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2014 JAN 16 AM 10:05

AGENDA REPORT

TO: DEANNA J SANTANA
CITY ADMINISTRATOR

FROM: Sean Whent
Chief of Police

SUBJECT: Monthly Police Staffing Report

DATE: December 9, 2013

City Administrator Approval Deanna Santana Date 1/3/14

COUNCIL DISTRICT: City-wide

RECOMMENDATION

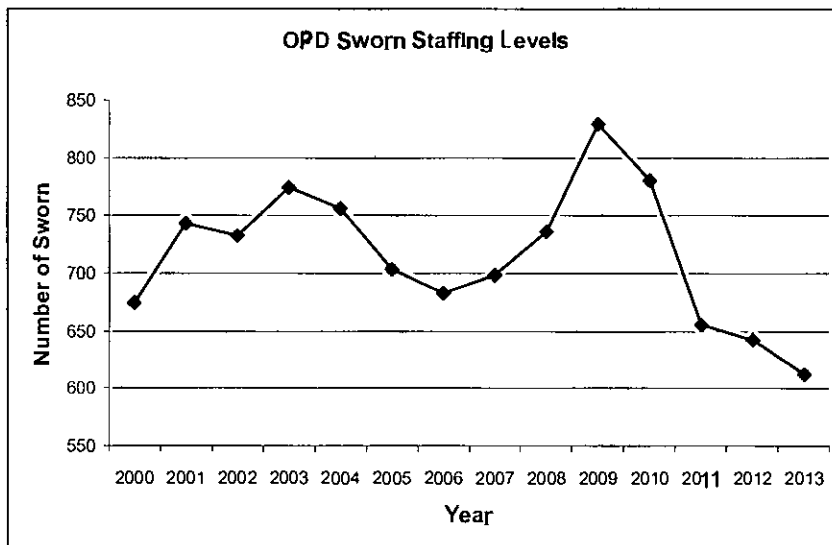
Staff recommends acceptance of this informational report from the Oakland Police Department (OPD) on recruiting and sworn staffing levels as of November 30, 2013

EXECUTIVE SUMMARY

As requested by the Public Safety Committee, the following information reflects OPD's sworn staffing levels through November 30, 2013

ANALYSIS

Sworn staffing levels are approaching historically low levels, as Figure 1 illustrates



Annual January Sworn Staffing Figures	
Year	Sworn Staffing
2000	675
2001	743
2002	732
2003	775
2004	756
2005	704
2006	683
2007	699
2008	736
2009	830
2010	780
2011	656
2012	642
2013	613

Figure 1. Annual sworn staffing levels as of January of each year from 2000 through 2013

Item _____
Public Safety Committee
January 28, 2013

As of November 30, 2013, sworn staffing is at 634 officers. The 168th Police Academy started on September 30, 2013 with 57 POTs and will graduate April 4, 2014. The 2nd Post-Academy Graduate Transitional Course is scheduled to start on December 9, 2013. The 169th Police Academy will start on December 30, 2013.

OPD's authorized sworn strength, per the 2013-2015 police budget, is 675 officers. Ten additional officers have been added to the authorized sworn strength with the inclusion of 2013 Community Oriented Policing Services (COPS) Hiring Grant. In FY13-14, this total included 24 COPS 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. 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 169th Police Academy is scheduled to begin on December 30, 2013 with 55-60 POTs.

Recruiting Strategies

A detailed outline of Recruiting & Background Unit recruitment strategies is presented in Table 1 below. Current recruitment efforts target diverse, qualified candidates with an emphasis on Oakland residency and Equal Access Ordinance standards.

In addition to the strategies outlined in Table 1 below, staff is hosting community partnership meetings in an effort to solicit feedback on current outreach strategies and to encourage suggestions. Staff is also planning to create an on-line survey for academy graduates soliciting feedback on the recruiting and backgrounds process.

The Recruiting and Backgrounds staff attended or conducted the events listed below during the month of November 30, 2013.

