

CITY OF OAKLAND

AGENDA REPORT

FILED
OFFICE OF THE CITY CLERK
OAKLAND

To: Office of the City Administrator
Attn: Deborah Edgerly
From: Police Department
Date: February 26, 2008

2008 FEB 21 PM 6:26

Re: Response to Questions from the City Council Meeting of February 19, 2008 on a Report from the Office of the Mayor, the Oakland Police Department and the Finance and Management Agency, Office of Personnel Resource Management on the City's 2008 Augmented Police Recruitment Program and a Corrected Resolution authorizing a Transfer of Existing Measure Y Appropriation in an Amount Not to Exceed Seven Million Seven Hundred and Twenty Two Thousand Three Hundred Thirty Nine Dollars (\$7,722,339) to Implement the Program

SUMMARY

At the City Council of February 19, 2008, staff presented a report and request for a resolution concerning the above titled. City Council referred the item to the Measure Y Steering Committee and the Public Safety Committee for more discussion and requested that staff respond to additional questions.

It was noted that the legislation required a correction to identify the correct account codes, and to more clearly identify the need for a waiver for the purchase of vehicles; accordingly, a revised resolution is included.

Questions from Councilmembers:

Councilmember Brunner:

- Please provide where each recruit comes from.

The following identifies where the applicants from the past three academies reside:

| <i>162 - 164th Academy Applicants</i> | | |
|---------------------------------------|--------------------------|-------------------|
| <i>Counties</i> | <i>No. of Applicants</i> | <i>Percentage</i> |
| <i>Alameda</i> | <i>55</i> | <i>47%</i> |
| <i>Contra Costa</i> | <i>12</i> | <i>10%</i> |
| <i>Fresno</i> | <i>1</i> | <i>1%</i> |
| <i>Los Angeles</i> | <i>1</i> | <i>1%</i> |
| <i>Madera</i> | <i>1</i> | <i>1%</i> |
| <i>Marin</i> | <i>2</i> | <i>2%</i> |
| <i>Napa</i> | <i>1</i> | <i>1%</i> |

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| | | |
|---------------------------|------------|-------------|
| <i>Oceanside</i> | 2 | 2% |
| <i>Outside State (VA)</i> | 1 | 1% |
| <i>Sacramento</i> | 7 | 6% |
| <i>San Francisco</i> | 2 | 2% |
| <i>San Joaquin</i> | 6 | 5% |
| <i>San Mateo</i> | 6 | 5% |
| <i>Santa Clara</i> | 7 | 6% |
| <i>Solano</i> | 10 | 9% |
| <i>Stanislaus</i> | 2 | 2% |
| TOTAL | 116 | 100% |

- **Is the City reimbursed by people that drop out after training?** *Article VI of the OPOA MOU states that POTs will be responsible for reimbursing the City on a full or prorated basis for the cost of their training at the Police Academy should they voluntarily separate prior to completing five years of service.*
- **Is the annuitant program working? Does this program encourage officers to retire and continue working (double dipping)?** *The annuitant program has been very successful in the Department. Annuitants are primarily working as background investigators, and follow-up investigators in the Criminal Investigation Division and in the Youth and Family Services Division. There is no indication that this program encourages officers to retire, as the Department only invites retirees who have the appropriate skills and job performance to participate in the program. In addition, many of the retirees have declined the invitation stating that they are pursuing other endeavors.*
- **Are exit interviews conducted to see why people walk out?** *All individuals who resign or retire are required to participate in an exit interview.*
- **Does the MOU permit civilianization of certain positions?** *Discussions to civilianize are currently before the arbitrator under 9:10 in the City Charter. The scope to civilianize positions currently held by sworn personnel will be determined in that decision.*

Councilmember Nadel:

- **What has been done by OPD & OPRM recruiting staff to understand the use of bonuses and, as warranted, propose such programs for Oakland?** *Staff has been asked to report on what has been done by the Oakland Police Department (OPD) and the Office of Personnel Resource Management (OPRM) Recruiting Staff to evaluate the use*

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of signing bonuses for hiring college graduates and, if recommended, propose such programs for Oakland.

