Executive Assistant that they should do targeted outreach for hiring Council staff so that the job announcements are seen in places where bilingual candidates are likely to see them and that the job announcements specifically mention that bilingual candidates are encouraged to apply.

City Council

FY2020-2021

| ORGANIZATION | ADDRESS_ | JOB_CLASS | HIRE_DATE | NEW | PCP | PCP_LANG |
|----------------------------------------------------------------------------------------------------------------------------------|---------------------|---------------------------------|-----------|-----|-----|----------|
| 00011 - Council Administration Unit | 1 Frank Ogawa Plaza | City Council PSE 14 | 13-JUL-19 | | YES | |
| 00011 - Council Administration Unit | 1 Frank Ogawa Plaza | City Council PSE 14, PPT | 05-JAN-21 | YES | YES | |
| 00011 - Council Administration Unit | 1 Frank Ogawa Plaza | City Council PSE-51 | 03-AUG-98 | | YES | |
| 00011 - Council Administration Unit | 1 Frank Ogawa Plaza | Temp Contract Svcs Employee, PT | 04-OCT-16 | | YES | |
| 00111 - District One Unit | 1 Frank Ogawa Plaza | City Council PSE 14 | 23-JAN-21 | YES | YES | |
| 00111 - District One Unit | 1 Frank Ogawa Plaza | City Council PSE 14 | 30-APR-19 | | YES | |
| 00111 - District One Unit | 1 Frank Ogawa Plaza | City Council PSE 14 | 07-JAN-13 | | YES | |
| 00111 - District One Unit | 1 Frank Ogawa Plaza | City Council PSE-51 | 16-NOV-19 | | YES | |
| 00111 - District One Unit | 1 Frank Ogawa Plaza | Council Member | 07-JAN-13 | | YES | |
| 00211 - District Two Unit | 1 Frank Ogawa Plaza | City Council PSE 14 | 04-FEB-19 | | YES | |
| 00211 - District Two Unit | 1 Frank Ogawa Plaza | City Council PSE 14, PPT | 22-JAN-19 | | YES | |
| 00211 - District Two Unit | 1 Frank Ogawa Plaza | City Council PSE-51 | 07-JAN-19 | | YES | |
| 00211 - District Two Unit | 1 Frank Ogawa Plaza | Council Member | 07-JAN-19 | | YES | |
| 00311 - District Three Unit | 1 Frank Ogawa Plaza | City Council PSE 14 | 18-JAN-21 | YES | YES | |
| 00311 - District Three Unit | 1 Frank Ogawa Plaza | City Council PSE 14 | 04-JAN-21 | YES | YES | |
| 00311 - District Three Unit | 1 Frank Ogawa Plaza | City Council PSE 14, PT | 22-MAR-21 | YES | YES | |
| 00311 - District Three Unit | 1 Frank Ogawa Plaza | City Council PSE-51 | 04-JAN-21 | YES | YES | |
| 00311 - District Three Unit | 1 Frank Ogawa Plaza | Council Member | 04-JAN-21 | YES | YES | |
| 00411 - District Four Unit | 1 Frank Ogawa Plaza | City Council PSE 14 | 07-MAR-20 | | YES | |
| 00411 - District Four Unit | 1 Frank Ogawa Plaza | City Council PSE 14 | 21-SEP-19 | | YES | |
| 00411 - District Four Unit | 1 Frank Ogawa Plaza | City Council PSE 14 | 21-SEP-19 | | YES | |
| 00411 - District Four Unit | 1 Frank Ogawa Plaza | Council Member | 01-JUL-14 | | YES | |
| 00511 - District Five Unit | 1 Frank Ogawa Plaza | City Council PSE 14 | 06-FEB-21 | YES | YES | |
| 00511 - District Five Unit | 1 Frank Ogawa Plaza | City Council PSE 14 | 01-FEB-21 | YES | YES | |
| 00511 - District Five Unit | 1 Frank Ogawa Plaza | City Council PSE 14 | 14-SEP-20 | YES | YES | spanish |
| 00511 - District Five Unit | 1 Frank Ogawa Plaza | City Council PSE 14, PPT | 31-AUG-20 | YES | YES | |
| 00511 - District Five Unit | 1 Frank Ogawa Plaza | City Council PSE 14, PPT | 11-JAN-20 | | YES | |
| 00511 - District Five Unit | 1 Frank Ogawa Plaza | City Council PSE 14, PPT | 05-MAR-18 | | YES | |
| 00511 - District Five Unit | 1 Frank Ogawa Plaza | Council Member | 07-JAN-13 | | YES | spanish |
| 00611 - District Six Unit | 1 Frank Ogawa Plaza | City Council PSE 14 | 23-JAN-21 | YES | YES | |
| 00611 - District Six Unit | 1 Frank Ogawa Plaza | City Council PSE 14 | 13-JAN-20 | | YES | |
| 00611 - District Six Unit | 1 Frank Ogawa Plaza | City Council PSE-51 | 07-JAN-19 | | YES | |
| 00611 - District Six Unit | 1 Frank Ogawa Plaza | Council Member | 07-JAN-19 | | YES | |
| 00711 - District Seven Unit | 1 Frank Ogawa Plaza | City Council PSE 14 | 04-JAN-21 | YES | YES | |
| 00711 - District Seven Unit | 1 Frank Ogawa Plaza | City Council PSE 14 | 04-JAN-21 | YES | YES | Spanish |
| 00711 - District Seven Unit | 1 Frank Ogawa Plaza | City Council PSE-51 | 08-FEB-20 | | YES | |
| 00711 - District Seven Unit | 1 Frank Ogawa Plaza | Council Member | 04-JAN-21 | YES | YES | |
| 00911 - Council At Large Unit | 1 Frank Ogawa Plaza | City Council PSE 14 | 06-JAN-20 | | YES | |
| 00911 - Council At Large Unit | 1 Frank Ogawa Plaza | City Council PSE 14 | 19-MAR-18 | | YES | Spanish |
| 00911 - Council At Large Unit | 1 Frank Ogawa Plaza | City Council PSE 14, PPT | 12-DEC-20 | YES | YES | |
| 00911 - Council At Large Unit | 1 Frank Ogawa Plaza | City Council PSE-51 | 18-APR-20 | | YES | |
| 00911 - Council At Large Unit | 1 Frank Ogawa Plaza | Council Member | 05-JAN-09 | | YES | |
| *Note - One Spanish-speaking City Council PSE left the City before the end of this fiscal year, thus not counted in this report. | | | | | | |