

# Attachment B – Police Officer Trainee Hiring Data 166<sup>th</sup>-171<sup>st</sup> Oakland Police Department Academies

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<b>166<sup>th</sup> Academy</b>												
<b>Hiring Steps</b>	<b>All Applicants / %*</b>		<b>African American / %*</b>		<b>Asian / %*</b>		<b>Hispanic / %*</b>		<b>Caucasian / %*</b>		<b>Oakland / %*</b>	
	Applications Received	2301	100%	476	21%	455	20%	528	23%	801	35%	282
Invited to Written	2165	94%	431	19%	428	19%	488	21%	778	34%	254	11%
Attended Written	1098	48%	250	11%	259	11%	311	14%	430	19%	155	7%
Invited to Physical Ability	752	33%	143	6%	210	9%	202	9%	349	15%	85	4%
Attended Physical Ability	667	29%	96	4%	156	7%	163	7%	260	11%	77	3%
Invited to Oral Interview	643	28%	89	4%	147	6%	156	7%	256	11%	72	3%
Attended Oral Interview	578	25%	81	4%	137	6%	142	6%	232	10%	63	3%
Selected for Background & Character Review	409	18%	59	3%	70	3%	87	4%	TBD	TBD	48	2%
Invited to Academy	55	2%	8	0.35%	15	0%	9	0%	20	0%	7	0%
Academy Graduation	39	1.6%	5	0.22%	10	0.4%	5	0.2%	17	0.7%	3	0.1%

\* = Percentage of Original Total (2,301 applicants)

## 167<sup>th</sup> Academy

Hiring Steps	All Applicants / %*		African American / %*		Asian / %*		Hispanic / %*		Caucasian / %*		Oakland / %*	
	Applications Received	1805	100%	342	19%	337	19%	455	25%	640	35%	186
Invited to Written	1636	91%	305	17%	302	17%	422	23%	585	32%	165	9%
Attended Written	1011	56%	180	10%	206	11%	268	15%	354	20%	112	6%
Invited to Physical Ability	710	39%	103	6%	148	8%	163	9%	290	16%	59	3%
Attended Physical Ability	516	29%	73	4%	124	7%	124	7%	194	11%	44	2%
Invited to Oral Interview	494	27%	68	4%	116	6%	122	7%	186	10%	42	2%
Attended Oral Interview	414	23%	57	3%	98	5%	104	6%	109	6%	39	2%
Selected for Background & Character Review	231	13%	35	2%	35	2%	46	3%	TBD	TBD	19	1%
Started Academy	51	3%	6	0.06%	12	0.33%	9	0.28%	19	0.00%	6	0.33%
Academy Graduation	36	1.9%	4	0.2%	6	0.3%	5	0.2%	16	0.08%	3	0.17%

\* = Percentage of Original Total (1,805 applicants)

## 168<sup>th</sup> Academy

Hiring Steps	All Applicants / %*		African American / %*		Asian / %*		Hispanic / %*		Caucasian / %*		Oakland / %*	
Applications Received	3824	100%	833	22%	627	16%	1032	27%	1536	40%	415	11%
Invited to Written	3760	98%	742	19%	528	14%	938	25%	1427	37%	371	10%
Attended Written	1347	35%	281	7%	235	6%	356	9%	459	12%	168	4%
Invited to Physical Ability	1275	33%	259	7%	224	6%	342	9%	442	12%	151	4%
Attended Physical Ability	1043	27%	220	6%	195	5%	298	8%	387	10%	133	3%
Invited to Oral Interview	830	22%	148	4%	142	4%	212	6%	329	9%	79	2%
Attended Oral Interview	681	18%	125	3%	117	3%	177	5%	268	7%	66	2%
Selected for Background & Character Review	450	12%	75	2%	63	2%	109	3%	TBD	0%	40	1%
Started Academy	57	1.7%	4	0.12%	8	0.24%	20	0.52%	21	0.54%	6	0.16%
Academy Graduation	47	1.2%	4	0.12%	5	0.13%	16	.41%	17	.44%	0	0%