In the September 11, 2007 Report to the Public Safety Committee, staff shared the following findings:

*Findings of Informal Survey of other agencies:
Proposed Hiring Bonus for College Graduates*

| Police Departments researched: | Minimum Educational Requirements | College Graduate Hiring Bonus | Post-Employment Educational Incentives | Other Incentives |
|---------------------------------------|---|--------------------------------------|---|-------------------------------|
| Oakland | HS Diploma | None | Bachelors 4% Masters 5% | None |
| Berkeley | 60 (College) Semester | None | None | None |
| Long Beach | HS Diploma | None | None | None |
| Los Angeles | HS Diploma | None | Bachelors Step 2 Masters Step 3 | None |
| San Diego | HS Diploma | None | Bachelors 4% Masters 5% | None |
| San Francisco | HS Diploma | None | None | \$5,000. Lateral hiring bonus |
| San Jose | 60 (College) Semester | None | | None |

None of the agencies contacted offer hiring bonuses to college graduates. In fact, two agencies require a minimum of 60 college semester units to apply. This minimum educational requirement would work against the Department's hiring strategy, narrowing the pool of otherwise qualified applicants. This may also reduce the potential pool of minority and woman applicants who might otherwise not have had the opportunity to attend college. Such a requirement would also eliminate eligibility for a large number of military veterans who spent their time between the Now, in addition to the September 11, 2007 report to Public Safety Committee, staff has been asked to provide supplemental information regarding the following:

On February 13, 2008 staff received a question for council on the feasibility of student loan forgiveness for candidates for sworn police service. Staff had not previously researched this option, and will proceed to do so.

Staff immediately commenced the additional research, and the information gathered to date is listed below, with more information to follow as research is conducted:

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Staff will evaluate how other agencies and jurisdictions utilize bonuses, and their effectiveness. Specific questions under evaluation include:

- *Use of a signing bonus to attract all officers*
- *Use of a signing bonus to attract Laterals*
- *Use of a signing bonus for college graduates*
- *Other incentives tied only to recruitment (i.e., housing allowances, re-location expenses; etc.)*

In each element of the research staff will determine the:

- *Elements of programs offered by other jurisdictions*
- *Effectiveness of program (i.e., number hired; payouts; attrition from program)*
- *Implications for Oakland, (i.e., Cost, MOU implications and interaction, hiring practices, other factors related to existing sworn staff)*

Cities contacted to date:

| City | Bonus Y/N | Comments |
|--------------------------------|------------------|---|
| Los Angeles | Y | Added 10K signing bonus Jan 2008; to new to assess effectiveness |
| Santa Cruz | Y | 5K signing 25% paid at hire/75% paid @ probation success |
| Antioch | Y | 10K signing bonus, paid out in 3 phases housing stipend – details TBD |
| Brentwood | Y | 10K signing bonus, paid out in 3 phases 28K housing stipend for purchase in Brentwood |
| San Diego County Sheriff | TBD | Not able to verify information, but appears as though this agency may offer a 5K signing bonus, (not the City of San Diego) |
| Contra Costa County Sheriff | Y | 3K |
| San Francisco | Y | 5K for Laterals only |
| Davis | TBD | |
| Houston, TX | Y | Recently raised to 7K |

Staff will continue to conduct this study, and fully intends to provide further information orally at the February 26, 2008 Public Safety meeting and to Council on March 4, 2008, however data could not be compiled in time for this Agenda Report deadline.

Councilmember Kernighan:

- **How did the recruits who have signed on since the last recruitment blitz learn about the opportunity to join OPD?** *The following is a summary of the those who responded to our inquiries on how they heard about our program:*

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Candidate Source Summary

The following information was gathered from candidates who sat for the written examinations during this

| City Recruitment Sources | # | % Of Total |
|---------------------------------|----------|-------------------|
| City of Oakland Job Hotline | 303 | 6% |
| Flyer or Job Announcement | 501 | 10% |
| Library | 9 | 0% |
| Other: | 600 | 12% |

Newspapers / Publications

| | | |
|----------------------------------|-----|----|
| Oakland Tribune | 129 | 3% |
| San Francisco Chronicle/Examiner | 61 | 1% |
| Other: | 157 | 3% |
| Magazine: | 12 | 0% |

Internet

| | | |
|-----------------------------------|------|-----|
| City Website (www.oaklandnet.com) | 579 | 11% |
| Other City website | 168 | 3% |
| OPDjobs.com | 1061 | 21% |
| Specify: | 62 | 1% |

Television

| | | |
|--------------------------|-----|----|
| Channel 2 KTVU | 170 | 3% |
| Bay Cable TV advertising | 65 | 1% |
| Other: | 125 | 3% |

Radio

| | | |
|----------|----|----|
| Specify: | 49 | 1% |
|----------|----|----|

| | | | | | |
|-------------------------|--|--|--|-----|-----|
| Frequent Sources | | | | 125 | 3% |
| Job Fair | | | | 139 | 3% |
| Referral | | | | 678 | 13% |
| Friend or Relative | | | | 121 | 2% |

Other: _____

Total Tallies

5114*

*Number reflect year to date of December 31, 2007.

reporting period. The information is self-reported and may include more than one source per candidate. Candidates are asked to respond to the following question: "Where did you hear about Oakland's police recruitment?"

