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OAKLAND

2017 DEC 26 PM 12:03

# AGENDA REPORT

**TO:** Sabrina B. Landreth  
City Administrator

**FROM:** Anne E. Kirkpatrick  
Chief of Police

**SUBJECT:** 30 Day Monthly Police Staffing Report

**DATE:** November 7, 2017

City Administrator Approval

*Clinton Jeffers SBL*

Date: 12/26/17

## RECOMMENDATION

Staff Recommends That The Public Safety Committee Receive The Oakland Police Department's (OPD) Monthly Informational Report On Recruiting And Sworn Staffing Levels As Of October 31, 2017.

## EXECUTIVE SUMMARY

This informational report provides data on the demographics and staffing levels of OPD sworn and professional staff as well as recruiting and hiring data, as of October 31, 2017.

## BACKGROUND AND LEGISLATIVE HISTORY

In 2009, the City Council requested a monthly staffing report from OPD to address current staffing levels for both sworn and professional staff. This report addresses recruitment activities and assignments for both sworn and professional staff positions.

## ANALYSIS AND POLICY ALTERNATIVES

Table 1: Staffing Levels as of January 1<sup>st</sup>: 2008-2017

Year	Sworn Staffing
2008	736
2009	830
2010	780
2011	656
2012	642

Year	Sworn Staffing
2013	613
2014	626
2015	695
2016	721
2017	744

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Figure 1: Sworn Staffing on January 1<sup>st</sup> of Each Year: 2008-2017

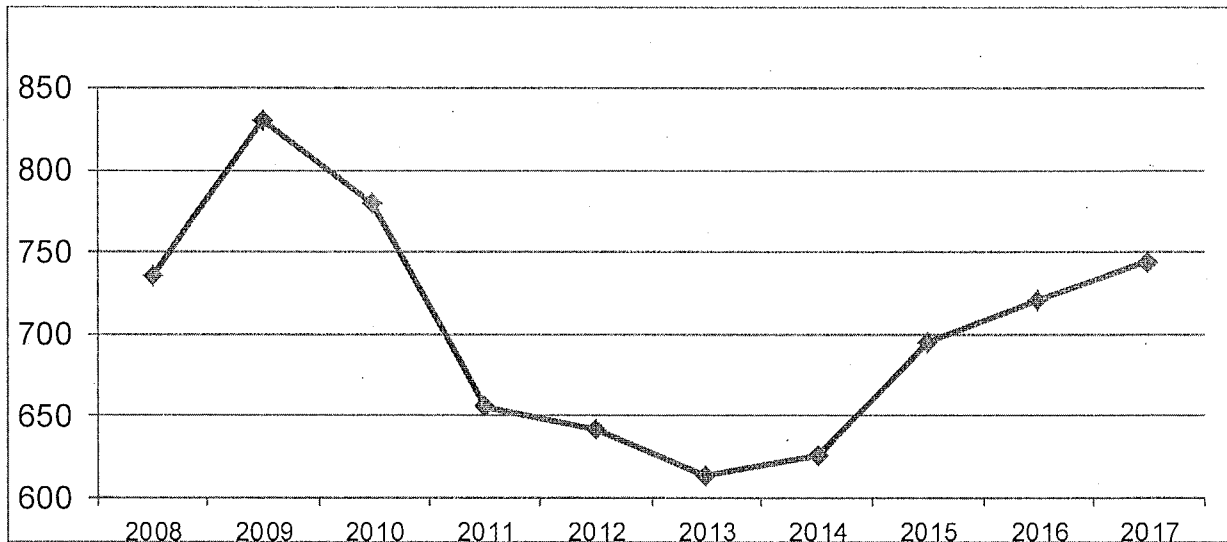


Figure 1 above reflects OPD's sworn staffing as of January 1, 2017 in comparison to the same day in past years. OPD's actual sworn staffing was 744 sworn officers, as of October 31, 2017; the authorized staffing level per the Approved Fiscal Year (FY) 2017-18 Budget is 794 sworn positions. The 794 authorized positions include the following grant-funded positions:

- Five<sup>1</sup> officer positions from the 2013 Department of Justice / Community Oriented Policing Services (DOJ/COPS) Hiring Grant;
- 14<sup>2</sup> officer positions from the 2014 DOJ/COPS Hiring Grant;
- 12<sup>3</sup> officer positions from the 2015 DOJ/COPS Hiring Grant;
- 15 officer positions from the 2016 DOJ/COPS Hiring Grant;
- Two officer positions from the California Office of Traffic Safety Select Traffic Enforcement Program (STEP) Grant; and

OPD's authorized staffing also includes funding for approximately 63.5 officers associated with Oakland's voter approved public safety measure (Measure Z, 2014). Tables 8 through 10 below provide additional information on funding and officer attrition.

#### *Demographics – Sworn Staffing*

Figure 2 below shows that as of October 31, 2017, 74 sworn members, or 9.9 percent of sworn staffing, were Oakland residents. Additionally, Table 2 below demonstrates that five Police Officer Trainees (POT) or 24 percent of the 178<sup>th</sup> Police Academy were Oakland residents. OPD has prioritized attracting a racially diverse and multilingual workforce of qualified officers that includes Oakland residents. Tables 3 and 4 below provide current and past demographic information of all OPD sworn staff and Table 5 provides the same information of all academies.

