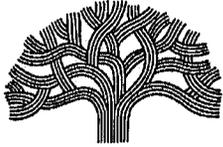


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OAKLAND

2018 OCT 10 AM 11:00



CITY OF OAKLAND

## AGENDA REPORT

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

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

**SUBJECT:** Monthly Police Staffing Report

**DATE:** September 24, 2018

City Administrator Approval

Date:

10/9/18

### 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 August 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 August 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**

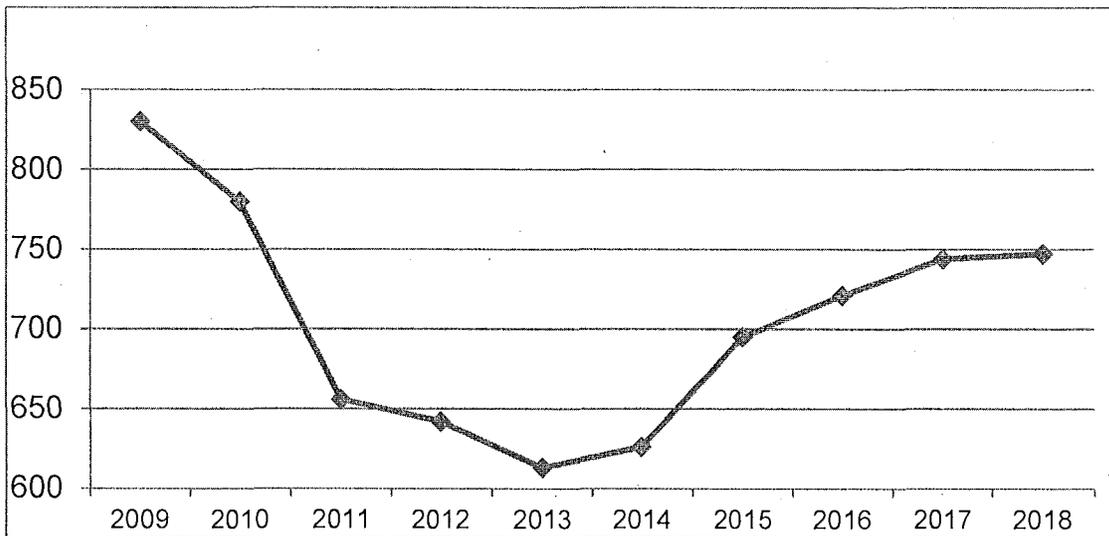
Over a ten-year timespan, OPD sworn staffing levels has gone from a high of 830 officers in 2009 to a low of 613 officers in 2013. OPD have been building our numbers since 2013, and as of January 2018, the Department had 747 sworn officers. Table 1 below provides the sworn staffing data numerically and Figure 1 below does so visually.

Item: \_\_\_\_\_  
Public Safety Committee  
October 23, 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 August 31, 2018, the number of sworn officers was 735 (Table 9 provides details).

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:

- 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;
- Two officer positions from the California Office of Traffic Safety Select Traffic Enforcement Program (STEP) 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 August 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; the greatest percentage live in Oakland.

