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AGENDA REPORT

TO: Sabrina B. Landreth
City Administrator

FROM: Anne E. Kirkpatrick
Chief of Police

SUBJECT: Monthly Police Staffing Report

DATE: November 7, 2018

City Administrator Approval

Date:

11/20/18

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 October 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 October 31, 2018.

BACKGROUND/LEGISLATIVE HISTORY

In 2009, the City Council requested a report on staffing levels from OPD to address current staffing levels for both sworn and professional staff. OPD has been providing this information on a monthly basis ever since. This report addresses recruitment activities and assignments for both sworn and professional staff positions.

ANALYSIS AND POLICY ALTERNATIVES

Overview

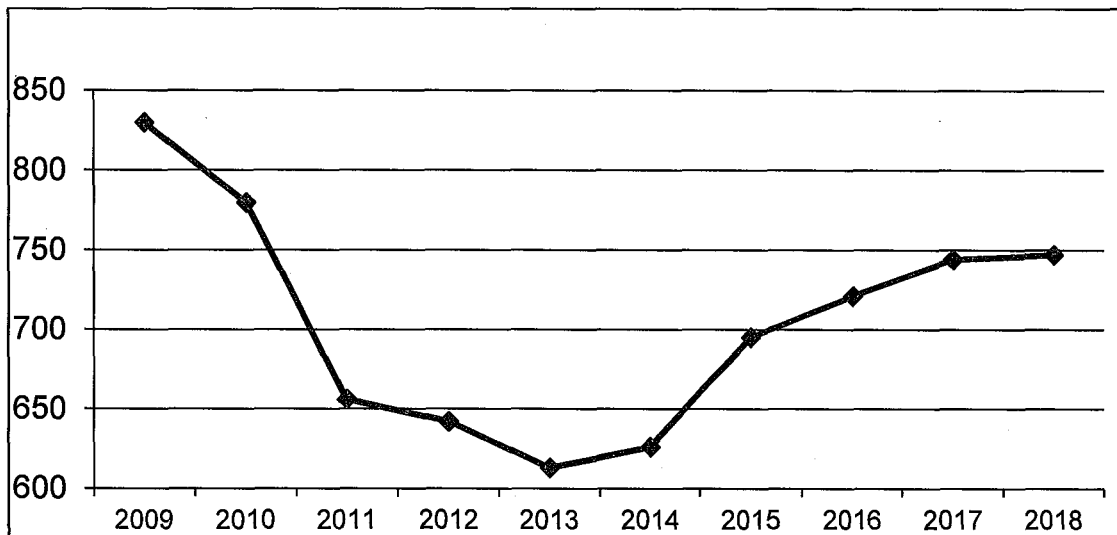
Over a ten-year timespan, Oakland Police Department sworn staffing levels have gone from a high of 830 officers in 2009 to a low of 613 officers in 2013. OPD began increasing staffing in 2013, and as of January 2018, the Department had 747 sworn officers. **Table 1**, below, provides the sworn staffing data numerically, and **Figure 1**, below, does so visually.

Item: _____
Public Safety Committee
December 4, 2018

Table 1: Actual Staffing Levels as of January 1, 2009 through January 1, 2018

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

Figure 1: Sworn Staffing on January 1, 2009 through January 1, 2018



On January 1, 2018, actual sworn staffing was 747. However, due to attrition, as of October 31, 2018, the number of sworn officers was 731 (Table 9 provides details).

The authorized staffing level per the Approved Fiscal Year (FY) 2017-18 Budget is 792 sworn positions. The 792 authorized positions include the following grant-funded positions:

- 12 officer positions from the 2015 DOJ/COPS Hiring Grant (originally funded 15 officer positions);
- 15 officer positions from the 2016 DOJ/COPS Hiring Grant; and
- Approximately 63.5 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 October 31, 2018, 72 sworn members (9.8 percent of sworn staffing) were Oakland residents. Table 2, below, provides details about the top ten cities where officers live. More OPD sworn personnel live in Oakland than any other city.

