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OAKLAND

2017 JUN 28 PM 4:02

AGENDA REPORT

TO: Sabrina B. Landreth
City Administrator

FROM: Anne E. Kirkpatrick
Chief of Police

SUBJECT: 30 Day Monthly Police Staffing Report

DATE: June 14, 2017

City Administrator Approval

Date:

6/28/17

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 May 31, 2017.

EXECUTIVE SUMMARY

This informational report provides data on the demographics and staffing levels of OPD sworn and civilian employees as well as recruiting and hiring data, as of May 31, 2017.

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: 2008-2017

Year	Sworn Staffing
2008	736
2009	830
2010	780
2011	656
2012	642

Year	Sworn Staffing
2013	613
2014	626
2015	695
2016	721
2017	744

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Figure 1: Sworn Staffing on January 1st of Each Year: 2008-2017

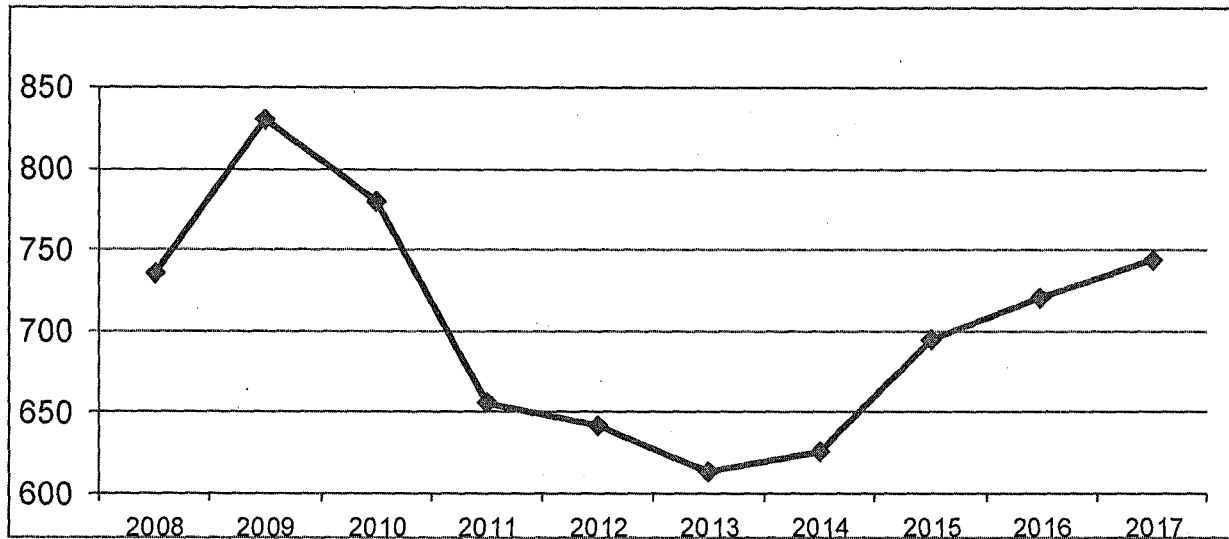


Figure 1 above reflects that OPD's actual sworn staffing was 766 sworn officers as of May 31, 2017; the authorized staffing level per the Approved Fiscal Year (FY) 2016-17 Budget is 794 sworn positions. The total of 766 includes 10 officer positions from the 2013 Department of Justice/Community Oriented Policing Services (DOJ/COPS) Hiring Grant; 15 officers from the 2014 DOJ/COPS Hiring Grant; 15 officer positions from the 2015 DOJ/COPS Hiring Grant; 15 officer positions from the 2016 DOJ/COPS Hiring Grant; 2 officer positions from the California Office of Traffic Safety Select Traffic Enforcement Program (STEP) Grant; and approximately 65.5 officers associated with Oakland's voter approved public safety measure (Measure Z, 2014) (see Page No. 7 for an attrition analysis of sworn officers).

