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OAKLAND

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# AGENDA REPORT

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

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

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

**DATE:** April 26, 2017

City Administrator Approval

Date:

5/10/17

## RECOMMENDATION

**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 March 31, 2017.**

## EXECUTIVE SUMMARY

This informational report provides data on the demographics and staffing levels of OPD sworn and non-sworn employees as well as recruiting and hiring data.

## 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 civilian employees. This report addresses recruitment activities and assignments for both sworn and civilian positions.

## ANALYSIS AND POLICY ALTERNATIVES

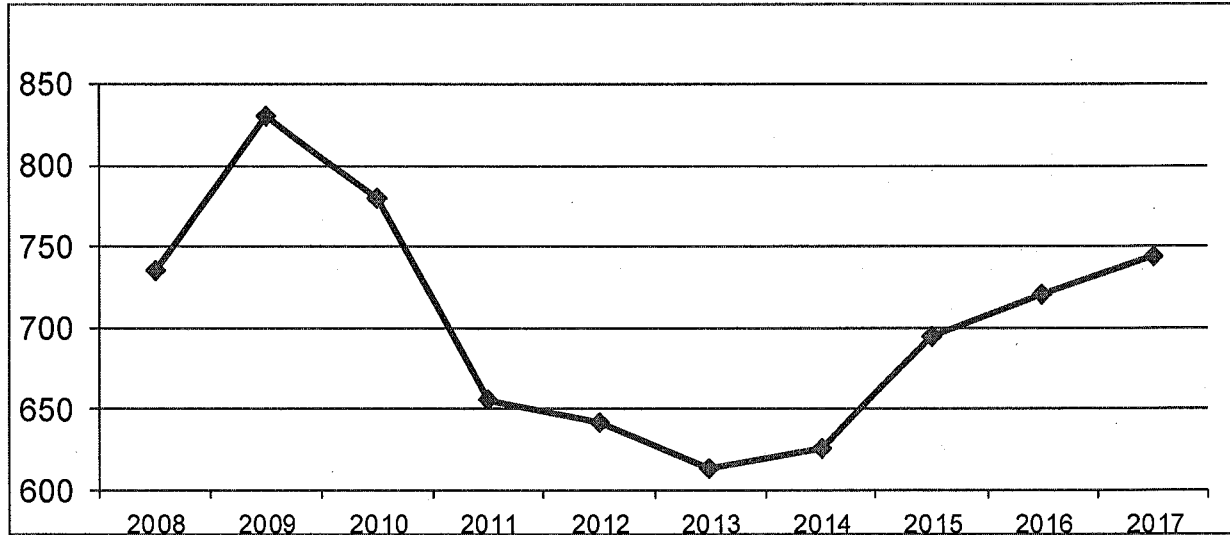
*Table 1: Staffing Levels as of January 1<sup>st</sup>: 2008-2017*

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

Item: \_\_\_\_\_  
Public Safety Committee  
May 23, 2017

Figure 1: Sworn Staffing on January 1<sup>st</sup> of Each Year: 2008-2016



As of March 31, 2017 OPD's actual sworn staffing was 755 sworn officers; the authorized staffing level per the Approved Fiscal Year (FY) 2016-17 Budget is 794 sworn positions. The total of 794 includes 10 officer positions from the 2013 Department of Justice/Community Oriented Policing Services (DOJ/COPS) Hiring Grant; 15 officer positions from the 2014 DOJ/COPS Hiring Grant; 15 officer positions from the 2015 DOJ/COPS Hiring Grant; 15 officer positions from the 2016 DOJ/COPS Hiring Grant; 2 officer positions from the California Office of Traffic Safety Select Traffic Enforcement Program (STEP) Grant; and approximately 65.5 officer positions associated with Oakland's voter approved public safety measure (Measure Z, 2014) (see Page No. 7 for an attrition analysis of sworn officers).

