



CITY OF OAKLAND

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OAKLAND

2017 OCT 12 PM 2:00

# AGENDA REPORT

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

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

**SUBJECT:** 30 Day Monthly Police Staffing Report

**DATE:** September 25, 2017

City Administrator Approval

Date:

10/11/17

## RECOMMENDATION

**Staff Recommends That The Public Safety Committee Receive The Oakland Police Department's (OPD) Monthly Informational Report On Recruiting And Sworn Staffing Levels As Of August 31, 2017.**

## EXECUTIVE SUMMARY

This informational report provides data on the demographics and staffing levels of OPD sworn and professional staff as well as recruiting and hiring data, as of August 31, 2017.

## 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 professional staff. This report addresses recruitment activities and assignments for both sworn and professional staff positions.

## ANALYSIS AND POLICY ALTERNATIVES

*Table 1: Staffing Levels as of January 1<sup>st</sup>: 2008-2017*

| Year | Sworn Staffing |
|------|----------------|
| 2008 | 736            |
| 2009 | 830            |
| 2010 | 780            |
| 2011 | 656            |
| 2012 | 642            |

| Year | Sworn Staffing |
|------|----------------|
| 2013 | 613            |
| 2014 | 626            |
| 2015 | 695            |
| 2016 | 721            |
| 2017 | 744            |

Item: \_\_\_\_\_  
Public Safety Committee  
October 24, 2017

Figure 1: Sworn Staffing on January 1<sup>st</sup> of Each Year: 2008-2017

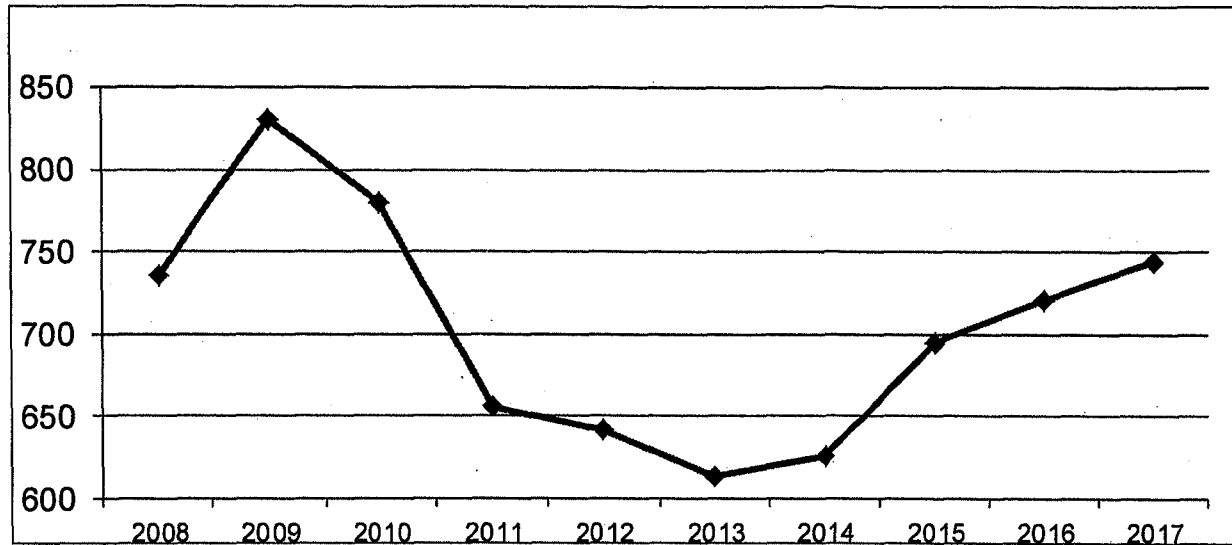


Figure 1 above reflects OPD's sworn staffing as of January 1, 2017 in comparison to the same day in past years. OPD's actual sworn staffing was 750 sworn officers, as of August 31, 2017; the authorized staffing level per the Approved Fiscal Year (FY) 2017-18 Budget is 794 sworn positions. The 794 authorized positions include the following grant-funded positions:

