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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: February 13, 2018

City Administrator Approval

Date:

3/1/18

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 January 31, 2018:

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 January 31, 2018.

BACKGROUND/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 1st: 2009-2018

Year	Sworn Staffing
2009	830
2010	780
2011	656
2012	642
2013	613

Year	Sworn Staffing
2014	626
2015	695
2016	721
2017	744
2018	747

Item: _____
Public Safety Committee
March 13, 2018

Figure 1: Sworn Staffing on January 1st of Each Year: 2009-2018

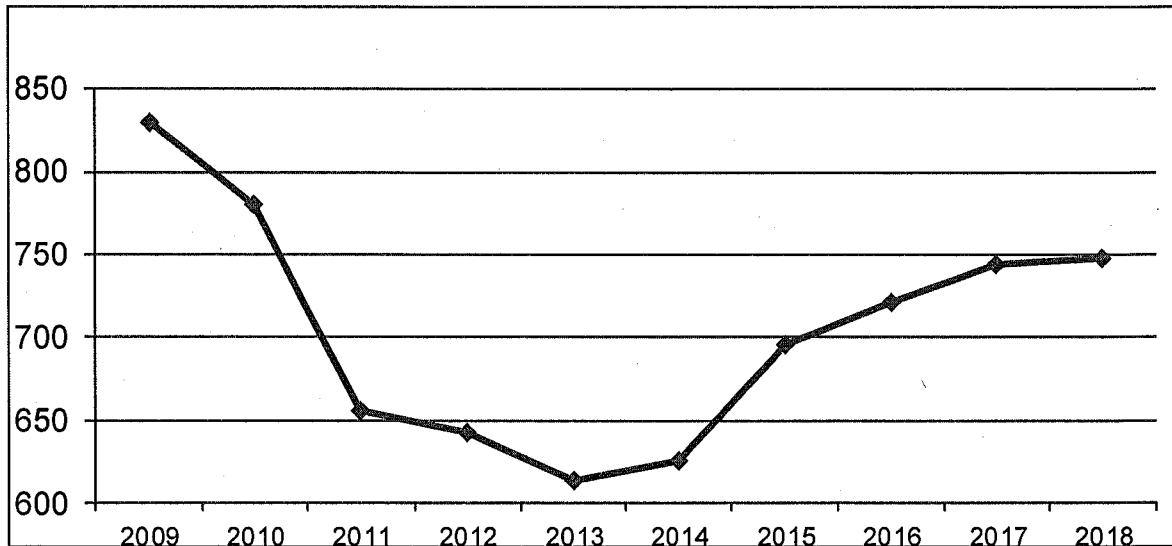


Figure 1 above reflects OPD's sworn staffing as of January 1, 2018 in comparison to the same day in past years. OPD's actual sworn staffing was 743 sworn officers, as of January 31, 2018; the authorized staffing level per the Approved Fiscal Year (FY) 2017-18 Budget is 794 sworn positions. The 794 authorized positions include the following grant-funded positions:

- No¹ officer positions from the 2013 Department of Justice / Community Oriented Policing Services (DOJ/COPS) Hiring Grant;
- 14² officer positions from the 2014 DOJ/COPS Hiring Grant;
- 12³ 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 January 31, 2018, 74 sworn members, or 10 percent of sworn staffing, were Oakland residents. Additionally, Table 2 below demonstrates that three Police Officer Trainees (POT) or 13 percent of the 179th Police Academy were Oakland residents. OPD has prioritized attracting a racially diverse and multilingual workforce of qualified officers that

¹ The 2013 COPS Grant originally funded 10 officer positions.
² The 2014 COPS Grant originally funded 15 officer positions.
³ The 2015 COPS Grant originally funded 15 officer positions.

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.