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

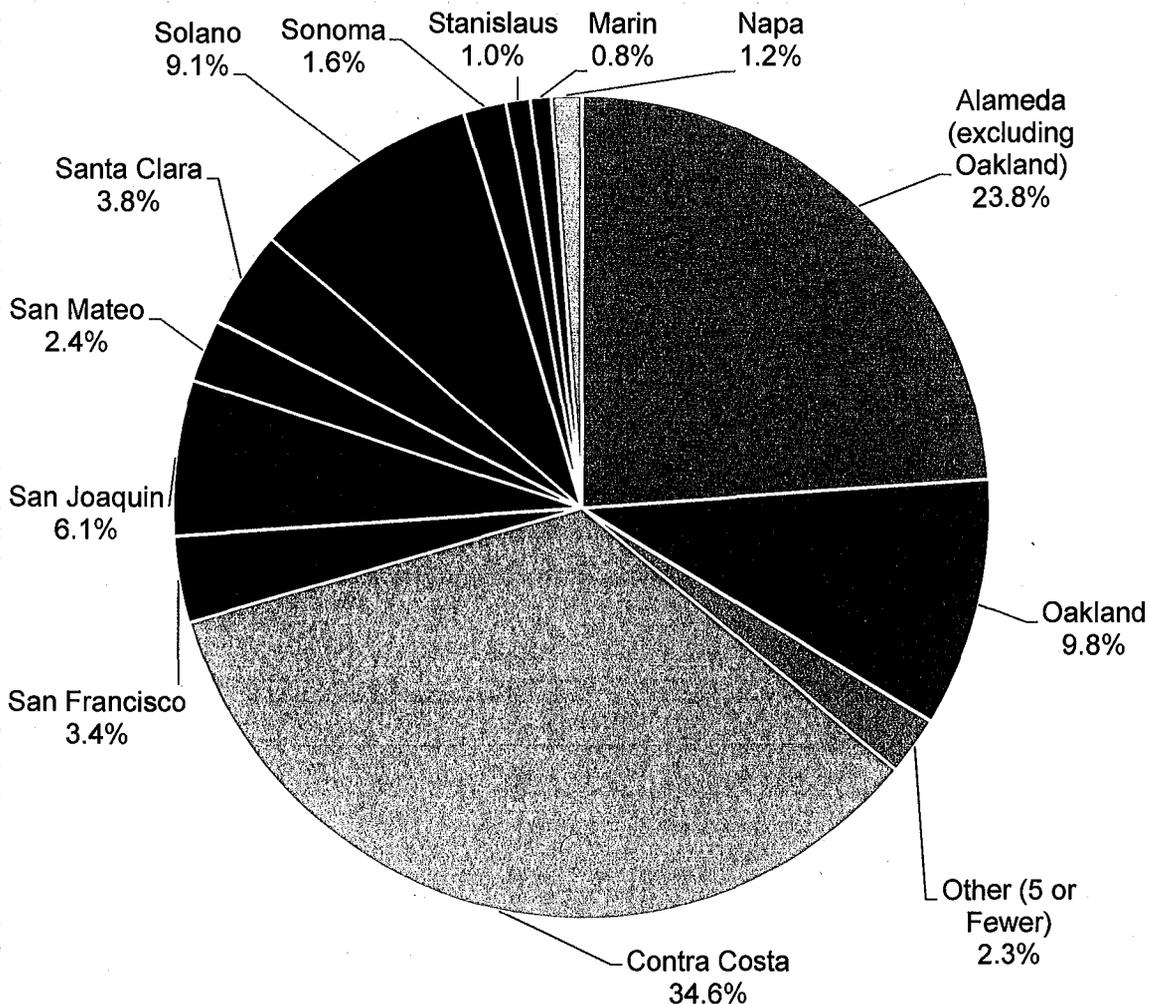


Table 2: Residency by Top 10 Cities, of Sworn OPD Members

City	Count	Department Percentage	City	Count	Department Percentage
Oakland	72	9.8%	San Francisco	25	3.4%
Concord	33	4.5%	Brentwood	25	3.4%
Castro Valley	30	4.1%	Hayward	23	3.1%
San Leandro	28	3.8%	Vallejo	23	3.1%
Oakley	26	3.5%	Dublin	22	3.0%
			<b>Total</b>	<b>307</b>	<b>41.80%</b>

Table 3 below shows that four Police Officer Trainees (POTs) (12 percent of the 180<sup>th</sup> Police Academy) were Oakland residents.

*Table 3: OPD's 180<sup>th</sup> Basic Academy (OPD's Latest Academy)*

Gender		Race/Ethnicity		Residency		Language		Education	
Female	8	Asian	5	Oakland	4	Mandarin	1	High School	4
Male	26	Black or African American	6	Other	30	Spanish	11	Some College	13
		Hispanic or Latino	15			English Only	18	Associate's	4
		White or Caucasian	8			Other	4	Bachelor's	12
								Master's/Above	1
<b>Total</b>	<b>34</b>	<b>Total</b>	<b>34</b>	<b>Total</b>	<b>34</b>	<b>Total</b>	<b>34</b>	<b>Total</b>	<b>34</b>

**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 August 31, 2018*

Race/Ethnicity	Female		Male	
Asian	7	7.14%	92	14.44%
Black or African American	20	20.41%	104	16.33%
Filipino	1	1.02%	23	3.61%
Hispanic or Latino	28	28.57%	158	24.80%
Native American	1	1.02%	2	0.31%
Undeclared-Other	3	3.06%	14	2.20%
White or Caucasian	38	38.78%	244	38.30%
<b>Total</b>	<b>98</b>	<b>100%</b>	<b>637</b>	<b>100%</b>

