



CITY OF OAKLAND

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OAKLAND

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AGENDA REPORT

TO: Sabrina B. Landreth
City Administrator

FROM: Sean Whent,
Chief of Police

SUBJECT: 30 Day Monthly Police Staffing Report

DATE: February 23, 2016

City Administrator Approval
Approval

Date

3/9/16

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 January 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

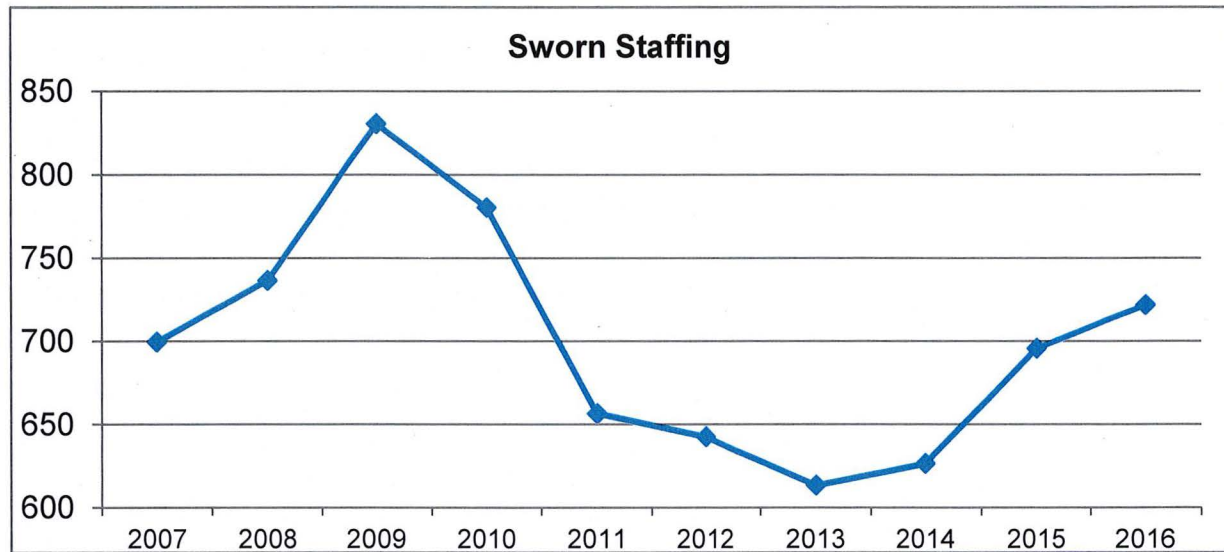
Table 1: Staffing Levels as of January 1st: 2007-2016

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

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Figure 1: Sworn Staffing on January 1st: 2007-2016



As of January 31, 2016, OPD's actual sworn staffing is 750. 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 Z, 2014).

Demographics – Sworn Staffing

As of January 31, 2016, 64 sworn members (9 percent), Figure 2 and 22 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.

