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AGENDA REPORT

TO: Sabrina B. Landreth
City Administrator

FROM: David Downing
Assistant Chief of Police

SUBJECT: 30 Day Monthly Police Staffing Report

DATE: November 7, 2016

City Administrator Approval

Date:

11/22/16

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 September 30, 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

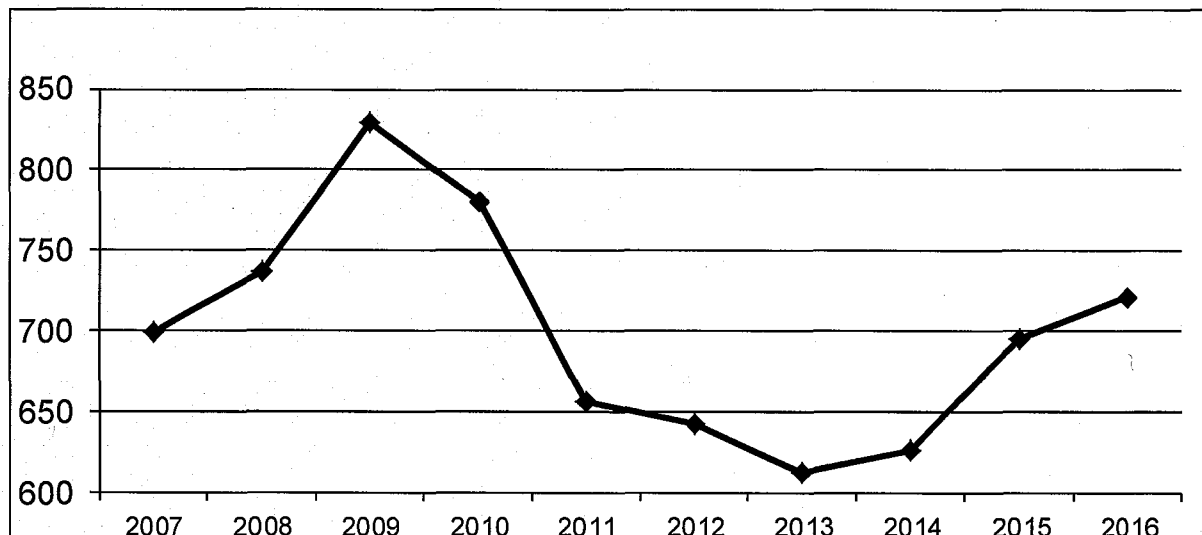
Year	Sworn Staffing
2007	699
2008	736
2009	830
2010	780
2011	656

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

5

Item: _____
Public Safety Committee
December 6, 2016

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



As of September 30, 2016, OPD's actual sworn staffing was 761 sworn officers; the authorized staffing level per the Approved Fiscal Year (FY) 2016-17 Policy Budget is 777 sworn officers. The total of 761 includes 10 officers from the 2013 Department of Justice/Community Oriented Policing Services (DOJ/COPS) Hiring Grant; 15 officers from the 2014 COPS grant; 15 officers from the 2015 DOJ/COPS Hiring 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).

Demographics – Sworn Staffing

Figure 2 below shows that as of September 30, 2016, 75 sworn members or, 9.9 percent, were Oakland residents. Additionally, Table 2 below demonstrates that 11 Police Officer Trainees (POT) or 17 percent of the 175th Police Academy (including POTs enrolled in San Francisco Police Academies but matriculating to OPD) 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

