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OAKLAND

2016 JAN 13 PM 2:37

AGENDA REPORT

TO: Sabrina B. Landreth
City Administrator

FROM: Sean Whent,
Chief of Police

SUBJECT: 30 Day Monthly Police Staffing Report

DATE: December 11, 2015

City Administrator Approval
Approval

Date

1/13/16

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 October 31, 2015.

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 civilians. 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: 2000-2015

Year	Sworn Staffing
2000	675
2001	743
2002	732
2003	775

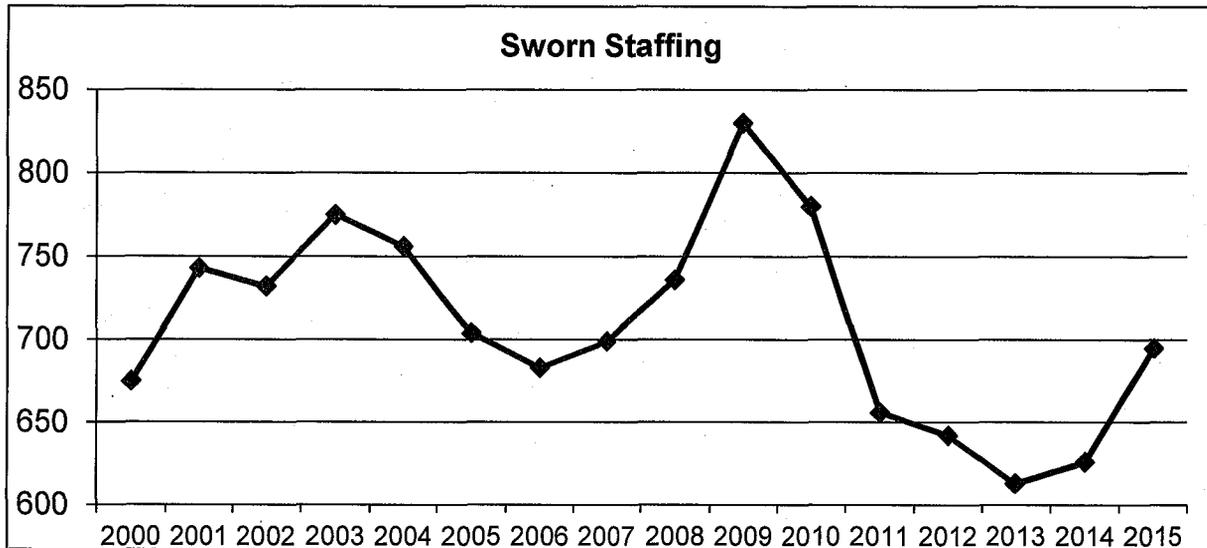
Year	Sworn Staffing
2004	756
2005	704
2006	683
2007	699

Year	Sworn Staffing
2008	736
2009	830
2010	780
2011	656

Year	Sworn Staffing
2012	642
2013	613
2014	626
2015	695

Item: _____
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January 26, 2015

Figure 1: Sworn Staffing on January 1st: 2000-2015



As of October 31, 2015, OPD's actual sworn staffing is 734. The current OPD approved sworn staffing is 737. This total includes 25 officers from the 2011 Department of Justice/Community Oriented Policing Services (DOJ/COPS) Hiring Grant; 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 measures (Measure BB, 2010; Measure Z, 2014).

Demographics – Sworn Staffing

As of October 31, 2015, 62 sworn members (8 percent) and 12 Police Officer Trainees (POTs) were Oakland residents (see Academy charts below). OPD has prioritized attracting a racially diverse and multilingual workforce of qualified officers that includes Oakland residents.