Figure 2: Residency by County of Sworn OPD Members

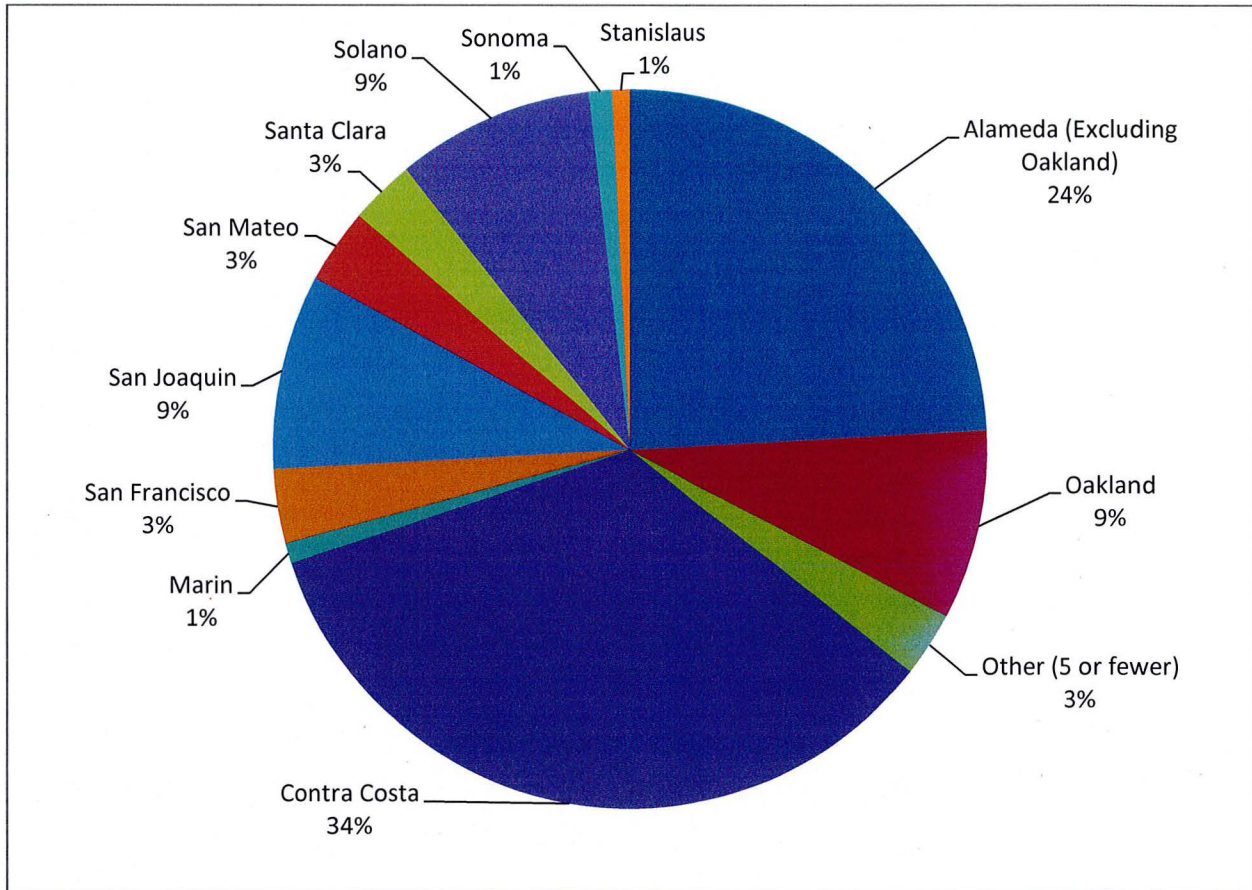


Table 2: 174th and San Francisco¹ Police Department #249 POT Academy

Gender		Ethnicity		Residency		Language		Education	
Female	16	Asian	14	Oakland	10	Chinese	4	High School	13
Male	49	Black	13			Spanish	11	Some College	19
		Filipino	0					Associates	6
		Hispanic	14					Bachelor	23
		Other	5					Master's/Above	4
		White	19						
Total	65	Total	65	Total	10	Total	15	Total	65

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 January 31, 2016

	Female		Male	
	Count	Percentage	Count	Percentage
Asian	8	9%	85	13%
Black	23	27%	117	18%
Filipino	1	1%	16	2%
Hispanic	18	21%	160	24%
Native American	1	1%	1	0%
Undeclared-Other	1	1%	9	1%
White	35	40%	263	40%
Unknown	-	--	12	2%
Total	87	100%	663	100%

Table 4: Ethnicity by Year – OPD Sworn Staff

Race	US 2010 Census-Oakland Pop.	OPD 2013	OPD 2014	OPD 2015	OPD 2016
White	34.5%	43.0%	42.0%	40.1%	39.7%
Black	28.0%	20.0%	18.8%	19%	18.7%
Asian	16.8%	20.9%	12.7%	14.4%	14.8%
Hispanic	25.4%	19.0%	21.2%	23.4%	23.6%
Other ²	--	--	5.3%	3.1%	3.2%
Female	14.3% ³	12.0%	12.0%	11.9%	11.8%
Male	85.7%	88.0%	88.0%	88.1%	88.2%

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 5 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 January 31, 2016.