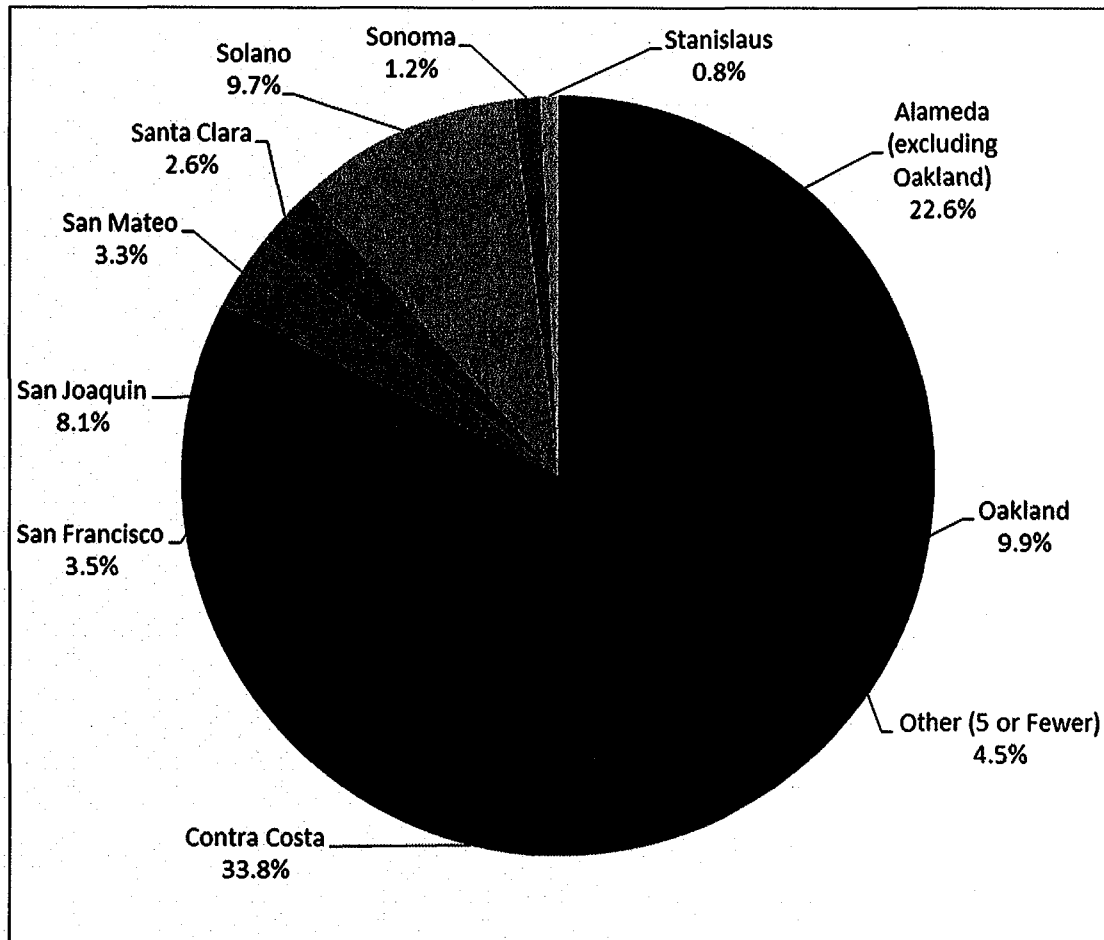


Table 2: OPDs 175th and San Francisco¹ Police Department's 251st, 252nd, and 253rd Basic Academies

Gender		Ethnicity		Residency		Language		Education	
Female	13	Asian	8	Oakland	11	Chinese	4	High School	6
Male	53	Black	11	Other	55	Spanish	15	Some College	27
		Filipino	1			Neither	47	Associate's	9
		Hispanic	21					Bachelor's	19
		Other	4					Master's/Above	5
		White	21						
Total	66	Total	66	Total	66	Total	66	Total	66

¹ OPD currently has a total 9 OPD POTs attending two different SFPD academies. OPD has been collaborating with SFPD as per an agreement between the Mayors of Oakland and San Francisco. However, OPD has no current plans to send additional POTs to future SFPD academies.