- Five officer positions from the 2013 Department of Justice / Community Oriented Policing Services (DOJ/COPS) Hiring Grant;
- 14 officers from the 2014 DOJ/COPS Hiring Grant;
- 12 officer positions from the 2015 DOJ/COPS Hiring Grant;
- 15 officer positions from the 2016 DOJ/COPS Hiring Grant;
- Two officer positions from the California Office of Traffic Safety Select Traffic Enforcement Program (STEP) Grant; and

OPD's authorized staffing also includes funding for approximately 63.5 officers associated with Oakland's voter approved public safety measure (Measure Z, 2014). Tables 8 through 10 below provide additional information on funding and officer attrition.

#### *Demographics – Sworn Staffing*

Figure 2 below shows that as of August 31, 2017, 75 sworn members, or 10 percent of sworn staffing, were Oakland residents. Additionally, Table 2 below demonstrates that two Police Officer Trainees (POT) or six percent of the 177<sup>th</sup> Police Academy were Oakland residents. OPD has prioritized attracting a racially diverse and multilingual workforce of qualified officers that includes Oakland residents. Tables 3 and 4 below provide current and past demographic information of all OPD sworn staff and Table 5 provides the same information of all academies.

Figure 2: Residency by County and City of Oakland, of Sworn OPD Members

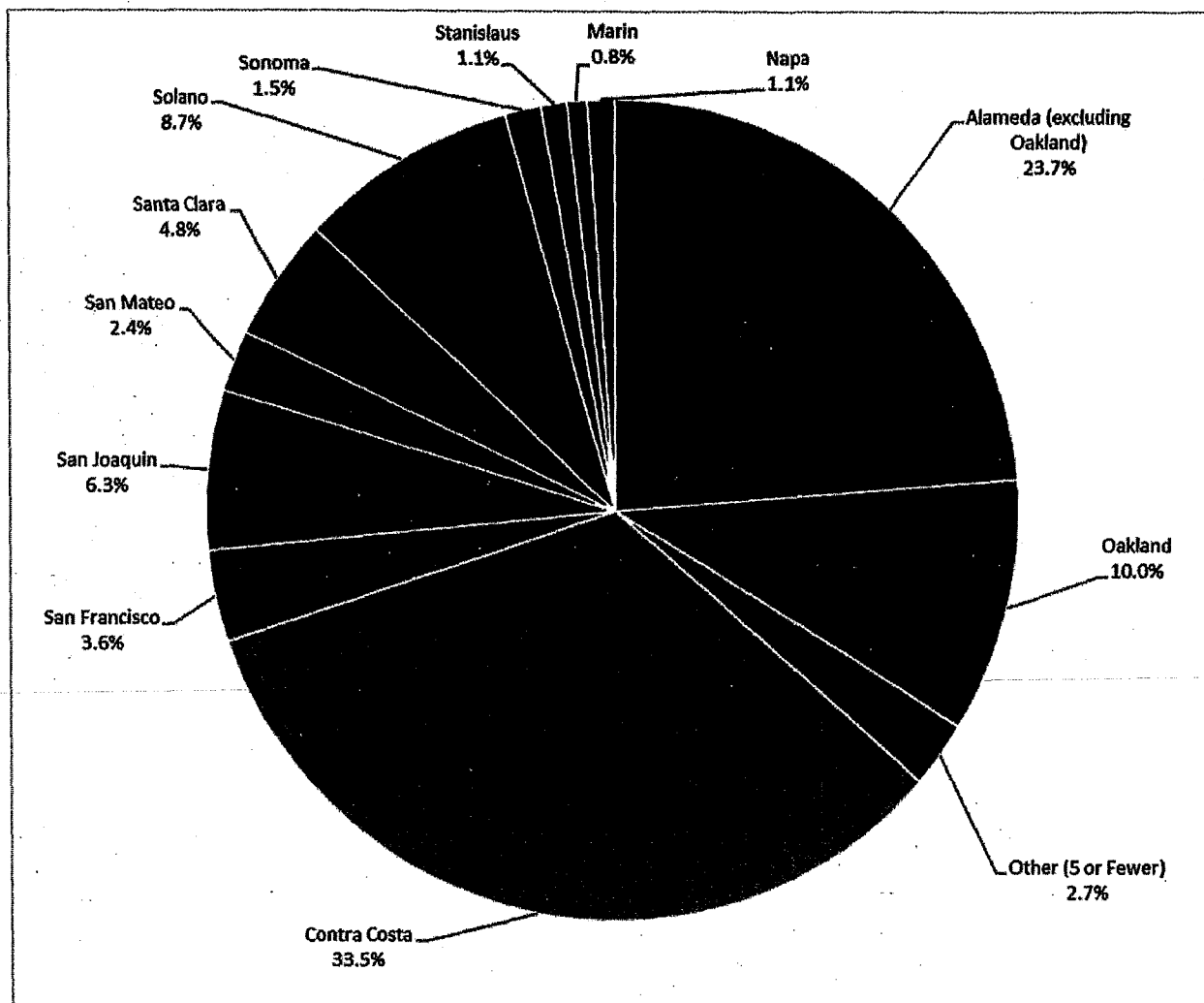


Table 2: OPD's 177<sup>th</sup> Basic Academy

| Gender |    | Ethnicity |    | Residency |    | Language     |    | Education      |    |
|--------|----|-----------|----|-----------|----|--------------|----|----------------|----|
| Female | 5  | Asian     | 7  | Oakland   | 2  | Chinese      | 0  | High School    | 5  |
| Male   | 28 | Black     | 10 | Other     | 31 | Spanish      | 7  | Some College   | 13 |
|        |    | Hispanic  | 10 |           |    | Vietnamese   | 0  | Associate's    | 4  |
|        |    | White     | 4  |           |    | English Only | 26 | Bachelor's     | 10 |
|        |    | Other     | 2  |           |    |              |    | Master's/Above | 1  |
