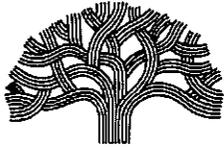


2015 JAN 15 AM 10:29



CITY OF OAKLAND

AGENDA REPORT

TO: HENRY L. GARDNER
INTERIM CITY ADMINISTRATOR

FROM: Sean Whent

SUBJECT: Monthly Police Staffing Report

DATE: January 13, 2015

City Administrator
Approval

Date

1.15.15

COUNCIL DISTRICT: City-wide

RECOMMENDATION

Staff requests that the Public Safety Committee accept the Oakland Police Department's (OPD) monthly informational report on recruiting and sworn staffing levels as of November 30, 2014.

EXECUTIVE SUMMARY

The information in this report reflects changes to OPD's sworn staffing levels through November 30, 2014.

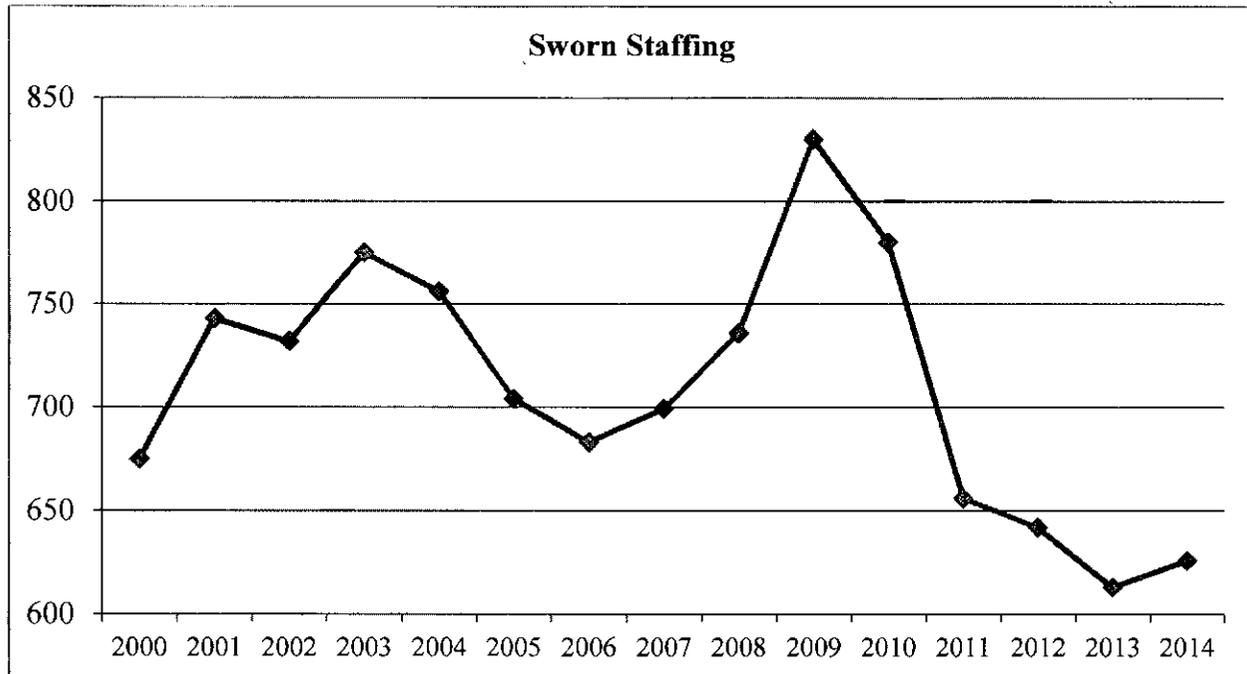
ANALYSIS

Figure 1: January 1st Sworn Staffing Levels

Year	Sworn Staffing
2000	675
2001	743
2002	732
2003	775
2004	756

Year	Sworn Staffing
2005	704
2006	683
2007	699
2008	736
2009	830

Year	Sworn Staffing
2010	780
2011	656
2012	642
2013	613
2014	626



- As of November 30, 2014, sworn staffing is 704 officers.
- On November 1, 2014, 35 graduates from the 170th Police Academy began Field Training.
- The 171st Police Academy started with 60 Police Officer Trainees (POTs) and currently has 51 Police Officer Trainees. Graduation date is April 3, 2015.

Per the Bi-annual FY 2013-15 Budget, OPD's FY 2014-15 budgeted sworn strength is 707 officers. In addition, City Council accepted a US DOJ/COPS Hiring Grant on December 9, 2014 for an additional 15 police officers. This brings the total number of budgeted sworn positions to 722. This total also includes 25 officers from the 2011 Department of Justice/Community Oriented Policing Services (DOJ/COPS) Hiring Grant, 10 officers from the 2013 DOJ/COPS Hiring Grant, and approximately 63 officers associated with Measure Y.

