

CITY OF OAKLAND

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OAKLAND

2019 MAY -2 PM 6:53

# AGENDA REPORT

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

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

**SUBJECT:** Quarterly Police Staffing Report

**DATE:** April 15, 2019

City Administrator Approval

Date:

5/1/19

## RECOMMENDATION

**Staff Recommends That The City Council Receive The Oakland Police Department's (OPD) Quarterly Informational Report On Recruiting And Sworn Staffing Levels As Of March 31, 2019.**

## EXECUTIVE SUMMARY

This informational report provides data on the demographics and staffing levels of OPD sworn and professional staff and recruiting and hiring data as of March 31, 2019.

## BACKGROUND/LEGISLATIVE HISTORY

In 2009, the City Council requested a report on staffing levels from OPD to address current staffing for both sworn and professional staff. OPD previously provided this information on a monthly basis; however, effective 2019, the information is being provided on a quarterly basis. This report addresses recruitment activities and assignments for both sworn and professional staff positions.

## ANALYSIS AND POLICY ALTERNATIVES

### **Overview**

Over an eleven-year timespan, OPD sworn staffing levels have gone from a high of 830 officers in 2009 to a low of 613 officers in 2013. The department has been building its numbers since 2013, and as of January 1, 2019, the Department had 749 sworn officers. Table 1 below, provides the sworn staffing data numerically, and Figure 1 below, does so visually.

Item: \_\_\_\_\_  
Public Safety Committee  
May 14, 2019

Table 1: Actual Staffing Levels as of January 1, 2009 through January 1, 2019

	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Sworn Staffing Levels as of Jan. 1	830	780	656	642	613	626	695	721	744	747	749

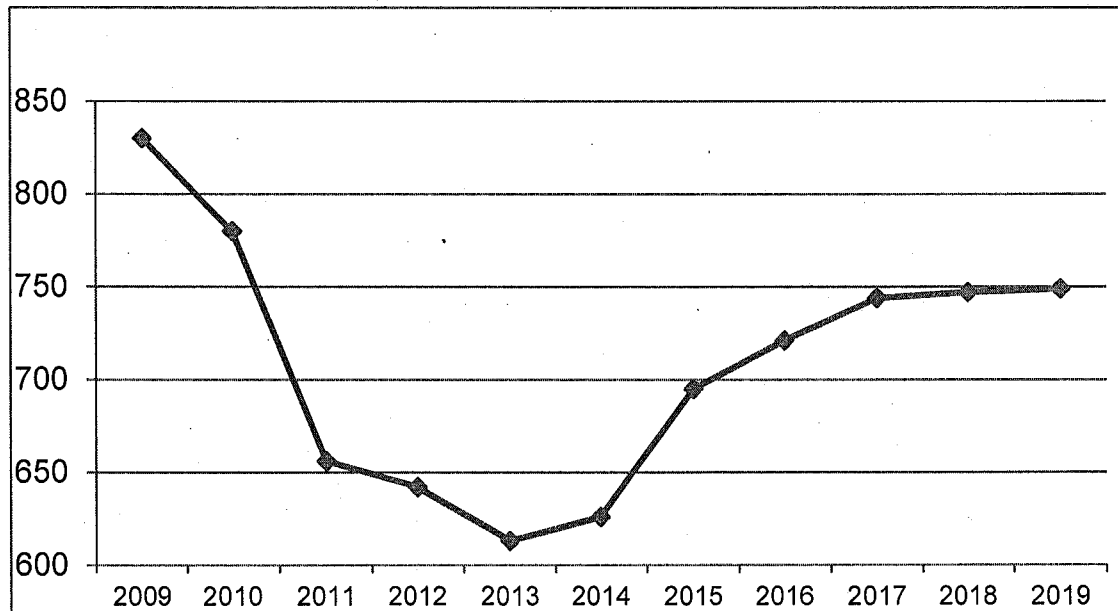


Figure 1: Sworn Staffing on January 1, 2009 through January 1, 2019

On January 1, 2019, actual sworn staffing was 749. However, due to attrition, as of March 31, 2019, the number of sworn officers was 738 (Table 9 provides details).

