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# AGENDA REPORT

**TO:** Sabrina B. Landreth  
City Administrator

**FROM:** Anne E. Kirkpatrick  
Chief of Police

**SUBJECT:** Quarterly Police Staffing Report

**DATE:** August 28, 2019

City Administrator Approval

Date:

9/11/19

## RECOMMENDATION

**Staff Recommends That The City Council Receive The Oakland Police Department's (OPD) Quarterly Informational Report On Recruiting And Sworn Staffing Levels As Of June 30, 2019.**

## EXECUTIVE SUMMARY

This informational report provides data on the demographics and staffing levels of OPD sworn and professional staff and recruiting and hiring data as of June 30, 2019.

## BACKGROUND/LEGISLATIVE HISTORY

In 2009 the City Council requested a report on staffing levels from OPD to address current staffing for both sworn and professional staff. OPD previously provided this information on a monthly basis; however, effective 2019, the information is being provided on a quarterly basis. This report addresses recruitment activities and assignments for both sworn and professional staff positions.

## ANALYSIS AND POLICY ALTERNATIVES

### **Overview**

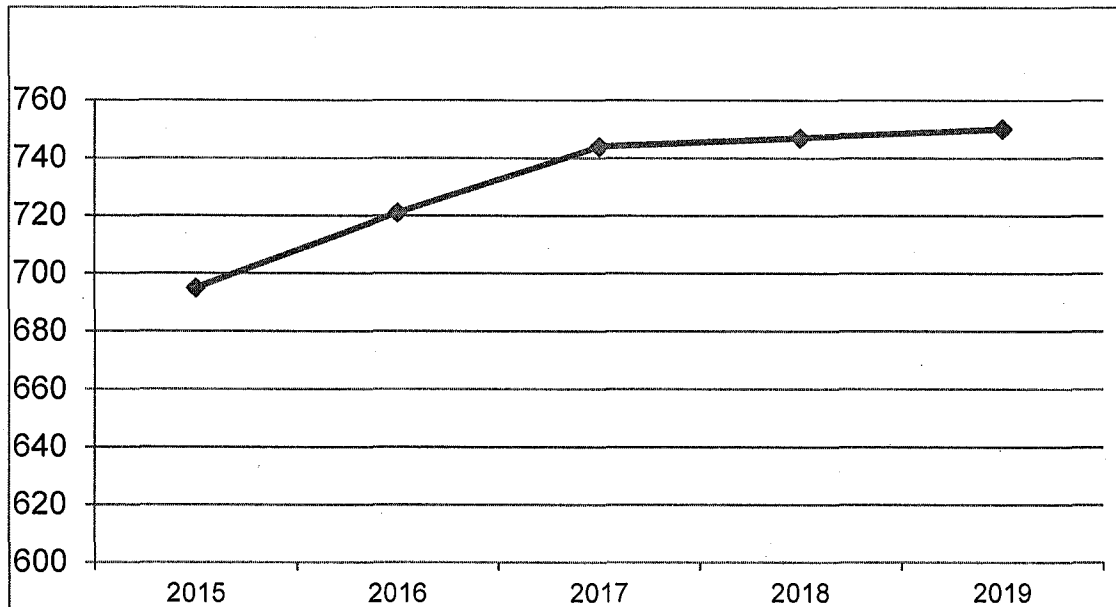
Over a five-year timespan, OPD sworn staffing levels have gone from a low of 695 officers in 2015 to a high of 749 officers in 2019. The department has been building its numbers since 2015, and as of January 1, 2019, the Department had 749 sworn officers. **Table 1** below, provides the sworn staffing data numerically, and **Figure 1** below, does so visually.

