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AGENDA REPORT

TO: Sabrina B. Landreth
City Administrator

FROM: Paul Figueroa
Interim Chief of Police

SUBJECT: 30-Day Monthly Police Staffing Report

DATE: June 2, 2016

City Administrator Approval
Approval

Date

6/16/16

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 April 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.

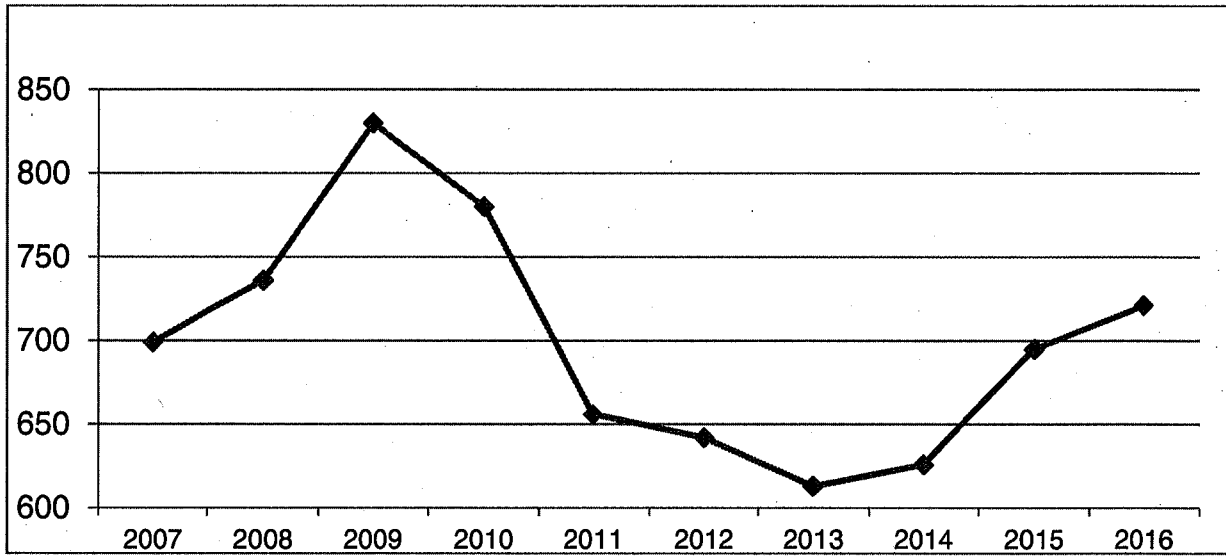
ANALYSIS AND POLICY ALTERNATIVES

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

Year	Sworn Staffing	Year	Sworn Staffing
2007	699	2012	642
2008	736	2013	613
2009	830	2014	626
2010	780	2015	695
2011	656	2016	721

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

Item: _____
Public Safety Committee
June 28, 2016



As of April 30, 2016, OPD's actual sworn staffing was 737 sworn officers; the authorized staffing level per the Approved FY 2015-17 Policy Budget is 737 sworn officers. The total of 737 includes 10 officers from the 2013 Department of Justice (DOJ) / Community Oriented Policing Services (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). See Page No. 7 for an attrition analysis.

Demographics – Sworn Staffing

Figure 2 below shows that as of April 30, 2016, a total of 63 sworn members or 8 percent, were Oakland residents. Additionally, Table 2 demonstrates that 10 Police Officer Trainees (POTs) or 15 percent 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