The authorized staffing level per the Approved Fiscal Year (FY) 2018-19 Budget is 792 sworn positions. The 792 authorized positions include the following grant-funded positions:

- 15 officer positions from the 2015 DOJ/COPS Hiring Grant;
- 15 officer positions from the 2016 DOJ/COPS Hiring Grant; and
- 66 officer positions funded by Measure Z, a public safety measure passed by Oakland voters in 2014.

Tables 9 through 11 of this report provide additional information on funding and officer attrition.

**Demographics – Oakland Residents**

OPD has prioritized attracting a racially diverse and multilingual workforce of qualified officers that includes Oakland residents. Figure 2 below, shows that as of March 31, 2019, 74 sworn members or ten percent (10%) of sworn staffing were Oakland residents. Table 2, below, provides details about the top ten cities where officers live; the greatest percentage live in Oakland.

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

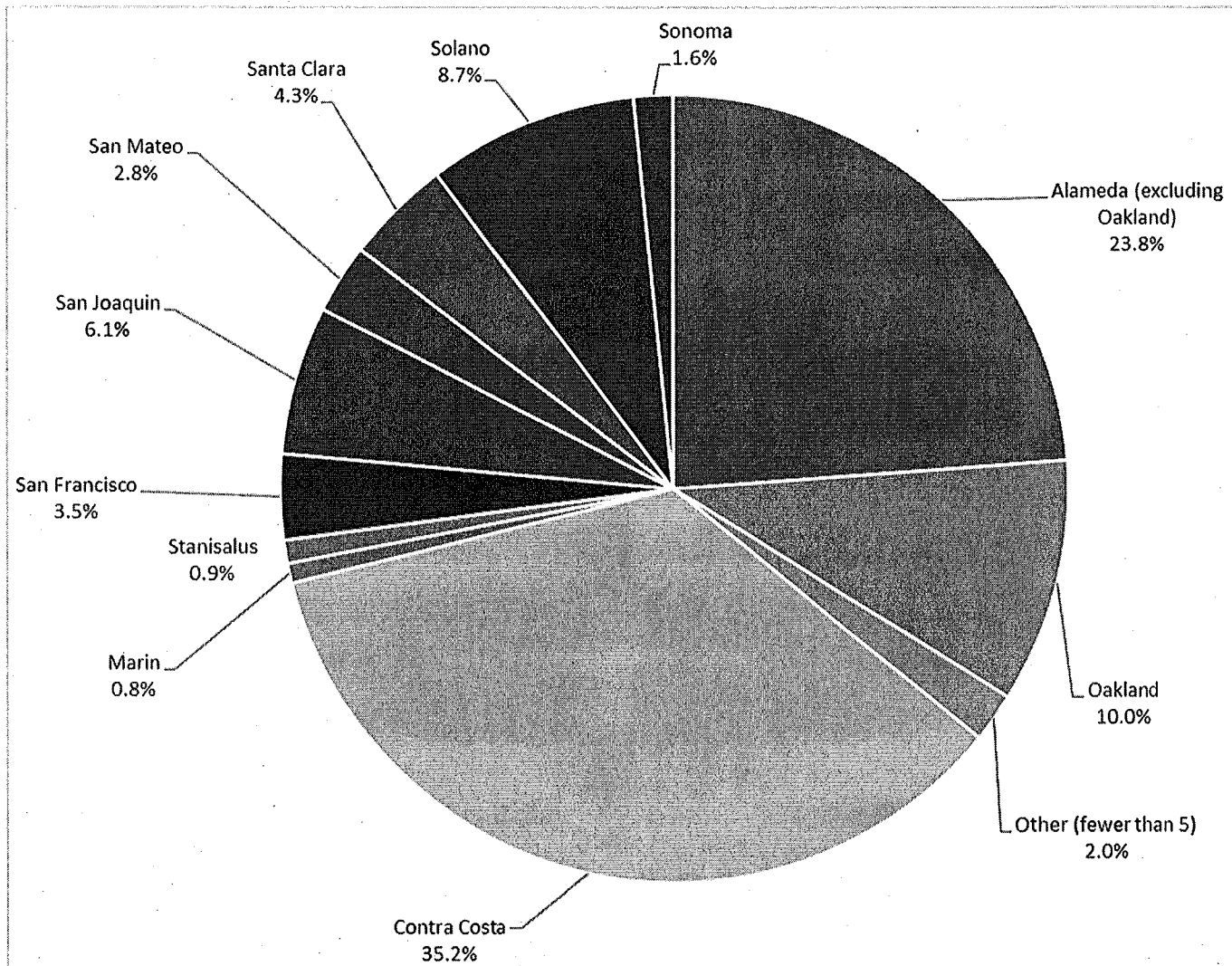


Table 2: Residency by Top 10 Cities, of Sworn OPD Members

City	Count	Department Percentage	City	Count	Department Percentage
Oakland	74	10.3%	San Francisco	26	3.52%
Concord	31	4.2%	Brentwood	25	3.39%
Castro Valley	30	4.07%	Hayward	23	3.12%
San Leandro	29	3.93%	Dublin	22	2.98%
Oakley	27	3.66%	Vallejo	22	2.98%
<b>Total</b>	<b>309</b>	<b>41.87%</b>			

Table 3 below shows that four (4) Police Officer Trainees (POTs) or 10.25% of the 182<sup>nd</sup> Police Academy were Oakland residents.

Table 3: OPDs 182<sup>nd</sup> Basic Academy (OPDs Latest Academy)

Gender		Race/Ethnicity		Residency		Language		Education	
Female	9	Asian	9	Oakland	4	Mandarin	1	Some College	18
Male	30	Black or African American	6	Other	35	Spanish	11	Associate's	2
		Hispanic or Latino	15			English Only	20	Bachelor's	11
		White or Caucasian	7			Other	6	Master's	4
