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CITY OF OAKLAND

AGENDA REPORT

TO: HENRY L. GARDNER
INTERIM CITY ADMINISTRATOR

FROM: Sean Whent
Chief of Police

SUBJECT: Monthly Police Staffing Report

DATE: June 30, 2014

City Administrator
Approval



Date

7/9/14

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 May 31, 2014.

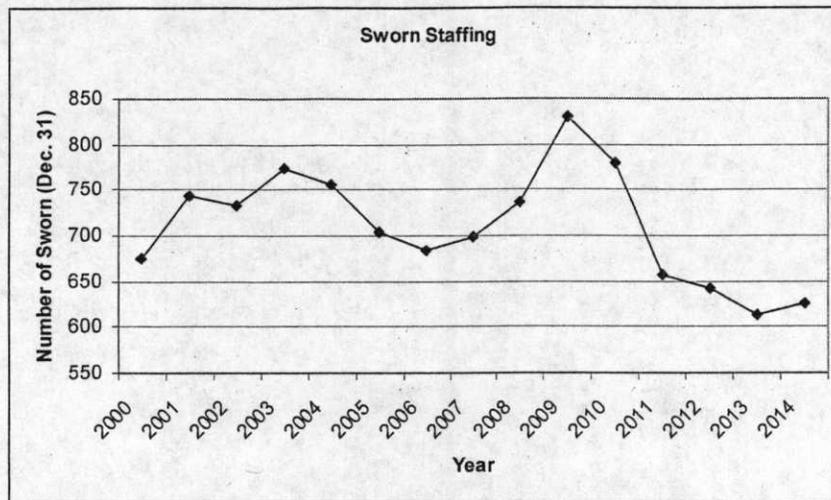
EXECUTIVE SUMMARY

The information in this report reflects OPD's sworn staffing levels through May 31, 2014.

ANALYSIS

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

- As of May 31, 2014 sworn staffing is at 649 officers.
- The 169th Police Academy started December 30, 2013 with 55 POTs. Currently, 34 Police Officer Trainees (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 are 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.



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.

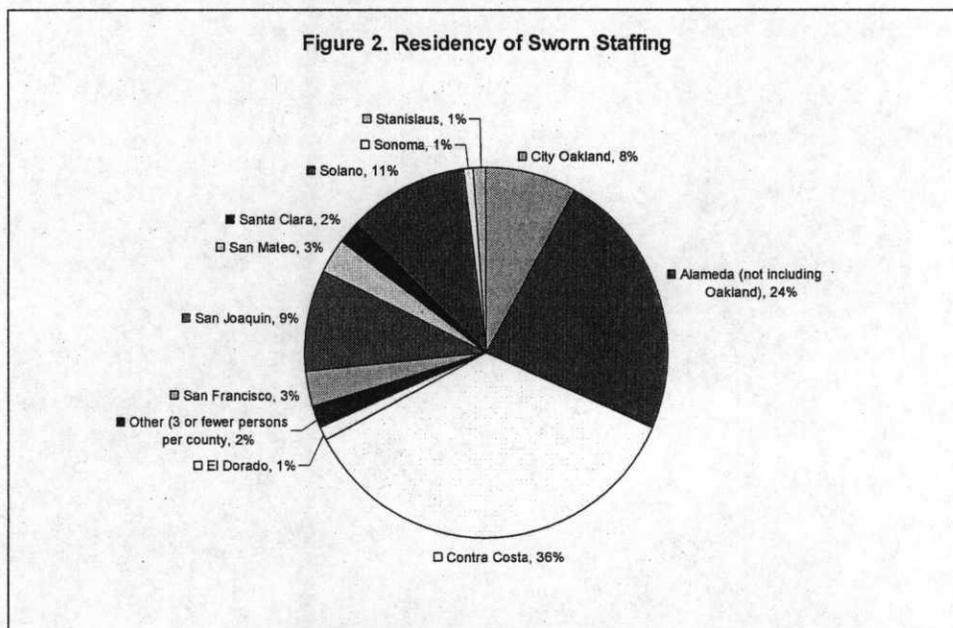
Special emphasis has been placed on attracting and hiring Oakland residents. Currently, 49 sworn members and 19 POTs are Oakland residents. Figure 2 (page 3) shows that most officers live outside of Oakland, and even outside of Alameda County. Only 8% of current sworn members are City of Oakland residents; 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. City Council added funding for: 4 Animal Care Attendants, and OPD deleted 2 positions to add 1 Account Clerk I, 1 Police Services Manager I and 1 Management Assistant – Crime Analyst.

