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2013 DEC 5 PM 1:42

AGENDA REPORT

TO: DEANNA J. SANTANA
 CITY ADMINISTRATOR

FROM: Sean Whent
 Chief of Police

SUBJECT: Monthly Police Staffing Report

DATE: November 4, 2013

City Administrator
 Approval

Deanna Santana

Date

11/25/13

COUNCIL DISTRICT: City-wide

RECOMMENDATION

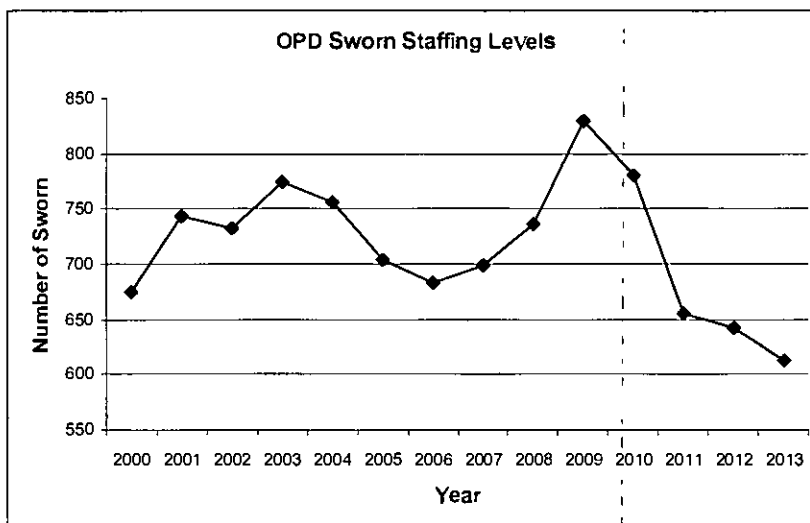
Staff recommends acceptance of this informational report from the Oakland Police Department (OPD) on recruiting and sworn staffing levels as of October 31, 2013.

EXECUTIVE SUMMARY

As requested by the Public Safety Committee, the following information reflects OPD's sworn staffing levels through October 31, 2013.

ANALYSIS

Sworn staffing levels are approaching historically low levels, as Figure 1 illustrates.



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

Figure 1. Annual sworn staffing levels as of January of each year from 2000 through 2013

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As of October 31, 2013, sworn staffing is at 638 officers. The 167th Police Academy started on March 25, 2013 with 51 Police Officer Trainees (POTs) and graduated 36 on September 20, 2013. The 168th Police Academy started on September 30, 2013 with 57 POTs and will graduate April 4, 2014.

OPD's authorized sworn strength, per the 2013-2015 police budget, is 665 officers. In FY13-14, this total included 24 Community Oriented Policing Services (COPS) Hiring Grant officers and approximately 63 officers associated with Measure Y.

PUBLIC OUTREACH/INTEREST

The Department continues to actively recruit candidates for the position of police officer trainee and lateral/post academy graduate police officer. Special emphasis has been placed on attracting and hiring Oakland residents and selective language candidates throughout the testing and selection process and by utilizing the community leaders and local schools and colleges to increase awareness in the community. The 169th Police Academy is scheduled to begin on December 30, 2013 with 55-60 POTs.

Recruiting Strategies

A detailed outline of Recruiting & Background Unit recruitment strategies is presented in Table 1 below. Current recruitment efforts target diverse, qualified candidates with an emphasis on Oakland residency and Equal Access Ordinance standards.

In addition to the strategies outlined in Table 1 below, staff is hosting community partnership meetings in an effort to solicit feedback on current outreach strategies and to encourage suggestions. Staff is also planning to create an on-line survey for academy graduates soliciting feedback on the recruiting and backgrounds process.

The Recruiting and Backgrounds staff attended or conducted the events listed below during the month of October 31, 2013:

- Black Cowboy Parade*
- Asian Community Safety and Awareness Fair (200 Attendees)
- Family Day Health Fair (50 Attendees)
- Hartman College Career Fair (100 Attendees)
- Dirty Giri Mud Run (2,000-3,000 Attendees)
- Honor a Hero, Hire a Vet Job and Resource Fair (200 Attendees)
- Physical Ability Test Practice Workshop (20 Attendees)

* Communities outreach to promote police officer recruitment and increase visibilities.

