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2015 NOV 19 PM 12:56

AGENDA REPORT

TO: Sabrina B. Landreth
City Administrator

FROM: Sean Whent,
Chief of Police

SUBJECT: 30 Day Monthly Police Staffing Report

DATE: November 3, 2015

City Administrator Approval
Approval

Date

11/18/15

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 September 30, 2015.

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

ANALYSIS AND POLICY ALTERNATIVES

Table 1: Staffing Levels as of January 1st: 2000-2015

Year	Sworn Staffing
2000	675
2001	743
2002	732
2003	775

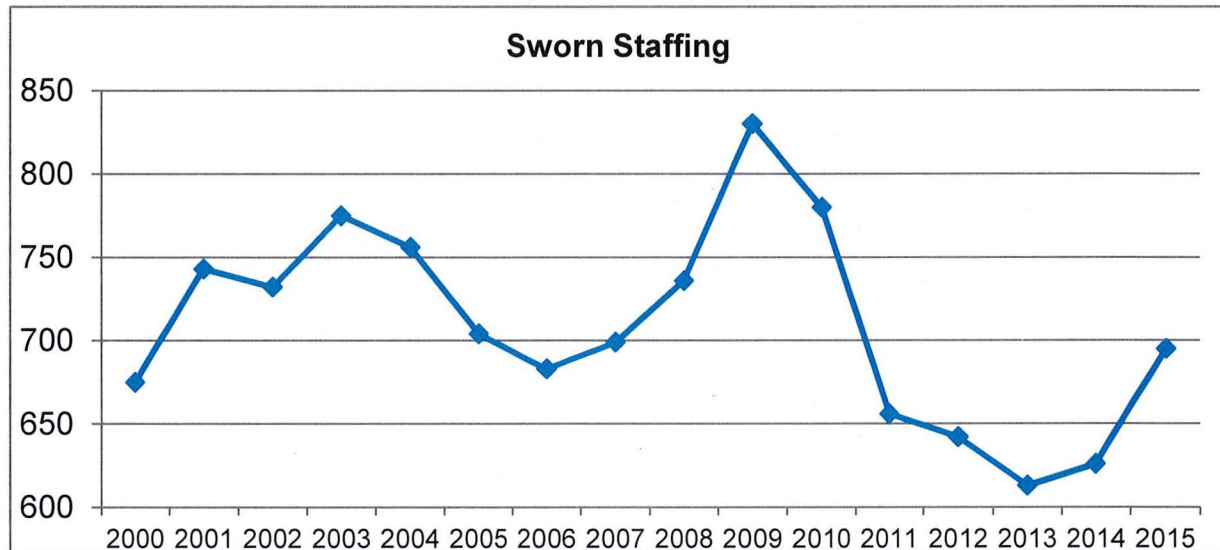
Year	Sworn Staffing
2004	756
2005	704
2006	683
2007	699

Year	Sworn Staffing
2008	736
2009	830
2010	780
2011	656

Year	Sworn Staffing
2012	642
2013	613
2014	626
2015	695

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Figure 1: Sworn Staffing on January 1st: 2000-2015



As of September 30, 2015, OPD’s actual sworn staffing is 705 officers. Per the approved Fiscal Year 2015-2017 Policy Budget, OPD’s FY 2015-2016 budgeted sworn staffing is 722 officers. This total includes 25 officers from the 2011 Department of Justice/Community Oriented Policing Services (DOJ/COPS) Hiring Grant; 10 officers from the 2013 DOJ/COPS Hiring Grant; 15 officers from the 2014 COPS grant; and approximately 63 officers associated with Oakland’s voter approved public safety measures (Measure BB, 2010; Measure Z, 2014).

Demographics – Sworn Staffing

As of September 30, 2015, 52 sworn members and 27 police officer trainees (POT) (see Academy charts below) were Oakland residents. Eight percent of current sworn members are City of Oakland residents. OPD has prioritized attracting a racially diverse and multilingual workforce of qualified officers that includes Oakland residents.

