

FILED
OFFICE OF THE CITY CLERK
OAKLAND

CITY OF OAKLAND
AGENDA REPORT

2011 FEB 24 Office of the City Administrator
Attn: Dan Lindheim
From: Police Department
Date: March 8, 2011

**Re: An Informational Report From the Oakland Police Department on Measure Y
Recruiting and Police Department Staffing Levels As of December 31, 2010**

As requested by the City Council, the attached information reflects the Department's staffing levels as of December 31, 2010.

The next report will be presented in June 2011.

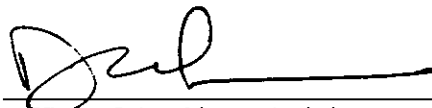
Respectfully submitted,



Anthony W. Batts
Chief of Police

Prepared by:
Gilbert A. Garcia
Personnel and Fiscal Services Division

**FORWARD TO THE
PUBLIC SAFETY COMMITTEE:**



Office of the City Administrator

Attachment: Staffing Matrix

Item: _____
Public Safety Comte.
March 8, 2011

OPD STAFFING MATRIX

POLICE COMMUNICATION DISPATCHER FUNNEL DATA:

STAFFING STATUS AS OF: MONTH: 31 January YEAR: 2011

Classification	Authorized	Filled	+/-
Dispatchers	70	60	-10
TOTAL	70	60	-10

*3 out on extended leave

Recruiting: 10 openings (1 Cantonese/Mandarin; 1 Spanish; 8 General)

- Hired 10; 9 to start 7Feb11 and 1 to start 21Feb 11.

POLICE CADET FUNNEL DATA:

STAFFING STATUS AS OF: MONTH: 31 January YEAR: 2011

Classification	Authorized	Filled	+/-	Oakland Resident	%
Cadet (Part-time) Fund 2910	18 (PT)	8 (PT)	-10	2	25%
Cadet (Part-time) Fund 2112	11 (PT)	9	-2	4	44%

Recruiting: 5 openings

- Backgrounds Completed waiting for review 2
- Backgrounds Pending: 14

POLICE OFFICER FUNNEL DATA:

STAFFING STATUS AS OF: MONTH: 31 January YEAR: 2011

Classification	Candidates Applied	Oakland Residents	Oral Board Attend/Pass	PAT Attend/Pass
Lateral	0	0	0	0
POT	0	0	0	0

- 10 Reinstatement Candidates to be rehired immediately.

STAFFING STATUS AS OF: MONTH: 31 January YEAR: 2011

Classification	Authorized	Filled	Over/(Vacant)
Chief	1	1	0
Assistant Chief	1	1	0
Deputy Chief	3	2	-1
Captain	10	11	+1
Lieutenant	27	23	-4
Sergeant	125	118	-7
Police Officer	556	502	-54
TOTAL	723	658	-65

OPD STAFFING MATRIX

ATTRITION (Jan05-31Jan11)

Type	Total
Disability Retirements	89
Resignations	95
Service Retirements	75
Terminations (includes Probationary separations)	45
Reduction in Force	80
Deceased	6
TOTAL	390

Monthly Attrition = 10.92 (1Jan10-31Jan11)

Oakland Police Academy Report (31 January 11)

Department Staffing Level

Current Sworn Members	In Field Training Program	Extended in Field Training
653	--	--

Past Academies

Class	Number Started	Number Graduated	Academy Dates	Attrition Rate	FTO Dates
154 th Academy	16	11	28 Feb-2 Sep 05	31%	N/A
6 th Lateral	7	7	18 Apr-20 May 05	0%	N/A
155 th Academy	34	18	11 Jul 05-13 Jan 06	47%	N/A
156 th Academy	27	16	28 Nov 05-2 Jun 06	40%	3 Jun – 15 Sep 06

Class	Number Started	Number Graduated	Academy Dates	Attrition Rate	FTO Dates
157 th Academy	22	16	6 Feb-11 Aug 06	27%	12 Aug – 24 Nov 06
7 th Lateral	3	3	5-29 Sep 06	0%	30 Sep 06-12 Jan 07
158 th Academy	44	26	5 Jun – 17 Nov 06	41%	25 Nov 06-9 Mar 07
159 th Academy	49	30	11 Sep 06-9 Feb 07	39%	17 Feb-1 Jun 07
160 th Academy	42	24	11 Dec 06-25 May 07	43%	2 Jun -14 Sep 07
8 th Lateral	2	2	16 Apr-10 May 07	0%	12 May-24 Aug 07
161 st Academy	29	22	26 Feb- 17 Aug 07	24%	25 Aug 07- 7 Dec 07
162 nd Academy	45	25	9 Jul 07 – 4 Jan 08	44%	19 Jan 08- 2 May 08
163 rd Academy	36	28 *	15Oct 07-11 Apr 08	26.3 %	3 May-22 Aug 08
9 th Lateral	6	6	10 Mar- 11 Apr 08	0	12 Apr- 1 Aug 08
164 th Academy	39+2	30**	28 Jan- 25 Jul 08	26.8%	26 Jul - 14 Nov 08
10 th 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 th Academy	49+2	38***	19 May-14 Nov 08	25.5 %	15 Nov 08-6 Mar 09
11 th Lateral	2	2	13 Apr-15 May 09	0 %	16 May – 4 Sep 09
12 th Lateral	5	5	5 Apr 10 – 15 May 10	na	22May -10 Sep 10
ACSO	21	0****	19 Apr 10 – 22 Oct 10	na	6 Dec 10 – 25 Mar 11

