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CITY OF OAKLAND
2016 MAY 11 PM 3:12

AGENDA REPORT

TO: Sabrina B. Landreth
City Administrator

FROM: Sean Whent,
Chief of Police

SUBJECT: 30 Day Monthly Police Staffing Report

DATE: April 25, 2016

City Administrator Approval
Approval

Date

5/11/16

RECOMMENDATION

Staff Recommends That The Public Safety Committee Accept The Oakland Police Department's (OPD) Monthly Informational Report On Recruiting And Sworn Staffing Levels As Of March 31, 2016.

EXECUTIVE SUMMARY

This informational report provides data on the demographics and staffing levels of OPD sworn and non-sworn employees as well as recruiting and hiring data.

BACKGROUND AND LEGISLATIVE HISTORY

In 2009, the City Council requested a monthly staffing report from OPD to address current staffing levels for both sworn and civilian employees. This report addresses recruitment activities and assignments for both sworn and civilian positions.

ANALYSIS AND POLICY ALTERNATIVES

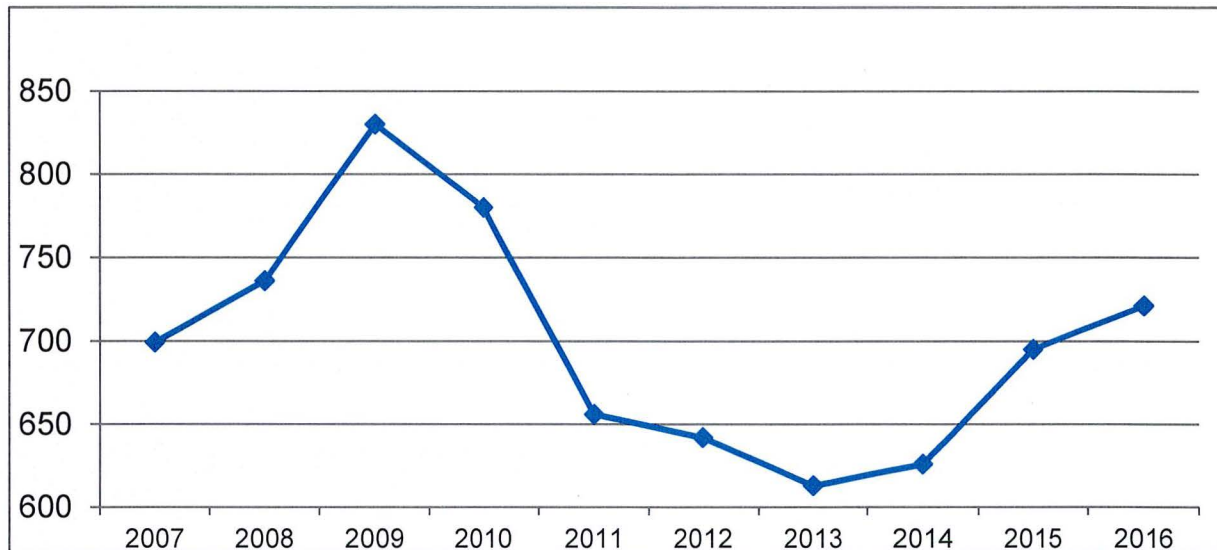
Table 1: Staffing Levels as of January 1st: 2007-2016

Year	Sworn Staffing
2007	699
2008	736
2009	830
2010	780
2011	656

Year	Sworn Staffing
2012	642
2013	613
2014	626
2015	695
2016	721

Item: _____
Public Safety Committee
May 24, 2016

Figure 1: Sworn Staffing on January 1st of Each Year: 2007-2016



As of March 31, 2016, OPDs actual sworn staffing was 738 sworn officers; the authorized staffing level per the Approved FY 2015-17 Policy Budget is 737 sworn officers. The total of 738 includes 10 officers from the 2013 DOJ/COPS Hiring Grant; 15 officers from the 2014 COPS grant; 15 officers from the 2015 DOJ/COPS Hiring Grant; and approximately 63 officers associated with Oakland's voter approved public safety measure (Measure Z, 2014). See Page No. 7 for an attrition analysis.

Demographics – Sworn Staffing

Figure 2 below shows that as of March 31, 2016, 63 sworn members, or 8 percent, were Oakland residents. Additionally, 13 Police Officer Trainees (POTs), or 1.8 percent were Oakland residents. OPD has prioritized attracting a racially diverse and multilingual workforce of qualified officers that includes Oakland residents.

