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AGENDA REPORT

TO: DEANNA J. SANTANA
CITY ADMINISTRATOR

FROM: Sean Whent
Interim Chief of Police

SUBJECT: Monthly Police Staffing Report

DATE: January 17, 2014

City Administrator
Approval

Deanna Santana

Date

2/11/14

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 December 31, 2013.

EXECUTIVE SUMMARY

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

ANALYSIS

Sworn staffing levels remain at historically low levels, as Figure 1 illustrates.

- As of December 31, 2013 sworn staffing is at 626 officers.
- The 168th Police Academy started on September 30, 2013 with 57 police officer trainees (POTs). Currently, 55 POTs are scheduled to graduate on April 4, 2014.
- The third Post-Academy Graduate Transitional Course started on December 9, 2013 with four officers. The course will be completed on January 31, 2014.
- The 169th Police Academy started December 30, 2013 with 55 POTs. Graduation will be July 3, 2014.

OPD's (FY13-14) authorized sworn strength, per the Fiscal Years (FY) 2013-2015 police budget, is 665 officers. Ten additional officers were added to the authorized sworn strength with the inclusion of 2013 Community Oriented Policing Services (COPS) Hiring Grant bringing the total authorized strength to 675. In FY13-14, this total included 24 COPS officers and approximately 63 officers associated with Measure Y.

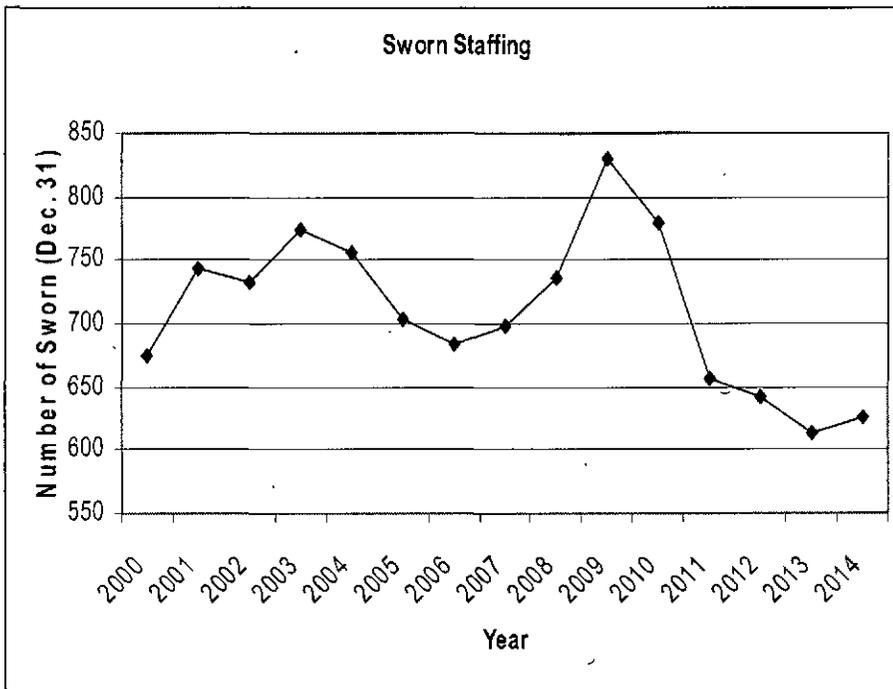
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Sworn staffing Funding

Police Services Agency	FY13-14
Funding for Sworn Positions	Sum of FTE
General Fund: General Purpose	574
Alameda County Vehicle Abatement	1
Measure Y	63
Traffic Safety Fund	2
COPS (ARRA)	25
COPS 2013	10
Grand Total	675



Annual January Sworn Staffing Figures	
Year	Sworn Staffing
2000	675
2001	743
2002	732
2003	775
2004	756
2005	704
2006	683
2007	699
2008	736
2009	830
2010	780
2011	656
2012	642
2013	613
2014	626

Figure 1. Sworn Staffing Levels, 2000 to 2014.

PUBLIC OUTREACH/INTEREST

The Department continues to actively recruit candidates for the position of police officer trainee and lateral/post-academy graduate police officer.

