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CITY OF OAKLAND 2017 JAN 12 PM 7:14

AGENDA REPORT

TO: Sabrina B. Landreth
City Administrator

FROM: David Downing
Assistant Chief of Police

SUBJECT: 30 Day Monthly Police Staffing Report

DATE: December 21, 2016

City Administrator Approval

Date:

1/12/17

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 November 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

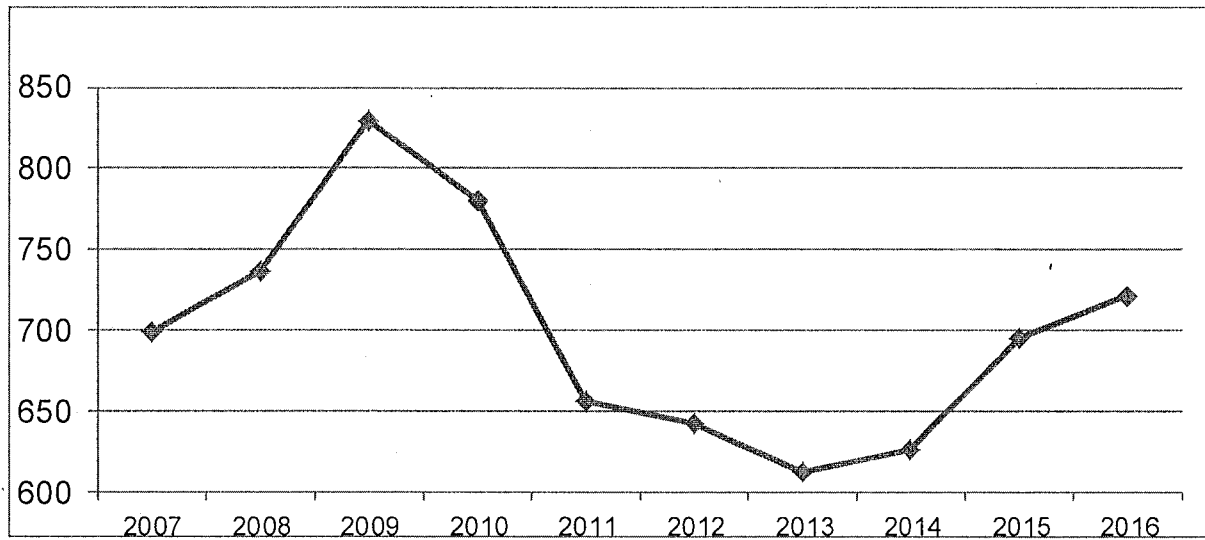
Table 1: Staffing Levels as of January 1st: 2007-2016

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

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Public Safety Committee
January 24, 2017

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



As of November 30, 2016, OPD's actual sworn staffing was 746 sworn officers; the authorized staffing level per the Approved Fiscal Year (FY) 2016-17 Budget is 779 sworn officers. The total of 746 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; 2 officers from the 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).

Demographics – Sworn Staffing

Figure 2 below shows as of November 30, 2016, that 76 sworn members or, 10.2 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