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

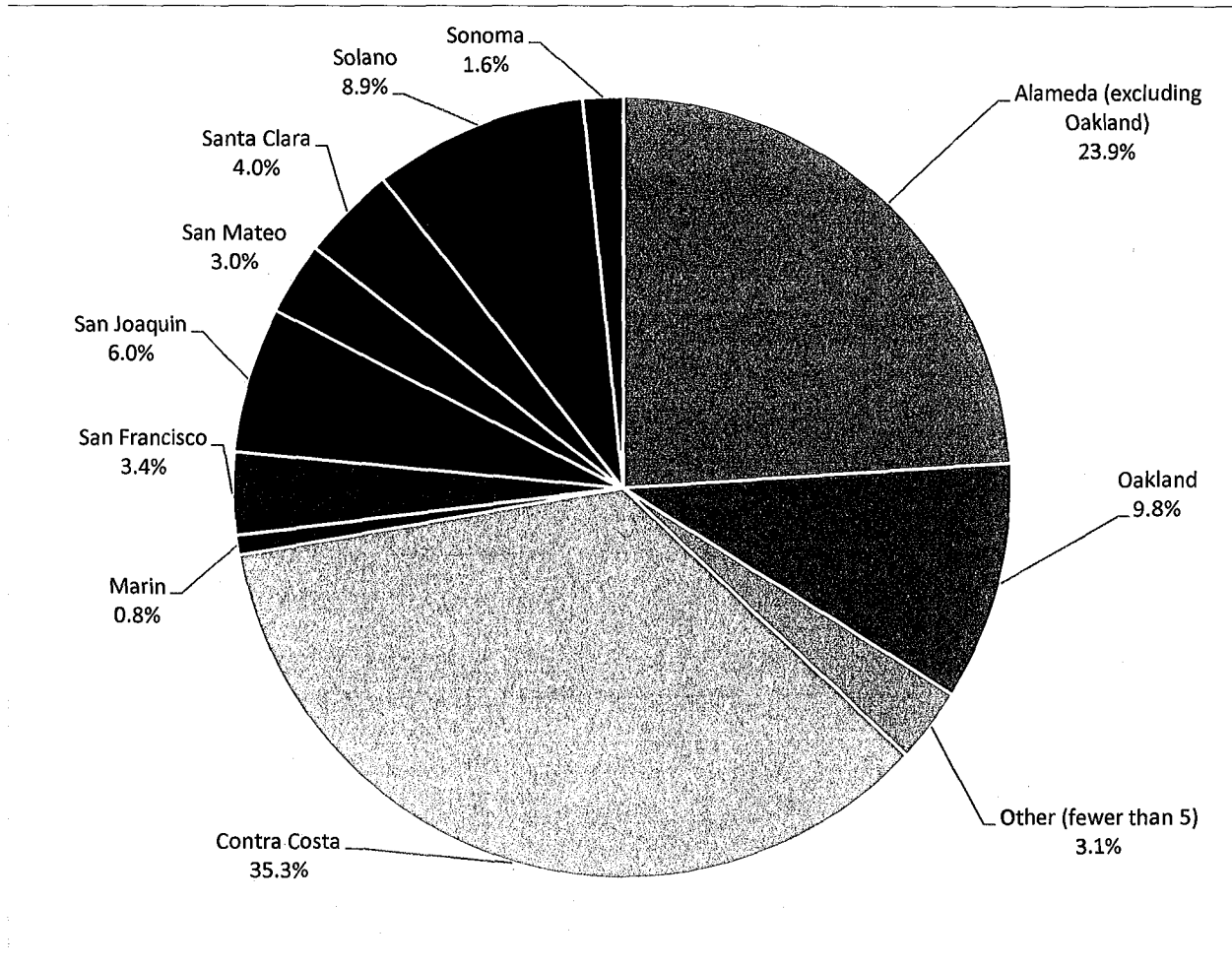


Table 2: Residency by Top 10 Cities, of Sworn OPD Members

City	Count	Department Percentage	City	Count	Department Percentage
Oakland	72	9.8%	San Francisco	25	3.4%
Concord	32	4.4%	Brentwood	25	3.4%
Castro Valley	30	4.1%	Hayward	23	3.1%
San Leandro	28	3.8%	Vallejo	22	3.0%
Oakley	26	3.6%	Dublin	22	3.0%
Total	307	41.60%			

Table 3 below shows that six Police Officer Trainees (POTs) (18 percent of the 181st Police Academy) were Oakland residents.

