

AGENDA REPORT

TO: DEANNAJ, SANTANA CITY ADMINISTRATOR

FROM: Sean Whent

Chief of Police

SUBJECT: Monthly Police Staffing Report

DATE: October 10, 2013

10-11-13

City Administrator

Approval

Date

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 August 31, 2013.

EXECUTIVE SUMMARY

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

<u>ANALYSIS</u>

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 October 22, 2013

Deanna J. Santana, City Administrator

Subject: Monthly Staffing Report

Date: October 10, 2013 Page 2

As of August 31, 2013, sworn staffing is at 616 officers. The 167th Police Academy started on March 25, 2013 with 51 Police Officer Trainees (POTs). This academy class graduated thirty—six (36) officers on 20 Sep 13, and they are currently in Field Training.

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 testing has started for the 169thth Academy scheduled to begin on December 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

Update the recruitment website at opdjobs.com

Item:
Public Safety Committee
October 22, 2013

Date: October 10, 2013 Page 3

Revamp the current recruitment and hiring process and continuously look for process improvements

Establish an oral board interview workshop

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 August 31, 2013.

- Merritt College POST Exam Workshop 40 attendees
- Tree of Life Empowerment Ministries Job, Arts, Crafts & Health Fair 100 attendees, staff made contact with several of them regarding employment opportunities
- Art & Soul Festival several hundred attendees, this was good exposure for the community. Recruiting staff made contact with several interested Oakland residents.
- 14th Annual Laurel Street Fair 120 attendees, staff made contact with several Dimond District residents regarding employment opportunities.
- Oakland Dragon Boat Festival several hundred attendees, staff made contact with several interested bi-lingual Oakland residents.
- Physical Ability Test Practice Workshop 11 attendees

COORDINATION

The Department continues to work with the Department of Human Resource 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.

