

# CITY OF OAKLAND

## AGENDA REPORT

FILED  
OFFICE OF THE CITY CLERK  
OAKLAND

To: Office of the City Administrator  
2010 SEP -2 PM 4:59 Dan Lindheim  
From: Police Department  
Date: September 14, 2010

**Re: An Informational Report From the Oakland Police Department on Measure Y Recruiting and Police Department Staffing Levels As of July 31, 2010**

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As requested by the City Council, the attached information reflects the Department's staffing levels as of **July 31, 2010**.

On July 13, 2010, the Department experienced a reduction in force (RIF) of 80 sworn police officers due to budget cuts. Prior to the RIF, 63 officers were assigned as Problem Solving Officers (PSO) [49 Measure Y Funded, 14 General Funded]. While 49 Measure Y funded officers were assigned as Problem Solving Officers, the remaining 14 officers funded by Measure Y were assigned to other units within the Department (Crime Reduction Teams, Domestic Violence Unit, and Special Victims Unit).

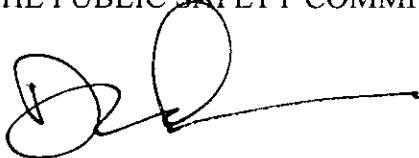
The next report will be presented in October 2010.

Respectfully submitted,



Anthony W. Batts  
Chief of Police

APPROVED AND FORWARDED TO  
THE PUBLIC SAFETY COMMITTEE:



Office of the City Administrator

Attachment: Staffing Matrix (2 pages)

Prepared by:  
Lt. Johnny Davis  
Training Division  
Bureau of Services

Item: \_\_\_\_\_  
Public Safety Comte.  
September 14, 2010

## OPD STAFFING MATRIX

### POLICE COMMUNICATION DISPATCHER FUNNEL DATA:

STAFFING STATUS AS OF: MONTH: 31 July YEAR: 2010

Classification	Authorized	Filled	+/-
Dispatchers	70	66	-4
<b>TOTAL</b>	<b>70</b>	<b>63*</b>	<b>-7</b>

\*3 out on extended leave

Recruiting: 4 openings (1 Cantonese/Mandarin; 1 Spanish; 2 General)

- Backgrounds in Progress: 5 for the general openings
- Backgrounds waiting for review: 5
- 269 Applications Received from Selective Language Job Posting; 68 candidates going to next examination stage on 10<sup>th</sup>, 11<sup>th</sup> & 12<sup>th</sup> of August.

### POLICE CADET FUNNEL DATA:

STAFFING STATUS AS OF: MONTH: 31 July YEAR: 2010

Classification	Authorized	Filled	+/-	Oakland Resident	%
Cadet (Part-time)	18 (PT)	8 (PT)	-10	2	25%
Cadet (Grant funded) (Part-time)	18 (PT)	9	-9	4	0%

Recruiting: 18 grant funded openings

- Backgrounds - Pending: 16

### POLICE OFFICER FUNNEL DATA:

STAFFING STATUS AS OF: MONTH: 31 July YEAR: 2010

Classification	Candidates Applied	Oakland Residents	Oral Board Attend/Pass	PAT Attend/Pass
Lateral	0	0	0	0
POT	0	0	0	0

- No recruiting activities.

STAFFING STATUS AS OF: MONTH: 31 July YEAR: 2010

Classification	Authorized	Filled	+/-
Chief	1	1	0
Assistant Chief	1	1	0
Deputy Chief	3	2	-1
Captain	10	11	+1
Lieutenant	27	24	-3
Sergeant	125	121	-4
Police Officer	556	527	-29
<b>TOTAL</b>	<b>723</b>	<b>687</b>	<b>-36</b>

## OPD STAFFING MATRIX

### ATTRITION (Jan -05 -31 July10)

Type	Total
Disability Retirements	78
Resignations	73
Service Retirements	71
Terminations (includes Probationary separations)	44
Reduction In Force	80
Deceased	6
<b>TOTAL</b>	<b>352</b>

Monthly Attrition = 9.17 (1Aug09-31July10)

### Oakland Police Academy Report (31July10)

#### Department Staffing Level

Current Sworn Members	In Field Training Program	Extended in Field Training
687	--	--

#### Past Academies

Class	Number Started	Number Graduated	Academy Dates	Attrition Rate	FTO Dates
154 <sup>th</sup> Academy	16	11	28 Feb-2 Sep 05	31%	N/A
6 <sup>th</sup> Lateral	7	7	18 Apr-20 May 05	0%	N/A
155 <sup>th</sup> Academy	34	18	11 Jul 05-13 Jan 06	47%	N/A
156 <sup>th</sup> Academy	27	16	28 Nov 05-2 Jun 06	40%	3 Jun – 15 Sep 06

Class	Number Started	Number Graduated	Academy Dates	Attrition Rate	FTO Dates
157 <sup>th</sup> Academy	22	16	6 Feb-11 Aug 06	27%	12 Aug – 24 Nov 06
7 <sup>th</sup> Lateral	3	3	5-29 Sep 06	0%	30 Sep 06-12 Jan 07
158 <sup>th</sup> Academy	44	26	5 Jun – 17 Nov 06	41%	25 Nov 06-9 Mar 07
159 <sup>th</sup> Academy	49	30	11 Sep 06-9 Feb 07	39%	17 Feb-1 Jun 07
160 <sup>th</sup> Academy	42	24	11 Dec 06-25 May 07	43%	2 Jun -14 Sep 07
8 <sup>th</sup> Lateral	2	2	16 Apr-10 May 07	0%	12 May-24 Aug 07
161 <sup>st</sup> Academy	29	22	26 Feb- 17 Aug 07	24%	25 Aug 07- 7 Dec 07
162 <sup>nd</sup> Academy	45	25	9 Jul 07 – 4 Jan 08	44%	19 Jan 08- 2 May 08
163 <sup>rd</sup> Academy	36	28 *	15Oct 07-11 Apr 08	26.3 %	3 May-22 Aug 08
9 <sup>th</sup> Lateral	6	6	10 Mar- 11 Apr 08	0	12 Apr- 1 Aug 08
164 <sup>th</sup> Academy	39+2	30**	28 Jan- 25 Jul 08	26.8%	26 Jul - 14 Nov 08
10 <sup>th</sup> 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
165 <sup>th</sup> Academy	49+2	38***	19 May-14 Nov 08	25.5 %	15 Nov 08-6 Mar 09
11 <sup>th</sup> Lateral	2	2	13 Apr-15 May 09	0 %	16 May – 4 Sep 09
12 <sup>th</sup> Lateral	5	5	5 Apr 10 – 15 May 10	0%	22May -10 Sep 10
ACSO	21	0****	19 Apr 10 – 22 Oct 10	100%	6 Dec 10 – 25 Mar 11

\*Two POT's added from the 162<sup>nd</sup> BA

\*\* One POT added from the 163<sup>rd</sup> BA and one POT transfer from Vallejo PD

\*\*\* Two POT's added from the 16<sup>th</sup> BA

\*\*\*\* 21 POTs separated