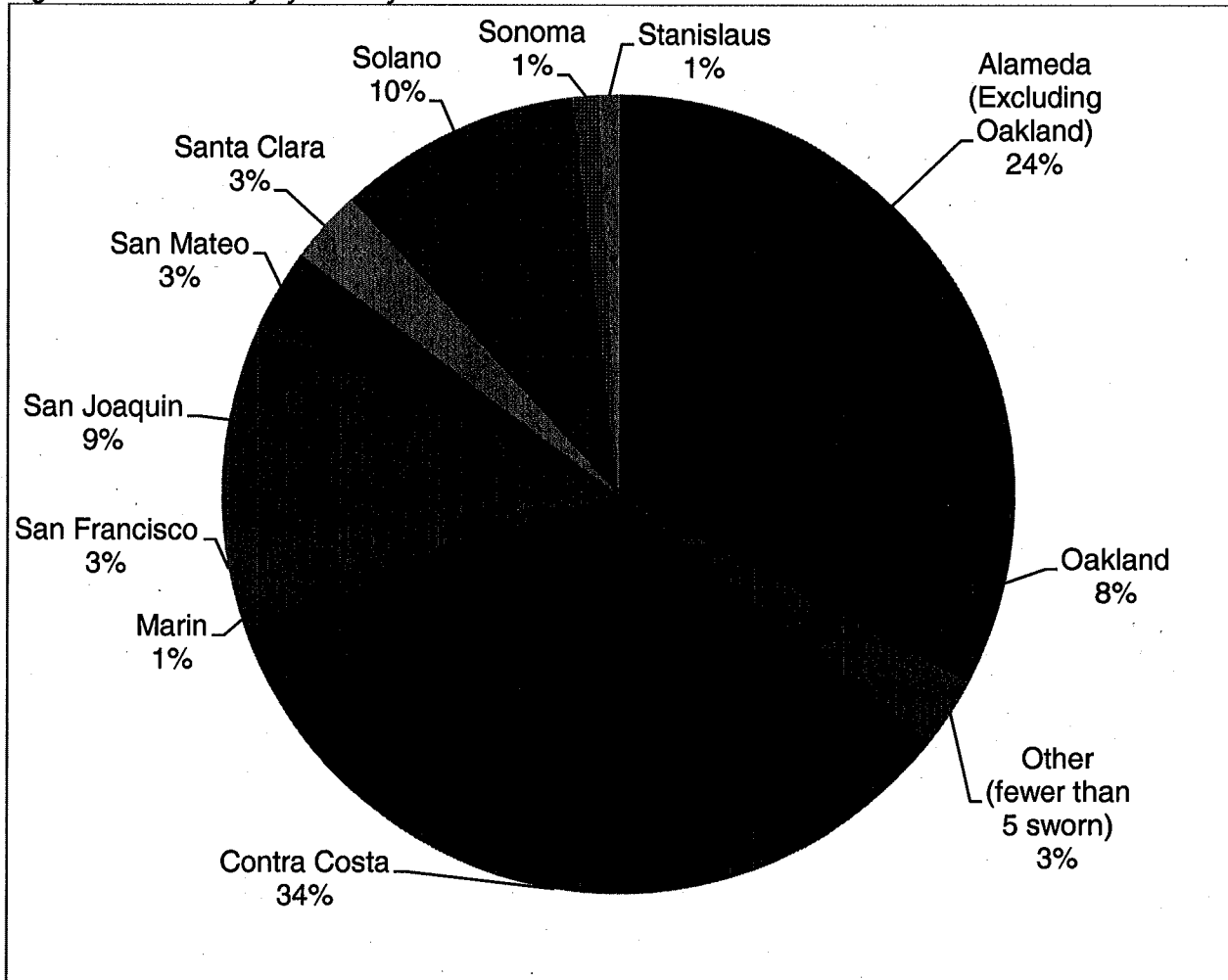


Table 2: OPDs 174th and San Francisco¹ Police Department's #249th, 251st, 252nd, and 253^d Basic Academies

Gender		Ethnicity		Residency		Language		Education	
Female	22	Asian	16	Oakland	12	Chinese	5	High School	13
Male	59	Black	14	Other	69	Spanish	16	Some College	22
		Filipino	0			Neither	60	Associates	10
		Hispanic	20					Bachelor	31
		Other	6					Master's/Above	5
		White	25						
Total	81	Total	81	Total	81	Total	81	Total	81