Figure 2: Residency by County of Sworn OPD Members

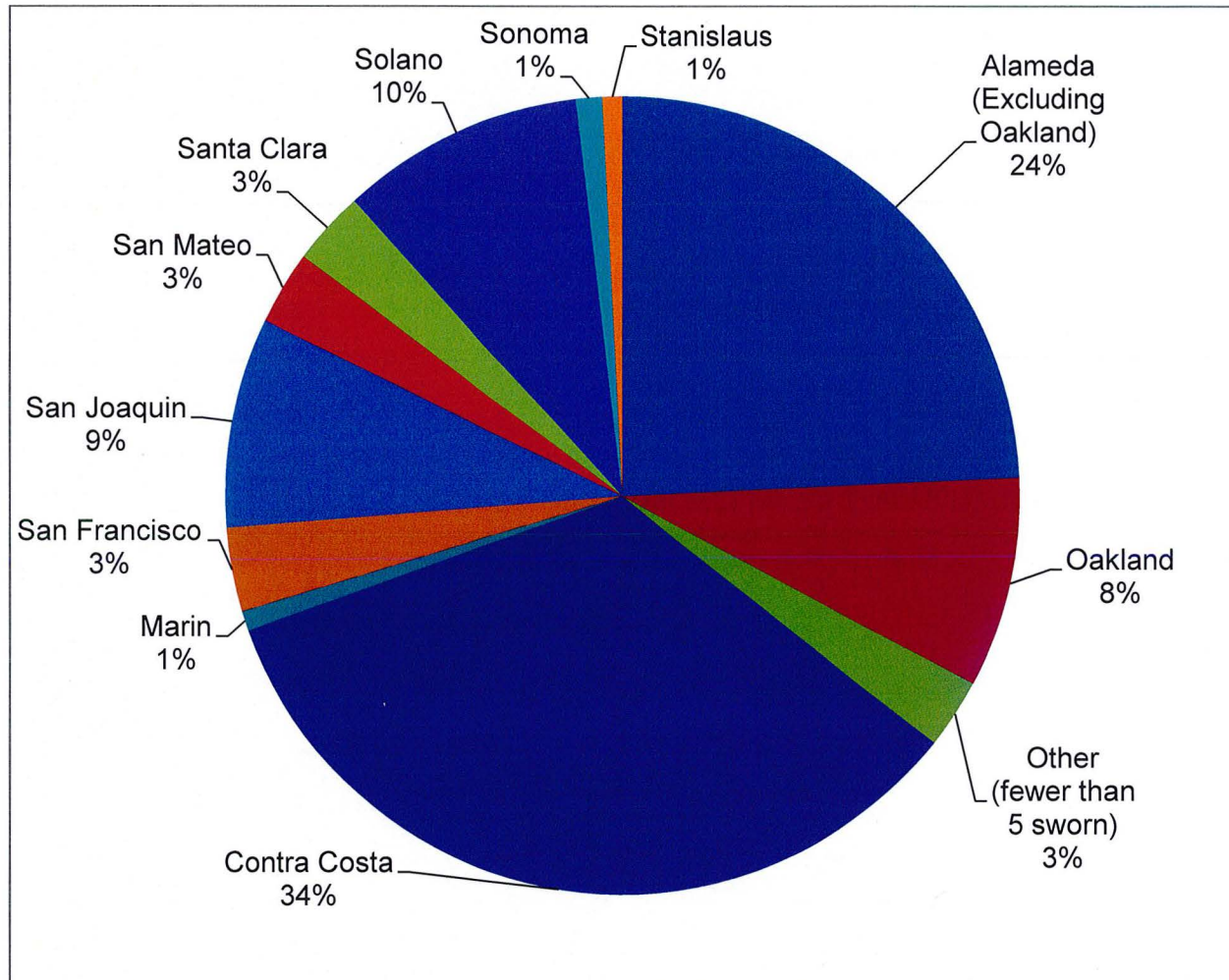


Table 2: OPDs 174th and San Francisco¹ Police Department's #249 POT Academies

Gender		Ethnicity		Residency		Language		Education	
Female	16	Asian	14	Oakland	10	Chinese	4	High School	13
Male	49	Black	13	Other	55	Spanish	11	Some College	19
		Filipino	0			Neither	50	Associates	6
		Hispanic	14					Bachelor	23
		Other	5					Master's/Above	4
		White	19						
Total	65	Total	65	Total	65	Total	65	Total	65

¹ OPD currently has a total 15 OPD POTs attending three different SFPD academies. OPD is collaborating with SFPD as per an agreement between the Mayors of Oakland and San Francisco.

