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CITY OF OAKLAND

AGENDA REPORT

TO: JOHN A. FLORES
INTERIM CITY ADMINISTRATOR

FROM: Sean Whent

SUBJECT: Monthly Police Staffing Report

DATE: April 6, 2015

City Administrator Approval

Date 5/13/15

COUNCIL DISTRICT: City-wide

RECOMMENDATION

Staff requests that the Public Safety Committee accept the Oakland Police Department's (OPD) monthly information report on recruiting and sworn staffing levels as of March 31, 2015.

EXECUTIVE SUMMARY

The information in this report reflects changes to OPD's sworn staffing levels through March 31, 2015.

ANALYSIS

Table 1: Sworn Staffing Levels as of January 1st, 2015

Year	Sworn Staffing	Year	Sworn Staffing	Year	Sworn Staffing	Year	Sworn Staffing
2000	675	2004	756	2008	736	2012	642
2001	743	2005	704	2009	830	2013	613
2002	732	2006	683	2010	780	2014	626
2003	775	2007	699	2011	656	2015	695

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Public Safety Committee
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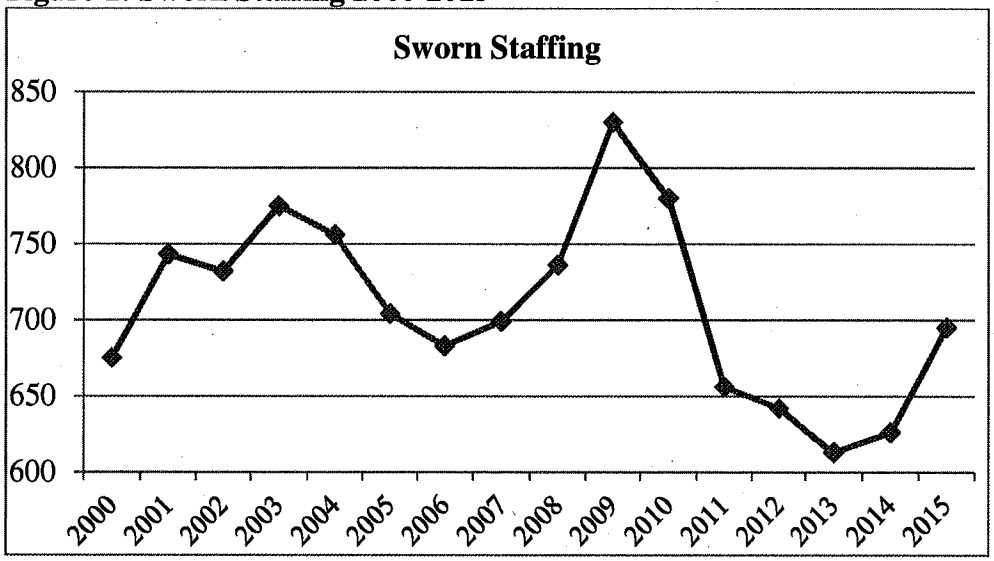
Figure 1: Sworn Staffing 2000-2015



- As of March 31, 2015 sworn staffing is 690 officers.
- The Lateral Transitional Course began on February 23, 2015 with 9 officers. There are currently 8 police officers in the course.
- The 171st Police Academy started with 60 Police Officer Trainees (POTs) and graduated 35 Police Officers on April 3, 2015.

Per the Bi-Annual Fiscal Year 2013-2015 Budget, OPD's FY 14-15 budgeted sworn strength is 722 officers. This total 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; 15 officers from the 2014 COPS grant; and approximately 63 officers associated with Measure Y.

The Oakland Police Department has prioritized attracting a racially diverse and multilingual workforce of qualified officers that includes Oakland residents.

Table 2: Race/Gender – Sworn Staff

ETHNICITY	Female	%	Male	Percentage
Asian	7	9%	75	12%
Black	21	26%	109	18%
Filipino	1	1%	11	2%
Hispanic	14	18%	141	23%
Native American	1	1%	1	0%
Undeclared-Other	1	1%	4	1%
White	35	44%	253	41%
Total	80	100%	610	100%

OPD Hiring / Full Police Staffing Plan

The Oakland City Council passed Resolution No. 84767 C.M.S. on December 10, 2013, which among other mandates, requires that the City Administrator or his or her designee present a "Hiring Plan showing the timeline for achieving OPD Budgeted Staffing to achieve Sworn and Police-Support Civilian staffing levels as quickly as possible ("OPD Hiring Plan"), and that the "Hiring Plan" shall include month-by-month projections of expected staffing levels. The City Council subsequently passed the "Implementation of Budgeted Police Staffing," on June 3, 2014, which adopts the "staffing projections in the OPD Hiring/Full Police Staffing to the April 29, 2014 Public Safety Committee as the current OPD Hiring Plan." Tables 3.1 and 3.2 below provide data on staffing and projections as reported in the April 29, 2014 "Full Police Staffing Report" and the actuals shown in the staffing levels as of March 31, 2015.