¹ OPD currently has a total 20 OPD POTs attending four 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 April 30, 2016

	Female		Male	
Asian	8	9%	83	13%
Black	23	27%	114	18%
Filipino	1	1%	14	2%
Hispanic	18	21%	158	24%
Native American	1	1%	1	0%
Undeclared-Other	1	1%	9	1%
White	35	40%	260	40%
Unknown	-	--	11	2%
Total	87	100%	650	100%

Table 4: Ethnicity by Year – All OPD Sworn Staff as of April 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%	40%
Black	28.0%	20.0%	18.8%	19%	18.6%
Asian	16.8%	20.9%	12.7%	14.4%	14.3%
Hispanic	25.4%	19.0%	21.2%	23.4%	23.9%
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%

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
3 rd 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

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

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

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	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
SFPD #252	14 Mar 16	4	1 Female 3 Males	0	0 Cantonese/Mandarin 2 Spanish	11/04/16	Pending

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 6 below provides actual and projected sworn staffing for the current Fiscal Year (FY) 2015-2016 Hiring Plan, as approved in the FY Adopted 2015-2017 Policy Budget. This data is accurate as of April 30, 2016.

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

Year	2016									2017		
Month	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
Filled	738	737	771	770	764	758	757	751	750	749	783	777
Attrition	(2)	(6)	(6)	(6)	(6)	(6)	(6)	(6)	(6)	(6)	(6)	(6)
Hires	1	40	5	0	0	5	0	5	5	40	0	0
Ending Filled	737	771	770	764	758	757	751	750	749	783	777	771
Authorized	737	737	737	777	777	777	777	777	777	777	777	777
Over (Under) Authorized	0	34	33	(13)	(19)	(20)	(26)	(27)	(28)	6	0	(6)
Hiring Plan	750	784	783	777	771	770	764	758	752	786	780	774
Over (Under)	(13)	(13)	(13)	(13)	(13)	(13)	(13)	(8)	(3)	(3)	(3)	(3)
New POT Hiring Pipeline	174th Academy (ends May '16 = 40 POTs)						SFPD Academies: 251 st , 252 nd , 253 rd = 5 POTs each					
	SFPD 249 th Academy (ends Jun '16 = 5 POTs)				175th Academy (ends Jan '17 = 45 POTs)							

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	4	0
	Captain	9	8	-1
	Lieutenant	27	26	-1
	Sergeants	124	128	4
	Police Officers	571	569	-2
	Total Sworn		737	737
Non-Sworn	Full-time and Part-time	436.7	403.2	-3.5
	Total Personnel	1173.7	1140.2	-3.5

Tables 8: Staff Funding Sources for Sworn and Civilian Positions for FY 2015-16

Sworn Positions	FTE	Civilian Positions	FTE
General Fund: General Purpose	630	General Fund: General Purpose	406.55
Alameda Co. Vehicle Abatement	1	Alameda Co. Vehicle Abatement	1.00
Measure Z	63	Measure Z	2.00
Traffic Safety Fund	2	Traffic Safety Fund	15.65
False Alarm Reduction Program	1	False Alarm Reduction Program	6.50
COPS 2013	10	US Department of Justice	3.00
COPS 2014	15	Workers' Comp. Insurance	2.00
COPS 2015	15		
False Alarm Reduction Program	1		
Grand Total	737	Grand Total	436.7

Table 9: Sworn Attrition Data: May 1, 2015 through April 30, 2016

	2015								2016				Total
	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	
Disability Retirement			1	2	2	2	4	1	1	1		1	15
Resignation (non-FTO*)	1				1	2	2		1	1	2		11
Resignation (from FTO)	2		2	1	1	1	1	2	1		5		16
Resignation Other Agency				1									1
Service Retirement	2	1		1	2	1	3	1	4	1	2	1	19
Termination											2		1
Termination (from FTO)					2			1					3
Deceased					1								1
Grand Total	5	1	3	5	9	6	10	5	7	3	11	2	67

*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 5.5 officers per month (66 officers over the 12 month period), which is below the projected attrition rate of 6 officers per month (72 per year).

