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CITY OF OAKLAND

AGENDA REPORT

TO: FRED GLOVER-BLACKWELL
CITY ADMINISTRATOR

FROM: Sean Whent
Interim Chief of Police

SUBJECT: Monthly Police Staffing Report

DATE: April 1, 2014

City Administrator
Approval

Date 5-12-14

COUNCIL DISTRICT: City-wide

RECOMMENDATION

Council receives this informational report from the Oakland Police Department (OPD) on recruiting and sworn staffing levels as of March 31, 2014.

EXECUTIVE SUMMARY

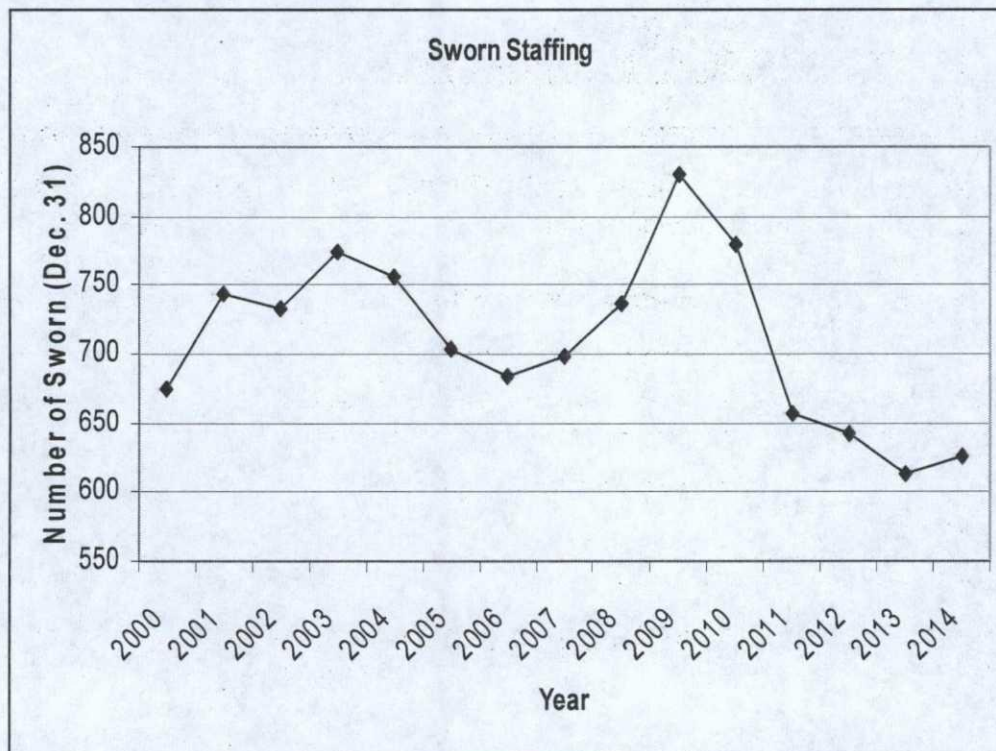
The information in this report reflects OPD's sworn staffing levels through March 31, 2014 and include the Quarterly Sworn Attrition Analysis for the 1st Quarter 2014 per the Full Staffing Resolution No. 84767 C.M.S.

ANALYSIS

Sworn staffing levels remain at historically low levels, as Figure 1 illustrates.

- As of March 31, 2014 sworn staffing is at 612 officers.
- The 168th Police Academy started on September 30, 2013 with 57 police officer trainees (POTs). Currently, 47 POTs are scheduled to graduate on April 4, 2014.
- The 169th Police Academy started December 30, 2013 with 55 POTs. Currently, 42 POTs are scheduled to graduate on July 3, 2014.
- The ACSO external academy started on March 17, 2014 with 23 POTs. Currently, 19 POTs are scheduled to graduate on September 22, 2014.

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

Figure 1. Sworn Staffing Levels, 2000 to 2014.

Per the Fiscal Years (FY) 2013 – 2015 police budget, OPD’s FY13 – 14 authorized sworn strength is 665 officers. Ten additional officers were added to the authorized sworn strength with the inclusion of 2013 Community Oriented Policing Services (COPS) Hiring Grant, bringing the total authorized strength to 675. In FY13 – 14, this total included 24 COPS officers and approximately 63 officers associated with Measure Y.