- **Where do you think you'll find the need 110 individuals in the next four months?**
We have been very successful in generating interest in the nine Bay Area Counties. We are finding that interest is increasing in the counties immediately outside the Bay Area, e.g., Monterey, San Joaquin, Sacramento. Accordingly, we are focusing more of our recruitment efforts and media blitz in those areas. We are also finding that the military bases on the west coast have demonstrated that there are a number of viable candidates in that pool. We are consistently looking at high-yield areas where there may be a depressed community or lay-offs and contacting appropriate parties to market the opportunity to be an Oakland police officer.
- **Exactly where are you planning to advertise – TV, radio, newspapers, outside, etc, and how much will each advertising outlet cost?** *This info will be provided at the Committee Meeting.*

Councilmember Reid:

What are the specific standard/benchmarks that will be or are already used in the consultant's evaluation? How do these standards, goals and benchmarks align with Berkeley Policy Associates Report and the Harnett Report? *The Oakland Police Department (OPD) and Office of Personnel Resource Management (OPRM) Recruitment Strategy, as initially outlined in the fall of 2005, then solidified in March 2006 was based on the expertise of the Project Manager hired to accelerate hiring. The Validation of the strategy was sought initially through consultation and training from Donna Milligram, a nationally recognized expert in the field of Law Enforcement, and specifically in attracting female officers to Police careers. All core members of the OPD/OPRM participated in Oakland specific training which included development of the recruitment strategy, advertising plan and staffing role assessment. This plan led to the successful recruitment of over 200 POTs.*

As a best practice, OPD and OPRM staffs periodically review the advertising, recruitment and selection processes. The first review was conducted in the fall of 2006, and the second review was conducted in the fall of 2007. Both of these reviews consisted of a review of the selection process, review of feedback from candidate that participated in the process, solicitation of staff and citizens who assisted with the selection process and assessment of the effectiveness of advertising methods. Benchmarks used included:

- *Market Survey Data (applicant data gathered at the written test)*
- *POST Recruitment Training Symposiums (State of California authority on Law Enforcement Standards)*
- *Society for Human Resource Management (SHRM) industry data*
- *POST Recruitment and Best Practices Update (April 2006)*
- *Scan of the Competitive Landscape (i.e., informal assessment of results achieved by*
- *Relevant Rand Report findings and recommendations*
- *Negotiated Settlement (NSA) findings and Recommendations*

In January 2008 Bob Maginnis, retired Chief of Police, San Leandro, and retired Assistant Sheriff of Alameda County Sheriff Department was asked to consult with the OPD/OPRM recruiting team. He was asked to assess the feasibility of augmenting our recruitment effort with the goal of reaching authorized strength by the end of 2008. His extensive career in law enforcement combined with experience in successfully revamping the selection and recruiting strategy for the Sheriff, and familiarity with Bay Area and State law enforcement agencies uniquely qualified him to provide a comprehensive assessment of our likelihood of succeeding in this endeavor.

Staff has continued to use best practices of recruiting as a benchmark of success and failure.

- **The \$18,660 is allocated for seminars; are these seminars used to recruit members of the public? Please provide a breakdown of the costs.** *OPD conducts three seminars per month on Policing in Oakland, Selection Process (Oral Board Orientation), Physical Ability Seminar held in the evening for persons who may be interested in Law enforcement. The workshops are conducted by sergeants and officers working in an overtime capacity as an extension of shift. The workshops usually last 2-3 hours depending on the number of persons who have questions after the workshop. Cost consists of the cost for materials and overtime.*
- **Given the best case scenario, and the City is at 803 by the end of the year, what percentage of those officers will have the equipment necessary to be on patrol immediately? As POTs graduate from the academies throughout the year (i.e., June) will we have the necessary equipment in operating condition for them to begin work immediately? Additionally, what about patrol cars and the equipment that must be installed inside the cars? As the POTs graduate from the academy, they will have the safety equipment as part of the issuance of equipment in the academy. The Department is working with Public Works and Department of Information Technology to develop a long term plan to replace and install the necessary equipment in the vehicles. A report on the status of the plan is to be provided to the Public Safety Committee on April 22, 2008.**

