

CITY OF OAKLAND

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2018 APR 12 PM 1:15

AGENDA REPORT

TO: Sabrina B. Landreth
City Administrator

FROM: Anne E. Kirkpatrick
Chief of Police

SUBJECT: 30 Day Monthly Police Staffing Report

DATE: April 4, 2018

City Administrator Approval

Date:

4/10/18

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 February 28, 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 February 28, 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. The Public Safety Committee on March 13, 2018 requested the following information which is also addressed in this report:

1. Attrition and demographic data for the last five police academies (see Tables 5a, 5b, 12a, and 12b below);
2. An update on recommendations from previous African American Recruitment Reports (see page 16);
3. The status of the implementation of the National Testing Network (NTN) written test (see Table 11); and
4. Information about open beats for patrol and community resource officers (CRO) (see Table 18).

Item: _____
Public Safety Committee
April 24, 2018

ANALYSIS AND POLICY ALTERNATIVES

Table 1: Staffing Levels as of January 1st: 2009-2018

Year	Sworn Staffing	Year	Sworn Staffing
2009	830	2014	626
2010	780	2015	695
2011	656	2016	721
2012	642	2017	744
2013	613	2018	747

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

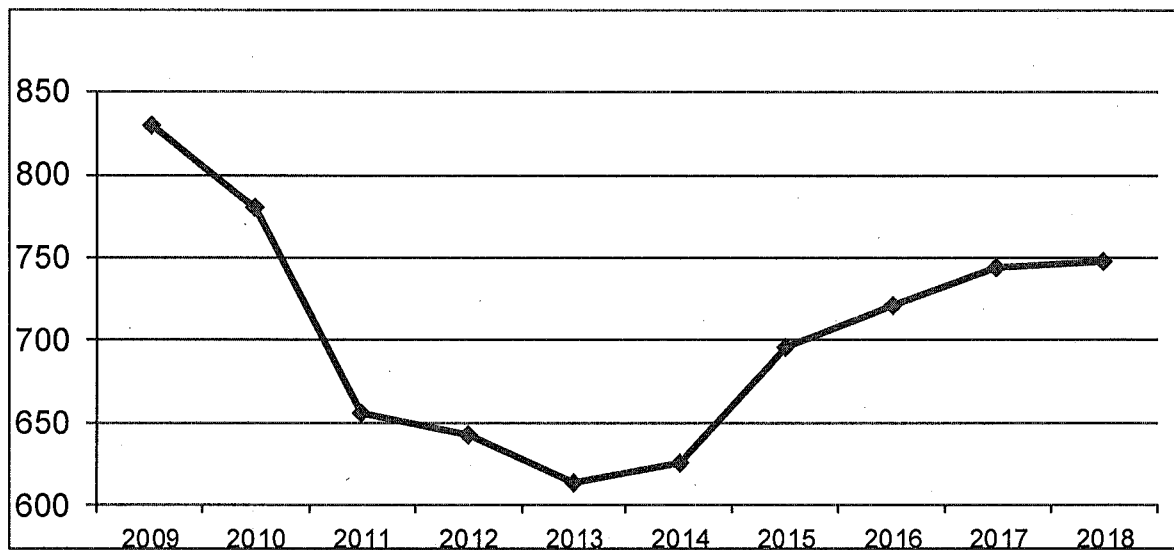


Figure 1 above reflects OPD's sworn staffing as of January 1, 2018 in comparison to the same day in past years. OPD's actual sworn staffing was 733 sworn officers, as of February 28, 2018; the authorized staffing level per the Approved Fiscal Year (FY) 2017-18 Budget is 794 sworn positions. The 794 authorized 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;

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.