*Demographics – Sworn Staffing*

Figure 2 below shows that as of March 31, 2017, a total of 76 sworn members, or 10.1 percent of sworn staffing, were Oakland residents. Additionally, Table 2 below demonstrates that six Police Officer Trainees (POT) or 21 percent of the 176<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.

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

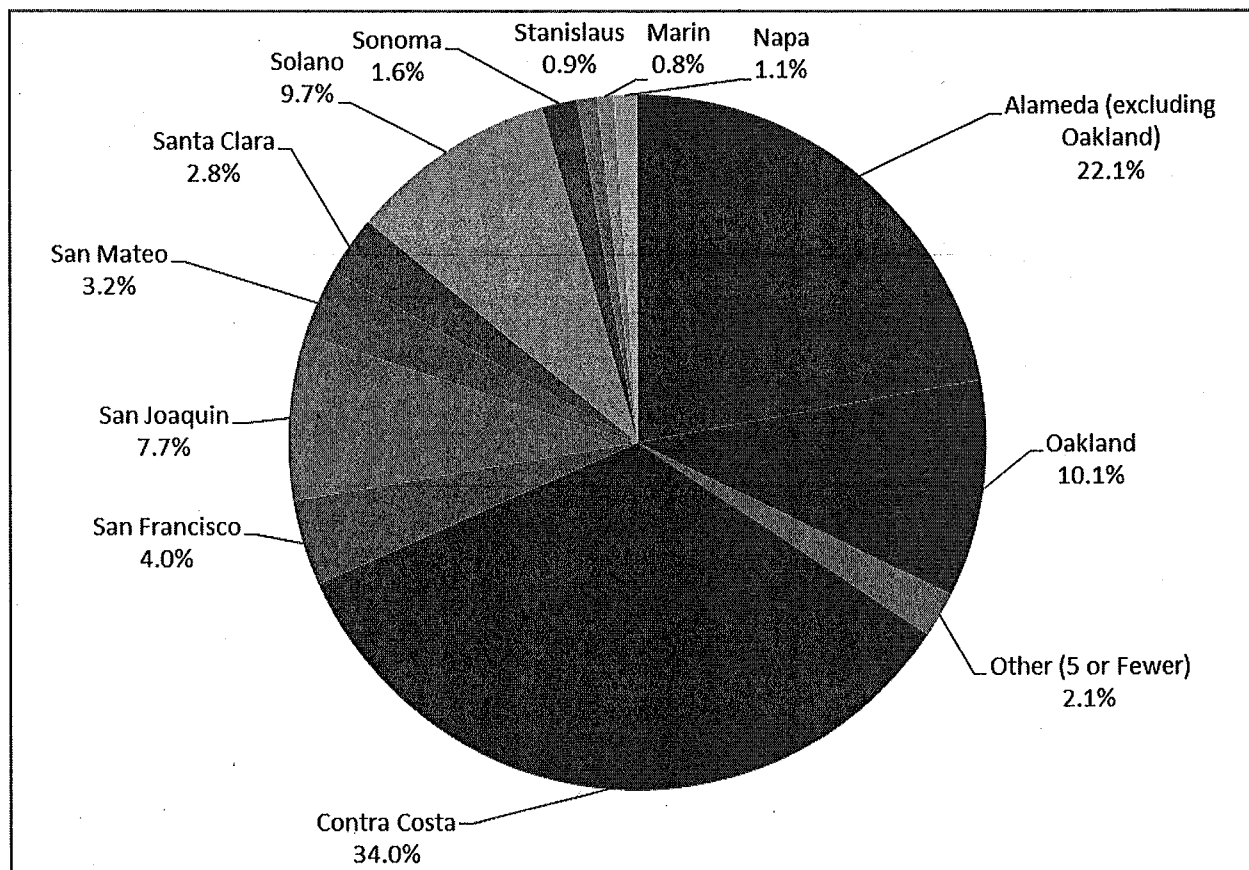


Table 2: OPD's 176<sup>th</sup> Basic Academy

Gender		Ethnicity		Residency		Language		Education	
Female	5	Asian	5	Oakland	6	Chinese	1	High School	2
Male	23	Black	5	Other	22	Spanish	7	Some College	12
		Hispanic	9			Neither	20	Associate's	3
		White	9					Bachelor's	10
								Master's/Above	1
<b>Total</b>	<b>28</b>	<b>Total</b>	<b>28</b>	<b>Total</b>	<b>28</b>	<b>Total</b>	<b>28</b>	<b>Total</b>	<b>28</b>