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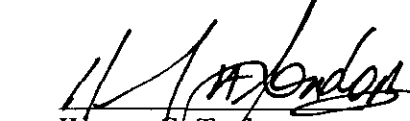
Corrected Resolution

The corrected resolution clearly outlines the need to include the purchase of vehicles as part of the request for waiver for proposal/qualification. Public Works Agency (PWA), Equipment Division stated that it is only able to equip approximately five new vehicles per week. This pace is not adequate in order to meet the academy graduation deadlines. The pace of five cars per week by PWA does not include peripherals (e.g., in-video, laptop computer system, etc.). It is anticipated that it will take much longer to complete vehicles that have little to no peripherals. Accordingly, staff has contacted other vendors who are able to fully equip the vehicles at an expedited pace. Therefore, staff is requesting waiver of the purchasing requirements in order to utilize these services if necessary to meet graduation deadlines.


RECOMMENDATION / ACTION REQUESTED OF THE COUNCIL

Staff recommends acceptance of this report, and approval of the proposed corrected resolution authorizing a transfer of existing Measure Y appropriation in an amount not to exceed seven million, seven hundred and twenty-two thousand three hundred thirty-nine dollars (\$7,722,339) to implement the program.

Respectfully submitted,


FOR Wayne G. Tucker
Chief of Police

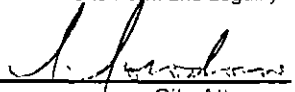
APPROVED AND FORWARDED TO
THE PUBLIC SAFETY COMMITTEE:


Office of the City Administrator

Prepared by:
Debra Taylor Johnson
Deputy Director
Bureau of Administration

FILED
OFFICE OF THE CITY CLERK
OAKLAND

OAKLAND CITY COUNCIL


City Attorney

08 FEB 21 PM 2:35 RESOLUTION No. _____ C.M.S.

RESOLUTION AUTHORIZING:

- 1) A TRANSFER OF EXISTING APPROPRIATIONS OF MEASURE Y FUNDS IN AN AMOUNT NOT TO EXCEED SEVEN MILLION SEVEN HUNDRED TWENTY-TWO THOUSAND THREE HUNDRED AND THIRTY NINE DOLLARS (\$7,722,339) TO IMPLEMENT THE 2008 AUGMENTED MEASURE Y POLICE RECRUITMENT PROGRAM,
- 2) WAIVING ADVERTISING AND BIDDING FOR THE PURCHASE OF AMMUNITION, FIREARMS, ADVERTISING SERVICES, VEHICLES AND TRAVEL SERVICES,
- 3) WAIVING THE REQUESTS FOR PROPOSAL/QUALIFICATIONS PROCESS FOR THE PURCHASE OF RECRUITMENT SERVICES AND OTHER PROFESSIONAL SERVICES NEEDED TO EXPEDITE THE HIRING AND TRAINING OF POLICE RECRUITS,
- 4) AUTHORIZING THE CITY ADMINISTRATOR TO PURCHASE: AMMUNITION IN AN ESTIMATED AMOUNT OF THREE HUNDRED FIFTY THOUSAND DOLLARS (\$350,000), FIREARMS IN AN ESTIMATED AMOUNT OF ONE HUNDRED AND FIFTY SIX THOUSAND (\$156,000), ADVERTISING SERVICES FOR RECRUITMENT IN AN ESTIMATED AMOUNT OF ONE MILLION FIVE HUNDRED THOUSAND DOLLARS (\$1,500,000), TRAVEL SERVICES IN AN ESTIMATED AMOUNT OF ONE HUNDRED THIRTY EIGHT THOUSAND FOUR HUNDRED SIXTY FOUR DOLLARS (\$138,464), VEHICLES IN AN ESTIMATED AMOUNT OF ONE MILLION SIX HUNDRED FIFTY THOUSAND DOLLARS (\$1,650,000), RECRUITMENT SERVICES IN AN ESTIMATED AMOUNT OF SIXTY TWO THOUSAND THREE HUNDRED THIRTEEN DOLLARS (\$62,313), AND OTHER PROFESSIONAL SERVICES NEEDED TO EXPEDITE THE HIRING AND TRAINING OF POLICE RECRUITS IN AN ESTIMATED AMOUNT OF FIVE MILLION SIX HUNDRED FORTY TWO THOUSAND FIVE HUNDRED SIXTY TWO DOLLARS (\$5,642,562), WITHOUT RETURN TO COUNCIL, AND
- 5) WAIVING LOCAL AND SMALL LOCAL BUSINESS ENTERPRISE REQUIREMENTS FOR ADVERTISING, RECRUITMENT, VEHICLE, FIREARM AND AMMUNITION PURCHASES