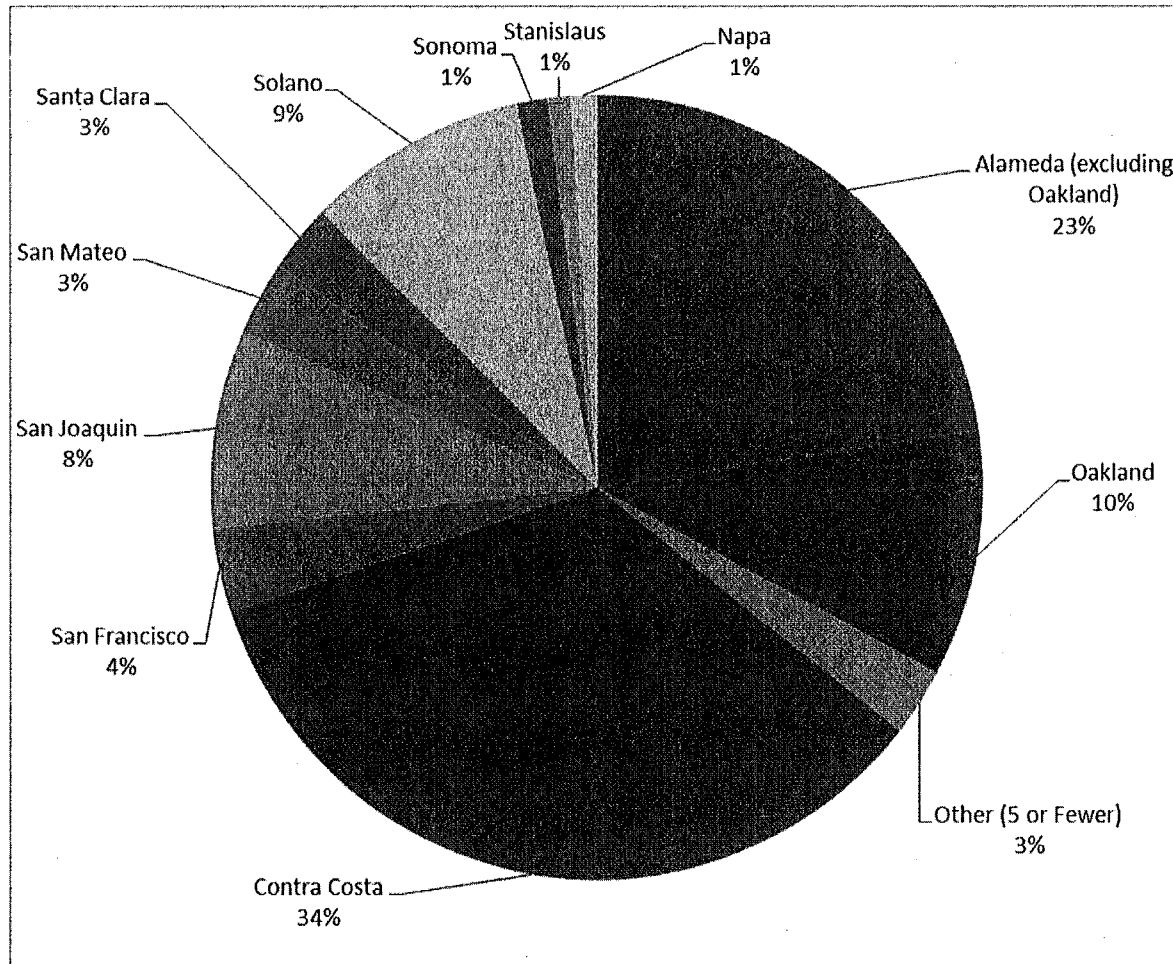


Table 2: OPDs 175th and San Francisco¹ Police Department's 251st, 252nd, and 253rd Basic Academies

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 4 OPD POTs attending a SFPD academy. 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 November 30, 2016

Race	Female		Male	
	Count	Percentage	Count	Percentage
Asian	8	8.2%	88	13.6%
Black	24	24.7%	111	17.1%
Filipino	0	0%	15	2.3%
Hispanic	24	24.7%	154	23.7%
Native American	1	1.0%	2	0.3%
Undeclared-Other	2	2.1%	9	1.4%
White	38	39.2%	259	39.9%
Unknown	-	--	11	1.7%
Total	97	100%	649	100%

Table 4: Ethnicity by Year – All OPD Sworn Staff as of November 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%	18.1%
Asian	16.8%	20.9%	12.7%	14.4%	14.9%
Hispanic	25.4%	19.0%	21.2%	23.4%	23.9%
Other ²	--	--	5.3%	3.1%	3.4%
Female	14.3% ^{3,4}	12.0%	12.0%	11.9%	13.0%
Male	85.7% ⁵	88.0%	88.0%	88.1%	87.0%

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
3rd Lateral	9 Dec 13	4	4 Males	0	0 Cantonese/Mandarin 1 Spanish	2/7/14	4

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

Class	Starting Date	Starting Number	Gender	Oakland Resident	Language	Ending Date	Ending Number
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	5
SFPD #253	11 Apr 16	6	1 Females 3 Males	0	0 Cantonese/Mandarin 0 Spanish	12/2/16	4
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 November 30, 2016.

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

Year	2016		2017									
Month	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct
Filled	751	746	744	763	757	751	745	759	753	747	741	735
Attrition	(10)	(6)	(6)	(6)	(6)	(6)	(6)	(6)	(6)	(6)	(6)	(6)
Hires	5	4	25	0	0	0	20	0	0	0	0	0
Ending Filled	746	744	763	757	751	745	759	753	747	741	735	729
Authorized	779	779	779	779	779	779	779	779	779	779	779	779
Over (Under) Authorized	(33)	(35)	(16)	(22)	(28)	(34)	(20)	(26)	(32)	(38)	(44)	(50)
Hiring Plan	758	752	786	780	774	768	762	796	796	790	784	778
Over (Under)	(12)	(8)	(23)	(23)	(23)	(23)	(3)	(43)	(49)	(49)	(49)	(49)
New POT Hiring Pipeline	SFPD Academy: 253 rd = 3 POTs							175 th Academy (ends Jan 2017 = 25 POTs) 176 th Academy (ends May 2017 = 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	25	-2
	Sergeants	129	122	-7
	Police Officers	607	586	-21
	Total Sworn		779	746
Non-Sworn	Full-time and Part-time	446.04	386.35	-59.69
	Total Personnel	1225.04	1132.35	-92.69