Date: October 10, 2013 Page 4

Table 2 –	Sworn	Staffing	by	Year

PD Sworn S	itaffing	j - Two	Acade	mies F	Per Yea	ir								
Py10-11	lul 10 °	Aug 10	San 10	Oct-10	Nov-10	Dec-10	Jan-11 l	555 11'	Mar-11	Apr. 11	May-11	Jun-11	3	Y Totals
Filled	775	Aug-10. 687	684	679	673	670	660	653	662	657	647	641		Layoffs
Layoffs	(80)													Attrition
Attntion	(6)	(7)	(3)	(7)	(4)	(12)	(5)	(1)	(6)	(10)	(6)	(4)		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 Monthl
Over/(Under)	(34)	(41)	(42)	(51)	(54)	(65)	(14)	(7)	(12)	(22)	(28)	(32)	(-//	Attntion
		Aug-11:						FeБ-12 ²			May-12			Y Totals
Filled	637	632	655	653	647	645	643	651	659	657	652	646	٠,	Attrition
Attrition	(6)	(2)	(4)	(6)	(3)	(4)	(3)	-	(5)	(5)	(6)	(1)		Hires
Hires	1_	25	. 2	0	1	2	11	8	3_	0	0	00	8	Net Change
Ending Filled	632	655	653	647	645	643	651	659	657	652	646	645		
Authonzed FTE	636	636	636	636	636	636_	661	661	661	661	661	661	(3 75)	Avg Monthl
Over/(Under)	(4)	19	17	11	9	7	(10)	(2)	(4)	(9)	(15)	(16)	• •	Attrition
' 2012-13 Begi														·
		Aug-12.				Dec-12					May-13			Y Totals
Filled Attrition	645	643	636	631	628	627	620	613	611	648	640	634		Attntion
	(3)	(9)	(5)	(3)	(3)	(7)	(7)	(2) C	(2)	(8)	(6)	(2)		Hires
Hires	1	2	0	0	2	0	0	0	39	0	0	0	(13)	Net Change
Ending Filled	643	636	631	628	627	620	613	611	648	640	634	632		
Authorized FTE	613	613	613	613	613	613	633	633	633	633	633	633	(4 75)	Avg Monthly
Over/(Under)	30	23	18	15	14	7	(20)	(22)	15	7	1	(1)	, ,,	Attntion
		_	166th Aca						67th/AC			<u></u>		
′ 2013-14 - Tw	O Acade	emies B	udgeted	(168th	and 169	th Acade	emy incl	uded jn	baselin	e budge	t)		-	V Takala "
FY13-14	Jul <u>-</u> 13 🚊	emies B Aug-13	udgeted Sep-13	(168th :	and 169 Nov-13	Dec-13	Jan-14	uded in Feb-14	baselin Mar-14	e budge Apr-14	May-14			Y. Totals
FY13-14 Filled	Jul <u>-</u> 13 हो 632	emies B Aug-13 625	udgeted Sep-13 616	(168th Oct-13	and 169 Nov-13 645	Dec-13 641	Jan-14 637	uded in Feb-14" 633	baselin Mar-14 629	e budge Apr-14 665	May-14 661	657	(59)	Attrition
FY13-14 Filled Attntion	Jul <u>-</u> 13 <u>e.</u> 632 (7)	emies B Aug-13 625 (9)	udgeted Sep-13 616 (7)	(168th Oct-13 649 (4)	and 1690 Nov-13 645 (4)	Dec-13 641 (4)	Jan -14 637 (4)	uded in Feb-14 633 (4)	baselin Mar-14 629 (4)	e budge Apr-14 665 (4)	May-14 661 (4)	657 (4)	(59) 120	Attrition Hires
Filled	Jul <u>-</u> 13 हो 632	emies B Aug-13 625	udgeted Sep-13 616	(168th Oct-13	and 169 Nov-13 645	Dec-13 641	Jan-14 637	uded in Feb-14" 633	baselin Mar-14 629	e budge Apr-14 665	May-14 661	657	(59) 120 61	Attrition Hires Net Change
FY13-14 Filled Attntion Hires	Jul <u>-</u> 13 <u>e.</u> 632 (7)	emies B Aug-13 625 (9)	udgeted Sep-13 616 (7)	(168th Oct-13 649 (4)	and 1690 Nov-13 645 (4)	Dec-13 641 (4)	Jan -14 637 (4)	uded in Feb-14 633 (4)	baselin Mar-14 629 (4)	e budge Apr-14 665 (4)	May-14 661 (4)	657 (4)	(59) 120	Attrition Hires Net Change Avg Monthly