**Table 1: Actual Staffing Levels on January 1 of Each Year: 2015 - 2019**

	2015	2016	2017	2018	2019
Sworn Staffing Levels as of January 1 of each year	695	721	744	747	749

Item: \_\_\_\_\_  
Public Safety Committee  
September 24, 2019

**Figure 1: Sworn Staffing on January 1, 2015 through January 1, 2019**



On January 1, 2019, actual sworn staffing was 749 and as of June 30, 2019 it remained at 749. The authorized staffing level per the Approved Fiscal Year (FY) 2018-19 Budget is 792 sworn positions. The 792 authorized positions include the following grant-funded positions:

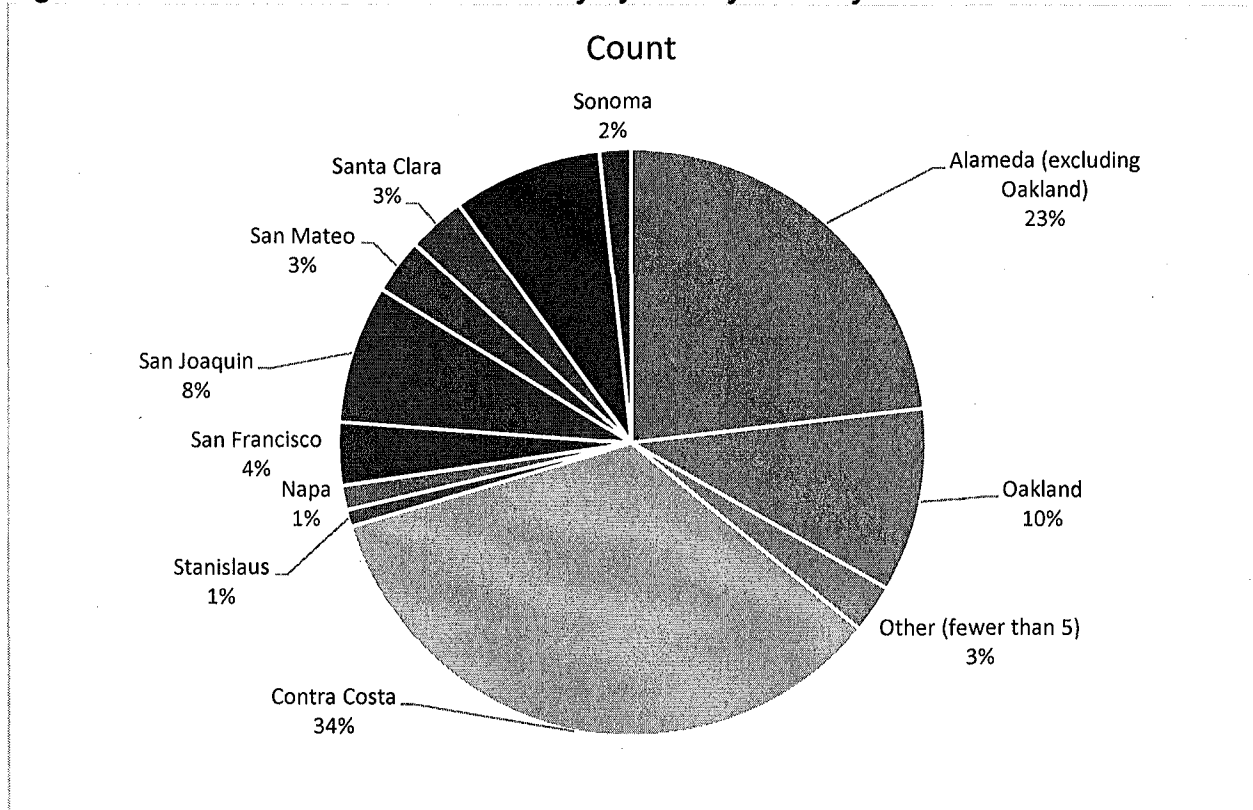
- 15 officer positions from the 2015 U.S. Department of Justice (DOJ) "COPS" Hiring Grant;
- 15 officer positions from the 2016 DOJ/COPS Hiring Grant; and
- 66 officer positions funded by the 2014 Safety and Services Act (Measure Z) of 2014<sup>1</sup>

### **Demographics – Oakland Residents**

OPD has prioritized attracting a racially diverse and multilingual workforce of qualified officers that includes Oakland residents. **Figure 2** below shows that as of June 30, 2019, 76 sworn members or ten percent (10%) of sworn staffing were Oakland residents. **Table 2** below, provides details about the top ten cities where officers live; the greatest percentage live in Oakland.