*Table 5: Race/Ethnicity by Year – All OPD Sworn Staff as of August 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%	18.0%	17.3%	16.9%
Asian	16.8%	14.4%	15.1%	15.3%	16.8%
Hispanic	25.4%	23.4%	23.7%	24.6%	25.3%
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 Percentage<sup>1</sup>*

Gender	National Percentage, 2007	OPD 2015	OPD 2016	OPD 2017	OPD 2018*
Female	14.3%	11.9%	13.0%	13.0%	13.3%
Male	85.7%	88.1%	87.0%	87.0%	86.7%

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

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

Year	2018					2019						
	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul
<b>Authorized</b>	794*	794*	792	792	792	792	792	792	792	792	792	792
<b>Filled</b>	738	735	731	725	719	740	734	728	752	746	740	734
<b>Attrition</b>	(3)	(6)	(6)	(6)	(6)	(6)	(6)	(6)	(6)	(6)	(6)	(6)
<b>Hires</b>	0	2	0	0	27	0	0	30	0	0	0	0
<b>Ending Filled**</b>	735	731	725	719	740	734	728	752	746	740	734	728
<b>Over (Under) Authorized</b>	(59)	(63)	(67)	(73)	(52)	(58)	(64)	(40)	(46)	(52)	(58)	(64)
<b>New POT Hiring Pipeline</b>	180th Academy (ends Dec 2018 = 30 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.

\*\* 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 August 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	26	-1
	Sergeants	129	120	-9
	Police Officers	622	574	-48
	<b>Total Sworn</b>	<b>794</b>	<b>735</b>	<b>-59</b>
Professional Staff	Full-time and Part-time	391.00	320.00	-71.00
	<b>Total Personnel</b>	<b>1185.00</b>	<b>1055.00</b>	<b>-130.00</b>

**Attrition**

As noted in Table 9, below, OPD experienced an average attrition rate of 4.6 officers per month (55 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: September 1, 2017 through August 31, 2018*

	2017				2018								Total
	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	
Disability Retirement	2	1	2	1	-	2	-	1	1	-	1	-	11
Resignation (not during Field Training)	2*	-	-	2*	1	3	-	3	2	1	1	-	15
Resignation during Field Training	-	-	-	-	1	2	1	-	-	-	-	-	4
Resignation (to other agency)	-*	1	-	-*	-	-	-	1	-	1	-	1	4
Service Retirement	-	1	-	3	2	3	-	1	1	1	3	1	16
Termination	-	1	-	-	-	-	-	-	-	-	1	1	3
Release from Probation during Field Training	-	-	-	-	-	-	-	-	-	1	1	-	2
<b>Grand Total</b>	<b>4</b>	<b>4</b>	<b>2</b>	<b>6</b>	<b>4</b>	<b>10</b>	<b>1</b>	<b>6</b>	<b>4</b>	<b>4</b>	<b>7</b>	<b>3</b>	<b>55</b>

\* Updated to accurately reflect attrition

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

Table 10: Sworn Attrition Analysis Sep 1, 2017 through Aug 31, 2018

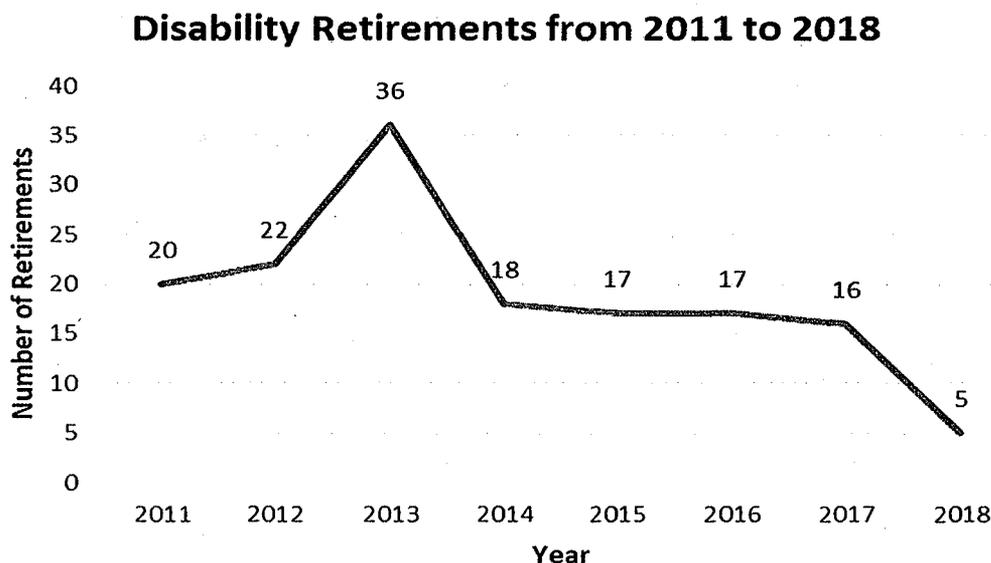
Reason for Separation	Average Age at Separation	Number of Separations
Disability Retirement	46.9	11
Resignation (not during Field Training)	32.8	15
Resignation (during Field Training)	31.2	4
Resignation - Other Agency	32.4	4
Service Retirement	52.3	16
Termination	36.9	3
Release from Probation during Field Training	31.3	2