<sup>1</sup> The 2013 COPS Grant originally funded 10 officer positions.

<sup>2</sup> The 2014 COPS Grant originally funded 15 officer positions.

<sup>3</sup> The 2015 COPS Grant originally funded 15 officer positions.

Figure 2: Residency by County and City of Oakland, of Sworn OPD Members

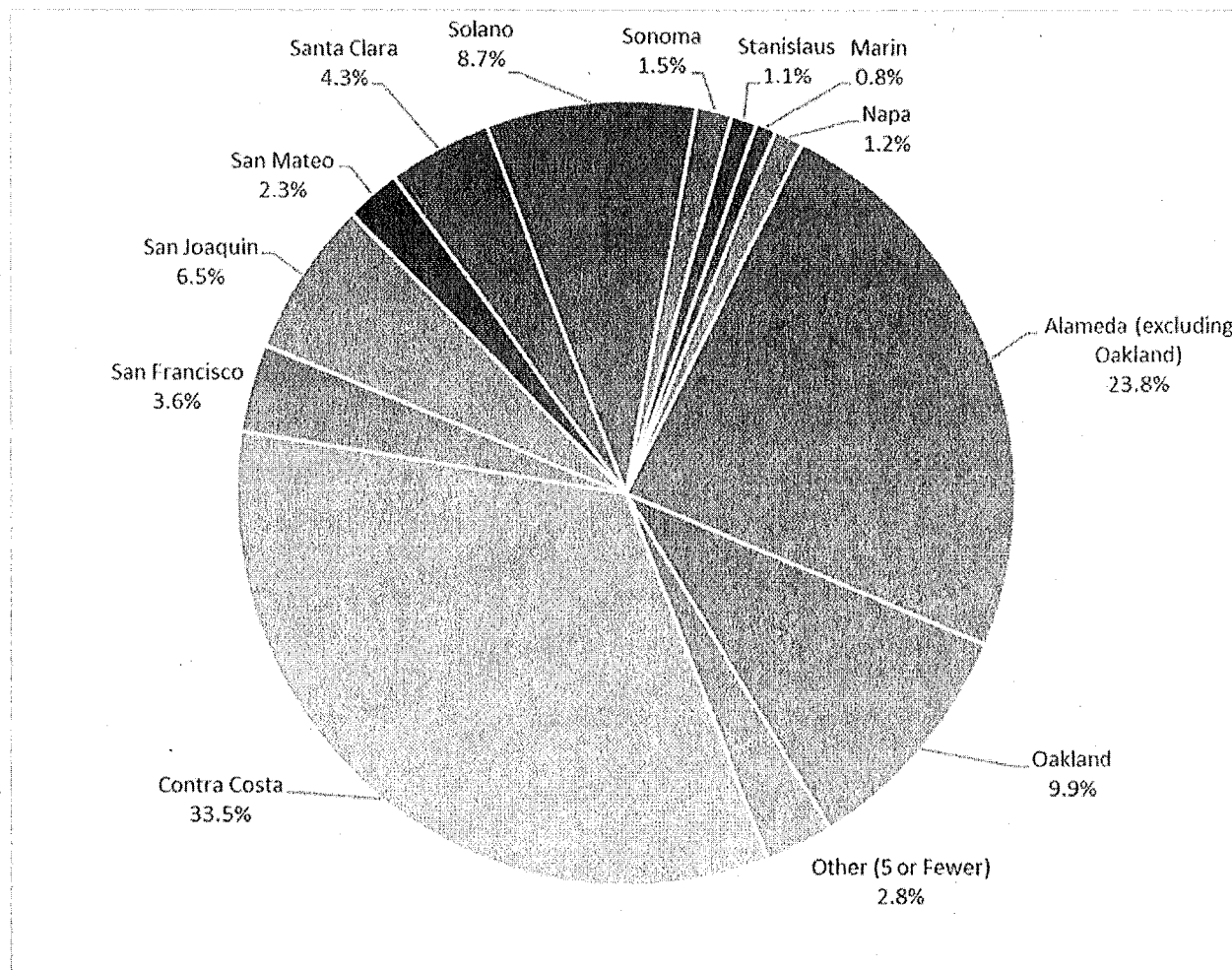


Table 2: OPD's 178<sup>th</sup> Basic Academy

Gender		Ethnicity		Residency		Language		Education	
Female	7	Asian	1	Oakland	5	Chinese	0	High School	1
Male	14	Black	5	Other	16	Spanish	9	Some College	11
		Hispanic	10			Vietnamese	0	Associate's	2
		White	4			English Only	11	Bachelor's	6
		Other	1			Other	1	Master's/Above	1
<b>Total</b>	<b>21</b>	<b>Total</b>	<b>21</b>	<b>Total</b>	<b>21</b>	<b>Total</b>	<b>21</b>	<b>Total</b>	<b>21</b>

