

CITY OF OAKLAND

AGENDA REPORT

FILED
OFFICE OF THE CITY CLERK
OAKLAND

2007 SEP 27 AM 9:19

To: Office of the City Administrator
Attn: Deborah Edgerly
From: Police Department
Date: October 9, 2007

Re: **A Monthly Informational Report on the Measure Y Accelerated Police Recruiting, Hiring, Training and Deployment Strategy**

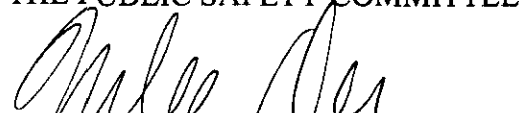
On March 27, 2007, staff was directed by the Public Safety Committee to provide a brief update report (monthly), and a complete informational report (quarterly), of Measure Y recruiting, hiring, and training activities. Attached is a monthly report (matrix) that contains information reported as of August 31, 2007.

Staff will present the next report (Quarterly) of Measure Y hiring activities on November 13, 2007.

Respectfully submitted,


Wayne G. Tucker
Chief of Police

APPROVED AND FORWARDED TO
THE PUBLIC SAFETY COMMITTEE:


Office of the City Administrator

Prepared by:
Captain Ricardo Orozco
Bureau of Administration
Oakland Police Department

Attachments:

1. Measure Y Activities Matrix

Item: _____
Public Safety Comte.
October 9, 2007

As of August 31, 2007

POLICE OFFICER TRAINEE FUNNEL DATA

Month	Candidates Applied	Oakland Residents	Written Test/Passed		Oral Board Attended/Passed		P.A.T. Attended/Passed	
*Total to date	8521	915	5328	3369	2572	1857	1534	1295
Aug-07	299	31	251	176	122	77	56	55

*As of January 2006 – August 2007

CURRENT RECRUITMENT/BACKGROUND PROCESSING

163 rd Recruit/Academy		Start Date 10/15/07
Applicants submitting Personal History Questionnaires		234
Background Investigations Completed		189
Conditional Job Offers Extended		30
Conditional Job Offers Accepted		29
Number of Applicants Cleared for the Academy		11
Oakland residents Conditional Job Offers		5

STAFFING STATUS AS OF:

MONTH: August

YEAR: 2007

Classification	Authorized	Filled	+/-
Chief	1	1	0
Assistant chief	1	1	0
Deputy Chief	3	3	0
Captain	10	10	0
Lieutenant	26	26	0
Sergeant	135	130	-5
Police Officer	627	559	-68
TOTAL	803	730**	-73

**February 2005, the implementation of Measure Y, Sworn Staffing at OPD was 697. The difference is plus 33, as of this report.

ATTRITION (January 05 – August 07)

Type	Total
Disability Retirements	50
Resignations	43
Service Retirements	35
Terminations	10
TOTAL	138

Monthly Attrition = 5.53

DEPARTMENT STAFFING LEVEL

Current Sworn Members	Retirements/Separations (Jul 07)	In Field Training Program	Extended in Field Training
730	3	42 + 2 Ranger(160 th & 161 st)	0

PAST ACADEMIES

Class	Number Started	Number Graduated	Academy Dates	Attrition Rate	FTO Dates
154 th Academy	16	11	28 Feb-2 Sep 05	31%	N/A
6 th Lateral	7	7	18 Apr-20 May 05	0%	N/A
155 th Academy	34	18	11 Jul 05-13 Jan 06	47%	N/A
156 th Academy	27	16	28 Nov 05-2 Jun 06	40%	3 Jun – 15 Sep 06
157 th Academy	22	16	6 Feb-11 Aug 06	27%	12 Aug – 24 Nov 06
7 th Lateral	3	3	5-29 Sep 06	0%	30 Sep 06-12 Jan 07
158 th Academy	44	26	5 Jun – 17 Nov 06	41%	25 Nov 06-9 Mar 07
159 th Academy	49	30	11 Sep 06-9 Feb 07	39%	17 Feb-1 Jun 07
160 th Academy	42	24	11 Dec 06-25 May 07	43%	2 Jun -14 Sep 07
8 th Lateral	2	2	16 Apr-10 May 07	0%	12 May-24 Aug 07
161 st Academy	29	22	26 Feb- 17 Aug 07	24%	25 Aug- 28 Dec 07

CURRENT POLICE ACADEMIES

Class	Number Started	Current Number	Academy Dates	Attrition Rate	FTO Dates
162 nd Academy	45	37	9 Jul 07 – 4 Jan 08	18 %	5 Jan 08- 18 Apr 08

PLANNED ACADEMIES

Class	Academy Dates	Anticipated Recruits	FTO Dates
163 rd Academy	15 Oct 07- 4 Apr 08	40+	12 Apr 08–25 Jul 08
164 th Academy	28 Jan 08 – 18 Jul 08	40+	26 Jul 08- 7 Nov 08
165 th Academy	19 May 08 – 7 Nov 08	40+	8 Nov 08-20 Feb 09

POLICE OFFICER HIRES TO DATE

Activity	Total
Police Officer Trainee (POT) hired	250
Laterals hired and/or pending Transitional Course	11
Total hired under program to date	261
Oakland residents hired to date	19

EXPENDITURES TO DATE ON OPD MEASURE Y ACTIVITIES:

Appropriations	Expenditures	Balance
Fiscal Year 04-05: \$1,032,172	\$4,054	\$1,028,118
Fiscal Year 05-06: \$8,864,481*	\$2,918,556	\$5,945,925
Fiscal Year 06-07: \$9,464,233	\$6,777,200	\$2,687,033
Fiscal Year 07-08: \$9,830,861		
Agency-wide Admin - Recruiting and Hiring		
- Personnel	\$38,386	
- O&M	\$86	
• Special Operations – Truancy Abatement		
- Personnel		
• Patrol – Community Policing		
- Personnel	\$551,595	
- O&M	\$88,852	
• Training – Academy		
- Personnel	\$409	
- O&M	\$19,766	
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	\$699,094	\$9,131,767
Total: \$29,191,747	\$10,398,904	\$18,792,843

* Adjusted balance to reflect \$518,368 transferred to Human Resource for Accelerated Recruiting and Hiring and \$216,824 to City Administrator Office for evaluation project (G261240).