Special emphasis has been placed on attracting and hiring Oakland residents. As of November 30, 2014, 58 sworn members and 15 POTs were Oakland residents. Figure 2 shows that most officers live outside of Oakland, and even outside of Alameda County. Only 7 percent of current sworn members are City of Oakland residents; the chart depicts where the balance resides.

OPD Hiring / Full Police Staffing Plan

The Oakland City Council passed Resolution No. 84767 C.M.S. on December 10, 2013 and subsequently a new policy, "Implementation of Budgeted Police Staffing," was approved. The below chart depicts staffing projections as reported in the April 29, 2014 "Full Staffing Report" and the actuals as reported in the staffing levels as of November 30, 2014.

Staffing Projections

Staffing Projections in the <u>April 29, 2014 OPD Hiring /Full Police Staffing Report</u>												
	2014						2015					
FY 2014-15	July	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun
Filled	646	681	676	691	726	721	716	711	706	701	696	691
Attrition	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)
Hires	40	0	20	40	0	0	0	0	0	0	0	0
Ending Filled	681	676	691	726	721	716	711	706	701	696	691	686
Authorized FTE	707	707	707	707	707	707	707	707	707	707	707	707
Over/(Under)	(26)	(31)	(16)	19	14	9	4	(1)	(6)	(11)	(16)	(21)

Staffing Projections through November 30, 2014 in the <u>December 22, 2014 OPD Monthly Staffing Report</u>												
	2014						2015					
FY 2014-15	July	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun
Filled	647	677	667	684	715	705	699	693	687	681	715	709
Attrition	(4)	(11)	(4)	(4)	(10)	(6)	(6)	(6)	(6)	(6)	(6)	(6)
Hires	34	1	21	35	0	0	0	0	0	40	0	0
Ending Filled	677	667	684	715	705	699	693	687	681	715	709	703
Authorized FTE	707	707	707	707	707	722	722	722	722	722	722	722
Over (Under) Authorized	(30)	(40)	(23)	8	(2)	(23)	(29)	(35)	(41)	(7)	(13)	(19)
Hiring Plan ("Ending Filled" from above table)	681	676	691	726	721	716	711	706	701	696	691	686
Over (Under) Adopted Hiring Plan	(4)	(9)	(7)	(11)	(16)	(17)	(18)	(19)	(20)	19	18	17

(76)	Attrition
131	Hires
55	Net Change
(6)	Yearly Average Attrition Rate
694.00	Average Ending Filled
715.75	Average Authorized FTE
(6.83)	Average FTE Over (Under) Hiring Plan (April 29, 2014 Projection) for Year
1.25	Average monthly FTE deviation from Hiring Plan (April 29, 2014 Projection)

Early Warning Policy

To address the continuous reduction in staffing associated in the “Early Warning Policy,” Resolution No. 85281 C.M.S. was adopted on November 18, 2014 to amend the City of Oakland FY 2013-15 biennial budget to appropriate FY 2014-15 general purpose fund expenditures in an amount not to exceed \$6,832,586; and to increase the general purpose fund reserve in an amount of \$414,301; to move the 172nd Academy from the FY 2015-16 to begin April 27, 2015; and to fund the recruiting and background expenditures for the 173rd Academy recruitment to the FY 2014-15. The 173rd Academy will start in July 2015 and expenditures beyond recruiting and background will occur in FY 2015-16.

Based on staffing projections identified in the above chart for the period ending November 30, 2014, two lateral officer academies are being proposed. A separate memo has been submitted to the City Administrator’s Office requesting an appropriation to fund a lateral officer academy to begin in February 2015 and a second to begin in May 2015. Each lateral officer academy should yield fifteen officers. These academies are to address future projected staffing deficits that fall below the April 2014 Hiring Plan. The November 30, 2014 chart shows that staffing is at least five officers below minimum in December of 2014 as well as January, February, and March of 2015. Without these lateral academies, OPD will struggle to close the staffing gap.

