

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.

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

Table 1 – Swom Staffing Since 2000

As of March 31, 2013, sworn staffing is at 649 officers. The 167th 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 166th 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 167th Academy began on March 25, 2013. The testing has started for the 168th 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

Current Recruitment Strategies
Outreach/Media
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

FY10-11														Y Totals
Filled	775	687	684	679	673	670	660	653	662	657 :	647	641		Layoffs
Layoffs	(80)													Attrition
Attrition	(6)	(7)	(3)	(7)	(4)	(12)	(5)	<u>(1)</u>	(6)	(10)	(6)	(4)		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	6 3 7	;	
Authorized FTE	723	723	723	723	723	723	669	669	669	669	669	669	(5.92)	Avg Monthly
Over/(Under)	(34)	(41)	(42)	(51)	(54)	(65)	(14)	(7)	(12)	(22)	(28)	(32)	(5.92) Attrition	
" 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		Y ITotals
Filled	637	632	655	653	647	645	643	651	659	657	652	646		Attrition
Attrition	(6)	(2)]	(4)	(6)	(3)	(4)	(3)	-	(5)	(5)	(6)	(1)	53	Hires
Hires	1	25	2	0	1	2 i	11	8	3	0	0	0	8	Net Change
Ending Filled	632	655	653	647	645	643	651	659	657	652	646	64 5		
Authorized FTE	636	636	636	636	635	636	661	661	661	661	661	661	(3.75)	Avg Monthly
Over/(Under)	(4)	19	17	11	9	7	(10)	(2)	(4)	(9)	(15)	(16)	(3.75)	Attrition
Y 2012-13 Beg	in Two	Acader	nies		****							· · • •]	- ·	· · ·
FY12-13				Qct-12	Nov-12	Dec-12	Jan-13	Feb-13	Mar-13	Apr-13	May-13	Jun-13		Y Iotals
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	6 37	1	· · · · · · · · · · · · · · · · · · ·
Chang Filled?	÷ • • 1	÷+, (v=. 1		÷.•		- 1						
	613	613	613	613	613	613	613	613	613	613	613	613	(4.44)	Monthly Attritio
					· · · · · · · · · ·					613 32	613 28		(4.44)	
Authorized FTE	613	613 24	613	613 14	613	613	613	613 (2)	613	32		613	(4.44)	Monthly Attritio Rate thru Marc
Authorized FTE Over/(Under)	613 30	613 24	613 17 166th Ac	613 14 ademy	613 13	613 2	613 0	613 (2)	613 36 167th Ac	32 ademy		613	(4.44)	
Authorized FTE Over/(Under) Y 2013-14 - O	613 30 ne Aca	613 24 demy B	613 17 166th Ac	613 14 ademy 1 (168th	613 13 Academ	613 2	613 0 ded in 1	613 (2)) baselin	613 36 167th Ac	32 ademy t)	28	613 24		
Authorized FTE Over/(Under)	613 30 ne Aca	613 24 demy B	613 17 166th Ac	613 14 ademy 1 (168th	613 13 Academ	613 2 hy inclu Dec-13 657	613 0 ded in 1	613 (2)) baselin	613 36 167th Ac	32 ademy t)	28	613 24 - Jun-14		Rate thru Marc