<sup>1</sup> <http://www2.oaklandnet.com/government/o/CityAdministration/d/measure-z/index.htm>

**Figure 2: OPD Sworn Officers - Residency by County and City**



**Table 2: Residency by Top 10 Cities, of Sworn OPD Members**

City	Count	Department Percentage	City	Count	Department Percentage
Oakland	76	10.15%	San Francisco	26	3.47%
Concord	32	4.27%	Brentwood	27	3.60%
Castro Valley	28	3.74%	Hayward	26	3.47%
San Leandro	29	3.87%	Dublin	18	2.40%
Oakley	30	4.01%	Vallejo	20	2.67%
			<b>Total</b>	<b>312</b>	<b>41.66%</b>

Table 3 below shows that four (4) Police Officer Trainees (POTs) or 10.25 percent of the 182<sup>nd</sup> Police Academy were Oakland residents.

**Table 3: OPDs 182<sup>nd</sup> (Most Recent) Basic Academy**

Gender		Race/Ethnicity		Residency		Language		Education	
Female	9	Asian	9	Oakland	4	Mandarin	1	Some College	18
Male	30	Black or African American	6	Other	35	Spanish	11	Associate's	2
		Hispanic or Latino	15			English Only	20	Bachelor's	11
		White or Caucasian	7			Other	6	Master's	4
		Other	2			Cantonese	1	High School/GED	4
<b>Total</b>	<b>39</b>	<b>Total</b>	<b>39</b>	<b>Total</b>	<b>39</b>	<b>Total</b>	<b>39</b>	<b>Total</b>	<b>39</b>

**Demographics – Race, Ethnicity, and Gender**

Tables 4 and 4A below provide past demographic information for all OPD sworn and professional staff.

**Table 4: Race / Ethnicity and Gender – OPD Sworn Staff as of June 30, 2019**

Race/Ethnicity	Female		Male	
Asian	7	7.0%	89	13.71%
Black or African American	20	20.0%	106	16.33%
Filipino	1	1.0%	25	3.85%
Hispanic or Latino	31	31.0%	172	26.50%
Native American	1	1.0%	2	.31%
Undeclared-Other	4	4.0%	14	2.16%
White or Caucasian	36	36.0%	241	37.13%
<b>Total</b>	<b>100</b>	<b>100%</b>	<b>649</b>	<b>100%</b>

**Table 4A: Race/Ethnicity and Gender – OPD Professional Staff as of June 30, 2019**

Race/Ethnicity	Female		Male	
Asian	41	14.1%	31	24%
Black or African American	132	45.4%	30	23.3%
Filipino	1	0.3%	3	2.3%
Hispanic or Latino	55	18.9%	30	23.3%
Native American	2	0.7%	0	0
Undeclared-Other	2	0.7%	8	6.2%
White or Caucasian	58	19.9%	27	20.9%
<b>Total</b>	<b>291</b>	<b>100%</b>	<b>129</b>	<b>100%</b>

Table 5 below provides current and past demographic information for OPD sworn staff.

**Table 5: Race\* / Ethnicity\* by Year – OPD Sworn Staff as of June 30, 2019**

Race/Ethnicity	US 2010 Census-Oakland Pop.	OPD 2016	OPD 2017	OPD 2018	OPD 2019
White	34.5%	39.7%	38.8%	38.4%	37.0%
Black	28.0%	18.0%	17.3%	16.7%	16.8%
Asian	16.8%	15.1%	15.3%	16.9%	16.3%
Hispanic	25.4%	23.7%	24.6%	25.2%	27.1%
Other	--	3.5%	4.0%	2.7%	2.8%

\* Note: "Asian" includes Filipino; "Other" includes Native American and Undeclared

Table 6 below shows the gender breakdown and provides a national comparison.

