



*A*  
*Message from*  
*Chief Richard L. Word*  
*6 Mar 03*

Attached is a copy of the court-approved Settlement Agreement that I signed on 22 Jan 03. The provisions of the Agreement were developed in a collaborative effort between the City, the attorneys representing over 100 plaintiffs who sued the City, and members of the Police Department. As many of you have already heard or read, the Agreement covers some key organizational areas such as training, Internal Affairs, supervision, and the Field Training Program. I am convinced that we crafted a mutually acceptable Agreement that will meet the specific needs of the Oakland Police Department and the communities we serve.

Obviously, this Agreement will bring about changes in Department policies and procedures. I am confident that the implementation of this Agreement will not only improve the professionalism and integrity of this organization, but it will also improve our ability to efficiently and effectively serve those who work, visit and live in the City of Oakland.

As we move forward as an organization, I ask each of you to read the Agreement, to study it and to ask questions. The changes we ultimately put in place will build trust and confidence in the organization. And as citizens grow to trust and respect the organization, our jobs will be made easier.

Sincerely,

A handwritten signature in black ink that reads "R. Word".

Richard L. Word  
Chief of Police