Special emphasis has been placed on attracting and hiring Oakland residents. Currently, 49 sworn members and 10 POTs are Oakland residents. Figure 2 (page 3) shows that most officers live outside of Oakland, and even outside of Alameda County. Only 8% of current sworn members are City of Oakland residents; the chart depicts where the balance reside.

Tables 1 through 11 show historical, current, and projected staffing data as detailed below:

- Table 1 shows the attrition rate of City of Oakland residents in the testing and hiring process.
- Table 2 shows current recruitment strategies.
- Table 3 shows how staffing is funded for sworn and civilian positions for FY 13 – 14.

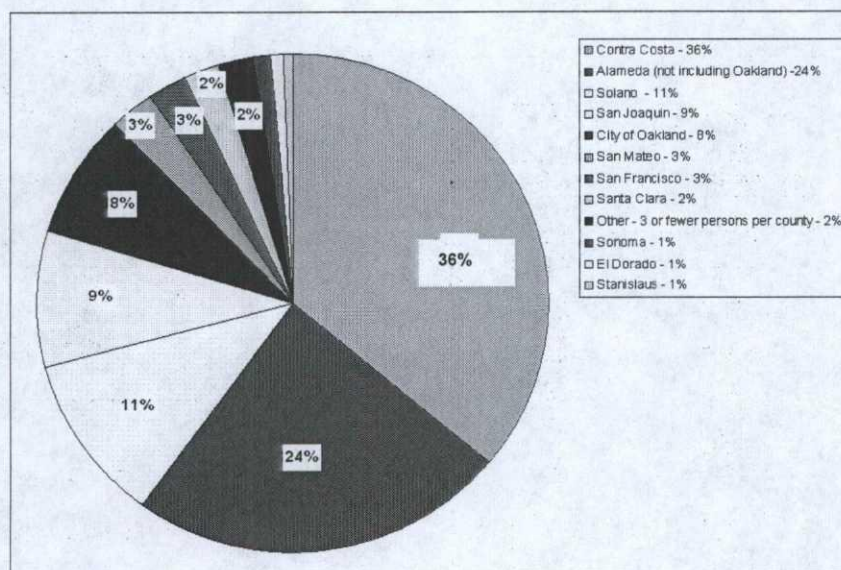


Figure 2. Residency of Sworn Staffing.

- Table 4 shows the current status of budget authorized positions for sworn and non-sworn: over 110 budgeted authorized positions are vacant.
- Table 5 shows sworn staffing by year from FY10 – 11 through FY15 – 16.
- Table 6 and 6(a) shows sworn attrition data from September 2012 through March 2014. The second chart provides the analysis of the sworn attrition for the 1st quarter of 2014. Currently OPD is on target to reach and exceed full staffing as projected in October 2014.
- Table 7 provides demographic information for past five academies (the 166th, 167th, 168th, and 169th and one lateral transitional course). This information, requested by the Public Safety Committee, includes gender, other languages spoken, and whether the trainee is an Oakland resident.
- Tables 8(a) and (b) provide recruitment information regarding each phase of the hiring process for the 166th, 167th, 168th, and 169th academies and one POST Academy Graduate Transitional Course. The numbers show how many applications were received and how many applicants attended and moved on to the next phase. This information has been requested by the Public Safety Committee.
- Table 9 shows data for the five patrol areas. It provides the number of officers assigned to each police area in Patrol, as well as how they are divided into the three shifts.
- Table 10 provides field training data for the 167th academy graduates that are currently in Field Training. The 168th academy will graduate on April 4, 2014 and are set to begin their Field Training program.
- Table 11 has detailed information on 46.85 civilian vacancies (as of 31 March 2014). It is a vacancy report for civilian positions in the OPD. The chart indicates the positions

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open, the number of vacancies, the number of authorized positions, and where OPD is in the hiring process for each position.

Table 1. Attrition of Oakland Residents in the Testing and Hiring Process.*

Police Hiring Steps – Oakland Residents	166th	167th	168 ^{th*}	169th	ACSO**
Applications Received	282	186	415	271	--
Invited to Written	254	165	151	138	--
Attended Written	155	112	133	123	--
Invited to Physical Ability Test (PAT)	85	59	371	262	--
Attended PAT	77	44	168	145	--
Invited to Oral Interview	72	42	79	76	--
Attended Oral Interview	63	39	66	59	--
Eligibility List	48	19	40	35	--
Character Review	11	12	8	8	
Invited to Academy	7	6	6	3	2
Academy Graduation	3	3	TBD	TBD	TBD

*Note: Starting with the 168th Academy, the physical ability test was done before the written test.