Authorized FTE Over/(Under) Y 2013-14 - O FY13-14	613 30 ne Acad Jul-13	613 24 demy B Mug-13 633	613 17 166th Ac Udgeted Slep-13	613 14 ademy 1 (168th Oct-13 665	613 13 Academ Nov-13 661	613 2 hy inclu Dec-13 657	613 0 ded in 1 Jan-14 653	613 (2) baselind Feb-14	613 36 167th Ac budge Mar-14	32 ademy t) Apr-14 [1	28 May-14	613 24 Jun-14 673	(48)	Rate thru Marc
Authorized FTEI Over/(Under) Y 2013-14 - Ou FY13-14 Filled Attrition	613 30 ne Acad Jul-13 637	613 24 demy Bi IAug-13	613 17 166th Ac udgeted Siep-13 629	613 14 ademy 1 (168th Oct-13	613 13 Academ Nov-13 661 (4)	613 2 Digord 13 657 (4)	613 0 ded in 1 Jan-14 653 (4)	613 (2) baseline Feb-14 649	613 / 36 167th Ac 9 budge Mar-14 645 (4)	32 ademy t) Apr-14 [1 681	28 May-14 677 (4)	613 24 - Jun-14 673 (4)	(48) 80	Rate thru Marc Totals Attrition Hires
Authorized FTEI Over/(Under) Y 2013-14 • Ov Filled Attrition Hires	613 30 ne Acao Jul-13 637 (4) 0	613 24 demy B (Aug-13) 633 (4) 0	613 17 166th Ac Udgetec Sep-13 629 (4) 40	613 14 ademy 1 (168th Oct-13 665 (4) 0	613 (13 Academ Nov-13 661 (4) 0	613 2 Dec-13 657 (4) 0	613 0 ded in 1 Jan-14 653 (4) 0	613 (2) baseline Feb-14 649 (4) 0	613 36 167th Ac budge Mar-14 645 (4) 40	32 ademy t) Apr-14 (1 681 (4) 0	28 May-14 677 (4) 0	613 24 Jun-14 673 (4) 0	(48) 80	Rate thru Marc Y Totals Attrition
Authorized FTEI Over/(Under) Y 2013-14 • Over/ FY13-14 Filled Attrition Hires! Ending Filled	613 30 ne Acac Jul-13 637 (4) 0 633	613 24 demy B [Aug-13] 633 (4) 0 629	613 17 166th Ac udgetec Sep-13: 629 (4) 40 665	613 14 ademy 1 (168th Oct-13) 665 (4) 0 661	613 13 Academ Nov-13 661 (4)	613 2 hy inclu Dec-13 657 (4) 0 653	613 0 ded in 1 Jan-14 653 (4)	613 (2) baseline Feb-14 649 (4)	613 / 36 167th Ac 9 budge Mar-14 645 (4)	32 ademy t) Apr-14 (1 681 (4)	28 May-14 677 (4)	613 24 - Jun-14 673 (4)	(48) 80	Rate thru Marc Totals Attrition Hires
Authorized FTEI Over/(Under) Y 2013-14 • Over/ FY13-14 Filled Attrition Hires! Ending Filled	613 30 ne Acac Jul-13 637 (4) 0 633	613 24 demy B (Aug-13) 633 (4) 0	613 17 166th Ac udgetec Sep-13: 629 (4) 40 665	613 14 ademy 1 (168th Oct-13) 665 (4) 0 661	613 (13 Academ Nov-13 661 (4) 0	613 2 Dec-13 657 (4) 0	613 0 ded in 1 Jan-14 653 (4) 0	613 (2) baseline Feb-14 649 (4) 0	613 36 167th Ac budge Mar-14 645 (4) 40	32 ademy t) Apr-14 (1 681 (4) 0	28 May-14 677 (4) 0	613 24 Jun-14 673 (4) 0	(48) 80	Rate thru Marc Totals Attrition Hires
Authorized FTE Over/(Under) Y 2013-14 - Ot FY13-14 Filled Attrition Hires Ending Filled	613 30 30 Jul-13 637 (4) 0 633 167th Ac	613 24 demy B Wag-13 633 (4) 0 629 ademy	613 17 166th Ac Sep 13; 629 (4), 40 665 168th Ac	613 14 ademy 1 (168th Oct-13 665 (4) 0 661 ademy	613 (13 Academ Nov-13 661 (4) 0	613 2 hy inclu Dec-13 657 (4) 0 653	613 0 ded in 1 Jan-14 653 (4) 0	613 (2) baseline Feb-14 649 (4) 0	613 36 167th Ac budge Mar-14 645 (4) 40	32 ademy t) Apr-14 (1 681 (4) 0	28 May-14 677 (4) 0	613 24 Jun-14 673 (4) 0	(48) 80	Rate thru Marc Totals Attrition Hires
