

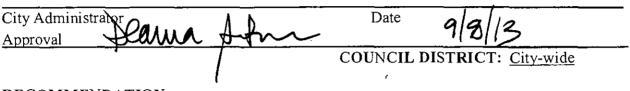
AGENDA REPORT

TO: DEANNA J. SANTANA CITY ADMINISTRATOR

FROM: Sean Whent Interim Chief of Police

SUBJECT: Monthly Police Staffing Report

DATE: August 22, 2013



RECOMMENDATION

Staff recommends acceptance of this informational report from the Oakland Police Department (OPD) on recruiting and sworn staffing levels as of July 31 2013.

EXECUTIVE SUMMARY

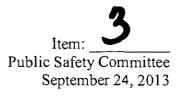
As requested by the Public Safety Committee, the following information reflects the Department's sworn staffing levels through July 31, 2013.

ANALYSIS

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

Tuble I DWC	<u></u>	
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	

Table 1 – Sworn Staffing Since 2000



As of July 31, 2013, sworn staffing is at 626 officers. The 167th Police Academy started on March 25, 2013 with 51 Police Officer Trainees (POTs).

OPD's authorized sworn strength, per the 2013-2015 police budget is 665 officers. In Fiscal Year (FY) 13-14, this total included 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 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 31, 2013.

Recruiting Strategies

A detailed outline of Recruiting & Background Unit recruitment strategies are listed in Table 2 below. Current recruitment efforts target diverse, qualified candidates with an emphasis on Oakland residency and Equal Access Ordinance standards.

Table 2
Current Recruitment Strategies
<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
Update the recruitment website at opdjobs.com
Revamp the current recruitment and hiring process and continuously look for process

Deanna J. Santana, City Administrator Subject: Monthly Staffing Report Date: August 22, 2013

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 July 2013.

- Merritt College POST Exam Workshop
- Women in Policing Workshop
- Selection Process Workshop
- Physical Ability Test Practice Workshop
- Santa Rosa Junior College Job & Internship Fair
- Recruit Military Recruiting Event
- Oakland Military Institute Recruiting Event
- Law Enforcement Resource Fair Recruiting Event (Bldg. 5305 MCAS)
- Enthusiasm, Energy and Excellence (Center of Hope)

COORDINATION

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

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Table 3 - Sworn Staffing by Year

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PD Sworn S	taffing	- Two	Acade	emies P	er Yea	r		<u>.</u>						• •
dated 7/31/13										ii				·
FY10-11	Jul-10	Aug-10 S	Sep-10	Oct-10.≗ №	lov-10 (Dec-10	Jan-11. F	eb-11	Mar-11 7	pr-11 N	lay-11	Jùn-11`	• • ^a	Y-Totals
Filled	775	687	684 1	679	673 <u>;</u>	670	660	653	662 ,	657	647	641	(80)	Layoffs
Layoffs	(80)		<u> </u>		ا بىرىسىب		++-++++++++++++++++++++++++++++	i ع4					• ••• ••• • •	Attrition
Attrition	(6)'	(7),	(3)	(7),	(4)	_ (<u>12</u>)	(5)	(1)	(6)	<u>(10)'</u>	(6),	(4)	-	Hires
Hires	0	2	0	0	01	0	0	10		0 :	0	0	(138)	Net Change
Ending Filled	689 ;	682	681	672	669	658	655 '	662 ₍	657	647	.641	637		
	<u>723</u> (34)	723	723 (723	723	723	669 (14)	<u>669</u> ; (7)	<u> </u>	<u>669</u> (22)	669 (28)	669	(5 92)	Avg Monthly Attrition
Over/(Under)	_ (34)_	_ (41) _	_ (42)	(51)	(54)	(0 <u>0</u>)						_(32)		
EY11-12 -: Filled	Jul-11 。 637	Aug-11 \$ 632	Sep-11 655	Oct-11 653	lov-11 6 647	Dec-11 645	Jan-12 F 643	eb-12 651	Mar-12 7 659	057 € N	/lay-12 . 652	Jun-12 646		Y Totals 349 Attrition
Attrition	(6) [†]	(2)	(4)	(6)	(3) ^I	(4)	(3)		(5)'	(5)	(6)	(1)		Hires
Hires	1	25				~ ~ ~ 2′~~	11	8 ;	3		`ö` -	·····``0'-	, <u>55</u> 8	Net Change
Ending Filled	632 +	655	653	647	645 1	643	651	659	657	652 ;	646	645	· · · · ·	1.01 01.01.00
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Over/(Under)_	(4)	19	17	11	<u>9</u>	7	(10)	(2)	(4)	(9)	(15)	(16)	- (3.75)	Attntion
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Table 4 - Sworn Attrition Data (9/1/12-7/31/13 - 11 month average is 4.55%)