**Disability / Retirement**

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 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-assignment injury claims.

Figure 3: Disability Retirements from 2011 to July 31, 2018



**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 August of 2018. Table 12 provides information for the 179<sup>th</sup> Academy, the most recent to graduate. Table 13 provides comparable information for the current Academy, the 180<sup>th</sup>.

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

<b>Date</b>	<b>Event</b>	<b>Location</b>	<b>Attendees</b>	<b>Inquiries: # And Type</b>
04 Aug 2018	Practice Physical Ability Test	Merritt College Campus 12500 Canyon Oaks Dr. Oakland, CA 94619	7	7 POT
05 Aug 2018	Back to School Rally	City Hall Plaza 150 Frank H Ogawa Plaza Oakland, CA 94612	1500	4 POT 12 Cadet 27 Explorers
11 Aug 2018	Health and Wellness Fair	Allen Temple 8501 International Blvd. Oakland, Ca 94621	300	7 POT 1 Cadet
11 Aug 2018	Street Fair	Laurel Business District 3500-4300 block of MacArthur Blvd. Oakland, CA 94619	8000	12 POT 6 Cadet 11 Explorer
12 Aug 2018	Physical Training Workshop	OPD 455 7 <sup>th</sup> St. Oakland, CA 94607	35	35 POT
18 Aug 2018	Community Block Party	New Hope Baptist Church 892 36 <sup>th</sup> St. Oakland, CA 94608	250	2 POT 1 Cadet 2 Explorer
21 Aug 2018	Career Fair	Nat'l Asian P.O.A. 335 Powell St. San Francisco, CA 94102	200	7 POT
25 Aug 2018	Physical Training Workshop	OPD 455 7 <sup>th</sup> St. Oakland, CA 94607	27	27 POT
25 Aug 2018	Street Festival	Oakland China Town District 900 Blk Franklin St. Oakland, CA 94607	7,000	10 POT 10 Cadet
26 Aug 2018	Street Festival	Oakland China Town District 900 Blk Franklin St. Oakland, CA 94607	7,000	8 POT 9 Cadet

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 below provides information on OPD's authorized sworn permanent staffing.

*Table 14: Authorized Sworn Permanent Assignments within OPD*

	Chief	Asst. Chief	Deputy Chief	Capt.	Lieut.	Sgt.	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	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	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	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>794</b>

Table 15, 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 15: 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 – Candidate to start on 11 Sep 18.
Accountant II	1	2	3/16/16	OPD/HRM - Job specification revision. Meet and confer with union in June 2017. Union is currently backlogged twenty (20) specifications due to union negotiations as of Apr 2018.
Administrative Assistant I	1	2	06/07/18	OPD – One candidate referred to background the week of 06 Aug 18.
Crime Analyst	2	5	7/19/18	HRM – Tentative date for eligible list is 04 Sep 18.
Crime Analyst (18 Month Duration)	1	2	4/11/16	HRM – Tentative date for eligible list is 04 Sep 18.
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 - Waiting to submit requisition after other higher-priority applications.
Criminalist III (Forensic Chemistry)	1	5	7/7/17	HRM -Announcement opened on 30 Jul 18 and closed on 31 Aug 18.
Crossing Guard (PPT)	1	2	Various	OPD - Email to HRM to ascertain if the two PPT positions can be converted to a FT position.
Crossing Guard (PT)	1.5	17	Various	OPD - Email to HRM to ascertain if the two PPT positions can be converted to a FT position.
Crossing Guard (PT) Measure BB Funds	6	10	Various	OPD – Eight (8) crossing guards to start on 27 Aug 18.