		Other	2			Cantonese	1	High School/GED	4
<b>Total</b>	<b>39</b>	<b>Total</b>	<b>39</b>	<b>Total</b>	<b>39</b>	<b>Total</b>	<b>39</b>	<b>Total</b>	<b>39</b>

**Demographics – Race, Ethnicity, and Gender**

Tables 4 and 5 provide current and past demographic information for all OPD sworn staff.

Table 4: Race/Ethnicity and Gender – All OPD Sworn Staff as of March 31, 2019

Race/Ethnicity	Female		Male	
Asian	7	7.0%	90	14.0%
Black or African American	20	20.0%	106	16.5%
Filipino	1	1.0%	23	3.6%
Hispanic or Latino	31	31.0%	162	25.2%
Native American	1	1.0%	2	0.3%
Undeclared-Other	4	4.0%	13	2.0%
White or Caucasian	36	36.0%	245	38.2%
<b>Total</b>	<b>100</b>	<b>100%</b>	<b>642</b>	<b>100%</b>

Table 5: Race/Ethnicity by Year – All OPD Sworn Staff as of March 31, 2019

Note: "Asian" includes Filipino; "Other" includes Native American and Undeclared

Race/Ethnicity	US 2010 Census-Oakland Pop.	OPD 2016	OPD 2017	OPD 2018	OPD 2019
White	34.5%	39.7%	38.8%	38.4%	37.9%
Black	28.0%	18.0%	17.3%	16.7%	16.9%
Asian	16.8%	15.1%	15.3%	16.9%	16.3%
Hispanic	25.4%	23.7%	24.6%	25.2%	26.0%
Other	--	3.5%	4.0%	2.7%	2.8%

Table 6 shows the gender breakdown and provides a national comparison.

Table 6: OPD Gender Percentages by Year Compared With 2007 National Percentage<sup>1</sup>

Gender	National Percentage, 2007	OPD 2016	OPD 2017	OPD 2018	*OPD 2019
Female	14.3%	13.0%	13.0%	13.0%	13.6%
Male	85.7%	87.0%	87.0%	87.0%	86.4%

\*2019 figure shows all OPD sworn staff as of March 31, 2019

**Actual and Projected Sworn Staffing**

On December 10, 2013, the Oakland City Council passed Resolution No. 84767 C.M.S., which requires the OPD staffing report to 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 7 below provides actual and projected sworn staffing for a twelve-month period. This data is accurate as of March 31, 2019.