Demographics – Sworn Staffing

Figure 2 below shows that as of May 31, 2017, 79 sworn members, or 10.3 percent of sworn staffing, were Oakland residents. Additionally, Table 2 below demonstrates that two Police Officer Trainees (POT) or six percent of the 177th Police Academy 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 and City of Oakland, of Sworn OPD Members

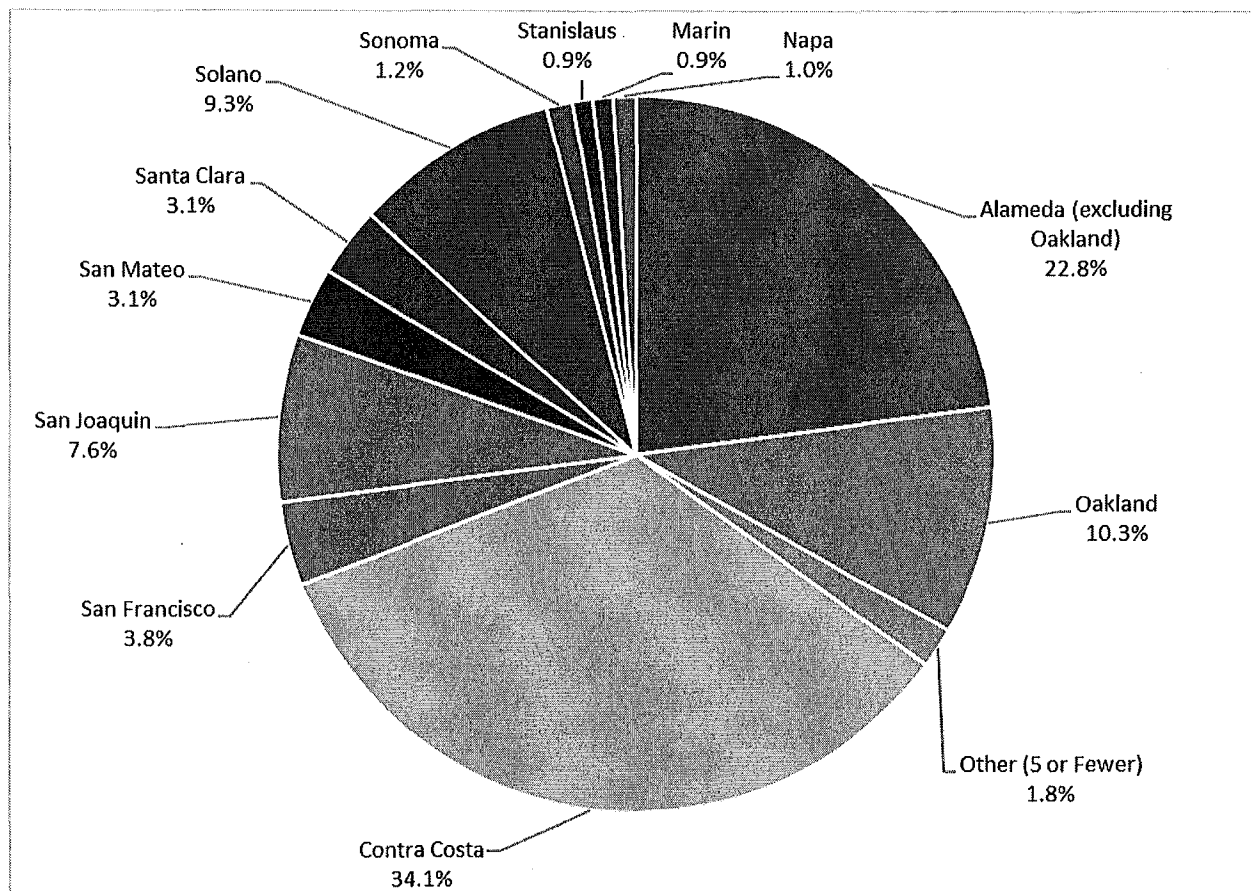


Table 2: OPD's 177th Basic Academy

Gender		Ethnicity		Residency		Language		Education	
Female	5	Asian	7	Oakland	2	Chinese	0	High School	5
Male	28	Black	10	Other	31	Spanish	7	Some College	13
		Hispanic	10			Neither	26	Associate's	4
		White	4					Bachelor's	10
		Other	2					Master's/Above	1
Total	33	Total	33	Total	33	Total	33	Total	33