WHEREAS, Oakland's crime and violence rates are intolerable as residents from every neighborhood are experiencing increased fear for their safety; and

WHEREAS, comparative analysis with other jurisdictions and recent studies discussing Oakland's crime reduction challenges all point to inadequate police staffing as a one of the City's most significant roadblocks; and

WHEREAS, since the implementation of Measure Y in 2005, an aggressive recruitment campaign has been conducted, however the Police Department has not reached its fully authorized strength and critical community policing positions remain un staffed; and

WHEREAS, the only strategy to break through the current hiring/retiring revolving door that is preventing the City from achieving a fully staffed Police Department is to engage in a significantly augmented recruitment drive that rapidly brings the number of new officers on the force that Measure Y voters envisioned; and

WHEREAS, without engaging in an intensive recruitment drive that brings police officers onto the force at a higher rate than officers leave, augmented policing services will remain a perpetually elusive goal; and

WHEREAS, the Office of the Mayor, the Oakland Police Department (OPD), and the Finance Management Agency, Office of Personnel Resource Management (OPRM) will significantly expand the City's ability to recruit officers, compete more successfully in the highly competitive law enforcement job markets, and enhance the City's efficiency in recruitment; and

WHEREAS, City Charter section 808(a) and Oakland Municipal Code 2.04.050.1 authorize the City Council to waive competitive bidding and advertising for purchase of goods, materials and equipment when upon the determination of the Council such waiver is in the best interests of the City (O.M.C. §2.04.050.1.5); and

WHEREAS, Oakland Municipal Code 2.04.051.B authorizes the City Council to waive the competitive request for proposal/qualifications process for purchase of professional services when upon the determination of the Council such waiver is in the best interests of the City (O.M.C. §2.04.050.1.5); and

WHEREAS, were the City to conduct advertising and competitive bids for the purchase of ammunition, firearms, recruitment advertising and travel, it would not be timely in that requests for proposal/qualifications and related processes for purchase of these services needed for the hiring and training of new police recruits would delay unduly the City's ability to compete in the marketplace and would significantly delay the police recruit hiring and training program for 2008; and

WHEREAS, an appropriation from the Measure Y Fund Balance for Police Services is required to effectively carry out the recruiting and hiring strategies necessary to attain the augmented policing services intended by Measure Y; and

WHEREAS, hiring, including recruiting, Measure Y police officers is an appropriate use of the Measure Y Police Services Fund Balance; and

WHEREAS, sufficient funding is available in the Measure Y Fund Balance for Police Services without impacting the Measure Y fire services fund or violence prevention funding as the Measure Y Police Services Fund Balance currently totals over \$17 million; now, therefore, be it

RESOLVED: That the City Council hereby authorizes the City Administrator, or her designee, to transfer existing appropriations of Measure Y Funds in amount not to exceed Seven Million Seven Hundred Twenty Two Thousand Three Hundred Thirty Nine Dollars (\$7,722,339) to Fund 2251, Organizations 05111, 103430 and 106610 in a project to be determined for Police Services and authorize the Oakland Police Department and Office of Personnel Resource Management to fully implement the 2008 Augmented Police Recruitment Program; and be it

FURTHER RESOLVED: That to the extent that any Measure Y funds advanced for the recruitment are used for the hiring of non-Measure Y officers, the General Fund shall reimburse the Measure Y Fund for the equitable and proportionate costs of the recruitment of the non-Measure Y officer; and be it

FURTHER RESOLVED: That pursuant to City Charter section 808(a) and Oakland Municipal Code 2.04.050.1.5 and findings contained in the City Administrator's report accompanying this resolution, the City Council hereby finds and determines that it is in the best interests of the City to waive advertising and bidding for the purchase of 1) ammunition, 2) firearms, 3) vehicles, 4) recruitment advertising and 5) travel needed to accelerate the hiring and training of police recruits and so waives these requirements; and be it

