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2014 JUN 12 PM 2:28

AGENDA REPORT

TO: HENRY L. GARDNER
INTERIM CITY ADMINISTRATOR

FROM: Sean Whent
Chief of Police

SUBJECT: Monthly Police Staffing Report

DATE: May 20, 2014

City Administrator

Date

6/9/14

Approval

COUNCIL DISTRICT: City-wide

RECOMMENDATION

Staff recommends that the City Council receive this informational report from the Oakland Police Department (OPD) on recruiting and sworn staffing levels as of April 30, 2014.

EXECUTIVE SUMMARY

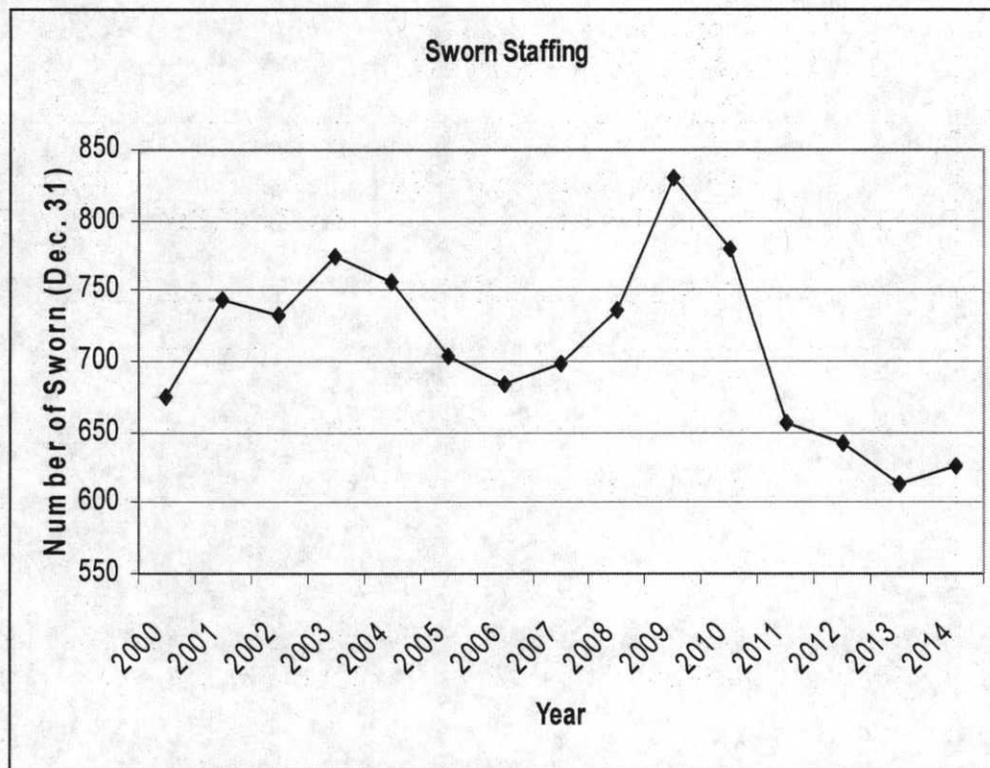
The information in this report reflects OPD's sworn staffing levels through April 30, 2014.

ANALYSIS

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

- As of April 30, 2014 sworn staffing is at 654 officers.
- The 169th Police Academy started December 30, 2013 with 55 Police Officer Trainees (POTs). Currently, 40 POTs are scheduled to graduate on July 3, 2014.
- Alameda County Sheriff's Office Academy (ACSO) started March 17, 2014 with 23 POTs. Currently, 15 POTs scheduled to graduate on September 22, 2014.
- The 170th Police Academy started April 28, 2014 with 57 POTs. Currently, 55 POTs are in the academy. Graduation date is October 31, 2014.

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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

Per the Fiscal Years (FY) 2013-2015 police budget, OPD's FY13-14 authorized sworn strength 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.