** Use Eligibility list from the 169th Academy pool.

Table 2. Current Recruitment Strategies – Outreach/Media Activity.

Continue on-going relationships with Oakland/local pastors, clergy and Neighborhood Services Coordinators who have existing relationships with community members and events. Finalized schedule of monthly events starting in March 2014 with community events. Each event will be advertised on participating organization website and announced regularly at organization events.
Continue attending all city-wide recruiting events.
Continue on-going relationships with professional associations/organizations (PAOs) that provide services to non-English speaking community members, including Asian/Latino PAOs.
Continue hosting informational workshops at Oakland/local high schools.
Continue attending military job fairs and local ROTC programs.
Continue ensuring Oakland/local media (newspaper, internet, press organizations/associations) outreach and advertisement, including outreach to pre-selected language specification audiences by way of <i>El Mundo</i> , <i>Univision</i> , <i>Sing Tao</i> , Unity Council, etc.
Launched Advertising Campaign with Clear Channel (K101 & KMEL FM) on January 27, 2014. The campaign ran through March 2014
Established an OPD/Community member Recruitment committee to concentrate on increasing Oakland residents' involvement and applications in the recruitment of police officers. The first meeting was held on March 26, 2014.
Created Recruiting & Background Unit social media account (Twitter) at https://twitter.com/OPDJobs with daily postings.
Established on-going relationships with athletic directors of Oakland/local universities/colleges/high schools. Began establishing relationships years ago. Relationships ongoing and expanding.

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Establish on-going relationships with criminal justice and social science directors of Oakland/local universities/college/high schools. Major outreach will be in May 2014.
Continue attending career events/fairs with local faith-based communities to increase awareness and Oakland residents' participation.
Updated the recruitment website at opdjobs.com. The website was updated in 2013 and improvements are ongoing. The OPDJOBS website was merged with City of Oakland website in March 2014.
Continue to revamp the current recruitment and hiring process and continuously look for ways to make process improvements.
Currently working on revamping the oral board interview workshop. The purpose of this revamp is to create a workshop that can be administered via social media. The intent is to provide candidates with information that may help improve their oral board interview performance. The purpose of administering via social media is to increase participation as some candidates are unable to attend traditional workshops.

Table 2. Current Recruitment Strategies – Outreach/Media Activity (Continued).

Working on launching a targeted e-mail campaign to reach local residents. This campaign is expected to launch in July 2014.
In March posted banner at Police Administrative Building – 455 7th Street with television coverage.
Job Announcement Advertising Stories aired on KTVU, ABC and KCBS
Monthly Job/Workshop Announcements Posted on Community Partners Websites

Table 3. Staff Funding, FY13 – 14.

Police Services Agency Staff Funding, FY13-14			
Funding for Sworn Positions	Sum of FTE	Funding for Civilian Positions	Sum of FTE
General Fund: General Purpose	574	General Fund: General Purpose	395.70
Alameda County Vehicle Abatement	1	Grant Funded	34.65
Measure Y	63	Grand Total	430.35
Traffic Safety Fund	2		
COPS (ARRA)	25		
COPS 2013	10		
Grand Total	675		

Table 4. Budget Authorized Positions.

Position	Budget Authorized Positions	Authorized	Filled	+/-
Sworn	Chief of Police	1	0	-1
	Assistant Chief	1	0	-1
	Deputy Chief	3	2	-1
	Captain	10	12	2
	Lieutenant	27	27	0
	Sergeants	124	122	-2
	Police Officers	509	449	-60
	Total Sworn	675	612	-63
Non-Sworn	Full-time and Part-time positions	430.35	383.50	-46.85
	Total Personnel	1,105.35	995.50	-109.85

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Table 5. Sworn Staffing by Fiscal Year with Actual and Projected Attrition.