| Total  |    | Total     |    | Total     |    | Total        |    | Total          |    |
| 33     |    | 33        |    | 33        |    | 33           |    | 33             |    |

Table 3: Ethnicity and Gender – All OPD Sworn Staff as of August 31, 2017

| Race             | Female    |             | Male       |             |
|------------------|-----------|-------------|------------|-------------|
| Asian            | 8         | 8.08%       | 90         | 13.82%      |
| Black            | 22        | 22.22%      | 109        | 16.74%      |
| Filipino         | 1         | 1.01%       | 15         | 2.30%       |
| Hispanic         | 28        | 28.28%      | 156        | 23.96%      |
| Native American  | 1         | 1.01%       | 2          | 0.31%       |
| Undeclared-Other | 2         | 2.02%       | 11         | 1.69%       |
| White            | 37        | 37.37%      | 257        | 39.48%      |
| Unknown          | 0         | 0%          | 11         | 1.69%       |
| <b>Total</b>     | <b>99</b> | <b>100%</b> | <b>651</b> | <b>100%</b> |

Table 4: Ethnicity by Year – All OPD Sworn Staff as of August 31, 2017

| Race               | US 2010 Census-Oakland Pop. | OPD 2014 | OPD 2015 | OPD 2016 | OPD 2017 |
|--------------------|-----------------------------|----------|----------|----------|----------|
| White              | 34.5%                       | 42.0%    | 40.1%    | 39.7%    | 39.2%    |
| Black              | 28.0%                       | 18.8%    | 19%      | 18.0%    | 17.5%    |
| Asian              | 16.8%                       | 12.7%    | 14.4%    | 15.1%    | 15.2%    |
| Hispanic           | 25.4%                       | 21.2%    | 23.4%    | 23.7%    | 24.5%    |
| Other <sup>1</sup> | --                          | 5.3%     | 3.1%     | 3.5%     | 3.6%     |
| Female             | 14.3% <sup>2, 3</sup>       | 12.0%    | 11.9%    | 13.0%    | 13.2%    |
| Male               | 85.7% <sup>4</sup>          | 88.0%    | 88.1%    | 87.0%    | 86.8%    |