Table 3: Ethnicity and Gender – All OPD Sworn Staff as of September 30, 2016

Race	Female		Male	
Asian	8	8.42%	90	13.51%
Black	24	25.26%	115	17.27%
Filipino	0	0%	16	2.40%
Hispanic	22	23.16%	158	23.72%
Native American	1	1.05%	2	0.30%
Undeclared-Other	2	2.11%	9	1.35%
White	38	40.0%	265	39.79%
Unknown	-	--	11	1.65%
Total	95	100%	666	100%

Table 4: Ethnicity by Year – All OPD Sworn Staff as of September 30, 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%	18.3%
Asian	16.8%	20.9%	12.7%	14.4%	15.0%
Hispanic	25.4%	19.0%	21.2%	23.4%	23.7%
Other ²	--	--	5.3%	3.1%	3.3%
Female	14.3% ^{3, 4}	12.0%	12.0%	11.9%	12.5%
Male	85.7% ⁵	88.0%	88.0%	88.1%	87.5%

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

² Other includes Unknown, Native American, and Undeclared

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

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

⁵ Percent of U.S. law enforcements officers who were male at time of 2007 data

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

3rd Lateral	9 Dec13	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
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	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	3 Aug 15	5	5 Males	1	0 Cantonese/Mandarin 0 Spanish	3/11/16	3
SFPD #249	26 Oct 15	5	1 Female 4 Males	1	0 Cantonese/Mandarin 0 Spanish	6/3/16	5
174 th	16 Nov 15	60	15 Females 45 Males	9	4 Cantonese/Mandarin 11 Spanish	5/20/16	44
SFPD #251	1 Feb 16	5	1 Female 3 Males	2	1 Cantonese/Mandarin 0 Spanish	9/23/16	4
SFPD #252	14 Mar 16	5	2 Female 3 Males	0	0 Cantonese/Mandarin 2 Spanish	11/04/16	Pending
SFPD #253	11 Apr 16	6	3 Females 3 Males	0	0 Cantonese/Mandarin 2 Spanish	12/2/16	Pending
175 th	11 Jul 16	50	7 Females 43 Males	9	3 Cantonese/Mandarin 10 Spanish	01/27/17	Pending

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 the current FY 2016-2017 Hiring Plan, as approved in the FY 2015-2017 Policy Budget. This data is accurate as of September 30, 2016.

Table 6: Actual Sworn Staffing (as of September 30, 2016) and Sworn Staffing Projections

Year	2016				2017							
Month	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug
Filled	765	761	755	752	749	773	767	761	755	769	763	757
Attrition	(8)	(6)	(6)	(6)	(6)	(6)	(6)	(6)	(6)	(6)	(6)	(6)
Hires	4	0	3	3	30	0	0	0	20	0	0	0
Ending Filled	761	755	752	749	773	767	761	755	769	763	757	751
Authorized	777	777	777	777	777	777	777	777	777	777	777	777
Over (Under) Authorized	(16)	(22)	(25)	(28)	(4)	(10)	(16)	(22)	(8)	(14)	(20)	(26)
Hiring Plan	770	764	758	752	786	780	774	768	762	796	796	790
Over (Under)	(9)	(9)	(6)	(3)	(13)	(13)	(13)	(13)	(7)	(33)	(39)	(39)
New POT Hiring Pipeline	SFPD Academies: 252 nd & 253 rd = 3 POTs each								175 th Academy (ends Jan '17 = 30 POTs) 176 th Academy (ends May '17 = 20 POTs)			

Table 7: OPD Positions - Authorized and Filled

Type	Budget Authorized Positions	Authorized	Filled	+/-
Sworn	Chief of Police	1	0	-1
	Assistant Chief	1	1	0
	Deputy Chief	4	3	-1
	Captain	10	9	-1
	Lieutenant	27	27	0
	Sergeants	129	125	-4
	Police Officers	605	596	-9
	Total Sworn	777	761	-16
Non-Sworn	Full-time and Part-time	446.04	385.85	-60.19
	Total Personnel	1223.04	1146.85	-76.19

Tables 8: Staff Funding Sources for Sworn and Civilian Positions for FY 2016-17

Sworn Positions	FTE	Civilian Positions	FTE
General Fund: General Purpose	667.5	General Fund: General Purpose	398.54
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
		State of California Other	1
		Miscellaneous Grants (Cadet)	12
Grand Total	777	Grand Total	446.04

