

# CITY OF OAKLAND

## AGENDA REPORT

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OFFICE OF THE CITY CLERK  
OAKLAND

2008 OCT -1 PM 5:22

**To:** Office of the City Administrator  
**Attn:** Dan Lindheim  
**From:** Police Department  
**Date:** October 14, 2008

**Re:** **An Informational Report From the Police Department and Office of Personnel and Resource Management (OPRM) on Recruiting Activities Conducted Over the Last 90 Days**

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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 June, July, and August 2008. This report will detail the activities associated with the "Augmented Recruitment and Hiring Program" that was funded in March 2008.

Staff will present the next report of Measure Y hiring activities on December 9, 2008, which will provide activities for the months of September and October 2008.

Respectfully submitted,



Wayne G. Tucker  
Chief of Police

APPROVED AND FORWARDED TO  
THE PUBLIC SAFETY COMMITTEE:



Office of the City Administrator

Prepared by:  
Lieutenant Ronald Yelder  
Bureau of Administration  
Oakland Police Department

*Attachments:*

1. 803 Timeline Matrix
2. Fiscal Management Matrix
3. Current Staffing Matrix

Item: \_\_\_\_\_  
Public Safety Committee  
October 14, 2008

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## 2008 AUGMENTED RECRUITING AND HIRING MONTHLY UPDATE

### *Marketing*

As planned, the marketing campaign concluded in June with a continued focus on outreach within the nine-county Bay Area region, followed by the Central Valley. Media used included print, cable television, radio, internet, cinema, and transit advertising. Additionally, outreach continued in an effort to attract African-American, Latino, and Asian recruits. June advertising efforts attracted a significant number of contacts from potential applicants (a total of 2,480 emails and 634 voice mail messages were received in June, July and August). The cumulative effect of the campaign since beginning in early February 2008, has resulted in more than sufficient numbers of applicants to fill the May and December (2008) academies and the lateral transitional course, and also helped funnel applicants to future academies. The marketing campaign succeeded in achieving its objective and the recruitment drive exceeded its goals, resulting in one of the most successful law enforcement drives in California history. This marketing program is a model for the state and the nation.

#### **Media outreach in June included:**

- Print - advertisements concluded in 50 newspapers throughout the Bay Area, Northern California, Central Valley and select cities in Southern California (e.g., San Diego and Los Angeles). However, advertisements were placed in key law enforcement, college, and military publications for both overall outreach and to support job fair participation.
- Television 20 spots per week on 10 cable stations serving the Bay Area were run through mid-June.
- Radio - 30 spots on five top-rated radio stations in the Bay Area and five top-rated radio stations in the Central Valley that serve our target audience were run through mid-June.
- Internet — OPDJOBS.com was promoted in all advertising. Internet job postings on 16 top employment websites ran through May/June.
- Outdoor — BART and bus taillight advertisements ran through mid-June. In addition, the large billboard reported on in April will post through November 2008 in a prominent location along 1-5 @ Highway 205/120 in the Central Valley near MantecalLathrop.
- Ethnic outreach — Outreach efforts continued in June to recruit African American, Asian, and Latino applicants. Advertisements are running in key ethnic newspapers (Post/El Mundo, El Observador, El Mensajero, Asian Week, Sing Tao Daily). Public service announcements are being aired on key urban and ethnic radio stations

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(KMEL, KSOL, KVVF, etc.) and television stations/networks (Telemundo, BET, etc.).