Authorized FTE Over/(Under) Y 2013-14 - O FY13-14 Filled Attrition Hires Ending Filled Y 2014-15 - N	613 30 30 Jul-13 637 (4) 0 633 167(h Ac	613 24 demy B Wag-13 633 (4) 0 629 ademy emies E	613 17 166th Ac Sep 13; 629 (4); 40 665 168th Ac 8ud gete	613 14 ademy 1 (168th Oct-13) 665 (4) 0 661 ademy	613 (13) Academ Nov.13 661 ((4) 0 657)	613 2 hy inclu Dec 13 657 (4) 0 653	613 0 ded in I Jan-14 653 (4) 0 649	613 (2)) baseline Feb-14) 649 (4) 0 645	613 36 167th Acc budge Mar 14 645 (4) 40 681	32 ademy t) Apr-14 (4) 0 677	28 May-14 677 (4) 0 673	613 24 3 4 673 (4) 0 669	(48) 80 32	Rate thru Marc Totals Attrition Hires Net Change
Authorized FTEI Over/(Under) Y 2013-14 - Over/ FY13-14 Filled Attrition Hires Ending Filled	613 30 30 Jul-13 637 (4) 0 633 167(h Ac	613 24 demy B Wag-13 633 (4) 0 629 ademy emies E	613 17 166th Ac Sep 13; 629 (4); 40 665 168th Ac 8ud gete	613 14 ademy 1 (168th Oct-13) 665 (4) 0 661 ademy	613 (13) Academ Nov.13 661 ((4) 0 657)	613 2 hy inclu Dec 13 657 (4) 0 653	613 0 ded in I Jan-14 653 (4) 0 649	613 (2)) baseline Feb-14) 649 (4) 0 645	613 36 167th Acc budge Mar 14 645 (4) 40 681	32 ademy t) Apr-14 (4) 0 677	28 May-14 677 (4) 0 673	613 24 3 4 673 (4) 0 669	(48) 80 32	Rate thru Marc <u>Y Totals</u> Attrition Hires Net Change <u>Y Totals</u>
Authorized FTE Over/(Under) Y 2013-14 - Ot FY13-14 Filled Attrition Hires Ending Filled Y 2014-15 - N FY14-15	613 30 30 Jul-13 637 (4) 0 633 167th Ac Jul-14 669	613 24 demy B (Aug-13) 633 (4) 0 629 ademy emies E (Aug-14	613 17 166th Ac Sep-13 629 (4), 40 665 168th Ac Sudgete Sep-14	613 14 ademy 1 (168th Oct-13 665 (4) 0 661 ademy d Oct-14	613 (13) Academ Nov.13 661 ((4) 0 657) 	613 2 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	613 0 ded in Jan-14 653 (4) 0 649 549 Jan-15	613 (2)) baseline Feb-14 649 (4) 0 645 645	613 36 167th Ac: budge Mar-14 645 (4) 40 681 Mar-15	32 ademy t) Apr-14 681 (4) 0 677 677	28 May-14 677 (4) 673 673 May-15	613 24 3 3 4 673 (4) 0 669 669 3 3 4 9 669 3 3 4 5 625	(48) 80 32 (48)	Rate thru Marc Totals Attrition Hires Net Change
Authorized FTE Over/(Under) Y 2013-14 - O FY13-14 Filled Attrition Hires Ending Filled Y 2014-15 - N FY14-15 Filled	613 30 30 Jul-13 637 (4) 0 633 167(h Ac 4) 0 633 167(h Ac Jul-14	613 24 demy B (Aug-13) 633 (4) 0 629 ademy ademy Aug-14 665	613 17 166th Ac Sep-13 629 (4), 40 665 168th Ac Sudgete Sep-14 661	613 14 ademy 1 (168th Oct-13 665 (4) 0 661 ademy 0 661 ademy 0 Cct-14 657	613 (13) Academ Nov.13 661 ((4) 0 657) (Nov.14) 653	613 2 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	613 0 ded in Jan-14 653 (4) 0 649 549 549 545	613 (2)) DaSelino Feb-14 649 (4) 0 645 645 Feb-15 641	613 36 167th Ac; budge Mar-14 645 (4) 40 681 Mar-15 637	32 ademy t) Apr-14 (4) 0 677 Apr-15 633	28 May-14 677 (4) 673 673 673 May-15	613 24 - 24 - 673 (4) 0 669 Jun-15 625 -	(48) 80 32 (48) (48) 0	Rate thru Marc <u>Y Totals</u> Attrition <u>Hires</u> Net Change <u>Y Totals</u> [Attrition