Table 3: Ethnicity and Gender – All OPD Sworn Staff as of October 31, 2017

Race	Female		Male	
	Count	Percentage	Count	Percentage
Asian	8	8.25%	89	13.76%
Black	21	21.65%	108	16.69%
Filipino	1	1.03%	15	2.32%
Hispanic	27	27.84%	156	27.84%
Native American	1	1.03%	2	0.31%
Undeclared-Other	2	2.06%	11	1.70%
White	37	38.14%	255	39.41%
Unknown	0	0%	11	1.70%
<b>Total</b>	<b>97</b>	<b>100%</b>	<b>647</b>	<b>100%</b>

Table 4: Ethnicity by Year – All OPD Sworn Staff as of October 31, 2017

Race	US 2010 Census-Oakland Pop.	OPD 2014	OPD 2015	OPD 2016	OPD 2017
White	34.5%	42.0%	40.1%	39.7%	39.2%
Black	28.0%	18.8%	19%	18.0%	17.3%
Asian	16.8%	12.7%	14.4%	15.1%	15.2%
Hispanic	25.4%	21.2%	23.4%	23.7%	24.6%
Other <sup>4</sup>	--	5.3%	3.1%	3.5%	3.6%
Female	14.3% <sup>5, 6</sup>	12.0%	11.9%	13.0%	13.0%
Male	85.7% <sup>7</sup>	88.0%	88.1%	87.0%	87.0%

Table 5: Demographic Information on Academies Since 2012

Class	Starting Date	Starting Number	Gender	Oakland Resident	Language	Ending Date	Ending Number
166 <sup>th</sup>	Sep 12, 2012	57	15 Females 42 Males	7	8 Cantonese/Mandarin 4 Spanish	3/20/13	39
167 <sup>th</sup>	Mar 25, 2013	51	7 Females 44 Males	6	5 Cantonese/Mandarin 12 Spanish	9/20/13	36
168 <sup>th</sup>	Sep 30, 2013	57	8 Females 49 Males	6	0 Cantonese/Mandarin 19 Spanish	4/4/14	47
3 <sup>rd</sup> Lateral	Dec 9, 2013	4	4 Males	0	0 Cantonese/Mandarin 1 Spanish	2/7/14	4
169 <sup>th</sup>	Dec 30, 2013	55	8 Females 47 Males	2	0 Cantonese/Mandarin 13 Spanish	7/3/14	34

<sup>4</sup> Other includes Unknown, Native American, and Undeclared

<sup>5</sup> 2007 data: gender ratio of police officers in the U.S. Source: U.S. Department of Justice. Office of Justice Programs Bureau of Justice Statistics, Local Police Department, 2007

<sup>6</sup> Percent of U.S. law enforcements officers who were female at time of 2007 data

<sup>7</sup> Percent of U.S. law enforcements officers who were male at time of 2007 data

Class	Starting Date	Starting Number	Gender	Oakland Resident	Language	Ending Date	Ending Number
ACSO *	Mar 17, 2014	24	3 Females 21 Males	1	3 Cantonese/Mandarin 3 Spanish	9/23/14	13
170th	Apr 28, 2014	57	9 Females 48 Males	10	3 Cantonese/Mandarin 10 Spanish	2/3/15	35
4 <sup>th</sup> Lateral	Sep 22, 2014	7	1 Female 6 Males	0	0 Cantonese/Mandarin 2 Spanish	11/27/14	5
171 <sup>st</sup>	Sep 29, 2014	60	10 Females 50 Males	15	5 Cantonese/Mandarin 9 Spanish	4/3/15	35
5 <sup>th</sup> Lateral	Feb 23, 2015	9	9 Males	1	1 Cantonese/Mandarin 0 Spanish	5/1/15	7
172 <sup>nd</sup>	Apr 27, 2015	58	19 Females 39 Males	15	1 Cantonese/Mandarin 14 Spanish	10/30/15	35
6 <sup>th</sup> Lateral	May 18, 2015	6	6 Males	1	0 Cantonese/Mandarin 0 Spanish	7/24/15	6
SFPD* * #247	Jun 8, 2015	5	5 Males	0	0 Cantonese/Mandarin 0 Spanish	1/15/16	3
173 <sup>rd</sup>	Jul 6, 2015	53	9 Females 44 Males	11	4 Cantonese/Mandarin 10 Spanish	1/8/16	33
SFPD #248	Aug 3, 2015	5	5 Males	1	0 Cantonese/Mandarin 0 Spanish	3/11/16	3
SFPD #249	Oct 26, 2015	5	1 Female 4 Males	1	0 Cantonese/Mandarin 0 Spanish	6/3/16	5
174 <sup>th</sup>	Nov 16, 2015	60	15 Females 45 Males	9	4 Cantonese/Mandarin 11 Spanish	5/20/16	44
SFPD #251	Feb 1, 2016	5	1 Female 3 Males	2	1 Cantonese/Mandarin 0 Spanish	9/23/16	4
SFPD #252	Mar 14, 2016	5	2 Female 3 Males	0	0 Cantonese/Mandarin 2 Spanish	11/04/16	5
SFPD #253	Apr 11, 2016	6	1 Females 3 Males	0	0 Cantonese/Mandarin 0 Spanish	12/2/16	4
175 <sup>th</sup>	Jul 11, 2016	50	7 Females 43 Males	9	3 Cantonese/Mandarin 10 Spanish	1/27/17	24
176 <sup>th</sup>	Oct 31, 2016	28	5 Females 23 Males	6	1 Cantonese/Mandarin 7 Spanish	5/19/17	17
177 <sup>th</sup>	May 22, 2017	33	5 Females 28 Males	2	0 Cantonese/Mandarin 7 Spanish	12/1/17	Pending
178 <sup>th</sup>	Sep 11, 2017	21	7 Females 14 Males	5	0 Cantonese/Mandarin 9 Spanish	3/30/18	Pending

