

AGENDA REPORT

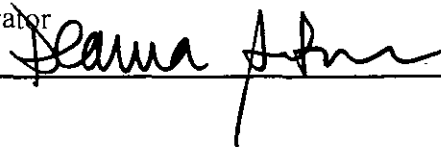
TO: DEANNA J. SANTANA
 CITY ADMINISTRATOR

FROM: Sean Whent
 Interim Chief of Police

SUBJECT: Monthly Police Staffing Report

DATE: August 22, 2013

City Administrator
 Approval



Date

9/8/13

COUNCIL DISTRICT: City-wide

RECOMMENDATION

Staff recommends acceptance of this informational report from the Oakland Police Department (OPD) on recruiting and sworn staffing levels as of July 31 2013.

EXECUTIVE SUMMARY

As requested by the Public Safety Committee, the following information reflects the Department's sworn staffing levels through July 31, 2013.

ANALYSIS

Sworn staffing levels are approaching historically low levels. The chart below shows sworn staffing levels since 2000.

Table 1 – Sworn Staffing Since 2000

Month-Year	Sworn Staffing
Jan-00	675
Jan-01	743
Jan-02	732
Jan-03	775
Jan-04	756
Jan-05	704
Jan-06	683
Jan-07	699
Jan-08	736
Jan-09	830
Jan-10	780
Jan-11	656
Jan-12	642
Jan-13	613

As of July 31, 2013, sworn staffing is at 626 officers. The 167th Police Academy started on March 25, 2013 with 51 Police Officer Trainees (POTs).

OPD's authorized sworn strength, per the 2013-2015 police budget is 665 officers. In Fiscal Year (FY) 13-14, this total included 24 COPS Hiring Grant officers and approximately 63 officers associated with Measure Y.

PUBLIC OUTREACH/INTEREST

The Department continues to actively recruit candidates for the position of police officer trainee and lateral/post academy graduate police officer. Special emphasis has been placed on attracting and hiring Oakland residents and selective language candidates throughout the testing and selection process and by utilizing the community leaders and local schools and colleges to increase awareness in the community. The testing has started for the 169thth Academy scheduled to begin on December 31, 2013.

Recruiting Strategies

A detailed outline of Recruiting & Background Unit recruitment strategies are listed in Table 2 below. Current recruitment efforts target diverse, qualified candidates with an emphasis on Oakland residency and Equal Access Ordinance standards.

Table 2

<i>Current Recruitment Strategies</i>
<u>Outreach/Media</u>
Continue on-going relationships with Oakland/Local Pastors, clergy and Neighborhood Services Coordinators who have existing relationships with community members and events. Continue attending on-going recruiting events.
Continue on-going relationships with professional Associations/Organizations that provide services to non-English speaking community members including Asian/Latino PO Associations
Continue hosting informational workshops at Oakland/Local High Schools
Continue attending military job fairs and local ROTC programs
Continue ensuring Oakland/Local media outreach such as newspaper, internet, press organizations/associations and any advertisement. Inclusive of pre-select language specification audience - El Mundo, Univision, Sing Tao, etc.
Establish on-going relationships with Athletic Directors of Oakland/Local Universities/Colleges/High Schools
Establish on-going relationships with Criminal Justice and Social Science Directors of Oakland/Local Universities/College/High Schools
Update the recruitment website at opdjobs.com
Revamp the current recruitment and hiring process and continuously look for process

improvements
Establish an oral board interview workshop
Create a Recruiting & Background Unit FaceBook & Twitter account

In addition to the strategies outlined in Table 1 above, staff is hosting community partnership meetings in an effort to solicit feedback on current outreach strategies and encourage suggestions. Staff is also planning to create an on-line survey for academy graduates soliciting feedback on the recruiting and backgrounds process.

The Recruiting and Backgrounds staff attended or conducted the events listed below during the month of July 2013.

- Merritt College POST Exam Workshop
- Women in Policing Workshop
- Selection Process Workshop
- Physical Ability Test Practice Workshop
- Santa Rosa Junior College Job & Internship Fair
- Recruit Military Recruiting Event
- Oakland Military Institute Recruiting Event
- Law Enforcement Resource Fair Recruiting Event (Bldg. 5305 MCAS)
- Enthusiasm, Energy and Excellence (Center of Hope)

COORDINATION

The Department continues to work with the Department of Human Resource Management to complete the necessary steps associated with completing an academy. The Budget Office and the City Attorney's Office were consulted in preparation of this report.