Table 3: OPD's 181st Basic Academy (OPD's Latest Academy)

Gender		Race/Ethnicity		Residency		Language		Education	
Female	4	Asian	4	Oakland	6	Mandarin	1	Some College	13
Male	29	Black or African American	4	Other	27	Spanish	14	Associate's	6
		Hispanic or Latino	18			English Only	15	Bachelor's	14
		White or Caucasian	6			Other	3		
		Other	1						
Total	33	Total	33	Total	33	Total	33	Total	33

Demographics – Race / Ethnicity / Gender

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

Table 4: Race/Ethnicity and Gender – All OPD Sworn Staff as of October 31, 2018

Race/Ethnicity	Female		Male	
	Count	Percentage	Count	Percentage
Asian	7	7.14%	92	14.53%
Black or African American	20	20.41%	103	16.27%
Filipino	1	1.02%	23	3.63%
Hispanic or Latino	28	28.57%	156	24.64%
Native American	1	1.02%	2	0.32%
Undeclared-Other	3	3.06%	14	2.21%
White or Caucasian	38	38.78%	243	38.39%
Total	98	100%	633	100%

Table 5: Race/Ethnicity by Year – All OPD Sworn Staff as of October 31, 2018

Race/Ethnicity	US 2010 Census-Oakland Pop.	OPD 2015	OPD 2016	OPD 2017	OPD 2018
White	34.5%	40.1%	39.7%	38.8%	38.4%
Black	28.0%	19.0%	18.0%	17.3%	16.8%
Asian	16.8%	14.4%	15.1%	15.3%	16.8%
Hispanic	25.4%	23.4%	23.7%	24.6%	25.2%
Other	--	3.1%	3.5%	4.0%	2.7%

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

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

Table 6: OPD Gender Percentages by Year Compared With 2007 National Percentage¹

Gender	National Percentage, 2007	OPD 2015	OPD 2016	OPD 2017	OPD 2018*
Female	14.3%	11.9%	13.0%	13.0%	13.4%
Male	85.7%	88.1%	87.0%	87.0%	86.6%

* 2018 figure shows all OPD sworn staff as of October 31, 2018.

Actual and Projected Sworn Staffing

On December 10, 2013, the Oakland City Council passed Resolution No. 84767 C.M.S., 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 7 below provides actual and projected sworn staffing for a twelve-month period. This data is accurate as of October 31, 2018.

Table 7: Actual Sworn Staffing (as of October 31, 2018) and Sworn Staffing Projections

Year	2018				2019							
	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep
Authorized	792	792	792	792	792	792	792	792	792	792	792	792
Filled	734	731	725	743	737	731	755	749	743	737	731	760
Attrition	(3)	(6)	(6)	(6)	(6)	(6)	(6)	(6)	(6)	(6)	(6)	(6)
Hires	0	0	24	0	0	30	0	0	0	0	35	0
Ending Filled*	731	725	743	737	731	755	749	743	737	731	760	754
Over (Under) Authorized	(61)	(67)	(49)	(55)	(61)	(37)	(43)	(49)	(55)	(61)	(32)	(38)
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.

¹ 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 October 31, 2018)

Type	Position	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	26	-1
	Sergeants	129	118	-11
	Police Officers	620	572	-48
	Total Sworn	792	731	-61
Professional Staff	All	392	317	-75
	Total	1,184	1,048	-136

Attrition

As noted in Table 9, below, OPD experienced an average attrition rate of 4.4 officers per month (53 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: November 1, 2017 through October 31, 2018

	2017		2018										Total
	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	
Disability Retirement	2	1	-	2	-	1	1	-	1	-	2	-	10
Resignation (not during Field Training)	-	2*	1	3	-	3	2	1	1	-	-	-	13
Resignation during Field Training	-	-	1	2	1	-	-	-	-	-	-	1	5
Resignation (to other agency)	-	-*	-	-	-	1	-	1	-	1	-	1	4
Service Retirement	-	3	2	3	-	1	1	1	3	1	-	1	16
Termination	-	-	-	-	-	-	-	-	1	1	-	-	2
Release from during Field Training	-	-	-	-	-	-	-	1	1	-	1	-	3
Total	2	6	4	10	1	6	4	4	7	3	3	3	53