- 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 February 28, 2018, 73 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 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

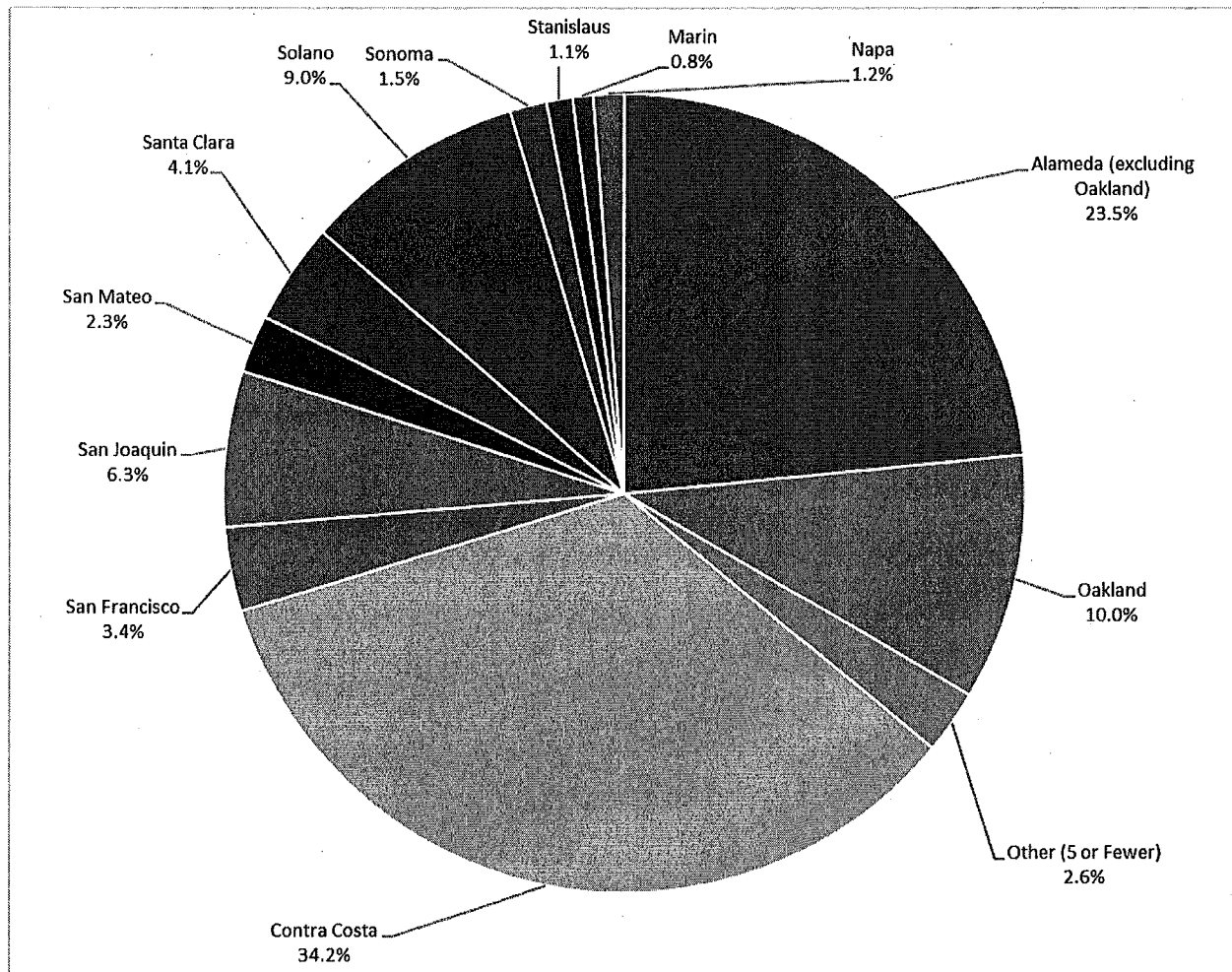


Table 2: OPD's 179th Basic Academy

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 February 28, 2018

Race	Female		Male	
Asian	7	7.29%	90	14.13%
Black	21	21.88%	105	16.48%
Filipino	1	1.04%	24	3.77%
Hispanic	27	28.13%	154	24.18%
Native American	1	1.04%	2	0.31%
Undeclared-Other	2	2.08%	13	2.04%
White	37	38.54%	249	39.09%
Total	96	100%	637	100%