Table 7: Actual Sworn Staffing (as of March 31, 2019) and Sworn Staffing Projections

Year	2018		2019									
Month	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct
Authorized	792	792	792	792	792	792	792	792	792	792	792	792
Filled	731	729	750	749	747	742	763	758	753	748	768	763
Attrition	(2)	(1)	(1)	(2)	(5)	(4)	(5)	(5)	(5)	(5)	(5)	(5)
Hires	0	22	0	0	0	25	0	0	0	25	0	0
Ending Filled**	729	750	749	747	742	763	758	753	748	768	763	758
Over (Under) Authorized	(63)	(42)	(43)	(45)	(50)	(29)	(34)	(39)	(44)	(24)	(29)	(34)
New POT Hiring Pipeline	180th Academy (ends Dec 2018 = 24 POTs)		181st Academy (ends Mar 2019 = 30 POTs)									

\*\* Numbers in the "Ending Filled" row provide actual sworn staffing numbers at the close of each month.

<sup>1</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 Departments, 2007)

Table 8 below provides a listing of authorized and filled positions in OPD.

Table 8: OPD Positions - Authorized and Filled Positions (as of March 31, 2019)

Type	Budget Authorized Positions	Authorized	Filled	+/-
Sworn	Chief of Police	1	1	0
	Assistant Chief	1	0	0
	Deputy Chief	4	3	-1
	Captain	10	10	0
	Lieutenant	27	27	-1
	Sergeants	129	116	-11
	Police Officers	620	581	-48
	Total Sworn	792	738	-61
Professional Staff	Full-time and Part-time	*400.00	316.50	72.50
	<b>Total Personnel</b>	<b>1182.00</b>	<b>1055.50</b>	<b>126.50</b>

\*The City Administrator has approved OPD to hire ten (10) Police Communications Dispatchers above it authorized staffing level, which is reflected in the total number of authorized professional staff positions listed above.

**Attrition**

As noted in Table 9 below, OPD experienced an average attrition rate of 3.7 officers per month (45 officers over the 12-month period), which is below the current projected attrition rate of 6 officers per month (72 per year).

Table 9: Sworn Attrition Data: April 1, 2018 through March 31, 2019

	2018									2019			Total
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	
Disability Retirement	1	1	-	1	-	2	-	-	-	-	3	-	8
Resignation (not during Field Training)	3	2	1	1	-	-	-	-	-	-	-	-	7
Resignation during Field Training	-	-	-	-	-	-	1	-	-	-	-	3	4
Resignation (to other agency)	1	-	1	-	1	-	1	-	-	-	-	-	4
Service Retirement	1	1	1	3	1	-	1	2	-	3	2	1	16
Termination	-	-	-	1	1	-	-	-	-	-	-	-	2
Release from Probation during Field Training													
<b>Grand Total</b>	<b>6</b>	<b>4</b>	<b>4</b>	<b>7</b>	<b>3</b>	<b>3</b>	<b>3</b>	<b>2</b>	<b>1</b>	<b>3</b>	<b>5</b>	<b>4</b>	<b>45</b>

\*Updated to accurately reflect attrition

Table 10 provides additional information on the reasons for sworn separations.