Additional Figures and Tables

Figures 2 and 3 and Tables 1 through 11, appended to this report, show historical, current, and projected staffing data as detailed below:

- Figure 2 - Residency of sworn OPD members
- Figure 3 - Demographics of sworn OPD members
- Table 1 - Recruitment strategies – outreach/media activity: ongoing and completed
- Table 2 - Staff funding sources for sworn and civilian positions for FY 2014-15
- Table 3 - Budget authorized positions for sworn and non-sworn: Over 36.5 budgeted authorized positions are vacant
- Table 4 - Sworn staffing by year from FY 2010-11 through FY 2015-16
- Table 5 & 5(a) - Sworn attrition analysis for 2014 and data from September 2012 through November 2014
- Table 6 - Attrition of Oakland residents in the testing and hiring process
- Table 7 - Demographic information for the academies held in 2014 (ACSO, 170th, 171st and two lateral transitional courses).
- Table 8(a) & 8(b) - Recruitment data regarding each phase of the hiring process for the 171st academies and the two lateral courses. The numbers show how many applications were received and how many applicants attended

and moved on to the next phase (requested by the Public Safety / Committee)

- Table 9 – Patrol area data showing the number of officers assigned to each of the five police areas in the Patrol Division, as well as how the areas are split into the three shifts.
- Table 10 - Field training data for the 169th, ACSO and 170th academy graduates, currently in Field Training
- Table 11 - Vacancy report for civilian positions in OPD. The chart identifies the title of the positions that are open, the number of vacancies, the number of authorized positions, and where OPD is in the hiring process for each position for the 40 civilian vacancies (as of November 30, 2014)

PUBLIC OUTREACH / INTEREST

The Department continues to actively recruit candidates for the positions of police officer trainee and lateral / post-academy graduate police officer. Recruitment efforts focus on selective language candidates throughout the testing and selection process. OPD is working with community leaders and local schools and colleges to improve community involvement and to increase the number of Oakland residents applying for jobs with OPD.

Recruiting Strategies

Current recruitment efforts target diverse, qualified candidates with an emphasis on Oakland residency, diversity, and Equal Access Ordinance standards. In addition to the strategies outlined above, staff continues to host community partnership meetings in an effort to solicit feedback on current outreach strategies and to encourage recommendations. Staff has met with several community organizations and received positive feedback and useful input on recruiting efforts. Staff is working with community organizations to conduct hiring workshops, to be held at various community organization offices, throughout the City.

The Recruiting and Backgrounds staff attended or conducted the events listed below during November 2014:

- Practice Physical Ability Test (6th & Washington Parking Lot, Oakland) (Attendees: 35)
- Independent Living Skills Program (60 attendees, 20 expressed an interest in Law Enforcement)
- Police Officer Trainee Test Workshop (45 attendees, 2 were Oakland residents)
- Written Test Workshop (online) Attendees: 49)
- Career Exploration Day (First Steps Community Resource Center, 1601 Telegraph Avenue) (50-60 attendees, approximately 8 expressed an interest in Law Enforcement).

COORDINATION

The Department works with the Human Resources Management to complete the necessary steps associated with completing an academy. The City Attorney's Office and the Budget Office 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 David Downing, Deputy Chief of the Bureau of Services, at 510-238-7620.

