

2011 OCT 27 PM 1:07

CITY OF OAKLAND
AGENDA REPORT

TO: Office of the City Administrator
ATTN: Deanna Santana
FROM: Oakland Police Department
DATE: November 8, 2011

RE: An Informational Report From the Oakland Police Department on Recruiting
and Police Department Staffing Levels As of September 30, 2011

SUMMARY

As requested by the Public Safety Committee, the following information reflects the Department's sworn staffing levels through September 30, 2011.

FISCAL IMPACT

This is an informational report. There are no fiscal impacts associated with acceptance of this report.

KEY ISSUES AND IMPACTS

The Public Safety Committee requested the following information:

- An analysis of potential lateral officers that are available to hire as well as measures the Department is taking to ensure staffing levels stay at or above the current authorized strength levels
- The impact of the COPS grant on hiring and staffing levels.

The Police Department will reinstate 12 Police Officer Trainees, who will complete eight weeks of academy training and a 15-week field training course. OPD received a Department of Justice COPS grant to hire 25 police officers, which will increase the Department's authorized strength by 25 police officers. The Department will hire 25 police officers, as required by the terms of the grant. Reinstating the Police Officer Trainees will satisfy part of the hiring requirement. The remaining 13 positions will be filled by conducting a lateral academy.

RECOMMENDATION(S) AND RATIONALE

Staff recommends that the City Council accept this informational report.

ACTION REQUESTED OF THE CITY COUNCIL

Staff requests that City Council accept this informational report.

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Public Safety Comte.
November 8, 2011

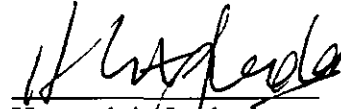
APPROVED AND FORWARDED TO
THE PUBLIC SAFETY COMMITTEE:



Office of the City Administrator

Attachment: Staffing Matrix

Respectfully submitted,



Howard A. Jordan
Interim Chief of Police

Prepared by:
Mr. Gilbert Garcia
Deputy Director, Bureau of Services
Oakland Police Department

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OPD Sworn Staffing - History and Projection

Scenario C - Two Academies - One in 2012 + One in 2013. 20 reinstated in June 2011

Authorized FTE		803											
FY08-07	10-Jul-06	3-Aug-05	7-Sep-05	5-Oct-05	7-Nov-05	5-Dec-05	2-Jan-06	27-Feb-06	20-Mar-06	24-Apr-06	1-May-06	5-Jun-06	
Filled	689	698	698	691	713	706	699	692	721	714	710	732	
Variance to Auth. FTE	114	(689)	(689)	(689)	(689)	(689)	(689)	(689)	(689)	(689)	(689)	(689)	

Authorized FTE		803											
FY07-08	6-Jul-07	10-Aug-07	6-Sep-07	5-Oct-07	9-Nov-07	7-Dec-07	11-Jan-08	8-Feb-08	7-Mar-08	11-Apr-08	9-May-08	30-Jun-08	
Filled	728	719	730	728	722	718	733	731	731	725	750	750	
Variance to Auth. FTE	(75)	(84)	(73)	(75)	(81)	(85)	(70)	(72)	(72)	(78)	(53)	(53)	

Authorized FTE		803											
FY08-09	11-Jul-08	8-Aug-08	12-Sep-08	10-Oct-08	7-Nov-08	12-Dec-08	2-Jan-09	6-Feb-09	6-Mar-09	10-Apr-09	8-May-09	5-Jun-09	
Filled	748	779	775	773	768	832	830	829	823	818	810	806	
Variance to Auth. FTE	(55)	(24)	(28)	(30)	(35)	29	27	26	20	15	7	3	

Authorized FTE		803											
FY09-10	17-Jul-09	7-Aug-09	4-Sep-09	9-Oct-09	6-Nov-09	4-Dec-09	8-Jan-10	12-Feb-10	5-Mar-10	2-Apr-10	7-May-10	4-Jun-10	
Filled	799	799	797	792	791	788	779	775	774	776	776	776	
Variance to Auth. FTE	(4)	(4)	(6)	(11)	(12)	(15)	(24)	(28)	(29)	(27)	(27)	(27)	

Authorized FTE		723												Authorized FTE 669			
FY10-11	2-Jul-10	6-Aug-10	3-Sep-10	4-Oct-10	19-Nov-10	1-Dec-10	1-Jan-11	1-Feb-11	1-Mar-11	1-Apr-11	1-May-11	1-Jun-11					
Beginning Filled FTE	775	687	684	679	673	670	660	653	660	658	647	639					
Attrition	(88)	(3)	(5)	(6)	(3)	(12)	(7)	(3)	(3)	(11)	(8)	(3)					
Reinstated/New Hires	0	0	0	0	0	0	0	10	1	0	0	0					
Ending Filled FTE	687	684	679	673	670	658	653	660	658	647	639	636					
Variance to Auth. FTE	(36)	(39)	(44)	(50)	(53)	(65)	(16)	(9)	(11)	(22)	(30)	(33)					

Authorized FTE		650											
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	
Beginning FTE	636	631	654	652	647	642	637	632	627	622	617	612	
Attrition	(6)	(2)	(4)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	
Reinstated/New Hires	1	25	2	0	0	0	0	0	0	0	0	0	
Filled	631	654	652	647	642	637	632	627	622	617	612	607	
Variance to Auth. FTE	(19)	4	2	(3)	(8)	(13)	(18)	(23)	(28)	(33)	(38)	(43)	

Authorized FTE		650											
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	
Beginning FTE	607	602	597	592	587	582	577	612	607	602	597	592	
Attrition	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	
New Hires	0	0	0	0	0	0	40	0	0	0	0	0	
Filled	602	597	592	587	582	577	612	607	602	597	592	587	
Variance to Auth. FTE	(48)	(53)	(58)	(63)	(68)	(73)	(38)	(43)	(48)	(53)	(58)	(63)	