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

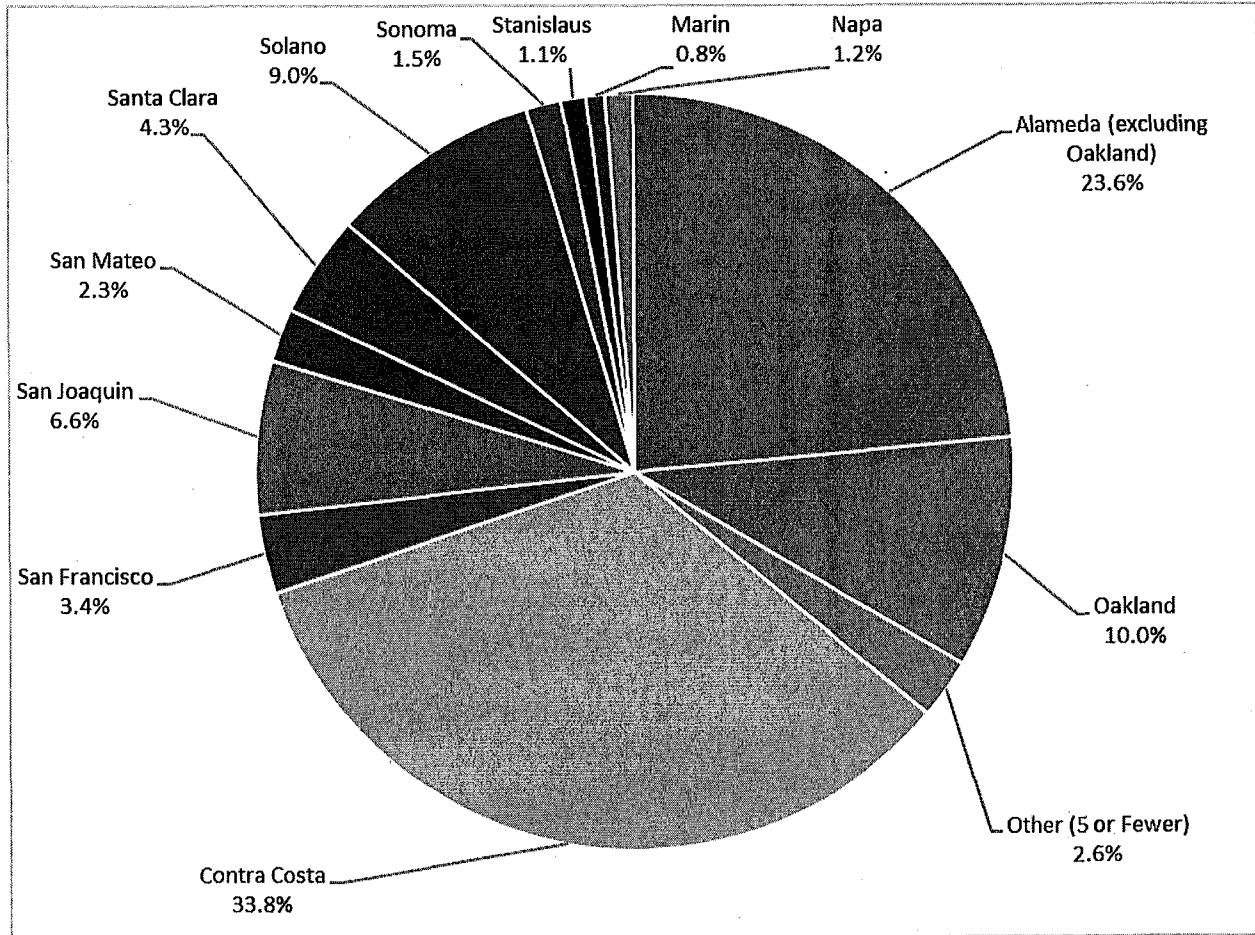


Table 2: OPD's 179th Basic Academy

Gender		Ethnicity		Residency		Language		Education	
Female	1	Asian	6	Oakland	3	Chinese	1	High School	1
Male	23	Black	1	Other	21	Spanish	5	Some College	12
		Hispanic	7			Vietnamese	0	Associate's	2
		White	8			English Only	12	Bachelor's	9
		Other	2			Other	6	Master's/Above	0
Total	24	Total	24	Total	24	Total	24	Total	24

Table 3: Ethnicity and Gender – All OPD Sworn Staff as of January 31, 2018

Race	Female		Male	
	Asian	7	7.22%	91
Black	22	22.68%	107	16.56%
Filipino	1	1.03%	24	3.72%
Hispanic	27	27.84%	156	24.15%
Native American	1	1.03%	3	0.46%
Undeclared-Other	2	2.06%	14	2.17%
White	37	38.14%	251	38.85%
Total	97	100%	646	100%

Table 4: Ethnicity by Year – All OPD Sworn Staff as of January 31, 2018

Race	US 2010 Census-Oakland Pop.	OPD 2015	OPD 2016	OPD 2017	OPD 2018
White	34.5%	40.1%	39.7%	38.8%	38.8%
Black	28.0%	19%	18.0%	17.3%	17.4%
Asian	16.8%	14.4%	15.1%	15.3%	16.6%
Hispanic	25.4%	23.4%	23.7%	24.6%	24.6%
Other ⁴	--	3.1%	3.5%	4.0%	2.7%
Female	14.3% ^{5,6}	11.9%	13.0%	13.0%	13.1%
Male	85.7% ⁷	88.1%	87.0%	87.0%	86.9%