Special emphasis has been placed on attracting and hiring Oakland residents. Currently, 49 sworn members and 19 POTs are Oakland residents. Figure 2 (page 3) shows that most officers live outside of Oakland, and even outside of Alameda County. Only 8% of current sworn members are City of Oakland residents; the chart depicts where the balance reside.

Tables 1 through 11 show historical, current, and projected staffing data as detailed below:

- Table 1 shows the attrition rate of City of Oakland residents in the testing and hiring process.
- Table 2 shows current recruitment strategies.
- Table 3 shows how staffing is funded for sworn and civilian positions for FY 13-14.

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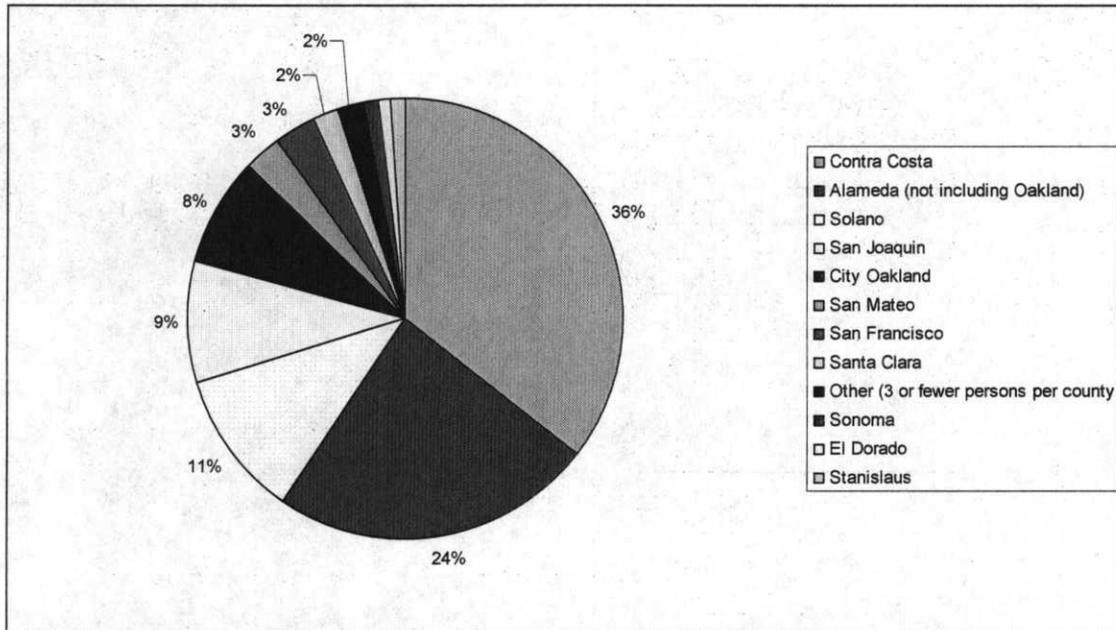


Figure 2. Residency of Sworn Staffing

- Table 4 shows the current status of budget authorized positions for sworn and non-sworn: over 66.85 budgeted authorized positions are vacant.
- Table 5 shows sworn staffing by year from FY10-11 through FY15-16.
- Table 6 and 6(a) shows sworn attrition data from September 2012 through April 2014. Currently OPD is on target to reach and exceed full staffing as projected in October 2014.
- Table 7 provides demographic information for past five academies (the 166th, 167th, 168th, 169th, ACSO, 170th and one lateral transitional course). This information, requested by the Public Safety Committee, includes gender, other languages spoken, and whether the trainee is an Oakland resident.
- Tables 8(a) and (b) provide recruitment information regarding each phase of the hiring process for the 166th, 167th, 168th, 169th and 170th academies and the one lateral course. The numbers show how many applications were received and how many applicants attended and moved on to the next phase. This information has been requested by the Public Safety Committee.
- Table 9 shows data for the five patrol areas. It provides the number of officers assigned to each police area in Patrol, as well as how they are divided into the three shifts.
- Table 10 provides field training data for the 168th academy graduates that are currently in Field Training.
- Table 11 has detailed information on 45.85 civilian vacancies (as of 30 April 2014). It is a vacancy report for civilian positions in the OPD. The chart identifies the title of the positions that are open, the number of vacancies, the number of authorized positions, and where OPD is in the hiring process for each position.