\* ACSO=Alameda County Sheriff's Office; \*\* SFPD=San Francisco Police Department

*Actual and Projected Sworn Staffing*

The Oakland City Council passed Resolution No. 84767 C.M.S. on December 10, 2013, which requires that the OPD staffing report contain an analysis of any deviations between the

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expected and actual staffing levels, the expected hiring methods, and alternative hiring options for achieving budgeted staffing as quickly as possible. Table 6 below provides actual and projected sworn staffing for the current FY 2017-2018 Hiring Plan, as approved in the FY 2017-2019 Policy Budget. This data is accurate as of October 31, 2017. Table 7 provides a listing of authorized vs, filled positions in OPD and Table 8 provides the funding sources for OPD positions.

Table 6: Actual Sworn Staffing (as of October 31, 2017) and Sworn Staffing Projections

Year	2017					2018						
Month	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep
<b>Filled</b>	748	744	738	749	743	737	749	743	737	731	750	744
<b>Attrition</b>	(4)	(6)	(6)	(6)	(6)	(6)	(6)	(6)	(6)	(6)	(6)	(6)
<b>Hires</b>	0	0	17	0	0	18	0	0	0	25	0	0
<b>Ending Filled</b>	744	738	749	743	737	749	743	737	731	750	744	738
<b>Authorized</b>	794	794*	794*	794*	794*	794*	794*	794*	794*	794*	794*	794*
<b>Over (Under) Authorized</b>	(50)	(56)	(45)	(51)	(57)	(45)	(51)	(57)	(63)	(44)	(50)	(56)
<b>Hiring Plan</b>	778	772	766	800	794	788	782	776	770	760	754	748
<b>Over (Under)</b>	(34)	(34)	(17)	(57)	(57)	(39)	(39)	(39)	(39)	(10)	(10)	(10)
<b>New POT Hiring Pipeline</b>	177 <sup>th</sup> Academy (ends Dec 2017 = 17 POTs)					178 <sup>th</sup> Academy (ends Mar 2018 = 18 POTs)						

\* Funding for two of these sworn officers is linked to a current grant from the California Office of Traffic Safety (OTS); this grant expires in September 2018.

Table 7: OPD Positions - Authorized and Filled Positions (as of October 31, 2017)

Type	Budget Authorized Positions	Authorized	Filled	+/-
Sworn	Chief of Police	1	1	0
	Assistant Chief	1	1	0
	Deputy Chief	4	3	-1
	Captain	10	10	-0
	Lieutenant	27	24	-3
	Sergeants	129	125	-4
	Police Officers	622	580	-42
	<b>Total Sworn</b>		794	744
Professional Staff	Full-time and Part-time	378	320	-58
	<b>Total Personnel</b>	<b>1172</b>	<b>1064</b>	<b>-108</b>

Table 8: Funding Sources for Sworn and Professional Staff Positions Budgeted (FY 2017–2018)

Sworn Positions	FTE	Professional Staff Positions	FTE
General Fund: General Purpose	680.5	General Fund: General Purpose	331.5
Alameda Co. Vehicle Abatement	1	Alameda Co. Vehicle Abatement	2
Measure Z	63.5	Measure Z	2
False Alarm Reduction Program	1	Traffic Safety Fund	19
*COPS 2013	5	False Alarm Reduction Program	5.5
*COPS 2014	14	US Department of Justice	2
*COPS 2015	12	Workers' Comp. Insurance	2
*COPS 2016	15	Radio/Telecommunications	1
CA OTS STEP	2	State of California Other	1
		Miscellaneous Grants (Cadet)	12
<b>Grand Total</b>	<b>794</b>	<b>Grand Total</b>	<b>378</b>

\*US Department of Justice, Office of Community-Oriented Policing Services (COPS) Personnel are split funded with the General Purpose Fund

As noted in Table 9 below, OPD experienced an average attrition rate of 5 officers per month (60 officers over the 12-month period), which is below the current projected attrition rate of 6 officers per month (72 per year). Tables 10 and 11 provide additional information on the reasoning for sworn separations.

