

**CITY OF OAKLAND**  
**AGENDA REPORT**

FILED  
OFFICE OF THE CITY CLERK  
OAKLAND  
2011 DEC -1 PM 5:21

TO: Office of the City Administrator  
ATTN: Deanna Santana  
FROM: Oakland Police Department  
DATE: December 13, 2011

RE: An Informational Report From the Oakland Police Department on Recruiting and Police Department Staffing Levels As of October 31, 2011

---

**SUMMARY**

As requested by the Public Safety Committee, the following information reflects the Department's sworn staffing levels through October 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:

- The cost benefit of hiring laterals versus a full time academy; and
- Comparison on Oakland sworn staffing and workload levels to other cities

*Sworn Staffing Projections*

Table 1 below illustrates the impact of hiring 25 officers funded through the COPS Hiring Grant.

Currently scheduled as:

- 14 Lateral Police Officers starting in February 2012;
- 11 Police Officer Trainees who will start in January 2012 and complete field training in May, 2012.

Item: \_\_\_\_\_  
Public Safety Comte.  
December 13, 2011

Table 1 - OPD Sworn Staffing - History and Projection												
Authorized FTE	803											
FY07-08	Jul-06	Aug-05	Sep-05	Oct-05	Nov-05	Dec-05	Jan-06	Feb-06	Mar-06	Apr-06	May-06	Jun-06
Filled	728	719	730	728	722	718	733	731	731	725	750	750
Over/(Under)	(75)	(84)	(73)	(75)	(81)	(85)	(70)	(72)	(72)	(78)	(53)	(53)
Authorized FTE	803											
FY08-09	Jul-08	Aug-08	Sep-08	Oct-08	Nov-08	Dec-08	Jan-09	Feb-09	Mar-09	Apr-09	May-09	Jun-09
Filled	748	779	775	773	768	832	830	829	823	818	810	806
Over/(Under)	(55)	(24)	(28)	(30)	(35)	29	27	26	20	15	7	3
Authorized FTE	803											
FY09-10	Jul-09	Aug-09	Sep-09	Oct-09	Nov-09	Dec-09	Jan-10	Feb-10	Mar-10	Apr-10	May-10	Jun-10
Filled	799	799	797	792	791	788	779	775	774	776	776	776
Over/(Under)	(4)	(4)	(6)	(11)	(12)	(15)	(24)	(28)	(29)	(27)	(27)	(27)
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
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)
Instate/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
Over/(Under)	(36)	(39)	(44)	(50)	(53)	(65)	(16)	(9)	(11)	(22)	(30)	(33)
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
Beginning FTE	547	542	565	563	558	553	523	518	527	522	517	523
Restricted Officers	89	89	89	89	89	89	114	114	114	114	114	114
Total Sworn	636	631	654	652	647	642	637	632	641	636	631	637
Attrition	(6)	(2)	(4)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)
Instate/New Hires	1	25	2	0	0	0	0	14	0	0	11	0
Filled	631	654	652	647	642	637	632	641	636	631	637	632
Over/(Under)	(5)	18	16	11	6	1	(29)	(20)	(25)	(30)	(24)	(29)
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
Beginning FTE	518	513	508	503	498	493	488	483	478	473	468	463
Restricted Officers	114	114	114	114	114	114	114	114	114	114	114	114
Total Sworn	632	627	622	617	612	607	602	597	592	587	582	577
Attrition	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)
New Hires	0	0	0	0	0	0	0	0	0	0	0	40
Filled	627	622	617	612	607	602	597	592	587	582	577	612
Over/(Under)	14	9	4	(1)	(6)	(11)	(16)	(21)	(26)	(31)	(36)	(1)

Item: \_\_\_\_\_  
 Public Safety Comte.  
 December 13, 2011

*Cost Benefit Analysis of Lateral versus Full Academy*

Table 2 compares the salary and benefit costs of running a full academy versus running a lateral police academy. The savings, through December, 2013 would be approximately \$7.5 million for running a full academy of Police Officer Trainees versus a 35 Officer lateral academy.