FY13-14 Filled Attntion Hires Ending Filled	Jul₌13 € 632 (7) 0	emies B Aug-13 625 (9) 0	udgeted Sep-13 616 (7) 40	(168th Oct-13 ² 649 (4) 0	and 169 Nov-13 645 (4) 0	0 0 Dec-13	Jan-14 637 (4) 0	uded in Feb-14 ¹ 633 (4) 0 629 675	baselin Mar-14 629 (4) 40 665 675	e budge Apr-14 665 (4) 0 661 675	May-14 661 (4) 0	657 (4) 40	(59) 120 61	Attrition Hires Net Change
FY13-14 Filled Attntion Hires Ending Filled uthorized FTE	532 (7) 0 625	emies B Aug-13 625 (9) 0 616 675	udgeted Sep-13 616 (7) 40	(168th) 649 (4) 0 645 675	and 169 Nov-13 645 (4) 0	0 641 (4) 0 637	Jan-14 637 (4) 0 633	uded in Feb-14 ¹ 633 (4) 0 629 675	baselin Mar-14 629 (4) 40	e budge Apr-14 665 (4) 0 661 675	May-14 661 (4) 0	657 (4) 40	(59) 120 61	Attrition Hires Net Change Avg Monthi
FY13-14 Filled Attntion Hires Ending Filled uthorized FTE	Jul-13 : 632 (7) 0 625 675 b7(bAccade	emies B Aug-13 625 (9) 0 616 675 Genry 1	udgeted Sep-13 616 (7) 40 649 675 168th Aca	(168th 649 (4) 0 645 675 demy (170th	and 169 Nov-13 645 (4) 0 641 675	0 641 (4) 0 637 675	Jan-14 637 (4) 0 633 675	uded in Feb-14" 633 (4) 0 629 675	baselin Mar-14 629 (4) 40 665 675 6910 Aca	e budge Apr-14' 665 (4) 0 661 675 demy	May-14 661 (4) 0 657 675	657 (4) 40 693 675	(59) 120 61 (4.92)	Attrition Hires Net Change Avg Monthi Attntion
FY13-14 Filled Attntion Hires Ending Filled Authorized FTE 7 2014-15 - Tw	Jul-13 : 632 (7) 0 625 675 675 676Acade Jul-14	emies B Aug-13 625 (9) 0 616 675 denty 1	udgeted Sep-13 616 (7) 40 649 675 168th Aca	(168th Oct-13 649 (4) 0 645 675 demy (170th	and 1690 Nov-13 645 (4) 0 641 675 and 1711	0 641 (4) 0 637 675 st Acade	Jan-14 637 (4) 0 633 675 emy incli	uded in Feb-14" 633 (4) 0 629 675 uded in Feb-15	baselin Mar-14, 629 (4) 40 665 675 6910/Aca baseline	e budge Apr-14 665 (4) 0 661 675 demy	May-14 661 (4) 0 657 675 t)	657 (4) 40 693 675	(59) 120 61 (4.92)	Attrition Hires Net Change Avg Monthly Attntion
FY13-14 Filled Attntion Hires Ending Filled Authorized FTE (2014-15 - Tw FY14-15 Filled	Jul-13 . 632 (7) 0 625 675 670 Acade Jul-14 . 693	emies B Aug-13 625 (9) 0 616 675 identy - 1 emies B Aug-14 689	udgeted Sep-13 616 (7) 40 649 675 68th Aca udgeted Sep-14 685	(168th Oct-13 649 (4) 0 645 675 demy (170th Oct-14 681	and 169 Nov-13 645 (4) 0 641 675 and 171: Nov-14 677	Dec-13 641 (4) 0 637 675 st Acade Dec-14 673	Jan-14 637 (4) 0 633 675 emy incl Jan-15 669	uded in Feb-14" 633 (4) 0 629 675 4 uded in Feb-15	baselin Mar-14 629 (4) 40 665 675 69th Acc baselin Mar-15	e budge Apr-14 665 (4) 0 661 675 denry e budge Apr-15 697	May-14 661 (4) 0 657 675 t) May-15 693	657 (4) 40 693 675 Jun-15 689	(59) 120 61 (4.92)	Attrition Hires Net Change Avg Monthly Attrition YIITotals Attntion
FY13-14 Filled Attntion Hires Ending Filled Authorized FTE 7 2014-15 - Tw FY14-15 Filled Attrition	632 (7) 0 625 675 675 676 Acade Jul-14 693 (4)	emies B Aug-13 625 (9) 0 616 675 Identy: 1 emies B Aug-14 689 (4)	udgeted Sep-13 616 (7) 40 649 675 68th Aca udgeted Sep-14 685 (4)	(168th Oct-13 649 (4) 0 645 675 demy (170th Oct-14 681 (4)	and 169 Nov-13 645 (4) 0 641 675 and 171: Nov-14 677 (4)	Dec-13 641 (4) 0 637 675 st Acade Dec-14 673 (4)	637 (4) 0 633 675 emy inch Jan-15 669 (4)	uded in Feb-14 633 (4) 0 629 675 uded in Feb-15 705 (4)	baselin Mar-14 629 (4) 40 665 675 69th Aca baselin Mar-15 701 (4)	e budge Apr-14 665 (4) 0 661 675 demy e budge Apr-15 697 (4)	May-14 661 (4) 0 657 675 t) May-15 693 (4)	657 (4) 40 693 675 Jun-15 689 (4)	(59) 120 61 (4.92) (48) 80	Attrition Hires Net Change Avg Monthly Attntion YITotals Attntion Hires