⁴ Other includes Native American, and Undeclared

⁵ 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

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

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

Table 5: Demographic Information on Academies Since 2012

Class	Starting Date	Starting Number	Gender	Oakland Resident	Language	Ending Date	Ending Number
166 th	Sep 12, 2012	57	15 Females 42 Males	7	8 Cantonese/Mandarin 4 Spanish	3/20/13	39
167 th	Mar 25, 2013	51	7 Females 44 Males	6	5 Cantonese/Mandarin 12 Spanish	9/20/13	36
168 th	Sep 30, 2013	57	8 Females 49 Males	6	0 Cantonese/Mandarin 19 Spanish	4/4/14	47
3 rd Lateral	Dec 9, 2013	4	4 Males	0	0 Cantonese/Mandarin 1 Spanish	2/7/14	4
169 th	Dec 30, 2013	55	8 Females 47 Males	2	0 Cantonese/Mandarin 13 Spanish	7/3/14	34
ACSO *	Mar 17, 2014	24	3 Females 21 Males	1	3 Cantonese/Mandarin 3 Spanish	9/23/14	13
170 th	Apr 28, 2014	57	9 Females 48 Males	10	3 Cantonese/Mandarin 10 Spanish	2/3/15	35
4 th Lateral	Sep 22, 2014	7	1 Female 6 Males	0	0 Cantonese/Mandarin 2 Spanish	11/27/14	5
171 st	Sep 29, 2014	60	10 Females 50 Males	15	5 Cantonese/Mandarin 9 Spanish	4/3/15	35
5 th Lateral	Feb 23, 2015	9	9 Males	1	1 Cantonese/Mandarin 0 Spanish	5/1/15	7
172 nd	Apr 27, 2015	58	19 Females 39 Males	15	1 Cantonese/Mandarin 14 Spanish	10/30/15	35
6 th 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 rd	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 th	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 th	Jul 11, 2016	50	7 Females 43 Males	9	3 Cantonese/Mandarin 10 Spanish	1/27/17	24
176 th	Oct 31,	28	5 Females	6	1 Cantonese/Mandarin	5/19/17	17

Class	Starting Date	Starting Number	Gender	Oakland Resident	Language	Ending Date	Ending Number
	2016		23 Males		7 Spanish		
177 th	May 22, 2017	33	5 Females 28 Males	2	0 Cantonese/Mandarin 7 Spanish	12/20/17	11
178 th	Sep 11, 2017	21	7 Females 14 Males	5	0 Cantonese/Mandarin 9 Spanish	3/30/18	Pending
179 th	Jan 8, 2018	24	1 Female 23 Males	3	1 Cantonese/Mandarin 5 Spanish	7/6/18	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 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 a twelve-month period. This data is accurate as of January 31, 2018. Table 7 provides a listing of authorized and filled positions in OPD and Table 8 provides the funding sources for these OPD positions.

Table 6: Actual Sworn Staffing (as of January 31, 2018) and Sworn Staffing Projections

Year	2018											
	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Filled	747	743	737	748	742	736	730	746	740	734	728	722
Attrition	(4)	(6)	(6)	(6)	(6)	(6)	(6)	(6)	(6)	(6)	(6)	(6)
Hires	0	0	17	0	0	0	22	0	0	0	0	45
Ending Filled	743	737	748	742	736	730	746	740	734	728	722	761
Authorized	794*	794*	794*	794*	794*	794*	794*	794*	794*	792	792	792
Over (Under) Authorized	(51)	(57)	(46)	(52)	(58)	(64)	(48)	(54)	(60)	(64)	(70)	(31)
New POT Hiring Pipeline	178 th Academy (ends Mar 2018 = 17 POTs)			179 th Academy (ends Jul 2018 = 22 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 January 31, 2018)

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	123	-6
	Police Officers	622	581	-41
	Total Sworn		794	743
Professional Staff	Full-time and Part-time	382	323.5	-58.5
	Total Personnel	1176	1066.5	-109.5

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	23
*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
Grand Total	794	Grand Total	382

*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 4.3 officers per month (52 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: Feb 1, 2017 through Jan 31, 2018

