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CITY OF OAKLAND

AGENDA REPORT

TO: Deanna J. Santana
City Administrator

FROM: Sean Whent
Interim Chief of Police

SUBJECT: Accelerated Hiring Program

DATE: December 2, 2013

City Administrator
Approval

Deanna Santana

Date

12-17-13

COUNCIL DISTRICT: City-Wide

RECOMMENDATION

Staff recommends that the City Council approve a resolution authorizing an appropriation of undesignated funds from the General Purpose Fund balance in the amount of one hundred seventy seven thousand dollars (\$177,000) to fund an external Oakland Police Department (OPD) Academy to be held at the Alameda County Sheriff's Office police academy starting March 3, 2014, and authorizing the City Administrator to enter into an agreement with the Alameda County Sheriff's Office to conduct the academy.

EXECUTIVE SUMMARY

This document discusses the need to accelerate the hiring of sworn members to maintain sworn staffing levels in OPD by funding an external academy in 2014.

OUTCOME

Funding the external academy and will bring more sworn members into OPD and compensate for the ongoing attrition rate, which averages 5 officers a month. A plan should be established to continue to fund two academies during each fiscal year to address attrition and grow bring the authorized strength of OPD closer to budget FTE of 775 sworn.

BACKGROUND

OPD's FY 2013-14 authorized strength in the Adopted Policy Budget is 665 officers. The United States Department of Justice Community Oriented Policing Services (COPS) hiring grant increases the authorized strength by 10, bringing the total authorized strength to 675. The filled number for sworn members is 630 as of the date that this report went to print.

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The FY2013-15 budget funds the 168th, 169th and 170th police academies. Completing those academies, combined with the additional 10 laterals authorized to be hired under the COPS grant, would result in an estimated sworn strength of 685 by June 30, 2014, compared to an authorized sworn strength of 715 in the Adopted Policy Budget. After attrition, we anticipate 5 new hires, including the COPS grant funded officers.

Therefore, if no additional budgeted academies are planned after the 170th Academy, then starting in October 2014, sworn staffing levels will continue to plummet.

ANALYSIS

Accelerated Hiring Recommendation

Staff recommends accelerating the hiring of sworn staff to address the vacancies and attrition rate by funding an external academy of 25 police officer trainees (POTs) in March 2014. This would increase the number of new hires over the next fiscal year to meet OPD's staffing demands.

In addition, funding for academies is needed beyond the budgeted 170th Academy, which is scheduled to begin in April 2014. Two academies should be funded during each fiscal year in order to address attrition and grow the authorized strength of OPD.

Staff recommends using the Alameda County Sheriff's Office (ACSO) Regional Academy for an external Peace Officer Standard and Training (POST) certified academy that would start on March 3, 2014. The cost of the external academy is approximately \$177,000 (see Table 1). Like lateral officers, graduates of external academies are required to complete a 12-week OPD Transitional Course for Department-specific training on policies and tactics such as use of force and Negotiated Settlement Agreement (NSA) compliance.

The OPD Academy's basic course presentation consists of 1,048 hours of training conducted during a 26-week period. The length and content of the course more than satisfy the requirements established by POST. Students receive training in all POST Performance Objectives, as well as several "department-specific" objectives. The additional 12-week transition course is not required for OPD academy graduates because they will have already received that training during the basic OPD academy.

The external academy will result in approximately 25 new officers in addition to the budgeted academies available for patrol at the end of the hiring and training cycle in FY 14-15. This is the most fiscally demanding investment, due to the Transition Course costs, but will allow the Department to get ahead of its attrition cycle and accomplish its authorized staffing level.

Table 1. ACSO Academies Costs*

ACSO 25 Person Academy Costs	Cost
Tuition ACSO (\$3,700 per pupil if OPD provides a trainer)	92,500
Training Equipment Not Included in ACSO Tuition	39,500
Transitional Course O&M	45,000
ACSO Academy Costs	177,000

Continuing Two Budgeted Academies per Year

The external academy is an interim strategy to address the attrition and sustain OPD at authorized strength.

It is important to ensure that the City be committed to at least two budgeted academies per fiscal year as a long term goal. The two academies would cover attrition and slightly increase OPD sworn staffing levels.

Aside from allocating the budget for the two academies, challenges include:

- Meeting the selective language, residency and gender requirements for the POT positions.
- Competing with other public safety agencies in the area who are also hiring POTs.
- Paying for driving training and firing range facilities.
- Increasing the number of Certified Field Training Officers (FTOs) to cover the increase in newly hired officers.
- Acquiring equipment and vehicles for the increased number of sworn members.

Program Description – Alameda County Sheriff's Department Regional Academy

The ACSO Regional Academy trains over 20 different law enforcement agency candidates from throughout the greater Bay Area. Academy administration and instruction is done primarily by ACSO personnel. The POST-certified course is 26 weeks in length and is delivered in a high-stress and highly disciplined format. The academy curriculum is not agency specific due to the high number of agencies that feed into the program.

Agencies that participate in the regional academy are expected to provide an officer from their agency as a recruit training officer on a temporary assignment basis (usually six months).