OPD Sworn Staffing - Two Academies Per Year													
Updated 3/31/14													
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	
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	
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	641	633	(58) Attrition
Attrition	(3)	(9)	(5)	(3)	(3)	(7)	(7)	(2)	(2)	(7)	(8)	(2)	44 Hires
Hires	1	2	0	0	2	0	0	0	39	0	0	0	(14) Net Change
Ending Filled	643	636	631	628	627	620	613	611	648	641	633	631	
Authorized FTE	613	613	613	613	613	613	633	633	633	633	633	633	
Over/(Under)	30	23	18	15	14	7	(20)	(22)	15	8	0	(2)	
			166th 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	631	624	615	643	639	634	626	624	615	612	654	649	(74) Attrition
Attrition	(7)	(9)	(8)	(4)	(5)	(12)	(2)	(9)	(3)	(5)	(5)	(5)	87 Hires
Hires	0	0	36	0	0	4	0	0	0	47	0	0	13 Net Change
Ending Filled	624	615	643	639	634	626	624	615	612	654	649	644	
Authorized FTE	665	665	665	665	665	675	675	675	675	675	675	675	
	167th Academy		168th Academy (Sep 30 - Apr 4)				169th Academy (Dec 30 - July 3rd)			170th Academy (Apr-Oct)			
FY 2014-15 - One Academy Budgeted (170th 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	644	679	674	688	723	718	713	708	703	698	693	688	(60) Attrition
Attrition	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	99 Hires
Hires	40	0	19	40	0	0	0	0	0	0	0	0	39 Net Change
Ending Filled	679	674	688	723	718	713	708	703	698	693	688	683	
Authorized FTE	707	707	707	707	707	707	707	707	707	707	707	707	
	170th Academy (Apr 28 - Oct 31)			ACSO (March 17th - September, then 10 week transition, then 16 week FTO)									
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	683	678	673	668	663	658	653	648	643	638	633	628	(60) Attrition
Attrition	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	0 New Hires
Hires	0	0	0	0	0	0	0	0	0	0	0	0	(60) Net Change
Ending Filled	678	673	668	663	658	653	648	643	638	633	628	623	
Authorized FTE	707	707	707	707	707	707	707	707	707	707	707	707	

Table 6. Sworn Attrition Data, 9/1/12 – 3/31/14 (19-month average is 5.32%).

Separation Date	Age at Separation	Job Class Title	Separation Reason	Years of Service
1/13/2014	27.5	Police Officer (PERS)	Resignation - FTO	0.8
1/22/2014	52.6	Police Officer (PERS)	Disability retired, on-duty	17.5
2/2/2014	31.9	Police Officer (PERS)	Resignation - Another Agency	5.7
2/7/2014	33.7	Police Officer (PERS)	Resignation - FTO	0.9
2/20/2014	41.8	Police Officer (PERS)	Disability retired, on-duty	18.1
2/20/2014	42.3	Police Officer (PERS)	Disability retired, on-duty	15.4
2/24/2014	25.7	Police Officer (PERS)	Discharged on Probation	1.4
2/24/2014	32.7	Police Officer (PERS)	Discharged on Probation	1.3
2/24/2014	27.5	Police Officer (PERS)	Discharged on Probation	0.9
2/25/2014	24.8	Police Officer (PERS)	Discharged on Probation	1.4
3/1/2014	54.1	Police Officer (PERS)	Service Retirement	32.1
3/20/2014	49.4	Police Officer (PERS)	Disability retired, on-duty	26.3
3/20/2014	37.9	Sergeant of Police (PERS)	Disability retired, on-duty	7.8
3/20/2014	41.4	Sergeant of Police (PERS)	Termination	16.9

Reason	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Total
Disability Retirement	4	1		3	2	1	1	3	4	2	2	5	5		4	6	1	2	2	48
Resignation			1		3							1					1	2		8
Resignation - Other Agency	1	2	1					5			5		1		1	2				18
Service Retirement			2	2	2	1	1					2	1	2		3		1		17
Termination									1			1				1		4	1	8
Deceased									1		1									2
Grand Total	5	3	4	5	7	2	2	8	6	2	8	9	7	2	5	12	2	9	3	101

Table 6a. Quarterly Sworn Attrition Analysis - 1st Quarter 2014

An analysis to identify deviations/shortfalls between projected and actual staffing levels for sworn staffing during the 1st quarter of 2014 was completed per Resolution No. 84767 C.M.S. Table identifies sworn staffing that separated from the Oakland Police Department during the period of January 2014 through March 2014, separation date, age at time of separation, rank, reason for separation and number of years of service prior to separation.