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: Actual Sworn Staffing (as of January 31, 2016) and Sworn Staffing Projections

Year	2016											
Month	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Filled	721	750	744	741	735	779	778	772	766	765	764	758
Attrition	(7)	(6)	(6)	(6)	(6)	(6)	(6)	(6)	(6)	(6)	(6)	(6)
Hires	36	0	3	0	50	5	0	0	5	5	0	5
Ending Filled	750	744	741	735	779	778	772	766	765	764	758	757
Authorized	737	737	737	737	737	737	777	777	777	777	777	777
Over (Under) Authorized	13	7	4	(2)	42	41	(5)	(11)	(12)	(13)	(19)	(20)
Hiring Plan	763	757	756	750	789	783	777	771	770	764	758	762
Over (Under)	(13)	(13)	(15)	(15)	(10)	(5)	(5)	(5)	(5)	(0)	(0)	(5)
New POT Hiring Pipeline	174th Academy (ends May '16 = 50 POTs)								SFPD Academies: 251 st , 252 nd , 253 rd = 5 POTs each			
New POT Hiring Pipeline		SFPD 248 th Academy (ends Jun '16 = 3 POTs)			SFPD 249 th Academy (ends Jun '16 = 5 POTs)		175th Academy (ends Jan '17 = 45 POTs) + SFPD 254 th Academy (ends Jan '17 = 5 POTs)					

Table 6: Current Recruitment – Outreach/Media Activity

Practice PAT Saturday, January 2, 2016 (40 attendees)
Diversity Employment Fair, January 26, 2016 (150 attendees)
POST ⁴ written test workshop Sunday, January 24, 2016 (30 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	425.20

⁴ POST stands for CA Commission on Police Officer Standards and Training. OPD uses POST-created written tests.

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	8	-1
	Lieutenant	27	26	-1
	Sergeants	124	127	3
	Police Officers	571	583	12
	Total Sworn	737	750	13
Non-Sworn	Full-time and Part-time	425.2	398.2	-27
	Total Personnel	1162.2	1148.2	-14

Table 10: Sworn Attrition Data: February 1, 2015 through January 31, 2016

	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Total
Disability Retirement	3	1	1			1	2	2	2	4	1	1	18
Resignation	2	2		2		2	1	2	3	3	2	2	21
Resignation - Other Agency		1		1			1						3
Service Retirement	2	2	1	2	1		1	2	1	3	1	4	20
Termination			1					2			1		4
Deceased								1					1
Grand Total	7	6	3	5	1	3	5	9	6	10	5	7	67

OPD experienced an average attrition rate of 5.6 officers per month (67 officers over the 12 month period) which is below the projected attrition rate of 6 officers per month (72 per year).

Table 11: Sworn Attrition Analysis February 1, 2015 through January 31, 2016

Reason for Separation	Average Age at Separation	Number of Separations
Disability Retirement	43.7	18
Resignation	32.9	21
Resignation - Other Agency	33.5	3
Service Retirement	51	20
Termination	34.6	4
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 &SF247	174 th , SF 248, SF249, SF251
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 13: 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
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	Pending
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

Table 14: OPD Recruitment Data – Recent Academies

173 rd Academy & SFPD 247	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	58	5%	-95%	12	0.97%	-93%
Graduated Academy	1/8/2016 & 1/15/2016	36	3%	97%	7	TBD	TBD