Table 2: 173rd and San Francisco¹ Police Department #248 POT Academy

Gender		Ethnicity		Residency		Language		Education	
Female	9	Asian	11	Oakland	12	Chinese	4	High School	4
Male	44	Black	11			Spanish	10	Some College	34
		Filipino	0					Bachelor	15
		Hispanic	13					Master's/Above	0
		Other	1						
		White	17						
Total	53	Total	53	Total	12	Total	14	Total	53

¹ OPD currently has a total 13 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 – OPD Sworn Staff October 31, 2015

	Female		Male	
	Count	Percentage	Count	Percentage
Asian	8	9%	82	13%
Black	23	26%	117	18%
Filipino	2	2%	14	2%
Hispanic	16	19%	156	24%
Native American	1	1%	1	0%
Undeclared-Other	1	1%	6	1%
White	36	41%	258	40%
Unknown	-	--	13	2%
Total	87	100%	647	100%

Figure 2: Residency of Sworn OPD Members as of October 31, 2015

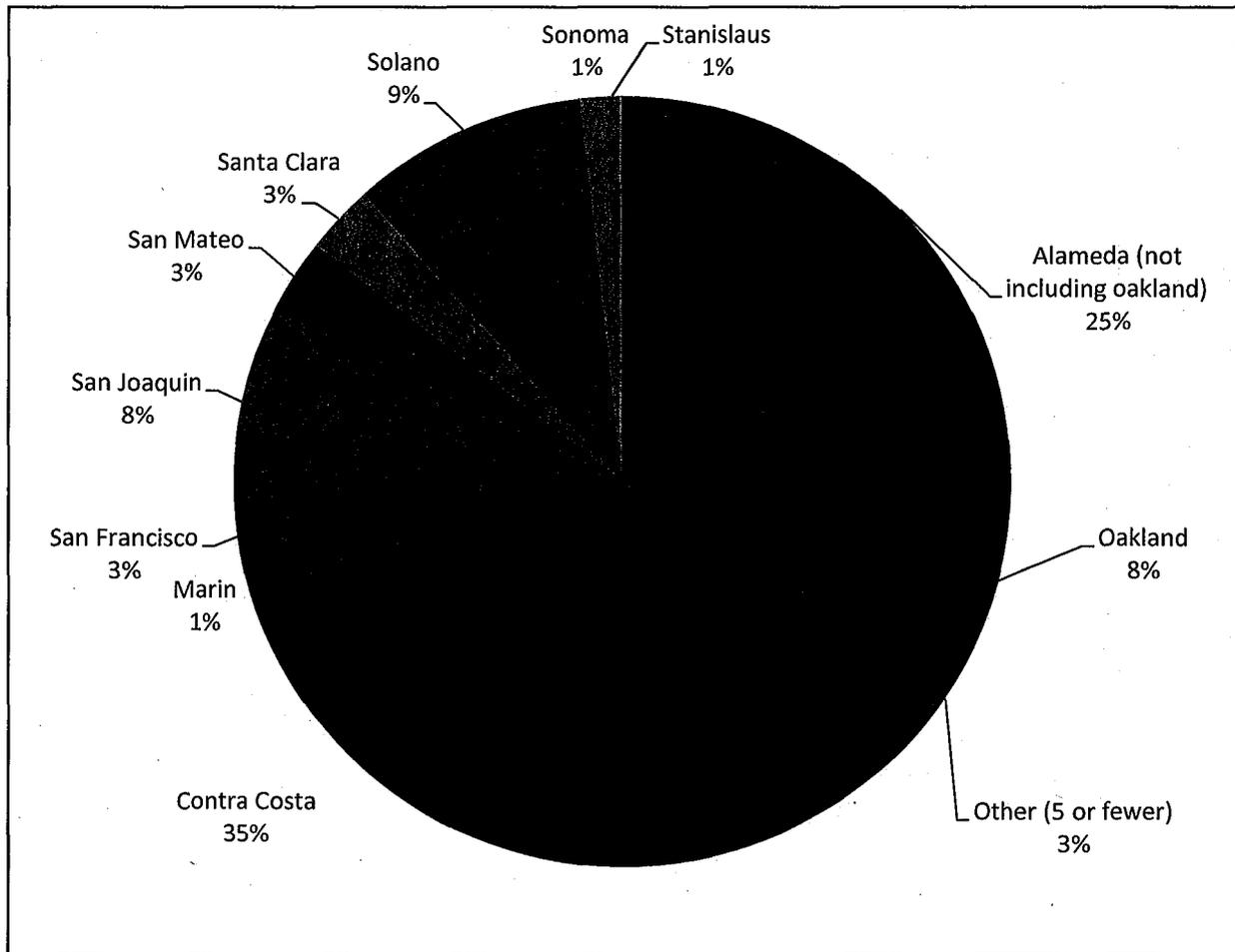


Table 4: Ethnicity by Year – OPD Sworn Staff

Race	US 2010 Census-Oakland Pop.	OPD 2013	OPD 2014	OPD 2015
White	34.5%	43.0%	42.0%	40.1%
Black	28.0%	20.0%	18.8%	19.1%
Asian	16.8%	20.9%	12.7%	14.4%
Hispanic	25.4%	19.0%	21.2%	23.4%
Other ²	--	--	5.3%	3.0%
Female	14.3% ³	12.0%	12.0%	11.9%
Male	85.7%	88.0%	88.0%	88.1%

Actual Staffing and Projections

Table 5: Actual Sworn Staffing (as of October 31, 2015) and Sworn Staffing Projections

Year	2015			2016								
Month	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep
Filled	705	734	725	719	750	744	742	736	776	769	763	757
Attrition	(6)	(10)	(6)	(6)	(6)	(6)	(6)	(6)	(6)	(6)	(6)	(6)
Hires	35	1	0	37	0	4	0	45	0	0	0	5
Ending Filled	734	725	719	750	744	742	736	775	770	763	757	756
Authorized	737	777	777	777								
Over (Under) Authorized	(3)	(12)	(18)	13	7	5	(1)	38	48	(14)	(20)	(21)
Hiring Plan	741	735	729	763	757	756	750	789	783	777	771	770
