

CITY OF OAKLAND

AGENDA REPORT

FILED
OFFICE OF THE CITY CLERK
OAKLAND

2007 DEC 26 AM 10:13

To: Office of the City Administrator
Attn: Deborah Edgerly
From: Police Department
Date: January 8, 2008


Re: A Monthly Informational Report on the Measure Y Accelerated Police Recruiting, Hiring, Training and Deployment Strategy

On March 27, 2007, staff was directed by the Public Safety Committee to provide a brief update report (monthly), and a complete informational report (quarterly), of Measure Y recruiting, hiring, and training activities. Attached is a monthly report (matrix) that contains information reported as of November 30, 2007.

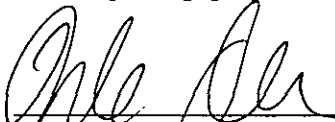
As shown in this report, statistical information concerning recruiting, hiring, and training of police officers is similar to the information presented in the most recent report to the Committee, as the information changes minimally on a monthly basis. Staff finds that information and statistics can be more accurately stated and clearly defined when presented in the quarterly report. By reporting quarterly rather than monthly, staff will have an opportunity to gather more information on activities (recruiting drives, academy graduations, etc.) which will assist in preparing a more comprehensive analysis of the Department's recruiting and hiring efforts.

Accordingly, staff is requesting a quarterly reporting period of Measure Y recruiting, hiring, and training activities, beginning in April 2008.

Respectfully submitted,


Wayne G. Tucker
Chief of Police

APPROVED AND FORWARDED TO
THE PUBLIC SAFETY COMMITTEE:


Office of the City Administrator

Prepared by:
Captain Ricardo Orozco
Bureau of Administration
Oakland Police Department

Attachments:

1. Measure Y Activities Matrix
2. Hiring Timeline

Item: _____
Public Safety Comte.
January 8, 2008

As of November 30, 2007**POLICE OFFICER TRAINEE FUNNEL DATA:**

Month	Candidates Applied	Oakland Residents	Written Test/ Passed		Oral Board Attended/Passed		P.A.T. Attended/Passed	
			6010	3757	2961	2129	1779	1499
*Total to date	9610	1014	6010	3757	2961	2129	1779	1499
Nov-07	262	21	188	119	114	85	73	67

CURRENT RECRUITMENT/BACKGROUND PROCESSING:

164 th Recruit Academy	Start Date 01/28/08
Applicants submitting Personal History Questionnaires	324
Background Investigations Completed	229
Conditional Job Offers Extended	13
Conditional Job Offers Accepted	13
Number of Applicants Cleared for the Academy	4
Oakland residents Conditional Job Offers	3

STAFFING STATUS AS OF:

MONTH: November

YEAR: 2007

Classification	Authorized	Filled	+/-
Chief	1	1	0
Assistant Chief	1	1	0
Deputy Chief	3	3	0
Captain	10	10	0
Lieutenant	26	26	0
Sergeant	135	128	-7
Police Officer	627	550	-77
TOTAL	803	719	-84

*As of January 2006 – 30 November 2007

ATTRITION (January 2005 – November 2007)

Type	Total
Disability Retirements	53
Resignations	47
Service Retirements	40
Terminations	16
TOTAL	156

Monthly Attrition = 6.00% (November 2006 - November 2007)

