CITY OF OAKLAND

AGENDA REPORT

TO: JOHN A. FLORES
INTERIM CITY ADMINISTRATOR

FROM: Sean Whent

SUBJECT: Monthly Police Staffing Report

DATE: May 26, 2015

City Administrator
Approval

Date

COUNCIL DISTRICT: City-wide

RECOMMENDATION

Staff requests that the Public Safety Committee accept the Oakland Police Department's (OPD) monthly information report on recruiting and sworn staffing levels as of April 30, 2015.

EXECUTIVE SUMMARY

The information in this report reflects changes to OPD's sworn staffing levels through April 30, 2015.

ANALYSIS

Staffing Levels

Table 1: Staffing Levels as of January 1st: 2000-2015

Year	Sworn Staffing	Year	Sworn Staffing	Year	Sworn Staffing	Year	Sworn Staffing
2000	675	2004	756	2008	736	2012	642
2001	743	2005	704	2009	830	2013	613
2002	732	2006	683	2010	780	2014	626
2003	775	2007	699	2011	656	2015	695

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Figure 1: Sworn Staffing as of January 1st: 2000-2015
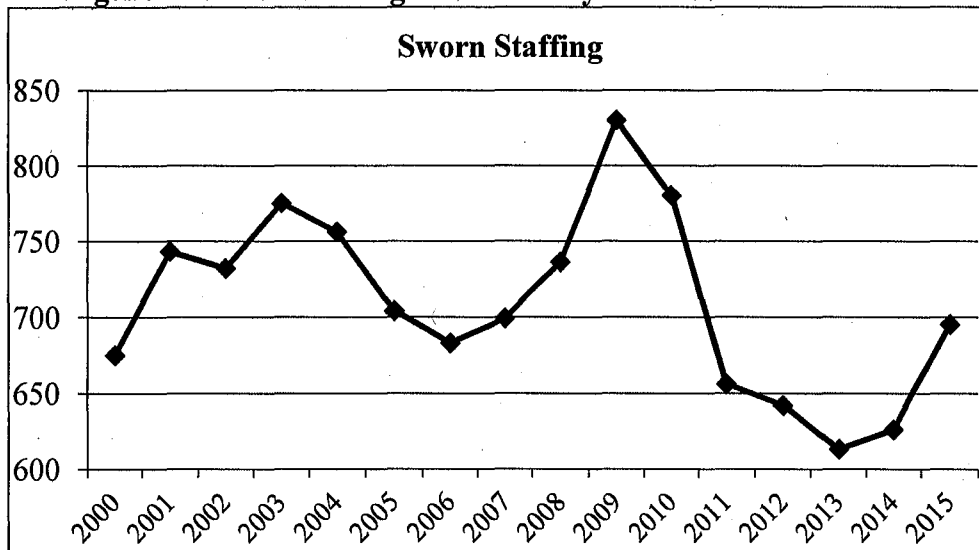
As of April 30, 2015, OPD's sworn staffing is 722 officers. The latest Lateral Transitional Course began on February 23, 2015 with 9 officers and there are currently 8 police officers in the course. The 171st Police Academy started with 60 Police Officer Trainees (POTs) and graduated 35 Police Officers on April 3, 2015. Per the Bi-annual Fiscal Year 2013-2015 Budget, OPD's FY 2014-2015 budgeted sworn staffing should be an average of 722 officers. This total includes 25 officers from the 2011 Department of Justice/Community Oriented Policing Services (DOJ/COPS) Hiring Grant; 10 officers from the 2013 DOJ/COPS Hiring Grant; 15 officers from the 2014 COPS grant; and approximately 63 officers associated with Oakland's voter approved public safety measures (Measure Y, 2004; Measure BB, 2010; Measure Z, 2014).

Demographics

As of April 30, 2015, 62 sworn members and 15 POTs were Oakland residents. Nine percent of current sworn members are City of Oakland residents. The Oakland Police Department has prioritized attracting a racially diverse and multilingual workforce of qualified officers that includes Oakland residents.