Authorized FTE Over/(Under) Y 2013-14 - O FY13-14 Filled Attrition Hires Ending Filled Y 2014-15 - N FY14-15 Filled Attrition	613 30 Jul-13 637 (4) 0 633 167(h Ac Jul-14 669 (4)	613 24 demy B (Aug-13) 633 (4) 0 629 ademy ademy ademy kug-14 665 (4)	613 17 166th Ac Sep-13 629 (4), 40 665 168th Ac Sep-14, 661 (4)	613 14 ademy 1 (168th Oct-13 665 (4) 0 661 ademy d Oct-14 657 (4)	613 (13) Academ Nov.13 661 ((4) 0 657) (4) (4)	613 2 1y inclu Dec 13 657 (4) 0 653 653 653 653 653 4 9 653 653 653 653 653 653 653 653 653 653	613 0 ded in Jan-14 653 (4) 0 649 549 549 545 (4)	613 (2)) DaSelin Feb-14 (4) 0 645 (4) 645 Feb-15 641 (4)	613 i 36 i 167th Ac: budge Mar-14 j 645 (4) 40 681 i Mar-15 637 i (4)	32 ademy t) Apr-14 (4) 0 677 Apr-15 633 (4)	28 May-14 677 (4) 0 673 673 May-15 629 (4)	613 24 .	(48) 80 32 (48) (48) 0	Rate thru Marc <u>Y Totals</u> Attrition Hires Net Change <u>Y Totals</u> [Attrition [Hires
Authorized FTE Over/(Under) Y 2013-14 - O FY13-14 Filled Attrition Hires Ending Filled Y 2014-15 - N FY14-15 Filled Attrition Hires Ending Filled	613 30 30 Jul-13 637 (4) 0 633 167(h Ac 50 10 Acad Jul-14 669 (4) 0 665	613 24 demy B (Aug-13) 633 (4) 0 629 ademy ademy ademy (Aug-14) 665 (4) 0 661	613 17 166th Ac Sep-13 629 (4), 40 665 168th Ac Sep-14, 661 (4) 0 657	613 14 ademy 1 (168th Oct-13 665 (4) 0 661 ademy d Oct-14 657 (4) 0 653	613 (13 (13 (13 (13 (14)) 661 ((4)) 0 657 (10 (14)) 653 ((4)) 0	613 2 1y inclu Dec 13 657 (4) 0 653 653 653 653 653 9 0 653 9 0 0 653 9 0 649 (4) 0 0	613 0 1 3 3 4 4 5 3 (4) 0 5 4 9 5 4 9 5 4 9 5 4 9 5 4 9 5 4 9 5 4 9 5 6 4 9 5 6 4 9 5 6 4 9 5 6 4 9 5 6 4 9 6 6 7 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	613 (2)) Daseline Feb-14 649 (4) 0 645 645 Feb-15 641 (4) 0	613 i 36 i 167th Ac; budge Mar-14 j 645 (4) 40 681 i Mar-15 637 i (4) 0	32 ademy t) Apr-14 681 (4) 0 677 Apr-15 633 (4) 0	28 May-14 677 (4) 0 673 673 629 (4) 0	613 24 573 (4) 0 669 (Jun-15 625 (4) 0	(48) 80 32 (48) (48) 0	Rate thru Marc <u>Y Totals</u> Attrition Hires Net Change <u>Y Totals</u> [Attrition [Hires