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Table 1. Attrition of Oakland Residents in the Testing and Hiring Process*

Police Hiring Steps – Oakland Residents	166th	167th	168 th *	169th	ACSO**	170th
Applications Received	282	186	415	271	--	316
Invited to Physical Ability Test (PAT)	85	59	371	262	--	267
Attended PAT	77	44	168	145	--	194
Invited to Written	254	165	151	138	--	147
Attended Written	155	112	133	123	--	113
Invited to Oral Interview	72	42	79	76	--	86
Attended Oral Interview	63	39	66	59	--	55
Eligibility List	48	19	40	35	--	43
Invited to Academy	7	6	6	3	23	9
Academy Graduation	3	3	6	TBD	TBD	TBD

*Note: Starting with the 168th Academy, the physical ability test was done before the written test.

** Used Eligibility list from the 169th Academy candidate pool.

Table 2. Current Recruitment Strategies – Outreach/Media Activity

Continue on-going relationships with local Oakland pastors, clergy and Neighborhood Services Coordinators who have existing relationships with community members and events. Finalized schedule of monthly events starting in March 2014 with community events. Each event will be advertised on participating organization website and announced regularly at organization events.
Continue attending all city-wide 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 local Oakland high schools.
Continue attending military job fairs and local Reserve Officer Training Corps (ROTC) programs.
Continue ensuring local Oakland 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.
Launched Advertising Campaign with Clear Channel (K101 & KMEL FM)
Established an OPD/Community member Recruitment committee to concentrate on increasing Oakland residents involvement and applications in the recruitment of police officers.
Created Recruiting & Background Unit social media account (Twitter) at https://twitter.com/OPDJobs with daily postings. There are currently 167 followers.
Established 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 local Oakland universities / college / high schools.
Continue attending career events/fairs with local faith-based communities to increase awareness and Oakland residents' participation.
Updated the recruitment website at opdjobs.com .

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Table 2. Current Recruitment Strategies – Outreach/Media Activity (Continued)

Continue to revamp the current recruitment and hiring process and continuously look for ways to make process improvements.
Currently working on revamping the oral board interview workshop.
Working on launching a targeted e-mail campaign to reach local residents. This will be scheduled after start of new fiscal year for future academies.
In March posted banner at Police Administrative Building – 455 7th Street with television coverage.
Job Announcement Advertising Stories aired on KTVU, ABC and KCBS.
Monthly Job/Workshop Announcements Posted on Community Partners Websites
Create a welcoming display case highlighting academy recruitment at the Police Administration Building May 2014.
Added the City of Oakland Homebuyer Assistance webpage to oaklandpolice.com; opdjobs.com; and City of Oakland job seeker web page to provide information on the 1 st time homebuyer mortgage assistance program (MAP); Shared Appreciation Mortgage; CalHome Program and Other Homebuyer Resources to encourage candidates to buy/live in the City of Oakland. http://www2.oaklandnet.com/Government/o/hcd/s/HousingResources/index.htm

Table 3. Staff Funding, FY13 – 14

Police Services Agency Staff Funding, FY13-14			
Funding for Sworn Positions	Sum of FTE	Funding for Civilian Positions	Sum of FTE
General Fund: General Purpose	574	General Fund: General Purpose	395.70
Alameda County Vehicle Abatement	1	Grant Funded	34.65
Measure Y	63	Grand Total	430.35
Traffic Safety Fund	2		
Community Oriented Policing Services (COPS) American Recovery & Reinvestment Act (ARRA)	25		
COPS 2013	10		
Grand Total	675		