Table 2: Ethnicity and Gender - Sworn Staff

ETHNICITY	Female	%	Male	Percentage
Asian	8	9%	79	12%
Black	21	26%	120	19%
Filipino	1	1%	11	2%
Hispanic	15	18%	149	23%
Native American	1	1%	1	0%
Undeclared-Other	1	1%	4	1%
White	35	44%	260	41%
Unknown	-	--	16	2%
Total	82	100%	640	100%

OPD Hiring / Full Police Staffing Plan

The Oakland City Council passed Resolution No. 84767 C.M.S. on December 10, 2013, which among other mandates, requires that the City Administrator or designee present a "Hiring Plan showing the timeline for achieving OPD Budgeted Staffing to achieve Sworn and Police-Support Civilian Staffing levels as quickly as possible ("OPD Hiring Plan"), and that the OPD Hiring Plan shall include month-by-month projections of expected staffing levels. The City Council subsequently passed the "Implementation of Budgeted Police Staffing," on June 3, 2014, which adopts the "staffing projections in the Hiring Plan / Full Police Staffing Plan to the April 29, 2014 Public Safety Committee as the current Hiring Plan." Tables 3.1 and 3.2 below provide data on staffing and projections as reported in the April 29, 2014 "Full Police Staffing Report" and the actual staffing levels as reported as of April 30, 2015.

Table 3.1: Staffing Projections in the April 29, 2014 OPD Hiring / Full Police Staffing Report

Staffing Projections in the April 29, 2014 OPD Hiring /Full Police Staffing Report												
	2014						2015					
FY 14-15	July	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun
Filled	646	681	676	691	726	721	716	711	706	701	696	691
Attrition	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)
Hires	40	0	20	40	0	0	0	0	0	0	0	0
Ending Filled	681	676	691	726	721	716	711	706	701	696	691	686
Authorized	707	707	707	707	707	707	707	707	707	707	707	707
Over/(Under)	(26)	(31)	(16)	19	14	9	4	(1)	(6)	(11)	(16)	(21)

Table 3.2: Actual Staffing and Projections – July 2014-June 2015

Staffing Actuals and Projections through April 30, 2015												
	2014						**2015**					
FY 14-15	**July**	**Aug**	**Sep**	**Oct**	**Nov**	**Dec**	**Jan**	**Feb**	**Mar**	**Apr**	**May**	**Jun**
Filled	647	677	667	684	715	705	695	694	696	690	722	726
Attrition	(4)	(11)	(4)	(4)	(10)	(10)	(2)	(7)	(6)	(3)	(6)	(6)
Hires	34	1	21	35	0	0	1	9	0	35	10	0
Ending Filled	677	667	684	715	705	695	694	696	690	722	726	720
Authorized	707	707	707	707	707	722	722	722	722	722	722	722
Over (Under) Authorized	(30)	(40)	(23)	8	(2)	(27)	(28)	(26)	(32)	0	4	-2
Hiring Plan	681	676	691	726	721	716	711	706	701	696	691	686
Over (Under) Adopted Hiring Plan	*(4)*	*(9)*	*(7)*	*(11)*	*(16)*	*(21)*	*(17)*	*(10)*	*(11)*	*26*	*35*	*34*

Early Warning Policy and Recommendations

Resolution No. 84767 C.M.S. also requires that the OPD staffing report contain an analysis of any deviations between the expected and actual staffing levels, the expected hiring methods, and alternative hiring options, for achieving budgeted staffing as quickly as possible. The second Lateral/Post-Academy course will begin on May 18, 2015; OPD anticipates that 10 police officers will join the force from this academy. An additional Basic Academy was also recommended to begin in November 2015 and has been proposed for funding in the 2015-2017 Proposed Bi-Annual Fiscal Budget. This Basic Academy would enroll 60 POTs and assist in offsetting OPD's officer attrition (average of five to six officers per month) and maintaining staffing levels during FY 2015-2016.

In *Attachment I*, Tables 4 through 17, appended to this report, show historical, current, and projected staffing data as outlined below.

Attachment I	
Table 4	Current Recruiting Outreach/Media Activity (page 1)
Table 5&6	Staffing Funding Sources for FY 14-15 (page 1)
Table 7	Budget Authorized Positions (page 1)
Table 8	Sworn Attrition Data (page 2)
Table 9	Sworn Attrition Analysis (page 2)
Table 10	Attrition of Oakland residents in the testing and hiring process (page 2)
Table 11	Demographic Information on Previous Academies (page 3)
Table 12a	OPD Recruitment Data – Current Academies (pages 4)
Table 12b	OPD Recruitment Data, Lateral Transitional Courses (page 4)

Table 13	Field Training Data
Table 14	Sworn Permanent Assignments within OPD (page 5)
Table 15	Civilian Vacancies in OPD (page 6)
Table 16	Patrol Data (page 7)

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 has a recruiting table at local churches on Sundays to increase awareness and residential interest. Staff has met with several community organizations and received positive feedback and useful input on recruiting efforts. Staff is working with community organizations to conduct hiring workshops, to be held at various community organization's offices, throughout the City.

