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OAKLAND  
2012 MAY 10 12:15

# AGENDA REPORT

TO: DEANNA J. SANTANA  
CITY ADMINISTRATOR

FROM: Chief Howard Jordan

SUBJECT: Monthly Police Staffing Report

DATE: May 3, 2012

City Administrator  
Approval

*Deanna J. Santana*

Date

5/7/12

COUNCIL DISTRICT: Citywide

## RECOMMENDATION

Staff recommends acceptance of this informational report from the Oakland Police Department (OPD) on recruiting and sworn staffing levels as of April 30, 2012.

## EXECUTIVE SUMMARY

As requested by the Public Safety Committee, the following information reflects the Department's sworn staffing levels through April 30, 2012.

## ANALYSIS

Sworn staffing levels are approaching historically low levels. Currently, sworn staffing is at The Department anticipates that a full academy will begin in August, 2012. Table 1 shows staffing by fiscal year from July 2006 through April 2012, as well as staffing projections through June, 2013. The 40 Police Officers that are noted as new hires in January 2013 are the Police Officer Trainees who are scheduled to begin training in August, 2012.

OPD's authorized sworn strength, per the 2011-13 police budget is 636 officers in FY11-12 and 588 officers in FY12-13. Subsequent to budget adoption, the City received a multi-million dollar COPS Hiring Grant to hire an additional 25 officers, which brings the sworn strength to 643 in FY11-12 and 595 in FY12-13.

## PUBLIC OUTREACH/INTEREST

The Department is actively recruiting candidates for the position of police officer. The next academy is scheduled to begin in August, 2012 with 55 Police Officer Trainees.

Item: \_\_\_\_\_  
Public Safety Committee  
May 22, 2012

**COORDINATION**

The Department will work with the Office of Personnel and Resource Management to complete the necessary steps associated with the testing and hiring process.

**Table 1**  
**OPD Sworn Staffing by Fiscal Year - History and Projection**

Authorized FTE		803											
FY06-07	Jul-06	Jul-06	Jul-06	Jul-06	Jul-06	Jul-06	Jul-06	Jul-06	Jul-06	Jul-06	Jul-06	Jul-06	Jul-06
Sworn Strength	689	698	698	691	713	706	699	692	721	714	710	732	
Over/(Under) Filled	114	(689)	(689)	(689)	(689)	(689)	(689)	(689)	(689)	(689)	(689)	(689)	

Authorized FTE		803											
FY07-08	Jul-07	Aug-07	Sep-07	Oct-07	Nov-07	Dec-07	Jan-08	Feb-08	Mar-08	Apr-08	May-08	Jun-08	
Sworn Strength	728	719	730	728	722	718	733	731	731	726	750	750	
Over/(Under) Filled	(75)	(84)	(73)	(75)	(81)	(85)	(70)	(72)	(72)	(78)	(53)	(53)	

Authorized FTE		803											
FY08-09	Jul-08	Aug-08	Sep-08	Oct-08	Nov-08	Dec-08	Jan-09	Feb-09	Mar-09	Apr-09	May-09	Jun-09	
Sworn Strength	748	779	775	773	768	832	830	829	823	818	810	806	
Over/(Under) Filled	(55)	(24)	(28)	(30)	(35)	29	27	26	20	15	7	3	

Authorized FTE		803											
FY09-10	Jul-09	Aug-09	Sep-09	Oct-09	Nov-09	Dec-09	Jan-10	Feb-10	Mar-10	Apr-10	May-10	Jun-10	
Sworn Strength	799	799	797	792	791	788	779	775	774	776	776	776	
Over/(Under) Filled	(4)	(4)	(6)	(11)	(12)	(15)	(24)	(28)	(29)	(27)	(27)	(27)	

Authorized FTE		723												Authorized FTE 669				
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						
Beg. Sworn Strength	775	687	684	679	673	670	660	653	662	657	647	641						
Attrition	(86)	(7)	(3)	(7)	(4)	(12)	(5)	(1)	(6)	(10)	(6)	(4)						
Reinstate/New Hires	0	2	0	0	0	0	0	10	1	0	0	0						
Ending Sworn Strength	687	682	681	672	669	658	655	662	657	647	641	637						
Over/(Under) Filled	(36)	(41)	(42)	(51)	(54)	(65)	(14)	(7)	(12)	(22)	(28)	(32)						

Authorized FTE		636												Authorized FTE 643				
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						
Beg. Sworn Strength	637	632	655	653	647	645	643	651	659	657	652	647						
Attrition	(6)	(2)	(4)	(6)	(3)	(4)	(3)	-	(5)	(5)	(5)	(5)						
Reinstate/New Hires	1	25	2	0	1	2	11	8	3	0	0	0						
Ending Sworn Strength	632	655	653	647	645	643	651	659	657	652	647	642						
Over/(Under) Filled	(4)	19	17	11	9	7	15	23	21	16	11	6						

Authorized FTE		595											
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	
Beg. Sworn Strength	642	637	632	627	622	617	612	647	642	637	632	627	
Attrition	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	
New Hires	0	0	0	0	0	0	40	0	0	0	0	0	
Ending Sworn Strength	637	632	627	622	617	612	647	642	637	632	627	622	
Over/(Under) Filled	42	37	32	27	22	17	52	47	42	37	32	27	

**COST SUMMARY/IMPLICATIONS**

There are no fiscal impacts associated with this informational report.

**SUSTAINABLE OPPORTUNITIES**

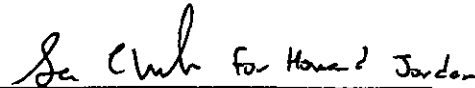
*Economic:* There are no economic opportunities associated with this report.

*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 **Gilbert Garcia**, Deputy Director of the Bureau of Services, at 510-238-6443.

Respectfully submitted,



Howard A. Jordan  
Chief of Police