Table 2

	35 Laterals			35 POT				Delta
	Existing	Lateral	Cost	Staffing	POT	Attr	Cost	
Nov-11	647	-5	9,705,000	647		-5	9,705,000	-
Dec-11	642	-5	9,630,000	642		-5	9,630,000	-
Jan-12	637	35	10,080,000	637	35	-5	9,773,750	306,250
Feb-12	667	-5	10,005,000	632	35	-5	9,480,000	525,000
Mar-12	662	-5	9,930,000	627	35	-5	9,405,000	525,000
Apr-12	657	-5	9,855,000	622	35	-5	9,330,000	525,000
May-12	652	-5	9,780,000	617	35	-5	9,255,000	525,000
Jun-12	647	-5	9,705,000	612	35	-5	9,180,000	525,000
Jul-12	642	-5	9,630,000	607	35	-5	9,105,000	525,000
Aug-12	637	-5	9,555,000	602	35	-5	9,030,000	525,000
Sep-12	632	-5	9,480,000	597	35	-5	8,955,000	525,000
Oct-12	627	-5	9,405,000	592	35	-5	8,880,000	525,000
Nov-12	622	-5	9,330,000	587	35	-5	8,805,000	525,000
Dec-12	617	-5	9,255,000	617		-5	9,109,167	145,833
Jan-13	612	-5	9,180,000	612		-5	9,034,167	145,833
Feb-13	607	-5	9,105,000	607		-5	8,959,167	145,833
Mar-13	602	-5	9,030,000	602		-5	8,884,167	145,833
Apr-13	597	-5	8,955,000	597		-5	8,809,167	145,833
May-13	592	-5	8,880,000	592		-5	8,734,167	145,833
Jun-13	587	-5	8,805,000	587		-5	8,659,167	145,833
Jul-13	582	-5	8,730,000	582		-5	8,584,167	145,833
Aug-13	577	-5	8,655,000	577		-5	8,509,167	145,833
Sep-13	572	-5	8,580,000	572		-5	8,434,167	145,833
Oct-13	567	-5	8,505,000	567		-5	8,359,167	145,833
Nov-13	562	-5	8,430,000	562		-5	8,284,167	145,833
Dec-13	557	-5	8,355,000	557		-5	8,209,167	145,833
<b>Avg</b>	<b>615</b>		<b>240,555,000</b>	<b>602</b>			<b>233,102,917</b>	<b>7,452,083</b>

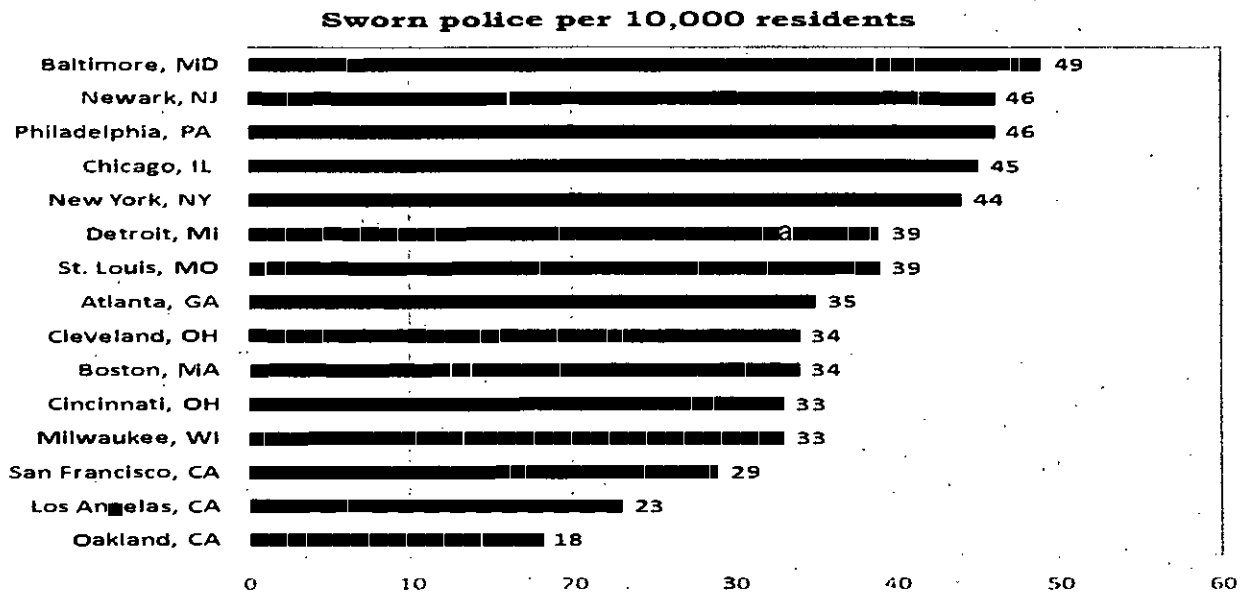
Item: \_\_\_\_\_  
 Public Safety Comte.  
 December 13, 2011