Over (Under) Adopted Hiring Plan	(7)	(10)	(10)	(13)	(13)	(14)	(14)	(14)	(13)	(14)	(14)	(14)

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 5 above 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 October 31, 2015.

² Other includes Unknown, Native American, and Undeclared; OPD Data as of 10/31/2015

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

Additional Data on Recruiting and Staffing

Table 6: Current Recruitment – Outreach/Media Activity

Practice Physical Ability Test (PAT) Saturday, October 3, 0800 – 1000, Officer O'Reilly & crew. (100 attendees)
San Mateo Housing Authority Workshop Saturday, October 3, 0900 – 1400, Officer F. Romero. (300 attendees, 15 contacts for POT & 10 for Cadet)
Asian Safety Fair Saturday, October 3, 0900 – 1400, Officer O. Saeparn and Sergeant P. Phan. (400-500 attendees, 10 contacts)
Online POST written test workshop Saturday, October 10, 1000 – 1200. (40 attendees)
City Hall Open House Wednesday, October 28, 1600 – 1930, Officer S. Brewster. (300 attendees, 2 contacts)
Acorn Woodland Annual Safety Fair Friday, October 30, 2015 from 0800 – 1200, Officer P. McNeil. (200-300 student attendees)

Tables 7 and 8: Staff Funding Sources for Sworn and Civilian Positions for FY 2015–2016

Sworn Positions	FTE	Civilian Positions	FTE
General Fund: General Purpose	606	General Fund: General Purpose	395.05
Alameda Co. Vehicle Abatement	1	Alameda Co. Vehicle Abatement	1.00
Measure Z	63	Measure Z	.35
Traffic Safety Fund	2	Traffic Safety Fund	15.65
COPS 2011	25	False Alarm Reduction Program	6.50
COPS 2013	10	US Department of Justice	3.00
COPS 2014	15	State of California	1.65
COPS 2015	15	Workers' Comp. Insurance	2.00
Grand Total	737	Grand Total	425.2