Table 4: Ethnicity by Year – All OPD Sworn Staff as of February 28, 2018

Race	US 2010 Census-Oakland Pop.	OPD 2015	OPD 2016	OPD 2017	OPD 2018
White	34.5%	40.1%	39.7%	38.8%	39.0%
Black	28.0%	19%	18.0%	17.3%	17.2%
Asian	16.8%	14.4%	15.1%	15.3%	16.6%
Hispanic	25.4%	23.4%	23.7%	24.6%	24.7%
Other ⁴	--	3.1%	3.5%	4.0%	2.4%
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 5a: Demographic Information on Academies Since 2012

Class	Start Date	Start #	Gender	Oakland Resident	Language	End Date	End #	Gender	Attrition Rate
172 nd	4/27/15	58	19 Females 39 Males	15	1 Cant./Man. 14 Spanish	10/30/15	35	7 Females 28 Males	39%
6 th Lateral	5/18/15	6	6 Males	1	0 Cant./Man. 0 Spanish	7/24/15	6	6 Males	0%
SFPD* * #247	6/8/15	5	5 Males	0	0 Cant./Man. 0 Spanish	1/15/16	3	3 Males	40%
173 rd	7/6/15	53	9 Females 44 Males	11	4 Cant./Man. 10 Spanish	1/8/16	33	4 Female 29 Males	38%
SFPD #248	8/3/15	5	5 Males	1	0 Cant./Man. 0 Spanish	3/11/16	3	3 Males	40%
SFPD #249	10/26/15	5	1 Female 4 Males	1	0 Cant./Man. 0 Spanish	6/3/16	5	1 Female 4 Males	0%
174 th	11/16/15	60	15 Females 45 Males	9	4 Cant./Man. 11 Spanish	5/20/16	44	9 Female 35 Males	27%
SFPD #251	2/1/16	5	1 Female 4 Males	2	1 Cant./Man. 0 Spanish	9/23/16	4	1 Female 3 Males	20%
SFPD #252	3/14/16	5	2 Female 3 Males	0	0 Cant./Man. 2 Spanish	11/04/16	5	2 Female 3 Males	0%
SFPD #253	4/11/16	6	1 Females 3 Males	0	0 Cant./Man. 0 Spanish	12/2/16	4	1 Females 3 Males	33%
175 th	7/11/16	50	7 Females 43 Males	9	3 Cant./Man. 10 Spanish	1/27/17	24	2 Females 22 Males	48%
176 th	10/31/16	28	5 Females 23 Males	6	1 Cant./Man. 7 Spanish	5/19/17	17	3 Females 4 Males	39%
177 th	5/22/17	33	5 Females 28 Males	2	0 Cant./Man. 7 Spanish	12/20/17	11	1 Females 10 Males	67%
178 th	9/11/17	21	7 Females 14 Males	5	0 Cant./Man. 9 Spanish	3/30/18	TBD	TBD	TBD
179 th	1/8/18	24	1 Female 23 Males	3	1 Cant./Man. 5 Spanish	7/6/18	TBD	TBD	TBD

Table 5b: Demographic Information on POTs Who Completed Academies since 2012

Demographic Category	Amount
Female	
Black	7
Filipino	1
Hispanic	16
undeclared-other	1
White	6
Female Total	31
Male	
Asian	33
Black	21
Filipino	7
Hispanic	42
Native American	2
Undeclared-Other	10
Unknown	1
White	47
Male Total	163
Grand Total	194

* 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 February 28, 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 February 28, 2018) and Sworn Staffing Projections