### Recruitment Sites

For the months of June, July, and August, OPD (in conjunction with OPRM) recruited at the following venues:

- A's Baseball Team Recruiting - Oakland
- City Center Plaza Jazz Concerts every Wednesday - Oakland
- Heald College - Hayward
- OPD Police Motors Training and Skills Competition - Oakland
- Alameda County Fair - Pleasanton
- St. Anthony's Elementary School - Oakland
- Law Enforcement Day - Ft. Lewis, WA
- Black Cowboy's Parade - Oakland
- Black Expo @ Marriott - Oakland
- 3x3 Basketball Event - Oakland
- National Night Out - Oakland
- Laurel Street Fair - Oakland
- Silence the Violence, The Oakland A's & Mayor's Office - Oakland
- Military Day - A's Game - Oakland
- Law Enforcement Day - A's Game - Oakland
- Elmhurst Health & Safety Fair - Oakland
- Chinatown Street Fest - 8/23 & 8/24 - Oakland
- Acorn Health & Job Fair - Oakland
- Art & Soul Festival - Oakland
- ITT - South Seattle, WA
- St. Martins - Seattle, WA
- Pierce College - Seattle, WA
- National Guard - Seattle, WA
- Coast Guard Reserves - Seattle, WA

### Recruitment Activities

For the months of June, July, and August OPD conducted the following activities (refer to the respective section for details.):

#### Website/Voice Mail:

Source	February	March	April	May	June	July	August
OPDjobs.com	1627	3369	3123	2488	1024	1230	226
Voicemails Received	485	899	760	649	220	188	226

**Seminars Conducted**

Type	Month	Attended	Month	Attended	Month	Attended
Policing in Oakland	June 11, 08	35	July 9, 08	22	August 6, 08	22
Selection Process	June 25, 08	29	July 23, 08	35	August 20, 08	40
Practice Physical Ability Test	June 17, 08	39	July 15, 08	62	August 19, 08	72

**Testing Process**

**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	20,867	1,733	10,149	6,146	5,175	3,377	2,978	2,627
June 08	2160	91	652	435	210	138	48	45
July 08	1427	48	445	294	380	248	119	117
August 08	1377	80	580	**	245	**	226	215

\*01Jan06 – 31August 08

\*\*\* August 08 written and oral results have not been calculated as of 5 September 08.

**LATERAL DATA:**

- Received 11 applications for lateral police officer in July 2008; of which, five attended and passed the oral board stage.
- In August 2008, five applications were received, of which three applicants attended the oral board interview and two passed.
- A lateral transitional course began on August 11<sup>th</sup> with 11 lateral officers and two re-hires. All are expected to complete this course on September 19, 2008.
- There are currently two lateral applicants for the upcoming September test date.
- There are currently two laterals in the background process.
- Four to six lateral packets are mailed out on a weekly basis.

**POST ACADEMY GRADUATES:**

- Butte College – 13 applicants, 13 orals – 9 passed, 13 Physical Ability Test – 13 passed, 4 in Background.
- Yuba College – 4 applicants, 4 orals – 3 passed, 4 Physical Ability Test – 4 passed, 2 in Background.
- Fresno City College – 10 applicants - results pending.
- Stanislaus County Regional Training Center – 12 applicants, 1 oral – 1 pass, 1 Physical Ability Test – 1 passed, 1 in Background (remaining applicants pending testing).

**OUT-OF-STATE DATA – State of Michigan**

- 43 candidates tested (oral interviews were also administered for these candidates).
- 20 invited to oral boards.
- 3 scheduled for physical ability testing.
- 1 hired into 165<sup>th</sup> academy.
- 1 hired into 10<sup>th</sup> Transitional Lateral course.

**GROW YOUR OWN**

- 2 cadets entered the 164<sup>th</sup> Academy as POTs and graduated.
- 1 cadet was the POT valedictorian for the 164<sup>th</sup> Academy.
- 17 cadet positions filled; 1 offer pending, for a total of 18 cadet positions.