Table 9: Budget Authorized Positions

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	9	0
	Lieutenant	27	27	0
	Sergeants	124	128	4
	Police Officers	571	564	-7
	Total Sworn	737	734	-3
Non-Sworn	Full-time and Part-time	425.2	397.7	-27.5
	Total Personnel	1162.2	1131.7	-30.5

Table 10: Sworn Attrition Data: November 1, 2014 through October 31, 2015

	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Total
Disability Retirement	4	1		3	1	1			1	2	2	2	17
Resignation	2	1	1	2	2		2		2	1	2	3	18
Resignation - Other Agency	1	1			1		1			1			5
Service Retirement	1	7		2	2	1	2	1		1	2	1	20
Termination	2		1			1					2		6
Deceased											1		1
Grand Total	10	10	2	7	6	3	5	1	3	5	9	6	67

OPD experienced an average attrition rate of 5.6 officers per month (67 officers total), which is below the projected attrition rate of 6 officers per month (or 72 per year).

Table 11: Sworn Attrition Analysis November 1, 2014 through October 31, 2015

Reason for Separation	Average Age at Separation	Number of Separations
Disability Retirement	46.1	17
Resignation	32.8	18
Resignation - Other Agency	34.9	5
Service Retirement	51.0	20
Termination	37.1	6
Deceased	31.0	1

Table 12: 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
Applications Received	282	186	415	271	--	316	501	526	169
Invited to PAT	85	59	371	262	--	267	337	495	156
Attended PAT	77	44	168	145	--	194	110	281	73
Invited to Written	254	165	151	138	--	147	94	253	64
Attended Written	155	112	133	123	--	113	77	218	53
Invited to Oral Interview	72	42	79	76	--	86	44	145	37
Attended Oral Interview	63	39	66	59	--	55	33	118	28
Background & Character Review	48	19	40	35	--	43	25	80	22
Invited to Academy	7	6	6	3	1	10	15	15	12
Graduated from Academy	3	3	6	2	1	10	9	7	Pending

Table 13: Demographic Information on Academies since 2012

Class	Starting Date	Starting Number	Gender	Oakland Resident	Language	Ending Number
166th	17 Sep 12	57	15 Females 42 Males	7	8 Cantonese/Mandarin 4 Spanish	39
167th	25 Mar 13	51	7 Females 44 Males	6	5 Cantonese/Mandarin 12 Spanish	36
168th	30 Sep 13	57	8 Females 49 Males	6	0 Cantonese/Mandarin 19 Spanish	47
3rd th Lateral	9 Dec 13	4	4 Males	0	0 Cantonese/Mandarin 1 Spanish	4
169th	30 Dec 13	55	8 Females 47 Males	2	0 Cantonese/Mandarin 13 Spanish	34
ACSO	17 Mar 14	24	3 Females 21 Males	1	3 Cantonese/Mandarin 3 Spanish	13
170th	28 Apr 14	57	9 Females 48 Males	5	3 Cantonese/Mandarin 10 Spanish	35
4 th Lateral	22 Sep 14	7	1 Female 6 Males	0	0 Cantonese/Mandarin 2 Spanish	5
171 st	29 Sep 14	60	10 Females 50 Males	15	5 Cantonese/Mandarin 9 Spanish	35
5 th Lateral	23 Feb 15	9	9 Males	1	1 Cantonese/Mandarin 0 Spanish	7
172 nd	27 Apr 15	58	19 Females 39 Males	15	1 Cantonese/Mandarin 14 Spanish	35
6 th Lateral	18 May 15	6	6 Males	1	0 Cantonese/Mandarin 0 Spanish	6
SFPD 247 th	8 Jun 15	5	5 Males	0	0 Cantonese/Mandarin 0 Spanish	Pending
173 rd	6 Jul 15	53	9 Females 44 Males	11	4 Cantonese/Mandarin 10 Spanish	Pending
SFPD 248 th	3 Aug 15	5	5 Males	1	0 Cantonese/Mandarin 0 Spanish	Pending