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

Race	Female		Male	
	Count	Percentage	Count	Percentage
Asian	8	8.25%	92	13.98%
Black	23	23.71%	110	16.72%
Filipino	1	1.03%	15	2.28%
Hispanic	26	26.80%	156	23.71%
Native American	1	1.03%	2	0.30%
Undeclared-Other	2	2.06%	12	1.82%
White	36	37.11%	260	39.51%
Unknown	0	0%	11	1.67%
<b>Total</b>	<b>97</b>	<b>100%</b>	<b>658</b>	<b>100%</b>

Table 4: Ethnicity by Year – All OPD Sworn Staff as of March 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%	17.6%
Asian	16.8%	12.7%	14.4%	15.1%	15.3%
Hispanic	25.4%	21.2%	23.4%	23.7%	24.1%
Other <sup>1</sup>	--	5.3%	3.1%	3.5%	3.8%
Female	14.3% <sup>2,3</sup>	12.0%	11.9%	13.0%	12.8%
Male	85.7% <sup>4</sup>	88.0%	88.1%	87.0%	87.2%

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
3rd Lateral	Dec 9, 2013	4	4 Males	0	0 Cantonese/Mandarin 1 Spanish	2/7/14	4
169 <sup>th</sup>	Dec 30,	55	8 Females	2	0 Cantonese/Mandarin	7/3/14	34

<sup>1</sup> Other includes Unknown, Native American, and Undeclared

<sup>2</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>3</sup> Percent of U.S. law enforcements officers who were female at time of 2007 data

<sup>4</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
	2013		47 Males		13 Spanish		
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	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 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 2016-17 Hiring Plan, as approved in the FY 2015-17 Policy Budget. This data is accurate as of March 31, 2017.

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

Year	2017										2018	
Month	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb
<b>Filled</b>	762	755	749	761	755	749	743	737	731	725	764	758
<b>Attrition</b>	(7)	(6)	(6)	(6)	(6)	(6)	(6)	(6)	(6)	(6)	(6)	(6)
<b>Hires</b>	0	0	18	0	0	0	0	0	0	45	0	0
<b>Ending Filled</b>	755	749	761	755	749	743	737	731	725	764	758	752
<b>Authorized</b>	794	794	794	794	794	794	794	794*	794*	794*	794*	794*
<b>Over (Under) Authorized</b>	(39)	(45)	(33)	(39)	(45)	(51)	(57)	(63)	(69)	(30)	(36)	(42)
<b>Hiring Plan</b>	774	768	762	796	796	790	784	778	772	766	800	794
<b>Over (Under)</b>	(19)	(19)	(1)	(41)	(47)	(47)	(47)	(47)	(47)	(2)	(42)	(42)
<b>New POT Hiring Pipeline</b>	176 <sup>th</sup> Academy (ends May 2017 = 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, 2017.

Table 7: OPD Positions - Authorized and Filled

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	8	-2
	Lieutenant	27	25	-2
	Sergeants	129	116	-13
	Police Officers	622	601	-21
	<b>Total Sworn</b>	<b>794</b>	<b>755</b>	<b>-39</b>
Non-Sworn	Full-time and Part-time	439.58	387.30	-52.28
	<b>Total Personnel</b>	<b>1,233.58</b>	<b>1,142.30</b>	<b>-91.28</b>

