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2013 MAY 15 AM 11:08

AGENDA REPORT

TO: DEANNA J. SANTANA
CITY ADMINISTRATOR

FROM: Sean Whent
Interim Chief of Police

SUBJECT: Monthly Police Staffing Report

DATE: May 13, 2013

City Administrator
Approval

Date

5/14/13

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 April 30, 2013.

EXECUTIVE SUMMARY

As requested by the Public Safety Committee, the following information reflects the Department's sworn staffing levels through April 30, 2013.

ANALYSIS

Sworn staffing levels are approaching historically low levels. The chart below shows sworn staffing levels since 2000.

Table 1 – Sworn Staffing Since 2000

Month-Year	Sworn Staffing
Jan-00	675
Jan-01	743
Jan-02	732
Jan-03	775
Jan-04	756
Jan-05	704
Jan-06	683
Jan-07	699
Jan-08	736
Jan-09	830
Jan-10	780
Jan-11	656
Jan-12	642
Jan-13	613

Item: _____
Public Safety Committee
May 28, 2013

As of April 30, 2013, sworn staffing is at 641 officers. The 167th Police Academy started on March 25, 2013 with 47 Police Officer Trainees (POT).

OPD's authorized swom strength, per the 2011-13 police budget is 613 officers in FY12-13, including 24 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 on utilizing the community leaders and local schools and colleges to increase awareness in the community. The testing has started for the 168th Academy scheduled for September 30, 2013.

Recruiting Strategies

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

Table 1

<u>Current Recruitment Strategies</u>
<u>Outreach/Media</u>
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 that provide services to non-English speaking community members including Asian/Latino PO Associations
Continue hosting informational workshops at Oakland/Local High Schools
Continue attending military job fairs and local ROTC programs
Continue ensuring Oakland/Local media outreach such as newspaper, internet, press organizations/associations and any advertisement. Inclusive of pre-select language specification audience - El Mundo, Univision, Sing Tao, 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
Create a Recruiting & Background Unit FaceBook & Twitter account

In addition to the strategies outlined in Table 1 above, staff is preparing to host community partnership meetings in an effort to solicit feedback on current outreach strategies and 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 April 2013. Most events listed are located in Oakland.

- Oakland Ice Center Event
- Selection Process Workshop
- Women in Policing and Law Enforcement Workshop
- Physical Ability Test Practice Workshop
- Castlemont High School Career Day
- Merritt College POST Exam Workshop
- SRCJ Job & Internship Fair - Santa Rosa Junior College Fair

COORDINATION

The Department continues to work with the Department of Human Resource Management to complete the necessary steps associated with completing an academy.

Table 2 – Sworn Staffing by Year

OPD Sworn Staffing - History and Projection

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		
Filled	776	687	664	679	673	670	660	653	662	657	647	641		
Attrition	(88)	(7)	(3)	(7)	(4)	(12)	(6)	(1)	(8)	(10)	(8)	(4)		
Hires	0	2	0	0	0	0	0	10	1	0	0	0		
Ending Filled	687	682	681	672	669	668	655	682	657	647	641	637		
Over/(Under)	(36)	(41)	(42)	(61)	(54)	(65)	(14)	(7)	(12)	(22)	(28)	(32)		
Authorized FTE 638		Authorized FTE 661												
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		
Filled	637	632	655	653	647	645	643	651	659	667	652	646		
Attrition	(8)	(2)	(14)	(6)	(3)	(4)	(3)	-	(5)	(5)	(5)	(1)		
Hires	1	25	2	0	1	2	11	8	3	0	0	0		
Ending Filled	632	655	653	647	645	643	651	659	657	652	646	645		
Over/(Under)	(4)	19	17	11	9	7	15	23	21	16	10	9		
Authorized FTE 613		Authorized FTE 661												
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		
Filled	645	643	637	630	627	625	620	613	611	609	645	641		
Attrition	(3)	(8)	(7)	(3)	(4)	(5)	(7)	(2)	(1)	(4)	(4)	(4)		
Hires	1	2	0	0	2	0	0	0	39	0	0	0		
Ending Filled	643	637	630	627	625	620	613	611	609	645	641	637		
Over/(Under)	30	24	17	14	12	7	8	(2)	36	32	28	24		
												168th Academy	167th Academy	
Average FTE 662		Average FTE 662												
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		
Filled	641	637	633	669	665	661	667	663	649	685	681	677		
Attrition	(4)	(4)	(4)	(4)	(4)	(4)	(4)	(4)	(4)	(4)	(4)	(4)		
Hires	0	0	40	0	0	0	0	0	40	0	0	0		
Ending Filled	637	633	669	665	661	667	663	649	685	681	677	673		
Over/(Under)	(26)	(29)	7	3	(1)	(5)	(9)	(13)	23	19	15	11		
												168th Academy	169th Academy	
Authorized FTE 698		Authorized FTE 698												
FY13-14	Jul-14	Aug-14	Sep-14	Oct-14	Nov-14	Dec-14	Jan-15	Feb-15	Mar-15	Apr-15	May-15	Jun-15		
Filled	677	673	669	705	701	697	693	689	685	721	717	713		
Attrition	(4)	(4)	(4)	(4)	(4)	(4)	(4)	(4)	(4)	(4)	(4)	(4)		
Hires	0	0	40	0	0	0	0	0	40	0	0	0		
Ending Filled	673	669	705	701	697	693	689	685	721	717	713	709		
Over/(Under)	(25)	(29)	7	3	(1)	(5)	(9)	(13)	23	19	15	11		
												169th Academy	170th Academy	169th Academy

New Recruits

Class	Starting Date	Starting Number	Gender	Oakland Residency	Language	Ending Number
166 th Academy	17 Sep 12	53	15 Females 42 Males	7	8 Cantonese/Mandarin 4 Spanish	39
167 th Academy	25 Mar 13	47	7 Females 44 Males	6	5 Cantonese/Mandarin 12 Spanish	
168 th Academy	30 Sep 13	55				

Sworn Attrition

Classification	Date	Reason
Sergeant #8069	27 Apr 13	Resignation – other agency
Sergeant #7633	27 Apr 13	Resignation – other agency
Officer #8802	27 Apr 13	Resignation – other agency
Officer #8705	27 Apr 13	Resignation – other agency
Officer #8979	29 Apr 13	Resignation – other agency
Sergeant #8531	17 Apr 13	Disability Retirement
Officer #8705	20 Apr 13	Disability Retirement

PATROL DATA as of April 30, 2013

Number of officers assigned to patrol	222
Number of officers assigned to evening shifts	1 st Watch – 67 *2 nd Watch – 84 *3 rd Watch – 71

Largest number of officers are assigned to 2nd & 3rd watches that cover the evening shifts. These are assigned data, not officers actually working due to medical leaves, training, etc.

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,



Sean Whent
Interim Chief of Police
Oakland Police Department