Table 4. 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	122	-2
	Police Officers	509	491	-18
	Total Sworn	675	654	-21
Non-Sworn	Full-time and Part-time positions	430.35	384.50	-45.85
	Total Personnel	1105.35	1038.50	-66.85

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Table 5. Sworn Staffing by Fiscal Year with Actual and Projected Attrition

OPD Sworn Staffing - Two Academies Per Year													
Updated 6/2/2014													
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	689	684	681	674	670	658	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	684	681	674	670	658	653	662	657	647	641	637	Yrly Avg
Authorized FTE	723	723	723	723	723	723	669	669	669	669	669	669	(6) Attrition Rate
Over/(Under)	(34)	(39)	(42)	(49)	(53)	(65)	(16)	(7)	(12)	(22)	(28)	(32)	663 Annual Average
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	Yrly Avg
Authorized FTE	636	636	636	636	636	636	661	661	661	661	661	661	(4) Attrition Rate
Over/(Under)	(4)	19	17	11	9	7	(10)	(2)	(4)	(9)	(15)	(16)	649 Annual Average
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	627	620	613	611	648	641	633	(56) Attrition
Attrition	(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	Yrly Avg
Authorized FTE	613	613	613	613	613	613	633	633	633	633	633	633	(5) Attrition Rate
Over/(Under)	30	23	18	15	14	7	(20)	(22)	15	8	0	(2)	630 Annual Average
166th Academy						167th Academy							
FY 2013-14 - Two Academies Budgeted (168th and 169th 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	631	624	615	643	639	634	626	624	615	612	654	649	(75) Attrition
Attrition	(7)	(9)	(8)	(4)	(5)	(12)	(2)	(9)	(3)	(5)	(5)	(6)	87 Hires
Hires	0	0	36	0	0	4	0	0	0	47	0	0	12 Net Change
Ending Filled	624	615	643	639	634	626	624	615	612	654	649	643	Yrly Avg Attrition Rate
Authorized FTE	665	665	665	665	665	675	675	675	675	675	675	675	632 Annual Average
167th Academy			168th Academy (Sep 30 - Apr 4)				ACSO (Mar - Sep)			169th Academy (Dec 30 - July 3rd)			
										170th Academy (Apr-Oct)			
FY 2014-15 - One Academy Budgeted (170th included in baseline budget)													
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	643	677	671	680	714	708	702	696	690	724	718	712	(72) Attrition
Attrition	(6)	(6)	(6)	(6)	(6)	(6)	(6)	(6)	(6)	(6)	(6)	(6)	135 Hires
Hires	40	0	15	40	0	0	0	0	40	0	0	0	63 Net Change
Ending Filled	677	671	680	714	708	702	696	690	724	718	712	706	Yrly Avg Attrition Rate
Authorized FTE	707	707	707	707	707	707	707	707	707	707	707	707	Annual Average
169th Academy			ACSO (Mar - Sep)				170th Academy (Apr 23 - Oct 31)			171st Academy (Sep - Mar)			
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	706	700	694	688	682	676	670	664	658	652	646	640	(72) Attrition
Attrition	(6)	(6)	(6)	(6)	(6)	(6)	(6)	(6)	(6)	(6)	(6)	(6)	0 New Hires
Hires	0	0	0	0	0	0	0	0	0	0	0	0	Yrly Avg Attrition
Ending Filled	700	694	688	682	676	670	664	658	652	646	640	634	Annual Average
Authorized FTE	707	707	707	707	707	707	707	707	707	707	707	707	

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Table 6. Sworn Attrition Data, 9/1/12 – 4/30/14 (20-month average is 5.25%)

Reason	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	Total
Disability Retirement	4	1		3	2	1	1	3	4	2	2	5	5		4	6	1	2	2	2	50
Resignation			1		3								1				1	2			8
Resignation - Other Agency	1	2	1					5				5		1		1	2				19
Service Retirement			2	2	2	1	1						2	1	2	3		1		1	18
Termination									1				1				1		4	1	8
Deceased									1		1										2
Grand Total	5	3	4	5	7	2	2	8	6	2	8	9	7	2	5	12	2	9	3	4	105

Table 6a. Sworn Attrition Analysis January – April 2014

An analysis to identify deviations/shortfalls between projected and actual staffing levels for sworn staffing from January – April 2014 was completed per Resolution No. 84767 C.M.S.