Tables 8: Staff Funding Sources for Sworn and Civilian Positions for FY 2016–17

Sworn Positions	FTE	Civilian Positions	FTE
General Fund: General Purpose	667.5	General Fund: General Purpose	392.08
Alameda Co. Vehicle Abatement	1	Alameda Co. Vehicle Abatement	1
Measure Z	65.5	Measure Z	2
Traffic Safety Fund	2	Traffic Safety Fund	20
False Alarm Reduction Program	1	False Alarm Reduction Program	6.5
*COPS 2013	10	US Department of Justice	2
*COPS 2014	15	Workers' Comp. Insurance	2
*COPS 2015	15	Radio/Telecommunications	1
*COPS 2016	15	State of California Other	1
CA OTS STEP	2	Miscellaneous Grants (Cadet)	12
<b>Grand Total</b>	<b>794</b>	<b>Grand Total</b>	<b>439.58</b>

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

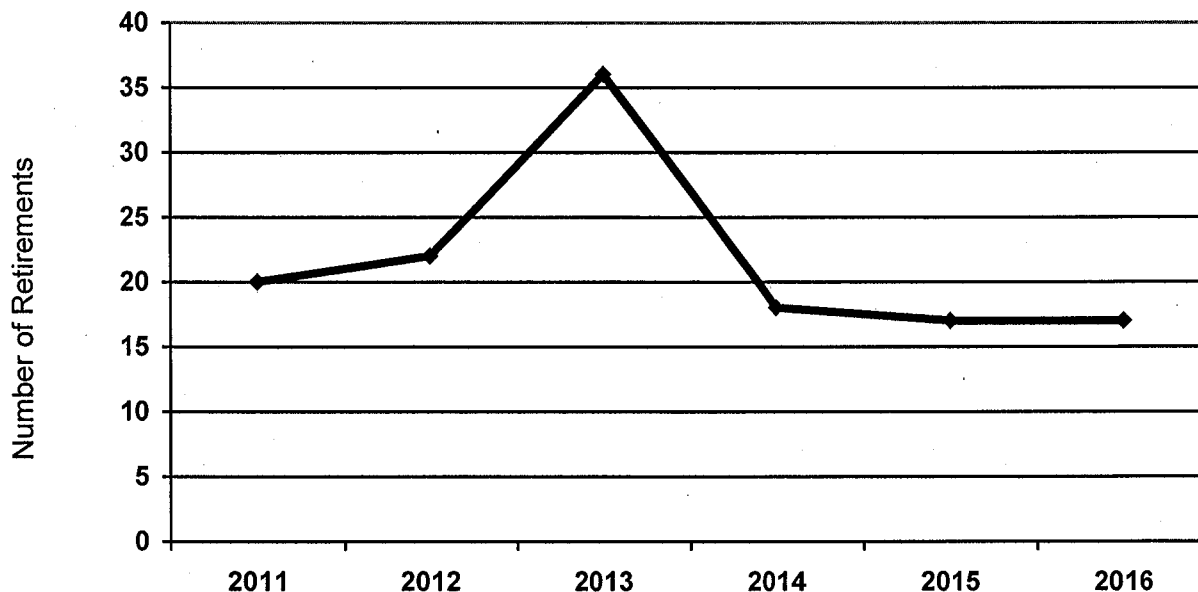
Table 9: Sworn Attrition Data: April 1, 2016 through March 31, 2017

	2016									2017			Total
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	
Disability Retirement	1	2	3	1	1	1	4	2	1	2	1	3	22
Resignation (not during Field Training)	-	4	1	1	1	2	1	4	1	-	-	2	17
Resignation during Field Training	-	-	-	2	1	4	4	-	-	-	-	-	11
Resignation Other Agency	-	-	-	-	-	-	-	1	-	1	-	-	2
Service Retirement	1	1	-	1	-	1	-	3	4	1	1	1	14
Termination	-	1	-	-	-	-	-	-	-	-	-	1	2
Release from Probation during Field Training	-	-	1	-	-	-	1	-	-	1	-	-	3
Deceased	-	-	-	-	-	-	-	-	-	-	-	-	0
<b>Grand Total</b>	<b>2</b>	<b>8</b>	<b>5</b>	<b>5</b>	<b>3</b>	<b>8</b>	<b>10</b>	<b>10</b>	<b>6</b>	<b>5</b>	<b>2</b>	<b>7</b>	<b>71</b>