COORDINATION

The Department works with the Human Resources Management to complete the necessary steps associated with completing an academy. The City Attorney's Office was consulted in preparation of this report.

COST SUMMARY / IMPLICATIONS

There are no fiscal impacts associated with this informational report.
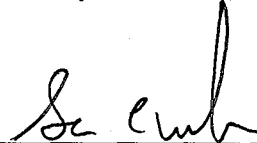
SUSTAINABLE OPPORTUNITIES

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 David Downing, Deputy Chief of the Bureau of Services, at 510-238-7620.

Respectfully submitted,

SEAN WHENT
Chief of Police
Oakland Police Department

Reviewed by:
David Downing
Deputy Chief of Police
Oakland Police Department

Prepared by:
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Personnel Manager, Personnel Section
Oakland Police Department

Attachment I: Data Tables

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Oakland Police Department - Monthly Staffing Report – Attachment I

Table 4: Current Recruitment – Outreach/Media Activity

ON-GOING / IN PROGRESS RECRUITMENT STRATEGIES
Practice Physical Ability Test on Saturday 4 Apr 15. 15 participated at this training.
Attended a Community and Police Block Party on Friday 10 Apr 15. 100 attendees but none stopped by the recruitment table and received Police Officer Trainee and Cadet literature.
Attended the 8th Annual Sobrante Park Time Banking Health Fair on Saturday 11 Apr 15. 50 attendees but none stopped by the recruitment table and received Police Officer Trainee and Cadet literature.
Attended a community gathering in conjunction with Acts Full Gospel Church Saturday 18Apr 15. 40 attendees but none stopped by the recruitment table and received Police Officer Trainee and Cadet literature.
POST Test Workshop Webinar – held Tuesday 21 Apr 15. 73 participated in this workshop.
POST Test Workshop Webinar – held Tuesday 28 Apr 15. 50 participated in this workshop.

Tables 5 & 6: Staff Funding Sources for Sworn and Civilian Positions for FY 2014 – 2015

Sworn Positions	FTE
General Fund: General Purpose	606
Alameda Co. Vehicle Abatement	1
Measure Y	63
Traffic Safety Fund	2
COPS 2011	25
COPS 2013	10
COPS 2014	15
Grand Total	**722**

Civilian Positions	FTE
General Fund: General Purpose	379.2
Alameda Co. Vehicle Abatement	1.00
Measure Y	.35
Traffic Safety Fund	15.65
False Alarm Reduction Program	6.50
US Department of Justice	3.00
State of California	1.65
Workers' Comp. Insurance	2.00
Grand Total	**409.35**

Table 7: 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	9	-1
	Lieutenant	27	26	-1
	Sergeants	124	122	-2
	Police Officers	556	559	3
	Total Sworn	722	721	-1
Non-Sworn	Full-time and Part-time	409.35	379.35	-30
	Total Personnel	**1131.35**	**1100.35**	**-31**

Table 8: Sworn Attrition Data: May 1, 2014 through April 30, 2015 (12 month average is 5.7%)

Reason/Month	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr' 15	Total
Disability Retirement		1	1	1		1	4	1		3	1	1	14
Resignation				3	1	1	2	1	1	2	3		14
Resignation - Other Agency	3		1	6	1	1	1	1					14
Service Retirement	2	1	2	1			1	7		2	2	1	19
Termination					2	1	2		1			1	7
Deceased													0
Grand Total	5	2	4	11	4	4	10	10	2	7	6	3	68

The below table identifies deviations/shortfalls between projected and actual staffing levels for sworn staffing from May 2014 through April 2015. During the period of May 2014 through April 2015, OPD was below the projected average monthly attrition. The projection was 6 per month for an annual of 72 and the actual for same 12-month period was 68.