Table 2a: 172nd POT Academy

Gender		Ethnicity		Residency		Language		Education	
Female	19	Asian	9	Oakland	15	Chinese	1	High School	3
Male	39	Black	12			Spanish	14	Some College	22
		Filipino	4					Associates	6
		Hispanic	17					Bachelor	23
		Other	5					Master’s	3
		White	11					PhD	1
Total	58	Total	58	Total	15	Total	15	Total	58

Table 2b: 173rd & San Francisco¹ PD #248 POT Academy

Gender		Ethnicity		Residency		Language		Education	
Female	9	Asian	11	Oakland	12	Chinese	4	High School	4
Male	44	Black	11			Spanish	10	Some College	34
		Filipino	0					Bachelor	15
		Hispanic	13					Master's Above	0
		Other	1						
		White	17						
Total	53	Total	53	Total	12	Total	14	Total	53

Table 3: Ethnicity and Gender – OPD Sworn Staff September 30, 2015

ETHNICITY	Female	%	Male	Percentage
Asian	8	10%	76	12%
Black	20	25%	116	19%
Filipino	2	3%	13	2%
Hispanic	13	16%	149	24%
Native American	1	1%	1	0%
Undeclared-Other	1	1%	2	0%
White	35	44%	255	41%
Unknown	-	--	13	2%
Total	80	100%	625	100%

Actual Staffing and Projections

Table 4: Actual Sworn Staffing (as of September 30, 2015) and Sworn Staffing Projections

Year	2015						2016						
	Month	July	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun
Filled		722	719	714	705	734	728	722	751	745	743	737	776
Attrition		(3)	(5)	(9)	(6)	(6)	(6)	(6)	(6)	(6)	(6)	(6)	(6)
Hires		0	0	0	35	0	0	35	0	4	0	45	0
Ending Filled		719	714	705	734	728	722	751	745	743	737	776	770
Authorized		722	722	722	722	722	722	722	722	722	722	722	722
Over (Under) Authorized		(3)	(8)	(17)	12	6	0	29	23	21	15	54	48
Hiring Plan		719	713	707	741	735	729	763	757	756	750	789	755
Over (Under) Adopted Hiring Plan		0	1	(2)	(7)	(7)	(7)	(12)	(12)	(13)	(13)	(13)	15

¹ OPD currently has a total 13 OPD POTs attending three different SFPD academies. OPD is collaborating with SFPD as per an agreement between the Mayors of Oakland and San Francisco.

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 4 above provides actual and projected sworn staffing for the current FY 2015-2016 Hiring Plan, as approved in the FY 2015-2017 Policy Budget. This data is accurate as of September 30, 2015.