- During first quarter OPD was below the projected average monthly attrition (projection 5 per month (15) and actual (14) over the 3 month period).
- As projected OPD is on target to meet and exceed staffing levels in October 2014 with the current planned academies.
 - Council approved funding for an external academy that started on 17 March 14.

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Table 7. Demographic Information on Academies.

Class	Starting Date	Starting Number	Gender	Oakland Residency	Language	Ending Number
166th Academy	17 Sep 12	57	15 Females 42 Males	7	8 Cantonese/Mandarin 4 Spanish	39
167th Academy	25 Mar 13	51	7 Females 44 Males	6	5 Cantonese/Mandarin 12 Spanish	36
168th Academy	30 Sep 13	57	8 Females 49 Males	6	0 Cantonese/Mandarin 19 Spanish	Pending
Lateral Academy	9Dec13	4	4 Males	0	0 Cantonese/Mandarin 1 Spanish	4
169 th Academy	30 Dec 13	55	8 Females 47 Males	3	0 Cantonese/Mandarin 13 Spanish	Pending
ACSO	17 Mar 14	23	3 Females 20 Males	2	3 Cantonese/Mandarin 3 Spanish	Pending

Table 8(a). OPD Recruitment Data, 166th – 169th Academies.

Police Hiring Steps – 166th Academy	Testing/Time Frame	Total	% of Total	% Not Advanced	# of Oakland Residents	% of General Total Oakland Residents	% of Oakland Residents Not Advanced
Applications Received	2/8/2012-3/5/2012	2301	100%	-0%	282	12%	0%
Invited to Written	3/9/2012	2165	94%	-6%	254	11%	-10%
Attended Written	3/21/2012	1098	48%	-52%	155	7%	-45%
Invited to Physical Ability	4/2/2012	752	33%	-67%	85	4%	-70%
Attended Physical Ability	4/10/2012	667	29%	-71%	77	3%	-73%
Invited to Oral Interview	4/13/2012	643	28%	-72%	72	3%	-74%
Attended Oral Interview	4/23-4/26/2012	578	25%	-75%	63	3%	-78%
Referred to OPD on eligibility list	5/18/2012	409	18%	-82%	48	2%	-83%
Character Reviewed	7/2012	105	5%	-95%	11	0.47%	-98%
Invited to Academy	9/17/2012	55	2%	-98%	7	0.30%	-98%
Academy Graduation	3/20/2013	39	2%	-98%	3	0.15%	-99%

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Table 8(a). OPD Recruitment Data, continued.

Police Hiring Steps – 167th Academy	Testing/Time Frame	Total	% of Total	% Not Advanced	# of Oakland Residents	% of General Total Oakland Residents	% of Oakland Residents Not Advanced
Applications Received	5/29/2012-6/11/2012	1805	100%	-0%	186	10%	0%
Invited to Written	6/14/2012	1636	91%	-9%	165	9%	-11%
Attended Written	6/30/2012-7/3/2012	1011	56%	-44%	112	6%	-40%
Invited to PAT	7/17/2012	710	39%	-61%	59	3%	-68%
Attended PAT	7/27-28/2012	516	29%	-71%	44	3%	-76%
Invited to Oral Interview	8/6/2012	494	27%	-73%	42	2%	-77%
Attended Oral Interview	8/20-22/2012	414	23%	-77%	39	2%	-79%
Referred to OPD on eligibility list	9/17/2012	231	13%	-87%	19	1%	-90%
Character Review	10/2012-2/2013	123	7%	-93%	12	0.66%	-97%
Invited to Academy	3/25/2013	51	3%	-97%	6	0.36%	-97%
Academy Graduation	9/20/2013	36	2%	-98%	3	0.16%	-98%
Police Hiring Steps – 168th Academy	Testing/Time Frame	Total	% of Total	% Not Advanced	# of Oakland Residents	% of General Total Oakland Residents	% of Oakland Residents Not Advanced
Applications Received	6/25/2012-11/16/2012 & 2/4-15/2013	3824	100%	-0%	415	11%	0%
Invited to PAT	12/21/2012 & 2/25/2013	3760	98%	-2%	371	10%	-11%
Attended PAT	1/3-5/2013 & 3/2/2013	1347	35%	-65%	168	4%	-60%
Invited to Written	1/11/2013 & 3/22/2013	1275	33%	-67%	151	4%	-64%
Attended Written	1/19/2013 & 3/25/2013	1043	27%	-73%	133	4%	-68%
Invited to Oral Interview	2/6/2013 & 4/23/2013	830	22%	-78%	79	2%	-81%
Attended Oral Interview	2/19-21/2013 & 5/6-7/2013	681	18%	-82%	66	2%	-84%
Referred to OPD on eligibility list	3/29/2013 & 6/17/2013	450	12%	-88%	40	1%	-90%
Character Review	5/2013-9/2013	130	3%	-97%	8	0.21%	-99%
Invited to Academy	9/30/2013	57	1%	-99%	6	0.16%	-99%
Academy Graduation	4/4/2014	47	1%	-99%	5	0.13%	-99%