* Communities outreach to promote police office recruitment and increase visibilities.

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Table 1. Current Recruitment Strategies

Outreach/Media
Continue on-going relationships with Oakland/local pastors, clergy and Neighborhood Services Coordinators who have existing relationships with community members and events.
Continue attending on-going recruiting events.
Continue on-going relationships with professional associations/organizations (PAOs) that provide services to non-English speaking community members, including Asian/Latino PAOs.
Continue hosting informational workshops at Oakland/local high schools.
Continue attending military job fairs and local ROTO programs.
Continue ensuring 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.
Establish on-going relationships with athletic directors of Oakland/local universities/colleges/high schools.
Establish on-going relationships with criminal justice and social science directors of Oakland/local universities/college/high schools.
Establish career events/fairs with local faith-based communities to increase awareness and Oakland residents' participation.
Update the recruitment website at opdjobs.com
Revamp the current recruitment and hiring process and continuously look for ways to make process improvements.
Establish an oral board interview workshop.
Create a Recruiting & Background Unit social media account (Facebook, Twitter).

Table 2 through 8 show historical, current, and projected staffing data.

Table 2 shows sworn staffing by year from FY 10-11 through FY 15-16; Table 3 shows sworn attrition data from September 2012 through October 2013; Table 4 provides demographic information for the 166th, 167th, and 168th academies; Table 5 shows recruitment data for the 166th, 167th, and 168th academies; Table 6 shows patrol data for the five areas; Table 7 provides field training data for the 166th, and 167th academies; and Table 8 has detailed information on the approximately 84 civilian vacancies (as of 31 October 2013).

Table 2. Sworn Staffing by Year

OPD Sworn Staffing - Two Academies Per Year													
Updated 10/31/13													
FY10-11	Jul-10	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	687	684	679	673	670	660	653	662	657	647	641	(80) Layoffs
Layoffs	(80)												(71) Attrition
Attrition	(6)	(7)	(3)	(7)	(4)	(12)	(5)	(1)	(6)	(10)	(6)	(4)	13 Hires
Hires	0	2	0	0	0	0	0	10	1	0	0	0	(138) Net Change
Ending Filled	689	682	681	672	669	658	655	662	657	647	641	637	
Authorized FTE	723	723	723	723	723	723	669	669	669	669	669	669	(5.92) Avg Monthly Attrition
Over/(Under)	(34)	(41)	(42)	(51)	(54)	(65)	(14)	(7)	(12)	(22)	(28)	(32)	
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	(45) Attrition
Attrition	(6)	(2)	(4)	(6)	(3)	(4)	(3)	-	(5)	(5)	(6)	(1)	53 Hires
Hires	1	25	2	0	1	2	11	8	3	0	0	0	8 Net Change
Ending Filled	632	655	653	647	645	643	651	659	657	652	646	645	
Authorized FTE	636	636	636	636	636	636	661	661	661	661	661	661	(3.75) Avg Monthly Attrition
Over/(Under)	(4)	19	17	11	9	7	(10)	(2)	(4)	(9)	(15)	(16)	
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	640	632	(59) Attrition
Attrition	(3)	(9)	(5)	(3)	(3)	(7)	(7)	(2)	(2)	(8)	(8)	(2)	44 Hires
Hires	1	2	0	0	2	0	0	0	39	0	0	0	(15) Net Change
Ending Filled	643	636	631	628	627	620	613	611	648	640	632	630	
Authorized FTE	613	613	613	613	613	613	633	633	633	633	633	633	(4.92) Avg Monthly Attrition
Over/(Under)	30	23	18	15	14	7	(20)	(22)	15	7	(1)	(3)	
			166th Academy						167th Academy				
FY 2013-14 - Two Academies Budgeted (168th and 169th Academy included in baseline budget)													
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	630	623	614	642	638	634	630	626	622	658	654	650	(60) Attrition
Attrition	(7)	(9)	(8)	(4)	(4)	(4)	(4)	(4)	(4)	(4)	(4)	(4)	116 Hires
Hires	0	0	36	0	0	0	0	0	40	0	0	40	56 Net Change
Ending Filled	623	614	642	638	634	630	626	622	656	654	650	686	(5.00) Avg Monthly Attrition
Authorized FTE	665	665	665	665	665	665	665	665	665	665	665	665	
			167th Academy			168th Academy			169th Academy				
FY 2014-15 - Two Academies Budgeted (170th and 171st Academy included in baseline budget)													
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	686	682	678	674	670	666	662	698	694	690	686	682	(48) Attrition
Attrition	(4)	(4)	(4)	(4)	(4)	(4)	(4)	(4)	(4)	(4)	(4)	(4)	80 Hires
Hires	0	0	0	0	0	0	40	0	0	0	0	40	32 Net Change
Ending Filled	682	678	674	670	666	662	698	694	690	686	682	718	
Authorized FTE	707	707	707	707	707	707	707	707	707	707	707	707	
FY 2015-16 - No Academies Budgeted													
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	718	714	710	706	702	698	694	690	686	682	678	674	(48) Attrition
Attrition	(4)	(4)	(4)	(4)	(4)	(4)	(4)	(4)	(4)	(4)	(4)	(4)	0 New Hires
Hires	0	0	0	0	0	0	0	0	0	0	0	0	(48) Net Change
Ending Filled	714	710	706	702	698	694	690	686	682	678	674	670	
Authorized FTE	729	729	729	729	729	729	729	729	729	729	729	729	