COMPLETED ACADEMIES

Class	Number Started	Number Graduated	#Assigned to Measure Y	Academy Dates	Attrition Rate	FTO Dates
154 th Academy	16	11	4	28 Feb-2 Sep 05	31%	N/A
6 th Lateral	7	7	0	18 Apr-20 May 05	0%	N/A
155 th Academy	34	18	6	11 Jul 05-13 Jan 06	47%	N/A
156 th Academy	27	16	4	28 Nov 05-2 Jun 06	40%	3 Jun – 15 Sep 06
157 th Academy	22	16	7	6 Feb-11 Aug 06	27%	12 Aug – 24 Nov 06
7 th Lateral	3	3	0	5-29 Sep 06	0%	30 Sep 06-12 Jan 07
158 th Academy	44	26	0	5 Jun – 17 Nov 06	41%	25 Nov 06-9 Mar 07
159 th Academy	49	30	0	11 Sep 06-9 Feb 07	39%	17 Feb-1 Jun 07
160 th Academy	42	24	0	11 Dec 06-25 May 07	43%	2 Jun -14 Sep 07
8 th Lateral	2	2	0	16 Apr-10 May 07	0%	12 May-24 Aug 07
161 st Academy	29	22	0	26 Feb- 17 Aug 07	24%	25 Aug- 28 Dec 07
Total	275	175	21		39.3%	

Current Police Academies

Class	Number Started	Current Number	Academy Dates	Attrition Rate	FTO Dates
162 nd Academy	45	26	9 Jul 07 – 4 Jan 08	42.2 %	5 Jan 08- 18 Apr 08
163 rd Academy	36	34	15 Oct 07 – 4 Apr 08	10.5%	12 Apr 08–25 Jul 08

Planned Academies

Class	Academy Dates	Anticipated Recruits	FTO Dates
164 th Academy	28 Jan 08 – 18 Jul 08	40+	26 Jul 08- 7 Nov 08
165 th Academy	19 May 08 – 7 Nov 08	40+	8 Nov 08-20 Feb 09

EXPENDITURES TO DATE ON OPD MEASURE Y ACTIVITIES:

Appropriations	Expenditures	Balance
Fiscal Year 04-05: \$1,032,172	\$4,054	\$1,028,118
Fiscal Year 05-06: \$8,864,481	\$2,918,557	\$5,945,924
Fiscal Year 06-07: \$9,464,233	\$6,777,200	\$2,687,033
Fiscal Year 07-08: \$9,530,996		
Agency-wide Admin - Recruiting and Hiring		
- Personnel	\$249,615	
- O&M	\$21,805	
• Special Operations – Truancy Abatement		
- Personnel	\$62,101	
• Patrol – Community Policing		
- Personnel	\$1,568,136	
- O&M	\$150,405	
• Training – Academy		
- Personnel	\$226,532	
- O&M	\$19,767	
	<u>\$2,298,361</u>	\$7,232,635
Total: \$28,891,882	\$11,998,172	\$16,893,710

Authorized FTE		803 Timeline Projection as of 11/30/07											
FY04-05	739	1-Jul-04	1-Aug-04	1-Sep-04	1-Oct-04	1-Nov-04	1-Dec-04	1-Jan-05	1-Feb-05	1-Mar-05	1-Apr-05	1-May-05	1-Jun-05
Filled FTE	728	723	721	718	717	712	701	697	698	692	688	693	
Sworn FTE Attrition	(5)	(2)	(3)	(1)	(5)	(11)	(4)	0	(6)	(4)	(2)	(1)	
Officer FTE Added								1			7		
FTE below Authorized	(11)	(16)	(18)	(21)	(22)	(27)	(38)	(42)	(41)	(47)	(51)	(46)	

16 POTs start 154th >>

Authorized FTE		803											
FY05-06	803	1-Jul-05	1-Aug-05	1-Sep-05	1-Oct-05	1-Nov-05	1-Dec-05	1-Jan-06	1-Feb-06	1-Mar-06	1-Apr-06	1-May-06	1-Jun-06
Filled FTE	692	689	688	692	688	687	679	697	696	690	686	685	
Sworn FTE Attrition	(3)	(1)	(4)	(4)	(1)	(8)	0	(1)	(6)	(4)	(1)	(10)	
Officer FTE Added			8				18					16	
FTE below Authorized	(111)	(114)	(115)	(111)	(115)	(116)	(124)	(106)	(107)	(113)	(117)	(118)	

154th graduates 10Sep05
 34 POTs start 155th 11Jul05
 156th graduates 13Jan06
 27 POTs start 156th 28Nov05
 156th graduates 2Jun06
 22 POTs start 157th 6Feb06 >>

