

FILED  
OFFICE OF THE CITY CLERK  
OAKLAND

**CITY OF OAKLAND**  
**AGENDA REPORT**

2009 DEC 21 PM 1:16  
To: Office of the City Administrator  
Attn: Dan Lindheim  
From: Police Department  
Date: January 12, 2010

**Re: An Informational Report From the Oakland Police Department on Measure Y Recruiting and Police Department Staffing Levels As of November 30, 2009**

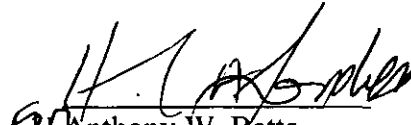
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As requested by the City Council, the attached information reflects the Department's staffing levels as of **November 30, 2009**.

The Committee directed staff to provide additional information on the continuous recruitment of Police Dispatchers. Staff will present said information, as well as information on the recruitment and hiring of the Police Communications Operators in a separate report to the Public Safety Committee.


The next monthly staffing report will be presented in **February 2010**.

Respectfully submitted,

  
Anthony W. Batts  
Chief of Police

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

APPROVED AND FORWARDED TO  
THE PUBLIC SAFETY COMMITTEE:

  
Office of the City Administrator

Item: \_\_\_\_\_  
Public Safety Comte.  
January 12, 2010

**Problem Solving Officers**

<b>BEAT</b>	<b>OFFICERS</b>	<b>Fund</b>	
	<b>AREA 1</b>		
<i>PSO 1</i>	Sgt. S. Millington	Y	
01X	Johnetta Roundtree	Y	
02X	Louis Johnson	Y	
02Y	Aaron Smith	Y	
05X	Robert Gerrans	Y	
05Y	Joseph Sanchez	Y	
06X	Chris Craig	Y	
07X	Jose Barocio	Y	
<i>PSO 2</i>	Sgt. B. Ortiz	Y	
08X	Ercivan Martin	Y	
09X	Trent Thompson	Y	
10X	Nadia Clark	G	
10Y	Jason Trode	Y	
11X	Michael Munoz	G	
12X	John Cunnie	G	
12Y	Patrick Gerrans	G	
<i>PSO 3</i>	Sgt. J. Bassett	G	
03X	Enrico Taupal	Y	
03Y	Daniel Vaquero	Y	
04X	Marcos Campos	Y	
13X	Randall Chew	Y	
13Y	John Haney	Y	
13Z	Maureen Vergara	Y	
	<b>AREA 2</b>		
<i>PSO 4</i>	Sgt. P. Bernard	Y	
14X	Tim Bergquist	Y	
14Y	Sammy Kim	Y	
15X	Scott Hewitt	Y	
16X	Marcus Hackenberg	Y	
17X	Jessica Borello	G	

<i>PSO 4</i>	<b>AREA 2</b>	<b>FUND</b>	
17Y	Menandro Madlansacay	<b>Y</b>	
19X	Phong Tran	<b>Y</b>	
<i>PSO 5</i>	Sgt. S. Wong	<b>G</b>	
16Y	Albert Smith	<b>Y</b>	
18X	Eric Castaneda	<b>G</b>	
18Y	Patrick Davis	<b>G</b>	
20X	Oscar Abucay	<b>Y</b>	
21X	Joel Aylworth	<b>Y</b>	
21Y	Maria Sanchez	<b>G</b>	
<i>PSO 6</i>	Sgt. P. Freeman	<b>Y</b>	
22X	Richard Coglio	<b>Y</b>	
22Y	Ann Pierce	<b>Y</b>	
23X	Jorge Pereda	<b>Y</b>	
24X	Joseph Fong	<b>G</b>	
24Y	Richard McNeely	<b>Y</b>	
25X	Ryan Kabahit	<b>Y</b>	
25Y	Tyman Small	<b>Y</b>	
	<b>AREA 3</b>		
<i>PSO 7</i>	Sgt. P. Egan	<b>Y</b>	
26X	Chris Cardona	<b>Y</b>	
26Y	Michael Land	<b>Y</b>	
27X	Greg Loud	<b>Y</b>	
27Y	Clay Burch	<b>G</b>	
30X	Vakiya Few	<b>Y</b>	
33X	Derek Smitheram	<b>Y</b>	
<i>PSO 8</i>	Sgt. S. Walker	<b>Y</b>	
31X	Themis Lonis	<b>Y</b>	
31Y	James Cordero	<b>G</b>	
31Z	K.C. Jones	<b>G</b>	
32X	Kirk Staggs	<b>G</b>	
32Y	Jeffrey Smoak	<b>Y</b>	
34X	Mark Castillo	<b>Y</b>	
<i>PSO 9</i>	Sgt. M. Allison	<b>G</b>	
28X	John Clement	<b>Y</b>	
29X	Ron Johnson	<b>G</b>	