- Fruitvale District Dia de Los Muertos (300 Attendees)
- Practice Physical Ability Test (13 Attendees)
- Girl Scouts of America Latina Career Fair (200 Attendees)
- California Commission on Peace Officer Standards and Training (POST) Exam Workshop

Table 1 Current Recruitment Strategies

Outreach/Media
Continue on-going relationships with Oakland/local pastors, clergy and Neighborhood Services Coordinators who have existing relationships with community members and events
Continue attending on-going recruiting events
Continue on-going relationships with professional associations/organizations (PAOs) that provide services to non-English speaking community members, including Asian/Latino PAOs
Continue hosting informational workshops at Oakland/local high schools
Continue attending military job fairs and local ROTC programs
Continue ensuring Oakland/local media (newspaper, internet, press organizations/associations) outreach and advertisement, including outreach to pre-selected language specification audiences by way of <i>El Mundo</i> , <i>Univision</i> , <i>Sing Tao</i> , Unity Council, etc
Establish on-going relationships with athletic directors of Oakland/local universities/colleges/high schools
Establish on-going relationships with criminal justice and social science directors of Oakland/local universities/college/high schools
Establish career events/fairs with local faith-based communities to increase awareness and Oakland residents' participation
Update the recruitment website at opdjobs.com
Revamp the current recruitment and hiring process and continuously look for ways to make process improvements
Establish an oral board interview workshop
Create a Recruiting & Background Unit social media account (Facebook, Twitter)

Tables 2 through 8 show historical, current, and projected staffing data

- Table 2 shows sworn staffing by year from FY 10-11 through FY 15-16,
- Table 3 shows sworn attrition data from September 2012 through November 2013,
- Table 4 provides demographic information for the 166th, 167th, and 168th academies,
- Table 5 shows recruitment data for the 166th, 167th, and 168th academies,
- Table 6 shows patrol data for the five areas,
- Table 7 provides field training data for the 166th, and 167th academies, and
- Table 8 has detailed information on the approximately 74 civilian vacancies (as of 30 November 2013)

Table 2 Sworn Staffing by Year

OPD Sworn Staffing - Two Academies Per Year													
Updated 11/30/13													
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	FY Totals
Filled	775	687	684	679	673	670	660	653	662	657	647	641	(80) Layoffs
Layoffs	(80)												(71) Attnion
Attnion	(6)	(7)	(3)	(7)	(4)	(12)	(5)	(1)	(6)	(10)	(6)	(4)	13 Hires
Hires	0	2	0	0	0	0	0	10	1	0	0	0	(138) Net Change
Ending Filled	689	682	681	672	669	658	655	662	657	647	641	637	
Authorized FTE	723	723	723	723	723	723	669	669	669	669	669	669	(5.92) Avg Monthly Attnion
Over/(Under)	(34)	(41)	(42)	(51)	(54)	(65)	(14)	(7)	(12)	(22)	(28)	(32)	
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	FY Totals
Filled	637	632	655	653	647	645	643	651	659	657	652	646	(45) Attnion
Attnion	(6)	(2)	(4)	(6)	(3)	(4)	(3)	-	(5)	(5)	(6)	(1)	53 Hires
Hires	1	25	2	0	1	2	11	8	3	0	0	0	8 Net Change
Ending Filled	632	655	653	647	645	643	651	659	657	652	646	645	
Authorized FTE	636	636	636	636	636	636	661	661	661	661	661	661	(3.75) Avg Monthly Attnion
Over/(Under)	(4)	19	17	11	9	7	(10)	(2)	(4)	(9)	(15)	(16)	
FY 2012-13 Begin Two Academies													
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	FY Totals
Filled	645	643	636	631	628	627	620	613	611	648	641	633	(58) Attnion
Attnion	(3)	(9)	(5)	(3)	(3)	(7)	(7)	(2)	(2)	(7)	(8)	(2)	44 Hires
Hires	1	2	0	0	2	0	0	0	39	0	0	0	(14) Net Change
Ending Filled	643	636	631	628	627	620	613	611	648	641	633	631	
Authorized FTE	613	613	613	613	613	613	633	633	633	633	633	633	(4.83) Avg Monthly Attnion
Over/(Under)	30	23	18	15	14	7	(20)	(22)	15	8	0	(2)	
166th Academy					167th Academy								
FY 2013-14 - Two Academies Budgeted (168th and 169th Academy included in baseline budget)													
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	FY Totals
Filled	631	624	615	643	639	634	630	626	622	658	654	650	(61) Attnion
Attnion	(7)	(9)	(8)	(4)	(5)	(4)	(4)	(4)	(4)	(4)	(4)	(4)	116 Hires
Hires	0	0	36	0	0	0	0	0	40	0	0	40	55 Net Change
Ending Filled	624	615	643	639	634	630	626	622	658	654	650	686	(5.08) Avg Monthly Attnion
Authorized FTE	665	665	665	665	665	675	675	675	675	675	675	675	
167th Academy			168th Academy			169th Academy							
FY 2014-15 - One Academy Budgeted (170th included in baseline budget)													
FY14-15	Jul-14	Aug-14	Sep-14	Oct-14	Nov-14	Dec-14	Jan-15	Feb-15	Mar-15	Apr-15	May-15	Jun-15	FY Totals
Filled	686	682	678	674	670	666	662	698	694	690	686	682	(48) Attnion
Attnion	(4)	(4)	(4)	(4)	(4)	(4)	(4)	(4)	(4)	(4)	(4)	(4)	80 Hires
Hires	0	0	0	0	0	0	40	0	0	0	0	40	32 Net Change
Ending Filled	682	678	674	670	666	662	698	694	690	686	682	718	
Authorized FTE	717	717	717	717	717	717	717	717	717	717	717	717	
FY 2015-16 - No Academies Budgeted													
FY15-16	Jul-15	Aug-15	Sep-15	Oct-15	Nov-15	Dec-15	Jan-16	Feb-16	Mar-16	Apr-16	May-16	Jun-16	FY Totals
Filled	718	714	710	706	702	698	694	690	686	682	678	674	(48) Attnion
Attnion	(4)	(4)	(4)	(4)	(4)	(4)	(4)	(4)	(4)	(4)	(4)	(4)	0 New Hires
Hires	0	0	0	0	0	0	0	0	0	0	0	0	(48) Net Change
Ending Filled	714	710	706	702	698	694	690	686	682	678	674	670	
Authorized FTE	739	739	739	739	739	739	739	739	739	739	739	739	