Table 3: Ethnicity and Gender – All OPD Sworn Staff as of March 31, 2016

	Female		Male	
	Count	Percentage	Count	Percentage
Asian	8	9%	83	13%
Black	23	27%	116	18%
Filipino	1	1%	14	2%
Hispanic	18	21%	158	24%
Native American	1	1%	1	0%
Undeclared-Other	1	1%	9	1%
White	35	40%	259	40%
Unknown	-	--	11	2%
Total	87	100%	651	100%

Table 4: Ethnicity by Year – All OPD Sworn Staff as of March 31, 2016

Race	US 2010 Census-Oakland Pop.	OPD 2013	OPD 2014	OPD 2015	OPD 2016
White	34.5%	43.0%	42.0%	40.1%	39.8%
Black	28.0%	20.0%	18.8%	19%	18.8%
Asian	16.8%	20.9%	12.7%	14.4%	12.3%
Hispanic	25.4%	19.0%	21.2%	23.4%	23.9%
Other ²	--	--	5.3%	3.1%	5.2%
Female	14.3% ³	12.0%	12.0%	11.9%	11.8%
Male	85.7%	88.0%	88.0%	88.1%	88.2%

Table 5: Demographic Information on Academies since 2012

Class	Starting Date	Starting Number	Gender	Oakland Resident	Language	Ending Date	Ending Number
166th	17 Sep 12	57	15 Females 42 Males	7	8 Cantonese/Mandarin 4 Spanish	3/20/13	39
167th	25 Mar 13	51	7 Females 44 Males	6	5 Cantonese/Mandarin 12 Spanish	9/20/13	36
168th	30 Sep 13	57	8 Females 49 Males	6	0 Cantonese/Mandarin 19 Spanish	4/4/14	47
3rd th Lateral	9 Dec 13	4	4 Males	0	0 Cantonese/Mandarin 1 Spanish	2/7/14	4
169th	30 Dec 13	55	8 Females 47 Males	2	0 Cantonese/Mandarin 13 Spanish	7/3/14	34

² Other includes Unknown, Native American, and Undeclared; OPD Data as of 12/31/2015

³ 2007 data: gender ratio of police officers in the U.S. Source: U.S. Department of Justice. Office of Justice Programs Bureau of Justice Statistics, Local Police Department, 2007

Table 5: Demographic Information on Academies since 2012 (continued)

Class	Starting Date	Starting Number	Gender	Oakland Resident	Language	Ending Date	Ending Number
ACSO*	17 Mar 14	24	3 Females 21 Males	1	3 Cantonese/Mandarin 3 Spanish	9/23/14	13
170th	28 Apr 14	57	9 Females 48 Males	10	3 Cantonese/Mandarin 10 Spanish	2/3/15	35
4 th Lateral	22 Sep 14	7	1 Female 6 Males	0	0 Cantonese/Mandarin 2 Spanish	11/27/14	5
171 st	29 Sep 14	60	10 Females 50 Males	15	5 Cantonese/Mandarin 9 Spanish	4/3/15	35
5 th Lateral	23 Feb 15	9	9 Males	1	1 Cantonese/Mandarin 0 Spanish	5/1/15	7
172 nd	27 Apr 15	58	19 Females 39 Males	15	1 Cantonese/Mandarin 14 Spanish	10/30/15	35
6 th Lateral	18 May 15	6	6 Males	1	0 Cantonese/Mandarin 0 Spanish	7/24/15	6
SFPD 247 th	8 Jun 15	5	5 Males	0	0 Cantonese/Mandarin 0 Spanish	1/15/16	3
173 rd	6 Jul 15	53	9 Females 44 Males	11	4 Cantonese/Mandarin 10 Spanish	1/8/16	33
SFPD 248 th	3 Aug 15	5	5 Males	1	0 Cantonese/Mandarin 0 Spanish	3/11/16	3
SFPD #249	26 Oct 15	5	1 Females 4 Males	1	0 Cantonese/Mandarin 0 Spanish	6/3/16	Pending
174 th	16 Nov 15	60	15 Females 45 Males	9	4 Cantonese/Mandarin 11 Spanish	5/20/16	Pending
SFPD #251	1 Feb 16	5	1 Female 4 Males	2	1 Cantonese/Mandarin 0 Spanish	9/23/16	Pending
SFPD #252	14 Mar 16	4	1 Female 3 Males	0	0 Cantonese/Mandarin 2 Spanish	11/04/16	Pending

* Alameda County Sheriff's Office

Actual Staffing and Projections

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 the current FY 2015-2016 Hiring Plan, as approved in the FY 2015-2017 Policy Budget. This data is accurate as of March 31, 2016.