Figure 2: Residency of Sworn OPD Members

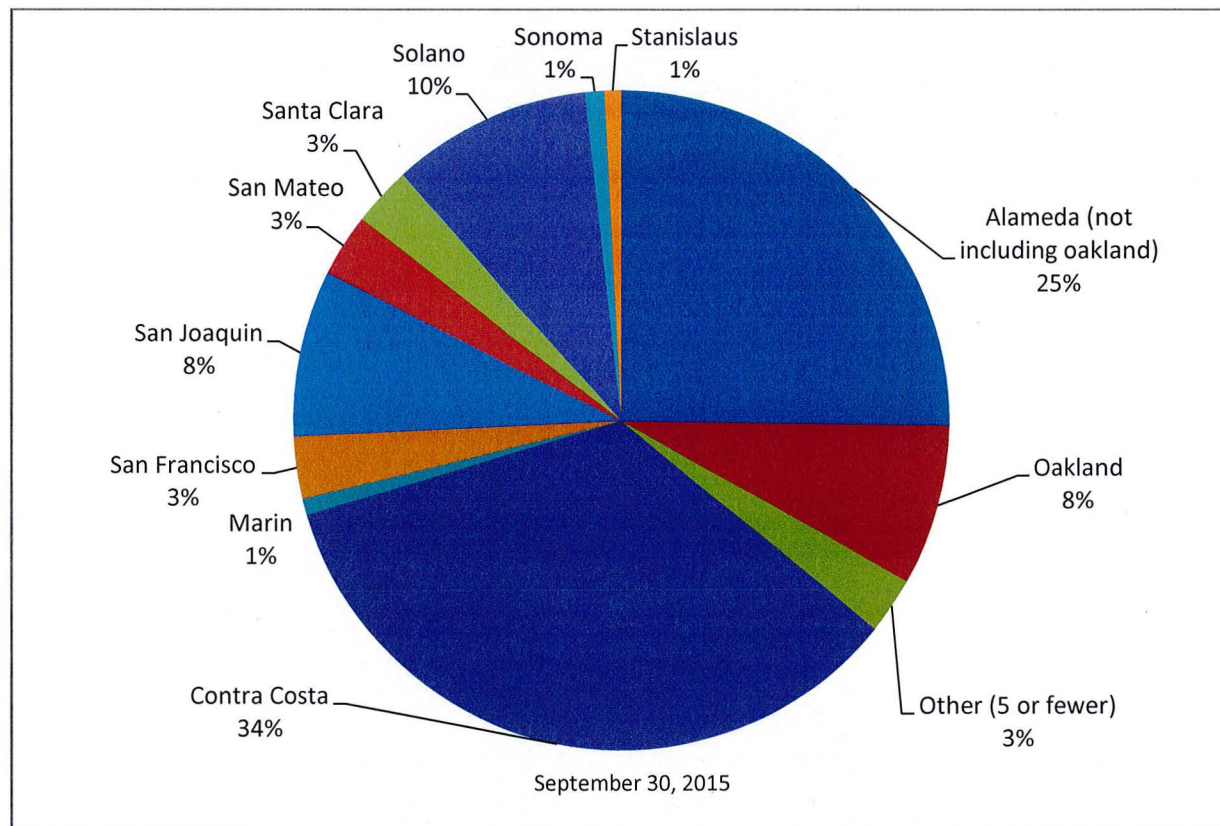


Table 5: Demographics of Sworn OPD Members

Race	US 2010 Census- Oakland Pop.	OPD 2013	OPD 2014	OPD 2015
White	34.5%	43.0%	42.0%	41.1%
Black	28.0%	20.0%	18.8%	19.3%
Asian	16.8%	20.9%	12.7%	11.9%
Hispanic	25.4%	19.0%	21.2%	23.0%
Other *	--	--	5.3%	4.7%
Female	14.3%**	12.0%	12.0%	11.3%
Male	85.7%**	88.0%	88.0%	88.7%

* Other includes Unknown, Native American, and Undeclared; OPD Data as of 9/30/2015

** 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

Table 6: Current Recruitment – Outreach/Media Activity

Practice Physical Ability Test (PAT) Saturday, September 5, 0800 – 1000, Officer O’Reilly & crew. (8 attendees)
Patriots Day assembly Friday, September 11, 0910, Officer D. Gilbert. (75 – 100 elementary student attendees)
CA Commission on Police Officer Standards and Testing (POST) written test workshop at the PAB on Saturday, September 12, 1100 – 1300, Officer S. Brewster. (29 attendees)

Tables 7 and 8: Staff Funding Sources for Sworn and Civilian Positions for FY 2015–2017

Sworn Positions	FTE
General Fund: General Purpose	606
Alameda Co. Vehicle Abatement	1
Measure Z	63
Traffic Safety Fund	2
COPS 2011	25
COPS 2013	10
COPS 2014	15
Grand Total	722

Civilian Positions	FTE
General Fund: General Purpose	394.05
Alameda Co. Vehicle Abatement	1.00
Measure Z	.35
Traffic Safety Fund	15.65
False Alarm Reduction Program	6.50
US Department of Justice	3.00
State of California	1.65
Workers’ Comp. Insurance	2.00
Grand Total	424.2

Table 9: Budget Authorized Positions

Position	Budget Authorized Positions	Authorized	Filled	+/-
Sworn	Chief of Police	1	1	0
	Assistant Chief	1	1	0
	Deputy Chief	4	4	0
	Captain	9	9	0
	Lieutenant	27	25	-2
	Sergeants	124	129	5
	Police Officers	556	536	-20
	Total Sworn	722	705	-17
Non-Sworn	Full-time and Part-time	424.2	398.7	-25.5
	Total Personnel	1146.2	1103.7	-42.5

Table 10: Sworn Attrition Data: October 1, 2014 through September 30, 2015 (12 month average is 5.4%)

	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Total
Disability Retirement	1	4	1		3	1	1			1	2	2	16
Resignation	1	2	1	1	2	2		2		2	1	2	16
Resignation - Other Agency	1	1	1			1		1			1		6
Service Retirement		1	7		2	2	1	2	1		1	2	19
Termination	1	2		1			1					2	7
Deceased												1	1
Grand Total	4	10	10	2	7	6	3	5	1	3	5	9	65

The above table identifies sworn attrition by month and by category from October 2014 through September 2015. During this period OPD was below the projected average monthly attrition. The projection is 6 per month for an annual of 72 and the actual for same 12-month period was 65.