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- Table 4 shows the current status of budget authorized positions for sworn and non-sworn: over 83.5 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 May 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 54.5 civilian vacancies (as of 20 June 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 Oakland/local 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 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.
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 193 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 Oakland/Local 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 .
Continue to revamp the current recruitment and hiring process and continuously look for ways to make process improvements.

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Table 2. Current Recruitment Strategies – Outreach/Media Activity (con't)

Currently working on revamping the oral board interview workshop.
Launch 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)
Direct mailing of OPD Recruitment Brochure to 77 universities in the United States.

OPD Hiring Plan Analysis

The OPD Hiring Plan adopted April 29, 2014 at the Public Safety Committee addressing Resolution No. 94767, approved on December 10, 2013; provide staffing projections and identify any variance with actual sworn staffing. The chart below identifies data since the adoption of the plan and denotes activities to address variances:

Chart 1

Monthly	Sworn Staffing Projections	Sworn Staffing Actuals	Sworn Staffing Variance
April 2014	656	654	-2
May 2014	651	649	-6
June 2014	646		
July 2014	681		
August 2014	676		
September 2014	691		
October 2014	726		
November 2014	721		
December 2014	716		

- In April 2014 projected hires were 40; however 47 graduated from the 168th Academy, an increase of 7.
- In May 2014 projected attrition was 5 and actuals were 5.
- In June 2014 the report projected an attrition rate of 5; however the attrition rate was increased to 6 based on the last 21 months of data and as of June 27, 2014 it is 3.

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- In July 2014 the budgeted strength will increase from 675 to 707, increasing by 32 budgeted.
- In July 2014 the projected new hires from the 169th Academy was 40; however currently the projected new hire number is 34.
- An additional academy has been planned to start in September 2014, the 171st Academy that will graduate in March 2015 with a projected new hire of 40.

With the current hiring plan, OPD will reach the budgeted strength of 707 in October 2014 as planned; however with the current attrition rate of 6 per month the filled number will drop below 707 within one month and will again exceed budgeted strength in March 2015.

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	401.70
Alameda County Vehicle Abatement	1	Grant Funded	34.65
Measure Y	63	Grand Total	436.35*
Traffic Safety Fund	2		
COPS (ARRA)	25		
COPS 2013	10		
Grand Total	675		

Table 4. Budget Authorized Positions.

Position	Budget Authorized Positions	Authorized	Filled	+/-
Sworn	Chief of Police	1	1	0
	Assistant Chief	1	1	0
	Deputy Chief	3	3	0
	Captain	10	10	0
	Lieutenant	27	26	-1
	Sergeants	124	124	0
	Police Officers	509	481	-28
	Total Sworn	675	646	-29
Non-Sworn	Full-time and Part-time position	436.35	381.85	-54.5
	Total Personnel	1111.35	1027.85	-83.5