Table 6: Actual Sworn Staffing (as of March 31, 2016) and Sworn Staffing Projections

Year	2016										2017	
	Month	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan
Filled	745	738	732	766	765	759	753	752	746	745	744	778
Attrition	(10)	(6)	(6)	(6)	(6)	(6)	(6)	(6)	(6)	(6)	(6)	(6)
Hires	3	0	40	5	0	0	5	0	5	5	40	0
Ending Filled	738	732	766	765	759	753	752	746	745	744	778	772
Authorized	737	737	737	737	777	777	777	777	777	777	777	777
Over (Under) Authorized	1	(5)	29	28	(18)	(24)	(25)	(31)	(32)	(33)	1	(5)
Hiring Plan	756	750	789	783	777	771	770	764	758	752	786	780
Over (Under)	(18)	(18)	(23)	(18)	(18)	(18)	(18)	(18)	(13)	(8)	(8)	(8)
New POT Hiring Pipeline	174th Academy (ends May '16 = 40 POTs)				SFPD Academies: 251 st , 252 nd , 253 rd = 5 POTs each							
	SFPD 249 th Academy (ends Jun '16 = 5 POTs)				175th Academy (ends Jan '17 = 45 POTs)							

Table 7: OPD Positions Authorized in the Approved 2015-16 Policy Budget

Type	Budget Authorized Positions	Authorized	Filled	+/-
Sworn	Chief of Police	1	1	0
	Assistant Chief	1	1	0
	Deputy Chief	4	4	0
	Captain	9	8	-1
	Lieutenant	27	26	-1
	Sergeants	124	129	5
	Police Officers	571	569	-2
	Total Sworn		737	738
Non-Sworn	Full-time and Part-time	437.7	398.2	-39.5
	Total Personnel	1174.7	1136.2	-38.5

Tables 8: Staff Funding Sources for Sworn and Civilian Positions for FY 2015-16

Sworn Positions		FTE	Civilian Positions		FTE
General Fund: General Purpose		630	General Fund: General Purpose		407.55
Alameda Co. Vehicle Abatement		1	Alameda Co. Vehicle Abatement		1.00
Measure Z		63	Measure Z		2.00
Traffic Safety Fund		2	Traffic Safety Fund		15.65
False Alarm Reduction Program		1	False Alarm Reduction Program		6.50
COPS 2013		10	US Department of Justice		3.00
COPS 2014		15	Workers' Comp. Insurance		2.00
COPS 2015		15			
Grand Total		737	Grand Total		437.7

Table 9: Sworn Attrition Data: April 1, 2015 through March 31, 2016

	2015										2016			Total
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar		
Disability Retirement	1			1	2	2	2	4	1	1	1		15	
Resignation		2		1	1	2	3	3	2	2	1	7	24	
Resignation - Other Agency		1		1	1								3	
Service Retirement	1	2	1		1	2	1	3	1	4	1	2	19	
Termination	1					2			1			1	5	
Deceased						1							1	
Grand Total	3	5	1	3	5	9	6	10	5	7	3	5	67	

OPD experienced an average attrition rate of 5.6 officers per month (67 officers over the 12 month period), which is slightly below the projected attrition rate of 6 officers per month (72 per year). Between March 1-31, 2016, there were 10 separations from the Department and 3 promotions from POT to Police Officer (graduated from the SFPD Academy).

Table 10: Sworn Attrition Analysis April 1, 2015 through March 31, 2016

Reason for Separation	Average Age at Separation	Number of Separations
Disability Retirement	43.1	15
Resignation	31.0	24
Resignation - Other Agency	36.7	3
Service Retirement	51.6	19
Termination	32.5	5
Deceased	31.0	1

Table 11: Attrition of Oakland Residents during the Testing and Hiring Process

	166 th	167 th	168 ^{th*}	169 th	ACSO	170 th	171 st	172 nd	173 rd , SF247	174 th , SF249, SF251, SF252
Applications Received	282	186	415	271	--	316	501	526	169	225
Invited to Physical Ability Test (PAT)	85	59	371	262	--	267	337	495	156	209
Attended PAT	77	44	168	145	--	194	110	281	73	91
Invited to Written	254	165	151	138	--	147	94	253	64	81
Attended Written	155	112	133	123	--	113	77	218	53	67
Invited to Oral Interview	72	42	79	76	--	86	44	145	37	36
Attended Oral Interview	63	39	66	59	--	55	33	118	28	32
Background & Character Review	48	19	40	35	--	43	25	80	22	24
Invited to Academy	7	6	6	3	1	10	15	15	11	13
Graduated from Academy	3	3	6	2	1	10	9	7	7	Pending