Table 9: Sworn Attrition Analysis May 1, 2014 through April 30, 2015

Reason for Separation	Average Age at Separation	Number of Separations
Disability Retirement	47.2	14
Resignation	32.2	14
Resignation - Other Agency	35.5	14
Service Retirement	51.4	19
Termination	36.3	7

Table 10: Attrition of Oakland Residents in the Testing and Hiring Process

Police Hiring Steps – Oakland Residents	166th	167th	168th*	169th	ACSO**	170th	171st	172nd
Applications Received	282	186	415	271	--	316	501	526
Invited to Physical Ability Test (PAT)	85	59	371	262	--	267	337	495
Attended PAT	77	44	168	145	--	194	110	281
Invited to Written	254	165	151	138	--	147	94	253
Attended Written	155	112	133	123	--	113	77	218
Invited to Oral Interview	72	42	79	76	--	86	44	145
Attended Oral Interview	63	39	66	59	--	55	33	118
Background & Character Review	48	19	40	35	--	43	25	80
Invited to Academy	7	6	6	3	1	10	15	15
Graduated from Academy	3	3	6	2	1	10	9	TBD

Table 11: Demographic Information on Academies since 2012

Class	Starting Date	Starting Number	Gender	Oakland Residency	Language	Ending Number
166th	17 Sep 12	57	15 Females 42 Males	7	8 Cantonese/Mandarin 4 Spanish	39
167th	25 Mar 13	51	7 Females 44 Males	6	5 Cantonese/Mandarin 12 Spanish	36
168th	30 Sep 13	57	8 Females 49 Males	6	0 Cantonese/Mandarin 19 Spanish	47
Lateral	9 Dec13	4	4 Males	0	0 Cantonese/Mandarin 1 Spanish	4
169th	30 Dec 13	55	8 Females 47 Males	2	0 Cantonese/Mandarin 13 Spanish	34
ACSO	17 Mar 14	24	3 Females 21 Males	1	3 Cantonese/Mandarin 3 Spanish	13
170th	28 Apr 14	57	9 Females 48 Males	5	3 Cantonese/Mandarin 10 Spanish	35
Lateral	22 Sep 14	7	1 Female 6 Males	0	0 Cantonese/Mandarin 2 Spanish	5
171s	29 Sep 14	60	10 Females 50 Males	15	5 Cantonese/Mandarin 9 Spanish	35
Lateral	23 Feb 15	9	9 Males	1	1 Cantonese/Mandarin 0 Spanish	7
172nd	27 Apr 15	58	19 Females 39 Males	15	1 Cantonese/Mandarin 14 Spanish	Pending

Table 12a: OPD Recruitment Data – Current Academies

Police Hiring Steps: 171st Academy	Testing/ Time Frame	Total	Percent of Total	Percent Not Advanced	Number of Oakland Residents	Percent of General Total Oakland Residents	Percent of Oakland Residents Not Advanced
Applications Received	1/15-29/2014 2/19-3/4/2014 3/12-28/2014	2,510	100%	0%	501	20%	0%
Invited to PAT		2,416	96%	-4%	476	19%	-5%
Attended PAT	2/8/2014 4/12/2014 6/14/2014	1,138	45%	--55%	174	7%	-65%
Invited to Written		1,055	42%	-58%	150	6%	-70%
Attended Written	2/27/2014 3/242014 3/25/2014 5/6-7/2014	912	36%	-64%	127	5%	-75%
Invited to Oral Interview		651	26%	-74%	74	3%	-85%
Attended Oral Interview	3/31/2014 4/1/2014 4/28/2014 5/22/2014 6/16/2014 6/23/2014	492	20%	-80%	60	2%	-88%
Referred to OPD on eligibility list	4/17/2014 6/25/2014 7/25/2014	369	15%	-85%	42	2%	-92%
Invited to Academy	9/29/2014	60	2%	98%	15	1%	-97%
Graduated Academy	4/3/2015	35	1%	99%	9	0.3%	98%

Table 12b: OPD Recruitment Data, Lateral Transitional Courses

Police Hiring Steps: February 2015 Lateral Course	Testing/ Time Frame	Total	Percent of Total	Percent Not Advanced	Number of Oakland Residents
Applications Received	12/22/2014 – 1/06/2015	84	---	---	6
Invited to PAT	1/26/2015	47	56%	44%	3
Invited to Oral Interview	1/26/2015	21	25%	75%	2
Referred to OPD	1/28/2015	16	19%	81%	2

on eligibility list					
Invited to Course	2/23/2015	9	11%	89%	1
Graduated Course	5/1/2015	7	8%	92%	0

