
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.

IN COUNCIL, OAKLAND, CALIFORNIA, APR 4 2006, 20

PASSED BY THE FOLLOWING VOTE:

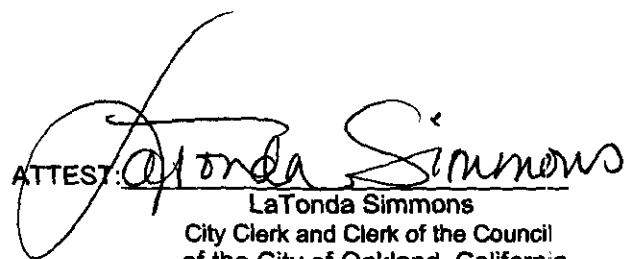
AYES - ~~BROOKS~~, BRUNNER, CHANG, KERNIGHAN, NADEL, QUAN, REID, and PRESIDENT DE LA FUENTE - 7

NOES - 0

ABSENT - 0

ABSTENTION - Brooks - 1

ATTEST:


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