\* = Percentage of Original Total (3,284 applicants)

## 169<sup>th</sup> Academy

Hiring Steps	All Applicants / %*		African American / %*		Asian / %*		Hispanic / %*		Caucasian / %*		Oakland / %*	
Applications Received	2477	100%	453	18%	472	19%	656	26%	845	34%	271	11%
Invited to Written	2413	97%	435	18%	461	19%	638	26%	830	34%	262	11%
Attended Written	1177	48%	216	9%	234	9%	320	13%	393	16%	145	6%
Invited to Physical Ability	1131	46%	200	8%	220	9%	309	12%	385	16%	138	6%
Attended Physical Ability	982	40%	165	7%	199	8%	274	11%	339	14%	123	5%
Invited to Oral Interview	736	30%	105	4%	156	6%	183	7%	284	11%	76	3%
Attended Oral Interview	572	23%	83	3%	125	5%	150	6%	209	8%	59	2%
Selected for Background & Character Review	382	15%	60	2%	68	3%	93	4%	TBD	0%	35	1%
Invited to Academy	55	2.2%	11	0.44%	3	.07%	18	.72%	15	.6%	3	.12%
Academy Graduation	34	1.3%	5	.2%	3	.12%	12	.48%	11	.44%	2	.08%

\* = Percentage of Original Total (2,477 applicants)

## 170<sup>th</sup> Academy

Hiring Steps	All Applicants / %*		African American / %*		Asian / %*		Hispanic / %*		Caucasian / %*		Oakland / %*	
Applications Received	2101	100%	411	20%	338	16%	609	29%	715	34%	316	15%
Invited to Written	2036	97%	385	18%	320	15%	595	28%	708	34%	267	13%
Attended Written	941	45%	181	9%	163	8%	273	13%	320	15%	194	9%
Invited to Physical Ability	899	43%	167	8%	154	7%	259	12%	312	15%	147	7%
Attended Physical Ability	796	38%	147	7%	139	7%	239	11%	291	14%	113	5%
Invited to Oral Interview	579	28%	88	4%	105	5%	147	7%	239	11%	86	4%
Attended Oral Interview	506	24%	73	3%	88	4%	124	6%	190	9%	55	3%
Selected for Background & Character Review	348	17%	60	3%	57	3%	85	4%	TBD	0%	43	2%
Invited to Academy	60	2.8%	14	.66%	11	.5%	17	.8%	13	.6%	9	.4%
Academy Graduation	35	1.6%	6	.28%	5	.2%	14	.6%	9	.4%	7	.33%

\* = Percentage of Original Total (2,101 applicants)

## 171<sup>st</sup> Academy

Hiring Steps	All Applicants / %*		African American / %*		Asian / %*		Hispanic / %*		Caucasian / %*		Oakland / %*	
Applications Received	2510	100%	554	22%	415	17%	720	29%	751	30%	501	20%
Invited to Written	2416	96%	527	21%	393	16%	690	27%	737	29%	476	19%
Attended Written	1138	45%	228	9%	241	10%	341	14%	326	13%	174	7%
Invited to Physical Ability	1055	42%	204	8%	202	8%	319	13%	311	12%	150	6%
Attended Physical Ability	912	36%	169	7%	185	7%	271	11%	261	10%	127	5%
Invited to Oral Interview	651	26%	99	4%	138	5%	178	7%	224	9%	74	3%
Attended Oral Interview	492	20%	84	3%	111	4%	136	5%	154	6%	60	2%
Selected for Background & Character Review	369	15%	68	3%	79	3%	97	4%	121	5%	42	2%
Started Academy	60	2.3%	12	.47%	10	.39%	15	.59%	17	.67%	15	.59%
Academy Graduation	35	1.4%	11	0.43%	6	.23%	10	.39%	7	.27%	9	.35%

\* = Percentage of Original Total (2,510 applicants)