FURTHER RESOLVED: That pursuant to Oakland Municipal Code 2.04.05LB and findings contained in the City Administrator's report accompanying this resolution, the City Council hereby finds and determines that it is in the best interests of the City to waive the City's competitive request for proposal/qualifications process for the purchase of recruitment and other professional services needed to accelerate the hiring and training of police recruits and so waives these requirements; and be it

FURTHER RESOLVED: That the City Council hereby finds and determines that it is in the best interests of the City to waive the Local and Small Local Business purchasing requirements for advertising, recruitment, vehicles, firearms and ammunition purchases; and be it

FURTHER RESOLVED: That the City Administrator is hereby authorized to select vendors and award contracts for the purchase of 1) ammunition in an estimated amount of Three Hundred Fifty Thousand Dollars (\$350,000.00), 2) firearms in an estimated amount of One Hundred and Fifty Six Thousand Dollars (\$156,000.00), 3) advertising services for recruitment in an estimated amount of One Million Five Hundred Thousand Dollars (\$1,500,000.00), 4) travel services in an estimated amount of One Hundred Thirty Eight Thousand Four Hundred Sixty Four Dollars (\$138,464.00), and 5) vehicles in an estimated amount of One Million Six Hundred Fifty Thousand Dollars (\$1,650,000.00), without return to Council; and be it

FURTHER RESOLVED: That the City Administrator is hereby authorized to select and award contracts for the purchase of 1) recruitment services in an estimated amount of Sixty Two Thousand Three Hundred and Thirteen Dollars (\$62,313.00), and other professional services needed to expedite the hiring and training of police recruits in an estimated amount of Five Million Six Hundred Forty Two Thousand Five Hundred Sixty Two Dollars (\$5,642,562.00), without return to Council; and be it

FURTHER RESOLVED: That, except for the Local and Small Local Business Enterprise program, contractors will be required to comply with all other purchasing programs such as Living Wage, Equal Benefits, Prompt Payment, etc.; and be it

FURTHER RESOLVED: That the City Council hereby authorizes the City Administrator, or her designee, to execute any further documents necessary to implement this resolution; and be it

FURTHER RESOLVED: That the City Administrator is hereby authorized to modify, extend, or amend said agreement, provided that no additional funds shall be allocated without prior Council approval.

IN COUNCIL, OAKLAND, CALIFORNIA, _____, 20____

PASSED BY THE FOLLOWING VOTE:

AYES - BRUNNER, KERNIGHAN, NADEL, QUAN, BROOKS, REID, CHANG, AND
PRESIDENT DE LA FUENTE

NOES -

ABSENT-

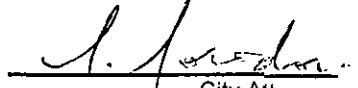
ABSTENTION -

ATTEST:

LATONDA SIMMONS
City Clerk and Clerk of the Council of
the City of Oakland, California

FILED
OFFICE OF THE CITY CLERK
OAKLAND

OAKLAND CITY COUNCIL


 City Attorney

08 FEB 21 2:35 RESOLUTION No. _____ C.M.S.

RESOLUTION AUTHORIZING:

- 1) A TRANSFER OF EXISTING APPROPRIATIONS OF MEASURE Y FUNDS IN AN AMOUNT NOT TO EXCEED SEVEN MILLION SEVEN HUNDRED TWENTY-TWO THOUSAND THREE HUNDRED AND THIRTY NINE DOLLARS (\$7,722,339) TO IMPLEMENT THE 2008 AUGMENTED MEASURE Y POLICE RECRUITMENT PROGRAM,
- 2) WAIVING ADVERTISING AND BIDDING FOR THE PURCHASE OF AMMUNITION, FIREARMS, ADVERTISING SERVICES, VEHICLES AND TRAVEL SERVICES, AND
- 3) WAIVING THE REQUESTS FOR PROPOSAL/QUALIFICATIONS PROCESS FOR THE PURCHASE OF RECRUITMENT SERVICES AND OTHER PROFESSIONAL SERVICES NEEDED TO EXPEDITE THE HIRING AND TRAINING OF POLICE RECRUITS, AND
- 4) AUTHORIZING THE CITY ADMINISTRATOR TO PURCHASE: AMMUNITION IN AN ESTIMATED AMOUNT OF THREE HUNDRED FIFTY THOUSAND DOLLARS (\$350,000), FIREARMS IN AN ESTIMATED AMOUNT OF ONE HUNDRED AND FIFTY SIX THOUSAND (\$156,000), ADVERTISING SERVICES FOR RECRUITMENT IN AN ESTIMATED AMOUNT OF ONE MILLION FIVE HUNDRED THOUSAND DOLLARS (\$1,500,000), TRAVEL SERVICES IN AN ESTIMATED AMOUNT OF ONE HUNDRED THIRTY EIGHT THOUSAND FOUR HUNDRED SIXTY FOUR DOLLARS (\$138,464), VEHICLES IN AN ESTIMATED AMOUNT OF ONE MILLION SIX HUNDRED FIFTY THOUSAND DOLLARS (\$1,650,000), RECRUITMENT SERVICES IN AN ESTIMATED AMOUNT OF SIXTY TWO THOUSAND THREE HUNDRED THIRTEEN DOLLARS (\$62,313), AND OTHER PROFESSIONAL SERVICES NEEDED TO EXPEDITE THE HIRING AND TRAINING OF POLICE RECRUITS IN AN ESTIMATED AMOUNT OF FIVE MILLION SIX HUNDRED FORTY TWO THOUSAND FIVE HUNDRED SIXTY TWO DOLLARS (\$5,642,562), WITHOUT RETURN TO COUNCIL, AND
- 5) WAIVING LOCAL AND SMALL LOCAL BUSINESS ENTERPRISE REQUIREMENTS FOR ADVERTISING, RECRUITMENT, VEHICLE, FIREARM AND AMMUNITION PURCHASES

WHEREAS, Oakland's crime and violence rates are intolerable as residents from every neighborhood are experiencing increased fear for their safety; and

WHEREAS, comparative analysis with other jurisdictions and recent studies discussing Oakland's crime reduction challenges all point to inadequate police staffing as a one of the City's most significant roadblocks; and

WHEREAS, since the implementation of Measure Y in 2005, an aggressive recruitment campaign has been conducted, however the Police Department has not reached its fully authorized strength and critical community policing positions remain un staffed; and

WHEREAS, the only strategy to break through the current hiring/retiring revolving door that is preventing the City from achieving a fully staffed Police Department is to engage in a significantly augmented recruitment drive that rapidly brings the number of new officers on the force that Measure Y voters envisioned; and

WHEREAS, without engaging in an intensive recruitment drive that brings police officers onto the force at a higher rate than officers leave, augmented policing services will remain a perpetually elusive goal; and

WHEREAS, the Office of the Mayor, the Oakland Police Department (OPD), and the Finance Management Agency, Office of Personnel Resource Management (OPRM) will significantly expand the City's ability to recruit officers, compete more successfully in the highly competitive law enforcement job markets, and enhance the City's efficiency in recruitment; and

WHEREAS, City Charter section 808(a) and Oakland Municipal Code 2.04.050.1 authorizes the City Council to waive competitive bidding and advertising for purchase of goods, materials and equipment when upon the determination of the Council such waiver is in the best interests of the City (O.M.C. §2.04.050.1.5); and

WHEREAS, Oakland Municipal Code 2.04.051.B authorizes the City Council to waive the competitive request for proposal/qualifications process for purchase of professional services when upon the determination of the Council such waiver is in the best interests of the City (O.M.C. §2.04.050.1.5); and

WHEREAS, were the City to conduct advertising and competitive bids for the purchase of ammunition, firearms, recruitment advertising and travel, it would not be timely in that requests for proposal/qualifications and related processes for purchase of these services needed for the hiring and training of new police recruits would delay unduly the City's ability to complete in the marketplace and would significantly delay the police recruit hiring and training program for 2008; and

WHEREAS, an appropriation of from the Measure Y Fund Balance for Police Services is required to effectively carry out the recruiting and hiring strategies necessary to attain the augmented policing services intended by Measure Y; and

WHEREAS, hiring, including recruiting, Measure Y police officers is an appropriate use of the Measure Y Police Services Fund Balance; and

WHEREAS, sufficient funding is available in the Measure Y Fund Balance for Police Services without impacting the Measure Y fire services fund or violence prevention funding as the Measure Y Police Services Fund Balance currently totals over \$17 million; now, therefore, be it resolved