FY13-14 Filled Attntton Hires Ending Filled Authorized FTE 7 2014-15 - Tw FY14-15 Filled Attrition Hires	0 625 675 676 Acado 70 Acado 7	emies B Aug-13 625 (9) 0 616 675 Identy 1 emies B Aug-14 689 (4) 0	udgeted Sep-13 616 (7) 40 649 675 68th Aca udgeted Sep-14 685 (4) 0	(168th Oct-13 649 (4) 0 645 675 demy (170th Oct-14 681 (4) 0	and 169 Nov-13 645 (4) 0 641 675 and 171: Nov-14 677 (4) 0	Dec-13 641 (4) 0 637 675 st Acade Dec-14 673 (4) 0	637 (4) 0 633 675 emy inch Jan-15 669 (4) 40	uded in Feb-14 633 (4) 0 629 675 uded in Feb-15 705 (4) 0	baselin Mar-14, 629 (4) 40 665 675 690 Asa baselin Mar-15 701 (4)	e budge Apr-14 665 (4) 0 661 675 demy e budge Apr-15 697 (4) 0	May-14 661 (4) 0 657 675 t) May-15 693 (4) 0	657 (4) 40 693 675 689 (4)	(59) 120 61 (4.92) (48) 80	Attrition Hires Net Change Avg Monthly Attrition YIITotals Attntion
FY13-14 Filled Attntton Hires Ending Filled Authorized FTE 7 2014-15 - Tw FY14-15 Filled Attrition Hires Ending Filled	632 (7) 0 625 675 676 671 693 (4) 0 689	emies B Aug-13 625 (9) 0 616 675 Identy emies B Aug-14 689 (4) 0 685	udgeted Sep-13. 616. (7) 40 649. 675. 68th Acaudgeted Sep-14. 685. (4) 0 681	(168th Oct-13 649 (4) 0 645 675 demy (170th Oct-14 681 (4) 0 677	and 169 Nov-13 645 (4) 0 641 675 and 171: Nov-14 677 (4) 0 673	Dec-13 641 (4) 0 637 675 st Acade Dec-14 673 (4) 0 669	Jan-14 637 (4) 0 633 675 emy incl Jan-15 669 (4) 40	uded in Feb-15 705 (4) 0 701	baselini Mar-14, 629 (4) 40 665 675 6910/Ass baselini (4) 0 697	e budge Apr-14 665 (4) 0 661 675 demy e budge Apr-15 697 (4) 0 693	May-14 661 (4) 0 657 675 t) May-15 693 (4) 0 689	657 (4) 40 693 675 Jun-15 689 (4) 40 725	(59) 120 61 (4.92) (48) 80	Attrition Hires Net Change Avg Monthly Attntion YITotals Attntion Hires
FY13-14 Filled Attntton Hires Ending Filled Authorized FTE 7 2014-15 - Tw FY14-15 Filled Attrition Hires Ending Filled	0 625 675 676 Acado 70 Acado 7	emies B Aug-13 625 (9) 0 616 675 Identy 1 emies B Aug-14 689 (4) 0	udgeted Sep-13 616 (7) 40 649 675 68th Aca udgeted Sep-14 685 (4) 0	(168th Oct-13 649 (4) 0 645 675 demy (170th Oct-14 681 (4) 0	and 169 Nov-13 645 (4) 0 641 675 and 171: Nov-14 677 (4) 0	Dec-13 641 (4) 0 637 675 st Acade Dec-14 673 (4) 0	637 (4) 0 633 675 emy inch Jan-15 669 (4) 40	uded in Feb-14 633 (4) 0 629 675 uded in Feb-15 705 (4) 0	baselin Mar-14, 629 (4) 40 665 675 690 Asa baselin Mar-15 701 (4)	e budge Apr-14 665 (4) 0 661 675 demy e budge Apr-15 697 (4) 0	May-14 661 (4) 0 657 675 t) May-15 693 (4) 0	657 (4) 40 693 675 689 (4)	(59) 120 61 (4.92) (48) 80	Attrition Hires Net Change Avg Monthly Attntion YITotals Attntion Hires