- During first quarter OPD was below the projected average monthly attrition (projection 5 per month (20) and actual (18) over a 4 month period).
- As projected OPD is on target to meet and exceed staffing levels in October 2014 with the current planned academies.

Separation Date	Age at Separation	Separation Reason	Job Class Title
1/13/2014	27.5	Resignation	Police Officer (PERS)
1/22/2014	52.6	Disability retired, on-duty	Police Officer (PERS)
2/2/2014	31.9	Resignation	Police Officer (PERS)
2/7/2014	33.7	Resignation	Police Officer (PERS)
2/20/2014	42.3	Disability retired, on-duty	Police Officer (PERS)
2/20/2014	41.8	Disability retired, on-duty	Police Officer (PERS)
2/24/2014	25.7	Discharged on Probation	Police Officer (PERS)
2/24/2014	32.7	Discharged on Probation	Police Officer (PERS)
2/24/2014	27.5	Discharged on Probation	Police Officer (PERS)
2/25/2014	24.8	Discharged on Probation	Police Officer (PERS)
3/1/2014	54.1	Service Retirement	Police Officer (PERS)
3/20/2014	41.4	Termination	Sergeant of Police (PERS)
3/21/2014	37.9	Disability retired, on-duty	Sergeant of Police (PERS)
3/21/2014	49.4	Disability retired, on-duty	Police Officer (PERS)
4/5/2014	43.8	Resignation	Police Officer (PERS)
4/18/2014	50.7	Disability retired, on-duty	Police Officer (PERS)
4/18/2014	40.6	Disability retired, on-duty	Sergeant of Police (PERS)
4/19/2014	51.2	Service Retirement	Lieutenant of Police (PERS)

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Table 7. Demographic Information on Academies

Class	Starting Date	Starting Number	Gender	Oakland Residency	Language	Ending Number
166th Academy	17 Sep 12	57	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	47
Lateral Academy	9Dec13	4	4 Males	0	0 Cantonese/Mandarin 1 Spanish	4
169 th Academy	30 Dec 13	55	8 Females 47 Males	3	0 Cantonese/Mandarin 13 Spanish	Pending
ACSO	17 Mar 14	24	3 Females 21 Males	1	3 Cantonese/Mandarin 3 Spanish	Pending
170 th Academy	28 Apr 14	57	9 Females 48 Males	9	5 Cantonese/Mandarin 10 Spanish	Pending

Table 8(a). OPD Recruitment Data, 166th – 170th Academies

Police Hiring Steps – 166th Academy	Testing/Time Frame	Total	% of Total	% Not Advanced	# of Oakland Residents	% of General Total Oakland Residents	% of Oakland Residents Not Advanced
Applications Received	2/8/2012-3/5/2012	2301	100%	-0%	282	12%	0%
Invited to Written	3/9/2012	2165	94%	-6%	254	11%	-10%
Attended Written	3/21/2012	1098	48%	-52%	155	7%	-45%
Invited to Physical Ability	4/2/2012	752	33%	-67%	85	4%	-70%
Attended Physical Ability	4/10/2012	667	29%	-71%	77	3%	-73%
Invited to Oral Interview	4/13/2012	643	28%	-72%	72	3%	-74%
Attended Oral Interview	4/23-4/26/2012	578	25%	-75%	63	3%	-78%
Referred to OPD on eligibility list	5/18/2012	409	18%	-82%	48	2%	-83%
Invited to Academy	9/17/2012	55	2%	-98%	7	0.30%	-98%
Academy Graduation	3/20/2013	39	2%	-98%	3	0.15%	-99%