Table 12: Field Training

Academy of Origin	Entered FTO ⁴	Completed FTO
6 th POST ⁵ Lateral Course	6	2
OPD 172 nd Basic Academy	35	28
OPD 173 rd Basic Academy	33	33 Pending
SFPD 247 th Academy	3	2 Pending

Table 13: Current Recruitment – Outreach/Media Activity

OPD Practice PAT Saturday, March 5, 2016 (15 attendees)
Alpha Phi Alpha Fraternity, Inc. 68 th Western Convention, March 10, 2016, (400 attendees)
Fruitvale Unity Council Career/Resource Fair, March 17, 2016 (200 attendees)
Oakland Running Festival, March 19, 2016, (250 attendees)
American Criminal Justice Association Job Fair, March 21, 2016 (200 attendees)

⁴ Field Training Officer – the position of an officer trainee in the field training program, after completing the basic academy and before becoming a sworn officer.

⁵ California Peace Officer Commission on Standards and Training

Table 14: OPD Recruitment Data – Current Academies

Police Hiring Steps: 174th Academy & SFPD 249, 251 & 252	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	3/9/2015-5/29/2015	1496	100%	0%	225	15%	0%
Invited to PAT*		1428	95%	-5%	209	14%	-7%
Attended PAT	4/11/2015-6/13/2015	889	59%	-41%	91	6%	-60%
Invited to Written		598	40%	-60%	81	5%	-64%
Attended Written	4/30/2015-7/28/2015	503	34%	-66%	67	4%	-70%
Invited to Oral Interview		323	22%	-78%	36	2%	-84%
Attended Oral Interview	6/9/2015-8/25/2015	251	17%	-83%	32	2%	-86%
Police Hiring Steps: 174th Academy & SFPD 249, 251 & 252	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
Referred to OPD on eligibility list	7/1/2015-9/10/2015	184	12%	-88%	24	2%	-89%
Invited to Academy	10/26/2015-11/16/2015	75	5%	-95%	13	0.87%	-94%
Graduated Academy	5/20/2016, 6/3/2016 & 11/4/2016	TBD	TBD	TBD	TBD	TBD	TBD

*PAT = physical agility test

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	1	12	3	17
Office of the Inspector General					1	2	1	4
Intelligence Unit						1	6	7
Research & Planning							1	1
Bureau of Field Ops: Administration			2		1	2	1	6
Patrol Area 1				0	3	14	89	106
Patrol Area 2				1	3	12	72	88
Patrol Area 3				1	3	12	74	90
Patrol Area 4				1	3	13	72	89
Patrol Area 5				1	3	15	80	99
Support Operations Division				1	1	3	8	13
Traffic Section					1	3	17	21
Foot Patrol						2	15	17
Bureau of Services: Administration			1	1				2
Communications Section						4		4
Training Section					1	2	16	19
Recruiting and Background Unit						1	4	5
Information Technology							3	3
Property/ Evidence Unit							2	2
Bureau of Investigations			1	1				2
CID*: Special Victims Section					1	5	23	29
CID: Homicide Section					1	6	7	14
CID: Misdemeanor Crimes/ Task Forces					1	4	14	19
CID: Robbery, Burglary, Felony Assault Section					1	3	19	23
CID: Youth and School Services Section					1	3	15	19
Ceasefire				1				1
Special Invest. Units					1	4	27	32
Total Sworn	1	1	4	9	27	124	571	737