Year	2018											2019
Month	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan
Filled	743	733	741	735	729	723	738	732	7726	720	714	753
Attrition	(10)	(6)	(6)	(6)	(6)	(6)	(6)	(6)	(6)	(6)	(6)	(6)
Hires	0	14	0	0	0	21	0	0	0	0	45	0
Ending Filled	733	741	735	729	723	738	732	726	720	714	753	747
Authorized	794*	794*	794*	794*	794*	794*	794*	794*	792	792	792	792
Over (Under) Authorized	(61)	(53)	(59)	(65)	(71)	(56)	(62)	(68)	(72)	(78)	(39)	(45)
New POT Hiring Pipeline	178 th Academy (ends Mar 2018 = 14 POTs)			179 th Academy (ends Jul 2018 = 21 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 February 28, 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	23	-4
	Sergeants	129	120	-9
	Police Officers	622	575	-47
	Total Sworn		794	733
Professional Staff	Full-time and Part-time	382	320	-62
	Total Personnel	1176	1053	-123

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	685.5	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	19
*COPS 2014	14	Measure BB	4
*COPS 2015	12	False Alarm Reduction Program	5.5
*COPS 2016	15	US Department of Justice	2
CA OTS STEP	2	Workers' Comp. Insurance	2
		Radio/Telecommunications	1
		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 4.9 officers per month (59 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: Mar 1, 2017 through Feb 28, 2018

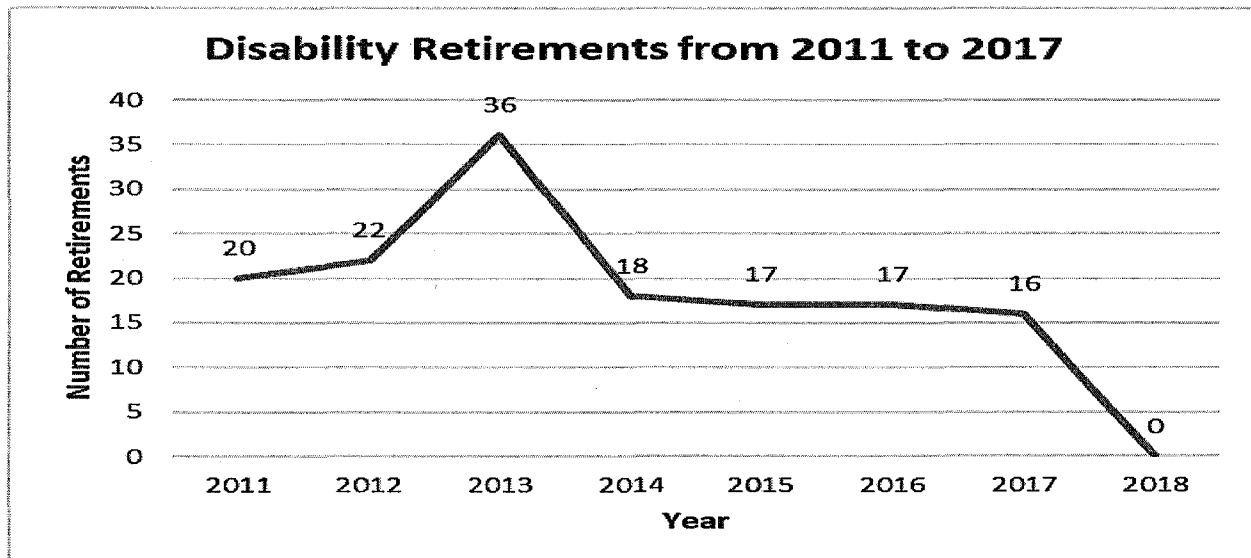
	2017												2018	Total
	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb		
Disability Retirement	3	1	-	-	1	2	2	1	2	1	-	2	15	
Resignation (not during Field Training)	2	-	-	1	-	2	1	-	-	1	1	3	11	
Resignation during Field Training	-	1	-	3	-	-	-	-	-	-	1	2	7	
Resignation (to other agency)	-	-	-	-	-	1	1	1	-	1	-	-	4	
Service Retirement	1	2	2	1	1	2	-	1	-	3	2	3	18	
Termination	1	-	-	-	-	-	-	1	-	-	-	-	2	
Release from Probation during Field Training	-	-	-	1	1	-	-	-	-	-	-	-	2	
Grand Total	7	4	2	6	3	7	4	4	2	6	4	10	59	