Table 3 Sworn Attrition Data (9/1/12-11/30/13 - 15 month average is 5.00%)

Reason	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Total
Disability Retirement	4	1		3	2	1	1	3	4	2	2	5	5		4	37
Resignation			1		3							1				5
Resignation - Other Agency	1	2	1					5			5		1		1	16
Service Retirement			2	2	2	1	1					2	1	2		13
Termination									1			1				2
Deceased									1		1					2
Grand Total	5	3	4	5	7	2	2	8	6	2	8	9	7	2	5	75

Table 4 Demographic Information on Academies

Class	Starting Date	Starting Number	Gender	Oakland Residency	Language	Ending Number
166th Academy	17 Sep 12	53	15 Females 42 Males	7	8 Cantonese/Mandann 4 Spanish	39
167th Academy	25 Mar 13	51	7 Females 44 Males	6	5 Cantonese/Mandann 12 Spanish	36
168th Academy	30 Sep 13	57	8 Females 49 Males	6	0 Cantonese/Mandann 19 Spanish	

Table 5 OPD Recruitment Data

Police Hiring Steps – 166th Academy	Step Date	Total	% of Total	% Not Advanced
Applications Received	3/5/2012	2301	100%	-6%
Invited to Written	3/21/2012	2165	94%	-65%
Invited to Physical Agility	4/10/2012	752	33%	-72%
Invited to Oral Interview	4/26/2012	643	28%	-82%
Background & Character Review	5/18/2012	409	18%	-98%
Invited to Academy	9/17/2012	55	2%	-98%
Academy Graduation	3/20/2013	39	2%	-98%

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Table 5 OPD Recruitment Data, continued

Police Hiring Steps – 167th Academy	Step Date	Total	% of Total	% Not Advanced
Applications Received	6/11/2012	1805	100%	-9%
Invited to Wntten	7/3/2013	1636	91%	-61%
Invited to Physical Agility	7/28/2012	710	39%	-73%
Invited to Oral Interview	8/22/2012	494	27%	-87%
Background & Character Review	9/17/2012	231	13%	-97%
Invited to Academy	3/25/13	51	3%	-98%
Academy Graduation	9/20/2013	36	2%	-98%

Police Hiring Steps – 168th Academy	Step Date	Total	% of Total	% Not Advanced
Applications Received	11/16/2012 2/15/2013	3824	100%	-2%
Invited to Physical Ability	1/3-5/2013 3/2/2013	3760	98%	-68%
Invited to Wntten	1/19/2013 3/25/2013	1225	32%	-78%
Invited to Oral Interview	2/19- 21/2013 5/6-7-2013	830	22%	-88%
Background & Character Review	4/11/2013	450	12%	-99%
Invited to Academy	9/30/13	57	1%	TBD
Academy Graduation	3/28/2014	TBD	TBD	TBD

