



AGENDA REPORT

TO: The Honorable Mayor &
City Council

FROM: Edward D. Reiskin
City Administrator

SUBJECT: FY 2021-23 Budget Amendment

DATE: December 1, 2021

RECOMMENDATION

Staff Recommends That The City Council Adopt A Resolution Amending Resolution No. 88717 C.M.S., Which Adopted The City Of Oakland Biennial Budget For Fiscal Years 2021-23, To Reallocate Funding From Various Departments To The Oakland Police Department For Two Additional Police Academies As Set Forth In Exhibit 1

EXECUTIVE SUMMARY

The City Council approved its FY 2021-23 budget in June 2021 that included a hiring plan for Oakland Police Department (OPD) sworn staffing. The hiring plan was approved with the expectation that it would ensure compliance with Measure Z requirements. In September 2021, the City Council authorized use of cost savings within OPD to fund an additional police academy – which would be the fifth, in addition to the four funded academies – due to concerns that the original staffing plan would be inadequate. This item proposes to amend the FY 2021-23 budget to add two additional police academies in order to ensure Measure Z compliance.

BACKGROUND / LEGISLATIVE HISTORY

In 2014, Oakland voters approved Measure Z, the [Oakland Public Safety and Services Violence Prevention Act](#), which among other parameters requires the City to budget for and maintain a minimum of 678 sworn staff members in the Oakland Police Department. In June 2021, the City Council adopted a hiring plan based on OPD holding four police academies as part of its budget approval that was expected to enable to City to meet that requirement.

Subsequent to the adoption of the budget, OPD found that hiring of new Officers was not as robust as expected, and attrition of existing Officers was greater than expected. Revised staffing projections indicated that the Measure Z minimum staffing requirement was at risk of not being met, and as a result, the City Council in September 2021 authorized reprogramming of approved OPD funding to accommodate a fifth academy (via [Council Resolution 88822 C.M.S.](#)).

The City Council also directed the City Administrator (via [Council Resolution 88821 C.M.S.](#)) to “return to the City Council with a report on Police Department sworn-staffing levels and Measure Z compliance if sworn staffing levels fall below 678 or within a reasonable amount of time if the City Administrator reasonably believes that such a shortfall is imminent” and “to propose

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modifications to Police Department’s hiring plan that may be necessary to ensure the City remains in (or regains) compliance with Measure Z staffing requirements”.

ANALYSIS AND POLICY ALTERNATIVES

The report directed by Council Resolution 88821 C.M.S., also on the December 7, 2021 Special City Council meeting agenda, found that absent a sixth police academy in the two-year budget cycle, the City would be unable to meet the minimum staffing requirements of Measure Z. That report proposes two additional academies; this report proposes a budget amendment to fund those additional academies.

OPD’s Training Division developed a revised scheduled based on adding an additional academy. **Table 1** below shows the graduation dates for the originally approved hiring plan, the plan as would have been revised based on Council’s September 2021 action, and the current proposed plan.

Table 1. Schedule of Academies

City Council Approved Budget June 2021	City Council Budget Action September 2021 (Reso 88822)	City Council Proposed Budget Amendment December 2021
Fiscal Year 2021-22	Fiscal Year 2021-22	Fiscal Year 2021-22
186 th Police Academy Graduation Date April 29, 2022 187 th Police Academy Graduation Date October 7, 2022	186 th Police Academy Graduation Date December 24, 2021 187 th Police Academy Graduation Date April 29, 2022 188 th Police Academy Graduation Date July 22, 2022	186 th Police Academy Graduation Date December 24, 2021 187 th Police Academy Graduation Date April 29, 2022 188 th Police Academy Graduation Date July 22, 2022 189 th Police Academy Graduation Date October 14, 2022
Fiscal Year 2022-23	Fiscal Year 2022-23	Fiscal Year 2022-23
188 th Police Academy Graduation Date March 17, 2023 189 th Police Academy Graduation Date August 25, 2023	189 th Police Academy Graduation Date October 14, 2022 190 th Police Academy Graduation Date January 6, 2023	190 th Police Academy Graduation Date January 6, 2023 191 st Police Academy Graduation Date March 31, 2023 192 nd Police Academy Graduation Date June 23, 2023

Graduation dates as of November 29, 2021, dates can change based on the start date of the Police Academies.