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Table 8(a). OPD Recruitment Data (Continued)

Police Hiring Steps – 167th Academy	Testing/Time Frame	Total	% of Total	% Not Advanced	# of Oakland Residents	% of General Total Oakland Residents	% of Oakland Residents Not Advanced
Applications Received	5/29/2012-6/11/2012	1805	100%	-0%	186	10%	0%
Invited to Written	6/14/2012	1636	91%	-9%	165	9%	-11%
Attended Written	6/30/2012-7/3/2012	1011	56%	-44%	112	6%	-40%
Invited to PAT	7/17/2012	710	39%	-61%	59	3%	-68%
Attended PAT	7/27-28/2012	516	29%	-71%	44	3%	-76%
Invited to Oral Interview	8/6/2012	494	27%	-73%	42	2%	-77%
Attended Oral Interview	8/20-22/2012	414	23%	-77%	39	2%	-79%
Referred to OPD on eligibility list	9/17/2012	231	13%	-87%	19	1%	-90%
Invited to Academy	3/25/2013	51	3%	-97%	6	0.36%	-97%
Academy Graduation	9/20/2013	36	2%	-98%	3	0.16%	-98%
Police Hiring Steps – 168th Academy	Testing/Time Frame	Total	% of Total	% Not Advanced	# of Oakland Residents	% of General Total Oakland Residents	% of Oakland Residents Not Advanced
Applications Received	6/25/2012-11/16/2012 & 2/4-15/2013	3824	100%	-0%	415	11%	0%
Invited to PAT	12/21/2012 & 2/25/2013	3760	98%	-2%	371	10%	-11%
Attended PAT	1/3-5/2013 & 3/2/2013	1347	35%	-65%	168	4%	-60%
Invited to Written	1/11/2013 & 3/22/2013	1275	33%	-67%	151	4%	-64%
Attended Written	1/19/2013 & 3/25/2013	1043	27%	-73%	133	4%	-68%
Invited to Oral Interview	2/6/2013 & 4/23/2013	830	22%	-78%	79	2%	-81%
Attended Oral Interview	2/19-21/2013 & 5/6-7/2013	681	18%	-82%	66	2%	-84%
Referred to OPD on eligibility list	3/29/2013 & 6/17/2013	450	12%	-88%	40	1%	-90%
Invited to Academy	9/30/2013	57	1%	-99%	6	0.11%	-99%
Academy Graduation	4/4/2014	47	1%	-99%	6	0.11%	-99%

Table 8(a). OPD Recruitment Data (Continued)

