

CITY OF OAKLAND
AGENDA REPORT

OFFICE OF THE CITY CLERK
2006

2006 MAY 11 AM 9:09

TO: Office of the City Administrator
ATTN: Deborah A. Edgerly
FROM: Finance and Management Agency/Oakland Police Department
DATE: May 23, 2007

RE: A Monthly Informational Report on the Measure Y Accelerated Police Recruiting, Hiring, Training and Deployment Strategy

The attached report contains the most current information concerning the Measure Y accelerated recruitment and hiring strategies. The purpose of this effort is to assist the Oakland Police Department in achieving full staffing of sworn personnel by January 2007.

Respectfully submitted,



William E. Noland, Director
Finance & Management Agency

Respectfully submitted,

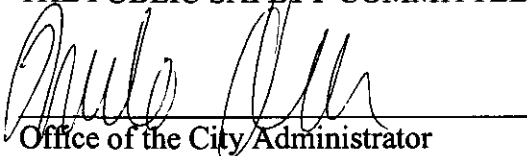


Wayne G. Tucker
Chief of Police

Prepared by:
Marcia L. Meyers Director
Office of Personnel Resource Management
Finance & Management Agency

Prepared by:
Debra Taylor Johnson
Director of Administration
Oakland Police Department

APPROVED AND FORWARDED TO
THE PUBLIC SAFETY COMMITTEE:


Office of the City Administrator

Item: _____
Public Safety Committee
May 23, 2006



Measure Y Accelerated Police Recruiting, Hiring, Training and Deployment Strategy Monthly Update – Monthly Update

Finance and Management Agency

May 23, 2006

Contact: Dee Lyons, Office of Personnel Resource Management
(510) 238-7679

Summary of Accomplishments for April 2006

- Developed five (5) targeted recruitment strategies
- Identified marketing consultant and closed on strategy
- Ordered PAB signage (56'x6' sign mounted to Police Administration Building with 888-OPD-JOBS Oakland Police Hiring)
- Streamlined POT continuous testing process
 - Eliminated candidate fallout
 - Increased in-house testing capacity 50%
 - Identified Large test site
- Developed and implemented applicant tracking system (using ITD staff and programs)
- Launched first community contact message
- Researched permanent site for PAT
- Attended 5 recruiting events
- Developed 'Accelerated Process' to fast track extremely competitive candidates

POT Hiring Status

| Title | Authorized | Filled | +/- |
|----------------|------------|--------|------|
| Police Officer | 628 | 526 | -102 |

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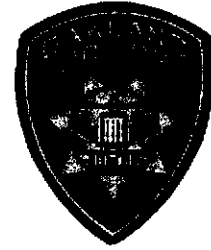
Measure Y Recruiting and Hiring Update

Hiring Stages

| Academy Start Date | # of Applicants identified | # Passed Written Exam | # Passed Oral Exam | # Passed Physical Ability Test | # passed Psych | # passed Medical | # Passed Back-grounds | # of Hired for Academy |
|-----------------------------------|----------------------------|-----------------------|--------------------|--------------------------------|----------------|------------------|-----------------------|------------------------|
| 156 th 28 Nov | 750 | 325 | 266 | 150 | 29 | 27 | 29 | 27 |
| 7 th Lateral 7 Aug | In process | | | | | | | |
| 157 th 6 Feb | 485 | 266 | 183 | 156 | 26 | 23 | 26 | 23 |
| 158 th 5 Jun | In process 285 | 225 | 206 | 177 | | | | |
| 159 th 9 Oct | | | | | | | | |
| 8 th Lateral 18 Dec | | | | | | | | |
| #1 Extra Academy 6 Aug | | | | | | | | |
| #2 Extra Academy 6 Nov | | | | | | | | |
| 160 th 19 Feb 07 | | | | | | | | |
| 161 th 25 Jun 07 | | | | | | | | |

Note: Academies will be numbered sequentially, and in date order. The above depiction is for clarification purposes only and will change as the extra academies are activated

ARE YOU WILLING TO HELP?



The City of Oakland must hire more than 100 new police officers by January 2007. To do that, **we must recruit about 10,000 potential candidates** to participate in the hiring process. With such an ambitious goal in sight, we need your help!

Recruiting police is a challenge facing communities nationwide. Oakland is well poised to meet this challenge. We offer one of the most generous pay packages in the nation, tremendous opportunities for career growth and unique, one-on-one assistance during the hiring process. Our goal is to get the right people to 'protect and serve.' We think that the 'right people' reflect the diversity of this great city: socially, economically, ethnically and in terms of gender.

To cast this broad net we need to continue our focus of hiring Oakland first, then expand beyond the local counties. As a business/community leader in Oakland, we need your help to spread the word within Oakland that we want and need good people to consider this noble career.

How Can You Help?

In a number of ways:

- Request and display recruiting information
- Request a recruiter to address a group meeting to talk about police recruitment
- Volunteer to assist in recruiting
- Volunteer, and if eligible, participate in the candidate screening process
- Host a recruiting event (or sponsor one or more)

For more information please call us at 510-238-3339 with a contact name; one of our recruiters will call back and provide detailed information. As a community, we are in this together, and your help will make a difference.

Thank you in advance,

Dee Lyons
Project Manager