Table 3: Ethnicity and Gender – All OPD Sworn Staff as of May 31, 2017

Race	Female		Male	
	Count	Percentage	Count	Percentage
Asian	8	8.00%	93	13.96%
Black	22	22.00%	111	16.67%
Filipino	1	1.00%	15	2.25%
Hispanic	29	29.00%	159	23.87%
Native American	1	1.00%	2	0.30%
Undeclared-Other	2	2.00%	12	1.80%
White	37	37.00%	263	39.49%
Unknown	0	0%	11	1.65%
Total	100	100%	666	100%

Table 4: Ethnicity by Year – All OPD Sworn Staff as of May 31, 2017

Race	US 2010 Census-Oakland Pop.	OPD 2014	OPD 2015	OPD 2016	OPD 2017
White	34.5%	42.0%	40.1%	39.7%	39.2%
Black	28.0%	18.8%	19%	18.0%	17.4%
Asian	16.8%	12.7%	14.4%	15.1%	15.3%
Hispanic	25.4%	21.2%	23.4%	23.7%	24.5%
Other ¹	--	5.3%	3.1%	3.5%	3.6%
Female	14.3% ^{2,3}	12.0%	11.9%	13.0%	13.1%
Male	85.7% ⁴	88.0%	88.1%	87.0%	86.9%

Table 5: Demographic Information on Academies Since 2012

Class	Starting Date	Starting Number	Gender	Oakland Resident	Language	Ending Date	Ending Number
166 th	Sep 12, 2012	57	15 Females 42 Males	7	8 Cantonese/Mandarin 4 Spanish	3/20/13	39
167 th	Mar 25, 2013	51	7 Females 44 Males	6	5 Cantonese/Mandarin 12 Spanish	9/20/13	36
168 th	Sep 30, 2013	57	8 Females 49 Males	6	0 Cantonese/Mandarin 19 Spanish	4/4/14	47
3 rd Lateral	Dec 9, 2013	4	4 Males	0	0 Cantonese/Mandarin 1 Spanish	2/7/14	4
169 th	Dec 30,	55	8 Females	2	0 Cantonese/Mandarin	7/3/14	34

¹ Other includes Unknown, Native American, and Undeclared

² 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

³ Percent of U.S. law enforcements officers who were female at time of 2007 data

⁴ Percent of U.S. law enforcements officers who were male at time of 2007 data

Class	Starting Date	Starting Number	Gender	Oakland Resident	Language	Ending Date	Ending Number
	2013		47 Males		13 Spanish		
ACSO *	Mar 17 2014	24	3 Females 21 Males	1	3 Cantonese/Mandarin 3 Spanish	9/23/14	13
170th	Apr 28, 2014	57	9 Females 48 Males	10	3 Cantonese/Mandarin 10 Spanish	2/3/15	35
4 th Lateral	Sep 22, 2014	7	1 Female 6 Males	0	0 Cantonese/Mandarin 2 Spanish	11/27/14	5
171 st	Sep 29, 2014	60	10 Females 50 Males	15	5 Cantonese/Mandarin 9 Spanish	4/3/15	35
5 th Lateral	Feb 23, 2015	9	9 Males	1	1 Cantonese/Mandarin 0 Spanish	5/1/15	7
172 nd	Apr 27, 2015	58	19 Females 39 Males	15	1 Cantonese/Mandarin 14 Spanish	10/30/15	35
6 th Lateral	May 18, 2015	6	6 Males	1	0 Cantonese/Mandarin 0 Spanish	7/24/15	6
SFPD* * #247	Jun 8, 2015	5	5 Males	0	0 Cantonese/Mandarin 0 Spanish	1/15/16	3
173 rd	Jul 6, 2015	53	9 Females 44 Males	11	4 Cantonese/Mandarin 10 Spanish	1/8/16	33
SFPD #248	Aug 3, 2015	5	5 Males	1	0 Cantonese/Mandarin 0 Spanish	3/11/16	3
SFPD #249	Oct 26, 2015	5	1 Female 4 Males	1	0 Cantonese/Mandarin 0 Spanish	6/3/16	5
174 th	Nov 16, 2015	60	15 Females 45 Males	9	4 Cantonese/Mandarin 11 Spanish	5/20/16	44
SFPD #251	Feb 1, 2016	5	1 Female 3 Males	2	1 Cantonese/Mandarin 0 Spanish	9/23/16	4
SFPD #252	Mar 14, 2016	5	2 Female 3 Males	0	0 Cantonese/Mandarin 2 Spanish	11/04/16	5
SFPD #253	Apr 11, 2016	6	1 Females 3 Males	0	0 Cantonese/Mandarin 0 Spanish	12/2/16	4
175 th	Jul 11, 2016	50	7 Females 43 Males	9	3 Cantonese/Mandarin 10 Spanish	1/27/17	24
176 th	Oct 31, 2016	28	5 Females 23 Males	6	1 Cantonese/Mandarin 7 Spanish	5/19/17	17
177 th	May 22, 2017	33	5 Females 28 Males	2	0 Cantonese/Mandarin 7 Spanish	12/1/17	Pending