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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. However, as Figure 2 illustrates, the attrition rate for Oakland applicants is extremely steep.

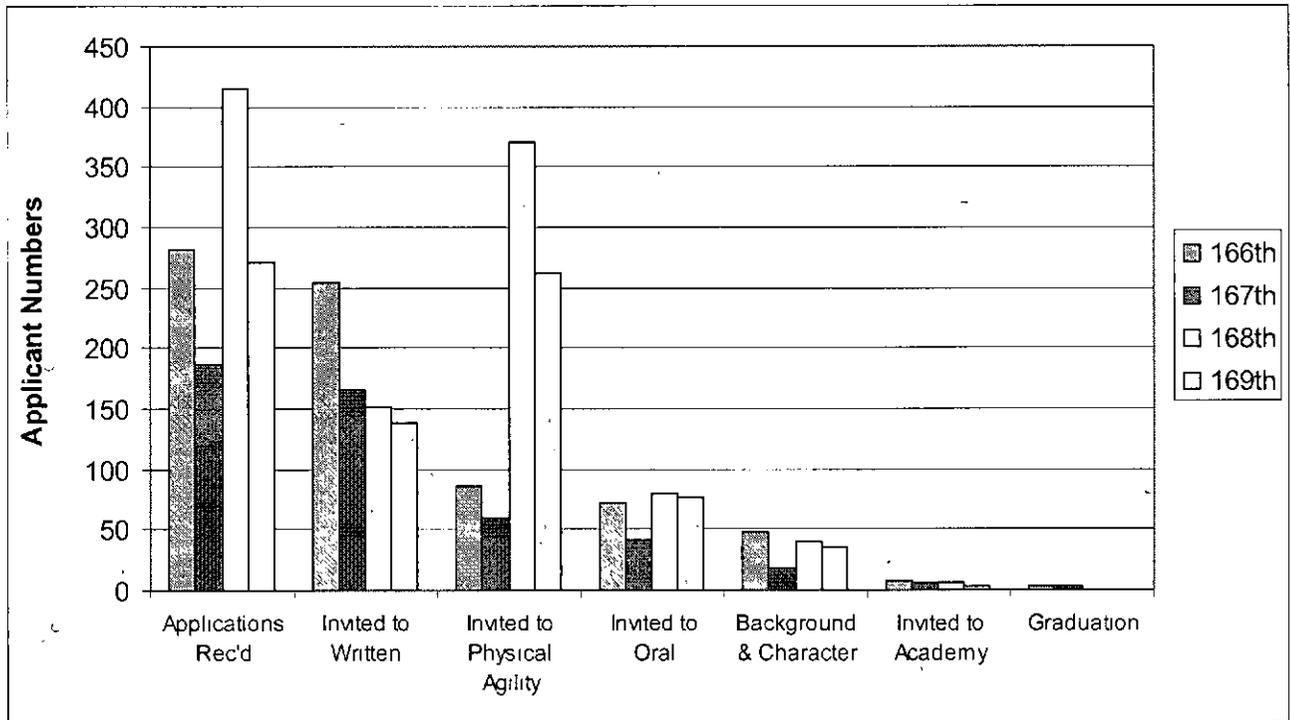


Figure 2. Attrition rate, Oakland applicants.

Recruiting Strategies

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

In addition to the strategies outlined in Table 1 below, staff is hosting community partnership meetings in an effort to solicit feedback on current outreach strategies and to 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 December 2013:

- Practice Physical Ability Test (13 Attendees)
- Heald Business College (30 Attendees)

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. Finalizing schedule of quarterly events starting in March 2014 with community events
Continue attending on-going recruiting events
Continue on-going relationships with professional associations/organizations (PAOs) that provide services to non-English speaking community members, including Asian/Latino PAOs.
Continue hosting informational workshops at Oakland/local high schools.
Continue attending military job fairs and local ROTC programs.
Continue ensuring Oakland/local media (newspaper, internet, press organizations/associations) outreach and advertisement, including outreach to pre-selected language specification audiences by way of <i>El Mundo</i> , <i>Univision</i> , <i>Sing Tao</i> , Unity Council, 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
Establish career events/fairs with local faith-based communities to increase awareness and Oakland residents' participation
Update the recruitment website at opdjobs.com
Revamp the current recruitment and hiring process and continuously look for ways to make process improvements
Revamp the oral board interview workshop.
Create a Recruiting & Background Unit social media account (FaceBook, Twitter)