Respectfully submitted,


SEAN WHEENT
Chief of Police
Oakland Police Department

Prepared by.
David Downing
Deputy Chief of Police
Oakland Police Department

Attachment A: Data Tables

Figure 2. Residency of Sworn OPD Members

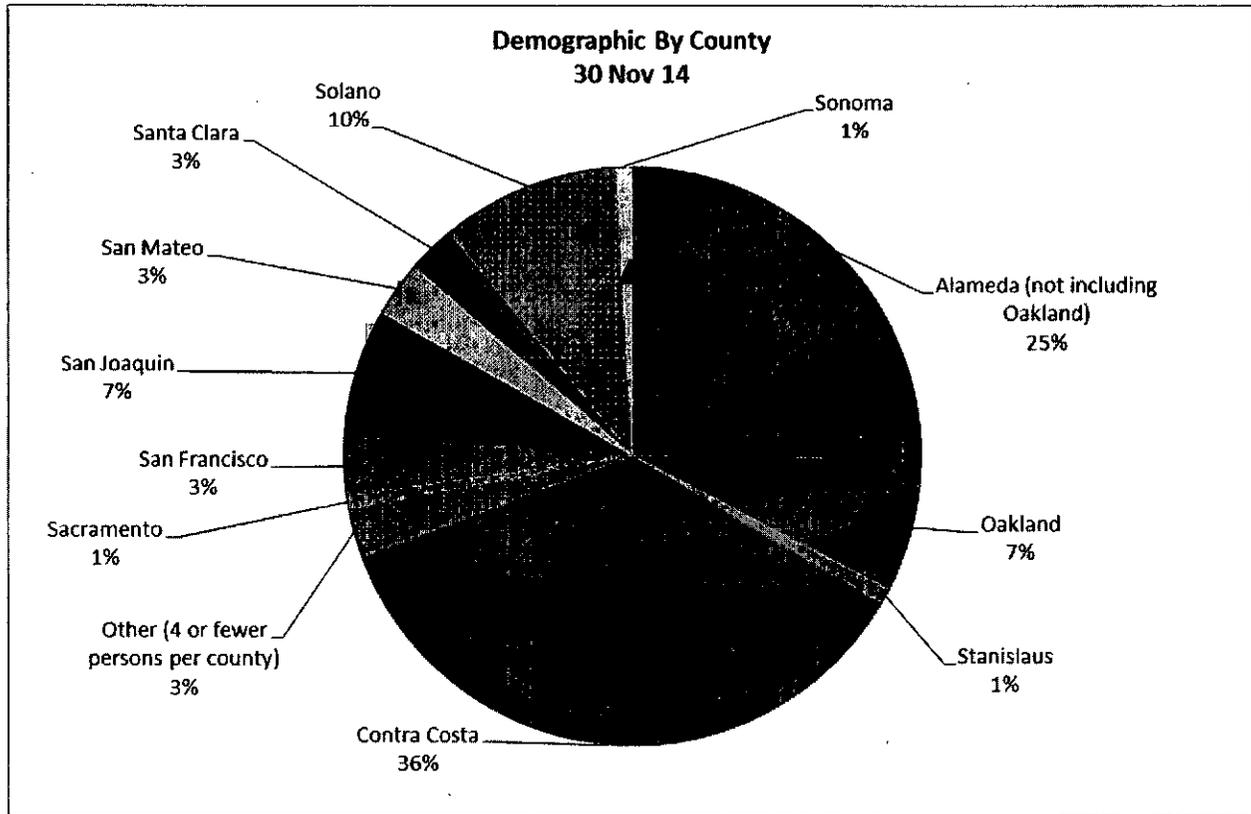


Figure 3. Demographics of Sworn OPD Members

Race	US 2010 Census	OPD 2013	OPD 2014
White	34.5%	43.0%	42.0%
Black	28.0%	20.0%	18.8%
Asian	16.8%	20.9%	12.7%
Hispanic	25.4%	19.0%	21.2%
Other *	--	--	5.3%
Female	14.3%**	12.0%	12.0%
Male	85.7%**	88.0%	88.0%

* Other includes Undeclared and Unknown, Data as of 7/1/2014

** 2007 data U.S. Department of Justice. Office of Justice Programs
Bureau of Justice Statistics, Local Police Department, 2007

Table 1. Current Recruitment Strategies – Outreach/Media Activity

ON-GOING / IN PROGRESS RECRUITMENT STRATEGIES
Partnerships with Oakland / local pastors, clergy and Neighborhood Services Coordinators who have existing relationships with community members and events. Finalized schedule of monthly events starting in March 2014 with community events. Each event will be advertised on participating organization website and announced regularly at organization events
Attend all city-wide recruiting events
Participation with professional associations / organizations (PAOs) that provide services to non-English speaking community members, including Asian/Latino PAOs
Host informational workshops at Oakland/local high schools
Attend military job fairs and local ROTC programs
Ensure 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.
Advance relationships with criminal justice and social science directors of Oakland/Local universities/college/high schools
Attend career events/fairs with local faith-based communities to increase awareness and Oakland residents' participation
Revamp the oral board interview workshop
Post Monthly Job/Workshop Announcements on Community Partners Websites

Table 2. Staff Funding Sources for Sworn and Civilian Positions for FY14 – 15

Sworn Positions	FTE
General Fund: General Purpose	606
Alameda County Vehicle Abatement	1
Measure Y	63
Traffic Safety Fund	2
COPS 2011	25
COPS 2013	10
COPS 2014	15
Grand Total	722

Civilian Positions	FTE
General Fund: General Purpose	404.70
Grant Funded	34.50
Grand Total	439.20

Table 3. Budget Authorized Positions

Position	Budget Authorized Positions	Authorized	Filled	+/-
Sworn	Chief of Police	1	1	0
	Assistant Chief	1	1	0
	Deputy Chief	3	3	0
	Captain	10	10	0
	Lieutenant	27	24	-3
	Sergeants	124	124	0
	Police Officers	556	542	-14
	Total Sworn	722	705	-17
Non-Sworn	Full-time and Part-time	439.20	390.20	-49
	Total Personnel	1161.20	1095.20	-66

Table 4. Sworn Staffing by Fiscal Year with Actual and Projected Attrition

FY10-11	Jul-11	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	689	684	681	674	670	658	653	662	657	647	641	(138) Net Change
Layoffs	(80)												(80) Total Layoffs
Attrition	(6)	(7)	(3)	(7)	(4)	(12)	(5)	(1)	(6)	(10)	(6)	(4)	(71) Total Attrition
Hires	0	2	0	0	0	0	0	10	1	0	0	0	13 Total Hires
Ending Filled	689	684	681	674	670	658	653	662	657	647	641	637	663 Average Ending Filled
Authorized FTE	723	723	723	723	723	723	669	669	669	669	669	669	
Over/(Under)	(34)	(39)	(42)	(49)	(53)	(65)	(16)	(7)	(12)	(22)	(28)	(32)	(6) Monthly Avg Attrition Rate