FY13-14 Filled Attntion Hires Ending Filled authorized FTE 7 2014-15 - Tw FY14-15 Filled Attrition Hires Ending Filled authorized FTE	Jul-13 632 (7) 0 625 675 570 Acade Jul-14 693 (4) 0 689 707	emies B Aug-13 625 (9) 0 616 675 Identy 4 689 (4) 0 685 707	udgeted Sep-13. 616. (7) 40 649. 675. 68th Aca udgeted Sep-14. 685. (4) 0 681. 707	(168th Oct-13 649 (4) 0 645 675 demy (170th Oct-14 681 (4) 0 677	and 169 Nov-13 645 (4) 0 641 675 and 171: Nov-14 677 (4) 0 673	Dec-13 641 (4) 0 637 675 st Acade Dec-14 673 (4) 0 669	Jan-14 637 (4) 0 633 675 emy incl Jan-15 669 (4) 40	uded in Feb-15 705 (4) 0 701	baselini Mar-14, 629 (4) 40 665 675 6910/Ass baselini (4) 0 697	e budge Apr-14 665 (4) 0 661 675 demy e budge Apr-15 697 (4) 0 693	May-14 661 (4) 0 657 675 t) May-15 693 (4) 0 689	657 (4) 40 693 675 Jun-15 689 (4) 40 725	(59) 120 61 (4.92) (48) 80	Attrition Hires Net Change Avg Monthly Attrition YITotals Attntion Hires
FY13-14 Filled Attntion Hires Ending Filled authorized FTE 7 2014-15 - Tw FY14-15 Filled Attrition Hires Ending Filled authorized FTE	Jul-13 632 (7) 0 625 675 570 Acade 10 0 689 707	emies B Aug-13 625 (9) 0 616 675 Genvy 1 emies B Aug-14 689 (4) 0 685 707	udgeted Sep-13. 616. (7) 40 649. 675. 68th Aca udgeted Sep-14. 685. (4) 0 681. 707.	(168th Oct-13 649 (4) 0 645 675 demy (170th Oct-14 681 (4) 0 677 707	and 169 Nov-13 645 (4) 0 641 675 and 171: Nov-14 677 (4) 0 673 707	Dec-13 641 (4) 0 637 675 st Acade Dec-14 673 (4) 0 669 707	Jan-14 637 (4) 0 633 675 emy incli Jan-15 669 (4) 40 705 707	uded in Feb-14 (4) 0 629 675 (4) 0 Feb-15 (4) 0 701 707	baselin Mar-14, 629 (4) 40 665 675 6910 Aca baselin (4) 0 697 707	e budge Apr-14 665 (4) 0 661 675 denny e budge Apr-15 697 (4) 0 693 707	May-14 661 (4) 0 657 675 t) May-15 693 (4) 0 689 707	657 (4) 40 693 675 689 (4) 40 725 707	(59) 120 61 (4.92) (48) 80 32	Attrition Hires Net Change Avg Monthl Attrition YITotals Attrition Hires Net Change
FY13-14 Filled Attntion Hires Ending Filled authorized FTE 7 2014-15 - Tw FY14-15 Filled Attrition Hires Ending Filled authorized FTE	Jul-13 632 (7) 0 625 675 570 Acade 10 0 689 707	emies B Aug-13 625 (9) 0 616 675 Genvy 1 emies B Aug-14 689 (4) 0 685 707	udgeted Sep-13. 616. (7) 40 649. 675. 68th Aca udgeted Sep-14. 685. (4) 0 681. 707.	(168th Oct-13 649 (4) 0 645 675 demy (170th Oct-14 681 (4) 0 677 707	and 169 Nov-13 645 (4) 0 641 675 and 171: Nov-14 677 (4) 0 673 707	Dec-13 641 (4) 0 637 675 st Acade Dec-14 673 (4) 0 669	Jan-14 637 (4) 0 633 675 emy incli Jan-15 669 (4) 40 705 707	uded in Feb-14 (4) 0 629 675 (4) 0 Feb-15 (4) 0 701 707	baselini Mar-14, 629 (4) 40 665 675 6910Aca baselini Mar-15 701 (4) 0 697 707	e budge Apr-14 665 (4) 0 661 675 demy e budge Apr-15 697 (4) 0 693 707	May-14 661 (4) 0 657 675 t) May-15 693 (4) 0 689 707	657 (4) 40 693 675 689 (4) 40 725 707	(59) 120 61 (4.92) (48) 80 32	Attrition Hires Net Change Avg Monthly Attrition YITotals Attntion Hires