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Table 8(a). OPD Recruitment Data, continued.

Police Hiring Steps – 169th Academy	Testing/Time Frame	Total	% of Total	% Not Advanced	# of Oakland Residents	% of General Total Oakland Residents	% of Oakland Residents Not Advanced
Applications Received	4/2-19/2013 & 6/3-28/2013	2477	100%	-0%	271	11%	0%
Invited to PAT	4/25/2013 & 6/29/2013	2413	97%	-3%	262	11%	-3%
Attended PAT	5/4/2013 & 7/13/2013	1177	48%	-52%	145	6%	-46%
Invited to Written	5/30/2013 & 7/26/2013	1131	46%	-54%	138	6%	-49%
Attended Written	6/10/2013 & 8/5/2013	982	40%	-60%	123	5%	-55%
Invited to Oral Interview	6/28/2013 & 8/30/2013	736	30%	-70%	76	3%	-72%
Attended Oral Interview	7/15-49/2013 & 9/12-13/2013	572	23%	-77%	59	2%	-78%
Referred to OPD on eligibility list	8/14/2013 & 9/25/2013	382	15%	-85%	35	1%	-87%
Character Review	10/2013 – 12/2013	82	3%	-97%	8	0.32%	-99%
Invited to Academy	12/30/2013	56	2%	-98%	3	0.19%	-99%
Academy Graduation	7/3/2014	TBD	TBD	TBD	TBD	TBD	TBD

Table 8(b). OPD Recruitment Data, Lateral Transitional Courses.

Police Hiring Steps – Lateral Course	Testing/Time Frame	Total	# of Oakland Residents	% of Total	% Not Advanced
Applications Received	9/16/13-10/12/13	81	2	100%	-63%
Invited to PAT	10/19/13	30	2	37%	0%
Invited to Oral Interview	10/19/13	30	2	37%	10%
Referred to OPD on eligibility list	10/22/13	27	2	33%	85%
Character Review	12/2013	8	0	0%	100%
Invited to Course	12/9/13	4	0	5%	0%
Course Graduation	1/31/2014	4	0	0%	0%
Police Hiring Steps – Lateral Course	Testing/Time Frame	Total	# of Oakland Residents	% of Total	% Not Advanced
Applications Received	10/21/13-11/06/13	69	9	100%	-63%
Invited to PAT	11/16/13 b& 12/7/13	33	2	48%%	52%
Invited to Oral Interview	12/10/13	17	2	52%	48%
Referred to OPD on eligibility list	12/23/13	11	2	65%	35%
Character Review	TBD	TBD	TBD	TBD	TBD
Invited to Course	TBD	TBD	TBD	TBD	TBD
Course Graduation	TBD	TBD	TBD	TBD	TBD

Table 9. Patrol Data

	Area 1	Area 2	Area 3	Area 4	Area 5
Number of officers assigned to patrol 230	1st Watch 16 2nd Watch 16 3rd Watch 15 Total 47	1st Watch 14 2nd Watch 15 3rd Watch 14 Total 43	1st Watch 14 2nd Watch 18 3rd Watch 15 Total 47	1st Watch 16 2nd Watch 15 3rd Watch 16 Total 47	1st Watch 13 2nd Watch 17 3rd Watch 16 Total 46
Number of officers assigned to evening shifts	31	29	33	31	33

Note: Open beats are covered on overtime.

Table 10. Field Training Data

In Field Training (FTO)	Entered FTO	Completed FTO
167th Academy	35	30
Lateral Academy	4	Pending

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Table 11. Status of the Approximately 46.85 Civilian Vacancies in OPD (as of 31 March 2014).

