

CITY OF OAKLAND
AGENDA REPORT

FILED
OFFICE OF THE CITY CLERK
OAKLAND

2008 NOV 20 PM 1:17


To: Office of the City Administrator
Attn: Dan Lindheim
From: Oakland Police Department
Date: December 2, 2008

Re: A Monthly Informational Report From the Police Department and Office of Personnel and Resource Management (OPRM) on Recruiting Activities Conducted Over the Last 60 Days

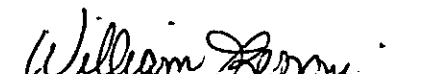
As requested by the City Council, staff has prepared an informational report detailing the City's police recruiting and hiring efforts for the months of **September** and **October 2008**. This report will detail the activities associated with the "Augmented Recruitment and Hiring Program" which was funded in March 2008.

Staff will present the next report of Measure Y hiring activities at the first scheduled Public Safety Committee meeting in **January 2009**, and recommends a semi-annual reporting schedule thereafter.

Respectfully submitted,


Wayne G. Tucker
Chief of Police

APPROVED AND FORWARDED TO
THE PUBLIC SAFETY COMMITTEE:


Office of the City Administrator

Prepared by:
Captain David E. Downing
Bureau of Administration
Oakland Police Department

Attachments:

- A. 803 Timeline Matrix
- B. Fiscal Management Matrix
- C. Current Staffing Matrix

Item: _____
Public Safety Committee
December 2, 2008

2008 Augmented Recruiting and Hiring Monthly Update

Marketing

The marketing campaign concluded in June 2008. Although activity is significantly less than in previous months, as supported by advertising efforts, a cumulative effect of the campaign continues to result in more than sufficient numbers of applicants applying (a total of 1,173 registered for the examination in September and October). The pool of applicants will help funnel future academies in 2009. The marketing campaign succeeded in achieving its objective and the recruitment drive exceeded its goals.

Media outreach during September and October:

- Print – advertisements;
- PORAC (Police Officer Research Association of California) - A publication aimed at overall outreach and support of lateral candidate recruiting;
- GI Jobs – A publication aimed at military candidate recruiting for both overall outreach and to support job fair participation; and
- Outdoor – The large billboard reported in April continues through November in a prominent location along I-5 @ Highway 205/120 in the Central Valley near Manteca/Lathrop.

Recruitment Sites

For the months of September and October, OPD (in conjunction with OPRM) recruited at the following venues:

- Oakland Art & Soul Festival (4 days)
- San Francisco Veteran's Job Fair
- San Diego Marine Corp Job Fair
- Hayward Job and Career Fair
- San Diego Camp Pendleton Career Fair and Testing (2 days)
- Oakland ACT Gospel Church Health Fair
- Oakland 2nd Annual Health Carnival Brookins AME Church
- Oakland St. Anthony's Multicultural Fair
- Ft. Lewis, Seattle WA, Annual Career Fair
- Hayward Cal State University East Bay Fall Job Fair
- Oakland Private Industry Council (PIC) Career Fair
- Oakland Mills College Career Services
- San Diego U.S. Marines Job Fair
- Oakland Civic Pride Waterfront Hotel Community Event
- Oakland East Bay Warriors Youth Football & Cheerleading Event
- Sacramento State University Job Fair event
- Hayward Heald College Job Fair event

Recruitment Activities

For the months of September and October OPD conducted the following activities (refer to the respective section for details.):

Website/Voice Mail:

Source	February	March	April	May	June	July	August	September	October
OPDjobs.com	1627	3369	3123	2488	1024	1230	226	137	317
Voicemails Received	485	899	760	649	220	188	72	131	25

Seminars Conducted

Type	Month	Attended	Month	Attended
Policing in Oakland	Sept 10, 08	18	Oct 8, 08	23
Selection Process	Sept 24, 08	17	Oct 22, 08	19
Practice Physical Ability Test	Sept 16, 08	21	Oct 14, 08	38

Grow Your Own

- 18 cadet positions filled
- Currently working on filling the fall internship positions

Personal History Questionnaires(PHQs) for September-October 2008

Number Received	119
Number Placed in Background	85*
Number Non-Selected During Pre-view stage	110*
Number Assigned to Background Investigator	85*
Number Completed	16*
Number Disqualified	82*

*Includes PHQs received in previous months

Post-Offers Activity for September-October 2008

Pre-Offer Psychological Appointments Completed	24
Polygraph Exams Completed	62
Medical Appointments	19
Fingerprint Appointments	19
Phase 2 ¹ Interviews	9

¹ Candidates second meeting with psychologist after receiving a conditional job offer

