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OAKLAND

2013 APR 11 AM 9:09

# AGENDA REPORT

TO: DEANNA J. SANTANA  
CITY ADMINISTRATOR

FROM: Howard A. Jordan  
Chief of Police

SUBJECT: Monthly Police Staffing Report

DATE: March 29, 2013

City Administrator  
Approval

Date 4/6/13

COUNCIL DISTRICT: City-Wide

## RECOMMENDATION

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

## EXECUTIVE SUMMARY

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

## ANALYSIS

Swom staffing levels are approaching historically low levels. The chart below shows swom staffing levels since 2000.

Table 1 – Swom Staffing Since 2000

Month-Year	Swom 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 March 31, 2013, sworn staffing is at 649 officers. The 167<sup>th</sup> Police Academy started on March 25, 2013.

OPD's authorized sworn strength, per the 2011-13 police budget is 613 officers in FY12-13, including 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. We graduated 38 Police Officers from the 166<sup>th</sup> Academy and hired one lateral 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 167<sup>th</sup> Academy began on March 25, 2013. The testing has started for the 168<sup>th</sup> Academy scheduled for September 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><i>Current Recruitment Strategies</i></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/Colleges/High Schools
Create a Recruiting & Background Unit Facebook & Twitter account

In addition to the strategies outlined in Table 1 above, staff is preparing to host community partnership meetings in an effort to soliciting 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 in 2012 & 2013. Most events listed are located in Oakland.

- 2012 Veteran's Career Fair
- ALCO Diversity Employment Day
- ALCO Independent Living Skills Program Career Night
- Center for Elders Independence Health Fair
- City of Oakland Career Day
- Diversity Fair Centre Concord
- Dreams, Pumps & Pearls Girls Community Event
- East Bay Diversity Hire Event
- Lockwood Gardens Career Fair

- LPS College Park School Career Fair
- McClymonds High School Career Fair
- Oakland Police Department 1st Annual Open House
- Oakland Technical High School Job Fair
- Oakland PRIDE Parade African Methodist Episcopal Church Block Party
- Selection Process Workshop
- T. Lawson Foundation Family Day
- Willie Wilkins Park Event
- Women/Policing in Oakland Workshop

### **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 and City Attorney's office were consulted in preparation of the report.

Table 2 – Sworn Staffing by Year

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) 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)	
<b>FY 11-12</b>													
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	
Authorized FTE	636	636	636	636	635	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)	
<b>FY 2012-13 Begin Two Academies</b>													
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	637	630	627	626	615	613	611	649	645	641	(52) Attrition
Attrition	(3)	(8)	(7)	(3)	(3)	(11)	(2)	(2)	(1)	(4)	(4)	(4)	44 Hires
Hires	1	2	0	0	2	0	0	0	39	0	0	0	(8) Net Change
Ending Filled	643	637	630	627	626	615	613	611	649	645	641	637	
Authorized FTE	613	613	613	613	613	613	613	613	613	613	613	613	(4.44) Monthly Attrition Rate thru March
Over/(Under)	30	24	17	14	13	2	0	(2)	36	32	28	24	
			166th Academy						167th Academy				
<b>FY 2013-14 - One Academy Budgeted (168th Academy included in baseline budget)</b>													
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	637	633	629	665	661	657	653	649	645	681	677	673	(48) Attrition
Attrition	(4)	(4)	(4)	(4)	(4)	(4)	(4)	(4)	(4)	(4)	(4)	(4)	80 Hires
Hires	0	0	40	0	0	0	0	0	40	0	0	0	32 Net Change
Ending Filled	633	629	665	661	657	653	649	645	681	677	673	669	
		167th Academy				168th Academy							
<b>FY 2014-15 - No Academies Budgeted</b>													
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	669	665	661	657	653	649	645	641	637	633	629	625	(48) Attrition
Attrition	(4)	(4)	(4)	(4)	(4)	(4)	(4)	(4)	(4)	(4)	(4)	(4)	0 Hires
Hires	0	0	0	0	0	0	0	0	0	0	0	0	(48) Net Change
Ending Filled	665	661	657	653	649	645	641	637	633	629	625	621	
<b>FY 2015-16 - No Academies Budgeted</b>													
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	621	617	613	609	605	601	597	593	589	585	581	577	(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	617	613	609	605	601	597	593	589	585	581	577	573	

**New Recruits**

Class	Starting Date	Starting Number	Gender	Oakland Residency	Language
166 <sup>th</sup> Academy	17 Sept 12	53	15 Females 42 Males	7	8 Cant/Mand 4 Spanish
167 <sup>th</sup> Academy	25 Mar 13	51	7 Females 44 Males	6	5 Cantonese/Mandarin 12 Spanish
168 <sup>th</sup> Academy	30 Sept 13	55			

**PATROL DATA as of February 28, 2013**

Number of officers assigned to patrol	223
Number of officers assigned to evening shifts	1 <sup>st</sup> Watch – 67 *2 <sup>nd</sup> Watch – 85 *3 <sup>rd</sup> Watch - 71

\*Largest number of officers are assigned to 2<sup>nd</sup> & 3<sup>rd</sup> watches that cover the evening shifts. These are assigned data, not officers actually working due to medical leaves, training, etc.

**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.

Deanna J. Santana, City Administrator

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For questions concerning the contents of this report, please contact **Gilbert Garcia**, Deputy Director of the Bureau of Services, at 510-238-6443.

Respectfully submitted,



*for* \_\_\_\_\_  
Howard A. Jordan  
Chief of Police  
Oakland Police Department

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Public Safety Committee  
April 23, 2013