Table 3.1: Staffing Projections in the April 29, 2014 OPD Hiring / Full Police Staffing Report

Staffing Projections in the April 29, 2014 OPD Hiring /Full Police Staffing Report												
	2014						2015					
FY 14-15	**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	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)

Table 3.2: Actual Staffing & Projections – July 2014-June 2015

Staffing Actuals and Projections through March 31, 2015												
	2014						2015					
FY 14-15	**July**	**Aug**	**Sep**	**Oct**	**Nov**	**Dec**	**Jan**	**Feb**	**Mar**	**Apr**	**May**	**Jun**
Filled	647	677	667	684	715	705	695	694	696	690	724	733
Attrition	(4)	(11)	(4)	(4)	(10)	(10)	(2)	(7)	(6)	(6)	(6)	(6)
Hires	34	1	21	35	0	0	1	9	0	35	15	0
Ending Filled	677	667	684	715	705	695	694	696	690	724	733	727
Authorized	707	707	707	707	707	722	722	722	722	722	722	722
Over (Under) Authorized	(30)	(40)	(23)	8	(2)	(27)	(28)	(26)	(32)	2	11	5
Hiring Plan	681	676	691	726	721	716	711	706	701	696	691	686
Over (Under) Adopted Hiring Plan	***(4)***	***(9)***	***(7)***	***(11)***	***(16)***	***(21)***	***(17)***	***(10)***	***(11)***	***28***	***42***	***41***

Early Warning Policy and Recommendations
Resolution No 84767 C.M.S. also requires that the OPD staffing report contain an analysis of any deviations between the expected and actual staffing levels, the expected hiring methods, and alternative hiring options, for achieving Budgeted Staffing as quickly as possible. The Oakland Police Department has been running police academies as well as two Lateral/Post-Academy Graduate courses approved by City Council to adhere to the Early Warning Policy. The second Lateral/Post-Academy course will begin on May 18, 2015 with an anticipated 15 police officers. An additional Basic Academy was also recommended to begin in November 2015 and has been proposed for funding in the proposed Biannual FY 2015-2017 Budget. This Basic Academy would enroll 50 POTs in order to maintain staffing levels during FY 15-16.

In ***Attachment I***, Tables 4 through 17, appended to this report, show historical, current, and projected staffing data as detailed below.

Attachment I	
Table 4	Current Recruiting Outreach/Media Activity (page 1)
Table 5&6	Staff Funding Sources for Sworn and Civilian Positions (page 1)
Table 7	Budget Authorized Positions (page 1)
Table 8	Sworn Attrition by Month (pages 2)
Table 9	Sworn Attrition by Age (page 2)
Table 10	Attrition of Oakland Residents in the Testing and Hiring Process (page 2)
Table 11	Demographic Information on Academies since 2012 (page 3)
Table 12a	OPD Recruitment Data – Current Academies (page 4)
Table 12b	OPD Recruitment Data, Lateral Transitional Courses (page 4)
Table 13	Field Training Data (page 5)
Table 14	Sworn Staffing Allocations within OPD (page 5)
Table 15	Civilian Vacancies in OPD (page 6)
Table 16	Patrol Data

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 has a Recruiting table at local churches on Sundays to increase awareness and residential interest. 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.