Table 10: Sworn Attrition Analysis May 1, 2015 through April 30, 2016

Reason for Separation	Average Age at Separation	Number of Separations
Disability Retirement	44.2	15
Resignation	31.0	24
Resignation - Other Agency	36.7	3
Service Retirement	51.7	19
Termination	29.6	5
Deceased	31.0	1

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
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 *

* Three POTs graduated from the SF 248 academy on 3/11/16.

Table 12: Field Training

Academy of Origin	Entered FTO ⁴	Completed FTO
6 th POST ⁵ Lateral Course	6	2
OPD 172 nd Basic Academy	35	28
OPD 173 rd Basic Academy	33	33 Pending
SFPD 247 th Academy	3	2 Pending
SFPD 248 th Academy	3	3 Pending

⁴ 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.

⁵ California Peace Officer Commission on Standards and Training

Table 13: Current Recruitment – Outreach/Media Activity

OPD Practice PAT Saturday April 2, 2016 (37 attendees)
UC Davis Recruitment Sunday April 2, 2016 (35 attendees)
Oakland Earth Expo, Wednesday April 6, 2016 (1000 attendees)
Wine Country Marines Job Fair San Jose Saturday April 9, 2016 (1000 attendees)
OPD PAT Saturday April 9, 2016 (210 attendees)
Women in Law Enforcement PAB Saturday April 9, 2016 (18 attendees)
SF City College Info Fair Wednesday April 13, 2016 (225 attendees)
10 th Annual Eco-Fest Oakland – Laney College Thursday April 21, 2016 (400 attendees)
American Criminal Justice Association Job Fair, March 21, 2016 (200 attendees)

Table 14: OPD Recruitment Data – Current Academies

Police Hiring Steps: 174 th Academy & SFPD 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, 6/3/2016, 9/23/2016, 11/4/2016 & 12/2/2016	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				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 16: Civilian Vacancies in OPD⁶

Job Classification	Vacancies	FTE Authorized	Status
Account Clerk II	1	4	<ul style="list-style-type: none"> Human Resources Management (HRM) – Pending approval of requisition for recruitment
Accountant II	1	2	<ul style="list-style-type: none"> OPD – Pending exam plan meeting
Crime Analyst	2	7	<ul style="list-style-type: none"> OPD - Recruitment for other 2 positions pending exam plan
Criminalist II/ Forensic Chemistry	1	15	<ul style="list-style-type: none"> HRM – Job announcement to tentatively open on 5/9/16 and close on 6/3/16
Crossing Guard, PPT	1	2	<ul style="list-style-type: none"> HRM – Pending approval of requisition to hire
Forensic Technician (Grant funded)	1	1	<ul style="list-style-type: none"> OPD – Hiring manager to provide interview outcomes by 5/10/16
Grants Coordinator	1	1	<ul style="list-style-type: none"> HRM – Oral interviews scheduled for 5/23/16 OPD – Pending provisional appointed candidate's background clearance
Intake Technician 1 – Cantonese/Mandarin and 1 Spanish speaking	2	4	<ul style="list-style-type: none"> HRM – Oral interviews scheduled for 5/11/16
Neighborhood Services Coordinator Cantonese/Mandarin speaking	1	10	<ul style="list-style-type: none"> HRM – Written exam tentatively scheduled for 5/20/16
Police Cadet – private funding	7.5	21	<ul style="list-style-type: none"> HRM/OPD – Written exam, oral interviews and physical agility testing scheduled for 5/7/16
Police Communications Manager	0	1	<ul style="list-style-type: none"> HRM – Pending the development of the job announcement (tentatively as an Exempt Limited Duration appointment) to be posted in May 2016 OPD – Exam plan meeting to be scheduled pending draft of job announcement
Police Communications Supervisor	1	4	<ul style="list-style-type: none"> HRM – Pending approval of requisition to obtain names from official eligibility list OPD – Hiring manager provided interview outcomes that included a ranked candidate list