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

OPD Sworn Staffing - Two Academies Per Year														
Updated 6/27/14														
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	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 Average Fill	
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	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 Average Fill	
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	620	613	611	648	641	633	(58) 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 Average Fill	
166th Academy						167th 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	615	612	654	649	(72) Attrition	
Attrition	(7)	(9)	(8)	(4)	(5)	(12)	(2)	(9)	(3)	(5)	(5)	(3)	87 Hires	
Hires	0	0	36	0	0	4	0	0	0	47	0	0	15 Net Change	
Ending Filled	624	615	643	639	634	626	624	615	612	654	649	646	Yrly Avg Attrition Rate	
Authorized FTE	665	665	665	665	665	675	675	675	675	675	675	675	change attrition rate June 2014	
Over/(Under)	(41)	(50)	(22)	(26)	(31)	(49)	(51)	(60)	(63)	(21)	(26)	(29)	Average Fill	
167th Academy			168th Academy (Sep 30 - Apr 4)			169th Academy (Dec 30 - July 31)			ACSO (Mar 17 - Sept 22)			170th Academy (Apr-Oct)		
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	646	674	668	677	711	705	699	693	687	681	715	709	(72) Attrition	
Attrition	(6)	(6)	(6)	(6)	(6)	(6)	(6)	(6)	(6)	(6)	(6)	(6)	129 Hires	
Hires	34	0	15	40	0	0	0	0	0	40	0	0	57 Net Change	
Ending Filled	674	668	677	711	705	699	693	687	681	715	709	703	Yrly Avg Attrition Rate	
Authorized FTE	707	707	707	707	707	707	707	707	707	707	707	707	Average Fill	
Over/(Under)	(33)	(39)	(30)	4	(2)	(8)	(14)	(20)	(26)	8	2	(4)		
168th Academy			ACSO (Mar 17 - Sept 22)			170th Academy (Apr-Oct)			171st Academy (Sep 29 - Apr)					
FY 2015-16 - No Academies Budgeted														
FY 15-16	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	703	697	691	685	679	673	707	701	695	689	683	677	(72) Attrition	
Attrition	(6)	(6)	(6)	(6)	(6)	(6)	(6)	(6)	(6)	(6)	(6)	(6)	40 New Hires	
Hires	0	0	0	0	0	40	0	0	0	0	0	0	(32) Net Change	
Ending Filled	697	691	685	679	673	707	701	695	689	683	677	671	Yrly Avg Attrition Rate	
Authorized FTE	707	707	707	707	707	707	707	707	707	707	707	707	Average Fill	
Over/(Under)	(10)	(16)	(22)	(28)	(34)	0	(6)	(12)	(18)	(24)	(30)	(36)		
172nd Academy (Jul - Dec) (not funding)														

Table 6. Sworn Attrition Data, 9/1/12 – 5/31/14 (21-month average is 5.05%).

Reason	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Total
Disability Retirement	4	1		3	2	1	1	3	4	2	2	5	5		4	6	1	2	2	3		51
Resignation			1		3							1					1	2				8
Resignation - Other Agency	1	2	1					5			5		1		1	2				1	3	19
Service Retirement			2	2	2	1	1					2	1	2		3		1		1	2	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	5	5	106

Table 6a. Sworn Attrition Analysis January – May 2014

An analysis to identify deviations/shortfalls between projected and actual staffing levels for sworn staffing from January – May 2014.

- During the period of January – May 2014, OPD was below the projected average monthly attrition (projection 5 per month (20) and actual (24) over a 5 month period).
- Attrition rate changed to 6 monthly starting June 2014
- 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)
5/9/2014	50	Service Retirement	Police Officer (PERS)
5/9/2014	58.9	Service Retirement	Police Officer (PERS)
5/16/2014	38.1	Resignation	Police Officer (PERS)
5/19/2014	29	Resignation	Police Officer (PERS)
5/19/2014	29	Resignation	Police Officer (PERS)

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%

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 & 2/10-11/2014	579	28%	-72%	86	38%	-62%
Attended Oral Interview	12/9-12/10/2013 & 2/10-11/2014	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

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 224	1st Watch 16 2nd Watch 15 3rd Watch 15 Total 46	1st Watch 11 2nd Watch 15 3rd Watch 13 Total 39	1st Watch 14 2nd Watch 17 3rd Watch 15 Total 46	1st Watch 15 2nd Watch 16 3rd Watch 14 Total 45	1st Watch 14 2nd Watch 19 3rd Watch 15 Total 48
Number of officers assigned to evening shifts	30	28	32	30	34

Note: Open beats are covered on overtime.