***Personal History Questionnaires for June-August 2008 (report only reflects PHQ activity for this period)***

Number Received	366
Number Placed in Background	104
Number Non-Selected During Pre-view stage	0
Number Assigned to Background Investigator	104
Number Completed	62
Number Disqualified	12

***Lateral Character Reviews for June-August 2008***

Number of character reviews completed	3
Number of candidates reviewed	18
Number of Conditional Job Offers offered	14
Number of Conditional Job Offers accepted	13

***Post-Offers Activity for June-August 2008***

Pre-Offer Psychological Appointments Completed	66
Polygraph Exams Completed	59
Medical Appointments	14
Fingerprint Appointments	14
Phase 2 <sup>1</sup> Interviews	2

***Lateral Academy Applicants by Ethnicity/Race***

Ethnicity/Race	Applicants	Percentage
African American	1	8%
Asian	2	15%
Caucasian	6	47%
Hispanic	2	15%
Other	2	15%

***Lateral Academy Applicants by Gender***

Gender	Applicants	Percentage
Females	1	8%
Males	12	92%

<sup>1</sup> Candidates second meeting with psychologist after receiving a conditional job offer

*Lateral Academy Applicants by County*

<b>County</b>	<b>Applicants</b>	<b>Percentage</b>
Alameda	2	14%
Contra Costa	3	24%
Merced	1	8%
Sacramento	1	8%
San Joaquin	1	8%
San Mateo	1	8%
Santa Clara	1	8%
Solano	1	8%
Out of State	2	14%

*Lateral Academy Applicants by City*

<b>City</b>	<b>Applicants</b>	<b>Percentage</b>
Alameda	1	8%
Castro Valley	1	8%
Daly City	1	8%
Lathrop	1	8%
Los Banos	1	8%
Martinez	2	14%
Milpitas	1	8%
Richmond	1	8%
Vallejo	1	8%
Walnut Grove	1	8%
Out of State	2	14%

*166th Academy Applicants by Ethnicity/Race*

<b>Ethnicity/Race</b>	<b>Applicants</b>	<b>Percentage</b>
African American	2	18.5%
Asian	1	9.5%
Caucasian	4	36%
Hispanic	4	36%

*166th Academy Applicants by Gender*

<b>Gender</b>	<b>Applicants</b>	<b>Percentage</b>
Females	3	27%
Males	8	73%

**166<sup>th</sup> Academy Applicants by County**

County	Applicants	Percentage
Alameda	7	64%
Santa Clara	1	9%
San Mateo	1	9%
Solano	2	18%

**166<sup>th</sup> Academy Applicants by City**

City	Applicants	Percentage
Alameda	2	18.5%
Fremont	1	9%
Hayward	1	9%
Oakland	2	18.5%
Pacifica	1	9%
San Jose	1	9%
Travis	1	9%
Union City	1	9%
Vacaville	1	9%

**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 comprehensive of June and July 2008, August is not available.

City Recruitment Sources	#	% Of Total
City of Oakland Job Hotline	52	2.56
Flyer or Job Announcement	73	3.59
Oakland Library	6	0.002
Oakland Police Officer (other than rec. unit)	173	8.52
Job Fair	35	1.72
Relative/Friend (not a City Employee)	131	6.45
Military	0	0
Other:	0	0.000
<b>Newspapers / Publications</b>		
Oakland Tribune	65	3.20
San Francisco Chronicle/Examiner	26	1.28
Contra Costa Times	30	1.47

Modesto Bee			9	0.004
San Jose Mercury News			12	0.005
The Daily Review			11	0.005
Tri-Valley Herald			5	0.002
Sacramento Bee			13	0.006
Santa Rosa Press Democrat			9	0.004
Stockton Record			12	0.006
P.O.R.A.C. Newspaper			0	0
San Mateo County Times			3	0
Fresno Bee			3	0
Other:			119	5.86
Magazine:				
<b>Internet</b>				
City Website (www.oaklandnet.com)			78	3.84
OPD website (www.opdjobs.com)			503	24.77
Operation Transition (Military)			9	0.004
<b>Internet (other than City Website)</b>			<b>3</b>	<b>0.001</b>
Yahoo/Google/Hot Jobs/Craigslist			34	1.674
Specify:				
<b>Television/Radio</b>				
KTUV Fox Channel 2			76	3.743
Bay Cable TV advertising			45	2.216
KBLX 102.9			2	0.000
Other			49	2.413
<b>Outdoor/Transit /Cinema</b>				
880 FWY Banner (near Broadway exit)			166	8.177
Electronic or regular billboard advertisement			85	4.187
Bus taillight advertisement			76	3.743
Bus shelter advertisement			41	2.019
Bart platform advertisement			58	2.857
Cinema advertisement			18	0.008
<b>Total Tallies</b>			<b>2030</b>	<b>100%</b>



