



CITY OF OAKLAND

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OFFICE OF THE CITY CLERK  
OAKLAND

2012 SEP 13 PM 6:00

# AGENDA REPORT

**TO:** DEANNA J. SANTANA  
CITY ADMINISTRATOR

**FROM:** Howard A. Jordan  
Chief of Police

**SUBJECT:** Monthly Police Staffing Report

**DATE:** September 11, 2012

City Administrator  
Approval

Date

9/13/12

**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, 2012.

## EXECUTIVE SUMMARY

As requested by the Public Safety Committee, the following information reflects the Department's sworn staffing levels through July 31, 2012.

## 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

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As of July 31, 2012, sworn staffing is at 643 officers. A police academy will begin in September, 2012.

OPD's authorized sworn strength, per the 2011-13 police budget is 613 officers in FY12-13, including 24 COPS Hiring Grant officers and about 63 officers associated with Measure Y.

**PUBLIC OUTREACH/INTEREST**

The Department is actively recruiting candidates for the position of police officer trainee and lateral/post academy graduate police officer. The next academy is scheduled to begin in September 2012, with 55 Police Officer Trainees. Special emphasis has been placed on attracting and hiring Oakland residents throughout the testing and selection process.

**COORDINATION**

The Department will work with the Office of Personnel and Resource Management to complete the necessary steps associated to complete an academy.

**Table 2 – Sworn Staffing by Year**

Authorized FTE 723				Authorized FTE 669									
FY10-11	Jul-10	Aug-10	Sep-10	Oct-10	Nov-10	Dec-10	Jan-11	Feb-11	Mar-11	Apr-11	May-11	Jun-11	
Filled	775	687	684	679	673	670	660	653	662	657	647	641	
Attrition	(86)	(7)	(3)	(7)	(4)	(12)	(5)	(1)	(6)	(10)	(6)	(4)	
Hires	0	2	0	0	0	0	0	10	1	0	0	0	
Ending Filled	687	682	681	672	669	658	655	662	657	647	641	637	
Over/(Under)	(36)	(41)	(42)	(51)	(54)	(65)	(14)	(7)	(12)	(22)	(28)	(32)	
Authorized FTE 636				Authorized FTE 661									
FY11-12	Jul-11	Aug-11	Sep-11	Oct-11	Nov-11	Dec-11	Jan-12	Feb-12	Mar-12	Apr-12	May-12	Jun-12	
Filled	637	632	655	653	647	645	643	651	659	657	652	646	
Attrition	(6)	(2)	(4)	(6)	(3)	(4)	(3)	-	(5)	(5)	(6)	(1)	
Hires	1	25	2	0	1	2	11	8	3	0	0	0	
Ending Filled	632	655	653	647	645	643	651	659	657	652	646	645	
Over/(Under)	(4)	19	17	11	9	7	15	23	21	16	10	9	
Authorized FTE 613				Authorized FTE 613									
FY12-13	Jul-12	Aug-12	Sep-12	Oct-12	Nov-12	Dec-12	Jan-13	Feb-13	Mar-13	Apr-13	May-13	Jun-13	
Filled	645	643	638	633	628	623	618	653	648	643	638	633	
Attrition	(3)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	
Hires	1	0	0	0	0	0	40	0	0	0	0	0	
Ending Filled	643	638	633	628	623	618	653	648	643	638	633	628	
Over/(Under)	30	25	20	15	10	5	40	35	30	25	20	15	
Authorized FTE 613				Authorized FTE 613									
FY13-14	Jul-13	Aug-13	Sep-13	Oct-13	Nov-13	Dec-13	Jan-14	Feb-14	Mar-14	Apr-14	May-14	Jun-14	
Filled	633	668	663	658	653	648	643	638	633	628	623	618	
Attrition	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	
Hires	40	0	0	0	0	0	0	0	0	0	0	0	
Ending Filled	668	663	658	653	648	643	638	633	628	623	618	613	
Over/(Under)	55	50	45	40	35	30	25	20	15	10	5	0	

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In January 2013 and July 2013, staffing is expected to increase by 40 police officers. The 40 officers in January 2013 reflect the officers who will start the academy in September 2012. They will complete the academy coursework around January 2013, and will be in field training. While they are in field training, they hold the classification of police officer. The increase of 40 police officers in 2014 reflects officers who will begin the academy on or about February 2013 and will begin field training in July 2013.

### COST SUMMARY/IMPLICATIONS

There are no fiscal impacts associated with this informational report.

### SUSTAINABLE OPPORTUNITIES

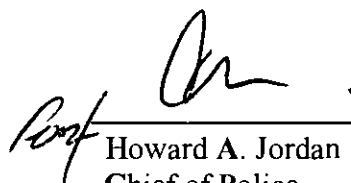
*Economic:* There are no economic opportunities associated with this report.

*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 Gilbert Garcia, Deputy Director of the Bureau of Services, at 510-238-6443.

Respectfully submitted,



Howard A. Jordan  
Chief of Police  
Oakland Police Department

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