AGENDA REPORT

TO: DEANNA J. SANTANA
    CITY ADMINISTRATOR

FROM: Sean Whent
        Interim Chief of Police

SUBJECT: Monthly Police Staffing Report

DATE: June 4, 2013

City Administrator Approval	_Deanna_	Date	6/10/13

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 May 31, 2013.

EXECUTIVE SUMMARY

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

ANALYSIS

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

As of May 31, 2013, sworn staffing is at 636 officers. The 167th Police Academy started on March 25, 2013 with 51 Police Officer Trainees (POTs).

OPD's authorized sworn strength, per the 2011-13 police budget is 613 officers. In FY12-13, the total officers include 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 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 testing has started for the 168th Academy scheduled to begin on 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

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 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 hosting 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 May 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

- Recruit Military – May 30th
- OPD Open House – May 10th
- Merritt College Spring Career Fair – May 14th

COORDINATION

OPD continues to work with the Department of Human Resource Management to complete the necessary steps associated with completing an academy. The Budget Office and City Attorney's Office were consulted during preparation of this report.

Table 2 – Sworn Staffing by Year

OPD Sworn Staffing - Two Academies Per Year
Updated 5/31/13

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
Over/(Under)	(34)	(41)	(42)	(51)	(54)	(65)	(14)	(7)	(12)	(22)	(28)	(32)		Attrition

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
Over/(Under)	(4)	19	17	11	9	7	(10)	(2)	(4)	(9)	(15)	(16)		Attrition

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	626	621	615	613	650	642	636	(57) Attrition	
Attrition	(3)	(9)	(5)	(3)	(4)	(5)	(6)	(2)	(2)	(8)	(6)	(4)	44 Hires	
Hires	1	2	0	0	2	0	0	0	39	0	0	0	(13) Net Change	
Ending Filled	643	636	631	626	626	621	615	613	650	642	636	632		
Authorized FTE	613	613	613	613	613	613	613	613	613	613	613	613	(4.82)	Monthly Attrition
Over/(Under)	30	23	18	15	13	8	2	0	37	29	23	19		Rate thru May
			166th Academy						167th Academy					

FY 2013-14 - One Academy Budgeted (168th 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	632	628	624	660	656	652	648	644	640	676	672	668	(48) Attrition	
Attrition	(4)	(4)	(4)	(4)	(4)	(4)	(4)	(4)	(4)	(4)	(4)	(4)	80 Hires	
Hires	0	0	40	0	0	0	0	0	40	0	0	0	32 Net Change	
Ending Filled	628	624	660	656	652	648	644	640	676	672	668	664		
	167th Academy	168th Academy												

FY 2014-15 - No Academies Budgeted

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	664	660	656	692	688	684	660	676	672	708	704	700	(48) Attrition	
Attrition	(4)	(4)	(4)	(4)	(4)	(4)	(4)	(4)	(4)	(4)	(4)	(4)	80 Hires	
Hires	0	0	40	0	0	0	0	0	40	0	0	0	32 Net Change	
Ending Filled	660	656	692	688	684	680	676	672	708	704	700	696		

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	696	692	688	684	680	676	672	668	664	660	656	652	(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	692	688	684	680	676	672	668	664	660	656	652	648		

Table 3 - Sworn Attrition Data (6/1/12-5/31/13 - 12 month average is 4.50%)

Reason	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Total
Disability Retirement	4	1		3	2	1	1	3	4	19
Resignation			1		3					4
Resignation - Other Agency	1	2	1					5		9
Service Retirement			2	2	1	1	1	0		7
Termination									1	1
Deceased									1	1
Grand Total	5	3	4	5	6	2	2	8	6	41

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	

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%	2%
Academy Graduation	3/20/2013	39	2%	N/A

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%	-57%
Invited to Physical Agility	7/28/2012	710	39%	-73%
Invited to Oral Interview	8/22/2012	494	27%	-87%
Background & Character Review	9/17/2012	231	13%	-97%
Invited to Academy	3/21/2013	51	3%	N/A
Academy Graduation	9/13/2013	N/A	N/A	N/A

Table 6 - **PATROL DATA**

	Assigned	Actual
Number of officers assigned to patrol	215	167
Number of officers assigned to evening shifts	1st Watch – 65 *2nd Watch – 81 3rd Watch – 69	1st Watch – 47 *2nd Watch – 65 3rd Watch –55

*The largest number of officers are assigned to 2nd watch that covers the evening shift.

Table 7 – **FIELD TRAINING DATA**

In Field Training (FTO)	Entered FTO	May 2013
166th Academy	39	38

COST SUMMARY/IMPLICATIONS

There are no fiscal impacts associated with this informational report.
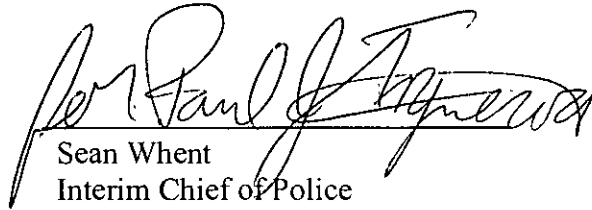
SUSTAINABLE OPPORTUNITIES

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,

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Interim Chief of Police
Oakland Police Department

Prepared by:
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Oakland Police Department

Item: _____
Public Safety Committee
June 25, 2013