* Updated to accurately reflect attrition

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

Table 10: Sworn Attrition Analysis Nov 1, 2017 through Oct 31, 2018

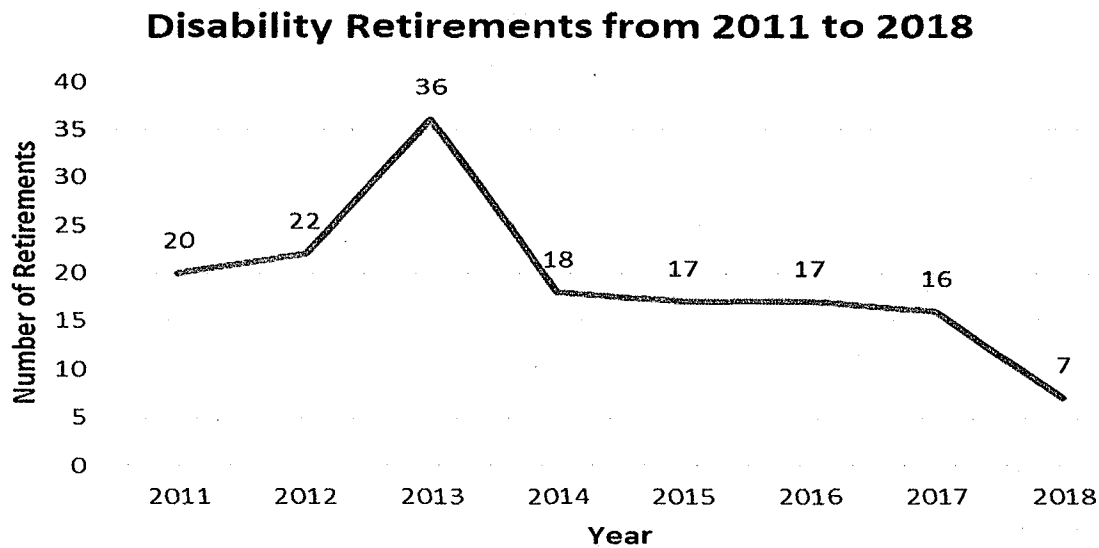
Reason for Separation	Average Age at Separation	Number of Separations
Disability Retirement	46.6	10
Resignation (not during Field Training)	33.4	13
Resignation (during Field Training)	32.6	5
Resignation - Other Agency	30.6	4
Service Retirement	52.3	16
Termination	35.3	2
Release from Probation during Field Training	28.9	3

Disability / Retirement

Officers who experience on-duty injuries may be placed on disability leave or on modified work assignments. 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 personal reasons.

Figure 3 below shows data on disability retirements between 2011 and 2018. 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 17 per year. The peak in 2013 was a result of the resolution of outstanding on-duty injury claims.

Figure 3: Disability Retirements from 2011 to September 30, 2018



Recruitment

Tables 11, 12 and 13, below, provide information on recruitments including outreach and hiring sdata. Table 11 shows the outreach activity that occurred in the month of October of 2018. Table 12 provides information for the 179th Academy, the most recent to graduate. Tables 13 and 14 provides comparable information for the current Academies, the 180th and 181st.

Table 11: Current Recruitment – Outreach and Media Activity

Date	Event	Location	Attendees	Inquiries: # And Type
04 Oct 2018	Criminal Justice Career Fair	Cal State East Bay 25800 Carlos Bee Blvd. Hayward, CA	900	21 POT 9 Cadets
06 Oct 2018	Practice PAT workshop	Merritt College 12500 Canyon Oaks Dr. Oakland, CA	12	12 POT
06 Oct 2018	Black Cowboy parade	Defremery Park 1800 Blk of Adeline Street Oakland, CA	0	0 POT 0 Cadet
07 Oct 2018	Fleet Week	Pier 39 San Francisco, CA	800	17 POT 9 Cadet 5 Explorer
09 Oct 2018	Career fair	Merritt College 12500 Canyon Oaks Dr. Oakland, CA	400	19 POT 12 Cadet 2 Explorer
15 Oct 2018	Barbershop Forum	Cal State East Bay 25800 Carlos Bee Blvd. Hayward, CA	40	5 POT
17 Oct 2018	Career Fair	Sacramento State Univ. Criminal Justice 6000 J Street Sacramento, CA	50	6 POT
18 Oct 2018	Career Fair	Sacjobs 5411 Luce Ave. McClellan Park, CA	300	26 POT
20 Oct 2018	PT Workshop	OPD 455 7 th Street Oakland, CA 94607	300	26 POT