* 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

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projected sworn staffing for the current FY 2016-2017 Hiring Plan, as approved in the FY 2015-2017 Policy Budget. This data is accurate as of May 31, 2017.

Table 6: Actual Sworn Staffing (as of May 31, 2017) and Sworn Staffing Projections

Year	2017								2018			
	Month	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
Filled	751	766	760	754	748	742	736	730	749	743	737	756
Attrition	(2)	(6)	(6)	(6)	(6)	(6)	(6)	(6)	(6)	(6)	(6)	(6)
Hires	17	0	0	0	0	0	0	25	0	0	25	0
Ending Filled	766	760	754	748	742	736	730	749	743	737	756	750
Authorized	794	794	794	794	794	794	794*	794*	794*	794*	794*	794*
Over (Under) Authorized	(28)	(34)	(40)	(46)	(52)	(58)	(64)	(45)	(51)	(57)	(38)	(44)
Hiring Plan	768	762	796	796	790	784	778	772	766	800	794	788
Over (Under)	(2)	(2)	(42)	(48)	(48)	(48)	(48)	(23)	(23)	(63)	(38)	(38)
New POT Hiring Pipeline	176 th Academy (ended May 2017 = 17 POTs)							177 th Academy (ends Dec 2017 = 25 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, 2017. If OTS rejects the City's request to continue to fund these positions, the two positions would require funding from the City. These two positions will be eliminated from the authorized staffing level (from 794 to 792 positions) if the City cannot find an alternative funding source as of October, 2017.

Table 7: OPD Positions - Authorized and Filled

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	7	-3
	Lieutenant	27	24	-3
	Sergeants	129	127	-2
	Police Officers	622	603	-19
	Total Sworn		794	766
Non-Sworn	Full-time and Part-time	438.58	370.23	-68.35
	Total Personnel	1,232.58	1,136.23	-96.35

Tables 8: Staff Funding Sources for Sworn and Civilian Positions for FY 2016–2017

Sworn Positions	FTE	Civilian Positions	FTE
General Fund: General Purpose	667.5	General Fund: General Purpose	391.08
Alameda Co. Vehicle Abatement	1	Alameda Co. Vehicle Abatement	1
Measure Z	65.5	Measure Z	2
Traffic Safety Fund	2	Traffic Safety Fund	20
False Alarm Reduction Program	1	False Alarm Reduction Program	6.5
*COPS 2013	10	US Department of Justice	2
*COPS 2014	15	Workers' Comp. Insurance	2
*COPS 2015	15	Radio/Telecommunications	1
*COPS 2016	15	State of California Other	1
CA OTS STEP	2	Miscellaneous Grants (Cadet)	12
Grand Total	794	Grand Total	438.58

*US Department of Justice, Office of Community-Oriented Policing Services (COPS) Personnel are split funded with the General Purpose Fund