COORDINATION

The Department works with the Human Resources Management to complete the necessary steps associated with completing an academy. The Office of the City Attorney was 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 and civilian employees as discussed in this report 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 WHENT
Chief of Police
Oakland Police Department

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

Attachment I: Data Tables

Attachment

Table 4: Current Recruitment – Outreach/Media Activity

ON-GOING / IN PROGRESS RECRUITMENT STRATEGIES
Attended the Oakland Running Festival on Saturday 21 Mar 15. 4,000 attended the event and Police Officer Trainee and Cadet literature was distributed.
Attended service at Friendship Christian Center on Sunday 22 Mar 15. 35 attendees stopped by the recruitment table and received Police Officer Trainee and Cadet literature.
POST Test Workshop Webinar – held Saturday 7 Mar 15. 35 participated in this workshop.
Practice Physical Ability Test – held Saturday 7 Mar 15. 15 participated at this training.
Posted advertising on ANG, POST, *El Mundo*, *Univision*, *Sing Tao*, Unity Council, etc.
Attended the OPD Open House for Skyline High School students Wednesday 25 Mar 15. 35 attendees stopped by the recruitment table and received Police Officer Trainee and Cade literature.
Attended service at the Tree of Life Empowerment Ministries Church on Sunday 29 Mar 15. 30 attendees stopped by the recruitment table and received Police Officer Trainee and Cadet literature.

Tables 5 & 6: Staff Funding Sources for Sworn and Civilian Positions for FY 2014 – 2015

Sworn Positions	FTE
General Fund: General Purpose	606
Alameda Co. 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	379.2
Alameda Co. Vehicle Abatement	1.00
Measure Y	.35
Traffic Safety Fund	15.65
False Alarm Reduction Program	6.50
US Department of Justice	3.00
State of California	1.65
Workers' Comp. Insurance	2.00
Grand Total	**409.35**

Table 7: 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	26	-1
	Sergeants	124	123	-1
	Police Officers	556	526	-30
	Total Sworn	722	690	-32
Non-Sworn	Full-time and Part-time	409.35	386.85	-22.5
	Total Personnel	**1131.35**	**1076.85**	**-54.5**

Table 8: Sworn Attrition Data: April 1, 2014 through March 31, 2015 (12 month average is 5.8%)

Reason/Month	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar '15	Total
Disability Retirement	2		1	1	1		1	4	1		3	1	**15**
Resignation					3	1	1	2	1	1	2	3	**14**
Resignation - Other Agency	1	3		1	6	1	1	1	1				**15**
Service Retirement	1	2	1	2	1			1	7		2	2	**19**
Termination						2	1	2		1			**6**
Deceased													**0**
Grand Total	4	5	2	4	11	4	4	10	10	2	7	6	**69**

Table 9: Sworn Attrition Information by Age - April 1, 2014 through March 31, 2015

Reason for Separation	Average Age at Separation	Number of Separations
Disability Retirement	47.3	15
Resignation	32.2	14
Resignation - Other Agency	36.0	15
Service Retirement	51.4	19
Termination	34.3	6

Table 10: 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	254	165	151	138	--	147	94
Attended Written	155	112	133	123	--	113	77
Invited to Oral Interview	72	42	79	76	--	86	44
Attended Oral Interview	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	9

Table 11: Demographic Information on Academies since 2012

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 Dec13	4	4 Males	0	0 Cantonese/Mandarin 1 Spanish	4
169th	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
170th	28 Apr 14	57	9 Females 48 Males	5	3 Cantonese/Mandarin 10 Spanish	35
Lateral	22 Sep 14	7	1 Female 6 Males	0	0 Cantonese/Mandarin 2 Spanish	5
171s	29 Sep 14	60	10 Females 50 Males	15	5 Cantonese/Mandarin 9 Spanish	35
Lateral	23 Feb 15	9	9 Males	1	1 Cantonese/Mandarin 0 Spanish	Pending

Table 12a: OPD Recruitment Data – Current Academies

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	2,510	100%	0%	501	20%	0%
Invited to PAT		2,416	96%	-4%	476	19%	-5%
Attended PAT	2/8/2014 4/12/2014 6/14/2014	1,138	45%	--55%	174	7%	-65%
Invited to Written		1,055	42%	-58%	150	6%	-70%
Attended Written	2/27/2014 3/242014 3/25/2014 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	35	1%	99%	9	0.3%	98%

Table 12b: OPD Recruitment Data, Lateral Transitional Courses

Police Hiring Steps: February 2015 Lateral Course	Testing/ Time Frame	Total	Percent of Total	Percent Not Advanced	Number of Oakland Residents
Applications Received	12/22/2014 – 1/06/2015	84	---	---	6
Invited to PAT	1/26/2015	47	56%	44%	3
Invited to Oral Interview	1/26/2015	21	25%	75%	2
Referred to OPD on eligibility list	1/28/2015	16	19%	81%	2
Invited to Course	2/23/2015	9	11%	89%	1
Graduated Course	5/1/2015	TBD	TBD	TBD	TBD