Table 10: Sworn Attrition Analysis April 1, 2016 through March 31, 2017

Reason for Separation	Average Age at Separation	Number of Separations
Disability Retirement	46.0	22
Resignation (not during Field Training)	35.8	17
Resignation (during Field Training)	30.4	11
Resignation - Other Agency	28.6	2
Service Retirement	51.9	14
Termination	36.1	2
Release from Probation during Field Training	29.8	3
Deceased	N/A	0

Figure 3: Disability Retirements from 2011 to 2016



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 above shows data on disability retirements between 2011 and 2016. 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.



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

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

\* Three POTs graduated from the SF 248 academy on 3/11/16. Forty-four POTs graduated from the 174<sup>th</sup> Academy on 5/20/16. Five POTs graduated from the SF 249 on 6/3/16. Four POTs graduated from the SF 251 on 9/23/16. Five POTs graduated from the SF 252 on 11/4/16. Four POTs graduated from the SF 253 on 12/2/16.

Table 12: Field Training Completion Data

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

Table 13: Current Recruitment – Outreach and Media Activity

Date	Event	Location	Attendees	Inquiries: # And Type
March 2, 2017	CoCo County Sheriff's Academy Graduation	Walnut Creek Convention Center 1280 Civic Dr. Walnut Creek, CA 94596	20	6 POT
March 2, 2017	Job Fair	Royal Sunset Career Day 20450 Royal Ave. Hayward, CA 94541	100	10 Cadet 5 Explorer
March 4, 2017	Physical Training Workshop	OPD Mat Room 455 7th St. Oakland, CA 94607	28	28 POT
March 15, 2017	Career Day and Intern Expo	CSU Fresno 5241 N. Maple Ave. Fresno, CA 93740	400	27 POT
March 15, 2017	Job Fair	Oakland Tech High School 6000 Broadway Oakland, CA 94618	27	27 Explorer

<sup>5</sup> California Peace Officer Commission on Standards and Training

Date	Event	Location	Attendees	Inquiries: # And Type
March 23, 2017	Career Fair	Oakland Charter High School 400 12 <sup>th</sup> St. Oakland, CA 94607	45	20 Cadet 15 Explorer
March 23, 2017	Cesar Chavez Festival	1900 Fruitvale Ave. Oakland, CA 94601	300	14 POT 10 Cadet 2 Explorers
March 26, 2017	Physical Training Workshop	OPD Mat Room 455 7 <sup>th</sup> St. Oakland, CA 94607	39	39 POT

Table 14a: OPD Recruitment Data – Current Academies

Police Hiring Steps: 175th Academy & SFPD 253	Testing/ Time Frame	Total	Percent of Total	Percent Not Advanced	Number of Oakland Residents	Percent of General Total Oakland Residents	Percent of Oakland Residents Not Advanced
Applications Received	7/1/2015-1/22/2016	3017	100%	0%	459	15%	0%
Invited to PAT*		2249	75%	25%	343	11%	25%
Attended PAT	8/8/2015-2/13/2016	1066	35%	65%	192	6%	58%
Invited to Written		877	29%	71%	161	5%	65%
Attended Written	9/14/2015-3/15/2016	657	22%	78%	138	5%	70%
Invited to Oral Interview		501	17%	83%	77	3%	83%
Attended Oral Interview	10/12//2015-4/26/2016	389	13%	87%	62	2%	86%
Referred to OPD on eligibility list	11/4/2015-5/17/2016	254	8%	92%	40	1%	91%
Invited to Academy	4/11/2016 & 7/11/2016	56	2%	98%	9	0.30%	98%
Graduated Academy	12/2/2016 & 1/27/2017	24	1%	99%	4	0%	99%