Police Hiring Steps – 169th Academy	Testing/Time Frame	Total	% of Total	% Not Advanced	# of Oakland Residents	% of General Total Oakland Residents	% of Oakland Residents Not Advanced
Applications Received	4/2-19/2013 & 6/3-28/2013	2477	100%	-0%	271	11%	0%
Invited to PAT	4/25/2013 & 6/29/2013	2413	97%	-3%	262	11%	-3%
Attended PAT	5/4/2013 & 7/13/2013	1177	48%	-52%	145	6%	-46%
Invited to Written	5/30/2013 & 7/26/2013	1131	46%	-54%	138	6%	-49%
Attended Written	6/10/2013 & 8/5/2013	982	40%	-60%	123	5%	-55%
Invited to Oral Interview	6/28/2013 & 8/30/2013	736	30%	-70%	76	3%	-72%
Attended Oral Interview	7/15-49/2013 & 9/12-13/2013	572	23%	-77%	59	2%	-78%
Referred to OPD on eligibility list	8/14/2013 & 9/25/2013	382	15%	-85%	35	1%	-87%
Invited to Academy	12/30/2013	56	2%	-98%	3	0.19%	-99%
Academy Graduation	7/3/2014	TBD	TBD	TBD	TBD	TBD	TBD
Police Hiring Steps – 170th Academy	Testing/Time Frame	Total	% of Total	% Not Advanced	# of Oakland Residents	% of General Total Oakland Residents	% of Oakland Residents Not Advanced
Applications Received	9/19-10/11/2013 & 12/17/2013-1/3/2014	2101	100%	-0%	224	11%	0%
Invited to PAT	10/19/2013 & 1/1/2014	2036	97%	-3%	184	82%	18%
Attended PAT	10/19/2014 & 1/11/2014	941	45%	-55%	111	50%	-50%
Invited to Written	11/6/2013 & 1/23/2014	899	43%	-57%	105	47%	-53%
Attended Written	11/6/2013 & 1/23/2014	796	38%	-62%	139	62%	38%
Invited to Oral Interview	12/9-12/10/2013 & 2/10-2/11/2014	579	28%	-72%	86	38%	-62%
Attended Oral Interview	12/9-12/10/2013 & 2/10-2/11/2014	506	24%	-76%	55	25%	-75%
Referred to OPD on eligibility list	1/10/2014 & 2/28/2014	348	17%	-83%	43	19%	-81%
Invited to Academy	4/28/2014	57	%	-98%	9	0.19%	-99%
Academy Graduation	10/31/2014	TBD	TBD	TBD	TBD	TBD	TBD

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Table 8(b). OPD Recruitment Data, Lateral Transitional Courses

Police Hiring Steps – Lateral Course	Testing/Time Frame	Total	# of Oakland Residents	% of Total	% Not Advanced
Applications Received	9/16/13-10/12/13	81	2	100%	-63%
Invited to PAT	10/19/13	30	2	37%	0%
Invited to Oral Interview	10/19/13	30	2	37%	10%
Referred to OPD on eligibility list	10/22/13	27	2	33%	85%
Invited to Course	12/9/13	4	0	5%	0%
Course Graduation	1/31/2014	4	0	0%	0%
Police Hiring Steps – Lateral Course	Testing/Time Frame	Total	# of Oakland Residents	% of Total	% Not Advanced
Applications Received	10/21/13-11/06/13	69	9	100%	-63%
Invited to PAT	11/16/13 b& 12/7/13	33	2	48%%	52%
Invited to Oral Interview	12/10/13	17	2	52%	48%
Referred to OPD on eligibility list	12/23/13	11	2	65%	35%
Invited to Course	TBD	TBD	TBD	TBD	TBD
Course Graduation	TBD	TBD	TBD	TBD	TBD

Table 9. Patrol Data

	Area 1	Area 2	Area 3	Area 4	Area 5
Number of officers assigned to patrol 225	1st Watch 15 2nd Watch 16 3rd Watch 15 Total 46	1st Watch 14 2nd Watch 15 3rd Watch 13 Total 42	1st Watch 13 2nd Watch 17 3rd Watch 15 Total 45	1st Watch 15 2nd Watch 15 3rd Watch 15 Total 45	1st Watch 14 2nd Watch 18 3rd Watch 15 Total 47
Number of officers assigned to evening shifts	31	28	32	30	33

Note: Open beats are covered on overtime.

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Table 10. Field Training Data

In Field Training (FTO)	Entered FTO	Completed FTO
168th Academy	47	Pending
Lateral Academy	4	Pending

Table 11. Status of the Approximately 45.85 Civilian Vacancies in OPD (as of 30 April 2014)