Table 3 - Sworn Attrition Data (9/1/12-10/31/13 - 14 month average is 5%)

Reason	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Total
Disability Retirement	4	1		3	2	1	1	3	4	2	2	5	5		33
Resignation			1		3							1			5
Resignation - Other Agency	1	2	1					5			5		1		15
Service Retirement			2	2	2	1	1					2	1	2	13
Termination									1			1			2
Deceased									1		1				2
Grand Total	5	3	4	5	7	2	2	8	6	2	8	9	7	2	70

Table 4. Demographic Information on Academies

Class	Starting Date	Starting Number	Gender	Oakland Residency	Language	Ending Number
166th Academy	17 Sep 12	53	15 Females 42 Males	7	8 Cantonese/Mandarin 4 Spanish	39
167th Academy	25 Mar 13	51	7 Females 44 Males	6	5 Cantonese/Mandarin 12 Spanish	36
168th Academy	30 Sep 13	57	8 Females 49 Males	6	0 Cantonese/Mandarin 19 Spanish	

Table 5. OPD Recruitment Data

Police Hiring Steps – 166th Academy	Step Date	Total	% of Total	% Not Advanced
Applications Received	3/5/2012	2301	100%	-6%
Invited to Written	3/21/2012	2165	94%	-65%
Invited to Physical Agility	4/10/2012	752	33%	-72%
Invited to Oral Interview	4/26/2012	643	28%	-82%
Background & Character Review	5/18/2012	409	18%	-98%
Invited to Academy	9/17/2012	55	2%	-98%
Academy Graduation	3/20/2013	39	2%	-98%

Police Hiring Steps – 167th Academy	Step Date	Total	% of Total	% Not Advanced
Applications Received	6/11/2012	1805	100%	-9%
Invited to Written	7/3/2013	1636	91%	-61%
Invited to Physical Agility	7/28/2012	710	39%	-73%
Invited to Oral Interview	8/22/2012	494	27%	-87%

Table 5. OPD Recruitment Data, continued

Background & Character Review	9/17/2012	231	13%	-97%
Invited to Academy	3/25/13	51	3%	-98%
Academy Graduation	9/20/2013	36	2%	-98%

Police Hiring Steps – 168th Academy	Step Date	Total	% of Total	% Not Advanced
Applications Received	11/16/2012 2/15/2013	3824	100%	-2%
Invited to Physical Ability	1/3-5/2013 3/2/2013	3760	98%	-68%
Invited to Written	1/19/2013 3/25/2013	1225	32%	-78%
Invited to Oral Interview	2/19- 21/2013 5/6-7-2013	830	22%	-88%
Background & Character Review	4/11/2013	450	12%	-99%
Invited to Academy	9/30/13	57	1%	TBD
Academy Graduation	3/28/2014	TBD	TBD	TBD