Table 5: Demographic Information on Academies Since 2012

| Class                   | Starting Date | Starting Number | Gender                 | Oakland Resident | Language                           | Ending Date | Ending Number |
|-------------------------|---------------|-----------------|------------------------|------------------|------------------------------------|-------------|---------------|
| 166 <sup>th</sup>       | Sep 12, 2012  | 57              | 15 Females<br>42 Males | 7                | 8 Cantonese/Mandarin<br>4 Spanish  | 3/20/13     | 39            |
| 167 <sup>th</sup>       | Mar 25, 2013  | 51              | 7 Females<br>44 Males  | 6                | 5 Cantonese/Mandarin<br>12 Spanish | 9/20/13     | 36            |
| 168 <sup>th</sup>       | Sep 30, 2013  | 57              | 8 Females<br>49 Males  | 6                | 0 Cantonese/Mandarin<br>19 Spanish | 4/4/14      | 47            |
| 3 <sup>rd</sup> Lateral | Dec 9, 2013   | 4               | 4 Males                | 0                | 0 Cantonese/Mandarin<br>1 Spanish  | 2/7/14      | 4             |
| 169 <sup>th</sup>       | Dec 30, 2013  | 55              | 8 Females<br>47 Males  | 2                | 0 Cantonese/Mandarin<br>13 Spanish | 7/3/14      | 34            |

<sup>1</sup> Other includes Unknown, Native American, and Undeclared

<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 Department, 2007

<sup>3</sup> Percent of U.S. law enforcements officers who were female at time of 2007 data

<sup>4</sup> 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 |
|-------------------------|---------------|-----------------|------------------------|------------------|------------------------------------|-------------|---------------|
| ACSO *                  | Mar 17, 2014  | 24              | 3 Females<br>21 Males  | 1                | 3 Cantonese/Mandarin<br>3 Spanish  | 9/23/14     | 13            |
| 170th                   | Apr 28, 2014  | 57              | 9 Females<br>48 Males  | 10               | 3 Cantonese/Mandarin<br>10 Spanish | 2/3/15      | 35            |
| 4 <sup>th</sup> Lateral | Sep 22, 2014  | 7               | 1 Female<br>6 Males    | 0                | 0 Cantonese/Mandarin<br>2 Spanish  | 11/27/14    | 5             |
| 171 <sup>st</sup>       | Sep 29, 2014  | 60              | 10 Females<br>50 Males | 15               | 5 Cantonese/Mandarin<br>9 Spanish  | 4/3/15      | 35            |
| 5 <sup>th</sup> Lateral | Feb 23, 2015  | 9               | 9 Males                | 1                | 1 Cantonese/Mandarin<br>0 Spanish  | 5/1/15      | 7             |
| 172 <sup>nd</sup>       | Apr 27, 2015  | 58              | 19 Females<br>39 Males | 15               | 1 Cantonese/Mandarin<br>14 Spanish | 10/30/15    | 35            |
| 6 <sup>th</sup> Lateral | May 18, 2015  | 6               | 6 Males                | 1                | 0 Cantonese/Mandarin<br>0 Spanish  | 7/24/15     | 6             |
| SFPD*<br>* #247         | Jun 8, 2015   | 5               | 5 Males                | 0                | 0 Cantonese/Mandarin<br>0 Spanish  | 1/15/16     | 3             |
| 173 <sup>rd</sup>       | Jul 6, 2015   | 53              | 9 Females<br>44 Males  | 11               | 4 Cantonese/Mandarin<br>10 Spanish | 1/8/16      | 33            |
| SFPD<br>#248            | Aug 3, 2015   | 5               | 5 Males                | 1                | 0 Cantonese/Mandarin<br>0 Spanish  | 3/11/16     | 3             |
| SFPD<br>#249            | Oct 26, 2015  | 5               | 1 Female<br>4 Males    | 1                | 0 Cantonese/Mandarin<br>0 Spanish  | 6/3/16      | 5             |
| 174 <sup>th</sup>       | Nov 16, 2015  | 60              | 15 Females<br>45 Males | 9                | 4 Cantonese/Mandarin<br>11 Spanish | 5/20/16     | 44            |
| SFPD<br>#251            | Feb 1, 2016   | 5               | 1 Female<br>3 Males    | 2                | 1 Cantonese/Mandarin<br>0 Spanish  | 9/23/16     | 4             |
| SFPD<br>#252            | Mar 14, 2016  | 5               | 2 Female<br>3 Males    | 0                | 0 Cantonese/Mandarin<br>2 Spanish  | 11/04/16    | 5             |
| SFPD<br>#253            | Apr 11, 2016  | 6               | 1 Females<br>3 Males   | 0                | 0 Cantonese/Mandarin<br>0 Spanish  | 12/2/16     | 4             |
| 175 <sup>th</sup>       | Jul 11, 2016  | 50              | 7 Females<br>43 Males  | 9                | 3 Cantonese/Mandarin<br>10 Spanish | 1/27/17     | 24            |
| 176 <sup>th</sup>       | Oct 31, 2016  | 28              | 5 Females<br>23 Males  | 6                | 1 Cantonese/Mandarin<br>7 Spanish  | 5/19/17     | 17            |
| 177 <sup>th</sup>       | May 22, 2017  | 33              | 5 Females<br>28 Males  | 2                | 0 Cantonese/Mandarin<br>7 Spanish  | 12/1/17     | Pending       |