RESOLVED: That the City Council hereby authorizes the City Administrator, or her designee, to transfer existing appropriations of Measure Y Funds in amount not to exceed Seven Million Seven Hundred Twenty Two Thousand Three Hundred Thirty Nine Dollars (\$7,722,339) appropriate from the Measure Y Fund Balance to Fund 2251, Organizations 05111, 103430 and 106610 in a project to be determined for Police Services and authorize the Oakland Police Department and Office of Personnel Resource Management to fully implement the 2008 Augmented Police Recruitment Program; and be it

~~**FURTHER RESOLVED:** That said funds will be transferred into Fund 2251, Project P290210, Organizations 05111, 103430 and 106610; and be it~~

FURTHER RESOLVED: That to the extent that any Measure Y funds advanced for the recruitment are used for the hiring of non-Measure Y officers, the General Fund shall reimburse the Measure Y Fund for the equitable and proportionate costs of the recruitment of the non-Measure Y officer; and be it

FURTHER RESOLVED: That pursuant to City Charter section 808(a) and Oakland Municipal Code 2.04.050.1.5 and findings contained in the City Administrator's report accompanying this resolution, the City Council hereby finds and determines that it is in the best interests of the City to waive advertising and bidding for the purchase of 1) ammunition, 2) firearms, 3) vehicles, 4) recruitment advertising and 5) travel needed to accelerate the hiring and training of police recruits and so waives these requirements; and be it

FURTHER RESOLVED: That pursuant to Oakland Municipal Code 2.04.05LB and findings contained in the City Administrator's report accompanying this resolution, the City Council hereby finds and determines that it is

in the best interests of the City to waive the City's competitive request for proposal/qualifications process for the purchase of recruitment and other professional services needed to accelerate the hiring and training of police recruits and so waives these requirements; and be it

FURTHER RESOLVED: That ~~pursuant to City Charter section 808(a) and Ordinance No. 42389 and the findings contained in the City Administrator's report accompanying this resolution,~~ the City Council hereby finds and determines that it is in the best interests of the City to waive the Local and Small Local Business purchasing requirements for ~~the expenses for advertising, recruitment, vehicles, firearms and ammunition purchases;~~ and be it-

FURTHER RESOLVED: That the City Administrator is hereby authorized to select vendors and award contracts for the purchase of 1) ammunition in an estimated amount of Three Hundred Fifty Thousand Dollars (\$350,000.00), 2) firearms in an estimated amount of One Hundred and Fifty Six Thousand Dollars (\$156,000.00), 3) advertising services for recruitment in an estimated amount of One Million Five Hundred Thousand Dollars (\$1,500,000.00), and 4) travel services in an estimated amount of One Hundred Thirty Eight Thousand Four Hundred Sixty Four Dollars (\$138,464.00), and 5) vehicles in an estimated amount of One Million Six Hundred Fifty Thousand Dollars (\$1,650,000.00), without return to Council; and be it

FURTHER RESOLVED: That the City Administrator is hereby authorized to select and award contracts for the purchase of 1) recruitment services in an estimated amount of Sixty Two Thousand Three Hundred and Thirteen Dollars (\$62,313.00), and other professional services needed to expedite the hiring and training of police recruits in an estimated amount of Five Million Six Hundred Forty Two Thousand Five Hundred Sixty Two Dollars (\$5,642,562.00), without return to Council; and be it

FURTHER RESOLVED: That, except for the Local and Small Local Business Enterprise program, contractors will be required to comply with all other purchasing programs such as ~~Local and Small Local Business~~, Living Wage, Equal Benefits, Prompt Payment, etc.; and be it

FURTHER RESOLVED: That the City Council hereby authorizes the City Administrator, or her designee, to execute any further documents necessary to implement this resolution; and be it

FURTHER RESOLVED: That the City Administrator is hereby authorized to modify, extend, or amend said agreement, provided that no additional funds shall be allocated without prior Council approval.

IN COUNCIL, OAKLAND, CALIFORNIA, _____, 20____

PASSED BY THE FOLLOWING VOTE:

AYES - BRUNNER, KERNIGHAN, NADEL, QUAN, BROOKS, REID, CHANG, AND PRESIDENT DE LA FUENTE

NOES -

ABSENT-

ABSTENTION -

ATTEST:

LATONDA SIMMONS
City Clerk and Clerk of the Council of
the City of Oakland, California