	2017											2018	Total
	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	
Disability Retirement	1	3	1	-	-	1	2	2	1	2	1		14
Resignation (not during Field Training)	-	2	-	-	1	-	2	1	-	-	1	1	8
Resignation during Field Training	-	-	1	-	3	-	-	-	-	-	-	1	5
Resignation (to other agency)	-	-	-	-	-	-	1	1	1	-	1		4
Service Retirement	1	1	2	2	1	1	2	-	1	-	3	2	16
Termination	-	1	-	-	-	-	-	-	1	-	-	-	2
Release from Probation during Field Training	-	-	-	-	1	1	-	-	-	-	-	-	2
Grand Total	2	7	4	2	6	3	7	4	4	2	6	4	51

Table 10: Sworn Attrition Analysis February 1, 2017 through January 31, 2018

Reason for Separation	Average Age at Separation	Number of Separations
Disability Retirement	46.6	14
Resignation (not during Field Training)	34.9	8
Resignation (during Field Training)	32.3	5
Resignation - Other Agency	34.4	4
Service Retirement	51.9	16
Termination	40.8	2
Release from Probation during Field Training	29.1	2

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 December 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 th	282	85	77	254	155	72	63	48	7	3
167 th	186	59	44	165	112	42	39	19	6	3
168 ^{th*}	415	371	168	151	133	79	66	40	6	6
169 th	271	262	145	138	123	76	59	35	3	2
ACSO	--	--	--	--	--	--	--	--	1	1
170 th	316	267	194	147	113	86	55	43	10	10
171 st	501	337	110	94	77	44	33	25	15	9
172 nd	526	495	281	253	218	145	118	80	15	7
173 rd , SF247	169	156	73	64	53	37	28	22	11	7
174 th , SF248, SF249, SF251, SF252	225	209	91	81	67	36	32	24	13	13

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
175 th , SF253	459	343	192	161	138	77	62	40	9	4
176 th	138	113	46	45	29	26	22	15	6	3
177 th	345	315	191	135	87	78	61	41	2	2
178 th	172	162	53	42	28	28	23	20	5	TBD
179 th	176	160	44	33	33	21	19	10	3	TBD

* Three POTs graduated from the SF 248 academy on March 11, 2016. 44 POTs graduated from the 174th 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

Academy of Origin	Entered Field Training Program	Completed Field Training Program	Still in Field Training Program
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
OPD 177th Basic Academy	11	0	10

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
6 Jan 2018	Practice Physical Ability Test	Merritt College Campus 12500 Canyon Oaks Dr. Oakland, CA 94619	47	47 POT
13 Jan 2018	Physical Training Workshop	Police Administration Building 455 7th St. Oakland, CA 94607	21	21 POT
13 Jan 2018	Written POT Test	South Bay Regional at Coyote Valley 560 Bailey Ave. San Jose, CA 95141	100	100 POT
21 Jan 2018	Physical Training Workshop	Police Administration Building 455 7th St. Oakland, CA 94607	48	48 POT
22 Jan 2018	Barbershop Forum	San Leandro, CA	125	6 POT 3 Cadet 2 Explorer
26 Jan 2018	Diversity Employment Career Fair	Oakland Convention Center 425 10th St. Oakland, CA 94607	250	35 POT 3 Cadet 0 Explorer
27 Jan 2018	Oakland A's Fan Fest	Jack London Square Broadway & Embarcadero Oakland, CA 94607	20,000	115 POT 25 Cadet 19 Explorer

Table 14a: OPD Recruitment Data – 177th Police Academy

Police Hiring Steps: 177 th Academy	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	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	8/16/2016-	296	14%	86%	61	3%	82%

Police Hiring Steps: 177th Academy	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
Interview	1/17/2017						
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	12/20/2017	11	1%	99%	2	0.09%	99%

*PAT = Physical Agility Test

Table 14b: OPD Recruitment Data – 178th Academy

Police Hiring Steps: 178th Academy	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	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 14c: OPD Recruitment Data – 179th Academy

Police Hiring Steps: 179th Academy	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	3/7/2017- 6/9/2017	1198	100%	0%	176	15%	0%
Invited to PAT*		480	40%	60%	160	13%	9%
Attended PAT	5/13/2017- 7/8/2017	280	23%	77%	44	4%	75%
Invited to Written Exam		270	23%	77%	33	3%	81%
Attended Written Exam	5/13/2017- 7/8/2017	270	23%	-7%	33	3%	81%
Invited to Oral Interview		208	17%	83%	21	2%	88%
Attended Oral Interview	6/6/2017- 8/1/2017	159	13%	87%	19	2%	89%
Referred to OPD on Eligibility List	6/27/2017- 8/17/2017	104	9%	91%	10	1%	94%
Invited to Academy	1/8/2018	24	2%	-8%	3	0.25%	98%
Graduated Academy	7/6/2018	TBD	TBD	TBD	TBD	TBD	TBD

Tables 15 below provides regarding OPD's authorized sworn permanent staffing.