**Table 6: OPD Gender Percentages by Year Compared With 2007 National Percentage<sup>2</sup>**

Gender	National Percentage, 2007	OPD 2016	OPD 2017	OPD 2018	*OPD 2019
Female	14.3%	13.0%	13.0%	13.0%	13.4%
Male	85.7%	87.0%	87.0%	87.0%	86.6%

\*2019 figure shows all OPD sworn staff as of June 30, 2019

**Actual and Projected Sworn Staffing**

On December 10, 2013, the Oakland City Council passed Resolution No. 84767 C.M.S., which requires the OPD staffing report to 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 7** below provides actual and projected sworn staffing for a twelve-month period. This data is accurate as of June 30, 2019.

<sup>2</sup> 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 Departments, 2007*)

**Table 7: Actual Sworn Staffing (as of June 30, 2019) and Sworn Staffing Projections**

Year	2019											
Month	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
<b>Authorized</b>	792	792	792	792	792	792	792	792	792	792	792	792
<b>Filled</b>	749	746	741	737	757	752	749	747	741	760	755	750
<b>Attrition</b>	(3)	(5)	(4)	(5)	(3)	(3)	(2)	(6)	(5)	(5)	(5)	(5)
<b>Hires</b>	0	0	0	25	0	0	0	0	24	0	0	0
<b>Ending Filled**</b>	746	741	737	757	752	749	747	741	760	755	750	745
<b>Over (Under) Authorized</b>	(46)	(51)	(55)	(35)	(40)	(43)	(45)	(51)	(32)	(37)	(42)	(47)
<b>New POT Hiring Pipeline</b>	181 <sup>st</sup> Academy (ended Mar 2019 = 30 POTs)					182 <sup>nd</sup> Academy (ends Sep 2019 = 24 POT's)						

\*\* Numbers in the "Ending Filled" row provide actual sworn staffing numbers at the close of each month.

Table 8 below provides a listing of authorized and filled positions in OPD.

**Table 8: OPD Positions - Authorized and Filled Positions (as of June 30, 2019)**

Type	Budget Authorized Positions	Authorized	Filled	+/-
Sworn	Chief of Police	1	1	0
	Assistant Chief	1	0	-1
	Deputy Chief	4	3	-1
	Captain	10	10	0
	Lieutenant	27	27	0
	Sergeants	129	118	-11
	Police Officers	620	590	-30
	<b>Total Sworn</b>	<b>792</b>	<b>749</b>	<b>-43</b>
Professional Staff (Full-time and Part-time)		*400.00	321.5	78.5
<b>Total Personnel</b>		<b>1192.00</b>	<b>1070.5</b>	<b>121.5</b>

\*The City Administrator has approved OPD to hire ten (10) Police Communications Dispatchers above it's authorized staffing level, which is reflected in the total number of authorized professional staff positions listed above.

**Attrition**

As noted in Table 9 below, OPD experienced an average attrition rate of 3.7 officers per month (45 officers over the 12-month period), which is below the current projected attrition rate of 6 officers per month (72 per year).

**Table 9: Sworn Attrition Data: July 1, 2018 through June 30, 2019**

	2018						2019						Total
	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	
Disability Retirement	1	-	2	-	-	-	-	3	-	1	-	-	7
Resignation (not during Field Training)	1	-	-	-	-	-	-	-	-	1	-	2	4
Resignation during Field Training	-	-	-	1	-	-	-	-	3	3	3	-	10
Resignation (to other agency)	-	1	-	1	-	-	-	-	-	-	-	-	2
Service Retirement	3	1	-	1	2	-	3	2	1	-	-	-	14
Termination	1	1	-	-	-	-	-	-	-	-	-	-	1
Release from Probation during Field Training	1	-	1	-	-	1	-	-	-	-	-	1	4
<b>Grand Total</b>	<b>7</b>	<b>3</b>	<b>3</b>	<b>3</b>	<b>2</b>	<b>1</b>	<b>3</b>	<b>5</b>	<b>4</b>	<b>5</b>	<b>3</b>	<b>3</b>	<b>42</b>

**Recruitment**

**Tables 10, 11 and 12** below provide information on recruitments, both outreach and hiring stage data. **Table 10** shows the outreach activity that occurred during the quarter. **Tables 11 and 12** provide information for the current 182<sup>nd</sup> and 183<sup>rd</sup> Academies.