Table 10: Sworn Attrition Analysis March 1, 2017 through February 28, 2018

Reason for Separation	Average Age at Separation	Number of Separations
Disability Retirement	45.6	15
Resignation (not during Field Training)	32.8	11
Resignation (during Field Training)	32.6	7
Resignation - Other Agency	34.4	4
Service Retirement	52.7	18
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*



* 2018 data is from January 1, 2018 through January 31, 2018

Table 11 below shows the attrition of Oakland residents during the testing and hiring process for sworn officers.

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
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.

** For several years, the City used the Entry Level Law Enforcement Test Battery (PELLETB) from the Commission on Peace Officers Standards and Training (POST). HRM ceased using the PELLETB and began using the National Testing Network (NTN) written test on January 4, 2017. HRM is now planning to begin accepting PELLETB scores in addition to NTN scores.

Table 12a below provides summary Field Training attrition data for the last six academies as well as for lateral and San Francisco Police Department-managed academies. Table 12b provides Field Training demographic and attrition summary data for the last five OPD academies as well as SFPD and lateral academies.

Table 12a: Field Training Completion Data

Academy of Origin	Entered Field Training Program	Completed Field Training Program	Attrition Rate
6th POST Lateral Course	6	2	67%
OPD 172nd Basic Academy	35	28	20%
OPD 173rd Basic Academy	33	31	6%
OPD 174th Basic Academy	44	36	18%
SFPD 247th Academy	3	2	33%
SFPD 248th Academy	3	2	33%
SFPD 249th Academy	5	3	40%
SFPD 251st Academy	4	4	0%
SFPD 252nd Academy	5	5	0%
SFPD 253rd Academy	4	3	25%
OPD 175th Basic Academy	24	19	21%
OPD 176th Basic Academy	17	17	0%
Total	183	152	
Average Attrition			17%

A total of 183 police officers completed the Oakland Police Department's Field Training Program during these last five academies (including lateral academies and SFPD-managed academies). 152 of these police officers (83%) successfully completed the program. 31 police officers (17 percent) were released from the program for different reasons ranging from termination, resignation, and/or failing to meet the performance dimensions required by the Field Training Program and the POST approved guidelines.

Table 12b: Field Training Attrition Data: OPD Academies 172nd-176th and SFPD and Lateral Academies;

Demographic Breakdown	Began Field Training	Completed Field Training	Did Not Complete Field Training	Attrition Rate
White	50	46	4	8%
Black	26	22	4	15%
Hispanic	44	35	9	20%
Asian	44	35	9	20%
Other	19	15	4	21%
Gender Breakdown				
Male	153	128	25	16%
Female	30	24	6	20%

Tables 13, 14a and 14b below provide information on recruitments, both outreach and hiring stage data. OPD plans to bring a separate report later in 2018 to the Public Safety Committee to provide an update on OPD recruitment efforts.