166th Academy Recruiting Activity – December 8 2008

Applicants by Ethnicity/Race

Ethnicity/Race	Applicants	Percentage
African American	7	21.2%
Asian	5	15.2%
Caucasian	17	51.5%
Hispanic	4	12.1%

Academy Applicants by Gender

Gender	Applicants	Percentage
Females	9	27%
Males	24	73%

Academy Applicants by County

County	Applicants	Percentage
Alameda	14	42.4
Contra Costa	5	15.2
Kings County, NV	1	3.0
Lyons County, NV	1	3.0
Nevada County, NV	2	6.2
Sacramento	1	3.0
San Joaquin	1	3.0
Santa Mateo	1	3.0
San Clara	1	3.0
Solano	4	12.1
Sonoma	2	6.1

Academy Applicants by City

City	Applicants	Percentage
Alameda	3	9.3
Alamo	1	3.0
Brentwood	1	3.0
Brooklyn, NY	1	3.0
Cameron Park	1	3.0
Danville	1	3.0
Dayton	1	3.0
Fairfield	1	3.0
Fremont	1	3.0
Grass Valley	2	6.2
Livermore	1	3.0
Oakland	4	12.3
Pacifica	1	3.0
Petaluma	2	6.2

City	Applicants	Percentage
Pleasanton	1	3.0
Rancho Murieta	1	3.0
San Jose	1	3.0
San Lorenzo	1	3.0
San Ramon	1	3.0
Tracy	1	3.0
Travis AFB	1	3.0
Union City	1	3.0
Vacaville	1	3.0
Vallejo	1	3.0
W Sacramento	1	3.0
Walnut Creek	1	3.0

Candidate Source Summary

This section provides information gathered from candidates who sat for the written examinations during the reporting period. The information is self-reported and may include more than one source per candidate. Candidates are asked to respond to the following question: “Where did you hear about Oakland’s police recruitment?” **Note:** Not all of the applicants respond to this question. Data is collected for the period of September and October 2008.

City Recruitment Sources	#	% Of Total
City of Oakland Job Hotline	38	2.4
Flyer or Job Announcement	64	4
Oakland Library	6	0
Oakland Police Officer (other than rec. unit)	124	7.7
Job Fair	26	1.6
Relative/Friend (not a City Employee)	113	7
Military		
Other:		
Newspapers / Publications		
Oakland Tribune	56	3.4
San Francisco Chronicle/Examiner	12	1
Contra Costa Times	13	1
Modesto Bee	11	1
San Jose Mercury News	8	0.5
The Daily Review	6	0
Tri-Valley Herald	5	0
Sacramento Bee	8	0.5

Newspapers / Publications		
Santa Rosa Press Democrat	3	0
Stockton Record	8	0.5
P.O.R.A.C. Newspaper	0	0
San Mateo County Times	2	0
Fresno Bee	2	0
Other:	115	7.2
Magazine:		
Internet		
City Website (www.oaklandnet.com)	85	5.3
OPD website (www.opdjobs.com)	438	27.3
Operation Transition (Military)	22	1.4
Internet (other than City Website)	1	0
Yahoo/Google/Hot Jobs/Craigslist	73	4.5
Specify:		
Television/Radio		
KTUV Fox Channel 2	56	3.5
Bay Cable TV advertising	25	1.6
KBLX 102.9	2	0
Other	12	1
Outdoor/Transit /Cinema		
880 FWY Banner (near Broadway exit)	119	7.4
Electronic or regular billboard advertisement	58	3.6
Bus taillight advertisement	40	2.5
Bus shelter advertisement	13	0.8
Bart platform advertisement	37	2.3
Cinema advertisement	4	0
Total Tallies	1605	

Why OPD?		
Career Change	344	36.21
Job Security	113	11.89
Salary	29	3.1
Proximity to Home	10	1
Encouraged by OPD Employee	62	6.63

Why OPD?		
Variety of Work Assignments	151	15.89
Reputation of OPD	123	12.95
Medical/Health Benefits	20	2.11
Retirement Option	25	2.63
Other:	73	7.68

Total Tallies **950**

COST SAVINGS:

The Training Division just completed the 165th Basic Academy in session, which began on May 19, 2008, and graduated on November 14, 2008. Thirty-eight (38) Police Officer Trainees graduated in this class. The Santa Clara County/Oakland Police Department (SCC/OPD) Academy #1 being held in Morgan Hill ran from May 19, 2008 through October 31, 2008. Thirty-one (31) Police Officer Trainees graduated in this class. The SCC/OPD #1 Academy will be followed by a five week transition course at OPD. Both of these academies were funded under the 2008 Augmented Police Recruiting Program.