Table 9: Sworn Attrition Data: Nov 1, 2016 through Oct 31, 2017

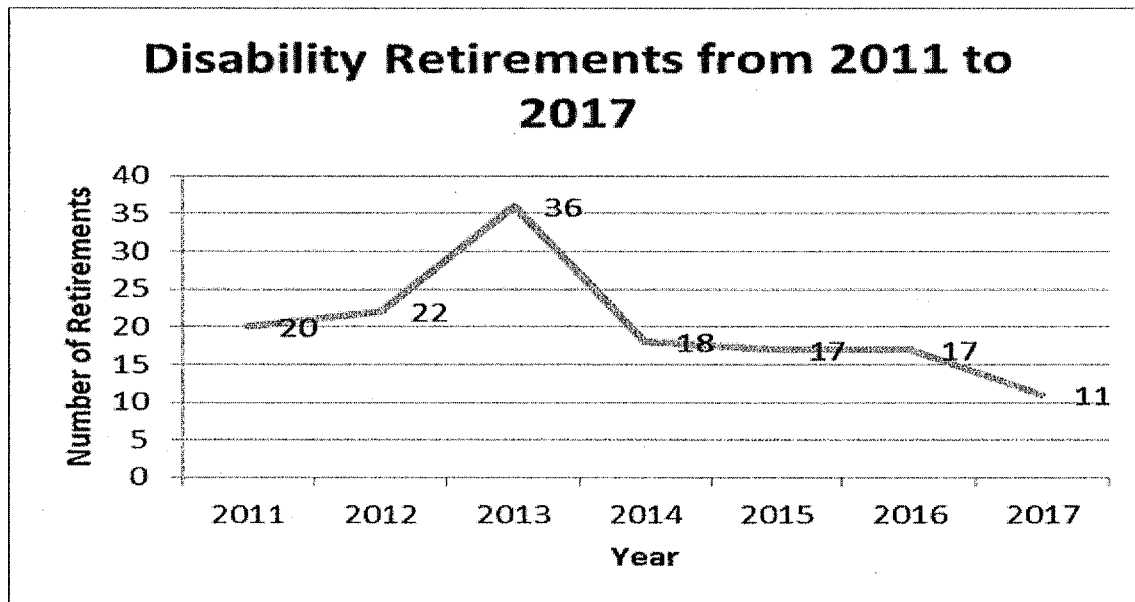
	2016				2017								Total
	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	
Disability Retirement	2	1	2	1	3	1	-	-	1	2	2	1	16
Resignation (not during Field Training)	4	1	-	-	2	-	-	1	-	2	1		11
Resignation during Field Training	-	-	-	-	-	1	-	3	-	-			4
Resignation (to other agency)	1	-	1	-	-	-	-	-	-	1	1	1	5
Service Retirement	3	4	1	1	1	2	2	1	1	2		1	19
Termination	-	-	-	-	1	-	-	-	-	-		1	2
Release from Probation during Field Training	-	-	1	-	-	-	-	1	1	-			3
<b>Grand Total</b>	<b>10</b>	<b>6</b>	<b>5</b>	<b>2</b>	<b>7</b>	<b>4</b>	<b>2</b>	<b>6</b>	<b>3</b>	<b>7</b>	<b>4</b>	<b>4</b>	<b>60</b>

Table 10: Sworn Attrition Analysis November 1, 2016 through October 31, 2017

Reason for Separation	Average Age at Separation	Number of Separations
Disability Retirement	47.7	16
Resignation (not during Field Training)	33.2	11
Resignation (during Field Training)	32.6	4
Resignation - Other Agency	32.3	5
Service Retirement	52.3	19
Termination	40.8	2
Release from Probation during Field Training	29.3	3

Officers who experience on-assignment injuries may be placed on disability leave, or on modified work assignments. Some of these officers eventually retire; Officers may retire from disability leave because their injuries do not allow them to return to their prior non-injury type of assignment. Officers on injury leave may also choose a service retirement rather than returning to regular assignments, because they do not wish to return to a modified assignment, or for any number of personal reasons. Figure 3 below shows data on disability retirements between 2011 and 2017. The data shows that disability retirements peaked from a prior average of approximately 21 per year, and then decreased to approximately 17 per year starting in 2014. The peak in 2013 was a result of the resolution of on-assignment injury claims that had been outstanding.

Figure 3: Disability Retirements from 2011 to 2017\*



\* 2017 data is from January 1, 2017 through October 31, 2017



Table 11 below shows the attrition of Oakland residents during the testing and hiring process for sworn officers. Table 12 provides additional data on the completion of field training.

Table 11: Attrition of Oakland Residents during the Testing and Hiring Process

Academy	Applications Received	Invited to Physical Ability Test (PAT)	Attended PAT	Invited to Written	Attended Written	Invited to Oral Interview	Attended Oral Interview	Background & Character Review	Invited to Academy	Graduated from Academy
166 <sup>th</sup>	282	85	77	254	155	72	63	48	7	3
167 <sup>th</sup>	186	59	44	165	112	42	39	19	6	3
168 <sup>th*</sup>	415	371	168	151	133	79	66	40	6	6
169 <sup>th</sup>	271	262	145	138	123	76	59	35	3	2
ACSO	--	--	--	--	--	--	--	--	1	1
170 <sup>th</sup>	316	267	194	147	113	86	55	43	10	10
171 <sup>st</sup>	501	337	110	94	77	44	33	25	15	9
172 <sup>nd</sup>	526	495	281	253	218	145	118	80	15	7
173 <sup>rd</sup> , SF247	169	156	73	64	53	37	28	22	11	7
174 <sup>th</sup> , SF248*, SF249*, SF251*, SF252*	225	209	91	81	67	36	32	24	13	13
175 <sup>th</sup> , SF253*	459	343	192	161	138	77	62	40	9	4
176 <sup>th</sup>	138	113	46	45	29	26	22	15	6	3
177 <sup>th</sup>	345	315	191	135	87	78	61	41	2	TBD
178 <sup>th</sup>	1181	664	314	214	168	236	189	115	21	TBD

\* Three POTs graduated from the SF 248 academy on March 11, 2016. 44 POTs graduated from the 174<sup>th</sup> Academy on May 20, 2016. Five POTs graduated from the SF 249 on June 3, 2016. Four POTs graduated from the SF 251 on September 26, 2016. Five POTs graduated from the SF 252 on November 4, 2016. Four POTs graduated from the SF 253 on December 2, 2016.