nas now droppea down to about 17 from 18 oack men. Oakiana is not specincally cnea in the source document because it is not among the 50 largest jurisdictions (in terms of staffing or population)

Item: \_\_\_\_\_  
 Public Safety Comte.

Table 3 illustrates Oakland sworn staffing levels per capita compared to other cities.<sup>1</sup>

Table 3



### RECOMMENDATION(S) AND RATIONALE

Staff recommends that the City Council accept this informational report.


<sup>1</sup> Information retrieved from <http://www.orpn.org/staffing.htm>, which cites the source as the US DOJ <http://www.ojp.usdoj.gov/bjs/abstract/cslea04.htm>. They list the 50 largest police agencies in the country, these particular cities were selected because they are other high crime urban areas. Oakland's numbers were calculated using existing information at the time (2004). The number of sworn per 10,000 residents has now dropped down to about 17 from 18 back then. Oakland is not specifically cited in the source document because it is not among the 50 largest jurisdictions (in terms of staffing or population)

Item: \_\_\_\_\_  
Public Safety Comte.  
December 13, 2011

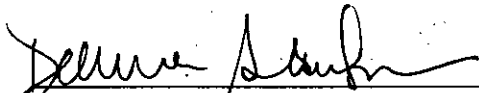
**ACTION REQUESTED OF THE CITY COUNCIL**

Staff requests that City Council accept this informational report.

Respectfully submitted,

  
Howard A. Jordan  
Interim Chief of Police

**APPROVED AND FORWARDED TO  
THE PUBLIC SAFETY COMMITTEE:**

  
Office of the City Administrator

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

*Attachment: Strategic Plan Excerpt*



## Vision 1: Oakland is One of the Safest Large Cities in California – Both in Reality and Perception

Safety from crime and the fear of crime is critical to the future of Oakland. A safe environment is the foundation for any community to thrive. Often, communities that are seen as unsafe begin to decline in population as families and individuals move to safer areas. It becomes more difficult to attract new business and jobs, and for existing businesses to expand. Communities that are seen as unsafe develop a negative reputation and perception, and Oakland is certainly no exception.

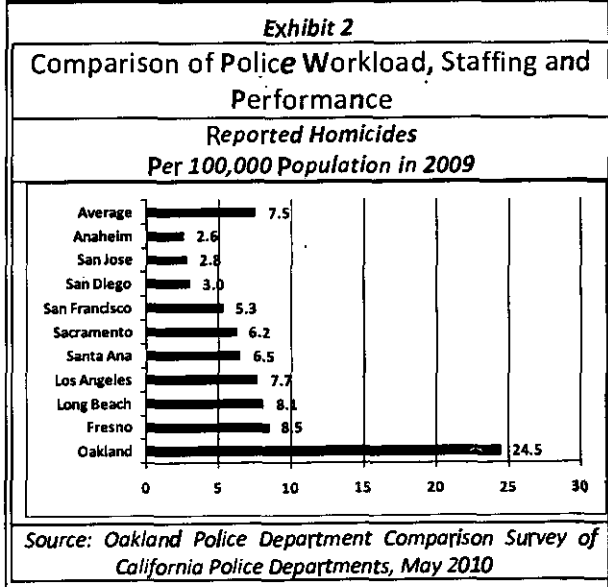
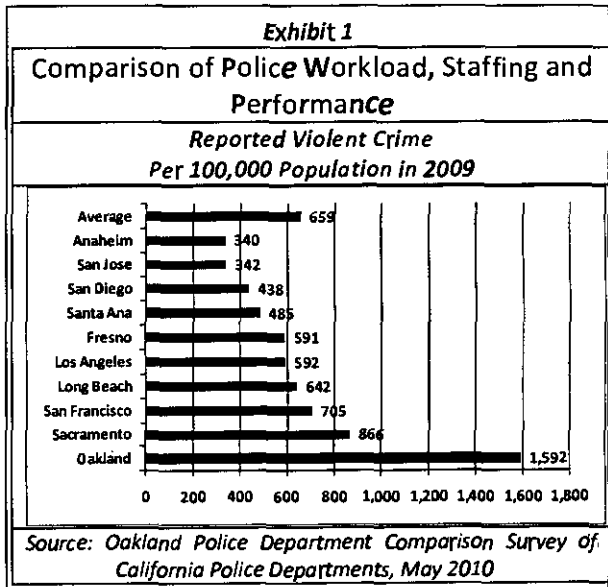
Addressing Oakland's crime issues, and the related perceptions, is critical to the future economic viability and health of the City. Given this, the Police Department (in addressing crime) is a major economic driver or engine for the City.