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	14	5
Office of the Inspector General					1		1
Intelligence Unit						1	7
Training Division				1	1	3	18
Ceasefire				1	2	6	32
Recruiting and Background Unit						1	8
Bureau of Field Ops: Administration			2			1	
Patrol Area 1				1	3	18	92
Patrol Area 2				1	3	14	62
Patrol Area 3				1	3	12	70
Patrol Area 4				1	3	15	85
Patrol Area 5				1	3	17	89
Support Operations Division				1	1	1	14
Traffic Section					1	4	26
ABAT/Homeless/CIT						2	13
Bureau of Services: Administration			1				
Information Technology							3
Bureau of Investigations			1	1			
Criminal Investigations Division (CID): Special Victims Section					1	6	38
CID: Homicide Section					1	6	10
CID: General Misdemeanor Crimes/ Task Forces & Felony Assault Section					1	4	27
CID: Robbery, Burglary, Section					1	2	16
Evidence Technician Unit						1	4
Total Sworn	1	1	4	10	27	129	622

Table 16: Professional Staff Vacancies in OPD⁸

Classification	Vacancies	FTE Authorized	Date Assigned to HRM ⁹ for Hiring	Status
Account Clerk III	1	1	10/2/17	HRM – HRM will review applications for minimum qualifications the week of 15 Jan 18. There are 69 open and 4 restricted applications. Waiting for HRM to schedule written exam. Eligible list TBD.
Accountant II	1	2	3/16/16	HRM ¹⁰ - Pending job posting. Job specification revision. Meet and confer with union in June 2017. Union is currently backlogged twenty (20) specifications due to union negotiations as of 24 Jan 18.
Business Analyst II	1	1	12/21/16	OPD – Candidate to background 17 Nov 17. Assigned to investigator on 28 Dec 17.
Crime Analyst	1	4	3/14/17	OPD – Candidate to background on 12 Sep 17. Candidate met with investigator on 16 Jan 18. Waiting for background to be completed.
Crime Analyst (ELDE)	1	2	4/11/16	OPD – Background completed. Add/delete was approved and finalized on 17 Jan 18. OPD Personnel Analyst will reach out to candidate for start date once HRM determines if the position will be and ELDE or LDE.
Criminalist I (Grant Funded)	1	1	8/23/17	HRM – Exam plan meeting postponed. Possible re-employment of previous employee. The employee will let OPD know by end of January 2018 of her intentions.
Criminalist III	1	5	7/7/17	OPD – Waiting for hiring

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

⁹ HRM = Oakland Human Resources Management Agency

Classification	Vacancies	FTE Authorized	Date Assigned to HRM ⁹ for Hiring	Status
				manager to approve recruitment.
Crossing Guard (PPT)	1	2	Various	HRM – Waiting for analyst to be assigned.
Crossing Guard (PT)	5	17	Various	HRM – Waiting for analyst to be assigned.
Intake Technician (1 Spanish Speaking)	1	4	1/21/16	HRM – Waiting for analyst to be assigned. Position had been previously on hold due to ADA/FEHA accommodation.
Latent Fingerprint Examiner II	1	5	12/30/16	OPD – Candidate cleared background on 12 Nov 17. Pending hiring requisition. Candidate to start on 29 Jan 18.
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. The revision of job spec was completed mid October 2017. The proposed new spec needs to be submitted to Local 1021. However, there is a backlog of specifications and it will be another month before the union can review.
Police Cadet – private funding/grant funding	6.5	12	Various	OPD/HRM – Three (3) candidates assigned to background investigator on 16 Nov 17, 18 Nov 17 and 06 Dec 17. Two (2) waiting for CORPUS results, one (1) waiting for medical and one (1) still with investigator. One (1) ready to hire but currently attending school in Las Vegas. Twelve (12) candidate tested and eleven (11) passed written test. Next test scheduled for 03 Feb 17.

