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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: September 28, 2012

City Administrator:
Approval *Deanna J. Santana*

Date *10/8/12*

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 August 31, 2012.

EXECUTIVE SUMMARY

As requested by the Public Safety Committee, the following information reflects the Department's sworn staffing levels through August 31, 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
October 23, 2012

As of August 31, 2012, sworn staffing is at 637 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 about 63 officers associated with Measure Y.

PUBLIC OUTREACH/INTEREST

The Department is actively recruiting candidates for the position of police officer trainee and lateral/post academy graduate police officer. We currently have 54 Police Officer Trainees in the academy. Special emphasis has been placed on attracting and hiring Oakland residents and selective language candidates throughout the testing and selection process.

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

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
Filed	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
Filed	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
Filed	645	643	637	632	627	622	617	612	607	642	637	632
Attrition	(3)	(8)	(5)	(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	632	627	622	617	612	607	642	637	632	627
Over/(Under)	30	24	19	14	9	4	(1)	(6)	29	24	19	14
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
Filed	632	627	622	657	652	647	642	637	632	627	622	617
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	627	622	657	652	647	642	637	632	627	622	617	612
Over/(Under)	14	9	44	39	34	29	24	19	14	9	4	(1)

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