Table 13: Current Recruitment – Outreach and Media Activity

Date	Event	Location	Attendees	Inquiries: # And Type
3 Feb 2018	Practice PAT	Merritt College Campus 12500 Canyon Oaks Drive. Oakland, CA 94619	25	25 POT
4 Feb 2018	Oral Board Workshop	PAB 455 7th St. Oakland, CA 94607	41	41 POT
10 Feb 2018	Women In Law Enforcement Workshop	PAB 455 7th St. Oakland, CA 94607	27	27 POT
11 Feb 2018	PT Workshop	PAB 455 7 th St Oakland CA 94607	35	35 POT
13 Feb 2018	Career Fair	CAL Maritime 200 Maritime Academy Drive Vallejo, CA 94590	350	23 POT
17 Feb 2018	Black College Expo	Marriot Hotel 1001 Broadway Oakland, CA 94607	700	65 POT 33 Cadet 14 Explorer
17 Feb 2018	Career	West Oakland Middle School 1400 Market St Oakland, CA 94607	30	0 POT 7 Cadet 10 Explorer
17 Feb 2018	PT Workshop	PAB 455 7 th St Oakland CA 94607	43	43 POT
21 Feb 2018	Summer Options Career Fair	Oakland High School 1023 MacArthur Blvd Oakland, CA 94610	30	0 POT 7 Cadet 10 Explorer
24 Feb 2018	Career Fair	Glad Tidings Church North Campus 970 Glad Tidings Way Hayward, CA 94544	100	8 POT 5 Cadet 0 Explorer
26 Feb 2018	Barbershop Forum	Moler Barber College 22425 Main St Hayward, CA 94541	120	6 POT 5 Cadet 0 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 Interview	8/16/2016-1/17/2017	296	14%	86%	61	3%	82%
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: 178 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	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: 179 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	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	12	5
Office of the Inspector General					1		1
Intelligence Unit						1	7
Training Division				1	1	3	18
Ceasefire				1	2	7	32
Recruiting and Background Unit						1	8
Policy & Publication							1
Bureau of Field Ops: Administration			2			1	
Patrol Area 1				1	3	18	92
Patrol Area 2				1	3	14	63
Patrol Area 3				1	3	13	70
Patrol Area 4				1	3	15	87
Patrol Area 5				1	3	18	89
Support Operations Division				1	1	1	14
Traffic Section					1	4	26
ABAT/Homeless/CIT						2	9
Bureau of Services: Administration			1				
Information Technology							3
Bureau of Investigations			1	1			
Criminal Investigations Division (CID): Special Victims Section					1	6	39
CID: Homicide Section					1	6	10
CID: General Misdemeanor Crimes/ Task Forces & Felony Assault Section					1	4	27
CID: Robbery, Burglary, Section					1	1	15
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 DHRM for Hiring	Status
Account Clerk II	1	4	2/15/18	HRM – Waiting for HRM to approve recruitment requisition.
Account Clerk III	1	1	10/2/17	HRM – Testing scheduled for 20 Feb 18. Thirty-one (31) tested and eligible list to be established week of 12 Mar 18.
Accountant II	1	2	3/16/16	HRM ⁹ - 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. OPD will fill with an ELDE until specification is revised. Conditional job offer to ELDE candidate on 23 Jan 18.
Business Analyst II	1	1	12/21/16	OPD – Candidate to begin work on 12 Mar 18
Crime Analyst	1	4	3/14/17	OPD – Waiting for approval of hiring requisition.
Crime Analyst (18 Month Duration)	1	2	4/11/16	OPD – Background completed. Add/delete was approved and finalized on 17 Jan 18. Waiting for HRM to determine the best process for hiring candidate.
Criminalist I (Grant Funded)	1	1	8/23/17	OPD – Candidate referred to background on 15 Feb 18.
Criminalist III	1	5	7/7/17	OPD – Selective certification. Waiting for background

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 DHRM for Hiring	Status
				results.
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.
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 – Twelve (12) candidates in background. Three (3) candidate's files sent to background on 30 Jan 18. Three (3) candidate's files sent to background on 01 Feb 18. Two (2) candidate files sent to background on 06 Feb 18. One (1) candidate file sent to background on 08 Feb 18. Three (3) waiting for medical appointment results. Appointments are scheduled for 29 Jan, 12 Feb, 19 Feb and 26 Feb. One (1) candidate to start on 26 Feb