Table 4 - Sworn Attrition Data (9/1/12-7/31/13 - 11 month average is 4.55%)

Reason	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	June	July	Total
Disability Retirement	4	1		3	2	1	1	3	4	2	2	23
Resignation			1		3							4
Resignation - Other Agency	1	2	1					5			5	14
Service Retirement			2	2	1	1	1	0				7
Termination									1			1
Deceased									1			1
Grand Total	5	3	4	5	6	2	2	8	6	2	7	50

Table 5 – Demographic Information on Academies

Class	Starting Date	Starting Number	Gender	Oakland Residency	Language	Ending Number
166 th Academy	17 Sep 12	53	15 Females 42 Males	7	8 Cantonese/Mandarin 4 Spanish	39
167 th Academy	25 Mar 13	51	7 Females 44 Males	6	5 Cantonese/Mandarin 12 Spanish	

Table 6 – OPD Recruitment Data

Police Hiring Steps – 166 th Academy	Step Date	Total	% of Total	% Not Advanced
Applications Received	3/5/2012	2301	100%	-6%
Invited to Written	3/21/2012	2165	94%	-65%
Invited to Physical Agility	4/10/2012	752	33%	-72%
Invited to Oral Interview	4/26/2012	643	28%	-82%
Background & Character Review	5/18/2012	409	18%	-98%
Invited to Academy	9/17/2012	55	2%	2%
Academy Graduation	3/20/2013	39	2%	N/A

Police Hiring Steps – 167 th Academy	Step Date	Total	% of Total	% Not Advanced
Applications Received	6/11/2012	1805	100%	-9%
Invited to Written	7/3/2013	1636	91%	-57%
Invited to Physical Agility	7/28/2012	710	39%	-73%
Invited to Oral Interview	8/22/2012	494	27%	-87%
Background & Character Review	9/17/2012	231	13%	-97%
Invited to Academy	3/25/13	51	3%	N/A
Academy Graduation	9/20/2013	N/A	N/A	N/A

Police Hiring Steps – 168 th Academy	Step Date	Total	% of Total	% Not Advanced
Applications Received	11/16/2012 2/15/2013	3824	100%	-2%
Invited to Written	1/3-5/2013 3/2/2013	3760	98%	-67%
Invited to Physical Agility	1/19/2013 3/25/2013	1225	32%	-32%
Invited to Oral Interview	2/19- 21/2013 5/6-7-2013	830	22%	TBD
Background & Character Review	4/11/2013	830	22%	TBD
Invited to Academy	9/30/13	TBD	TBD	TBD
Academy Graduation	3/28/2013	N/A	N/A	N/A

Table 7 - PATROL DATA

	<u>Assigned</u>	<u>Actual</u>
<u>Number of officers assigned to patrol</u>	<u>238</u>	<u>193</u>
<u>Number of officers assigned to evening shifts</u>	<u>1st Watch – 80</u> <u>*2nd Watch – 79</u> <u>3rd Watch – 79</u>	<u>1st Watch – 63</u> <u>*2nd Watch – 64</u> <u>3rd Watch – 66</u>

*The largest number of officers are assigned to 2nd watch that covers the evening shift.

Table 8 – FIELD TRAINING DATA

In Field Training (FTO)	Entered FTO	May 2013
166 th Academy	39	38

There are approximately 94.40 civilian vacancies in the Oakland Police Department. The below list denotes status.

Table 9 – CIVILIAN VACANCIES

<u>Job Classification</u>	<u># Vacancies</u>	<u>Status</u>
Police Dispatchers/Operators	14	40 candidates on list, 25 in backgrounds due 10/31/13
Police Services Tech II	22	72 candidates on list, pending Personal History Questionnaires due 8/21/13
Crime Lab Criminalist I Criminalist II Criminalist III Latent Print Examiner II Latent Print Examiner III	2 7 1 2 1	All applications being screened, working with Crime Lab Manager on exam dates.
Police Services Manager II – IT	1	Add/Delete in approval process to upgrade position
Police Evidence Tech	4	Requisition submitted for approval
Police Records Specialist	7	Requisition submitted pending list of applicants
Sergeant of Police	14	Selected consultant, pending exam plan, list exhausted.
Director of Animal Services Manager, Animal Services Animal Control Officer/	1 1 2.5	Job posted through 9/3/13 Add/Delete in approval process to expand position to include facility management and volunteer program New requisition submitted for approval
Project Manager II – Ceasefire	1	Exam scheduled for 8/22/13
Public Information Officer II	1	Add/Delete in approval process to fund position
Crossing Guards	4	Hire paperwork submitted
Police Cadet	4	12 candidates on list, 10 in backgrounds due 9/30/13
Parking Control Tech	4.4	Hire paperwork submitted

COST SUMMARY/IMPLICATIONS

There are no fiscal impacts associated with this informational report.

Item: _____
 Public Safety Committee
 September 24, 2013

SUSTAINABLE OPPORTUNITIES

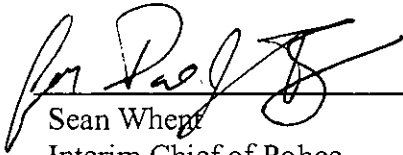
Economic: There are no economic opportunities associated with this report.

Environmental: There are no environmental opportunities associated with this report.

Social Equity: Hiring more police officers will provide additional resources, thereby enhancing public safety efforts.

For questions concerning the contents of this report, please contact Danielle Outlaw Deputy Chief of the Bureau of Risk Management, at 510-238-6093.

Respectfully submitted,



Sean Whelan
Interim Chief of Police
Oakland Police Department

Prepared by:
Danielle Outlaw, Bureau of Risk Management
Oakland Police Department