*COPS Personnel split funded with General Purpose Fund

Table 9: Sworn Attrition Data: Oct 1, 2015 through Sep 30, 2016

	2015			2016									
	Oct	Nov	Dec	Jan	Feb	Mar	Apr	Ma y	Jun e	Jul	Aug	Sep	Total
Disability Retirement	2	4	1	1	1		1	2	3	1	1	1	18
Resignation (non-FTO*)	2	2		1	1	2		4	1	1	1	2	17
Resignation FTO	1	1	2	1		5				2	1	4	17
Resignation Other Agency													0
Service Retirement	1	3	1	4	1	2	1	1		1		1	16
Termination						2		1					3
FTO Termination			1						1				2
Deceased													0
Grand Total	6	10	5	7	3	11	2	8	5	5	3	8	73

*FTO = Field Training Officer – an officer who has completed the basic academy but is still in the OPD field training program.

OPD experienced an average attrition rate of 6.08 officers per month (73 officers over the 12 month period), which is slightly above the projected attrition rate of 6 officers per month (72 per year).

Table 9a: Sworn Attrition Data Reasons

	Sep 2016
Disability Retirement	1 Disability
Resignation (non-FTO)	1 Personal Reasons/1 Unknown
Resignation FTO	1 Personal Reasons/3 In Lieu of Termination
Service Retirement	1 Service Retirement

Table 10: Sworn Attrition Analysis Oct 1, 2015 through Sep 30, 2016

Reason for Separation	Average Age at Separation	Number of Separations
Disability Retirement	45.4	18
Resignation (non FTO)	34.1	17
Resignation (FTO)	29.5	17
Resignation - Other Agency	N/A	0
Service Retirement	51.7	16
Termination	29.8	3
Termination (FTO)	29.4	2
Deceased	N/A	0

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 , SF248, SF249, SF251, SF252	175 th , SF253
Applications Received	282	186	415	271	--	316	501	526	169	225	459
Invited to Physical Ability Test (PAT)	85	59	371	262	--	267	337	495	156	209	343
Attended PAT	77	44	168	145	--	194	110	281	73	91	192
Invited to Written	254	165	151	138	--	147	94	253	64	81	161
Attended Written	155	112	133	123	--	113	77	218	53	67	138
Invited to Oral Interview	72	42	79	76	--	86	44	145	37	36	77
Attended Oral Interview	63	39	66	59	--	55	33	118	28	32	62
Background & Character Review	48	19	40	35	--	43	25	80	22	24	40
Invited to Academy	7	6	6	3	1	10	15	15	11	13	9
Graduated from Academy	3	3	6	2	1	10	9	7	7	Pending *	Pending

* 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.

Table 12: Field Training

Academy of Origin	Entered FTO ⁶	Completed FTO
6 th POST ⁷ Lateral Course	6	2
OPD 172 nd Basic Academy	35	28
OPD 173 rd Basic Academy	33	31 Final
OPD 174 th Basic Academy	44	28, 12 Pending
SFPD 247 th Academy	3	2 Final
SFPD 248 th Academy	3	2 Final
SFPD 249 th Academy	5	4 Pending

⁶ 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.

⁷ California Peace Officer Commission on Standards and Training

Table 13: Current Recruitment – Outreach and Media Activity

Date	Event	Location	Attendees	Inquiries: Number And Type
September 6, 2016	OPD Practice PAT	6 th and Jefferson OPD Parking Lot Oakland	41	41 POT
September 7, 2016	Diversity Employment Day Career Fair	125 12 th St. #400 Oakland	250	15 POT
September 8, 2016	Recruit Military Oakland Veteran Job Fair	Oakland Coliseum 7200 S Coliseum Way Oakland	50	14 POT
September 21, 2016	Oakland Main Library Job Fair	1200 Oak St Oakland	50	9 POT
September 24, 2016	Job Fair Travis AFB School Rally	400 Windward Drive Travis AFB	200	13 POT
September 28, 2016	Sacjobs.com Career Fair	Courtyard Marriott Cal Expo Sacramento	300	20 POT 2 Cadet