<b>Why OPD?</b>				
Career Change			411	37.30
Job Security			138	12.52
Salary			41	3.72
Proximity to Home			12	1.09
Encouraged by OPD Employee			20	1.81
Variety of Work Assignments			156	14.14
Reputation of OPD			120	10.90
Medical/Health Benefits			24	2.18
Retirement Option			25	2.27
Other:			85	7.71

**Total Tallies** **1102**

**COST SAVINGS:**

The Training Division currently has the 165<sup>th</sup> Basic Academy in session, which began May 19, 2008 and graduates November 14, 2008. There are currently 42 Police Officer Trainees in this class. The Santa Clara County/Oakland Police Department (SCC/OPD) Academy #1 is also currently in session, being held in Morgan Hill and running from May 19, 2008 through October 31, 2008. There are currently 31 Police Officer Trainees in that class. The SCC/OPD #1 Academy will be followed by a five week transition course at OPD. Both of these academies are being funded under the 2008 Augmented Police Recruiting Program.

In lieu of running an additional August 2008 Basic Academy and another outside-agency August Academy, the Training Division is currently running the 10<sup>th</sup> Lateral Academy from August 11, 2008 through September 19, 2008.

This training schedule shall produce the following projected costs savings:

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

Authorized FTE	803 Timeline Projection as of 5/1/08 (includes non-OPD academies)											
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			3 Start 7th L.A./Grad 29Sep06						2 Start 8th L.A. / Grad 10 May 07					
						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	1-May-08	1-Jun-08		
Filled FTE	731	722	735	730	722	719	714	729	730	728	751	746		
Sworn FTE Attrition	(9)	(9)	(5)	(8)	(3)	(6)	(10)	(1)	(5)	(5)	(5)	(5)		
Officer FTE Added	22					1	25	2	3	28				
FTE below Authorized	(72)	(81)	(68)	(73)	(81)	(84)	(89)	(74)	(73)	(75)	(52)	(57)		
161st grads 17Aug07			162nd grads 4Jan08			163rd grads 11Apr08			164th grads 25Jul08 >>			165th starts 19May08		
45 POTs start 162nd 9Jul07			36 POTs start 163rd 15Oct07			40+ POTs start 164th 28Jan08								

Authorized FTE	803													
FY08-09	1-Jul-08	1-Aug-08	1-Sep-08	1-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	741	761	756	751	761	832	827	822	817	812	807	802		
Sworn FTE Attrition	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)		
Officer FTE Added	25			15	76							25		
FTE below Authorized	(62)	(42)	(47)	(52)	(42)	29	24	19	14	9	4	(1)		
164th			95 POTs 165th & Santa Clara I Academies (19May-07Nov08)			15 Start 9th L.A. / Grad 03Oct08.			40+ POTs start 166th 8Dec08 (tentlive)			166th grads 5Jun09		

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	822	817	812	807	802	797	792	812	807	802	797	792		
Sworn FTE Attrition	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)		
Officer FTE Added							25							
FTE below Authorized	19	14	9	4	(1)	(6)	(11)	9	4	(1)	(6)	(11)		
40+ POTs start 167th 3Aug09			167th grads 29Jan10											