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	8 Net Change
Attrition	(6)	(2)	(4)	(6)	(3)	(4)	(3)	-	(5)	(5)	(6)	(1)	(45) Total Attrition
Hires	1	25	2	0	1	2	11	8	3	0	0	0	53 Total Hires
Ending Filled	632	655	653	647	645	643	651	659	657	652	646	645	649 Average Ending Filled
Authorized FTE	636	636	636	636	636	636	661	661	661	661	661	661	
Over/(Under)	(4)	19	17	11	9	7	(10)	(2)	(4)	(9)	(15)	(16)	(4) Monthly Avg Attrition Rate

Table 4. Sworn Staffing by Fiscal Year with Actual and Projected Attrition (continued)

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	(14) Net Change
Attrition	(3)	(9)	(5)	(3)	(3)	(7)	(7)	(2)	(2)	(7)	(8)	(2)	(58) Total Attrition
Hires	1	2	0	0	2	0	0	0	39	0	0	0	44 Total Hires
Ending Filled	643	636	631	628	627	620	613	611	648	641	633	631	630 Average Ending Filled
Authorized FTE	613	613	613	613	613	613	633	633	633	633	633	633	
Over/(Under)	30	23	18	15	14	7	(20)	(22)	15	8	0	(2)	
			166th Academy					167th Academy					(5) Monthly Avg. Attrition Rate
FY 2013-14 - Two Academies Budgeted (168th and 169th)													
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	626	624	615	612	654	649	16 Net Change
Attrition	(7)	(9)	(8)	(4)	(5)	(12)	(2)	(9)	(3)	(5)	(5)	(2)	(71) Total Attrition
Hires	0	0	36	0	0	4	0	0	0	47	0	0	87 Total Hires
Ending Filled	624	615	643	639	634	626	624	615	612	654	649	647	632 Average Ending Filled
Authorized FTE	665	665	665	665	665	675	675	675	675	675	675	675	
Over/(Under)	(41)	(50)	(22)	(26)	(31)	(49)	(51)	(60)	(63)	(21)	(26)	(28)	Change attrition rate June 2014
167th Academy			168th Academy (Sep 30 - Apr 4)					169th Academy (Dec 30 - July 3rd)					(6) Monthly Avg. Attrition Rate
								ACSO (Mar 17 - Sept 22)					
								170th Academy (Apr-Oct)					

Table 4. Sworn Staffing by Fiscal Year with Actual and Projected Attrition (continued)

FY 2014-15 - Two Academies Budgeted (170th and 171st)														
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	647	677	667	684	715	705	699	693	687	681	715	709	56	Net Change
Attrition	(4)	(11)	(4)	(4)	(10)	(6)	(6)	(6)	(6)	(6)	(6)	(6)	(75)	Total Attrition
Hires	34	1	21	35	0	0	0	0	0	40	0	0	131	Total Hires
Ending Filled	677	667	684	715	705	699	693	687	681	715	709	703	695	Average Ending Filled
Authorized FTE	707	707	707	707	707	722	722	722	722	722	722	722		
Over/(Under)	(30)	(40)	(23)	8	(2)	(23)	(29)	(35)	(51)	(7)	(13)	(19)		
169th Academy (Dec-Jul)													(6)	Monthly Avg Attrition Rate
ACSO (Mar 17 - Sept 22)														
170th Academy (Apr-Oct)														
171st Academy (Sep 29 - Apr)														
172nd Academy (Apr-Oct)														
FY 2015-16- Two Academies Budgeted (172nd and 173rd)														
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	703	697	691	685	719	713	747	741	735	729	723	717	8	Net Change
Attrition	(6)	(6)	(6)	(6)	(6)	(6)	(6)	(6)	(6)	(6)	(6)	(6)	(72)	Total Attrition
Hires	0	0	0	40	0	40	0	0	0	0	0	0	80	Total Hires
Ending Filled	697	691	685	719	713	747	741	735	729	723	717	711	717	Average Ending Filled
Authorized FTE	722	722	722	722	722	722	722	722	722	722	722	722		
Over/(Under)	(25)	(31)	(37)	(3)	(9)	25	19	13	7	1	(5)	(11)		
172nd Academy (Apr-Oct)													(6)	Monthly Avg. Attrition Rate
173rd Academy (Jul - Dec)														

Table 5 - Sworn Attrition Data (1/1/14-11/30/2014 - 11 month average is 5.3%)

Reason	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Total
Disability Retirement	1	2	2	2		1	1	1		1	4	15
Resignation	1	1						2	1	1	2	8
Resignation - Other Agency		1		1	3		1	7	1	1	1	16
Service Retirement			1	1	2	1	2	1			1	9
Termination		4	1						2	1	2	10
Deceased												0
Grand Total	2	8	4	4	5	2	4	11	4	4	10	58

Table 5a. Sworn Attrition Analysis January –November 2014

The table below identifies deviations/shortfalls between projected and actual staffing levels for sworn staffing from January – November 2014. During the period of January – November 2014, OPD was below the projected average monthly attrition (projection of 6 per month (60) and actual is (58) over an 11-month period).