Police Hiring Steps – 169th Academy	Step Date	Total	% of Total	% Not Advanced
Applications Received	4/2-19-2013 & 6/3- 28/2013	2477	100%	-3%
Invited to Physical Ability	5/11/2013 7/13/2013	2413	97%	-54%
Invited to Written	6/10/203 8/5/2013	1131	46%	-70%
Invited to Oral Interview	7/17-19/2013 9/9-10/2013	736	30%	-85%
Background & Character Review	8/14/2013	382	15%	TBD
Invited to Academy	12/30/2013	TBD	TBD	TBD
Academy Graduation	6/27/2014	TBD	TBD	TBD

Table 6. Patrol Data

	Area 1	Area 2	Area 3	Area 4	Area 5
Number of officers assigned to patrol 237	1st Watch 15 2nd Watch 14 3rd Watch 12 Total 41	1st Watch 14 2nd Watch 14 3rd Watch 15 Total 43	1st Watch 17 2nd Watch 13 3rd Watch 17 Total 47	1st Watch 16 2nd Watch 14 3rd Watch 13 Total 43	1st Watch 16 2nd Watch 16 3rd Watch 18 Total 50
Number of officers assigned to evening shifts	26	29	30	27	34

Note: Open beats are covered on overtime.

Table 7. Field Training Data

In Field Training (FTO)	Entered FTO	Completed FTO
166th Academy	39	37
167th Academy	36	

Table 8. Status of the Approximately 84 Civilian Vacancies in OPD as of 31 October 2013

<u>Job Classification</u>	<u># Vacancies</u>	<u># Authorized</u>	<u>Status</u>
Police Dispatchers/Operators	16	75	40 candidates on list, 25 in backgrounds due 10/31/13. 5 cleared background and will submitting hire requisition to DHRM.
Police Services Tech II * 20 added in Jan '13	26	59	38 out of the 52 candidates that participated in the hiring interviews on 8 Oct 13 will be moving into the background process. Tentative start date is 02 Dec 13.
Criminalist II * 5 new	6	18	All applications being screened, working with Crime Lab Manager on exam dates.
Criminalist III * 1 new	2	4	Offer extended
Forensic Tech I	1	1	Hired two Criminalist II with effective date of 02 Nov 13.
Latent Print Examiner II*	1	4	Promoted LPE II to LPE III vacancy. Hired a LPE II with an effective date of 09 Nov 13.
Police Services Manager II – IT -* new	1	1	Exam plan initiated
Police Evidence Tech *new	4	18	Pending Hiring Manager interview
Police Records Specialist	8	54	3 pending background and submitted request to initiate new recruitment with selective language requirement.
Director of Animal Services	1	1	Conditional job offer made on 04 Nov 13 and pending response.
Volunteer Coordinator	1	1	71 applications being review by DHRM to establish eligibility list
Animal Control Officer	2.5	12	Pending hiring manager interview for Animal Control Officer.
Vet Tech		1	Provisional appointment pending
Crossing Guards	4	14.65	1 Crossing Guard hired as of 04 Nov 13. Hiring Manager scheduling interview.
Intake Technicians	5	0	Waiting for Resolution to be Adopted before Budget can approve funding.
Police Cadet	4.5	9	7 cleared background and will submit hiring requisition to DHRM. 2 Pending background and new recruitment have been initiated.

Notes:

- * New positions added and funding received July 1, 2013 to recruit
- ** Pending funding

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COORDINATION

The Department continues to work with the Department of Human Resources Management to complete the necessary steps associated with completing an academy. The City Attorney's Office and the Budget Officer 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 Danielle M. Outlaw, Deputy Chief of the Bureau of Risk Management, at 510-238-6093.

Respectfully submitted,



SEAN WHENT
Interim Chief of Police
Oakland Police Department

Prepared by:
Danielle M. Outlaw, Bureau of Risk Management
Oakland Police Department

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