Table 9a: Sworn Attrition Data: June 1, 2016 through May 31, 2017

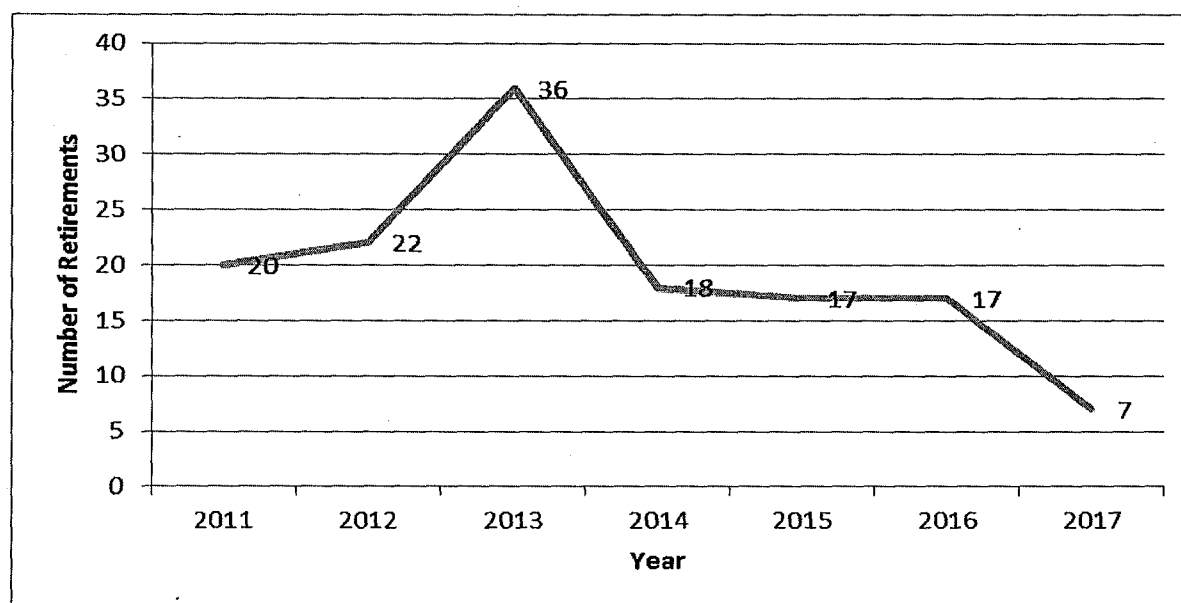
	2016							2017					Total
	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	
Disability Retirement	3	1	1	1	4	2	1	2	1	3	1	-	20
Resignation (not during Field Training)	1	1	1	2	1	4	1	-	-	2	-	-	13
Resignation during Field Training	-	2	1	4	4	-	-	-	-	-	1	-	12
Resignation (Other Agency)	-	-	-	-	-	1	-	1	-	-	-	-	2
Service Retirement	-	1	-	1	-	3	4	1	1	1	2	2	16
Termination	-	-	-	-	-	-	-	-	-	1	-	-	1
Release from Probation during Field Training	1	-	-	-	1	-	-	1	-	-	-	-	3
Grand Total	5	5	3	8	10	10	6	5	2	7	4	2	67

OPD experienced an average attrition rate of 5.58 officers per month (67 officers over the 12-month period), which is below the current projected attrition rate of 6 officers per month (72 per year).

Table 10: Sworn Attrition Analysis June 1, 2016 through May 31, 2017

Reason for Separation	Average Age at Separation	Number of Separations
Disability Retirement	44.8	20
Resignation (not during Field Training)	36.1	13
Resignation (during Field Training)	30.0	12
Resignation - Other Agency	28.6	2
Service Retirement	52.1	16
Termination	41.5	1
Release from Probation during Field Training	29.8	3

Figure 3: Disability Retirements from 2011 to 2017*



* 2017 data is from January 1, 2017 through May 31, 2017

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 above shows data on disability retirements between 2011 and 2016. 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.

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

Academy #	Application 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	TBD

* Three POTs graduated from the SF 248 academy on 3/11/16. Forty-four POTs graduated from the 174th Academy on 5/20/16. Five POTs graduated from the SF 249 on 6/3/16. Four POTs graduated from the SF 251 on 9/23/16. Five POTs graduated from the SF 252 on 11/4/16. Four POTs graduated from the SF 253 on 12/2/16.