Table 14a: OPD Recruitment Data – Current Academies

Police Hiring Steps: 174th Academy & SFPD 248, 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%
Referred to OPD on eligibility list	7/1/2015-9/10/2015	184	12%	-88%	24	2%	-89%
Invited to Academy	10/26/2015-04/11/2016	81	5%	-95%	13	0.87%	-94%
Graduated Academy	5/20/2016, 3/11/2016, 6/3/2016, 9/23/2016 & 11/4/2016	TBD	TBD	TBD	TBD	TBD	TBD

*PAT = physical agility test

Table 14b: OPD Recruitment Data – Current Academies

Police Hiring Steps: 175th Academy & SFPD 253	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	7/1/2015-1/22/2016	3017	100%	0%	459	15%	0%
Invited to PAT*		2249	75%	-25%	343	11%	-25%
Attended PAT	8/8/2015-2/13/2016	1066	35%	-65%	192	6%	-58%
Invited to Written		877	29%	-71%	161	5%	-65%
Attended Written	9/14/2015-3/15/2016	657	22%	-78%	138	5%	-70%
Invited to Oral Interview		501	17%	-83%	77	3%	-83%
Attended Oral Interview	10/12//2015-4/26/2016	389	13%	-87%	62	2%	-86%
Referred to OPD on eligibility list	11/4/2015-5/17/2016	254	8%	-92%	40	1%	-91%
Invited to Academy	4/11/2016 & 7/11/2016	56	2%	-98%	9	0.30%	-98%
Graduated Academy	12/2/2016 & 1/27/2017	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	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				1	3	15	96
Patrol Area 2				1	3	13	79
Patrol Area 3				1	3	13	80
Patrol Area 4				1	3	14	79
Patrol Area 5				1	3	16	87
Support Operations Division				1	1	3	8
Traffic Section					1	3	17
Foot Patrol						2	15
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			
Criminal Investigations Division (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	10	27	129	605

Table 16: Civilian Vacancies in OPD⁸

Job Classification	Vacancies	FTE Authorized	Status
Account Clerk I	1	1	Department of Human Resources and Management (DHRM) – Pending results of Account Clerk II survey conducted on 1Sep16.
Accountant II	1	2	DHRM - Pending job posting. On hold to review Immediate Dispute Resolution (IDR) with union.
Business Analyst II	1	1	OPD – Waiting to fill position with TCSE.
Crime Analyst	2	5	OPD - Forwarded two candidate applications. Awaiting results of interviews.
Criminalist II/ Forensic Chemistry	1	1	OPD – Pending results of interviews scheduled on 06 Sep 16. Awaiting results of reference checks by hiring manager.
Criminalist II/Firearms	1	1	DHRM – Pending exam plan meeting.
Crossing Guard PPT	1	1	OPD – Hiring manager to provide applications.
Grants Coordinator	1	1	OPD – Interviews scheduled for 4Oct16.
Intake Technician 1 – Cantonese/Mandarin and 1 Spanish speaking	2	2	DHRM – Pending exam plan meeting for recruitment.
Neighborhood Services Coordinator Cantonese/Mandarin speaking	1	10	DHRM – Awaiting exam plan meeting for recruitment.
Office Assistant I (PT)	.50	.50	OPD - One candidate in background process. Forwarded on 25 Aug 16.
Parking Control Technician (FTE)	1	1	DHRM – Position on hold for ADA/FEHA accommodations.
Parking Control Technicians	TBD	TBD	OPD – TPT conversion to PPT in process. DHRM - Pending job posting on 22Sep16 to 13Oct16.
Performance Audit Manager	1	1	OPD – Position on hold pending add/delete process.
Police Cadet – general funding	4.5	13.5	OPD – Nine candidates in background process. Forwarded on 1Sep16. Total of 17 in background process. (5 grant/7 general)