During the April – June 2019 quarter, OPD hosted and/or attended 31 events. A total of 24 events were in Oakland and one additional event was in Alameda County. Local events include a variety of community events and career fairs. OPD staff managed a recruitment table, interacted with a diverse group of community members, and facilitated in-person inquiries related to the hiring process. Some community events were informal and allowed OPD to meet new community members and strengthen existing relationships.

OPD also attended several local school events. During these events OPD interacted with community youth and provided information about the OPD Police Cadet and Explorer programs. OPD hosted several Physical Ability Practice Test and Workshop events in Oakland to offer applicants helpful tips and information that may improve test performance. **Table 11** provides additional details regarding event inquiries.

**Table 10: Current Recruitment – Outreach and Media Activity**

Date	Event	Location	Attendees	Inquiries: # And Type
6-Apr-19	Practice Physical Ability Test	12500 Canyon Oaks Drive, Oakland, Ca	7	POT 7 Cadet 0 Explorer 0
7-Apr-19	PT Workshop	455 7th Street, Oakland, Ca	14	POT 14 Cadet 0 Explorer 0
10-Apr-19	Holy Names Career Fair	3600 Mountain Blvd, Oakland, Ca	200	POT 14 Cadet 3 Explorer 0
13-Apr-19	Easter Love Event	5900 Shattuck, Oakland, Ca	250	POT 5 Cadet 7 Explorer 2
16-Apr-19	Sac State Criminal Justice Career Fair	6002 J Street, Sacramento, Ca	200	POT 17 Cadet 0 Explorer 0
16-Apr-19	Laney College Spring Career Fair	900 Fallon Street, Oakland, Ca	200	POT 3 Cadet 1 Explorer 0
17-Apr-19	Ameri - Corps Career Fair	3427 Laurel Street, McClellan Park, Ca	150	POT 11 Cadet 0 Explorer 0
18-Apr-19	City College of San Francisco Career Fair	1125 Valencia Street, San Francisco, Ca	300	POT 17 Cadet 0 Explorer 0
20-Apr-19	Physical Ability Test Workshop	455 7th Street, Oakland, Ca	21	POT 21 Cadet 0 Explorer 0
26-Apr-19	Oakland Charter High School Career Fair	2433 Coolidge Ave, Oakland, Ca	200	POT 0 Cadet 17 Explorer 0
26-Apr-19	Diablo Valley College Criminal Justice Career Fair	DVC Campus 321 Golf Club Road, Pleasant Hill, Ca	150	POT 12 Cadet 3 Explorer 0
4-May-19	Practice Physical Ability Test	12500 Canyon Oaks Drive, Oakland, Ca	16	POT 16 Cadet 0 Explorer 0
4-May-19	Cinco De Mayo	Jack London Square Oakland, Ca	5,000	POT 6 Cadet 2 Explorer 0
8-May-19	Montera Middle School Career Day Presentations	4700 Mountain Blvd, Oakland, Ca	130	POT 0 Cadet 0 Explorer 22