Job Classification	# Vacancies	# Authorized	Status
Police Dispatchers/Operators	8	74	DHRM have initiated recruitment for PCD and PCO with a tentative promulgation of Eligibility List by May 2014
Police Services Tech II	1	59	Job posting closes on 14 Apr 14 and tentative promulgation of Eligibility List by June 2014
Criminalist II * 5 new	4	17	1 Criminalist II – Forensic Chemistry with a tentative start date of 14 Apr 14 and 1 pending background as of 24 Mar 14
Criminalist III * 2 new	2	5	Pending Union meeting to review Crim II's Forensic Firearm and Crim III's Biology job specification revision
Latent Print Examiner II	2	5	Pending hiring interview for 2 LPE II's
Personnel Payroll Clerk II	1	1	Exam Plan scheduled with DHRM for 04 Apr 14
Police Evidence Tech	2	18	1 pending background with anticipate clearance of 30 Apr 14 and 1 vacancy pending DHRM to certified additional Spanish Language candidates to interview
Police Records Specialist	11	54	Assessment testing scheduled for 18 Apr 14 and DHRM anticipate promulgation of Eligibility List by 19 May 14
Animal Control Officer	3.5	11	2 ACO with tentative start date of 28 Apr 14 and exam plan meeting for 1.5 vacancies on 04 Apr 14
Vet Tech	1	2	1 Vet Tech pending background as of 28 Mar 14
Volunteer Program Specialist	1	1	1 VPS II pending background as of 03 Apr 14
Veterinarian	1	1	Job posting was extended until 04 Apr 14 due to low applicant pool
Intake Technicians	1	5	1 Spanish Selective Language job posting opens on 21 Apr 14
Parking Control Technician	1.85	32.95	1 full time candidate with tentative hire date of 14 Apr 14
Police Cadet	0.5	9	Recruitment on hold. 15 pending hiring interviews and backgrounds. Testing analysis in progress
Account Clerk II	1	4	1 pending background as of 04 Apr 14
Grant Coordinator	1	1	Job posting closes on 04 Apr 14 with promulgation of Eligibility List by June 2014
Neighborhood Services Coordinator (New position)	1	10	Pending background as of 2 May 14

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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 is working with community leaders and local schools and colleges to increase awareness in the community to increase the number of Oakland residents applying for jobs with OPD.

Recruiting Strategies

A detailed outline of Recruiting & Background Unit recruitment strategies is presented in Table 2. Current recruitment efforts target diverse, qualified candidates with an emphasis on Oakland residency and Equal Access Ordinance standards.

In addition to the strategies outlined in Table 2, staff hosts quarterly community partnership meetings in an effort to solicit feedback on current outreach strategies and to encourage recommendations. Staff has met with several community organizations and has received positive feedback and useful input on recruiting efforts. Staff is working with community organizations to plan hiring workshops, to be held at various community organization offices, throughout the City.

The Recruiting and Backgrounds staff attended or conducted the event listed below during the month of March 2014:

- Practice PAT (13 Attendees)
- POST Written Exam Workshop - Acts Full Gospel Church (5 Attendees)
- 55th Annual White Elephant Sale (Information Only) (Thousands attended)
- Police Communications Dispatcher/Operator Workshop (75 Attendees)
- Castlemont High School Town Hall Meeting (40-50 Attendees)
- Pasadena Police Expo (Thousands attended)
- Oakland Running Festival (Thousands attended)

COORDINATION

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

COST SUMMARY/IMPLICATIONS

There are no fiscal impacts associated with this informational report.

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SUSTAINABLE OPPORTUNITIES

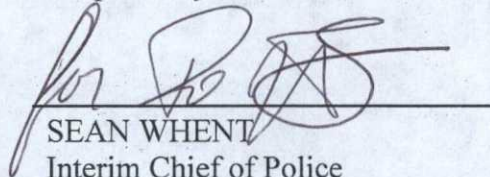
Economic: There are no economic opportunities associated with this report.

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,

A handwritten signature in black ink, appearing to read 'Sean Whent', is written over a horizontal line.

SEAN WHENT
Interim Chief of Police
Oakland Police Department

Prepared by:
Danielle M. Outlaw
Interim Deputy Chief of Police
Oakland Police Department