Table 11: Sworn Attrition Analysis October 1, 2014 through September 30, 2015

Reason for Separation	Average Age at Separation	Number of Separations
Disability Retirement	45.5	16
Resignation	31.7	16
Resignation - Other Agency	34.9	6
Service Retirement	50.9	19
Termination	35.8	7
Deceased	31.0	1

Table 12: Attrition of Oakland Residents during the Testing and Hiring Process

Police Hiring Steps – Oakland Residents	166th	167th	168^{th*}	169th	ACSO **	170th	171st	172nd	173rd
Applications Received	282	186	415	271	--	316	501	526	169
Invited to Physical Ability Test (PAT)	85	59	371	262	--	267	337	495	156
Attended PAT	77	44	168	145	--	194	110	281	73
Invited to Written	254	165	151	138	--	147	94	253	64
Attended Written	155	112	133	123	--	113	77	218	53
Invited to Oral Interview	72	42	79	76	--	86	44	145	37
Attended Oral Interview	63	39	66	59	--	55	33	118	28
Background & Character Review	48	19	40	35	--	43	25	80	80
Invited to Academy	7	6	6	3	1	10	15	15	12
Graduated from Academy	3	3	6	2	1	10	9	Pending	Pending

Table 13: Demographic Information on Academies since 2012

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

6th th Lateral	18 May 15	6	6 Males	1	0 Cantonese/Mandarin 0 Spanish	6
SFPD 247 th	8 Jun 15	5	5 Males	0	0 Cantonese/Mandarin 0 Spanish	Pending
173 rd	6 Jul 15	53	9 Females 44 Males	11	4 Cantonese/Mandarin 10 Spanish	Pending
SFPD 248 th	3 Aug 15	5	0 Females 5 Males	1	0 Cantonese/Mandarin 0 Spanish	Pending

Table 14: OPD Recruitment Data – Current Academies

Police Hiring Steps: 172 nd 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	5/12/2014- 12/5/2014	3820	100%	0%	526	14%	0%
Invited to PAT		3687	97%	-3%	495	13%	-6%
Attended PAT	6/14/2014- 12/13/2014	1769	46%	-54%	281	7%	-47%
Invited to Written		1657	43%	-57%	253	7%	-52%
Attended Written	7/8/2014- 1/7/2015	1435	38%	-62%	218	6%	-59%
Invited to Oral Interview		1050	27%	-73%	145	4%	-72%
Attended Oral Interview	8/11/2014- 2/10/2015	799	21%	-79%	118	3%	-78%
Referred to OPD on eligibility list	8/25/2014- 3/4/2015	562	15%	-85%	80	2%	-85%
Invited to Academy	4/27/2015	58	2%	-98%	15	0.39%	-97%
Graduated Academy	10/30/2015	35	1%	-99%	8	0.2%	-99.8%

Table 14 Continued: OPD Recruitment Data – Current Academies

Police Hiring Steps: 173rd Academy & SFPD 248	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	1/5/2015-2/24/2015	1234	100%	0%	169	14%	0%
Invited to PAT		1189	96%	-4%	156	13%	-8%
Attended PAT	2/14/2015-3/14/2015	539	44%	-56%	73	6%	-57%
Invited to Written		512	41%	-59%	64	5%	-62%
Attended Written	3/10/2015-4/9/2015	402	33%	-67%	53	4%	-69%
Invited to Oral Interview		315	26%	-74%	37	3%	-78%
Attended Oral Interview	4/13/2015-5/11/2015	245	20%	-80%	28	2%	-83%
Referred to OPD on eligibility list	5/5/2015-6/1/2015	181	15%	-85%	80	2%	-85%
Invited to Academy	6/8/2015-8/3/2015	63	5%	-95%	12	0.97%	-93%
Graduated Academy	1/8/2016 & 3/4/2016	TBD	TBD	TBD	TBD	TBD	TBD

Table 15: Field Training Data

Academy of Origin	Entered FTO	Completed FTO
OPD 171st Basic Academy	35	30; 1 Pending
6 th POST Lateral Course	6	Pending

Table 16: Sworn Permanent Assignments within OPD

	Chief	Assistant Chief	Deputy Chief	Captain	Lieutenant	Sergeant	Officer
Office of the Chief	1	1					
Public Information Office							2
Internal Affairs Division				1	1	12	3
Office of the Inspector General					1	3	1
Intelligence Unit						1	6
Research & Planning							1
Bureau of Field Ops: Administration			2		1	2	1
Patrol Area 1				0	3	16	89
Patrol Area 2				1	3	12	72
Patrol Area 3				1	3	12	74
Patrol Area 4				1	3	13	72
Patrol Area 5				1	3	15	80
Support Ops Division				1	1	3	8
Traffic Section					1	3	17
Bureau of Services: Administration			1	1			
Communications Section						4	
Training Section					1	2	16
Recruiting and Background Unit						1	4
Information Technology							3
Property/Evidence Unit							2
Bureau of Investigations			1	1			
CID: Special Victims Section					1	5	23
CID: Homicide Section					1	6	7
CID: Misdemeanor Crimes/Task Force					1	4	14
CID: Robbery, Burglary Felony Assault Section					1	3	19
CID: Youth and School Services Section					1	3	15
Ceasefire				1			
Special Invest. Units					1	4	27
Total Sworn	1	1	4	9	27	124	556