17-May-19	Bridges Academy Career Day	1312 50th Ave, Oakland, Ca	300	POT 2 Cadet 0 Explorer 2
17-May-19	Greek Festival	4000 Lincoln Ave, Oakland, Ca	7,000	POT 6 Cadet 5 Explorer 3
18-May-19	Girls Empowered Presentation	2000 Telegraph Ave, Oakland, Ca	25	POT 0 Cadet 7 Explorer 0
18-May-19	Greek Festival	4000 Lincoln Ave, Oakland, Ca	7,000	POT 1 Cadet 2 Explorer 3
19-May-19	Greek Festival	4000 Lincoln Ave, Oakland, Ca	7,000	POT 1 Cadet 1 Explorer 5
19-May-19	Physical Ability Test Workshop	455 7th Street, Oakland, Ca	17	POT 17 Cadet 0 Explorer 0
25-May-19	Physical Ability Test Workshop	455 7th Street, Oakland, Ca	25	POT 25 Cadet 0 Explorer 0
1-Jun-19	Practice Physical Ability Test	455 7th Street, Oakland, Ca	9	POT 9 Cadet 0 Explorer 0
2-Jun-19	Oral Board Workshop	455 7th Street, Oakland, Ca	43	POT 43 Cadet 0 Explorer 0
8-Jun-19	Physical Ability Test Workshop	455 7th Street, Oakland, Ca	17	POT 17 Cadet 0 Explorer 0
12-Jun-19	Sacramento Diversity Career Fair	3410 Westover Street, Sacramento, Ca	300	POT 9 Cadet 0 Explorer 0
14-Jun-19	Travis Air Force Base Career Fair	400 Winward Drive, Travis AFB, Ca	300	POT 6 Cadet 0 Explorer 0
15-Jun-19	Castro Valley Car Show	Castro Valley Blvd Strip Castro Valley, Ca	300	POT 2 Cadet 1 Explorer 5
21-Jun-19	Midnight Basketball	31 4th Street, Oakland, Ca	150	POT 1 Cadet 3 Explorer 2

22-Jun-19	Lakefest	300 blk Grand Ave, Oakland, Ca	8,000	POT 26 Cadet 3 Explorer 0
23-Jun-19	Physical Ability Test Workshop	455 7th Street, Oakland, Ca	16	POT 16 Cadet 0 Explorer 0
23-Jun-19	C.O.P.S. Fellowship	6119 Macarthur Blvd, Oakland, Ca	85	POT 2 Cadet 6 Explorer 0

**Table 11: OPD Recruitment Data – 182<sup>nd</sup> Academy**

Police Hiring Steps: 182 <sup>nd</sup> Academy	Testing/ Time Frame	Total	Percent of Total	Percent Not Advanced	Number of Oakland Residents	Oakland Residents	Oakland Residents Not Advanced
Applications Received	6/8/2018- 12/14/2018	1703	100%	0%	249	15%	0%
Invited to PAT		646	38%	-62%	70	4%	-72%
Attended PAT	9/8/2018- 1/12/2019	400	23%	-77%	53	3%	-79%
Invited to Written Exam		646	38%	-62%	51	3%	-80%
Attended Written Exam	9/8/2018- 1/12/2019	128	8%	-92%	51	3%	-80%
Invited to Oral Interview		356	21%	-79%	44	3%	-82%
Attended Oral Interview	10/12/2018- 2/5/2019	428	25%	-75%	37	2%	-85%
Referred to OPD on Eligibility List	11/1/2018- 3/24/2019	186	11%	-89%	27	2%	-89%
Invited to Academy	3/25/2019	39	2%	-98%	4	0.23%	-98%
Graduated Academy	9/20/2019	TBD	TBD	TBD	TBD	TBD	TBD

**Table 12: OPD Recruitment Data – 183<sup>rd</sup> Academy**

<b>Police Hiring Steps: 183<sup>rd</sup> Academy</b>	<b>Testing/ Time Frame</b>	<b>Total</b>	<b>Percent of Total</b>	<b>Percent Not Advanced</b>	<b>Number of Oakland Residents</b>	<b>Oakland Residents</b>	<b>Oakland Residents Not Advanced</b>
Applications Received	12/17/2018-4/12/2019	1138	100%	0%	170	15%	0%
Invited to PAT		396	35%	-65%	160	14%	-6%
Attended PAT	3/9/2019-5/11/2019	308	27%	-73%	37	3%	-78%
Invited to Written Exam		308	27%	-73%	160	14%	-6%
Attended Written Exam	3/9/2019-5/11/2019	308	27%	-73%	35	3%	-79%
Invited to Oral Interview		273	24%	-76%	24	2%	-86%
Attended Oral Interview	4/2/2019-6/4/2019	176	15%	-85%	20	2%	-88%
Referred to OPD on Eligibility List	4/4/2019-6/5/2019	130	11%	-89%	16	1%	-91%
Invited to Academy	8/26/2019	TBD	TBD	TBD	TBD	TBD	TBD
Graduated Academy	2/21/2020	TBD	TBD	TBD	TBD	TBD	TBD

Table 13 below provides information on OPDs authorized sworn permanent staffing.