⁸ As of Sep 30, 2016 there are 59.5 vacancies – this number excludes positions where staff have been hired but have not started work

Job Classification	Vacancies	FTE Authorized	Status
Police Cadet – private funding	3.5	7.5	OPD - Nine candidates in background process. Forwarded on 1Sep16. Total of 17 in background process. (5 grant/7 general)
Police Communications Dispatcher	9	63	OPD - Pending results of interviews scheduled the week of 3Oct16.
Police Communications Dispatcher, Senior	4	4	DHRM - Pending the creation of the draft job spec.
Police Communications Manager	1	1	DHRM – Job posting scheduled for 19Sep16.
Police Communications Operators	6	11	OPD - Pending results of interviews scheduled the week of 3Oct16. .
Police Property Specialist	1	5	DHRM – Pending approval of job specification by Civil Services Board.
Police Property Supervisor	1	1	DHRM - Position posted on 26Sep16 and closes on 24Oct16.
Police Records Specialist	5	53	OPD – Eligible list and applications were provided to hiring manager, and pending results of hiring interviews.
Police Records Supervisor	2	1	DHRM – Pending assignment of analyst and scheduling of exam plan meeting.
Police Services Manager I (IT)	1	1	OPD – Pending reclassification of position.
Police Services Manager (Records)	1	1	OPD – Certified eligible list and application provided to hiring manager the week of 5Sep16. Pending the scheduling of hiring interviews.
Police Services Technician II	4	60	OPD – Interviews will be scheduled for the week of 3Oct16.
Public Services Representative	1	1	OPD – Applications to hiring manger on 13Sep16. Awaiting interview date.
Storekeeper II	1	1	DHRM – Exam plan meeting scheduled for 3Oct16.

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: 278	1st Watch 16 2nd Watch 18 Late Tac 8 3rd Watch 20 Total 62	1st Watch 18 2nd Watch 16 3rd Watch 16 Total 50	1st Watch 17 2nd Watch 16 3rd Watch 16 Total 49	1st Watch 17 2nd Watch 17 3rd Watch 19 Total 53	1st Watch 16 2nd Watch 24 Late Tac 8 3rd Watch 16 Total 64
Number of officers assigned to evening shifts	46	32	32	36	48
Number of officers assigned to CRO / CRT: 75	CRO 7 CRT 8	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: 0 2nd Watch: 1 3rd Watch: 0	1st Watch: 0 2nd Watch: 0 3rd Watch: 2	1st Watch: 0 2nd Watch: 1 3rd Watch: 1	1st Watch: 1 2nd Watch: 0 3rd Watch: 0	1st Watch: 1 2nd Watch: 0 3rd Watch: 1

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 Controller's Bureau.

SUSTAINABLE OPPORTUNITIES

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

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

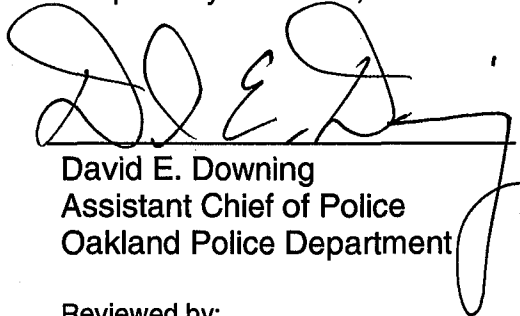
Social Equity: This report provides valuable information to the residents and visitors of Oakland regarding OPD personnel. The Oakland Police Department strives to increase the diversity of its workforce.

ACTION REQUESTED OF THE PUBLIC SAFETY COMMITTEE

Staff recommends that the Public Safety Committee accept the OPD's monthly informational report on recruiting and sworn staffing levels as of September 30, 2016.

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

Respectfully submitted,



David E. Downing
Assistant Chief of Police
Oakland Police Department

Reviewed by:

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OPD, Personnel Section

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