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
CA OTS STEP	2	State of California Other	1
		Miscellaneous Grants (Cadet)	12
Grand Total	779	Grand Total	446.04

*COPS Personnel split funded with General Purpose Fund

Table 9: Sworn Attrition Data: December 1, 2015 through November 30, 2016

	2015	2016											
	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Total
Disability Retirement	1	1	1	-	1	2	3	1	1	1	4	2	18
Resignation (non-FTO*)	-	1	1	2	-	4	1	1	1	2	1	4	18
Resignation FTO	2	1	-	5	-	-	-	2	1	4	4	-	19
Resignation Other Agency	-	-	-	-	-	-	-	-	-	-	-	1	1
Service Retirement	1	4	1	2	1	1	-	1	-	1	-	3	15
Termination	-	-	-	-	-	1	-	-	-	-	-	-	1
FTO Termination	1	-	-	2	-	-	1	-	-	-	1	-	5
Deceased	-	-	-	-	-	-	-	-	-	-	-	-	0
Grand Total	5	7	3	11	2	8	5	5	3	8	10	10	77

*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 6.42 officers per month (77 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

	Nov 2016
Disability Retirement	2 Disabilities
Resignation (non-FTO)	4 Unknown
Resignation FTO	None
Resignation Other Agency	1 Other
Service Retirement	3 Service Retirements

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

Reason for Separation	Average Age at Separation	Number of Separations
Disability Retirement	39.5	18
Resignation (non FTO)	37.6	18
Resignation (FTO)	39.2	19
Resignation - Other Agency	29.9	1
Service Retirement	36.6	15
Termination	52.9	1
Termination (FTO)	40.6	5
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	13	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. Five POTs graduated from the SF 252 on 11/4/16.

Table 12: Field Training

Academy of Origin	Entered FTO ⁶	Completed FTO
6 th POST ⁷ Lateral Course	6	2 Final
OPD 172 nd Basic Academy	35	28 Final
OPD 173 rd Basic Academy	33	31 Final
OPD 174 th Basic Academy	44	36, 1 Pending
SFPD 247 th Academy	3	2 Final
SFPD 248 th Academy	3	2 Final
SFPD 249 th Academy	5	3 Final
SFPD 251 st Academy	4	4 Pending

Table 13: Current Recruitment – Outreach and Media Activity

Date	Event	Location	Attendees	Inquiries: Number And Type
November 2, 2016	Merritt College	12500 Campus Dr. Oakland, CA	175	20 POT 24 Cadet 30 Explorer
November 7, 2016	Hiring Our Heroes	Oracle Arena 7100 S. Coliseum Way Oakland, CA	150	15 POT
November 13, 2016	Written Test Workshop	OPD/PAB 455 7 th St. Oakland, CA	25	25 POT
November 27, 2016	PT Workshop	OPD Mat Room 455 7 th St. Oakland, CA	40	40 POT

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 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	61	4%	-96%	13	0.87%	-94%

*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	0	1
Intelligence Unit						1	7
Research & Planning							1
Bureau of Field Ops: Administration			2		1	1	1
Patrol Area 1				1	3	16	96
Patrol Area 2				1	3	15	79
Patrol Area 3				1	3	14	80
Patrol Area 4				1	3	15	79
Patrol Area 5				1	3	16	87
Support Operations Division				1	1	3	8
Traffic Section					1	3	19
Foot Patrol						2	15
Bureau of Services: Administration			1	1			
Communications Section						0	
Training Section					1	3	16
Recruiting and Background Unit						1	4
Information Technology						1	3
Property/ Evidence Unit						1	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	2	15
Ceasefire				1			
Special Invest. Units					1	5	27
Total Sworn	1	1	4	10	27	129	607

