



2006 MAY 24 PM 5:46

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Office of the City Administrator
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May 30, 2006

HONORABLE CITY COUNCIL
Oakland, California

RE: Resolution Confirming Waiver of the Competitive Request for Proposal / Qualification ("RFP/RFQ") Processes for Police Officer Recruitment Services Contracts

Dear President De La Fuente and Members of the City Council:

On April 4, 2006 the City Council passed Resolution No. 79835 C.M.S. (copy attached), which authorized \$2,846,561 in general purpose funds and Measure Y funds to accelerate the recruitment, training and hiring process for police officers. This resolution also directed that this funding be used to hire an outside consulting firm in order to add recruitment capabilities during the first four months of the implementation of the accelerated recruitment and hiring strategies.

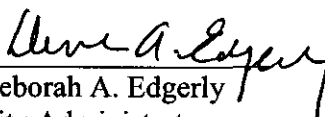
Although the City Council verbally authorized the City Administrator to waive the request for proposals procedure in order to expedite retention of consultants to assist the City in its recruitment efforts, this authorization was not formalized by resolution.

However, in accordance with the Council's intention, staff has taken the necessary steps to identify consultants to assist the City Administrator in the recruitment and hiring process.

The attached resolution is to confirm Council's waiver of the RFP/RFQ process for consultants identified under the authority of Resolution No. 79835. The services to be contracted are of a professional and temporary nature and shall not result in the loss of employment or salary by any person having permanent status in the civil service.

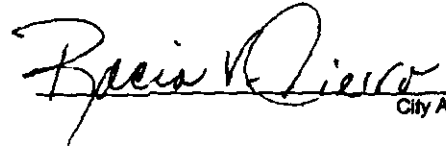
Thank you.

Respectfully submitted,


Deborah A. Edgerly
City Administrator

Attachment

Prepared by: Dee Lyons
Project Manager, OPRM
Finance and Management Agency


City Attorney

OAKLAND CITY COUNCIL

79835

RESOLUTION No. _____ C.M.S.

RESOLUTION AUTHORIZING THE CITY ADMINISTRATOR TO APPROPRIATE \$2,846,561 IN GENERAL PURPOSE FUNDS AND MEASURE Y FUNDS TO IMPLEMENT AN ACCELERATED RECRUITING, TRAINING AND HIRING PLAN FOR OAKLAND POLICE OFFICERS

WHEREAS, the Oakland Police Department is facing real and severe hurdles with regards to recruitment, training and hiring of new police officers; and

WHEREAS, across the nation, police departments are suffering from a shortage of officers and are looking for ways to combat the downward recruitment trend; and

WHEREAS, the retirement rate for the Oakland Police Department is averaging more than three per month; and

WHEREAS, the Oakland Police Department and the Office of Personnel have jointly developed strategies to accelerate the recruitment, training and hiring of police officers through the rest of fiscal year 2005-06 and fiscal year 2006-07; and

WHEREAS, the goals of these strategies are to: (1) start four academies consisting of 42 recruits each beginning after April 4, 2006 and graduating on or before January 31, 2007, (2) start two lateral academies consisting of 8 recruits each beginning after April 4, 2006 and graduating on or before January 31, 2007, (3) increase the number of qualified applicants for police officer trainee positions, (3) continue to assess and make improvements to the OPD recruitment process, by further analyzing and modifying those areas in which we have historically lost significant numbers of applicants, (4) develop incubation strategies to develop interest in the field of policing and to find quality applicants for future academies, and (5) level the housing costs for trainees, so that is not a barrier to entry; and

WHEREAS, the strategies include, but are not limited to (1) Monthly testing process to ensure a constant supply of applicants, (2) Consolidated testing strategy to handle three phases of testing in one session, (3) Fifteen additional university recruitment visits, (4) Three focused recruitment efforts in cities outside of California with coordinated recruitment weekends in Oakland, (5) Activities that address the long-term needs of police recruitment for Oakland by incubating future interest and differentiating Oakland from other municipalities, (6) Elimination of the

Residency Zone requirement for police officers, and (7) Housing supplement tied to the first year of employment, with a sunset at the one-year increase from salary Step 1 to Step 3; and

WHEREAS, additional funding is required in order to implement these strategies; now, therefore, be it

RESOLVED: That the City Administrator is hereby authorized to appropriate \$2,846,561 in General Purpose Funds and Measure Y funds in order to implement an accelerated recruiting, training and hiring plan for Oakland police officers; and be it