This training schedule shall produce the following projected cost savings:

Projected savings from running a full academy	\$583,213
Projected savings from running another outside academy	1,040,288
Total	\$1,623,501
Projected anticipated cost of running the 10 th lateral academy	300,063
Projected overtime update for the 165 th (including salary increases since original report).	150,000
Total projected cost savings to the Measure Y Augmented Recruitment Program	\$1,173,438

Authorized FTE		803 Timeline Projection as of 10/31/08 (includes one non-OPD academy)											
FY04-05	1-Jul-04	1-Aug-04	1-Sep-04	1-Oct-04	1-Nov-04	1-Dec-04	1-Jan-05	1-Feb-05	1-Mar-05	1-Apr-05	1-May-05	1-Jun-05	
Filled FTE	728	723	721	718	717	712	701	697	698	692	688	693	
Sworn FTE Attrition	(5)	(2)	(3)	(1)	(5)	(11)	(4)	0	(6)	(4)	(2)	(1)	
Officer FTE Added								1			7		
FTE below Authorized	(11)	(16)	(18)	(21)	(22)	(27)	(38)	(42)	(41)	(47)	(51)	(46)	
										7 start 6th L.A./Grad 20 May			
												16 POTs start 154th	>>

Authorized FTE		803											
FY05-06	1-Jul-05	1-Aug-05	1-Sep-05	1-Oct-05	1-Nov-05	1-Dec-05	1-Jan-06	1-Feb-06	1-Mar-06	1-Apr-06	1-May-06	1-Jun-06	
Filled FTE	692	689	688	692	688	687	679	697	696	690	686	685	
Sworn FTE Attrition	(3)	(1)	(4)	(4)	(1)	(8)	0	(1)	(6)	(4)	(1)	(10)	
Officer FTE Added			8				18					16	
FTE below Authorized	(111)	(114)	(115)	(111)	(115)	(116)	(124)	(106)	(107)	(113)	(117)	(118)	
154th graduates 10Sep05												155th graduates 13Jan06	
34 POTs start 155th 11Jul05													
												22 POTs start 157th 6Feb06	>>

Authorized FTE		803													
FY06-07	1-Jul-06	1-Aug-06	1-Sep-06	1-Oct-06	1-Nov-06	1-Dec-06	1-Jan-07	1-Feb-07	1-Mar-07	1-Apr-07	1-May-07	1-Jun-07			
Filled FTE	691	686	702	694	688	712	701	693	721	721	713	734			
Sworn FTE Attrition	(6)	(4)	(8)	(6)	(4)	(12)	(8)	(2)	(1)	(8)	(3)	(3)			
Officer FTE Added	1	20			28	1		30	1		24				
FTE below Authorized	(112)	(117)	(101)	(109)	(115)	(91)	(102)	(110)	(82)	(82)	(90)	(69)			
157th grads 11Aug06												2 Start 8th L.A. / Grad 10 May 07			
			3 Start 7th L.A./Grad 29Sep06												
												29 POTs start 161st 26Feb07	>>		
49 POTs start 159th 11Sep06				159th grads 9Feb07											

Authorized FTE		803													
FY07-08	1-Jul-07	31-Aug-07	30-Sep-07	31-Oct-07	30-Nov-07	31-Dec-07	31-Jan-08	29-Feb-08	31-Mar-08	30-Apr-08	31-May-08	30-Jun-08			
Filled FTE	731	722	735	730	722	719	714	729	730	728	751	747			
Sworn FTE Attrition	(9)	(9)	(5)	(8)	(3)	(6)	(10)	(1)	(5)	(5)	(4)	(3)			
Officer FTE Added		22				1	25	2	3	28		3			
FTE below Authorized	(72)	(81)	(68)	(73)	(81)	(84)	(89)	(74)	(73)	(75)	(52)	(56)			
161st grads 17Aug07												162nd grads 4Jan08			
45 POTs start 162nd 9Jul07															
36 POTs start 163rd 15Oct07				163rd grads 11Apr08											
40+ POTs start 164th 28Jan08								164th grads 25Jul08				>>			
												165th starts 19May08			

