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AGENDA REPORT

TO: DEANNA J. SANTANA
CITY ADMINISTRATOR

FROM: Howard A. Jordan
Chief of Police

SUBJECT: Monthly Police Staffing Report

DATE: November 1, 2012

City Administrator
Approval

Date

11/5/12

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 September 30, 2012.

EXECUTIVE SUMMARY

As requested by the Public Safety Committee, the following information reflects the Department's sworn staffing levels through September 30, 2012.

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

Item: _____
Public Safety Committee
November 27, 2012

As of September 30, 2012, sworn staffing is at 630 officers. We began the 166th Police Academy on September 17, 2012.

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 currently have 52 Police Officer Trainees in the 166th Academy. 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.

COORDINATION

The Department will work with the Department of Human Resource Management to complete the necessary steps associated to complete an academy.

Table 2 – Sworn Staffing by Year
 OPD Sworn Staffing - History and Projection

Authorized FTE 723		Authorized FTE 669										
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
Filled	775	687	684	679	673	670	660	653	662	657	647	641
Attrition	(86)	(7)	(3)	(7)	(4)	(12)	(5)	(1)	(6)	(10)	(6)	(4)
Hires	0	2	0	0	0	0	0	10	1	0	0	0
Ending Filled	687	682	681	672	669	658	655	662	657	647	641	637
Over/(Under)	(36)	(41)	(42)	(51)	(54)	(65)	(14)	(7)	(12)	(22)	(28)	(32)
Authorized FTE 636		Authorized FTE 661										
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
Filled	637	632	655	653	647	645	643	651	659	657	652	646
Attrition	(6)	(2)	(4)	(6)	(3)	(4)	(3)	-	(5)	(5)	(6)	(1)
Hires	1	25	2	0	1	2	11	8	3	0	0	0
Ending Filled	632	655	653	647	645	643	651	659	657	652	646	645
Over/(Under)	(4)	19	17	11	9	7	15	23	21	16	10	9
Authorized FTE 613		Authorized FTE 613										
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
Filled	645	643	637	630	625	620	615	610	605	640	635	630
Attrition	(3)	(8)	(7)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)
Hires	1	2	0	0	0	0	0	0	40	0	0	0
Ending Filled	643	637	630	625	620	615	610	605	640	635	630	625
Over/(Under)	30	24	17	12	7	2	(3)	(8)	27	22	17	12
Authorized FTE 613		Authorized FTE 613										
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
Filled	630	625	620	655	650	645	640	635	630	625	620	615
Attrition	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)
Hires	0	0	40	0	0	0	0	0	0	0	0	0
Ending Filled	625	620	655	650	645	640	635	630	625	620	615	610
Over/(Under)	12	7	42	37	32	27	22	17	12	7	2	(3)

In March 2013 and September 2013, staffing is expected to increase by 40 police officers. The 40 officers in March 2013 reflect the officers who started the academy in September 2012. They will complete the academy coursework around March 2013, and will be in field training. While they are in field training, they hold the classification of police officer. The additional increase of 40 police officers in 2013 reflects officers who will begin the academy on or about March 2013 and will begin field training in September 2013.

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 **Gilbert Garcia**, Deputy Director of the Bureau of Services, at 510-238-6443.

Respectfully submitted,



Howard A. Jordan
Chief of Police
Oakland Police Department