Table 14: OPD Recruitment Data – Current Academies

172nd Academy	Testing/ Time Frame	Total	Percent of Total	Percent Not Advanced	Number of Oakland Residents	Percent Oakland Residents	Residents Not Advanced
Applications Received	5/12/2014-12/5/2014	3820	100%	0%	526	14%	0%
Invited to PAT		3687	97%	-3%	495	13%	-6%
Attended PAT	6/14/2014-12/13/2014	1769	46%	-54%	281	7%	-47%
Invited to Written		1657	43%	-57%	253	7%	-52%
Attended Written	7/8/2014-1/7/2015	1435	38%	-62%	218	6%	-59%
Invited to Oral		1050	27%	-73%	145	4%	-72%
Attended Oral Interview	8/11/2014-2/10/2015	799	21%	-79%	118	3%	-78%
Eligibility List	8/25/2014-3/4/2015	562	15%	-85%	80	2%	-85%
Invited to Academy	4/27/2015	58	2%	-98%	15	0.39%	-97%
Graduated Academy	10/30/2015	35	1%	-99%	8	0.2%	-98.0%

173rd Academy & SFPD 248	Testing/ Time Frame	Total	Percent of Total	Percent Not Advanced	Number of Oakland Residents	Percent Oakland Residents	Residents Not Advanced
Applications Received	1/5/2015-2/24/2015	1234	100%	0%	169	14%	0%
Invited to PAT		1189	96%	-4%	156	13%	-8%
Attended PAT	2/14/2015-3/14/2015	539	44%	-56%	73	6%	-57%
Invited to Written		512	41%	-59%	64	5%	-62%
Attended Written	3/10/2015-4/9/2015	402	33%	-67%	53	4%	-69%
Invited to Oral		315	26%	-74%	37	3%	-78%
Attended Oral Interview	4/13/2015-5/11/2015	245	20%	-80%	28	2%	-83%
Eligibility List	5/5/2015-6/1/2015	181	15%	-85%	80	2%	-85%
Invited to Academy	6/8/2015-8/3/2015	63	5%	-95%	12	0.97%	-93%
Graduated Academy	1/8/2016 & 3/4/2016	TBD	TBD	TBD	TBD	TBD	TBD

Table 15: Field Training

Academy of Origin	Entered FTO	Completed FTO
OPD 171st Basic Academy	35	30 completed/ 1 Pending
6 th POST Lateral Course	6	Pending
OPD 172 nd Basic Academy	35	Pending

Table 16: 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	1	12	3
Office of the Inspector General					1	2	1
Intelligence Unit						1	6
Research & Planning							1
Bureau of Field Ops: Administration			2		1	2	1
Patrol Area 1				0	3	16	89
Patrol Area 2				1	3	12	72
Patrol Area 3				1	3	12	74
Patrol Area 4				1	3	13	72
Patrol Area 5				1	3	15	80
Support Ops Division				1	1	3	8
Traffic Section					1	3	17
Bureau of Services: Administration			1	1			
Communications Section						4	
Training Section					1	2	16
Recruiting and Background Unit						1	4
Information Technology							3
Property/ Evidence Unit							2
Bureau of Investigations			1	1			
CID: Special Victims Section					1	5	23
CID: Homicide Section					1	6	7
CID: Misdemeanor Crimes/ Task Forces					1	4	14
CID: Robbery, Burglary, Felony Assault Section					1	3	19
CID: Youth and School Services Section					1	3	15
Ceasefire				1			
Special Invest. Units					1	4	27
Total Sworn	1	1	4	9	27	124	556

There are eight officers over the authorized strength assigned to FTO.
 This table does not include 15 additional walking officer positions from COPS 2015 grant.