Table 12: Field Training Completion Data

Academy of Origin	Entered Field Training Program	Completed Field Training Program	Still in Field Training Program
6 th POST ⁵ Lateral Course	6	2	0
OPD 172 nd Basic Academy	35	28	0
OPD 173 rd Basic Academy	33	31	0
OPD 174 th Basic Academy	44	36	1
SFPD 247 th Academy	3	2	0
SFPD 248 th Academy	3	2	0
SFPD 249 th Academy	5	3	0
SFPD 251 st Academy	4	4	0
SFPD 252 nd Academy	5	5	0
SFPD 253 rd Academy	4	3	0
OPD 175 th Basic Academy	24	18	6
OPD 176 th Basic Academy	17	0	17

Table 13: Current Recruitment – Outreach and Media Activity

Date	Event	Location	Event Attendees	Inquiries: # And Type
May 3, 2017	Job Fair	Evergreen Valley College 3095 Yerba Buena Rd. San Jose, CA 95135	225	24 POT 5 Cadets
May 4, 2017	Job Fair	De Anza College 21250 Stevens Creek Blvd. Cupertino, CA 95014	300	26 POT 6 Cadets
May 4, 2017	Career Fair	CCSF Mission Center 1125 Valencia St. San Francisco, CA 94110	200	14 POT 5 Cadets
May 6, 2017	Festival	Cinco De Mayo Festival 3300 Blk E 12 th St. Oakland, CA 94607	250	8 Cadets 2 Explorers
May 13, 2017	Festival	A Taste of Oakland 1250 Peralta Oaks Oakland, CA 94607	500	5 POT 1 Cadet

⁵ California Peace Officer Commission on Standards and Training

Date	Event	Location	Event Attendees	Inquiries: # And Type
May 17, 2017	Youth Career Fair	Beyond Emancipation 16300 Blk of East 14 th St. San Leandro, CA 94578	350	2 POT 7 Cadets 6 Explorers
May 18, 2017	Job Fair	OPD Youth Open House 455 7 th St Oakland, CA 94607	300	14 POT 10 Cadet 2 Explorers
May 19, 2017	Festival	Greek Festival 4700 Lincoln Ave Oakland, CA 94602	1500	15 POT 3 Cadets 1 Explorer
May 20, 2017	Festival	Greek Festival 4700 Lincoln Ave Oakland, CA 94602	1500	22 POT 5 Cadets 5 Explorer
May 20, 2017	Workshop	OPD Mat Room 455 7 th St Oakland, CA 94607	31	310 POT
May 21, 2017	Festival	Greek Festival 4700 Lincoln Ave Oakland, CA 94602	1500	15 POT 2 Cadets 2 Explorer
May 22, 2017	Job Fair	OPD Youth Open House 455 7 th St Oakland, CA 94607	50	8 Cadets 9 Explorers
May 23, 2017	Career Fair	Oakland Military Institute 3877 Lusk St Oakland, CA 94608	100	15 Cadets 10 Explorers
May 24, 2017	Career Day	Leadership Public Schools 8601 MacArthur Blvd Oakland, CA 94605	100	15 Cadets 10 Explorers
May 25, 2017	Open House	OPD Youth Open House 455 7 th St Oakland, CA 94607	50	5 Cadets 3 Explorers
May 30, 2017	Career Day	Montera Middle School 5555 Ascot Drive Oakland, CA 94611	120	15 Cadets 7 Explorers

Table 14a: OPD Recruitment Data – Current Academies

Police Hiring Steps: 176th 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	2/1/2016 - 3/18/2016	744	100%	0%	138	19%	0%
Invited to PAT*		631	85%	15%	113	15%	18%
Attended PAT	4/9/2016	218	29%	71%	46	6%	67%
Invited to Written		207	28%	72%	45	6%	67%
Attended Written	5/4/2016	171	23%	77%	29	4%	79%
Invited to Oral Interview		126	17%	83%	26	3%	81%
Attended Oral Interview	6/13-14/2016	102	14%	86%	22	3%	84%
Referred to OPD on eligibility list	7/1/2016 - 10/15/2016	80	11%	89%	15	2%	89%
Invited to Academy	10/31/2016	28	4%	96%	6	0.81%	96%
Graduated Academy	5/19/2017	17	3%	97%	3%	0.48%	97%