Table 14: OPD Recruitment Data – Current Academies

Police Hiring Steps: 174th Academy & SFPD 248, 249 & 251	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	10/26/2015-11/16/2015	75	5%	-95%	13	0.87%	-94%
Graduated Academy	3/11/2016, 5/20/2016 & 6/3/2016	TBD	TBD	TBD	TBD	TBD	TBD

Table 15: Field Training

Academy of Origin	Entered FTO	Completed FTO
6 th POST Lateral Course	6	2
OPD 172 nd Basic Academy	35	32 Pending
OPD 173 rd Basic Academy	33	33 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	14	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 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			
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	571

Table 17: Civilian Vacancies in OPD (As of January 31, 2016 there are 27 vacancies – this number excludes positions where staff have been hired but have not started work)

Job Classification	Vacancies	FTE Authorized	Status
Accountant II	2	2	<ul style="list-style-type: none"> Human Resources Management (HRM)/OPD – Pending exam plan
Administrative Analyst II/ Crime Analyst	4	7	<ul style="list-style-type: none"> HRM – 10 viable candidates, oral interviews completed, 6 candidates attended. Will revisit all applications to determine if there were other candidates to consider.
Forensic Technician Grant funded	1	1	<ul style="list-style-type: none"> HRM - oral interviews scheduled for 3/1/16
Grant Coordinator	1	1	<ul style="list-style-type: none"> HRM – Pending exam plan scheduled for 3/10/16
Intake Technicians	1	4	<ul style="list-style-type: none"> HRM: Pending Exam Plan for selective language
Neighborhood Services Coordinator	1	10	<ul style="list-style-type: none"> HRM – job posting tentatively opens 2/29/16 and closes on 3/18/16.
Police Cadet	5	13.5	<ul style="list-style-type: none"> HRM/OPD – Based on new private funding dedicated to Oakland school graduates and/or Oakland residents, new recruitment required to fill positions.
Police Dispatchers	3	67	<ul style="list-style-type: none"> HRM – Oral boards scheduled in February for selective language testing
Police Operators	2	7	<ul style="list-style-type: none"> OPD – Pending backgrounds
Police Personnel Operations Specialist	1	2	<ul style="list-style-type: none"> OPD identifying supplemental questionnaire assessors with a Personnel background to review 5 applications to create ranked list.
Police Property Specialist	1	5	<ul style="list-style-type: none"> HRM - job specification changes to be presented to Civil Service board in March to begin recruitment
Police Records Specialist	2	53	<ul style="list-style-type: none"> HRM – Exam plan meeting scheduled 2/17/16.

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: 246	1st Watch 14 2nd Watch 17 Late Tac 7 3rd Watch 17 Total 55	1st Watch 12 2nd Watch 15 3rd Watch 15 Total 42	1st Watch 15 2nd Watch 15 3rd Watch 16 Total 46	1st Watch 17 2nd Watch 16 3rd Watch 18 Total 51	1st Watch 14 2nd Watch 16 Late Tac 6 3rd Watch 16 Total 52
Number of officers assigned to evening shifts	41	30	31	34	38
Number of officers assigned to CRO / CRT: 66	CRO 7 CRT 7	CRO 7 CRT 8	CRO 7 CRT 8	CRO 6 CRT 6	CRO 7 CRT 7
# of open beats not filled by overtime in January	1st Watch: 2 2nd Watch: 1 3rd Watch: 1	1st Watch: 2 2nd Watch: 3 3rd Watch: 1	1st Watch: 2 2nd Watch: 4 3rd Watch: 0	1st Watch: 2 2nd Watch: 5 3rd Watch: 1	1st Watch: 3 2nd Watch: 4 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 OPD's monthly information report on recruiting and sworn staffing levels as of January 31, 2016.

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

Respectfully submitted,


Sean Whent ACTING COP
Chief of Police
Oakland Police Department

Prepared by:
Cee Belue, Personnel Manager,
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Public Safety Committee
March 22, 2016