*Italic = Projection*

**EXPENDITURES TO DATE ON OPD MEASURE Y ACTIVITIES AS OF 08-31-08**

	<b>Appropriations</b>	<b>Expenditures</b>	<b>Balance</b>
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		
<b>• Special Operations – Truancy Abatement</b>			
- Personnel		\$ 4,995	
- O&M		\$ 0	
<b>• Patrol – Community Policing/CRT</b>			
- Personnel		\$1,070,177	
- O&M		\$ 6,452	
<b>• Domestic Violence/Child Abuse</b>		\$ 0	
<b>2008 AUGMENTED POLICE RECRUITMENT</b>			
<b>• P339510 - \$1,000,000*</b> Advertising/Marketing		\$ 843,195	
<b>• P339520 - \$ 500,000*</b> Hiring Incentive/Bonus		\$ 0	
<b>• P339530 - \$ 240,777*</b> Targeted Recruitment		\$ 73,668	
<b>• P339540 - \$ 622,601*</b> Compressed Application Process		\$ 335,530	
<b>• P339550 - \$1,248,950*</b> Administrative Support Costs		\$1,000,510	
<b>• P339561- \$1,166,426*</b> 2 OPD Academies		\$ 342,167	
<b>• P339562 - \$2,174,576*</b> 2 ASCO Academies		\$ 269,857	
<b>• P339570 - \$ 100,000*</b> Increase Success of POTs		\$ 10,300	
<b>• P339580 - \$ 290,000*</b> Increase FTOs		\$ 90,953	
<b>• P339590 - \$ 379,000*</b> "Grow Our Own" Programs		\$ 58,677	
<b>SUB TOTAL FOR FY 08-09</b>		\$ 4,106,481	\$ 6,163,736
<b>TOTAL</b>	<b>\$39,162,099</b>	<b>\$22,489,357</b>	<b>\$16,672,742</b>

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

**Oakland Police Academy Report ( 3 Sep 08)****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
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 *	15 Oct 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

**Current Police Academies**

Class	Number Started	Current Number	Academy Dates	Attrition Rate	FTO Dates
165 <sup>th</sup> Academy	49+2	42***	19 May-14 Nov 08	17.6 %	15 Nov 08-6 Mar 09
Santa Clara	45	31	19 May-31 Oct 08	31.1 %	13 Dec 08- 3 Apr 09
10 <sup>th</sup> Lateral	13	13	11 Aug-19 Sep 08	0	20 Sep 08-9 Jan 09

\*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 164<sup>th</sup> BA and one on ADM Leave

**Planned Academies**

Class	Academy Dates	Anticipated Recruits	FTO Dates
166 <sup>th</sup> Academy	8 Dec 08- 5 Jun 09	50	27 Jun – 16 Oct 09

**As of August 31, 2008**

Attachment 3

**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	20,867	1,733	10,149	6,146	5,175	3,377	2,978	2,627
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August 08	1377	80	580	**	245	**	226	215

\*01Jan06 – 31August 08

\*\* August 08 written and oral results have not been calculated as of September 5, 2008.

**CURRENT RECRUITMENT/BACKGROUND PROCESSING:**

166th Academy	Start Date 12/08/08
Applicants submitting Personal History Questionnaires	June 08 – 45 July 08 – 106 August 08 – 215 <b>Total 366</b>
Background Investigations Completed (including Backgrounds prior to June 08)	378
Conditional Job Offers Extended	7
Conditional Job Offers Accepted	7
Number of Applicants Cleared for the Academy	2
Oakland residents Conditional Job Offers	1

**STAFFING STATUS AS OF:**

**MONTH: August**

**YEAR: 2008**

Classification	Authorized	Filled	+/-
Chief	1	1	0
Assistant Chief	1	1	0
Deputy Chief	3	3	0
Captain	10	9	-1
Lieutenant	27	27	0
Sergeant	134	133	-1
Police Officer	627	602	-25
<b>TOTAL</b>	<b>803</b>	<b>776</b>	<b>-27</b>

\*As of 01Jan07– 31 August08

**ATTRITION (01Jan05 –31 August08)**

Type	Total
Disability Retirements	63
Resignations	60
Service Retirements	49
Terminations (includes Probationary separations)	24*
<b>TOTAL</b>	<b>196</b>

Monthly Attrition = 5.00 (01Apr07 -31August08) \* (1) deceased