* The cost differential between OPD and ACSO is attributed to additional costs associated with equipment and the required twelve weeks training at OPD that trainees must complete after successfully completing an external academy.

Several different contingencies involving staffing commitments to the training center by OPD are possible.

Although it is more expensive, staff recommends the use of the external academy since OPD is currently running two academies: one lateral transitional course and the 170th academy, which will begin on April 28, 2014. OPD does not have the capacity to run a third academy to accelerate the hiring to address the vacancies.

KEY ISSUES AND IMPACTS

The challenges faced by OPD are directly affected by the City's current budget constraints. These constraints will have a significant impact on the accelerated hiring of additional sworn officers. If OPD hires additional POTs during this fiscal year, funding will be covered by salary cost saving. However, OPD has spent \$9 million in overtime through October in the current fiscal year, against an overtime budget of \$13 million. At current spending levels, overtime spending will exceed budget by \$14 million. Within the overall OPD budget, overtime spending exceeds projected salary savings from vacant sworn and civilian positions.

PUBLIC OUTREACH/INTEREST

OPD continues to actively dialogue with community members in regards to increasing police presence in the City.

COORDINATION

The Budget Office and the City Attorney's Office were consulted in preparation of this report.

COST SUMMARY/IMPLICATIONS

Amount of Recommendation/Cost of Project: \$177,000.00.

SUSTAINABLE OPPORTUNITIES

Economic: Full police staffing enhances the Department's ability to provide public safety throughout the City, thereby creating a safer environment to attract potential business owners and consumers.


Environmental: Criminal activity breeds an unhealthy environment; an increase in the number of officers patrolling the City will enhance public safety and quality of life, thereby creating a healthier environment.

Social Equity: Maintaining a staffing level of 675 police officers will enhance the Department's efforts to decrease crime and increase safety in the City of Oakland.

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City Council
January 7, 2014

For questions regarding this report, please contact Danielle Outlaw, Interim Deputy Chief Of Police, at 510-238-6093.


Respectfully submitted,


for SEAN WHENT
Interim Chief of Police
Oakland Police Department

Prepared by:
Donna Hoppenhauer
Acting Captain of Police
Oakland Police Department

FILED
OFFICE OF THE CITY CLERK
OAKLAND
OAKLAND CITY COUNCIL
2013 DEC 24 AM 8:39

Approved as to Form and Legality


City Attorney

RESOLUTION No. _____ C.M.S.

RESOLUTION AUTHORIZING AN APPROPRIATION OF UNDESIGNATED FUNDS FROM THE GENERAL PURPOSE FUND BALANCE IN THE AMOUNT OF ONE HUNDRED SEVENTY SEVEN THOUSAND DOLLARS (\$177,000) TO FUND AN EXTERNAL OAKLAND POLICE DEPARTMENT (OPD) ACADEMY TO BE HELD AT THE ALAMEDA COUNTY SHERIFF'S OFFICE POLICE ACADEMY STARTING MARCH 3, 2014, AND AUTHORIZING THE CITY ADMINISTRATOR TO ENTER INTO AN AGREEMENT WITH THE ALAMEDA COUNTY SHERIFF'S OFFICE TO CONDUCT THE ACADEMY

WHEREAS, in 2013 sworn officer staffing reached its lowest level in recent history of 611 officers; and

WHEREAS, the City Council in its 2013-2015 City of Oakland (City) budget specifically approved two graduating academies per fiscal year; and

WHEREAS, there are no other academies budgeted after the 170th Academy scheduled for April 2014; and

WHEREAS, the projected attrition rate will result in **OPD** falling under the authorized strength of 675 due to consistent hiring shortfalls and attrition; and

WHEREAS, the Alameda County Sheriff s Office will commence a police training academy on March 3, 2014, and the City's cost to participate would be one hundred seventy seven thousand dollars (\$177,000); and

WHEREAS, in order to participate in the March academy a Council appropriation of funds (pursuant to Oakland Charter Sec. 806) and authorization to enter into the intergovernmental agreement with the Alameda County Sheriff s Office (per Oakland Charter Sec. 504(l)) are required; now, therefore, be it

RESOLVED: That the City Council hereby appropriates undesignated funds from the General Purpose Fund Balance, in the amount of one hundred seventy seven thousand dollars (\$177,000), to fund a police training academy for Oakland Police trainees by the Alameda County Sheriff s Office at its March, 2014 Police Academy; and be it

FURTHER RESOLVED: That the City Council authorizes the City Administrator to enter into an agreement with the Alameda County Sheriff's Office to complete the academy for a cost of one hundred seventy seven thousand dollars (\$177,000).

IN COUNCIL, OAKLAND, CALIFORNIA, _____, 20_____

PASSED BY THE FOLLOWING VOTE:

AYES- BROOKS, GALLO, GIBSON MCELHANEY, KALB, KAPLAN, REID, SCHAAF and
PRESIDENT KERNIGHAN

NOES-

ABSENT-

ABSTENTION-

ATTEST: _____

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