**Table 13: Authorized Sworn Permanent Assignments within OPD**

	Chief	Asst. Chief	Deputy Chief	Capt.	Lieut.	Sgt.	Officer	Sum
Office of the Chief	1	1				1		3
Public Information Office							2	2
Internal Affairs Division				1	2	12	5	20
Office of the Inspector General					1		1	2
Intelligence Unit						1	7	8
Training Division				1	1	3	18	23
Ceasefire				1	2	6	32	41
Recruiting and Background Unit						1	8	9
Policy & Publication							1	1
Bureau of Field Ops: Administration			2			1		3
Patrol Area 1				1	3	19	90	113
Patrol Area 2				1	3	13	63	80
Patrol Area 3				1	3	14	70	88
Patrol Area 4				1	3	16	85	105
Patrol Area 5				1	3	17	89	110
Support Operations Division				1	1	1	16	19
Traffic Section					1	4	26	31
ABAT/Homeless/CIT						2	9	11
Bureau of Services: Administration			1					1
Information Technology							3	3
Bureau of Investigations			1	1				2
Criminal Investigations Division (CID): Special Victims Section					1	6	39	46
CID: Homicide Section					1	5	10	16
CID: General Misdemeanor Crimes/ Task Forces & Felony Assault Section					1	4	27	32
CID: Robbery, Burglary, Section					1	2	15	18
Evidence Technician Unit						1	4	5
<b>Total Sworn</b>	<b>1</b>	<b>1</b>	<b>4</b>	<b>10</b>	<b>27</b>	<b>129</b>	<b>620</b>	<b>792</b>

Table 14 below shows professional staff vacancies and the status of work being done to fill those vacancies. Please note, DHRM stands for Department of Human Resource Management.

**Table 14: Professional Staff Vacancies in OPD**

Classification	Vacancies	FTE Authorized	Date Assigned to DHRM <sup>3</sup> for Hiring	Status
Account Clerk II	1	4	12/31/2018	•HRM - Pre-recruitment documents to HRM on 14 Jun 19. Waiting for analyst to be assigned.
Accountant II	1	2	3/10/16	•OPD - Eligible list to hiring manager. Interviews scheduled for 2 Jul 19.
Administrative Analyst II	1	17	4/22/19	• OPD - Interviews scheduled for 01 Jul 19.
Administrative Assistant I	1	2	6/5/19	• OPD- Waiting to schedule interviews.
Crime Analyst	1	5	4/19/19	• OPD - Manager has opted to wait until the current eligible list expires on 04 Sep 19, and will begin recruitment shortly thereafter.
Crime Analyst (Grant Funded - expires 18 months from start date.)	2	2	4/19/19	• OPD - Manager has opted to wait until the current eligible list expires on 04 Sep 19, and will begin recruitment shortly thereafter.
Criminalist I	1	1	4/22/19	•OPD - Pre-recruitment document to HRM. Selective certification submitted 28 Jun 19. Waiting for approval of SC.
Criminalist II	4	16	8/4/18	•HRM -Forty-Six applications received and need to be screened for MQs. Exam is scheduled for 01 Jul 19.
Criminalist III	1	5	6/13/19	HRM - Waiting for analyst to be assigned.
Crossing Guard (PPT)	1	2	12/12/16	•OPD - Analyst will work to convert positions into FTE once the add/delete moratorium is lifted.
Crossing Guard (PT)	3	17	12/12/16	•OPD -Eight (8) candidates in background.
Crossing Guard (PT) Measure BB Funds	7	10	7/1/18	•OPD - Eight (8) candidates in background.