Classification	Vacancies	FTE Authorized	Date Assigned to HRM ⁹ for Hiring	Status
Police Cadet – General Funding	2.5	9	Various	OPD/HRM – Three (3) candidates assigned to background investigator on 16 Nov 17, 18 Nov 17 and 06 Dec 17. Two (2) waiting for CORPUS results, one (1) waiting for medical and one (1) still with investigator. One (1) ready to hire but currently attending school in Las Vegas. Twelve (12) candidate tested and eleven (11) passed written test. Next test scheduled for 03 Feb 17.
Police Communications Dispatcher	10	63	Various	OPD/HRM – Two (2) candidates in background and assigned to an investigator on 13 Dec 17 and 11 Dec 17. The job announcement is now open continuously. On 18 Jan 17, an eligibility list containing thirty (30) names submitted to Recruiting and Background for background screening. Pending hiring interviews. Sixty (60) candidates will be added to the eligible list as a result of the outcome of the last test. Total of 129 are now on eligible list. Referred one (1) candidate from restricted list to Recruiting and Background on 22 Jan 18. Next test on 06 Mar 07 Mar 2018.
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. OPD needs to determine the use of this position. Meeting with Union on 15 Feb 18.
Police	5	11	Not	OPD – Recruitment pending re-

Classification	Vacancies	FTE Authorized	Date Assigned to HRM ⁹ for Hiring	Status
Communications Operator			Assigned	organization as of 25 Jan 18.
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/HRM – Waiting for HRM to provide direction on processing an add/delete from Police Program and Audit Supervisor to a Police Personnel Operations Supervisor. Waiting for job analysis from hiring manager. Followed up with hiring manager on 09 Jan 18. Waiting for clarification from HRM on what documents are necessary. Clarification email to be sent by HRM on 24 Jan 18. HRM scheduled meeting with SME on 08 Feb 18.
Police Property Specialist	1	5	9/17/15	HRM – Specification revision to the union for discussion several months ago. Meet and confer meetings are backlogged due to union negotiations.
Police Records Specialist (One position selective cert. Chinese)	6	53	Various	OPD/HRM – One (1) candidate referred Recruiting and Background to begin the background process on 18 Jan 18. Five (5) applications to hiring manger on 12 Jan 18.
Police Records Specialist (ELDE)	1	1	Various	OPD – Eligible list to hiring manger on 07 Sep 17. Pending interview date from hiring manager. Hiring manager consulting with Fiscal regarding extending the funding.
Police Services Technician II	5	58	Not Assigned	HRM – Waiting for analyst to be assigned. One (1) position on ADA/FEHA hold as of 23 Oct 17.
Student Trainee	.50	.50	N/A	OPD – Direct Appointment.

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: 263	1st Watch 17 2nd Watch 18 Late Tac 7 3rd Watch 19 Total 61	1st Watch 15 2nd Watch 15 3rd Watch 15 Total 45	1st Watch 14 2nd Watch 16 3rd Watch 16 Total 46	1st Watch 17 2nd Watch 15 3rd Watch 16 Total 48	1st Watch 16 Early Tac 8 2nd Watch 15 Late Tac 8 3rd Watch 16 Total 63
Number of officers assigned to evening shifts	44	30	32	31	39
Number of officers assigned to CRO* / CRT**	CRO 7 CRT 6	CRO 7 CRT 7	CRO 7 CRT 6	CRO 6 CRT 6	CRO 7 CRT 7
# of open beats not filled by overtime in January	1st Watch: 0 2nd Watch: 2 3rd Watch: 1	1st Watch: 1 2nd Watch: 0 3rd Watch: 1	1st Watch: 4 2nd Watch: 2 3rd Watch: 2	1st Watch: 1 2nd Watch: 0 3rd Watch: 0	1st Watch: 1 2nd Watch: 1 3rd Watch: 2

*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.

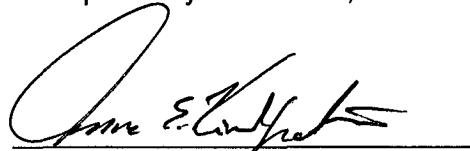
Social Equity: This report provides valuable information to the residents and visitors of Oakland regarding OPD personnel. The Oakland Police Department strives to increase the diversity of its workforce.

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 January 31, 2018.

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

Reviewed by:
Kiona Suttle, Manager
OPD Personnel Section

Bruce Stoffmacher, Legislation Manager
OPD Office of the Chief – Research and Planning

Prepared by:
Antoné Hicks, Police Personnel Ops. Specialist
OPD Personnel Section