Tables 2 through 9 show historical, current, and projected staffing data:

- Table 2 shows the current status of budget authorized positions for sworn and non-sworn: over 108 budget authorized positions are vacant.
- Table 3 shows sworn staffing by year from FY 10-11 through FY 15-16;
- Table 4 shows sworn attrition data from September 2012 through December 2013;
- Table 5 provides demographic information for the 166th, 167th, 168th and 169th academies;
- Table 6 shows recruitment data for the 166th, 167th, 168th and 169th academies;
- Table 7 shows patrol data for the five areas;

- Table 8 provides field training data for the 166th, and 167th academies
- Table 9 has detailed information on 41 civilian vacancies (as of 31 December 2013).

Table 2. Budget Authorized Positions.

Position	Budget Authorized Positions	Authorized	Filled	+/-
Sworn	Chief of Police	1	0	-1
	Assistant Chief	1	0	-1
	Deputy Chief	3	2	-1
	Captain	10	12	2
	Lieutenant	27	27	0
	Sergeants	124	124	0
	Police Officers	509	458	-51
	Total Sworn	675	623	-52
Non-Sworn	Full-time and Part-time positions	434 35	377	-48.355
Total Personnel		1,109 35	1,009	-100 35
POTs	168 th Academy	60	54	-6
	169 th Academy	55	55	0

Oakland Residents

- Sworn – 49
- Police Officer Trainee - 10

Table 3. Sworn Staffing by Fiscal Year

OPD Sworn Staffing - Two Academies Per Year													
Updated 1/29/14													
FY 10-11	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) Attnion
Attnion	(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	
Over/(Under)	(34)	(41)	(42)	(51)	(54)	(65)	(14)	(7)	(12)	(22)	(28)	(32)	
FY 11-12	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	657	645	643	651	659	657	652	646	(45) Attnion
Attnion	(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	
Over/(Under)	(4)	19	17	11	9	7	(10)	(2)	(4)	(9)	(15)	(16)	
FY 2012-13 Begin Two Academies													
FY 12-13	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	627	629	613	611	648	641	633	(58) Attnion
Attnion	(3)	(9)	(5)	(3)	(3)	(7)	(7)	(2)	(2)	(7)	(8)	(2)	44 Hires
Hires	1	2	0	0	2	0	0	0	39	0	0	0	(14) Net Change
Ending Filled	643	636	631	628	627	620	613	611	648	641	633	631	
Authorized FTE	613	613	613	613	613	613	633	633	633	633	633	633	
Over/(Under)	30	23	18	15	14	7	(20)	(22)	15	8	0	(2)	
168th Academy													
FY 2013-14 - Two Academies Budgeted (168th and 169th Academy included in baseline budget)													
FY 13-14	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	631	624	615	643	639	634	626	624	619	664	659	654	(72) Attnion
Attnion	(7)	(9)	(8)	(4)	(5)	(12)	(2)	(5)	(5)	(5)	(5)	(5)	90 Hires
Hires	0	0	36	0	0	4	0	0	50	0	0	0	18 Net Change
Ending Filled	624	615	643	639	634	626	624	619	664	659	654	649	
Authorized FTE	665	665	665	665	665	675	675	675	675	675	675	675	
168th Academy													
FY 2014-15 - One Academy Budgeted (170th included in baseline budget)													
FY 14-15	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	649	684	679	694	729	724	719	714	709	704	699	694	(60) Attnion
Attnion	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	100 Hires
Hires	40	0	20	40	0	0	0	0	0	0	0	0	40 Net Change
Ending Filled	684	679	694	729	724	719	714	709	704	699	694	689	
Authorized FTE	707	707	707	707	707	707	707	707	707	707	707	707	
ACSO													

Table 4. Sworn Attrition Data (9/1/12-12/31/13 - 16 month average is 5.44%)