Job Classification	# Vacancies	# Authorized	Status
Police Dispatchers/Operators	9	74	<ul style="list-style-type: none"> DHRM have initiated recruitment for PCD and PCO with a tentative promulgation of Eligibility List by end of May 2014
Police Services Tech II * added 20 new positions Jan 2013	1	59	<ul style="list-style-type: none"> Eligibility list due by June 2014.
Criminalist II * 5 new	4	17	<ul style="list-style-type: none"> Pending background
Criminalist III * 2 new	2	5	<ul style="list-style-type: none"> Pending finalization of job announcement by Hiring Manager
Latent Print Examiner II	2	5	<ul style="list-style-type: none"> Department hiring interview for LPE II's and pending offer acceptance as of 8 May 14
Personnel Payroll Clerk II	1	1	<ul style="list-style-type: none"> Job posting closed 9 May 14
Police Evidence Tech	2	18	<ul style="list-style-type: none"> Pending background and pending certified Spanish Language candidates to interview.
Police Records Specialist	11	54	<ul style="list-style-type: none"> DHRM anticipate Eligibility List by May 24, 2014
Animal Control Officer	3.5	11	<ul style="list-style-type: none"> DHRM screening applications and pending next stage of assessment for Animal Control Officer
Vet Tech	1	1	<ul style="list-style-type: none"> Vet Tech started on 28 Apr 14
Volunteer Program Specialist	1	1	<ul style="list-style-type: none"> Volunteer Pro Spec tentative start date of 27 May 14
Veterinarian	1	1	<ul style="list-style-type: none"> 2 temporary candidates selected pending conditional job offer and background as of 22 May 14
Intake Technicians	1	5	<ul style="list-style-type: none"> Job posting for Spanish Language Selective Certification closes on 23 May 14
Parking Control Technician	1.85	32.95	<ul style="list-style-type: none"> Department will consider internal Permanent Part Time employees for 2 FTE vacancies before referring to Eligibility List
Police Services Manager I – created May 5, 2014	1	6	<ul style="list-style-type: none"> Pending requisition approval to initiate recruitment
Police Cadet	0.5	9	<ul style="list-style-type: none"> Department hiring interview scheduled for 22 May 14
Account Clerk II	2	4	<ul style="list-style-type: none"> 1 Clerk II has a tentative start date of 27 May 14 and 1 pending background
Grant Coordinator	1	1	<ul style="list-style-type: none"> Recruitment in progress and pending next assessment stage
Neighborhood Services Coordinator	1	10	<ul style="list-style-type: none"> List exhausted and pending request to initiate new recruitment

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PUBLIC OUTREACH/INTEREST

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

Recruitment efforts focus on selective language candidates throughout the testing and selection process. OPD is working with community leaders and local schools and colleges to increase awareness in the community to increase the number of Oakland residents applying for jobs with OPD.

Recruiting Strategies

A detailed outline of Recruiting & Background Unit recruitment strategies is presented in Table 2. 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 2, staff hosts quarterly community partnership meetings in an effort to solicit feedback on current outreach strategies and to encourage recommendations. Staff has met with several community organizations and has received positive feedback and useful input on recruiting efforts. Staff is working with community organizations to plan hiring workshops, to be held at various community organization offices, throughout the City.

The Recruiting and Backgrounds staff attended or conducted the event listed below during the month of April 2014:

- Practice PAT (24 Attendees)
- POST Written Exam Workshop – BB Memorial Cathedral (43 Attendees)
- Town Hall Meeting – Fremont High School (40-50 Attendees)
- 1st Career Day – Oakland Technical High School (200+ Attendees)
- West Oakland Job Fair – YMCA, Market & Brockhearst (40 Attendees)

COORDINATION

The Department works 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.

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SUSTAINABLE OPPORTUNITIES

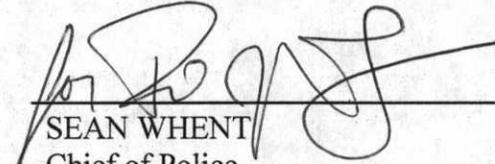
Economic: There are no economic opportunities associated with this report.

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 Eric Breshears, Deputy Chief of the Bureau of Services, at 510-238-7048.

Respectfully submitted,


SEAN WHENT
Chief of Police
Oakland Police Department

Prepared by:
Eric Breshears
Deputy Chief of Police
Oakland Police Department

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