Reason	Average Age at Separation	Number of Separations
Disability Retirement	46.6	15
Resignation	29.7	8
Resignation - Other Agency	36.2	16
Service Retirement	52.1	9
Termination	32.3	10

Date Separated	Age at Separation	Separation Reason	Job Class Title
1/13/2014	27.5	Resignation	Police Officer (PERS)
1/22/2014	52.6	Disability retired, on-duty	Police Officer (PERS)
2/2/2014	31.9	Resignation - Other Agency	Police Officer (PERS)
2/7/2014	33.7	Resignation	Police Officer (PERS)
2/20/2014	42.3	Disability retired, on-duty	Police Officer (PERS)
2/20/2014	41.8	Disability retired, on-duty	Police Officer (PERS)
2/24/2014	32.7	Termination	Police Officer (PERS)
2/24/2014	27.5	Termination	Police Officer (PERS)
2/24/2014	25.7	Termination	Police Officer (PERS)
2/25/2014	24.8	Termination	Police Officer (PERS)
3/1/2014	54.1	Service Retirement	Police Officer (PERS)
3/20/2014	41.4	Termination	Sergeant of Police (PERS)
3/21/2014	37.9	Disability retired, on-duty	Sergeant of Police (PERS)
3/21/2014	49.4	Disability retired, on-duty	Police Officer (PERS)
4/5/2014	43.8	Resignation - Other Agency	Police Officer (PERS)
4/18/2014	50.7	Disability retired, on-duty	Police Officer (PERS)

Date Separated	Age at Separation	Separation Reason	Job Class Title
4/18/2014	40.6	Disability retired, on-duty	Sergeant of Police (PERS)
4/19/2014	51.2	Service Retirement	Lieutenant of Police (PERS)
5/9/2014	50.0	Service Retirement	Police Officer (PERS)
5/9/2014	58.7	Service Retirement	Police Officer (PERS)
5/16/2014	38.0	Resignation - Other Agency	Police Officer (PERS)
5/16/2014	29.1	Resignation - Other Agency	Police Officer (PERS)
5/19/2014	29.1	Resignation - Other Agency	Police Officer (PERS)
6/15/2014	53.6	Service Retirement	Police Officer (PERS)
6/20/2014	40.0	Disability retired, on-duty	Police Officer (PERS)
7/19/2014	50.3	Service Retirement	Sergeant of Police (PERS)
7/19/2014	54.6	Disability retired, on-duty	Police Officer (PERS)
7/24/2014	48.1	Resignation - Other Agency	Police Officer (PERS)
7/26/2014	51.0	Service Retirement	Police Officer (PERS)
8/1/2014	32.5	Resignation - Other Agency	Police Officer (PERS)
8/2/2014	36.3	Resignation - Other Agency	Police Officer (PERS)
8/2/2014	43.5	Resignation - Other Agency	Sergeant of Police (PERS)
8/2/2014	30.1	Resignation - Other Agency	Police Officer (PERS)
8/2/2014	39.3	Resignation - Other Agency	Police Officer (PERS)
8/5/2014	33.2	Resignation	Police Officer (PERS)
8/9/2014	37.6	Resignation - Other Agency	Police Officer (PERS)
8/12/2014	40.5	Resignation - Other Agency	Police Officer (PERS)
8/22/2014	50.1	Service Retirement	Sergeant of Police (PERS)
8/22/2014	43.3	Disability retired, on-duty	Police Officer (PERS)
8/24/2014	24.4	Resignation	Police Officer (PERS)
9/4/2014	31.1	Termination	Police Officer (PERS)
9/4/2014	36.8	Termination	Police Officer (PERS)
9/21/2014	29.4	Resignation	Police Officer (PERS)
9/29/2014	49.4	Resignation - Other Agency	Lieutenant of Police (PERS)
10/16/2014	22.6	Termination	Police Officer (PERS)
10/17/2014	50.4	Disability retired, on-duty	Captain of Police (PERS)
10/20/2014	25.0	Resignation - Other Agency	Police Officer (PERS)
10/21/2014	29.9	Resignation	Police Officer (PERS)
11/3/2014	42.4	Termination	Police Officer (PERS)
11/3/2014	38.1	Termination	Police Officer (PERS)
11/11/2014	31.9	Resignation	Police Officer (PERS)
11/13/2014	50.0	Service Retirement	Police Officer (PERS)
11/21/2014	42.3	Disability retired, on-duty	Police Officer (PERS)
11/21/2014	50.6	Disability retired, on-duty	Sergeant of Police (PERS)
11/21/2014	41.9	Disability retired, on-duty	Police Officer (PERS)
11/21/2014	60.4	Disability retired, on-duty	Police Officer (PERS)
11/21/2014	25.0	Resignation - Other Agency	Police Officer (PERS)
11/29/2014	27.5	Resignation	Police Officer (PERS)

