

**CITY OF OAKLAND**  
**AGENDA REPORT**

OFFICE OF THE CITY CLERK  
OAKLAND

2006 APR 12 PM 4:11

**To:** Office of the City Administrator  
**Attn:** Deborah Edgerly  
**From:** Police Department  
**Date:** April 25, 2006

**Re: A Follow-Up Report to the Supplemental Report and Recommendation Regarding the Status of Implementation of the Department's Reorganization to Expand Community Policing and the Status of Measure Y Implementation, Specifically Regarding Officer Recruiting, Training and Hiring and the Deployment of Officers to Measure Y Positions**

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**SUMMARY**

At the April 4, 2006 meeting of the City Council, staff presented a report detailing a plan of action for an accelerated recruiting, hiring and training process that would assist the Oakland Police Department in obtaining full staffing by January 2007. City Council accepted the report and directed staff to move forward, but requested a follow-up report that would provide accurately detailed information of the spending plan associated with the \$2,846,561 in authorized funds for the project.

**FISCAL IMPACT**

The following information is a cost analysis of the spending plan associated with the recruitment, hiring, and training of new police officers for the Oakland Police Department. This spending plan differs from the plan contained in the March 21/April 4, 2006 Agenda Report in three line items within the Recruiting Element section: A new line item of \$250,000 for consulting services; a new line item of \$49,000 for additional test materials; and an additional \$110,000 for Phase I Psychological Written (\$200.00 each) exams.

ELEMENT	May 1, 2006 – June 30, 2007
<b>Advertising</b>	
Newspaper	85,000
Trade Magazine	20,000
Radio (targeted)	102,000
BART Platform Ads (targeted)	3,000
Electronic Roadside Billboard (one ad – 1 year, 5 seconds)	12,000
Collateral (Brochures, pamphlets, 'Baseball' cards)	12,500
Imagery development (used on collateral/billboards)	13,000
Recruiting premiums	14,000
Continuous reel DVD development & unlimited copy rights (3 versions – varied use; 5 year life-span)	14,600
Venue Canopy	150
DVD Player	750
Vehicle transportation	1,500
Recruiting Booth & 3 drapes	8,400

<b>Overhead</b>	
Vertical Files ( 3 OPDRU; 2 OPRM -5 year retention requirement)	2,800
Scantron Scanner (continuous testing data input)	4,800
Scanner	400
Computer Programming	10,500
Computers (8 stations –4 OPDRU; 4 OPRM)	14,000
Office Supplies	6,150
POST Training Certification (Background & Recruiters)	1,500
Power generator (test site evenings; outdoor events, etc. more cost effective v. rental)	1,300
10 Orals Board cost @ \$1,500 each	15,000
<b>Recruiting</b>	
Training Program	6,600
'Recruit weekend' expedited testing (3 at \$8,740.00 each)	26,220
College Career Fairs 10 remote events @ \$3,450.00; 15 local @ \$1,550.00	57,750
Explorer/Cadet/Ranger Program expansion	15,000
Plaza Recruiting – each week during summer, weather permitting set up canopy & generator	8,000
Consultant	250,000
Test Material	49,000
POST Test Booklet (7,000 applicants @ \$15.00 each)	97,500
Written Test site rental for 3 large events	19,500
Civilian Test Proctors (replaces Sworn, - 3 large tests -10 continuous tests	7,350 19,500
Polygraph examinations (100.00 each, 80 per academy, times 6 academies)	48,000
Phase I Psychological Written (\$200.00 each)	206,000
Phase II Psychological Written (\$75.00 each)	36,000
Psychological testing Material (\$20.00 each)	9,600
Medical examination (\$375.00 each)	180,000
Equifax check (\$45.00 each)	21,600
Livescan Inquiry (\$20.00 each)	9,600
Physical Agility Officer time	84,158
Notary (\$10.00 per signature – can contract hourly)	4,000
<b>Staffing</b>	
1 Police Personnel Operations Specialist	126,455
1 Administrative Analyst II	109,295
1 Police Records Specialist	73,034
1 OPRM Sr. HR Analyst dedicated to OPDRU	101,565
2 OPRM Analyst dedicated to OPDRU	183,744
2 OPRM HR Technician dedicated to OPDRU	131,396

10 Annuitants for added background processing	313,344
OPRM Overtime for HR Clerk to support accelerated testing (charged to OPDRU)	11,000
<b>Academy</b>	
Stationary/Office Supplies	14,000
Furniture Supplies	1,000
Computer Hardware	2,000
Books	18,000
Supplies/Misc. Athletic	4,000
Bottled Water/Food	2,000
Clothing/Vests	40,000
Supplies/Technical/Ammo.	160,000
Minor Tools and Equipment	4,000
Supplies/Miscellaneous	5,000
Rental Fees/Range	29,000
Repair and Maintenance	2,000
Registration/Tuition	12,000
Expense to Public Works to install permanent PAT course (TBD), based on separate review of facility and retro-fit status	5,000
<b>TOTAL</b>	<b>\$ 2,846,561</b>

## BACKGROUND

As a result of staffing shortages, recruit candidates, and training and hiring constraints, the Oakland Police Department has had difficulty in fully implementing the Measure Y initiative. The City Administrator, in conjunction with the Chief of Police, and the Director of Personnel and Resource Management composed a plan that would assist the Oakland Police Department in accelerating recruitment and hiring of new officers. The plan was put forth to City Council, who accepted and appropriated \$2,846,561 in funds to be used towards the recruiting and hiring plan.

## KEY ISSUES AND IMPACTS


An accelerated recruiting, hiring, and training effort will provide a much needed opportunity to increase the number of police officers in patrol throughout the City. High police visibility is a proven and effective means of deterring criminal activity, and will offer increased public safety to the citizens of Oakland. Additionally, the increase in police officers will allow for the Department to fully implement the Measure Y initiative.

**RECOMMENDATION**

This report proposes strategies to accelerate our police officer recruiting, training and hiring processes to meet the critical, immediate need for police officers on our streets. We have proposed a plan that will address the current mandate to reach full staffing by January 1, 2007.

I recommend acceptance of this report.


Respectfully submitted,



Wayne G. Tucker

Chief of Police

APPROVED AND FORWARDED TO  
THE PUBLIC SAFETY COMMITTEE:

  
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