FURTHER RESOLVED: That Measure Y funding dedicated to the Police Department will be used to recruit, train and hire the 63 positions funded by the Measure Y legislation; and be it

FURTHER RESOLVED: That this funding will be used to recruit up to 3,000 new candidates for the police officer trainee position in order to fill four academies consisting of 42 recruits each beginning after April 4, 2006 and graduating on or before January 31, 2007; and be it:

FURTHER RESOLVED: That this funding will be used to recruit lateral candidates in order to start two lateral academies consisting of 8 recruits each beginning after April 4, 2006 and graduating on or before January 31, 2007; and be it

FURTHER RESOLVED: That this funding will be used to hire an outside consulting firm in order to add recruitment capabilities during the first four months of the implementation of the accelerated recruitment and hiring strategies; and be it

FURTHER RESOLVED: That staff will bring progress reports on the status of the recruitment, hiring and training programs to one Public Safety Committee per month until all police officer vacancies in the Police Department are filled.

APR 4 2006

IN COUNCIL, OAKLAND, CALIFORNIA, _____, 20_____

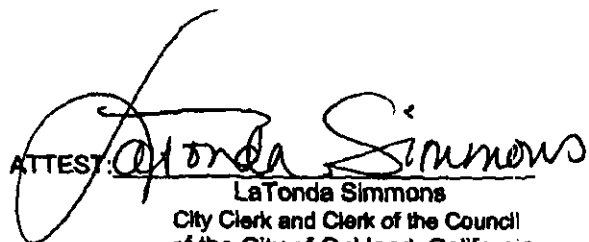
PASSED BY THE FOLLOWING VOTE:

AYES - ~~BROOKS~~, BRUNNER, CHANG, KERNIGHAN, NADEL, QUAN, REID, and PRESIDENT DE LA FUENTE - 7

NOES - 0

ABSENT - 0

ABSTENTION - Brooks - 1

ATTEST: 
LaTonda Simmons
City Clerk and Clerk of the Council
of the City of Oakland, California

OAKLAND CITY COUNCIL

Francis Christ
City Attorney

OFFICE OF THE CITY CLERK
OAKLAND

RESOLUTION No. _____ C.M.S.

2006 MAY 24 PM 5:46

Introduced by Councilmember _____

RESOLUTION CONFIRMING WAIVER OF THE COMPETITIVE REQUEST FOR PROPOSAL/QUALIFICATION ("RFP/RFQ") PROCESSES FOR POLICE OFFICER RECRUITMENT SERVICES CONTRACTS

WHEREAS, on April 4, 2006 the City Council passed Resolution No. 79835 C.M.S., which authorized \$2,846,561 in general purpose funds and Measure Y funds to accelerate the recruitment, training and hiring process for police officers; and

WHEREAS, the City Council's resolution directed that this funding be used to hire an outside consulting firm in order to add recruitment capabilities during the first four months of the implementation of the accelerated recruitment and hiring strategies; and

WHEREAS, the City Council authorized the City Administrator to waive the request for proposals procedure in order to expedite retention of consultants to assist the City in its recruitment efforts, and in accordance with the Council's authorization staff has taken the necessary steps to identify consultants to assist the City Administrator in the recruitment and hiring process; and

WHEREAS, the services called for are of a professional and temporary nature and shall not result in the loss of employment or salary by any person having permanent status in the civil service; and

WHEREAS, this resolution confirms the Council's waiver of the request for proposals procedure on the ground that such waiver is in the best interests of the City (Oakland Municipal Code section 2.04.051(B)); now therefore be it

RESOLVED: That pursuant to 2.04.051(B) of the Oakland Municipal Code, the City Council does hereby confirm its waiver of the request for proposal process for the retention of consultants to assist in the accelerated police officer recruitment and hiring process on the grounds that such waiver is in the best interests of the City; and be it

FURTHER RESOLVED: That the City Administrator or her designee is further authorized to execute all contracts, agreements and other documents necessary in connection with Resolution No. 79835 C.M.S. and to complete any negotiations, certifications and documentation required to accept, modify, extend, or amend such contracts provided no additional funds will be allocated without prior Council approval.

IN COUNCIL, OAKLAND, CALIFORNIA, _____, 20____

PASSED BY THE FOLLOWING VOTE:

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

NOES -

ABSENT -

ABSTENTION -

ATTEST: _____

LaTonda Simmons
City Clerk and Clerk of the Council
of the City of Oakland, California