⁶ As of April 30, 2016 there are 33.5 vacancies – this number excludes positions where staff have been hired but have not started work

Job Classification	Vacancies	FTE Authorized	Status
Police Dispatchers 3 – Cantonese/Mandarin speaking	4	67	<ul style="list-style-type: none"> • CAO – Pending approval of waiver request for language selective certification • HRM – Pending approval for the flexible staffing process of operators (PCO) to dispatchers (PCD) to be discussed with Local 1021
Police Operators	2	7	<ul style="list-style-type: none"> • OPD – Awaiting response from a job offer for 1 candidate • HRM – Requested more names from eligibility list on 4/28/16
Police Property Specialist	1	5	<ul style="list-style-type: none"> • HRM – Pending approval of revised job specs by Civil Service Board; Board meeting scheduled for 5/19/16
Police Records Specialist	5	53	<ul style="list-style-type: none"> • HRM – Computer testing scheduled for 5/27/16
Police Records Supervisor	0	4	<ul style="list-style-type: none"> • HRM – Pending an assigned analyst to schedule the exam plan meeting and begin recruitment process
Police Services Manager I (Personnel)	0	7	<ul style="list-style-type: none"> • OPD – Initial hiring interviews scheduled for 5/4/16. Second interview soon after with top two candidates • OPD – Pending approval of requisition for recruitment
Police Services Manager I (IT)	1	7	<ul style="list-style-type: none"> • OPD – Applications to be screened week of 5/2/16
Police Services Technician II	4	60	<ul style="list-style-type: none"> • OPD – Exam plan meeting scheduled for 5/11/16 • OPD – 1 re-employment candidate in background process
Student Trainee	1	1	<ul style="list-style-type: none"> • OPD – Pending approval of recruitment requisition

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: 257	1st Watch 15 2nd Watch 18 Late Tac 8 3rd Watch 17 Total 58	1st Watch 14 2nd Watch 16 3rd Watch 15 Total 45	1st Watch 15 2nd Watch 16 3rd Watch 16 Total 47	1st Watch 18 2nd Watch 16 3rd Watch 18 Total 52	1st Watch 16 2nd Watch 16 Late Tac 7 3rd Watch 16 Total 55
Number of officers assigned to evening shifts	43	31	32	34	39
Number of officers assigned to CRO ⁷ / CRT ⁸ : 66	CRO 7 CRT 7	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: 2 2nd Watch: 4 3rd Watch: 1	1st Watch: 0 2nd Watch: 1 3rd Watch: 1	1st Watch: 4 2nd Watch: 1 3rd Watch: 1	1st Watch: 1 2nd Watch: 2 3rd Watch: 0	1st Watch: 3 2nd Watch: 2 3rd Watch: 5

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 Adopted 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.

⁷ Community Resource Officer

⁸ Crime Reduction Team

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.

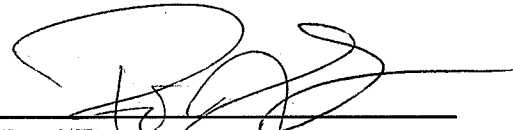
Social Equity: OPD strives to recruit a diverse workforce prepared to serve all Oakland residents and visitors equally.

ACTION REQUESTED OF THE PUBLIC SAFETY COMMITTEE

Staff recommends that the Public Safety Committee accept the OPDs monthly informational report on recruiting and sworn staffing levels as of March 31, 2016.

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

Respectfully submitted,



Paul Figueroa
Interim Chief of Police
Oakland Police Department

Prepared by:
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OPD Office of the Chief – Research and Planning

Item: _____
Public Safety Committee
June 28, 2016