Table 6. Attrition of Oakland Residents in the Testing and Hiring Process

Police Hiring Steps: Oakland Residents	166th	167th	168th	169th	ACSO	170th	171st
Applications Received	282	186	415	271	--	316	501
Invited to Physical Ability Test (PAT)	85	59	371	262	--	267	337
Attended PAT	77	44	168	145	--	194	110
Invited to Written Exam	254	165	151	138	--	147	94
Attended Written Exam	155	112	133	123	--	113	77
Invited to Oral Exam	72	42	79	76	--	86	44
Attended Oral Exam	63	39	66	59	--	55	33
Background & Character Review	48	19	40	35	--	43	25
Invited to Academy	7	6	6	3	1	10	15
Graduated from Academy	3	3	6	2	1	10	TBD

Table 7. Demographic Information on Previous Academies

Class	Starting Date	Starting Number	Gender	Oakland Residency	Language	Ending Number
166th	17 Sep 12	57	15 Females 42 Males	7	8 Cantonese/Mandarin 4 Spanish	39
167th	25 Mar 13	51	7 Females 44 Males	6	5 Cantonese/Mandarin 12 Spanish	36
168th	30 Sep 13	57	8 Females 49 Males	6	0 Cantonese/Mandarin 19 Spanish	47
Lateral	9 Dec 13	4	4 Males	0	0 Cantonese/Mandarin 1 Spanish	4
169 th	30 Dec 13	55	8 Females 47 Males	2	0 Cantonese/Mandarin 13 Spanish	34
ACSO	17 Mar 14	24	3 Females 21 Males	1	3 Cantonese/Mandarin 3 Spanish	13
170 th	28 Apr 14	57	9 Females 48 Males	5	3 Cantonese/Mandarin 10 Spanish	35
Lateral	22 Sept 14	7	1 Female 6 Males	0	0 Cantonese/Mandarin 2 Spanish	Pending
171 ^s	29 Sept 14	60	10 Females 50 Males	15	5 Cantonese/Mandarin 9 Spanish	Pending

Table 8(a). OPD Recruitment Data - 2014 Academies

Police Hiring Steps: 170th Academy	Testing/ Time Frame	Total	Percent of Total	Percent Not Advanced	Number of Oakland Residents	Percent of General Total Oakland Residents	Percent of Oakland Residents Not Advanced
Applications Received	9/19-10/11/2013 & 12/17/2013-1/3/2014	2101	100%	0%	224	11%	0%
Invited to PAT	10/19/2013 & 1/1/2014	2036	97%	3%	184	9%	-18%
Attended PAT	10/19/2014 & 1/11/2014	941	45%	55%	111	5%	-40%
Invited to Written	11/6/2013 & 1/23/2014	899	43%	57%	105	5%	-57%
Attended Written	11/6/2013 & 1/23/2014	796	38%	62%	99	5%	54%
Invited to Oral Interview	12/9-12/10/2013 & 2/10-11/2014	579	28%	72%	86	4%	-47%
Attended Oral Interview	12/9-12/10/2013 & 2/10-11/2014	506	24%	76%	55	3%	-30%
Referred to OPD on eligibility list	1/10/2014 & 2/28/2014	348	17%	83%	43	2%	-23%
Invited to Academy	4/28/2014	57	3%	97%	10	.05%	0%
Graduated Academy	10/31/2014	35	2%	98%	10	.05%	0%

Table 8(a). OPD Recruitment Data (continued)

