



AGENDA REPORT

TO: DEANNA J. SANTANA
CITY ADMINISTRATOR

FROM: Sean Whent
Chief of Police

SUBJECT: Monthly Police Staffing Report

DATE: October 10, 2013

City Administrator
Approval

Date 10-11-13

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.

ANALYSIS

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

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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

<u>Current Recruitment Strategies</u>
<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

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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.

Table 2 – Sworn Staffing by Year

OPD Sworn Staffing - Two Academies Per Year													
Updated 9/30/13													
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	687	684	679	673	670	660	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	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 Monthly Attrition
Over/(Under)	(34)	(41)	(42)	(51)	(54)	(65)	(14)	(7)	(12)	(22)	(28)	(32)	
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	
Authorized FTE	636	636	636	636	636	636	661	661	661	661	661	661	(3.75) Avg Monthly Attrition
Over/(Under)	(4)	19	17	11	9	7	(10)	(2)	(4)	(9)	(15)	(16)	
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	640	634	(57) Attrition
Attrition	(3)	(9)	(5)	(3)	(3)	(7)	(7)	(2)	(2)	(8)	(6)	(2)	44 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 Attrition
Over/(Under)	30	23	18	15	14	7	(20)	(22)	15	7	1	(1)	
				168th 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	632	625	616	649	645	641	637	633	629	665	661	657	(59) Attrition
Attrition	(7)	(9)	(7)	(4)	(4)	(4)	(4)	(4)	(4)	(4)	(4)	(4)	120 Hires
Hires	0	0	40	0	0	0	0	0	40	0	0	40	61 Net Change
Ending Filled	625	616	649	645	641	637	633	629	665	661	657	693	(4.92) Avg Monthly Attrition
Authorized FTE	675	675	675	675	675	675	675	675	675	675	675	675	
			167th Academy			168th Academy			169th Academy				
FY 2014-15 - Two Academies Budgeted (170th and 171st Academy 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	693	689	685	681	677	673	669	705	701	697	693	689	(48) Attrition
Attrition	(4)	(4)	(4)	(4)	(4)	(4)	(4)	(4)	(4)	(4)	(4)	(4)	80 Hires
Hires	0	0	0	0	0	0	40	0	0	0	0	40	32 Net Change
Ending Filled	689	685	681	677	673	669	705	701	697	693	689	725	
Authorized FTE	707	707	707	707	707	707	707	707	707	707	707	707	
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	725	721	717	713	709	705	701	697	693	689	685	681	(48) Attrition
Attrition	(4)	(4)	(4)	(4)	(4)	(4)	(4)	(4)	(4)	(4)	(4)	(4)	0 New Hires
Hires	0	0	0	0	0	0	0	0	0	0	0	0	(48) Net Change
Ending Filled	721	717	713	709	705	701	697	693	689	685	681	677	
Authorized FTE	729	729	729	729	729	729	729	729	729	729	729	729	

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	May	June	July	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	1	1	0				2	9
Termination									1			1	2
Deceased									1		1		2
Grand Total	5	3	4	5	7	2	2	8	6	2	7	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%

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

*Open beats are covered on overtime.

Table 7 – FIELD TRAINING DATA

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

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

Table 8 – CIVILIAN VACANCIES

<u>Job Classification</u>	<u># Vacancies</u>	<u># Authorized</u>	<u>Status</u>
Police Dispatchers/Operators	15	75	40 candidates on list, 25 in backgrounds due 10/31/13
Police Services Tech II * 20 added in January 2013	22	59	38 out of the 52 candidates that participated in the hiring interviews on 8 Oct 13 will be moving into the background process. Tentative start date is 2 Dec 13.
Crime Lab Criminalist II * 5 new Criminalist III * 1 new Latent Print Examiner II Latent Print Examiner III* new	7 1 2 1	17 4 4 1	All applications being screened, working with Crime Lab Manager on exam dates. Pending hiring approval with a tentative start date of 21 Oct 13.
Police Services Manager II – IT - * new	1	1	Add/Delete in approval process to 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 Animal Control Officer	1 2.5	1 12	Add/Delete in approval process to 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.

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

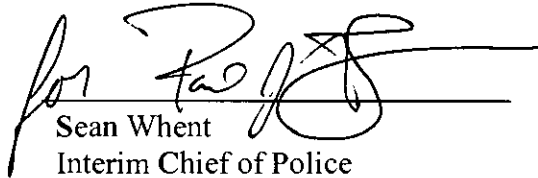
Economic: There are no economic opportunities associated with this report.

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:
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