Police Hiring Steps – 169th Academy	Step Date	Total	% of Total	% Not Advanced
Applications Received	4/2-19-2013 & 6/3- 28/2013	2477	100%	-3%
Invited to Physical Ability	5/11/2013 7/13/2013	2413	97%	-54%
Invited to Wntten	6/10/2013 8/5/2013	1131	46%	-70%
Invited to Oral Interview	7/17-19/2013 9/9-10/2013	736	30%	-85%
Background & Character Review	8/14/2013	382	15%	TBD
Invited to Academy	12/30/2013	TBD	TBD	TBD
Academy Graduation	7/3/2014	TBD	TBD	TBD

Table 6 Patrol Data

	Area 1	Area 2	Area 3	Area 4	Area 5
Number of officers assigned to patrol 216	1st Watch 15 2nd Watch 14 3rd Watch 11 Total 40	1st Watch 13 2nd Watch 13 3rd Watch 15 Total 41	1st Watch 16 2nd Watch 13 3rd Watch 15 Total 44	1st Watch 15 2nd Watch 13 3rd Watch 13 Total 41	1st Watch 16 2nd Watch 16 3rd Watch 18 Total 50
Number of officers assigned to evening shifts	25	28	28	26	34

Note Open beats are covered on overtime

Table 7 Field Training Data

In Field Training (FTO)	Entered FTO	Completed FTO
167th Academy	35	

Table 8 Status of the Approximately 74 Civilian Vacancies in OPD as of 30 November 2013

Job Classification	# Vacancies	# Authorized	Status
Police Dispatchers/Operators	6	75	2 PCO and 1 PCD started on 09 Dec 13 7 PCO tentatively start on 30 Dec 13 DHRM have initiated recruitment for PCD and PCO with a tentative promulgation of Eligibility List by March 2013
Police Services Tech II* 20 added in January 2013	4	59	14 started on 02 Dec 13 8 tentatively start on 06 Jan 14 Eligibility List will be exhausted and DHRM to initiate new recruitment
Crime Lab Criminalist II * 5 new Criminalist III * 2 new Forensic Tech I Latent Print Examiner II*	6 2 1 1	18 5 1 4	Awaiting for Eligibility Lists from DHRM Awaiting for DHRM to assign Analyst to conduct recruitment Pending Background DHRM working with Hiring Manager to develop recruiting strategy
Police Services Manager II – IT*	1	1	Pending DHRM Analyst assignment
Police Evidence Tech*	4	18	6 Candidates tentatively scheduled for Background Process on 09 Dec 13
Police Records Specialist	6	54	2 cleared background and awaiting for hiring approval Submitted request to initiate new recruitment with selective language requirement
Director of Animal Services Animal Control Officer Vet Tech Veterinarian	1 2 1 5	1 12 1 5	Conditional job offer made on 04 Nov 13, pending background investigation Pending hiring manager interview for Animal Control Officer Provisional appointment for Vet Tech started on 18 Nov 13 and job posting opened on 06 Dec 13 Submitted a requisition to recruit and fill a part time Veterinarian
Crossing Guards	4	14 65	4 candidates cleared background and pending requisition for hiring approval 2 pending background
Intake Technicians	5	5	Submitted Add request with 12 Nov 13 approved Resolution to Budget
Police Cadet	4 5	9	7 Cadets with tentative start date of 06 Jan 13 3 pending background and new recruitment have been initiated with Physical Ability and Written tests scheduled for 06 Dec 13

Notes

* New positions added and funding received July 1, 2013 to recruit

COORDINATION

The Department continues to work with the Department of Human Resources Management to complete the necessary steps associated with completing an academy. The City Attorney's Office and the Budget Officer were consulted in preparation of this report.

COST SUMMARY/IMPLICATIONS

There are no fiscal impacts associated with this informational report.

SUSTAINABLE OPPORTUNITIES

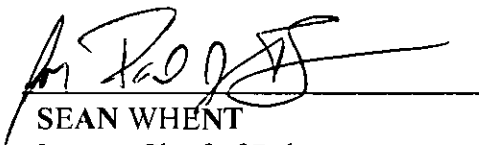
Economic There are no economic opportunities associated with this report.

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 Danielle M. Outlaw, Deputy Chief of the Bureau of Risk Management, at 510-238-6093.

Respectfully submitted,



SEAN WHENT
Interim Chief of Police
Oakland Police Department

Prepared by
Danielle M. Outlaw, Bureau of Risk Management
Oakland Police Department