Table 13: Field Training Data

Academy of Origin	Entered FTO	Completed FTO
OPD 169th Basic Academy	34	27 Final
Alameda County Sheriff's Office Basic Academy & Lateral	18	16 completed / 1 pending
OPD 170th Basic Academy	35	29 completed / 1 pending
OPD 171st Basic Academy	35	Pending

Table 14: Sworn Permanent Assignments within OPD

	Chief	Assistant Chief	Deputy Chief	Captain	Lieutenant	Sergeant	Officer
Office of the Chief	1	1					
Public Information Office							2
Internal Affairs Division				1	1	12	3
Office of the Inspector General					1	3	1
Intelligence Unit						1	6
Research & Planning							1
Bureau of Field Operations: Administration			2		1	2	1
Patrol Area 1				1	3	17	96
Patrol Area 2				1	3	12	72
Patrol Area 3				1	3	12	74
Patrol Area 4				1	3	13	72
Patrol Area 5				1	3	16	87
Support Operations Division				1	1	3	8
Traffic Section					1	3	17
Bureau of Services: Administration			1	1			
Communications Section						4	
Training Section					1	2	16
Recruiting and Background Unit						1	4
Information Technology							3
Property/							2

Evidence Unit							
CID: Administration				1			
CID: Special Victims Section					1	4	23
CID: Homicide Section					1	6	7
CID: Theft/ Field Support Section					1	2	14
CID: Gang/ Felony Assault Section					1	4	17
CID: Robbery and Burglary Section					1	3	15
CID: Youth and School Services Section					1	3	15
Ceasefire				1			
Total Sworn Allocation	1	1	3	10	27	124	556

Table 15: Civilian Vacancies in OPD (As of April 30, 2015 there are 30.0 vacancies – this number excludes positions where staff have been hired but have not started work)

Job Classification	Vacancies	Authorized	Status
Accountant II	1	2	• OPD: Pending Budget review
Criminalist I (Grant Funded)	1	1	• OPD: Pending hiring interview
Criminalist II	3	17	• OPD: Pending hiring interview for 1 Firearm and 1 Biology vacancies • OPD: Pending Budget review for 2 vacancies
Intake Technicians	3	5	• HRM: Pending certification of additional names to interview
Latent Print Examiner II	1	5	• OPD: pending hiring interview.
Neighborhood Services Coordinator	1	10	• Budget: Pending requisition approval for HRM to release eligibility list
Police Cadet	3	9	• OPD: 34 candidates scheduled for PAT and Oral interview on 09 May 15.
Police Dispatchers	13	67	• OPD: Pending background check as of 30 Apr 15
Police Operators	1	7	• OPD: Pending background clearance by

			end of Selective Language – Spanish candidate
Police Records Specialist	1	53	• OPD: Pending background clearance
Police Services Tech II's	2	61	• HRM: Pending hiring requisitions approval

Table 16: Patrol Data

	Area 1	Area 2	Area 3	Area 4	Area 5
Number of officers assigned to patrol: 257	1st Watch 16 2nd Watch 17 Late Tac 8 3rd Watch 16 Total 57	1st Watch 15 2nd Watch 16 3rd Watch 15 Total 46	1st Watch 16 2nd Watch 15 3rd Watch 15 Total 46	1st Watch 16 2nd Watch 17 3rd Watch 17 Total 50	1st Watch 16 2nd Watch 16 Late Tac 10 3rd Watch 16 Total 58
Number of officers assigned to evening shifts	41	31	30	34	42
Number of officers assigned to PSO / CRT: 66	PSO 7 CRT 8	PSO 7 CRT 8	PSO 8 CRT 8	PSO 7 CRT 6	PSO 6 CRT 8
# of open beats not filled by overtime in February	1st Watch: 3 2nd Watch: 0 3rd Watch: 1	1st Watch: 5 2nd Watch: 4 3rd Watch: 0	1st Watch: 2 2nd Watch: 6 3rd Watch: 0	1st Watch: 1 2nd Watch: 3 3rd Watch: 6	1st Watch: 2 2nd Watch: 11 3rd Watch: 3

Note: Open beats are covered on overtime.

Beats by Area:
     Area 1: Beats 1-7
     Area 2: Beats 8-14
     Area 3: Beats 15-22
     Area 4: Beats 23-28
     Area 5: Beats 29-35