Police Hiring Steps: 171st Academy	Testing/ Time Frame	Total	Percent of Total	Percent Not Advanced	Number of Oakland Residents	Percent of General Total Oakland Residents	Percent of Oakland Residents Not Advanced
Applications Received	1/15-29/2014, 2/19-3/4/2014, 3/12-28/2014	2510	100%	0%	501	20%	0%
Invited to PAT		2416	96%	4%	476	19%	-5%
Attended PAT	2/8/2014, 4/12/2014, 6/14/2014	1138	45%	55%	174	7%	-65%
Invited to Written		1055	42%	58%	150	6%	-70%
Attended Written	2/27/2014, 3/24-25/2014, 5/6-7/2014	912	36%	64%	127	5%	-75%
Invited to Oral Interview		651	26%	74%	74	3%	-85%
Attended Oral Interview	3/31/2014, 4/1/2014, 4/28/2014, 5/22/2014, 6/16/2014, 6/23/2014	492	20%	80%	60	2%	-88%
Referred to OPD on eligibility list	4/17/2014, 6/25/2014, 7/25/2014	369	15%	85%	42	2%	-92%
Invited to Academy	9/29/2014	60	2%	98%	15	1%	-97%
Graduated Academy	4/3/2015	TBD	TBD	TBD	TBD	TBD	TBD

Table 8(b). OPD Recruitment Data, Lateral Transitional Courses

Police Hiring Steps: December 2013 to January 2014 Lateral Course	Testing/ Time Frame	Total	Percent of Total	Percent Not Advanced	Number of Oakland Residents
Applications Received	9/16/2013- 10/12/2013	81	100%	0%	2
Invited to PAT	10/19/2013	30	37%	63%	2
Invited to Oral Interview	10/19/2013	30	37%	63%	2
Referred to OPD on eligibility list	10/22/2013	27	33%	67%	2
Invited to Course	12/9/2013	4	5%	95%	0
Graduated Course	1/31/2014	4	5%	95%	0

Police Hiring Steps: September 2014 to November 2014 Lateral Course	Testing/ Time Frame	Total	Percent of Total	Percent Not Advanced	Number of Oakland Residents
Applications Received	10/21/2013- 11/06/2013	69	100%	0%	9
Invited to PAT	11/16/2013, 12/7/2013	38	55%	45%	2
Invited to Oral Interview	12/10/2013	27	39%	61%	2
Referred to OPD on eligibility list	12/23/2013	11	16%	84%	2
Invited to Course	9/22/2014	7	10%	90%	0
Graduated Course	11/26/2014	5	7%	93%	0

Table 9. Patrol Data

	Area 1	Area 2	Area 3	Area 4	Area 5
Number of officers assigned to patrol: 237	1 st Watch 17	1 st Watch 15	1 st Watch 17	1 st Watch 16	1 st Watch 15
	2 nd Watch 17	2 nd Watch 15	2 nd Watch 17	2 nd Watch 16	2 nd Watch 17
	3 rd Watch 15				
	Total 49	Total 45	Total 49	Total 47	Total 47
Number of officers assigned to evening shifts	32	30	32	31	32

Note: Open beats are covered on overtime.

Table 10. Field Training Data

In Field Training (FTO)	Entered FTO	Completed FTO
169 th Academy	34	25
ASCO	13	Pending
170 th Academy	35	Pending

Table 11. Civilian Vacancies in OPD - As of November 30, 2014 there are approximately 40 vacancies.

Job Classification	Number of Vacancies	Number Authorized	Status
Account Clerk I	1	1	<ul style="list-style-type: none"> OPD – Pending background clearance
Animal Control Officer	2	11	<ul style="list-style-type: none"> OPD – 2 candidates pending background clearance
Criminalist II	5	17	<ul style="list-style-type: none"> HRM – On 10/30/14, hiring manager received applications of qualified Criminalist I candidates to review and determine the possibility of under-filling vacant positions.
Dispatcher	5	67	<ul style="list-style-type: none"> HRM – Pending recruitment OPD – Pending background clearance from Operator list to back fill vacancies until new eligibility list is available
Intake Technician	3	5	<ul style="list-style-type: none"> OPD – 3 candidates pending background clearance by mid-January 2015
Latent Print Examiner II	1	5	<ul style="list-style-type: none"> HRM – As of 10/28/14, pending finalizing the screening of applications to certify an unranked eligibility list.
Management Assistant	1	1	<ul style="list-style-type: none"> HRM – Pending application screening
Parking Control Technician	1	26	<ul style="list-style-type: none"> OPD – Pending hiring manager interview
Police Cadet *New vacancy from resignation	2	9	<ul style="list-style-type: none"> OPD – 2 candidates pending medical clearance and Intel. HRM – Pending recruitment exam meeting
Police Operator	2	7	<ul style="list-style-type: none"> Pending background clearance by mid-January 2015
Police Records Specialist	2	55	<ul style="list-style-type: none"> OPD - 2 pending background clearance
Police Services Tech II *New vacancy from retirement	14	61	<ul style="list-style-type: none"> OPD - 24 candidates referred to Backgrounds for processing as of 11/13/14
Veterinary Technician	1	2	<ul style="list-style-type: none"> OPD pending background clearance due 12/15/14