Table 12: Field Training Completion Data

<b>Academy of Origin</b>	<b>Entered Field Training Program</b>	<b>Completed Field Training Program</b>	<b>Still in Field Training Program</b>
6th POST Lateral Course	6	2	0
OPD 172nd Basic Academy	35	28	0
OPD 173rd Basic Academy	33	31	0
OPD 174th Basic Academy	44	36	1
SFPD 247th Academy	3	2	0
SFPD 248th Academy	3	2	0
SFPD 249th Academy	5	3	0
SFPD 251st Academy	4	4	0
SFPD 252nd Academy	5	5	0
SFPD 253rd Academy	4	3	0
OPD 175th Basic Academy	24	19	0
OPD 176th Basic Academy	17	17	0

Tables 13, 14a and 14b below provide information on recruitments, both outreach and hiring stage data.

Table 13: Current Recruitment – Outreach and Media Activity

Date	Event	Location	Attendees	Inquiries: # And Type
3 Oct 2017	Recruitment Presentation	Holy Names College 3500 Mountain Blvd. Oakland, CA 94619	50	27 POT 8 Cadet 0 Explorers
7 Oct 2017	Practice PAT	Merritt College Campus 12500 Campus Dr. Oakland, CA 94619	14	14 POT 0 Cadets 0 Explorers
8 Oct 2017	Fleet week	Pier 29-31 San Francisco, CA 94111	325	22 POT 0 Cadets 0 Explorers
8 Oct 2017	Oral Board Workshop	PAB 455 7 <sup>th</sup> St Oakland, CA 94607	22	22 POT 0 Cadets 0 Explorers
12 Oct 2017	Sacramento State Job Fair	Sac State Campus 6000 J St Sacramento, CA 95819	200	170 POT 10 Cadet 0 Explorers
19 Oct 2017	Career Fair	Travis AFB 400 Winward Dr. Travis AFB, CA 94535	180	16 POT 0 Cadets 0 Explorers
21 Oct 2017	PT Workshop	PAB 455 7 <sup>th</sup> St Oakland, CA 94607	45	45 POT 0 Cadets 0 Explorers
21 Oct 2017	Youth Leadership Conference	Laney College 900 Fallon St Oakland, CA 94607	155	0 POT 33 Cadets 29 Explorers
24 Oct 2017	Career Fair	Cal Maritime Campus 200 Maritime Academy Dr. Vallejo, CA 94590	230	17 POT 5 Cadets 0 Explorers
26 Oct 2017	Youth Open House	PAB 455 7 <sup>th</sup> St Oakland, CA 94607	45	0 POT 20 Cadets 7 Explorers
27 Oct 2017	Annual Safety Fair	Acorn Woodland School 1025 81 <sup>st</sup> Ave Oakland, CA 94621	400	0 POT 0 Cadets 50 Explorers

Table 14a: OPD Recruitment Data – Current Academies

<b>Police Hiring Steps: 177<sup>th</sup> Academy</b>	<b>Testing/ Time Frame</b>	<b>Total</b>	<b>Percent of Total</b>	<b>Percent Not Advanced</b>	<b>Number of Oakland Residents</b>	<b>Percent of General Total Oakland Residents</b>	<b>Percent of Oakland Residents Not Advanced</b>
Applications Received	4/4/2016-10/21/2016	2110	100%	0%	345	16%	0%
Invited to PAT*		2014	95%	5%	315	15%	9%
Attended PAT	6/11/2016-11/12/2016	668	32%	68%	191	9%	45%
Invited to Written Exam		628	30%	70%	135	6%	61%
Attended Written Exam	7/12/2016-12/13/2016	407	19%	81%	87	4%	75%
Invited to Oral Interview		395	19%	81%	78	4%	77%
Attended Oral Interview	8/16/2016-1/17/2017	296	14%	86%	61	3%	82%
Referred to OPD on Eligibility List	9/6/2016-2/7/2017	183	9%	91%	41	2%	88%
Invited to Academy	5/22/2017	33	2%	98%	2	0.09%	99%
Graduated Academy	12/1/2017	TBD	TBD	TBD	TBD	TBD	TBD