Classification	Vacancies	FTE Authorized	Date Assigned to DHRM for Hiring	Status
Forensic Technician	1	1	Not Assigned	OPD – Waiting to complete requisitions.
Intake Technician (1 Spanish Speaking)	1	4	1/21/16	DHRM – 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. DHRM 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.
Police Cadet – private funding/grant funding	4	12	Various	OPD/HRM - Five (5) candidates in background. One (1) waiting for non-select letter. One (1) with investigator. Three (3) waiting for assignment to investigator.
Police Cadet – General Funding	1.5	9	Various	OPD/HRM – See above for Police Cadet – private funding/grant funding.
Police Communications Dispatcher	9	63	Various	• OPD - Thirty-two (32) candidates in backgrounds. Four (4) files in review for non-select. Three (3) with CJO's pending psych and medical results. Six (6) still with investigator. Seven (7) pending assignment to investigator. Three (3) went to character review on 24 Aug 18. Nine (9) waiting for background processing appointment. Eligible list will be available the week of 10 Sep 18. Next testing scheduled for 02 Nov 18 and 05 Nov 18.
Police Communications Dispatcher, Senior	4	4	Not Assigned	• HRM - HRM met with the union on 03 May 18. The union has one week to confirm that there are objections to creating the new classification. HRM intends to present to the Civil Service

Classification	Vacancies	FTE Authorized	Date Assigned to DHRM for Hiring	Status
				Board in June and then to Finance & Management Committee in the beginning of July. The second reading by the Finance & Management Committee will occur in mid-September.
Police Communications Operator	7	11	Not Assigned	OPD – Add/delete will be processed to convert these positions to Police Communications Dispatcher.
Police Communications Supervisor	2	8	Not Assigned	HRM – Pending approval of recruitment requisition. One (1) to be promoted on 07 Sep 18.
Police Program and Audit Supervisor (PAS Unit)	1	2	1/20/17	OPD - Add/delete has been submitted to Budget. Waiting for Budget's approval.
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	HRM –114 open and 3 restricted invited to the exam the week of 10 Sep 18.
Police Records Specialist (18 Months Duration)	1	1	Various	HRM – 114 open and 3 restricted invited to the exam the week of 10 Sep 18.
Police Services Technician II	9	58	Not Assigned	HRM – Waiting for analyst to be assigned. Fair Employment and Housing Act (FEHA) hold placed on one position effective 01 Mar 18.
Project Manager (IACP Grant Expires 20 Sep 19)	1	1	N/A	HRM - Waiting for Analyst to be assigned.
Project Manager III	1	1	Not Assigned	HRM – Waiting for requisition to be approved.
Student Trainee	.50	.50	N/A	OPD - Interviews scheduled for the week of the 06 Aug 18.

**Sworn Staffing by Area and Patrol Detail**

Tables 16 and 17 provide additional detail on beats by area and patrol data.

*Table 16: 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 17: Patrol Data*

	Area 1	Area 2	Area 3	Area 4	Area 5
Number of officers assigned to patrol: 255	1st Watch: 16 2nd Watch: 17 Late Tac: 6 3rd Watch: 19  Total 58	1st Watch: 15 2nd Watch: 14 3rd Watch: 16  Total 45	1st Watch: 15 2nd Watch: 16 3rd Watch: 16  Total 47	1st Watch: 13 2nd Watch: 16 3rd Watch: 16  Total 45	1st Watch: 16 Early Tac: 7 2nd Watch: 16 Late Tac: 6 3rd Watch: 15  Total 60
Number of officers assigned to evening shifts	42	30	32	32	37
Number of officers assigned as Community Resource Officers	7	7	8	6	7
Number of officers assigned to the Crime Reduction Team	6	6	6	6	7
Number of open beats not filled by overtime in August	1st Watch: 1 2nd Watch: 1 3rd Watch: 2	1st Watch: 0 2nd Watch: 1 3rd Watch: 2	1st Watch: 0 2nd Watch: 4 3rd Watch: 2	1st Watch: 2 2nd Watch: 0 3rd Watch: 0	1st Watch: 0 2nd Watch: 1 3rd Watch: 1

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 August 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

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