Table 10: Sworn Attrition Analysis April 1, 2018 through March 31, 2019

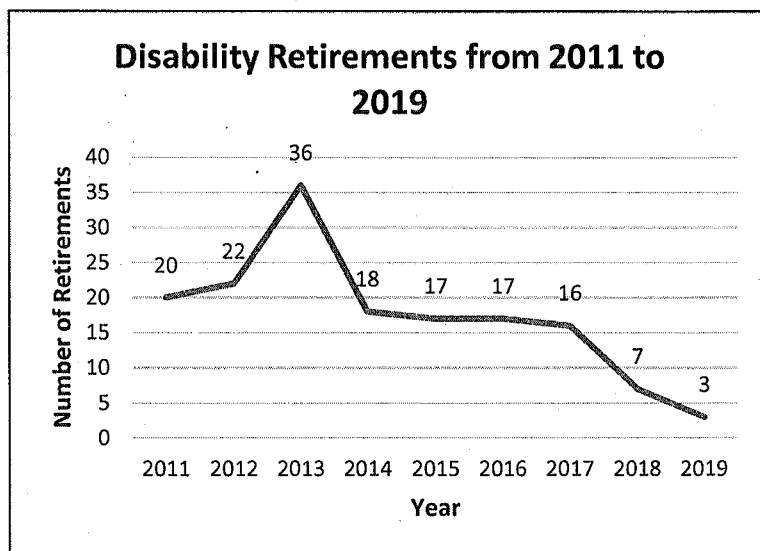
Reason for Separation	Average Age at Separation	Number of Separations
Disability Retirement	49.5	7
Resignation (not during Field Training)	33.7	8
Resignation (during Field Training)	31.0	3
Resignation - Other Agency	30.6	4
Service Retirement	51.3	17
Termination	35.2	2
Release from Probation during Field Training	28.7	4

**Disability/Retirement**

Officers who experience on-duty 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 2019. The data shows that in 2013, annual disability retirements rose to 36 from a prior average of approximately 21. Since 2013, they have decreased to approximately 15 per year. The peak in 2013 was a result of the resolution of outstanding on-assignment injury claims.

Figure 3: Disability Retirements from 2011 to March 31, 2019



**Recruitment**

Tables 11, 12 and 13, below, provide information on recruitments, both outreach and hiring stage data. Table 11 shows the outreach activity that occurred in the month of March 2019. Table 12 provides information for the 179<sup>th</sup> Academy, Tables 13 for the 180<sup>th</sup> Academy, Table 14 for the 181<sup>st</sup> Academy and Table 15 for the current 182<sup>nd</sup> Academy.

*Table 11: Current Recruitment – Outreach and Media Activity*

Date	Event	Location	Attendees	Inquiries: # And Type
2-Mar-19	Practice P.A.T.	12500 Canyon Oaks Dr. Oakland, CA	6	POT 6 Cadet 0 Explorer 0
4-Mar-19	Criminal Justice Class Presentation	Diablo Valley College 321 Golf Club Rd., Room #P-103 Pleasant Hill, CA	35	POT 15 Cadet 5 Explorer 0
5-Mar-19	Meet and Greet	Cal State East Bay 25800 Carlos Bee Blvd. Hayward, CA	40	POT 6 Cadet 0 Explorer 0
6-Mar-19	Career Fair	Envision Academy 1515 Webster St. Oakland, CA	250	POT 8 Cadet 5 Explorer 0
11-Mar-19	Criminal Justice Class Presentation	Diablo Valley College 321 Golf Club Rd., Room #P-102 Pleasant Hill, CA	35	POT 20 Cadet 0 Explorer 0
13-Mar-19	Career Day	Leadership Public School 8601 Macarthur Blvd. Oakland, CA	100	POT 0 Cadet 14 Explorer 27
14-Mar-19	7th Annual All Things Law Expo	San Francisco State University 1650 Holloway Ave San Francisco, CA	150	POT 7 Cadet 2 Explorer 0
16-Mar-19	Evolution Sports Expo	Santa Clara Convention Center 5001 Great America Pkwy. Santa Clara, CA	5,000	POT 37 Cadet 11 Explorer 0
16-Mar-19	Physical Training Workshop	Police Administration Bldg. 455 7th St. Oakland, CA	45	POT 45 Cadet 0 Explorer 0
16-Mar-19	Women in Law Enforcement Workshop	Police Administration Bldg. 455 7th St. Oakland, CA	24	POT 24 Cadet 0 Explorer 0



20-Mar-19	Merritt College Cadet Presentation	Merritt College 12500 Canyon Oaks Dr. Oakland, CA	30	POT 7 Cadet 9 Explorer 0
21-Mar-19	Association for Criminal Justice Research CA Conference	Center for Healthy Communities 2000 Franklin St. Oakland, CA	100	POT 1 Cadet 0 Explorer 0
24-Mar-19	Oakland Marathon	3200 Blk Lakeshore Ave. Oakland, CA	10,000	POT 9 Cadet 2 Explorer 1
27-Mar-19	Government and Policy Careers POP-UP (University of San Francisco)	University of San Francisco 2335 Golden Gate Ave. San Francisco, CA	150	POT 14 Cadet 1 Explorer 0
31-Mar-19	Oral Board Workshop	Police Administration Bldg. 455 7th St. Oakland, CA	45	POT 45 Cadet 0 Explorer 0