Authorized FTE Over/(Under) Y 2013-14 - O FY13-14 Filled Attrition Hires Ending Filled Y 2014-15 - N FY14-15 Filled Attrition Hires Ending Filled Y 2015-16 - N	613 30 30 10 10 10 10 10 10 10 10 10 1	613 24 4 4 4 4 4 4 4 3 6 33 (4) 0 6 29 3 4 4 9 6 6 5 (4) 0 6 6 5 (4) 0 6 6 5 (4) 0 6 6 5 (4) 0 9 8 8 9 9 8 9 9 8 9 9 9 9 9 9 9 9 9 9	613 17 166th Ac Sep-13 629 (4) 40 665 168th Ac Sep-14 661 (4) 0 657 Budgete	613 14 ademy 1 (168th Oct-13 665 (4) 0 661 ademy d Oct-14 657 (4) 0 653 d	613 (13 (13 (Academ Nov.13 (661 ((4)) 0 657 (Nov.14 (653 ((4)) 0 649 (649 (64) (613 2 9y inclu Dec 13 657 (4) 0 653 653 653 653 653 653 645 649 (4) 0 645	613 0 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	613 (2)) baseline Feb-14 649 (4) 0 645 645 Feb-15 641 (4) 0 637	613 36 167th Ac; 2 budge Mar-14 (645 (4) 40 681) 10 681) 10 681) 10 683 (40 633)	32 ademy t) Apr-14 681 (4) 0 677 677 677 633 (4) 0 629	28 May-14 677 (4) 0 673 673 629 (4) 0 625	613 24 573 (4) 0 669 (Jun-15 625 (4) 0 621	(48) 32 (48) 0 (48)	Rate thru Marc <u>Attrition</u> Hires Net Change <u>Attrition</u> Hires Net Change
Authorized FTE Over/(Under) FY 2013-14 - O FY13-14 Filled Attrition Hires Ending Filled FY 2014-15 - N FY14-15 Filled Attrition Hires Ending Filled FY 2015-16 - N FY15-16	613 30 30 10 10 10 10 10 10 10 10 10 1	613 24 4 4 4 4 4 4 4 5 3 6 3 3 (4) 0 6 29 2 3 4 9 6 29 2 4 9 6 29 2 4 4 9 6 29 2 4 4 9 6 29 2 4 4 10 6 29 2 4 4 10 6 33 10 6 3 10 6 10 6	613 17 166th Ac Sep-13 629 (4) 40 665 168th Ac Sep-14 661 (4) 0 657 Budgete Sep-15	613 14 ademy 1 (168th Oct-13 665 (4) 0 661 ademy d Oct-14 657 (4) 0 653 d Oct-15	613 (13) Academ Nov.13 661 ((4) 0 657) (4) 653 (4) 0 649 Nov-15	613 2 9y inclu Dec 13 657 (4) 0 653 653 653 653 653 653 645 649 (4) 0 645	613 0 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	613 (2)) baseline Feb-14 649 (4) 0 645 645 Feb-15 641 (4) 0 637	613 (36) 167th Ac; 40) 645 (4) 40) 681) Mar 15 (37) (4) 0) 633 (4) Mar 16)	32 ademy t) Apr-14 (4) 0 677 Apr-15 633 (4) 0 629	28 May-14 677 (4) 0 673 673 629 (4) 0 625	613 24 - 24 - 673 (4) 0 669 (Jun-15 625 (4) 0 621	(48) 32 (48) 0 (48)	Rate thru Marc Totals Attrition Hires Net Change Attrition Hires Net Change Net Change
Authorized FTE Over/(Under) FY 2013-14 - O FY13-14 Filled Attrition Hires ¹ Ending Filled Y 2014-15 - N FY14-15 Filled Attrition Hires Ending Filled FY 2015-16 - N FY15-16 Filled Filled	613 30 30 Jul-13 637 (4) 0 633 167(h Ac 4) 0 633 167(h Ac 4) 0 669 (4) 0 665 0 0 665 10 10 10 10 10 10 10 10 10 10	613 24 4 4 4 4 4 4 4 5 3 3 4 4 3 6 3 3 (4) 0 6 29 3 ademy 5 6 6 5 (4) 0 6 6 5 (4) 0 6 6 5 (4) 0 6 6 5 (4) 13 6 33 (4) 0 0 6 33 (4) 0 0 6 33 (4) 0 0 6 33 (4) 0 0 6 33 (4) 0 0 6 33 (4) 0 0 6 33 (4) 0 0 6 33 (4) 0 0 6 33 (4) 0 0 6 33 (4) 0 0 6 33 (4) 0 0 6 33 (4) 0 0 6 33 (4) 0 0 6 33 (4) 0 0 6 33 (4) 0 0 6 33 (4) 0 0 6 33 (4) 0 0 6 33 (4) 0 0 6 32 (4) 13 6 33 (4) 10 6 33 (4) 10 6 33 (4) 10 6 33 (4) 10 6 33 (4) 10 6 33 (4) 10 6 33 (4) 10 6 36 10 10 6 36 10 10 6 36 10 10 6 36 10 10 6 