Table 12: OPD Recruitment Data – 179th Academy

Hiring Steps: 179 th Academy	Testing/ Time Frame	Total	Percent of Total	Percent Not Advanced	Oakland Residents (Number)	Oakland Residents (Percent)	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 – 180th Academy

Hiring Steps: 180 th Academy	Testing/ Time Frame	Total	Percent of Total	Percent Not Advanced	Oakland Residents (Number)	Oakland Residents (Percent)	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 – 181st Academy

Police Hiring Steps: 181st Academy	Testing/ Time Frame	Total	Percent of Total	Percent Not Advanced	Oakland Residents (Number)	Oakland Residents (Percent)	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 below provides information on OPD's authorized sworn permanent staffing.

Table 15: Authorized Sworn Permanent Assignments within OPD

	Chief	Asst. Chief	Deputy Chief	Captain	Lieutenant	Sergeant	Officer	Total
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	1	6	32	40
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	92	115
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	18	89	111
Support Operations Division				1	1	1	16	19
Traffic Section					1	4	24	29
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 Crimes, Task Forces & Felony Assault Section					1	4	27	32
CID: Robbery & Burglary Section					1	2	15	18
Evidence Technician Unit						1	4	5
Total Sworn	1	1	4	10	27	129	620	792

Table 16, below, shows professional staff vacancies and the status of work being done to fill those vacancies. (Note: DHRM means the Department of Human Resource Management).

Table 16: Professional Staff Vacancies in OPD

Classification	Vacancies	FTE Authorized	Date Assigned to DHRM for Hiring	Status
Account Clerk II	1	4	2/15/18	OPD – Background investigation was due on 19 Oct 18. Contacted the Recruiting and Background Unit on 31 Oct 18 and the background will be completed the week of 05 Nov 18.
Accountant II	1	2	3/16/16	HRM – Specifications were prepared for the union to review the week of 15 Oct 18. Waiting for response from the union.
Administrative Analyst II	1	17	9/25/18	OPD – Received eligible list from HRM on 25 Sep 18 As of 31 Oct 18, waiting for hiring manager to conduct interviews.
Administrative Assistant I	1	2	06/07/18	OPD – Names from eligible list forwarded to hiring manager on 11 Oct 18. Waiting for hiring manager to schedule interviews.
Business Analyst III	1	1	6/25/18	HRM – Exam plan meeting scheduled for 01 Nov 18.
Crime Analyst	2	5	7/19/18	OPD – Went to background on 23 Oct 18. Awaiting scheduling of background processing appointment.
Crime Analyst (18 Month Duration)	1	2	4/11/16	OPD – Went to background on 23 Oct 18. Awaiting scheduling of background processing appointment
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	Not Assigned	OPD - Pending submission of selective certification form from hiring manager. Also, pending the unfreezing of two (2) additional Criminalist II positions using the add/delete process.
Criminalist III (Forensic Chemistry)	1	5	7/7/17	HRM – Four (4) candidates from open eligible list and three (3) candidates from the restricted list have met