\*PAT = Physical Agility Test

Table 14b: OPD Recruitment Data – Current Academies

<b>Police Hiring Steps: 177<sup>th</sup> Academy</b>	<b>Testing/ Time Frame</b>	<b>Total</b>	<b>Percent of Total</b>	<b>Percent Not Advanced</b>	<b>Number of Oakland Residents</b>	<b>Percent of General Total Oakland Residents</b>	<b>Percent of Oakland Residents Not Advanced</b>
Applications Received	11/7/2016-2/10/2017	1181	100%	0%	172	15%	0%
Invited to PAT*		664	56%	-44%	162	14%	-6%
Attended PAT	1/14/2017-3/11/2017	314	27%	-73%	53	4%	-69%
Invited to Written Exam		214	18%	-82%	42	4%	-76%
Attended Written Exam	2/2/2017-3/11/2017	168	14%	-86%	28	2%	-84%
Invited to Oral Interview		236	20%	-80%	28	2%	-84%
Attended Oral Interview	3/20/2017-4/5/2017	189	16%	-84%	23	2%	-87%
Referred to OPD on Eligibility List	4/11/2017-4/25/2017	115	10%	-90%	20	2%	-88%
Invited to Academy	9/11/2017	21	2%	-98%	5	0.42%	-97%
Graduated Academy	3/30/2018	TBD	TBD	TBD	TBD	TBD	TBD

Table 15: Authorized Sworn Permanent Assignments within OPD

	Chief	Asst. Chief	Deputy Chief	Captain	Lieutenant	Sergeant	Officer
Office of the Chief	1	1				1	
Public Information Office							2
Internal Affairs Division				1	2	12	4
Office of the Inspector General					1		1
Intelligence Unit						1	7
Research & Planning							1
Bureau of Field Ops: Administration			2			1	5
Patrol Area 1				1	3	14	77
Patrol Area 2				1	3	13	63
Patrol Area 3				1	3	15	72
Patrol Area 4				1	3	16	78
Patrol Area 5				1	3	16	81
Support Operations Division				1	1	2	17
Traffic Section					1	4	26
Foot Patrol						6	30
Bureau of Services: Administration			1	1			
Training Section					1	3	19
Recruiting and Background Unit						1	8
Information Technology							3
Bureau of Investigations			1			1	5
Criminal Investigations Division (CID): Special Victims Section				1	1	6	38
CID: Homicide Section					1	5	10
CID: Misdemeanor Crimes/ Task Forces					1	3	19
CID: Robbery, Burglary, Felony Assault Section					1	3	24
Ceasefire				1			
Special Invest. Units					1	5	32
Intelligence					1	1	
<b>Total Sworn</b>	<b>1</b>	<b>1</b>	<b>4</b>	<b>10</b>	<b>27</b>	<b>129</b>	<b>622</b>

Table 16: Professional Staff Vacancies in OPD<sup>8</sup>

Classification	Vacancies	FTE Authorized	Date Assigned to DHRM for Hiring	Status
Account Clerk III	1	1	10/2/17	HRM – Requisition in approval process.
Accountant II	1	2	3/16/16	HRM <sup>9</sup> - Pending job posting. On hold to review Immediate Dispute Resolution (IDR) with union.
Business Analyst II	1	1	12/21/16	OPD – Eligible list to hiring manager on 19 Sep 17. Position on ADA/FEHA hold as of 23 Oct 17.
Crime Analyst	1	4	3/14/17	OPD – Candidate to background on 12 Sep 17.
Crime Analyst (ELDE)	1	2	4/11/16	OPD – Candidate to background on 18 Aug 17.
Criminalist I (Grant Funded)	1	1	8/23/17	HRM – Pending approval of recruitment requisition.
Criminalist III	1	5	7/7/17	HRM – Waiting for analyst to be assigned.
Crossing Guard (PPT)	1	2	Various	HRM – Waiting for analyst to be assigned.
Crossing Guard (PT)	1	17	Various	HRM – Waiting for analyst to be assigned.
Forensic Technician	1	1	6/2/17	OPD – Hiring justification to City Administrator on 26 Oct 17.
Intake Technician (1 Spanish speaking)	1	4	1/21/16	HRM – Position on hold for ADA/FEHA <sup>10</sup> accommodation.
Latent Fingerprint Examiner II	1	5	12/30/16	OPD – Hiring manager checking references of selected candidate.
Neighborhood Services Coordinator Cantonese/ Mandarin speaking	1	10	2/23/17	OPD – Candidate to background on 03 Oct 17.

<sup>8</sup> As of November 30, 2016, there are 59.5 vacancies – this number excludes positions where staff have been hired but have not started work

<sup>9</sup> HRM = Oakland Human Resources Management Agency

<sup>10</sup> ADA = American with Disabilities Act; FEHA = California's Fair Employment and Housing Act

Classification	Vacancies	FTE Authorized	Date Assigned to DHRM for Hiring	Status
Office Assistant I – Personnel	1	1	12/21/16	HRM – Classification does not fit job duties. Need to secure funds to reclassify this position to courier position. HRM has sent request to the classification unit.
Police Cadet – private funding/grant funding	8.5	12	Various	OPD/HRM – Three candidates in background (one awaiting medical; one waiting intel results; one waiting signature). Two cadets completed background and hiring requisitions submitted on 26 Oct 17. Two candidates were deemed non-select. Seven candidates were mailed conditional job offer letters on 26 Oct 17.
Police Cadet – General Funding	2	9	Various	OPD/HRM – Three candidates in background (one awaiting medical; one awaiting intel results; one awaiting signature). Two cadets completed background and hiring requisitions submitted on 26 Oct 17. Two candidates were deemed non-select. Seven candidates were mailed conditional job offer letters on 26 Oct 17.
Police Communications Dispatcher	12	63	Various	OPD – One in background. The job announcement is now open continuously. The certified eligible list for first round of testing to be provided tentatively 03 Nov 17.
Police Communications Dispatcher, Senior	4	4	Not Assigned	HRM – Position on hold pending resolution of the SPCD equity survey with Local 1021. The City proposed changes to the compensation plan that could impact the senior level.
Police Communications Operator	2	11	Various	HRM – Waiting for analyst to be assigned.