Table 12: OPD Recruitment Data – 179<sup>th</sup> Academy

Police Hiring Steps: 179 <sup>th</sup> Academy	Testing/ Time Frame	Total	Percent of Total	Percent Not Advanced	Number of Oakland Residents	Oakland Residents	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	7/27/2018	14	1%	99%	1	0.21%	99%

Table 13: OPD Recruitment Data – 180<sup>th</sup> Academy

Police Hiring Steps: 180 <sup>th</sup> Academy	Testing/ Time Frame	Total	Percent of Total	Percent Not Advanced	Number of Oakland Residents	Oakland Residents	Oakland Residents Not Advanced
Applications Received	7/3/2017- 2/9/2018	2330	100%	0%	308	13%	0%
Invited to PAT*		801	34%	66%	114	5%	63%
Attended PAT	8/29/2017- 3/3/2018	460	20%	80%	81	3%	74%
Invited to Written Exam		575	25%	75%	70	3%	77%
Attended Written Exam	9/16/2017- 3/3/2018	575	25%	75%	70	3%	77%
Invited to Oral Interview		515	22%	78%	57	2%	81%
Attended Oral Interview	10/10/2017- 3/13/2018	402	17%	83%	47	2%	85%
Referred to OPD on Eligibility List	10/19/2017- 3/15/2018	307	13%	87%	37	2%	88%
Invited to Academy	5/21/2018	34	1%	99%	4	0.17%	99%
Graduated Academy	12/14/2018	TBD	TBD	TBD	TBD	TBD	TBD

Table 14: OPD Recruitment Data – 181<sup>st</sup> Academy

Police Hiring Steps: 181 <sup>st</sup> Academy	Testing/ Time Frame	Total	Percent of Total	Percent Not Advanced	Number of Oakland Residents	Oakland Residents	Oakland Residents Not Advanced
Applications Received	3/5/2018- 8/10/2018	1811	100%	0%	252	14%	0%
Invited to PAT*		715	39%	-61%	231	13%	8%
Attended PAT	5/12/2018- 9/8/2018	281	16%	-84%	55	3%	78%
Invited to Written Exam		715	39%	-61%	52	3%	79%
Attended Written Exam	5/12/2018- 9/8/2018	175	10%	-90%	52	3%	79%
Invited to Oral Interview		406	22%	-78%	47	3%	81%
Attended Oral Interview	6/5/2018- 10/2/2018	282	16%	-84%	35	2%	86%
Referred to OPD on Eligibility List	6/12/2018- 10/5/2018	212	12%	-88%	27	1%	89%
Invited to Academy	10/1/2018	33	2%	-98%	6	0.33%	98%
Graduated Academy	3/29/2019	TBD	TBD	TBD	TBD	TBD	TBD

Table 15: OPD Recruitment Data – 182<sup>nd</sup> Academy

Police Hiring Steps: 182 <sup>nd</sup> Academy	Testing/ Time Frame	Total	Percent of Total	Percent Not Advanced	Number of Oakland Residents	Oakland Residents	Oakland Residents Not Advanced
Applications Received	6/8/2018- 12/14/2018	1703	100%	0%	249	15%	0%
Invited to PAT*		646	38%	-62%	70	4%	-72%
Attended PAT	9/8/2018- 1/12/2019	400	23%	-77%	53	3%	-79%
Invited to Written Exam		646	38%	-62%	51	3%	-80%
Attended Written Exam	9/8/2018- 1/12/2019	128	8%	-92%	51	3%	-80%
Invited to Oral Interview		356	21%	-79%	44	3%	-82%
Attended Oral Interview	10/12/2018- 2/5/2019	428	25%	-75%	37	2%	-85%
Referred to OPD on Eligibility List	11/1/2018- 3/24/2019	186	11%	-89%	27	2%	-89%
Invited to Academy	3/25/2019	39	2%	-98%	4	0.23%	-98%
Graduated Academy	9/20/2019	TBD	TBD	TBD	TBD	TBD	TBD

Table 16 below provides information on OPDs authorized sworn permanent staffing.