Classification	Vacancies	FTE Authorized	Date Assigned to DHRM for Hiring	Status
				minimum qualifications. Oral interviews scheduled for 31 Oct 18. Waiting for results from hiring manager.
Crossing Guard (PPT)	1	2	Various	OPD - Analyst working to convert positions into FTE.
Crossing Guard (PT)	3	17	Various	OPD - Two (2) candidates in background and two (2) awaiting approval from the Budget Office.
Crossing Guard (PT) Measure BB Funds	7	10	Various	OPD - Two (2) candidates in background and two (2) awaiting approval from Budget Office.
Forensic Technician	1	1	Not Assigned	OPD- Position will be filled by switching current staff from the grant funded Forensic Technician to the general funded position effective January 2019.
Intake Technician (1 Spanish Speaking)	1	4	1/21/16	HRM - Waiting for analyst to be assigned.
Latent Fingerprint Examiner II	1	5	04/24/18	HRM - Waiting for requisition to be approved.
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 the job specifications were completed mid October 2017. The proposed new specification needs to be submitted to Local 1021. However, there is a backlog of specifications. Waiting to hear from HRM.
Police Cadet - private funding/grant funding	5.5	12	Various	OPD/HRM - Six (6) candidates in background and one (1) started on 22 Oct 18.
Police Cadet - General Funding	3	9	Various	OPD/HRM - See above for Police Cadet - private funding/grant funding.
Police Communications Dispatcher	4	63	Various	OPD - Eighteen (18) candidates in backgrounds.

Classification	Vacancies	FTE Authorized	Date Assigned to DHRM for Hiring	Status
Police Communications Dispatcher, Senior	4	4	Not Assigned	HRM - Was presented to the Finance & Management Committee for salary ordinance amendment on 23 Oct 18. Pending response from HRM.
Police Communications Operator	7	11	Not Assigned	OPD – Add/delete packet forwarded to the Budget Office August 8, 2018. Pending review and approval by the Budget Office. After approval from the Budget Office the packet will go to HRM for further processing.
Police Performance Auditor	1	3	Not Assigned	HRM – Waiting for analyst to be assigned.
Police Personnel Operations Specialist	1	2	Not Assigned	HRM – Waiting for analyst to be assigned.
Police Property Specialist	1	5	9/17/15	HRM – Waiting for analyst to be assigned.
Police Records Specialist (One position selective cert. Chinese)	8	53	Various	OPD – Received eligible list on 03 Oct 18 and waiting for hiring manager to schedule interviews.
Police Records Specialist (18 Months Duration)	1	1	Various	OPD – Received eligible list on 03 Oct 18 and waiting for hiring manager to schedule interviews.
Police Services Technician II	10	58	Not Assigned	HRM – Waiting for analyst to be assigned. FEHA hold placed on one (1) position effective 01 Mar 18. Awaiting status of FEHA hold from Risk Management Agency.
Project Manager (IACP Grant Expires 20 Sep 19)	1	1	N/A	HRM – Will fill with ELDE. Waiting for leave of absence to be approved.
Project Manager II – Ceasefire	1	1	Not Assigned	OPD – Analyst completing selective certification form. Once form is approved, recruitment requisition will be submitted.
Project Manager III	1	1	Not Assigned	HRM – Waiting for analyst to be assigned.
Student Trainee	.50	.50	N/A	OPD – Pending hiring requisition approval. Tentative hire date 17 Nov 18.

Sworn Staffing by Area and Patrol Detail

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: 257	1st Watch: 16 2nd Watch: 17 Late Tac: 6 3rd Watch: 18	1st Watch: 14 2nd Watch: 15 3rd Watch: 17	1st Watch: 16 2nd Watch: 16 3rd Watch: 16	1st Watch: 13 2nd Watch: 16 3rd Watch: 16	1st Watch: 16 Early Tac: 7 2nd Watch: 15 Late Tac: 6 3rd Watch: 17
	Total 57	Total 46	Total 48	Total 45	Total 61
Number of officers assigned to evening shifts	41	32	32	32	38
Number of officers assigned as Community Resource Officers	7	7	8	6	7
Number of officers assigned to the Crime Reduction Team	8	6	6	6	7
Number of open beats not filled by overtime in October	1st Watch: 0 2nd Watch: 1 3rd Watch: 2	1st Watch: 1 2nd Watch: 0 3rd Watch: 0	1st Watch: 3 2nd Watch: 1 3rd Watch: 4	1st Watch: 0 2nd Watch: 0 3rd Watch: 0	1st Watch: 0 2nd Watch: 1 3rd Watch: 0

Open beats are the result of several factors, including staffing levels, officer vacation, officer training, officer illness, and reassignment. The frequency of open beats for patrol officers as well as for Community Resource Officers can change accordingly and vary daily, by patrol shift.

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 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 October 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
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