Exhibit 2 shows the impact of the proposed academy schedule on expected OPD sworn staffing levels throughout the fiscal year.

Without the additional academies proposed in this action sworn personnel at OPD are projected to fall to 674 officers in June 2023. With the proposed academies sworn staff is projected to be 734 at the same time. **Attachment A** shows the comparison of sworn staffing under the status quo in comparison to the proposed academies.

FISCAL IMPACT

The one-time cost of adding two additional academies and funding the previously approved council action to add an additional academy per Resolution 88822 C.M.S in FY 2021-22 is \$5.82 million. Resolution 88822 C.M.S assumed there would be salary savings in OPD to fund a third academy in FY2021-22, however current projections show that there are insufficient savings in OPD alone based on currently available data. **Table 2** below shows the additional costs to the FY 2021-23 Budget.

Table 2. Net Impact of Additional Police Academies

Academy Costs Net Impact	FY 2021-22	FY 2022-23
188 th Police Academy (Resolution 88822)	\$3,161,501	\$281,000
Two Additional Police Academies	\$2,360,635	\$3,869,000
Additional Cost of Sworn Staffing		\$850,000
Advertising and Marketing Budget	\$300,000	\$300,000
Total Additional Cost	\$5,822,136	\$5,300,000

These FY2021-22 one-time expenditure additions are proposed to be offset by one-time savings from possible funding sources listed in **Table 3**. Due to operational savings from running prior academies and as a result of overall smaller class sizes, staff estimates that approximately \$2.0 million is available to fund this request. OPD will not be able to provide holiday foot patrols because it lacks the bodies to do so, thus this funding can be reallocated. In addition, staff has identified \$2.5 million for potential reallocation of the transfer from the GPF to the Equipment Fund (4100) for equipment repair. The Equipment Fund is projected to adequately absorb this revenue reduction while still maintaining a healthy fund balance. Lastly, based on current estimates, staff anticipates Citywide GPF salary savings from vacancies yet to be filled.

Table 3. Potential Funding Sources for FY21-22 Academy Costs

Item	FY 2021-22
Carryforward from Prior Academies	\$1,137,374
Savings from the 186 th & 187 th Academies due to smaller class sizes	\$825,136
Elimination of Holiday Foot Patrols	\$493,000
Reduce transfers from GPF to Equipment Fund (4100) (Equipment Repair)	\$2,450,052
GPF Salary Savings	\$916,574
Total Savings	\$5,822,136

PUBLIC OUTREACH / INTEREST

No specific public outreach was undertaken in development of this proposal; however, it responds to significant public interest expressed by the voters in their approval of Measure Z and by current residents and businesses concerned about increasing levels of violent crime in Oakland relative to diminishing police resources available to deal with them.

COORDINATION

The City Administrator's Office coordinated with the Police and Finance Departments, as well as the City Attorney's Office and other departments in the development of this proposal.

SUSTAINABLE OPPORTUNITIES

Economic: Current levels of violent crime in Oakland and the Police Department's limited means of addressing them may be having or could lead to adverse impacts to the city's business climate and perceptions/realities of its quality of life, which could in adversely impact the economy. Repurposing funds from positions/functions that are not currently in place in order to increase police staffing can mitigate this adverse impact.

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

Race & Equity: Black, brown, and other people of color are disproportionately and adversely impacted by violent crime in Oakland. While the criminal justice system has itself also disproportionately and adversely impacted these same populations, OPD policies and practices currently in place are designed to bring public safety benefit without the adverse impacts that have been historically associated with it.

ACTION REQUESTED OF THE CITY COUNCIL

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For questions regarding this report, please contact Ed Reiskin, City Administrator (cityadministratoroffice@oaklandca.gov).

Respectfully submitted,



Ed Reiskin
City Administrator

Attachments: Exhibit 1 – Budget Amendment
Exhibit 2 – Academy Staffing Matrix
Attachment A – Comparison of Proposed and Status Quo Staffing