### Crime in Oakland

Recently released City Crime Rankings, published by CQPress, ranked Oakland as the 3<sup>rd</sup> most dangerous city – out of nearly 400 cities nationwide.

The violent crime rate in Oakland is much higher than that of other large cities in California. It is nearly double that of Sacramento, the city with the next highest violent crime rate. It is over four times that of San Jose and Anaheim, the Cities with the lowest violent crime rate. It is nearly two and one-half that of Long Beach, a city with very similar demographics to Oakland.

The homicide rate in Oakland is even more out of line with the other large cities in California. Oakland had 24.5 homicides reported per 100,000 population in 2009. This is nearly three times the homicide rate in Fresno, which reported 8.5 homicides per

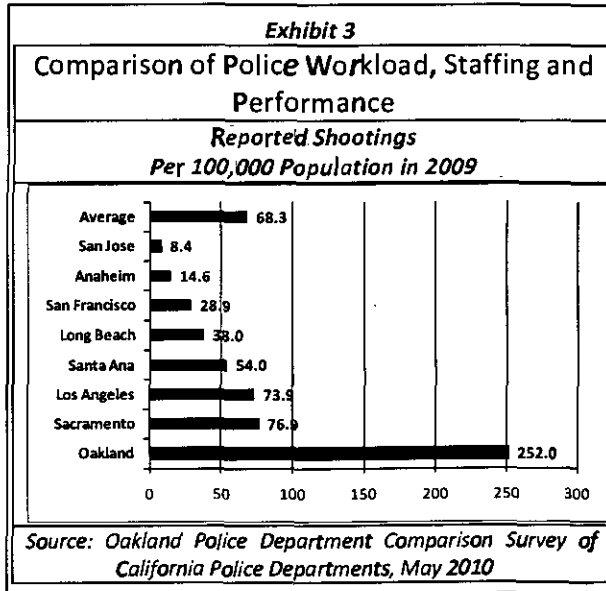




100,000 population in 2009. The homicide rate in Oakland was about 9 times the rate in the large cities with the lowest homicide rates – Anaheim and San Jose.

Not surprisingly, the number of reported shootings in Oakland is also much higher than in other large cities in California. Oakland had 252 reported shootings per 100,000 population in 2009. The next highest was Sacramento, with about 77 reported shootings per 100,000 population – about one-third the number in Oakland. San Jose had the fewest reported shootings in 2009 with 8.4 per 100,000 population. Oakland’s reported shootings were 30 times that of San Jose.

There is obviously a direct connection between the high number of shootings that occur in Oakland and the high level of homicides. There is also a higher likelihood for innocent bystanders to become victims of shootings given the comparatively high incidence in Oakland.



Each year the list of heartbreaking examples of innocent bystanders injured or killed by stray bullets continues to mount. Reducing the level of shootings in Oakland, and the destroyed lives that most often result, must be a priority of the Oakland Police Department and the Community it serves.

#### Crime Victims in Oakland

Violent Crime affects everyone in Oakland; however, it is more severe in certain areas of the City as the following map shows. The map below demonstrates that a substantial portion of the City of Oakland experiences high or medium-high rates of violent crime. The likelihood of being a victim of violent crime, or being an innocent bystander hit by a stray bullet is much higher in these areas of the City.