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2013 FEB 14 AM 11:20

AGENDA REPORT

TO: DEANNA J. SANTANA
CITY ADMINISTRATOR

FROM: Howard A. Jordan
Chief of Police

SUBJECT: Monthly Police Staffing Report

DATE: February 1, 2013

City Administrator
Approval

Date

2/5/13

COUNCIL DISTRICT: City-wide

RECOMMENDATION

Staff recommends acceptance of this informational report from the Oakland Police Department (OPD) on recruiting and sworn staffing levels as of December 31, 2012.

EXECUTIVE SUMMARY

As requested by the Public Safety Committee, the following information reflects the Department's sworn staffing levels through December 31, 2012.

ANALYSIS

Sworn staffing levels are approaching historically low levels. The chart below shows sworn staffing levels since 2000.

Table 1 – Sworn Staffing Since 2000

Month-Year	Sworn Staffing
Jan-00	675
Jan-01	743
Jan-02	732
Jan-03	775
Jan-04	756
Jan-05	704
Jan-06	683
Jan-07	699
Jan-08	736
Jan-09	830
Jan-10	780
Jan-11	656
Jan-12	642
Jan-13	613

Item: _____
Public Safety Committee
February 26, 2013

As of December 31, 2012, sworn staffing is at 626 officers. The 166th Police Academy started on September 17, 2012.

OPD's authorized sworn strength, per the 2011-13 police budget is 613 officers in FY12-13, including 24 COPS Hiring Grant officers and approximately 63 officers associated with Measure Y.

PUBLIC OUTREACH/INTEREST

The Department continues to actively recruit candidates for the position of police officer trainee and lateral/post academy graduate police officer. We currently have 41 Police Officer Trainees in the 166th Academy. Special emphasis has been placed on attracting and hiring Oakland residents and selective language candidates throughout the testing and selection process and by utilizing the community leaders and local schools and colleges to increase awareness in the community. The hiring is underway for the 167th Academy scheduled for March 25, 2013. The testing has started for the 168th Academy scheduled for September 30, 2013.

COORDINATION

The Department continues to work with the Department of Human Resource Management to complete the necessary steps associated to complete an academy.

Table 2 – Sworn Staffing by Year

OPD Sworn Staffing - History and Projection														
Authorized FTE	Authorized FTE 723													
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		
Filled	175	667	684	679	673	670	660	653	662	657	647	641		
Attrition	(86)	(7)	(3)	(7)	(4)	(12)	(5)	(1)	(6)	(10)	(6)	(4)		
Hires	0	2	0	0	0	0	10	1	0	0	0	0		
Ending Filled	687	682	681	672	669	658	655	662	657	647	641	637		
Over/(Under)	(36)	(41)	(42)	(51)	(54)	(65)	(14)	(2)	(12)	(22)	(28)	(32)		
Authorized FTE	Authorized FTE 659													
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		
Filled	637	632	655	653	647	645	643	651	659	657	652	646		
Attrition	(6)	(2)	(4)	(6)	(3)	(4)	(3)	(5)	(5)	(5)	(6)	(1)		
Hires	1	25	2	0	1	2	11	0	3	0	0	0		
Ending Filled	632	655	653	647	645	643	651	659	657	652	646	645		
Over/(Under)	(4)	19	17	11	9	7	15	23	21	15	10	9		
Authorized FTE	Authorized FTE 661													
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		
Filled	645	643	637	630	627	625	620	613	609	645	641	637		
Attrition	(3)	(8)	(7)	(3)	(4)	(3)	(7)	(4)	(4)	(4)	(4)	(4)		
Hires	1	2	0	0	2	0	0	0	40	0	0	0		
Ending Filled	643	637	630	627	625	620	613	609	645	641	637	633		
Over/(Under)	30	24	17	14	12	7	0	(4)	32	28	24	26		
			166th Academy				167th Academy							
Average FTE	Average FTE 658													
FY13-14	Jul-13	Aug-13	Sep-13	Oct-13	Nov-13	Dec-13	Jan-14	Feb-14	Mar-14	Apr-14	May-14	Jun-14		
Filled	637	633	629	665	661	657	653	649	645	681	677	673		
Attrition	(4)	(4)	(4)	(4)	(4)	(4)	(4)	(4)	(4)	(4)	(4)	M)		
Hires	0	0	40	0	0	0	0	0	40	0	0	0		
Ending Filled	633	629	685	661	657	653	649	645	681	677	673	669		
Over/(Under)	(25)	(29)	7	3	(1)	(5)	(9)	(13)	23	19	15	11		
			167th Academy				168th Academy				169th Academy			
Authorized FTE	Authorized FTE 694													
FY13-14	Jul-14	Aug-14	Sep-14	Oct-14	Nov-14	Dec-14	Jan-15	Feb-15	Mar-15	Apr-15	May-15	Jun-15		
Filled	673	669	665	701	697	693	689	885	681	717	713	709		
Attrition	(4)	(4)	(4)	(4)	(4)	(4)	(4)	(4)	(4)	(4)	(4)	(4)		
Hires	0	0	40	0	0	0	0	0	40	0	0	0		
Ending Filled	669	665	701	697	693	689	685	681	717	713	709	705		
Over/(Under)	(25)	(29)	7	3	(1)	(5)	(9)	(13)	23	19	15	11		
			169th Academy				170th Academy				169th Academy			

In March 2013 and September 2013, staffing is expected to increase by 40 police officers, respectively. The 40 officers in March 2013 reflect the officers who started the academy in September 2012. They will complete the academy coursework in March 2013, and will begin field training. While they are in field training, they hold the classification of police officer. The additional increase of 40 police officers in 2013 reflects officers who will begin the academy in March 2013 and will begin field training in September 2013.

COST SUMMARY/IMPLICATIONS

There are no fiscal impacts associated with this informational report.

SUSTAINABLE OPPORTUNITIES

Economic: There are no economic opportunities associated with this report.

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

Social Equity: Hiring more police officers will provide additional resources, thereby enhancing public safety efforts.

For questions concerning the contents of this report, please contact **Gilbert Garcia**, Deputy Director of the Bureau of Services, at 510-238-6443.

Respectfully submitted,



for _____
Howard A. Jordan
Chief of Police
Oakland Police Department