*Sworn in FTO training

Table 17: Civilian Vacancies in OPD (As of September 30, 2015 there are 25.5 vacancies – this number excludes positions where staff have been hired but have not started work)

Job Classification	Vacancies	FTE Authorized	Status
Accountant II	1	2	<ul style="list-style-type: none"> HRM/OPD – Pending exam plan and recruitment
Administrative Analyst II (Crime Analyst)	2	6	<ul style="list-style-type: none"> OPD Pending approval of salary and job specifications to create a Crime Analyst position
Administrative Assistant I	1	1	<ul style="list-style-type: none"> HRM – Pending Background
Forensic Technician Grant funded	1	1	<ul style="list-style-type: none"> HRM Pending exam plan
Grant Coordinator	1	1	<ul style="list-style-type: none"> OPD – Pending background
Intake Technicians	3	4	<ul style="list-style-type: none"> HRM: Pending Exam Plan OPD: 2 pending background.
Neighborhood Services Coordinator	1	10	<ul style="list-style-type: none"> HRM Pending testing
Police Cadet	4.5	13.5	<ul style="list-style-type: none"> OPD – Job closed 10/16/15, Pending Testing
Police Evidence Technician	4	20	<ul style="list-style-type: none"> HRM – Pending Testing
Police Dispatchers	3	67	<ul style="list-style-type: none"> OPD: Pending background investigations
Police Operators	1	7	<ul style="list-style-type: none"> HRM – Pending exam plan
Police Personnel Operations Specialist	1	2	<ul style="list-style-type: none"> OPD – Hiring Interviews
Police Property Specialist	1	5	<ul style="list-style-type: none"> HRM – Exam plan scheduled, job posting by 9 Nov 15.
Police Services Manager I – Crime Analysis	1	8	<ul style="list-style-type: none"> OPD – Pending review of 45 applications and hiring interviews

Table 18: 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 19: Patrol Data

	Area 1	Area 2	Area 3	Area 4	Area 5
Number of officers assigned to patrol: 267	1st Watch 18 2nd Watch 17 Late Tac 8 3rd Watch 14 Total 57	1st Watch 16 2nd Watch 17 3rd Watch 16 Total 49	1st Watch 17 2nd Watch 16 3rd Watch 17 Total 50	1st Watch 18 2nd Watch 17 3rd Watch 16 Total 51	1st Watch 18 2nd Watch 18 Late Tac 8 3rd Watch 16 Total 60
Number of officers assigned to evening shifts	39	33	33	33	42
Number of officers assigned to PSO / CRT: 66	CRO 7 CRT 8	CRO 7 CRT 7	CRO 7 CRT 8	CRO 6 CRT 7	CRO 6 CRT 8
# of open beats not filled by overtime in September	1st Watch: 1 2nd Watch: 4 3rd Watch: 1	1st Watch: 0 2nd Watch: 2 3rd Watch: 0	1st Watch: 0 2nd Watch: 2 3rd Watch: 2	1st Watch: 0 2nd Watch: 0 3rd Watch: 2	1st Watch: 4 2nd Watch: 0 3rd Watch: 3

Note: Open beats are covered on overtime.

FISCAL IMPACT

This item 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.

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 has met with several community organizations and received positive

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feedback and useful input on recruiting efforts. Staff is working with community organizations to conduct hiring workshops, to be held at various community organizations' offices, throughout the City.

COORDINATION

The Department coordinates with the Human Resources and Management Department to complete the necessary steps associated with completing an academy.

SUSTAINABLE OPPORTUNITIES

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

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

Social Equity: 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 OPD's monthly information report on recruiting and sworn staffing levels as of September 30, 2015.

For questions regarding this report, please contact Bruce Stoffmacher, Legislation Manager, OPD Research and Planning, at (510) 238-6976.

Respectfully submitted,



Sean Whent
Chief of Police
Oakland Police Department

Prepared by:
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OPD, Office of the Chief, Research and Planning

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