Classification	Vacancies	FTE Authorized	Date Assigned to DHRM for Hiring	Status
				18. One (1) ready for hire but currently attending school in Las Vegas. Next testing is scheduled for 03 Feb 18 and 3 candidates tested.
Police Cadet – General Funding	2.5	9	Various	OPD/HRM – Twelve (12) candidates in background. Three (3) candidate's files sent to background on 30 Jan 18. Three (3) candidate's files sent to background on 01 Feb 18. Two (2) candidate files sent to background on 06 Feb 18. One (1) candidate file sent to background on 08 Feb 18. Three (3) waiting for medical appointment results. Appointments are scheduled for 29 Jan, 12 Feb, 19 Feb and 26 Feb. One (1) candidate to start on 26 Feb 18. One (1) ready for hire but currently attending school in Las Vegas. Next testing is scheduled for 03 Feb 18 and 3 candidates tested.
Police Communications Dispatcher	10	63	Various	• HRM/OPD - Met with HRM on 22 Feb 18. Two (2) in background. One (1) waiting for results of medical and psych and the other waiting for results of polygraph. The job announcement is open continuously. On 18 Jan 17, an eligibility list containing thirty names submitted to Recruiting and Background for background screening.

Classification	Vacancies	FTE Authorized	Date Assigned to DHRM for Hiring	Status
				Sixty (60) candidates added to eligible list of 69 as a result of the outcome of the last testing. Eligible list to OPD on 21 Dec 17. Total of 129 are now on eligible list. Referred one (1) candidate from the restricted list to Recruiting and Background on 22 Jan 18. Next test on 06 and 07 Mar 2018. Approximately 167 met minimum qualification. Hiring interviews scheduled for 13-14 Mar 18.
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 Communications Operator	5	11	Not Assigned	OPD – Recruitment pending re-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. HRM scheduled meeting with SME on 08 Feb

Classification	Vacancies	FTE Authorized	Date Assigned to DHRM for Hiring	Status
				18. HRM waiting for job analysis from SME.
Police Property Specialist	1	5	9/17/15	HRM – Waiting for analyst to be assigned.
Police Records Specialist (One position selective cert. Chinese)	6	53	Various	OPD/HRM – One (1) candidate in background. Processing appointment was scheduled for 26 Jan 18. Waiting for assignment to investigator. Eligible list exhausted. OPD will request new recruitment.
Police Records Specialist (18 Months Duration)	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.
Student Trainee	.50	.50	N/A	OPD – Hiring manager drafting recruitment flyer.

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: 260	1st Watch 16 2nd Watch 18 Late Tac 7 3rd Watch 19 Total 60	1st Watch 15 2nd Watch 15 3rd Watch 15 Total 45	1st Watch 14 2nd Watch 16 3rd Watch 15 Total 45	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 15 Total 62
Number of officers assigned to evening shifts	44	30	31	31	38
Number of officers assigned to CRO* / CRT**	CRO 7 CRT 7	CRO 7 CRT 7	CRO 7 CRT 6	CRO 6 CRT 6	CRO 6 CRT 7
# of open beats not filled by overtime in February	1st Watch: 1 2nd Watch: 5 3rd Watch: 1	1st Watch: 0 2nd Watch: 1 3rd Watch: 1	1st Watch: 1 2nd Watch: 1 3rd Watch: 4	1st Watch: 3 2nd Watch: 2 3rd Watch: 0	1st Watch: 2 2nd Watch: 7 3rd Watch: 2

*CRO=Community Resource Officer; **CRT = Crime Reduction Team

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 CROs 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 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.

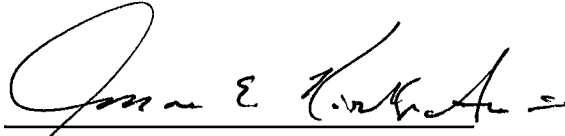
Social Equity: This report provides valuable information to the residents and visitors of Oakland regarding OPD personnel. The Oakland Police Department strives to increase the diversity of its workforce.

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 February 28, 2018.

For questions regarding this report, please contact Kiona Suttle, Personnel Manager, OPD Personnel Section, at (510) 238-6971.

Respectfully submitted,



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