Authorized FTE		803													
FY08-09	1-Jul-08	31-Aug-08	31-Sep-08	31-Oct-08	1-Nov-08	1-Dec-08	1-Jan-09	1-Feb-09	1-Mar-09	1-Apr-09	1-May-09	1-Jun-09			
Filled FTE	747	781	775	772	767	831	826	821	816	811	806	801			
Sworn FTE Attrition	(1)	(13)	(3)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)			
Officer FTE Added	35	7			69							27			
FTE below Authorized	(56)	(22)	(28)	(31)	(36)	28	23	18	13	8	3	(2)			
164th															
84 POTs 165th 19May-07Nov08 (49 OPD + 45 Santa Clara Academy)															
14 PO in 10th LA 11Aug-19Sep08				40 POTs 166th Academy 8Dec08				6Jun09							

Authorized FTE		803													
FY08-09	1-Jul-09	1-Aug-09	1-Sep-09	1-Oct-09	1-Nov-09	1-Dec-09	1-Jan-10	1-Feb-10	1-Mar-10	1-Apr-10	1-May-10	1-Jun-10			
Filled FTE	823	818	813	808	803	798	793	815	810	805	800	795			
Sworn FTE Attrition	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)			
Officer FTE Added							27								
FTE below Authorized	20	15	10	5	0	(5)	(10)	12	7	2	(3)	(8)			
40+ POTs start 167th 3Aug09 (??)				167th grads 29Jan10											

Italic = Projection

EXPENDITURES TO DATE ON OPD MEASURE Y ACTIVITIES AS OF 09-30-08

	Appropriations	Expenditures	Balance
Fiscal Year 04-05:	\$ 1,032,172	\$ 4,054	\$1,028,118
Fiscal Year 05-06:	\$ 8,864,481	\$2,827,904	\$6,036,577
Fiscal Year 06-07:	\$ 9,464,233	\$7,128,664	\$2,335,569
Fiscal Year 07-08:	\$ 9,530,996	\$8,422,254	\$1,108,742
Fiscal Year 08-09:	\$10,270,217		
• Special Operations – Truancy Abatement			
- Personnel		\$ 25,642	
• Patrol – Community Policing/CRT			
- Personnel		\$1,770,648	
- O&M		\$ 6,854	
• Domestic Violence/Child Abuse		\$ 0	
2008 AUGMENTED POLICE RECRUITMENT			
• P339510 - \$1,000,000* Advertising/Marketing		\$ 851,221	
• P339520 - \$ 500,000* Hiring Incentive/Bonus		\$ 0	
• P339530 - \$ 240,777* Targeted Recruitment		\$ 77,374	
• P339540 - \$ 622,601* Compressed Application Process		\$ 335,959	
• P339550 - \$1,248,950* Administrative Support Costs		\$ 953,957	
• P339561- \$1,166,426* 2 OPD Academies		\$ 421,426	
• P339562 - \$2,174,576* 2 ASCO Academies		\$ 299,317	
• P339570 - \$ 100,000* Increase Success of POTs		\$ 10,300	
• P339580 - \$ 290,000* Increase FTOs		\$ 168,032	
• P339590 - \$ 379,000* "Grow Our Own" Programs		\$ 59,872	
SUB TOTAL FOR FY 08-09		\$ 4,980,602	\$ 5,289,615
TOTAL	\$39,162,099	\$23,363,478	\$15,798,621

*These budgeted funds are carry forward balances from previous fiscal years (05-07)

Oakland Police Academy Report (As of 11/12/08)**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 07- 7 Dec 07
162 nd Academy	45	25	9 Jul 07 – 4 Jan 08	44%	19 Jan 08- 2 May 08
163 rd Academy	36	28 *	15Oct 07-11 Apr 08	26.3 %	3 May-22 Aug 08
9 th Lateral	6	6	10 Mar- 11 Apr 08	0	12 Apr- 1 Aug 08
164 th Academy	39+2	30**	28 Jan- 25 Jul 08	26.8%	26 Jul - 14 Nov 08
10 th Lateral	13	13	11 Aug-19 Sep 08	0	20 Sep 08-9 Jan 09
Santa Clara	45	31	19 May-31 Oct 08	31.1 %	13 Dec 08- 3 Apr 09

Current Police Academies

Class	Number Started	Current Number	Academy Dates	Attrition Rate	FTO Dates
165 th Academy	49+2	38***	19 May-14 Nov 08	25.5 %	15 Nov 08-6 Mar 09

*Two POT's added from the 162nd BA

** One POT added from the 163rd BA and one POT transfer from Vallejo PD

*** Two POT's added from the 164th BA

The 165th Graduates 14 Nov 08.

The SCC/OPD is currently in the Transition Course, which concludes 5 Dec 08.

Planned Academies

Class	Academy Dates	Anticipated Recruits	FTO Dates
166 th Academy	8 Dec 08- 5 Jun 09	43	27 Jun – 16 Oct 09