Table 16: Authorized Sworn Permanent Assignments within OPD

	Chief	Asst. Chief	Deputy Chief	Capt.	Lieut.	Sgt.	Officer	Sum
Office of the Chief	1	1				1		3
Public Information Office							2	2
Internal Affairs Division				1	2	12	5	20
Office of the Inspector General					1		1	2
Intelligence Unit						1	7	8
Training Division				1	1	3	18	23
Ceasefire				1	2	6	32	41
Recruiting and Background Unit						1	8	9
Policy & Publication							1	1
Bureau of Field Ops: Administration			2			1		3
Patrol Area 1				1	3	19	90	113
Patrol Area 2				1	3	13	63	80
Patrol Area 3				1	3	14	70	88
Patrol Area 4				1	3	16	85	105
Patrol Area 5				1	3	17	89	110
Support Operations Division				1	1	1	16	19
Traffic Section					1	4	26	31
ABAT/Homeless/CIT						2	9	11
Bureau of Services: Administration			1					1
Information Technology							3	3
Bureau of Investigations			1	1				2
Criminal Investigations Division (CID): Special Victims Section					1	6	39	46
CID: Homicide Section					1	5	10	16
CID: General Misdemeanor Crimes/ Task Forces & Felony Assault Section					1	4	27	32
CID: Robbery, Burglary, Section					1	2	15	18
Evidence Technician Unit						1	4	5
<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>	<b>792</b>

Table 17, below, shows professional staff vacancies and the status of work being done to fill those vacancies. Please note, DHRM stands for Department of Human Resource Management.

Table 17: Professional Staff Vacancies in OPD

Classification	Vacancies	FTE Authorized	Date Assigned to DHRM for Hiring	Status
Account Clerk II	1	4	12/31/18	OPD – Interview scheduled for 04 Apr 19.
Accountant II	1	2	3/16/16	OPD – Pre-recruitment documents to hiring manager on 28 Mar 19 and pre-recruitment meeting scheduled for 02 Apr 19.
Administrative Analyst II	1	16	9/24/18	OPD – Start date 22 Apr 19.
Administrative Assistant I	1	2	06/07/18	OPD – One (1) candidate referred to background the week of 06 Aug 18.
Crime Analyst (18 Month Duration)	1	2	4/11/16	OPD – A request was made on 21 Mar 19 to ensure the end date for these positions is 30 Jun 19. Fiscal is waiting for a response from Budget.
Criminalist I (Grant Funded)	1	1	8/23/17	OPD - Hiring manager decided to leave position unfilled until January 2020, and will use the remaining funding to purchase acceptable items per the grant.
Criminalist II	1	14	8/4/18	HRM - Waiting for analyst to be assigned.
Criminalist III (Forensic Chemistry)	1	5	7/7/17	OPD – Start date is 06 Apr 19.
Crossing Guard (PPT)	1	2	Various	OPD - Analyst will work to convert positions into FTE once the add/delete moratorium is lifted.
Crossing Guard (PT)	3	17	Various	OPD - Eight (8) candidates in background.