Authorized FTE		803											
FY06-07	803	1-Jul-06	1-Aug-06	1-Sep-06	1-Oct-06	1-Nov-06	1-Dec-06	1-Jan-07	1-Feb-07	1-Mar-07	1-Apr-07	1-May-07	1-Jun-07
Filled FTE	691	686	702	694	688	712	701	693	721	721	713	734	
Sworn FTE Attrition	(6)	(4)	(8)	(6)	(4)	(12)	(8)	(2)	(1)	(8)	(3)	(3)	
Officer FTE Added	1	20			28	1	30	1	24				
FTE below Authorized	(112)	(117)	(101)	(109)	(115)	(91)	(102)	(110)	(82)	(82)	(90)	(69)	

157th grads 11Aug06
 3 Start 7th L.A./Grad 29Sep06
 44 POTs start 158th 5Jun06
 158th grads 17Nov06
 29 POTs start 161st 26Feb07 >>
 49 POTs start 159th 11Sep06
 159th grads 9Feb07
 42 POTs start 160th 11Dec06
 160th grads 25May07

Authorized FTE		803											
FY07-08	803	1-Jul-07	31-Aug-07	30-Sep-07	31-Oct-07	30-Nov-07	1-Dec-07	1-Jan-08	1-Feb-08	1-Mar-08	1-Apr-08	1-May-08	1-Jun-08
Filled FTE	731	722	735	730	722	719	713	732	726	720	739	733	
Sworn FTE Attrition	(9)	(9)	(5)	(8)	(3)	(6)	(6)	(6)	(6)	(6)	(6)	(6)	
Officer FTE Added		22					25		25				
FTE below Authorized	(72)	(81)	(68)	(73)	(81)	(86)	(91)	(71)	(76)	(81)	(61)	(66)	

161st grads 17Aug07
 45 POTs start 162nd 9Jul07
 162nd grads 4Jan08
 36 POTs start 163rd 15Oct07
 163rd grads 11Apr08
 40+ POT start 164th 28Jan08
 164th grads 25Jul08 >>
 165th starts 19May08

Authorized FTE		803											
FY08-09	803	1-Jul-08	1-Aug-08	1-Sep-08	1-Oct-08	1-Nov-08	1-Dec-08	1-Jan-09	1-Feb-09	1-Mar-09	1-Apr-09	1-May-09	1-Jun-09
Filled FTE	727	746	740	734	728	747	741	735	754	748	742	736	
Sworn FTE Attrition	(6)	(6)	(6)	(6)	(6)	(6)	(6)	(6)	(6)	(6)	(6)	(6)	
Officer FTE Added	25				25		25					50	
FTE below Authorized	(71)	(46)	(51)	(56)	(61)	(36)	(41)	(46)	(51)	(26)	(31)	(36)	

164th
 40+ POTs start 165th 19May08
 165th grads 07Nov08
 40+ POTs start 166th 25Aug08
 166th grads 22Feb09
 60+ POTs start 167th & 168th 8Dec08 (dual academy)
 Grads 5Jun09

Authorized FTE		803											
FY08-09	803	1-Jul-09	1-Aug-09	1-Sep-09	1-Oct-09	1-Nov-09	1-Dec-09	1-Jan-10	1-Feb-10	1-Mar-10	1-Apr-10	1-May-10	1-Jun-10
Filled FTE	780	774	768	762	756	750	744	786	780	774	768	762	
Sworn FTE Attrition	(6)	(6)	(6)	(6)	(6)	(6)	(6)	(6)	(6)	(6)	(6)	(6)	
Officer FTE Added							48						
FTE below Authorized	(71)	(46)	(51)	(56)	(61)	(36)	(41)	(46)	(51)	(26)	(31)	(36)	

Italic = Projection
 60+ POTs start 169th & 170th 3 Aug09 (dual academy) Grads 29Jan10