*PAT = physical agility test

Table 14b: OPD Recruitment Data – Current Academies

Police Hiring Steps: 177th 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		628	30%	70%	135	6%	61%
Attended Written	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	12/1/2017	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
Office of the Chief	1	1				1	
Public Information Office							2
Internal Affairs Division				1	2	12	4
Office of the Inspector General					1		1
Intelligence Unit						1	7
Research & Planning							1
Bureau of Field Ops: Administration			2		1	1	5
Patrol Area 1				1	3	14	77
Patrol Area 2				1	3	13	63
Patrol Area 3				1	3	15	72
Patrol Area 4				1	3	16	78
Patrol Area 5				1	3	16	81
Support Operations Division				1	1	2	17
Traffic Section					1	4	26
Foot Patrol						6	30
Bureau of Services: Administration			1	1			
Training Section					1	3	19
Recruiting and Background Unit						1	8
Information Technology							3
Bureau of Investigations			1			1	5
Criminal Investigations Division (CID): Special Victims Section				1	1	6	38
CID: Homicide Section					1	5	10
CID: Misdemeanor Crimes/ Task Forces					1	3	19
CID: Robbery, Burglary, Felony Assault Section					1	3	24
Ceasefire				1			
Special Invest. Units					1	6	32
Total Sworn	1	1	4	10	27	129	622

Table 16: Civilian Vacancies in OPD⁶

Job Classification	Vacancies	FTE Authorized	Date Assigned to DHRM for Hiring	Status
Accountant II	1	2	3/16/16	HRM - Pending job posting. On hold to review Immediate Dispute Resolution (IDR) with union.
Administrative Analyst II	1	15	1/19/17	OPD – Waiting for hiring manager to begin recruitment.
Business Analyst II	1	1	12/21/16	OPD – Eligible list provided to hiring manager on 28 Mar 17. Waiting to schedule interviews.
Crime Analyst	1	4	3/14/17	HRM – Announcement opens on 12 Jun17 and closes on 30 Jun 17.
Crime Analyst (ELDE)	1	2	4/11/16	OPD – Funding end date on 30 Jun 17.
Crossing Guard (PPT)	1	2	Various	HRM – Waiting for analyst to be assigned.
Crossing Guard (PT)	1	17	Various	HRM – Waiting for analyst to be assigned.
Executive Assistant to Agency Director	1	1	3/8/17	OPD – Waiting for hiring manager to schedule interviews.
Forensic Technician	1	1	6/2/17	HRM – Waiting for analyst to be assigned.
Intake Technician (1 Spanish speaking)	1	4	1/21/16	HRM – Position on hold for ADA/FEHA ⁷ accommodation.
Latent Fingerprint Examiner II	1	5	12/30/16	HRM – Waiting for analyst to be assigned.
Manager, Crime Lab	1	1	10/07/16	OPD – Waiting for hiring manager to scheduled interviews.
Neighborhood Services Coordinator Cantonese/ Mandarin speaking	1	10	2/23/17	HRM – Exam plan meeting scheduled for 08 Jun 17.
Office Assistant I – NSC (PT)	.50	.50	Various	OPD – Candidate to begin on 19 Jun 17.
Office Assistant I – Personnel	1	1	12/21/16	HRM – Classification does not fit job duties. Need add/delete for new classification once moratorium is lifted. ELDE paperwork submitted to HRM on 17 May 17.

⁶ As of November 30, 2016 there are 59.5 vacancies – this number excludes positions where staff have been hired but have not started work

⁷ ADA = American with Disabilities Act; FEHA = California's Fair Employment and Housing Act