Crossing Guard (PT) Measure BB Funds	7	10	Various	OPD – Eight (8) candidates in background.
Intake Technician	1	4	1/21/16	OPD – Candidate to background on 28 Mar 19.
Latent Fingerprint Examiner II	1	5	04/24/18	HRM – Waiting for analyst to be assigned.
Neighborhood Services Coordinator (Chinese)	1	10	12/11/18	HRM – HRM will survey a near list and provide results the week of 15 Apr 19.
Office Assistant I	1	1	12/21/16	OPD – Once moratorium is lifted an add/delete will be processed to add Courier classification.
Police Cadet – private funding/grant funding	6	12	Various	OPD/HRM - Eight (8) candidates in background. Next test scheduled for 06 Apr 19 and 17 candidates have been invited.
Police Cadet – General Funding	3	9	Various	OPD/HRM - Eight (8) candidates in background. Next test scheduled for 06 Apr 19 and 17 candidates have been invited.
Police Communications Dispatcher (unauthorized for 10 positions)	9	63	Various	OPD – Seven (7) candidates in background.
Police Communications Dispatcher, Senior	2	2	Not Assigned	HRM - Once the moratorium is lifted, an add/delete will be processed to add the Police Communications Dispatcher, Senior classification.
Police Communications Operator	8	11	Not Assigned	OPD – Once the moratorium is lifted an add/delete will be processed to convert these positions to Police Communications Dispatcher.
Police Evidence Technician	2	20	Not Assigned	OPD/HRM – Eligible list to hiring manager 29 Mar 19 for one (1) position. Requisitions for the 2 <sup>nd</sup> position will be processed week of 01 Apr 19.

Police Performance Auditor	1	3	10/2/18	OPD – On 29 Mar 19 analyst asked HRM if there is another classification that will satisfy this vacancy. Waiting for a response.
Police Personnel Operations Specialist	2	3	Not Assigned	OPD – Two (2) candidates to start 20 Apr 19.
Police Program and Audit Supervisor (PAS Unit)	1	2	1/20/17	OPD – As of 29 Mar 19, four (4) candidates have submitted applications.
Police Property Specialist	1	5	9/17/15	OPD – Candidate to background on 03 Apr 19.
Police Records Specialist (One position selective cert. Chinese)	10	53	Various	OPD – Eight (8) in background on various dates.
Police Records Specialist (18 Months Duration)	1	1	Various	OPD – on 21 Mar 19 OPD analyst reached out to Fiscal. Fiscal to get confirmation on the status of the position from Budget to ensure that the position is either general funded or remain ELDE position.
Police Services Manager I	1	5	3/11/19	HRM – Announcement posted to the City website on 22 Mar 19 and will close on 05 Apr 19.
Police Services Technician II	11	59	Not Assigned	OPD – Waiting for interview dates.
Project Manager II (Ceasefire)	1	1	12/27/18	HRM – As of 29 Mar 19 six (6) candidates submitted applications.
Project Manager III	1	1	Not Assigned	HRM – Waiting for analyst to be assigned.

### Sworn Staffing by Area and Patrol Detail

Tables 18 and 19 provide information on beats by area and patrol data.

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: 260	1st Watch: 16 2nd Watch: 17 Late Tac: 8 3rd Watch: 18	1st Watch: 16 2nd Watch: 16 3rd Watch: 16	1st Watch: 16 2nd Watch: 16 3rd Watch: 16	1st Watch: 15 2nd Watch: 16 3rd Watch: 17	1st Watch: 16 Early Tac: 5 2nd Watch: 17 Late Tac: 8 3rd Watch: 16
	Total 59	Total 48	Total 48	Total 48	Total 57
Number of officers assigned to evening shifts	43	32	32	33	41
Number of officers assigned as Community Resource Officers	7	7	8	6	7
Number of officers assigned to the Crime Reduction Team	8	7	6	6	5
Number of open beats not filled by overtime in March	1st Watch: 1 2nd Watch: 0 3rd Watch: 1	1st Watch: 2 2nd Watch: 1 3rd Watch: 1	1st Watch: 1 2nd Watch: 1 3rd Watch: 1	1st Watch: 1 2nd Watch: 4 3rd Watch: 1	1st Watch: 2 2nd Watch: 10 3rd Watch: 1



### 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 lateral police officers. Recruitment efforts focus on selective language candidates, diversity, and Oakland residency 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 obtain 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.

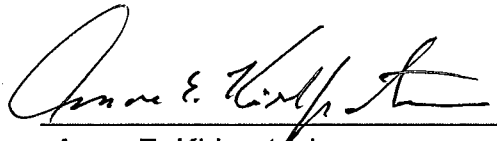
**Social Equity:** This report provides valuable information to the residents and visitors of Oakland regarding OPD personnel. The Oakland Police Department strives to increase the diversity of its workforce.

**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 March 31, 2019.

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

Prepared by:  
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OPD Personnel Section