FY13-14 Filled Attntion Hires Ending Filled authorized FTE 7 2014-15 - Tw FY14-15 Filled Attrition Hires Ending Filled authorized FTE	Jul-13 . 632 (7) 0 625 675 b7(hAc2 / 7) 693 (4) 0 689 707 c Acade Jul-15 725	emies B Aug-13 625 (9) 0 616 675 Genry 1 emies B Aug-14 689 (4) 0 685 707 mies Bu Aug-15 721	udgeted Sep-13 616 (7) 40 649 675 68th Aca udgeted Sep-14 685 (4) 0 681 707	(168th Oct-13 649 (4) 0 645 675 demy (170th Oct-14 681 (4) 0 677 707	and 169 Nov-13 645 (4) 0 641 675 and 171: Nov-14 677 (4) 0 673 707	Dec-13 641 (4) 0 637 675 st Acade Dec-14 673 (4) 0 669 707	Jan-14 637 (4) 0 633 675 emy inch Jan-15 669 (4) 40 705 707	uded in Feb-14 633 (4) 0 629 675 wded in Feb-15: 705 (4) 0 701 707	baselini Mar-14, 629 (4) 40 665 675 6910Aca baselini Mar-15 701 (4) 0 697 707	e budge Apr-14 665 (4) 0 661 675 demy e budge Apr-15 697 (4) 0 693 707	May-14 661 (4) 0 657 675 t) May-15 693 (4) 0 689 707	657 (4) 40 693 675 Jun-15 689 (4) 725 707	(59) 120 61 (4.92) (48) 80 32 (48)	Attrition Hires Net Change Avg Monthly Attrition YITotals Attrition Hires Net Change
FY13-14 Filled Attntion Hires Ending Filled Authorized FTE 7 2014-15 - Tw FY14-15 Filled Attrition Hires Ending Filled authorized FTE	Jul-13 632 (7) 0 625 675 570 Acade Jul-14 693 707	emies B Aug-13 625 (9) 0 616 675 Identy 1 emies B Aug-14 689 (4) 0 685 707 mies Bu Aug-15	udgeted Sep-13 616 (7) 40 649 675 68th Aca udgeted Sep-14 685 (4) 0 681 707	(168th Oct-13 649 (4) 0 645 675 demy (170th Oct-14 681 (4) 0 677 707	and 169 Nov-13 645 (4) 0 641 675 and 171: Nov-14 677 (4) 0 673 707	Dec-13 641 (4) 0 637 675 st Acade Dec-14 673 (4) 0 669 707	Jan-14 637 (4) 0 633 675 emy incl Jan-15 669 (4) 40 705 707	uded in Feb-14 633 (4) 0 629 675 wded in Feb-15 (4) 0 701 707	baselini Mar-14, 629 (4) 40 665 675 6910Aca baselini Mar-15 701 (4) 0 697 707	e budge Apr-14 665 (4) 0 661 675 demy e budge Apr-15 697 (4) 0 693 707	May-14 661 (4) 0 657 675 t) May-15 693 (4) 0 689 707	657 (4) 40 693 675 689 (4) 40 725 707	(59) 120 61 (4.92) (48) 80 32	Attrition Hires Net Change Avg Monthly Attntion YITotals Attntion Hires Net Change
FY13-14 Filled Attntion Hires Ending Filled Authorized FTE 7 2014-15 - Tw FY14-15 Filled Attntion Hires Ending Filled Authorized FTE 7 2015-16 - No FY15-16 Filled Attrition	Jul-13 . 632 (7) 0 625 675 675 676 Acade Jul-15 725 (4)	emies B Aug-13 625 (9) 0 616 675 Genry 1 emies B Aug-14 689 (4) 0 685 707 mies Bu Aug-15 721 (4)	udgeted Sep-13 616 (7) 40 649 675 688h Aca udgeted Sep-14 685 (4) 0 681 707	(168th Oct-13 649 (4) 0 645 675 demy (170th Oct-14 681 (4) 0 677 707	and 169 Nov-13 645 (4) 0 641 675 and 171 Nov-14 677 (4) 0 673 707	Dec-13 641 (4) 0 637 675 st Acade Dec-14 673 (4) 0 669 707 Dec-15 705 (4)	Jan-14 637 (4) 0 633 675 emy inch Jan-15 669 (4) 40 705 707	uded in Feb-14: 633 (4) 0 629 675 uded in Feb-15: 705 (4) 0 701 707	baselini Mar-14, 629 (4) 40 665 675 6910Acca baselini (4) 0 697 707	e budge Apr-14 665 (4) 0 661 675 demy e budge Apr-15 697 (4) 0 693 707	May-14 661 (4) 0 657 675 t) May-15 693 (4) 0 689 707	657 (4) 40 693 675 5689 (4) 725 707 Jun-16 681 (4)	(59) 120 61 (4.92) (48) 80 32	Attrition Hires Net Change Avg Monthly Attrition YITotals Attrition Hires Net Change