\*PAT = physical agility test

Table 14b: OPD Recruitment Data – Current Academies

<b>Police Hiring Steps: 176<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	2/1/2016 - 3/18/2016	744	100%	0%	138	19%	0%
Invited to PAT*		631	85%	15%	113	15%	18%
Attended PAT	4/9/2016	218	29%	71%	46	6%	67%
Invited to Written		207	28%	72%	45	6%	67%
Attended Written	5/4/2016	171	23%	77%	29	4%	79%
Invited to Oral Interview		126	17%	83%	26	3%	81%
Attended Oral Interview	6/13-14/2016	102	14%	86%	22	3%	84%
Referred to OPD on eligibility list	7/1/2016 - 10/15/2016	80	11%	89%	15	2%	89%
Invited to Academy	10/31/2016	28	4%	96%	6	0.81%	96%
Graduated Academy	5/19/2017	TBD	TBD	TBD	TBD	TBD	TBD

\*PAT = physical agility test

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	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	6	32
<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: Civilian Vacancies in OPD<sup>6</sup>

Job Classification	Vacancies	FTE Authorized	Date Assigned to DHRM for Hiring	Status
Accountant II	1	2	3/16/16	HRM - Pending job posting. On hold to review Immediate Dispute Resolution (IDR) with union.
Administrative Analyst II	2	15	1/19/17	OPD – Candidate to background on 29 Mar 17.
Business Analyst II	1	1	12/21/16	OPD – Eligible list provided to hiring manager on 28 Mar 17. Waiting to schedule interviews.
Crime Analyst	1	4	3/14/17	HRM – Waiting for analyst to be assigned.
Crime Analyst (ELDE)	1	2	4/11/16	OPD – Funding end date on 30 Jun 17.
Crossing Guard	1	2	Various	HRM – Waiting for analyst to be assigned.
Executive Assistant to Agency Director	1	1	3/8/17	HRM – Job announcement will post from 10 – 21 Apr 17.
Intake Technician (1 Spanish speaking)	1	4	1/21/16	HRM – Position on hold for ADA/FEHA <sup>7</sup> accommodation.
Latent Fingerprint Examiner II	1	5	12/30/16	HRM – Waiting for analyst to be assigned.
Manager, Crime Lab	1	1	10/07/16	HRM – Job announcement will post from 20 Mar – 07 Apr 17.
Neighborhood Services Coordinator Cantonese/Mandarin speaking	2	10	2/23/17	OPD – Hire letter to candidate on 24 Mar 17 for Chinese speaking NSC. Waiting for City Administrator's approval. Requested eligible list for other candidate.
Office Assistant I – NSC (PT)	.50	.50	Various	OPD – Awaiting applications from hiring manager.
Office Assistant I – Personnel	1	1	12/21/16	HRM – Exam plan meeting scheduled for 07 Apr 17.
Parking Control Technician (FTE)	3	27	4/12/17	HRM – One (1) position on hold for ADA/FEHA <sup>7</sup> accommodations. Requisition in approval process for other two (2) positions.

<sup>6</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>7</sup> ADA = American with Disabilities Act; FEHA = California's Fair Employment and Housing Act