*Two POT's added from the 162nd BA

** One POT added from the 163rd BA and one POT transfer from Vallejo PD

*** Two POT's added from the 164th BA

**** All ACSO POTs are no longer employed with the City of Oakland.

OPD STAFFING MATRIX

OPD Sworn Projection

Authorized FTE 803		FY09-10	17-Jul-09	7-Aug-09	4-Sep-09	9-Oct-09	6-Nov-09	4-Dec-09	8-Jan-10	12-Feb-10	5-Mar-10	2-Apr-10	7-May-10	4-Jun-10
Filled		799	799	797	792	791	788	779	775	774	776	776	776	776
Variance to Auth. FTE		(4)	(4)	(6)	(11)	(12)	(15)	(24)	(28)	(29)	(27)	(27)	(27)	(27)

Authorized FTE 723		Authorized FTE 669											
FY10-11	2-Jul-10	6-Aug-10	3-Sep-10	4-Oct-10	19-Nov-10	1-Dec-10	1-Jan-11	1-Feb-11	1-Mar-11	1-Apr-11	1-May-11	1-Jun-11	
Beginning Filled FTE		775	687	684	679	673	670	660	653	659	655	651	647
Attrition		(88)	(3)	(5)	(6)	(3)	(10)	(7)	(4)	(4)	(4)	(4)	(4)
Reinstate/New Hires		0	0	0	0	0	0	0	10	10	10	10	10
Ending Filled FTE		687	684	679	673	670	660	653	659	665	661	657	653
Variance to Auth. FTE		(36)	(39)	(44)	(50)	(53)	(63)	(16)	(10)	(4)	(8)	(12)	(16)

Authorized FTE 669		FY11-12	Jul-11	Aug-11	Sep-11	1 Oct 11	Nov-11	Dec-11	Jan-12	Feb-12	Mar-12	Apr-12	May-12	Jun-12
Beginning FTE		653	649	645	641	637	633	629	645	641	637	673	669	
Attrition		(4)	(4)	(4)	(4)	(4)	(4)	(4)	(4)	(4)	(4)	(4)	(4)	
New Hires		0	0	0	0	0	0	20	0	0	40	0	0	
Filled		649	645	641	637	633	629	645	641	637	673	669	665	
Variance to Auth. FTE		(20)	(24)	(28)	(32)	(36)	(40)	(24)	(28)	(32)	4	0	(4)	

Authorized FTE 669		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
Beginning FTE		665	661	657	653	649	685	681	677	673	669	665	661	661
Attrition		(4)	(4)	(4)	(4)	(4)	(4)	(4)	(4)	(4)	(4)	(4)	(4)	(4)
New Hires		0	0	0	0	40	0	0	0	0	0	0	0	0
Filled		861	657	653	649	685	681	677	673	669	665	661	657	
Variance to Auth. FTE		(8)	(12)	(16)	(20)	16	12	8	4	0	(4)	(8)	(12)	

Authorized FTE 669		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
Beginning FTE		657	653	689	685	681	677	673	669	665	661	657	693	
Attrition		(4)	(4)	(4)	(4)	(4)	(4)	(4)	(4)	(4)	(4)	(4)	(4)	
New Hires		0	40	0	0	0	0	0	0	0	0	40	0	
Filled		653	689	685	681	677	673	669	665	661	657	693	689	
Variance to Auth. FTE		(16)	20	16	12	8	4	0	(4)	(8)	(12)	24	20	

Authorized FTE 669		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
Beginning FTE		689	685	681	677	673	669	665	661	657	693	689	685	
Attrition		(4)	(4)	(4)	(4)	(4)	(4)	(4)	(4)	(4)	(4)	(4)	(4)	
New Hires		0	0	0	0	0	0	0	0	40	0	0	0	
Filled		685	681	677	673	669	665	661	657	693	689	685	681	
Variance to Auth. FTE		16	12	8	4	0	(4)	(8)	(12)	24	20	16	12	