Job Classification	Vacancies	FTE Authorized	Date Assigned to DHRM for Hiring	Status
Parking Control Technician (FTE)	3	27	4/12/17	HRM – Requisitions in approval process.
Police Cadet – general funding.	1.5	9	Various	OPD/HRM – Seven (7) candidates to background on Dec 20, 2016. Two (2) candidates non-selected. Four (4) awaiting medical results. One (1) investigator needs extension. Exam scheduled for 01 Apr 17.
Police Cadet – private funding/grant funding	8.5	12	Various	OPD/HRM – Fifteen (15) candidates to background. Four (4) candidates waiting medical. Eight (9) candidates scheduled for background appointment.
Police Communications Dispatcher	14	63	Various	OPD – Two (2) submitted hiring requisition to HRM. Start date is 20 Jun 17. One (1) background is due on 11 May 17. One (1) background is due on 25 May 17. Two (2) were scheduled for background processing on 03 May 17.
Police Communications Dispatcher, Senior	4	4	Not Assigned	HRM - Pending the creation of the draft job spec.
Police Communications Operator	5	11	Various	OPD – Two (2) submitted hiring requisition to HRM and candidates start date is 20 Jun 17.
Police Program and Audit Supervisor (PAS Unit)	1	2	1/20/17	HRM – Waiting for analyst to be assigned.
Police Property Specialist	1	5	9/17/15	HRM – To the union for discussion on the specification revision. Meeting with Local 1021 is scheduled for 12 Apr 17. Waiting for response from HRM.
Police Records Specialist (One (1) position selective cert. Chinese)	5	53	Various	OPD – Two (2) pending approval of two hiring requisitions for candidates to start on 20 Jun 17. One (1) pending CAO approval of hiring justification.
Police Records Specialist (ELDE)	1	1	Various	OPD – Eligible list to hiring manger on 27 Mar 17. Waiting to schedule hiring interviews.
Police Records Supervisor	4	5	3/3/17	HRM – Announcement to open on Mar 20, 2017 and closes on Apr 7, 2017. Restricted eligible list only.

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Job Classification	Vacancies	FTE Authorized	Date Assigned to DHRM for Hiring	Status
Police Services Manager I	1	6	Not Assigned	OPD – Waiting for transfer of Parking Control Section to transfer position to Department of Transportation.
Police Services Technician II	2	59	Not Assigned	HRM – Waiting for analyst to be assigned.
Project Manager III	1	1	Not Assigned	OPD – Candidate to start on 5 June 17.
Public Services Representative	1	1	8/18/16	OPD – Draft job announcement to hiring manager on 26 Apr 17.

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: 271	1st Watch 16 2nd Watch 15 Late Tac 7 3rd Watch 16 Total 54	1st Watch 16 2nd Watch 17 3rd Watch 16 Total 49	1st Watch 16 2nd Watch 16 Late Tac 4 3rd Watch 16 Total 52	1st Watch 14 2nd Watch 16 Late Tac 8 3rd Watch 15 Total 53	1st Watch 17 2nd Watch 23 Late Tac 6 3rd Watch 17 Total 63
Number of officers assigned to evening shifts	38	33	36	39	46
Number of officers assigned to CRO* / CRT**	CRO 7 CRT 8	CRO 7 CRT 7	CRO 8 CRT 8	CRO 6 CRT 8	CRO 6 CRT 8
# of open beats not filled by overtime in May	1st Watch: 2 2nd Watch: 0 3rd Watch: 2	1st Watch: 2 2nd Watch: 5 3rd Watch: 0	1st Watch: 3 2nd Watch: 0 3rd Watch: 4	1st Watch: 1 2nd Watch: 3 3rd Watch: 6	1st Watch: 6 2nd Watch: 5 3rd Watch: 8

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

Open beats are covered on overtime.

Item: _____
 Public Safety Committee
 July 11, 2017

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. The paragraph below Table 6 on page six speaks to the uncertainty of two sworn positions currently funded by grant through the California Office of Traffic Safety (OTS).

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 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 Office.

SUSTAINABLE OPPORTUNITIES

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

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

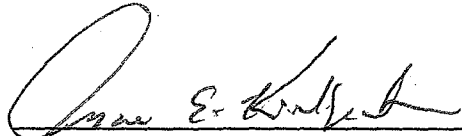
Social Equity: This report provides valuable information to the residents and visitors of Oakland regarding OPD personnel. The Oakland Police Department strives to increase the diversity of its workforce.

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 May 31, 2017. *Attachment A* to this report provides a detailed Field Training Officer Program Attrition Analysis.

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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