Classification	Vacancies	FTE Authorized	Date Assigned to DHRM for Hiring	Status
Police Communications Supervisor	1	8	Not Assigned	HRM – Pending approval of recruitment requisition.
Police Program and Audit Supervisor (PAS Unit)	1	2	1/20/17	OPD – Recruitment on hold until hiring manager decides on how to fill the position.
Police Property Specialist	1	5	9/17/15	HRM – To the union for discussion on the specification revision. Waiting for response from HRM.
Police Records Specialist (One position selective cert. Chinese)	6	53	Various	OPD/HRM – Four (4) candidates referred to background on 25 Aug 17. One (1) position on FEHA/ADA hold.
Police Records Specialist (ELDE)	1	1	Various	OPD – Eligible list to hiring manger on 07 Sep 17. Waiting to schedule hiring interviews. Position on ADA/FEHA hold as of 23 Oct 17.
Police Records Supervisor	1	5	3/3/17	OPD – Candidate to background on 21 Aug 17.
Police Services Technician II	4	59	Not Assigned	HRM – Waiting for analyst to be assigned. Three (3) position on ADA/FEHA hold as of 23 Oct 17. Re-employment approved and conditional job offer letter mailed 26 Oct 17.

Tables 17 and 18 provide additional detail on beats by area and patrol data.

Table 17: Beats by Area

Area	Beat
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

Table 18: Patrol Data

	Area 1	Area 2	Area 3	Area 4	Area 5
Number of officers assigned to patrol: 266	1st Watch 15 2nd Watch 16 Late Tac 8 3rd Watch 16 Total 55	1st Watch 17 2nd Watch 16 3rd Watch 16 Total 49	1st Watch 16 2nd Watch 16 3rd Watch 17 Total 45	1st Watch 14 2nd Watch 17 Late Tac 8 3rd Watch 15 Total 54	1st Watch 16 2nd Watch 22 Late Tac 5 3rd Watch 16 Total 59
Number of officers assigned to evening shifts	40	32	33	40	43
Number of officers assigned to CRO* / CRT**	CRO 7 CRT 6	CRO 7 CRT 8	CRO 8 CRT 8	CRO 6 CRT 8	CRO 7 CRT 8
# of open beats not filled by overtime in October	1st Watch: 0 2nd Watch: 2 3rd Watch: 0	1st Watch: 1 2nd Watch: 2 3rd Watch: 0	1st Watch: 0 2nd Watch: 3 3rd Watch: 5	1st Watch: 1 2nd Watch: 0 3rd Watch: 3	1st Watch: 3 2nd Watch: 1 3rd Watch: 3

\*CRO=Community Resource Officer; \*\*CRT = Crime Reduction Team

While open beats have previously been filled primarily by officers on overtime, OPD has implemented measures to reduce such overtime. These measures include use of on-duty personnel from other Patrol Areas to fill open beats. OPD is changing the on-duty days and hours of Early Tactical (Tac) and Late Tac to provide additional overtime reduction.

### **FISCAL IMPACT**

This report is for informational purposes only and does not have a direct fiscal impact or cost. However, decisions to fund additional sworn or non-sworn positions beyond levels approved in the Policy Budget will require additional funding through a budget process.

### **PUBLIC OUTREACH / INTEREST**

OPD continues to actively recruit candidates for the positions of police officer trainee and when required, lateral / post-academy graduate police officer. Recruitment efforts focus on selective language candidates, diversity and Oakland residents throughout the testing and selection process. Staff continues to seek input from community members. Staff is also researching targeted marketing strategies that will assist in ensuring the public is aware of opportunities within the organization. Staff continues to work with community organizations to conduct hiring workshops and seek input on how to remain visible and available within the community.

### **COORDINATION**

This report was reviewed by the Budget Bureau.

### **SUSTAINABLE OPPORTUNITIES**

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

***Environmental:*** There are no environmental opportunities associated with this report.

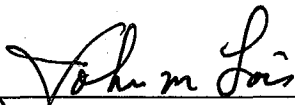
***Social Equity:*** This report provides valuable information to the residents and visitors of Oakland regarding OPD personnel. The Oakland Police Department strives to increase the diversity of its workforce.

**ACTION REQUESTED OF THE PUBLIC SAFETY COMMITTEE**

Staff Recommends That The Public Safety Committee Accept The Oakland Police Department's (OPD) Monthly Informational Report On Recruiting And Sworn Staffing Levels As Of October 31, 2017.

For questions regarding this report, please contact Kiona Suttle, Personnel Manager, OPD Personnel Section, at (510) 238-6971.

Respectfully submitted,

  
\_\_\_\_\_  
(for) Arne E. Kirkpatrick  
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