Reason	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total
Disability Retirement	4	1		3	2	1	1	3	4	2	2	5	5		4	6	43
Resignation			1		3							1					5
Resignation - Other Agency	1	2	1					5			5		1		1	2	18
Service Retirement			2	2	2	1	1					2	1	2		3	16
Termination									1			1				1	3
Deceased									1		1						2
Grand Total	5	3	4	5	7	2	2	8	6	2	8	9	7	2	5	12	87

Table 5. 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	36
168th Academy	30 Sep 13	57	8 Females 49 Males	6	0 Cantonese/Mandarin 19 Spanish	
Lateral Academy	9Dec13	4	4 Males	0	0 Cantonese/Mandarin 1 Spanish	
169 th Academy	30 Dec 13	55	8 Females 47 Males	3	0 Cantonese/Mandarin 13 Spanish	

Table 6. OPD Recruitment Data

Police Hiring Steps – 166th Academy	Step Date	Total	# of Oakland Residents	% of Total	% Not Advanced
Applications Received	3/5/2012	2301	282	100%	-6%
Invited to Written	3/21/2012	2165	254	94%	-65%
Invited to Physical Agility	4/10/2012	752	85	33%	-72%
Invited to Oral Interview	4/26/2012	643	72	28%	-82%
Background & Character Review	5/18/2012	409	48	18%	-98%
Invited to Academy	9/17/2012	55	7	2%	-98%
Academy Graduation	3/20/2013	39	3	2%	-98%

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Table 6. OPD Recruitment Data, continued

Police Hiring Steps – 167th Academy	Step Date	Total	# of Oakland Residents	% of Total	% Not Advanced
Applications Received	6/11/2012	1805	186	100%	-9%
Invited to Written	7/3/2013	1636	165	91%	-61%
Invited to Physical Agility	7/28/2012	710	59	39%	-73%
Invited to Oral Interview	8/22/2012	494	42	27%	-87%
Background & Character Review	9/17/2012	231	19	13%	-97%
Invited to Academy	3/25/13	51	6	3%	-98%
Academy Graduation	9/20/2013	36	3	2%	-98%

Police Hiring Steps – 168th Academy	Step Date	Total	# of Oakland Residents	% of Total	% Not Advanced
Applications Received	11/16/2012 2/15/2013	3824	415	100%	-2%
Invited to Physical Ability	1/3-5/2013 3/2/2013	3760	371	98%	-68%
Invited to Written	1/19/2013 3/25/2013	1225	151	32%	-78%
Invited to Oral Interview	2/19-21/2013 5/6-7-2013	830	79	22%	-88%
Background & Character Review	4/11/2013	450	40	12%	-99%
Invited to Academy	9/30/13	57	6	1%	TBD
Academy Graduation	3/28/2014	TBD	TBD	TBD	TBD

Police Hiring Steps – Lateral Academy	Step Date	Total	# of Oakland Residents	% of Total	% Not Advanced
Applications Received	9/16/13- 10/12/13	81	2	100%	-63%
Invited to Physical Ability	10/19/13	30	2	37%	0%
Invited to Oral Interview	10/19/13	30	2	37%	10%
Background & Character Review	10/22/13	27	2	33%	85%
Invited to Academy	12/9/13	4	0	5%	0%
Academy Graduation	2/14/14	TBD	TBD	TBD	TBD

Table 6. OPD Recruitment Data, continued

Police Hiring Steps – Lateral Academy	Step Date	Total	# of Oakland Residents	% of Total	% Not Advanced
Applications Received	10/21/13-11/06/13	69	9	100%	-63%
Invited to Physical Ability	11/16/13 b& 12/7/13	33	2	48%%	52%
Invited to Oral Interview	12/10/13	17	2	52%	48%
Background & Character Review	12/23/13	11	2	65%	35%
Invited to Academy	TBD	TBD	TBD	TBD	TBD
Academy Graduation	TBD	TBD	TBD	TBD	TBD