<i>PSO 9</i>	<b>AREA 3</b>	<b>FUND</b>	
30Y	Anthony Burns	Y	
35X	D. Chapman	Y	
35Y	Steve Vierra	Y	
		49	Measure Y
		14	General Fund
	<b>CRT UNITS</b>		
Area 1	M. Baglieri CRT 1	Y	
Area 1	B. Alaura CRT 2	Y	
Area 2	M. Bonilla CRT 3	Y	
Area 2	K. Reynolds CRT 4	Y	
Area 3	A. Leal CRT 6	Y	
Area 3	M. Burch CRT 6	Y	
		6	
<b>BOI</b>	<b>YFSD/Measure Y Funding</b>		
<b>DVU*</b>	Randy White	Y	
<b>DVU</b>	David Hazelwood	Y	
<b>SVU**</b>	Carletta Garrett	Y	
<b>SVU</b>	Chan Lee	Y	
<b>SVU</b>	Bryant Ocampo	Y	
<b>Vice/explo</b>	James Beere	Y	
<b>Vice/explo</b>	James Saleda	Y	
<b>Vice/explo</b>	Jason Skrdlant	Y	
		8	
*Domestic Violence Unit/ **Special Victims Unit			
	<b>Total PSO</b>	<b>63</b>	

## OPD STAFFING MATRIX

### COMMUNICATION DISPATCHER FUNNEL DATA:

STAFFING STATUS AS OF:

MONTH: 30 November YEAR: 2009

Classification	Authorized	Filled	+/-
Dispatchers	70	57*	-13
Provisional Appointments	0	0	0
<b>TOTAL</b>	<b>70</b>	<b>57</b>	<b>-13</b>

\*3 out on extended leave

### DISPATCHER RECRUITING ACTIVITIES: November 30, 2009

- Applications Received: 596
- Written Test - Invited 335
- Written Passed - 86
- Interviewed: 79
- Interview Passed - 64
- In Background – 22 (3 Cantonese/Mandarin; 2 Spanish Speaking) as of 7Dec09

### POLICE CADET FUNNEL DATA:

STAFFING STATUS AS OF:

MONTH: 30 November YEAR: 2009

Classification	Authorized	Filled	+/-	Oakland Resident	%
Cadet (Part-time)	18 (PT)	16 (PT)	-2	10	63%

### CADET RECRUITING ACTIVITIES: November 30, 2009

- No recruiting activities for this reporting period.

### POLICE OFFICER FUNNEL DATA: November 30, 2009

- Lateral Police Officer job posted on the city job website on 11/9/09 until 12/11/09
- Police Officer Trainee recruiting activities for this reporting period.

STAFFING STATUS AS OF:

MONTH: 30 November YEAR: 2009

Classification	Authorized	Filled	+/-
Chief	1	1	0
Assistant Chief	1	1	0
Deputy Chief	3	2	-1
Captain	10	10	0
Lieutenant	27	26	-1
Sergeant	133	134	+1
Police Officer	628	614	-14
<b>TOTAL</b>	<b>803</b>	<b>788</b>	<b>-15</b>

### ATTRITION (Jan05 – 30 Nov 09)

Type	Total
Disability Retirements	70
Resignations	68
Service Retirements	59
Terminations (includes Probationary separations)	44
Deceased	6
<b>TOTAL</b>	<b>247</b>

Monthly Attrition = 3.75 (1Dec08-30Nov09)

**OPD STAFFING MATRIX**  
**Oakland Police Academy Report (30 Nov 09)**

**Department Staffing Level**

<b>Current Sworn Members</b>	<b>In Field Training Program</b>	<b>Extended in Field Training</b>
788	--	--

**Past Academies**

<b>Class</b>	<b>Number Started</b>	<b>Number Graduated</b>	<b>Academy Dates</b>	<b>Attrition Rate</b>	<b>FTO Dates</b>
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

<b>Class</b>	<b>Number Started</b>	<b>Number Graduated</b>	<b>Academy Dates</b>	<b>Attrition Rate</b>	<b>FTO Dates</b>
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
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

\*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

**Planned Academies**

<b>Class</b>	<b>Academy Dates</b>	<b>Anticipated Recruits</b>	<b>FTO Dates</b>
12 <sup>th</sup> Lateral	TBA	10	TBA
166 <sup>th</sup> Academy	TBA	40	TBD