Table 13: Field Training Data

Academy of Origin	Entered FTO	Completed FTO
OPD 169th Basic Academy	34	27 Final
Alameda County Sheriff's Office Basic Academy & Lateral	18	16 completed / 1 pending
OPD 170th Basic Academy	35	29 completed / 1 pending

Table 14: Sworn Staffing Allocations within OPD

	Chief	Assistant Chief	Deputy Chief	Captain	Lieutenant	Sergeant	Officer
Office of the Chief	1	1					
Public Information Office							2
Internal Affairs Division				1	1	12	3
Office of the Inspector General					1	3	1
Intelligence Unit						1	6
Research & Planning							1
Bureau of Field Operations: Administration			2		1	2	1
Patrol Area 1				1	3	17	95
Patrol Area 2				1	3	12	68
Patrol Area 3				1	3	12	70
Patrol Area 4				1	3	13	68
Patrol Area 5				1	3	16	89
Support Operations Division				1	1	3	8
Traffic Section					1	3	17
Bureau of Services: Administration			1	1			
Communications Section						4	
Training Section					1	2	25
Recruiting and Background Unit						1	4
Information Technology							3
Property/ Evidence Unit							2
CID: Administration				1			
CID: Special Victims Section					1	4	24
CID: Homicide Section					1	6	6
CID: Theft/ Field					1	2	14

Support Section							
CID: Gang/ Felony Assault Section					1	4	16
CID: Robbery and Burglary Section					1	3	16
CID: Youth and School Services Section					1	3	15
Ceasefire				1			2
Total Sworn Allocation	1	1	3	10	27	124	556

Table 15 below reflects civilian vacancies in OPD as of March 31, 2015. These figures exclude positions where staff have been hired but have not started work.

Table 15: Civilian Vacancies in OPD

Job Classification	Vacancies	Authorized	Status
Accountant II	1	2	• HRM: Received certified eligibility list on 2/2/15, pending scheduling of hiring interviews.
Criminalist II	5	17	• OPD – Pending background for one (CRIM II-Biology). • HRM – Pending Crim I eligibility list.
Intake Technicians	2	5	• HRM: pending certification of additional names to interview
Latent Print Examiner II	1	5	• HRM: Posting projected to open on 3/9/15
Police Cadet	2.5	9	• OPD: Job posting opened on 3/2/15 and closes on 4/3/15. 111 applications received.
Police Dispatchers	10	67	• HRM: Oral Board interviews scheduled for 2/25 & 2/26. • OPD: Working on background checks using the Operator list to under fill vacancies until new Dispatcher eligibility list is available in March 2015 - at which time any remaining vacancies will be filled using new list.
Police Operators	1	7	• OPD: Pending background clearance by end of Selective Language – Spanish candidate.

Table 16: Patrol Data

	Area 1	Area 2	Area 3	Area 4	Area 5
Number of officers assigned to patrol: 258	1st Watch 16 2nd Watch 17 Late Tac 8 3rd Watch 16 Total 57	1st Watch 15 2nd Watch 16 3rd Watch 15 Total 46	1st Watch 16 2nd Watch 15 3rd Watch 16 Total 47	1st Watch 16 2nd Watch 17 3rd Watch 16 Total 49	1st Watch 17 2nd Watch 16 Late Tac 10 3rd Watch 16 Total 59
Number of officers assigned to evening shifts	41	31	31	33	42
Number of officers assigned to PSO / CRT: 66	PSO 7 CRT 8	PSO 7 CRT 8	PSO 8 CRT 8	PSO 7 CRT 6	PSO 6 CRT 8
# of open beats not filled by overtime in February	1st Watch: 1 2nd Watch: 1 3rd Watch: 5	1st Watch: 2 2nd Watch: 7 3rd Watch: 1	1st Watch: 1 2nd Watch: 6 3rd Watch: 6	1st Watch: 3 2nd Watch: 2 3rd Watch: 5	1st Watch: 2 2nd Watch: 1 3rd Watch: 0

Note: Open beats are covered on overtime.

Beats by Area:

Area 1: Beats 1-7
Area 2: Beats 8-14
Area 3: Beats 15-22
Area 4: Beats 23-28
Area 5: Beats 29-35