Table 16: Civilian Vacancies in OPD⁸

Job Classification	Vacancies	FTE Authorized	Status
Account Clerk I	1	1	Department of Human Resources and Management (HRM) - Pending assigned Analyst.
Accountant II	1	2	HRM - Pending job posting. On hold to review Immediate Dispute Resolution (IDR) with union.
Business Analyst II	1	1	HRM – Pending assigned Analyst.
Business Analyst IV	1	1	HRM – Pending assigned Analyst.
Crime Analyst	2	5	OPD – One candidate in background process Oct 31, 2016.
Criminalist II/ Forensic Chemistry	1	1	OPD – One candidate in background process Oct 31, 2016.
Criminalist II/Firearms	1	1	HRM – Pending exam plan meeting.
Crossing Guard PPT	1	1	HRM – Pending assigned Analyst.
Grants Coordinator	1	1	OPD – One candidate in background process Oct 12, 2016.
Intake Technician 1 Spanish speaking	1	2	HRM – Position on hold for ADA/FEHA ⁹ accommodation.
Neighborhood Services Coordinator	1	10	One vacant Cantonese/Mandarin speaking position; DHRM – Awaiting exam plan meeting for recruitment.
Office Assistant I (PT)	.50	.50	OPD - One candidate in background process. Forwarded on Aug 25, 2016.
Parking Control Technician (FTE)	1	1	HRM – Position on hold for ADA/FEHA accommodations.
Parking Control Technicians (PPT)	9	9	HRM – Eligible list expected Dec 9, 2016.
Performance Audit Manager	1	1	OPD – Position on hold pending add/delete process.
Police Cadet – general funding	8	13.5	OPD – Nine candidates in background process. Forwarded on Sep 1, 2016. Total of 17 in background process. (5 grant / 7 general) HRM- Eligible list from HRM on Dec, 7, 2016.
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) HRM- Eligible list from HRM on Dec 7, 2016.
Police Communications Dispatcher	9	63	OPD – Seven candidates in the background process Nov 7, 2016.

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

⁹ ADA = American with Disabilities Act; FEHA = California's Fair Employment and Housing Act

Job Classification	Vacancies	FTE Authorized	Status
Police Communications Dispatcher, Senior	4	4	HRM - This position is on hold pending resolution of an equity survey with Local 1021. The City proposed changes to the compensation plan that could impact the senior level. Resolution of the issues by the end of the calendar year and creation of the new class starting in early 2017.
Police Communications Manager	1	1	OPD – Pending approval of hiring requisition for one candidate to fill the position Dec 17, 2016.
Police Communications Operators	6	11	OPD – Six (6) candidates in the background process Nov 7, 2016.
Police Property Specialist	1	5	HRM – The initial discussion for the specification revision took place with the Local 1021 on 09 Nov 16. It is anticipated that the initial discussion will conclude on 14 Dec 16 and the specification will go to the Civil Service Board on Jan 19, 2017. However, recruitment can begin once Bargaining Unit Local 21 has approved the specification in December 2016.
Police Property Supervisor	1	1	HRM - Reviewing twenty seven (27) applications for minimum qualification.
Police Records Specialist	6	53	OPD – One (1) in background and six (6) awaiting signature on conditional job offer letter.
Police Records Supervisor	2	1	HRM – Draft job announcement to OPD by Dec 6, 2016.
Police Services Manager (Records)	1	1	OPD – Interviews scheduled on Dec 19, 2016.
Police Services Technician II	1	60	OPD – One (1) candidate is scheduled to start on Dec 17, 2016.
Public Services Representative	1	1	OPD – Hiring manager did not select current candidates. New recruitment requested with selective certification for dispatch experience.
Storekeeper II	1	1	HRM – Reclassification to Office Assistant I. Paperwork is with HRM for approval.

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: 282	1st Watch 17 2nd Watch 19 Late Tac 8 3rd Watch 18 Total 62	1st Watch 19 2nd Watch 16 3rd Watch 16 Total 51	1st Watch 17 2nd Watch 16 3rd Watch 17 Total 50	1st Watch 19 2nd Watch 18 3rd Watch 18 Total 55	1st Watch 16 2nd Watch 24 Late Tac 8 3rd Watch 16 Total 64
Number of officers assigned to evening shifts	45	32	33	36	48
Number of officers assigned to CRO ¹⁰ / CRT ¹¹ : 73	CRO 7 CRT 8	CRO 7 CRT 8	CRO 8 CRT 8	CRO 6 CRT 7	CRO 7 CRT 7
# of open beats not filled by overtime in November	1st Watch: 0 2nd Watch: 0 3rd Watch: 0	1st Watch: 0 2nd Watch: 1 3rd Watch: 3	1st Watch: 0 2nd Watch: 0 3rd Watch: 0	1st Watch: 0 2nd Watch: 0 3rd Watch: 0	1st Watch: 0 2nd Watch: 0 3rd Watch: 0

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 through a budget process.

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

¹⁰ CRO = Community Resource Officer

¹¹ CRT = Crime Reduction Team

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, Personnel Manager, OPD Personnel Section, at (510) 238-6971.

Respectfully submitted,



David E. Downing
Assistant Chief of Police
Oakland Police Department

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Item: _____
Public Safety Committee
January 24, 2017