<sup>3</sup> DHRM = Department of Human Resources and Management

Intake Technician	1	4	1/13/16	•OPD - Pre-recruitment documents to HRM on 24 Jun 19.
Latent Fingerprint Examiner II	1	5	4/28/18	•OPD - Pre-recruitment documents to hiring manager on 07 Jun 19 and due to OPD analyst on 28 Jun 19.
Neighborhood Services Coordinator One (1) Selective Certification (Chinese)	2	10	12/11/18	•HRM/OPD - Eligible list to hiring manager for (1) vacancy. Waiting for interview date. Pre-recruitment documents to hiring manager on 14 Jun 19. Due to OPD analyst on 21 Jun 19.
Office Assistant I (Personnel)	1	1	12/12/16	•OPD - An add/delete for the Courier position will be processed when the moratorium is lifted.
Police Cadet, PT	1 (part-time positions) Pipeline Fund 5 (part-time positions) General Funded 10 (part-time positions) Education Fund	4.5 (part-time positions) Pipeline Fund 9 (part-time positions) General Funded 6 (part-time positions) Education Fund	4/27/16	• OPD/HRM - Six (6) candidates in background.
Police Communications Dispatchers ( <u>unauthorized for 10 positions</u> )	4	70	4/12/17	• OPD -Waiting for hiring manager to schedule interviews.
Police Communications Dispatcher, Senior	4 - Two (2) frozen. Actual vacancies are two (2)	4	Multiple	• OPD - Once the moratorium is lifted, an add/delete will be processed.
Police Communications Operator	8	11	9/25/15	•OPD - The conversion of PCO to PCD added to OPD budget that will be uploaded in July 2019.
Police Evidence Technician	3	20	3/11/19	•OPD - Three (3) candidates in background.
Police Performance Auditor	1	3	10/2/18	•HRM -Waiting for analyst to be assigned

Police Program and Performance Audit Supervisor	1	2	1/7/19	•OPD - Eligible list to hiring manager on 15 May 19. Interview date scheduled for 24 Jun 19. Waiting for hiring manager decision.
Police Property Specialist	1	5	9/14/15	•OPD - Candidate to background on 03 Apr 19.
Police Records Specialist	5	54	12/18/15	•OPD - Four (4) in background on various dates. One (1) candidate to start on 01 Jul 19 and one to start on 15 Jul 19.
Police Records Specialist (Grant Funded - expires 18 months from start date.)	1	1	2/24/17	•OPD -On 19 Apr 19, OPD Analyst reached out to Fiscal. Fiscal to get confirmation on the status of the position from Budget to ensure that the position is either general funded or remain ELDE position.
Police Records Supervisor	1	5	4/23/19	•OPD -Candidate to background on 17 Jun 19.
Police Services Manager I	1	5	-	•OPD - Candidate to start on 15 Jul 19.
Police Services Technician II	10 - Three (3) frozen. Actual vacancies are eight (8)	56	4/28/17	•OPD - One (1) candidate referred to background on 12 Apr 19.
Project Manager II - Ceasefire	1	1	8/14/18	•OPD - Candidate to start in August.
Technical Communications Specialist	1	1	-	•OPD -Add/delete processed on 08 May 19 to delete the Technical Communications Specialist and add and Assistant to the Director.

**Sworn Staffing by Area and Patrol Detail**

**Tables 18 and 19** provide information on beats by area and patrol data.

**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**

	<b>Area 1</b>	<b>Area 2</b>	<b>Area 3</b>	<b>Area 4</b>	<b>Area 5</b>
Number of officers assigned to patrol: 272	Total 64	Total 47	Total 47	Total 49	Total 65
Number of officers assigned as Community Resource Officers	7	7	8	6	7
Number of officers assigned to the Crime Reduction Team	8	7	6	6	4

**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.



### **PUBLIC OUTREACH / INTEREST**

OPD continues to actively recruit candidates for the positions of police officer trainee and lateral police officers. Recruitment efforts focus on selective language candidates, diversity, and Oakland residency 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 obtain input on how to remain visible and available within the community.

### **COORDINATION**

This report was reviewed by the Budget 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 CITY COUNCIL**

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 June 30, 2019.

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

Respectfully submitted,



Anne E. Kirkpatrick  
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Oakland Police Department

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