*CID = Criminal Investigations Division

Table 16: Civilian Vacancies in OPD⁶

Job Classification	Vacancies	FTE Authorized	Status
Accountant II	2	2	<ul style="list-style-type: none"> OPD – 1 pending background in progress HRM* – new recruit for 1 vacancies
Crime Analyst	4	7	<ul style="list-style-type: none"> 1 Crime Analyst re-employed and 1 Crime Analyst in background HRM Recruitment for other 2 positions pending exam plan
Criminalist II/ Forensic Chem	1	15	<ul style="list-style-type: none"> HRM – Exam plan meeting tentatively scheduled for 04/11/16
Crossing Guard	1	2	<ul style="list-style-type: none"> OPD – Awaiting candidate from hiring manager
Forensic Technician Grant funded	1	1	<ul style="list-style-type: none"> OPD – 4 candidates referred to hiring manager and pending interviews
Grant Coordinator	1	1	<ul style="list-style-type: none"> HRM/OPD – Job posted 3/14/16 closed 3/25/16; provisional hire paperwork pending
Intake Technicians 1 – Cantonese/Mandarin and 1 Spanish speaking	2	4	<ul style="list-style-type: none"> HRM – Job posted 3/14/16 – 3/25/16; Eligible list to be established by 4/25/16
Neighborhood Services Coordinator	1	10	<ul style="list-style-type: none"> HRM – 34 applications; awaiting eligible list
Police Cadet – private funding	12.5	21	<ul style="list-style-type: none"> HRM/OPD – Pending exam plan meeting rescheduled for 04/05/16; 9 cadets to start 4/11/16; testing tentatively scheduled for 4/23/16
Police Communications Manager	0	1	<ul style="list-style-type: none"> Exam plan scheduled for 04/12/16
Police Dispatchers	2	67	<ul style="list-style-type: none"> HRM – Eligible list provided by 4/15/16
Police Evidence Technician	1	20	<ul style="list-style-type: none"> OPD – Candidate to start on 4/9/16
Police Operators	2	7	<ul style="list-style-type: none"> OPD – 2 candidates pending background
Police Personnel Operations Specialist	1	2	<ul style="list-style-type: none"> HRM – Eligible list available 4/4/16
Police Property Specialist	1	5	<ul style="list-style-type: none"> HRM – Pending approval of revised job specs by Civil Service Board; Board meeting scheduled for 4/21/16

*HRM=Human Resources Management Department

⁶ As of March 31, 2016 there are 39.5 vacancies – this number excludes positions where staff have been hired but have not started work

Table 16: Civilian Vacancies in OPD (continued)

Job Classification	Vacancies	FTE Authorized	Status
Police Records Specialist	4	53	HRM – Written exam scheduled for 5/27/16
Police Records Supervisor	0	4	HRM – Pending approval of requisition to begin recruitment
Police Services Manager I	0	7	• HRM – Job posting 3/16/16 – 3/30/16; list by 4/6/16
Police Services Technician II	2	60	• OPD – 1 re-employment • HRM – Pending approval of recruitment requisition
Student Trainee	1	1	• OPD – Pending recruitment

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 15 2nd Watch 18 Late Tac 8 3rd Watch 17 Total 58	1st Watch 14 2nd Watch 16 3rd Watch 15 Total 45	1st Watch 15 2nd Watch 16 3rd Watch 16 Total 47	1st Watch 18 2nd Watch 16 3rd Watch 18 Total 52	1st Watch 16 2nd Watch 16 Late Tac 7 3rd Watch 16 Total 55
Number of officers assigned to evening shifts	43	31	32	34	39
Number of officers assigned to CRO / CRT: 66	CRO 7 CRT 7	CRO 7 CRT 8	CRO 8 CRT 8	CRO 6 CRT 8	CRO 7 CRT 8
# of open beats not filled by overtime in February	1st Watch: 4 2nd Watch: 1 3rd Watch: 1	1st Watch: 4 2nd Watch: 2 3rd Watch: 2	1st Watch: 2 2nd Watch: 0 3rd Watch: 2	1st Watch: 1 2nd Watch: 0 3rd Watch: 2	1st Watch: 2 2nd Watch: 1 3rd Watch: 2

Open beats are covered on overtime.

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.

PUBLIC OUTREACH / INTEREST

The Department continues to actively recruit candidates for the positions of police officer trainee and when required, lateral / post-academy graduate police officer. Recruitment efforts focus on selective language candidates, diversity and Oakland residents throughout the testing and selection process. Staff continues to seek input from community members. Staff is also researching 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 Office and the Office of the City Attorney.

SUSTAINABLE OPPORTUNITIES

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

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

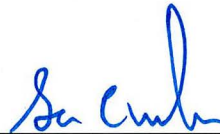
Social Equity: The Oakland Police Department strives to increase the diversity of its workforce.

ACTION REQUESTED OF THE PUBLIC SAFETY COMMITTEE

Staff recommends that the Public Safety Committee accept the OPDs monthly informational report on recruiting and sworn staffing levels as of March 31, 2016.

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

Respectfully submitted,



Sean Whent
Chief of Police
Oakland Police Department

Prepared by:
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