٠,٠

Item: _____Public Safety Committee October 22, 2013

Subject: Monthly Staffing Report

Date: October 10, 2013 Page 5

Table 3 - Sworn Attrition Data (9/1/12-8/31/13 - 12 month average is 5.0%)

Reason	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	Мау	June	الله	Aug	Total
Disability Retirement	4	1		3	2	1	1	3	4	- 2	2	5	28
Resignation			1		3							1	5
Resignation - Other Agency	1	2	1					5 .			5	~	14
Service Retirement			2	2	2	11	1	0				2	9
Termination									1			. 1	2
Deceased									1		1		2
Grand Total	5	3	4	5	7	2	2	8	6	. 2	<u> </u>	9	60

Table 4 – Demographic Information on Academies

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	51	7 Females 44 Males	6	5 Cantonese/Mandarin 12 Spanish	36

Table 5 – OPD Recruitment Data

Police Hiring Steps – 166 th 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 – 167 th 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%

Deanna J. Santana, City Administrator Subject: Monthly Staffing Report

Page 6 Date: October 10, 2013

Invited to Oral Interview	8/22/2012	494	27%	-87%
Background & Character Review	9/17/2012	231	13%	-97%
Invited to Academy	3/25/13	51	3%	TBD
Academy Graduation	9/20/2013	TBD	TBD	TBD

Police Hiring Steps – 168 th 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%	-67%
Invited to Written	1/19/2013 3/25/2013	1225	32%	-32%
Invited to Oral Interview	2/19- 21/2013 5/6-7-2013	830	22%	-78%
Background & Character Review	4/11/2013	450	12%	-88%
Invited to Academy	9/30/13	57	<2%	-98%
Academy Graduation	3/28/2014	TBD	TBD	TBD

Table 6 - PATROL DATA

	District 1	District 2	District 3	District 4	District 5
Number of officers	1 st Watch 15	1 st Watch 14	1 st Watch 17	1 st Watch 16	1 st Watch 16
assigned to patrol 237	2 nd Watch 17	2 nd Watch 14	2 nd Watch 13	2 nd Watch 16	2 nd Watch 17
	3 rd Watch 16	3 rd Watch 15	3 rd Watch 17	3 rd Watch 13	3 rd Watch 18
	Total 48	Total 43	<u>Total 50</u>	Total 45	Total 51
Number of officers	33	<u>29</u>	<u>30</u>	<u>29</u>	<u>35</u>
assigned to evening					
<u>shifts</u>					

^{*}Open beats are covered on overtime.

Table 7 – FIELD TRAINING DATA

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

Item: Public Safety Committee October 22, 2013

Date: October 10, 2013 Page 7

There are approximately 88.5 civilian vacancies in the Oakland Police Department. The below list denotes status.

Table 8 - CIVILIAN VACANCIES

Job Classification	#	#	Status
	Vacancies	<u>Authorized</u>	
Police Dispatchers/Operators	15	75	40 candidates on list, 25 in backgrounds
B.1: 6	22	50	due 10/31/13
Police Services Tech II *	22	59	38 out of the 52 candidates that
20 added in January 2013			participated in the hiring interviews on
			8 Oct 13 will be moving into the
			background process. Tentative start
Crima I al			date is 2 Dec 13.
Crime Lab	7	17	All applications being screened,
Criminalist II * 5 new	7	17	working with Crime Lab Manager on
Criminalist III * 1 new Latent Print Examiner II		4	exam dates.
	2	4	Donding him a games value ith a tantative
Latent Print Examiner III* new	1	1	Pending hiring approval with a tentative start date of 21 Oct 13.
			start date of 21 Oct 13.
Police Services Manager II – IT -	1	1	Add/Delete in approval process to
* new			upgrade position
Police Evidence Tech *new	4	18	Requisition submitted for approval
Police Records Specialist	7	54	2 pending hire approval with tentative
			start date of 21 Oct 13 and 5 pending
			background.
Director of Animal Services	1	1	* 8 candidates scheduled for hiring
			interviews on 23 Oct 13.
Manager, Animal Services	1	1	Add/Delete in approval process to
Animal Control Officer	2.5	12	expand position to include facility
			management and volunteer program
			New requisition submitted for approval.
			Pending hiring manager interview for
			Animal Control Officer.
Project Manager II – Ceasefire	1	1	New hire will start 12 Oct 13
Public Information Officer II	1	0	Add/Delete in approval process to fund
			position – pending funding
Crossing Guards	4	14.65	Hire paperwork submitted
Intake Technicians	8	0**	DHRM conducted oral examination on
			8 th and 9 th of October 13. Anticipate
			eligibility list by week of 28 Oct 13.

Item:	
Public Safet	y Committee
Octo	ber 22, 2013

Subject: Monthly Staffing Report

Date: October 10, 2013 Page 8

Police Cadet	4	9 .	12 candidates on list, 10 in backgrounds
			due 9/30/13 * 3 cleared/7 still pending
			backgrounds.

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

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 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 Outlaw, Bureau of Risk Management

Oakland Police Department