Job Classification	Vacancies	FTE Authorized	Date Assigned to DHRM for Hiring	Status
Police Cadet – general funding.	1.5	9	Various	OPD/HRM – Seven (7) candidates to background on Dec 20, 2016. Two (2) candidates non-selected. Four (4) awaiting medical results. One (1) investigator needs extension. Exam scheduled for 01 Apr 17.
Police Cadet – private funding/grant funding	8	12	Various	OPD/HRM – Seven (7) candidates to background on Dec 20, 2016. Two (2) candidates non-selected. Four (4) awaiting medical results. One (1) investigator needs extension. Exam scheduled for 01 Apr 17.
Police Communications Dispatcher	12	63	Various	OPD – Five (5) in background and awaiting medical and character review results. Seven (7) additional names referred to hiring manager on 31 Jan 17. Pending hiring interviews.
Police Communications Dispatcher, Senior	4	4	Not Assigned	HRM - Pending the creation of the draft job spec.
Police Communications Operator	5	11	Various	OPD – As of 10 Mar 17 four (4) candidates in background awaiting medical results and character reviews. Additional names to hiring manager on 06 Feb 17 and waiting for hiring manger to schedule interviews.
Police Program and Audit Supervisor (PAS Unit)	1	2	1/20/17	HRM – Waiting for analyst to be assigned.
Police Property Specialist	1	5	9/17/15	HRM – To the union for discussion on the specification revision. Meeting with Local 1021 is scheduled for 12 Apr 17. Waiting for response from HRM.
Police Records Specialist (One (1) position selective cert. Chinese)	4	53	Various	OPD – Justification to City Administrator's office to hire 2 candidates submitted on 23 Mar 17. Eligible list to hiring manger on 27 Mar 17 for hiring interviews.
Police Records Specialist (ELDE)	1	1	Various	HRM – Eligible list to hiring manger on 27 Mar 17. Waiting to schedule hiring interviews.

Job Classification	Vacancies	FTE Authorized	Date Assigned to DHRM for Hiring	Status
Police Records Supervisor	4	5	3/3/17	HRM – Announcement to open on Mar 20, 2017 and closes on Apr 7, 2017. Restricted eligible list only.
Police Services Technician II	1	59	Not Assigned	HRM – Requisition in approval process.
Project Manager III	1	1	Not Assigned	HRM – Waiting for analyst to be assigned.
Public Services Representative	1	1	8/18/16	HRM – Waiting for analyst to be assigned.

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: 274	1st Watch 17 2nd Watch 16 Late Tac 7 3rd Watch 17 Total 57	1st Watch 16 2nd Watch 17 3rd Watch 16 Total 49	1st Watch 14 2nd Watch 16 Late Tac 7 3rd Watch 16 Total 53	1st Watch 15 2nd Watch 15 Late Tac 8 3rd Watch 15 Total 53	1st Watch 15 2nd Watch 23 Late Tac 8 3rd Watch 16 Total 62
Number of officers assigned to evening shifts	40	33	39	38	47
Number of officers assigned to CRO* / CRT**: 74	CRO 7 CRT 8	CRO 7 CRT 8	CRO 8 CRT 8	CRO 6 CRT 8	CRO 6 CRT 8
# of open beats not filled by overtime in March	1st Watch: 2 2nd Watch: 0 3rd Watch: 2	1st Watch: 2 2nd Watch: 5 3rd Watch: 0	1st Watch: 3 2nd Watch: 0 3rd Watch: 4	1st Watch: 1 2nd Watch: 3 3rd Watch: 6	1st Watch: 6 2nd Watch: 5 3rd Watch: 8

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

Open beats are covered on overtime.



### **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. The paragraph below Table 6 on page six speaks to the uncertainty of two sworn positions currently funded by grant through the California Office of Traffic Safety (OTS).

### **PUBLIC OUTREACH / INTEREST**

The Department 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 Controller's Bureau.

### **SUSTAINABLE OPPORTUNITIES**

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

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

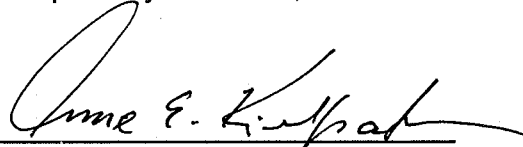
***Social Equity:*** This report provides valuable information to the residents and visitors of Oakland regarding OPD personnel. The Oakland Police Department strives to increase the diversity of its workforce.

**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 March 31, 2017. *Attachment A* to this report provides a detailed Field Training Officer Program Attrition Analysis.

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

Respectfully submitted,



Anne E. Kirkpatrick  
Chief of Police  
Oakland Police Department

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