Police Hiring Steps – 169th Academy	Step Date	Total	# of Oakland Residents	% of Total	% Not Advanced
Applications Received	4/2-19-2013 & 6/3-28/2013	2477	271	100%	-3%
Invited to Physical Ability	5/11/2013 7/13/2013	2413	262	97%	-54%
Invited to Written	6/10/203 8/5/2013	1131	138	48%	-70%
Invited to Oral Interview	7/17-19/2013 9/9-10/2013	736	76	38%	-85%
Background & Character Review	8/14/2013	382	35	15%	TBD
Invited to Academy	12/30/2013	TBD	3	TBD	TBD
Academy Graduation	7/3/2014	TBD	TBD	TBD	TBD

Table 7. Patrol Data

	Area 1	Area 2	Area 3	Area 4	Area 5
Number of officers assigned to patrol 214	1st Watch 15 2nd Watch 14 3rd Watch 11 Total 40	1st Watch 13 2nd Watch 13 3rd Watch 15 Total 41	1st Watch 16 2nd Watch 13 3rd Watch 15 Total 44	1st Watch 15 2nd Watch 13 3rd Watch 13 Total 41	1st Watch 16 2nd Watch 16 3rd Watch 16 Total 48
Number of officers assigned to evening shifts	25	28	28	26	32

Note. Open beats are covered on overtime.

Table 8. Field Training Data

In Field Training (FTO)	Entered FTO	Completed FTO
167th Academy	35	

Table 9. Status of the Approximately 41 Civilian Vacancies in OPD being reported as of 31 December 2013

Job Classification	# Vacancies	# Authorized	Status
Police Dispatchers/Operators	6	74	<ul style="list-style-type: none"> 1 PCO starting 25 Jan 14 2 PCO pending background DHRM have initiated recruitment for PCD and PCO with a tentative Eligibility List by March 2014
Police Services Tech II 20 added in January 2013	3	59	<ul style="list-style-type: none"> 3 pending hiring approval
Crime Lab Criminalist II * 5 new Criminalist III * 2 new Latent Print Examiner II	6 2 1	18 5 4	<ul style="list-style-type: none"> Pending hiring interviews for Crim II Pending exam plan with hiring manager Job posting closes 24 Jan 14
Project Manager III – IT	1	1	<ul style="list-style-type: none"> Conditional offer extended, pending acceptance.
Police Evidence Tech	4	18	<ul style="list-style-type: none"> 3 pending background outcome due 31 Jan 14 Requesting additional names
Police Records Specialist	6	54	<ul style="list-style-type: none"> 3 with hire date of 2 Feb 14 List exhausted with potential job posting date of 21 Jan 14
Animal Control Officer	2	12	<ul style="list-style-type: none"> 1 pending background and 9 pending hiring interview
Vet Tech	1	1	<ul style="list-style-type: none"> Job posted until 17 Jan 14
Veterinarian	1	1	<ul style="list-style-type: none"> Submitted Temporary Contract Service Employee paperwork pending hiring approval. DHRM to initiate recruitment
Intake Technicians	3	5	<ul style="list-style-type: none"> 2 pending hiring approval 3 pending backgrounds
Police Cadet	15	9	<ul style="list-style-type: none"> 15 pending hiring interviews and backgrounds
Account Clerk II	1	4	<ul style="list-style-type: none"> Written Assessment scheduled for 14 Jan 14 and estimated eligibility by mid-Feb 14
Grant Coordinator	1	1	<ul style="list-style-type: none"> Awaiting exam plan to be scheduled
Neighborhood Services Coordinator	1	10	<ul style="list-style-type: none"> New position – oral boards scheduled for first week of Feb 14

COORDINATION

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

COST SUMMARY/IMPLICATIONS

There are no fiscal impacts associated with this informational report.

SUSTAINABLE OPPORTUNITIES

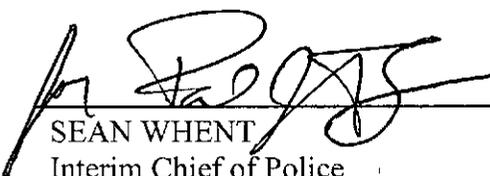
Economic: There are no economic opportunities associated with this report.

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 M. Outlaw, Deputy Chief of the Bureau of Risk Management, at 510-238-6093.

Respectfully submitted,


SEAN WHEENT
Interim Chief of Police
Oakland Police Department

Prepared by:
Danielle M. Outlaw, Bureau of Risk Management
Oakland Police Department