Table 10. Field Training Data

In Field Training (FTO)	Entered FTO	Completed FTO
168th Academy	47	Pending
Lateral Academy	4	2

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Table 11. Status of the Approximately 54.5 Civilian Vacancies in OPD (as of 31 May 2014).

Job Classification	# Vacancies	# Authorized	Status
Account Clerk I	1	1	Pending offer acceptance
Account Clerk II	1	4	Candidate with tentative start date of 30 Jun 14
Animal Care Attendant * 4 newly added in April 2014	3	10	4 candidates pending hiring approval and 2 pending background
Animal Control Officer	3.5	11	DHRM screening applications and written exam scheduled for week of 14 Jul 14
Criminalist II	2	17	Pending meet & confer with Local 1021 to review job specification update before job announcement can be posted
Criminalist III * 2 new	2	5	Posting for Selective Certification - Biology/ DNA and Quality Assurance will closes on 27 Jun 14 and tentative testing schedule for August 2014.
Director of Animal Services	1	1	Pending HRM to assign Analyst to work with OPD and initiate recruitment
Grant Coordinator	1	1	HRM in process of scheduling oral interview for week of 14 Jul 14
Intake Technicians	1	5	Job posting for Spanish Language Selective Certification closes on 23 May 14 and HRM is working on the next stage of the examination process.
Latent Print Examiner II	2	5	2 candidates pending background investigation with tentative completion date of 04 Aug 14. Delay due to candidates being out of the country
Management Assistant - Crime Analyst	1	1	Pending HRM to assign Analyst to work with OPD and initiate recruitment
Neighborhood Services Coordinator	1	10	OPD exhausted eligibility list and working with HRM to initiate new recruitment
Parking Control Technician	2	26	HRM working on the promugation of the Transfer-List with anticipate certification date of 27 Jun 14
Personnel Payroll Clerk II	1	1	Job posting closed 9 May 14 and written exam is scheduled for 19 Jun 14
Police Cadet	2	9	Pending background as of 06 Jun 14
Police Dispatchers/Operators	9	74	HRM is pending the promugation of the Dispatcher eligibility list. OPD is scheduling the PCO candidates to come in for background process as of 19 Jun 14
Police Evidence Tech	1	18	Candidate pending hiring approval and tentative start date of 30 Jun 14
Police Records Specialist	10	54	Eligibility list received on 09 Jun 14 and pending hiring interview results
Police Services Manager I - created May 5, 2014	1	6	Pending hiring interview scheduled for 26 Jun 14
Police Services Tech II	4	59	HRM is working on the revision of the eligibility list with promugation date of 27 Jun 14
Veterinarian	1	1	2 Temporary Services Contract Veterinarian is pending background with anticipated clearance date of 04 Aug 14

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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, local schools and colleges to improve community involvement and 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 met with several community organizations and 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 events listed below during the month of May 2014:

- Practice PAT (40 attendees)
- 3rd Annual OPD Open House (100 recruiting inquiries)
- Town Hall Meeting – Bret Harte (60 attendees)
- Oakland Greek Festival (3 day attendance was approximately 500 attendees on one day and 1,000 attendees each day for two days, for 2,500 attendees total)
- San Bruno 23rd Marine Corp Base (300 attendees)
- Eastlake Music Festival (300-400 attendees)

COORDINATION

The Department works with the 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.

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COST SUMMARY/IMPLICATIONS

There are no fiscal impacts associated with this informational report.

SUSTAINABLE OPPORTUNITIES

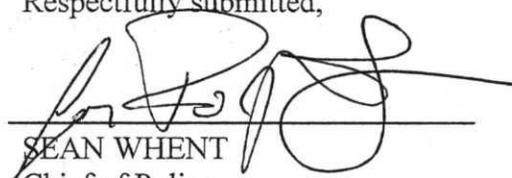
Economic: There are no economic opportunities associated with this report.

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 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:
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Deputy Chief of Police
Oakland Police Department