Table 17: Civilian Vacancies in OPD (As of October 31, 2015 there are 27.5 vacancies – this number excludes positions where staff have been hired but have not started work)

Job Classification	Vacancies	FTE Authorized	Status
Accountant II	1	2	<ul style="list-style-type: none"> Human Resources Management (HRM)/ OPD – Pending exam plan and recruitment
Administrative Analyst II/ Crime Analyst	2	6	<ul style="list-style-type: none"> OPD Pending approval of salary and job specifications to create a Crime Analyst position
Administrative Assistant I	1	1	<ul style="list-style-type: none"> HRM – Pending Background
Forensic Technician Grant funded	1	1	<ul style="list-style-type: none"> HRM Pending exam plan
Grant Coordinator	1	1	<ul style="list-style-type: none"> OPD – Pending background
Intake Technicians	3	4	<ul style="list-style-type: none"> HRM: Pending Exam Plan OPD: 2 pending background.
Neighborhood Services Coordinator	1	10	<ul style="list-style-type: none"> HRM Pending testing
Police Cadet	4.5	13.5	<ul style="list-style-type: none"> OPD – Job closed 10/16/15, Pending Testing
Police Evidence Technician	4	20	<ul style="list-style-type: none"> HRM – Pending Testing
Police Dispatchers	3	67	<ul style="list-style-type: none"> OPD: Pending background investigations
Police Operators	2	7	<ul style="list-style-type: none"> HRM – Pending exam plan
Police Personnel Operations Specialist	1	2	<ul style="list-style-type: none"> OPD – Hiring Interviews
Police Records Specialist	1	53	<ul style="list-style-type: none"> HRM Pending approval of requisition
Police Property Specialist	1	5	<ul style="list-style-type: none"> HRM – Exam plan scheduled, job posting by 9 Nov 15.
Police Services Manager I – Crime Analysis	1	8	<ul style="list-style-type: none"> OPD – 2nd interviews

Table 18: Beats by Area

Area	Beat
Area 1	Beats 1-7
Area 2	Beats 8-14
Area 3	Beats 15-22
Area 4	Beats 23-28
Area 5	Beats 29-35

Table 19: Patrol Data

	Area 1	Area 2	Area 3	Area 4	Area 5
Number of officers assigned to patrol: 257	1st Watch 16 2nd Watch 17 Late Tac* 8 3rd Watch 14 Total 55	1st Watch 15 2nd Watch 17 3rd Watch 16 Total 48	1st Watch 17 2nd Watch 16 3rd Watch 15 Total 48	1st Watch 18 2nd Watch 17 3rd Watch 15 Total 50	1st Watch 17 2nd Watch 17 Late Tac* 7 3rd Watch 15 Total 56
Number of officers assigned to evening shifts	39	33	31	32	39
Number of officers assigned to CRO / CRT: 66	CRO 7 CRT 8	CRO 7 CRT 7	CRO 8 CRT 8	CRO 6 CRT 6	CRO 7 CRT 8
# of open beats not filled by overtime in September	1st Watch: 2 2nd Watch: 2 3rd Watch: 3	1st Watch: 1 2nd Watch: 1 3rd Watch: 0	1st Watch: 1 2nd Watch: 6 3rd Watch: 0	1st Watch: 0 2nd Watch: 0 3rd Watch: 2	1st Watch: 3 2nd Watch: 4 3rd Watch: 3

* Late Tac is the 6:00 pm-4:00 am shift Thursday through Sunday.

FISCAL IMPACT

This item is for informational purposes only and does not have a direct fiscal impact or cost.

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 has met with several community organizations and received positive feedback and useful input on recruiting efforts. Staff is working with community organizations to conduct hiring workshops, to be held at various community organizations' offices, throughout the City.

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.

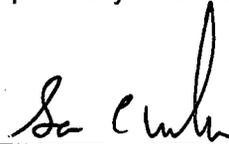
Social Equity: The Oakland Police Department strives to increase the diversity of its workforce.

ACTION REQUESTED OF THE PUBLIC SAFETY COMMITTEE

Staff Recommends that The Public Safety Committee accept the OPD's monthly information report on recruiting and sworn staffing levels as of October 31, 2015.

For questions regarding this report, please contact Cee Belue, Police Services Manager I, OPD Personnel Division, at (510) 238-6971.

Respectfully submitted,



Sean Whent
Chief of Police
Oakland Police Department

Prepared by:
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