10 10 10 6 10 10 10 10 10 10 10 10 10 10 10 10 10	613 17 166th Ac Sep-13 629 (4), 40 665 168th Ac Sep-14, 661 (4) 0 657 3udgete Sep-15 613	613 14 ademy 1 (168th Oct-13 665 (4) 0 661 ademy d Oct-14 657 (4) 0 653 d Oct-15 609	613 (13) Academ Nov.13 (4) 0 657) (4) 653 (4) 0 649 0 649 Nov-15 605	613 2 9y inclu Dec 13 657 (4) 0 653 653 653 653 653 645 649 (4) 0 645 645 601	613 0 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	613 (2)) Daselino Feb-14 649 (4) 0 645 645 641 (4) 0 637 7 Feb-16 593	613 (36) 167th Ac; 40' 645 (4) 40' 681) Mar-15 637 ((4) 0) 633 (Mar-16) 589	32 ademy t) Apr-14 (4) 0 677 Apr-15 633 (4) 0 629 4 Apr-16 585	28 May-14 677 (4) 0 673 673 629 (4) 0 625 (4) 0 625	613 24 24 673 (4) 0 669 (4) 669 (4) 625 (4) 0 621 621	(48) 32 (48) (48) (48)	Rate thru Marc Y Totals Attrition Hires Net Change Y Totals Net Change Net Change Y Totals Attrition
Authorized FTE Over/(Under) FY 2013-14 - O FY13-14 Filled Attrition Hires Ending Filled FY 2014-15 - N FY14-15 Filled Attrition Hires Ending Filled FY 2015-16 - N FY15-16	613 30 30 Jul-13 637 (4) 0 633 167th Ac 10 Acad Jul-14 669 (4) 0 665 10 Acad Jul-15	613 24 4 4 4 4 4 4 4 5 3 6 3 3 (4) 0 6 29 2 3 4 9 6 29 2 4 9 6 29 2 4 4 9 6 29 2 4 4 9 6 29 2 4 4 10 6 29 2 4 4 10 6 33 10 6 3 10 6 10 6	613 17 166th Ac Sep-13 629 (4) 40 665 168th Ac Sep-14 661 (4) 0 657 Budgete Sep-15	613 14 ademy 1 (168th Oct-13 665 (4) 0 661 ademy d Oct-14 657 (4) 0 653 d Oct-15	613 (13) Academ Nov.13 (661) (4) 0 657) Nov.14 (653) (4) 0 649) Nov.15 (605)	613 2 9 inclu Dec 13 657 (4) 0 653 653 653 653 653 653 645 649 (4) 0 645 645	613 0 1 3 4 6 4 1 6 5 3 (4) 0 6 4 9 5 4 9 5 4 5 6 4 5 (4) 0 6 4 9 5 4 5 6 4 5 6 4 5 6 4 5 6 4 5 6 4 5 6 4 1 1 0 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	613 (2)) DaSelin Feb-14 (4) 0 645 (4) 645 641 (4) 0 637 Feb-16	613 (36) 167th Ac; 40 40 645 (4) 40 681) Mar 15 637 ((4) 0 633 (Mar 16	32 ademy t) Apr-14 (4) 0 677 Apr-15 633 (4) 0 629	28 May-14 677 (4) 0 673 673 629 (4) 0 625 4 May-16	613 24 24 673 (4) 0 669 (4) 669 (4) 625 (4) 0 621 621	(48) 32 (48) (48) (48) (48) (48)	Rate thru Marc Totals Attrition Hires Net Change Attrition Hires Net Change Net Change

New Recruits

Class	Starting Date	Starting Number	Gender	Oakland Residency	Language
166 th	17 Sept				
Academy	12	53	15 Females 42 Males	7	8 Cant/Mand 4 Spanish
167 th Academy	25 Mar 13	51	7 Females 44 Males	6	5 Cantonese/Mandarin 12 Spanish
168 th 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	1 st Watch – 67
shifts	*2 nd Watch – 85
	*3 rd Watch - 71

*Largest number of officers are assigned to $2^{nd} & 3^{rd}$ 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.

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