Reason	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May .	June	July	Total
Disability Retirement	4	1		3	2	1	1	3	4	2	2	23
Resignation			1		3							4
Resignation - Other Agency	1,	2	1					5			5	14
Service Retirement	*****		2	2	1	1	1	0				7
Termination		-					er mande med di sela di sel di		1			1
Deceased									1			1
Grand Total	5	3	4	5	6	2	2	8	6	2	7	50

Table 5 - Demographic Information on Academies

Class	Starting	Starting	Gender	Oakland	Language	Ehding
		Nummer		Residency		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	61	5 Cantonese/Mandarin 12 Spanish	

Table 6 - OPD Recruitment Data

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

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Police H iring Steps – 167 th Academy	Step Date	Total	% o f 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	3/25/13	51	3%	N/A
Academy Graduation	9/20/2013	N/A	N/A	N/A

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 Written	1/3-5/2013 3/2/2013	3760	98%	-67%
Invited to Physical Agility	1/19/2013 3/25/2013	1225	32%	-32%
Invited to Oral Interview	2/19- 21/2013 5/6-7-2013	830	22%	TBD
Background & Character Review	4/11/2013	830	22%	TBD
Invited to Academy	9/30/13	TBD	TBD	TBD
Academy Graduation	3/28/2013	N/A	N/A	N/A

Table 7 - PATROL DATA

	Assigned	Actual
Number of officers assigned to patrol	238	<u>193</u>
Number of officers assigned to evening	1 st Watch – 80	<u>1st Watch - 63</u>
shifts	*2 nd Watch - 79	*2 nd Watch - 64
	<u>3rd Watch – 79</u>	<u>3rd Watch –66</u>

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

Table 8 - FIELD TRAINING DATA

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

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There are approximately 94.40 civilian vacancies in the Oakland Police Department. The below hst denotes status.

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Table 9 – CIVILIAN VACANCIES

Job Classification	# Vacancies	Status
Police Dispatchers/Operators	14	40 candidates on list, 25 in backgrounds due
		10/31/13
Police Services Tech II	22	72 candidates on list, pending Personal
		History Questionnaires due 8/21/13
Crime Lab		All applications being screened, working
Criminalist I	2	with Crime Lab Manager on exam dates.
Criminalist II	7	
Criminalist III	1	
Latent Print Examiner II	2	
Latent Print Examiner III	1	
Police Services Manager II – IT	1	Add/Delete in approval process to upgrade
		position
Police Evidence Tech	4	Requisition submitted for approval
Police Records Specialist	7	Requisition submitted pending list of
_		applicants
Sergeant of Police	14	Selected consultant, pending exam plan, list
		exhausted.
Director of Animal Services	1 .	Job posted through 9/3/13
Manager, Animal Services	1	Add/Delete in approval process to expand
Animal Control Officer/	2.5	position to include facility management and
		volunteer program
		New requisition submitted for approval
Project Manager II – Ceasefire	1	Exam scheduled for 8/22/13
Public Information Officer II	1	Add/Delete in approval process to fund
		position
Crossing Guards	4	Hire paperwork submitted
Police Cadet	4	12 candidates on list, 10 in backgrounds due
		9/30/13
Parking Control Tech	4.4	Hire paperwork submitted

COST SUMMARY/IMPLICATIONS

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There are no fiscal impacts associated with this informational report.

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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 When

Interim Chief of Pohce Oakland Police Department

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