\* ACSO=Alameda County Sheriff's Office; \*\* SFPD=San Francisco Police Department

#### *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 2017-2018 Hiring Plan, as approved in the FY 2017-2019 Policy Budget. This data is accurate as of August 31, 2017. Table 7 provides a listing of authorized vs, filled positions in OPD and Table 8 provides the funding sources for OPD positions.

*Table 6: Actual Sworn Staffing (as of August 31, 2017) and Sworn Staffing Projections*

| Year                    | 2017   |      |      |      |      | 2018 |      |      |      |      |      |      |
|-------------------------|--|------|------|------|------|------|------|------|------|------|------|------|
| Month                   | Aug  | Sep  | Oct  | Nov  | Dec  | Jan  | Feb  | Mar  | Apr  | May  | Jun  | Jul  |
| Filled                  | 757  | 750  | 744  | 738  | 732  | 751  | 745  | 739  | 753  | 747  | 741  | 735  |
| Attrition               | (7)  | (6)  | (6)  | (6)  | (6)  | (6)  | (6)  | (6)  | (6)  | (6)  | (6)  | (6)  |
| Hires                   | 0  | 0    | 0    | 0    | 25   | 0    | 0    | 20   | 0    | 0    | 0    | 25   |
| Ending Filled           | 750  | 744  | 738  | 732  | 751  | 745  | 739  | 753  | 747  | 741  | 735  | 754  |
| Authorized              | 794  | 794  | 794  | 794* | 794* | 794* | 794* | 794* | 794* | 794* | 794* | 794* |
| Over (Under) Authorized | (44)   | (50) | (56) | (62) | (43) | (49) | (55) | (41) | (47) | (53) | (59) | (38) |
| Hiring Plan             | 790  | 784  | 778  | 772  | 766  | 800  | 794  | 788  | 782  | 776  | 770  | 760  |
| Over (Under)            | (40)   | (40) | (40) | (40) | (15) | (55) | (55) | (35) | (35) | (35) | (35) | (6)  |
| New POT Hiring Pipeline | 177 <sup>th</sup> Academy<br>(ends Dec 2017 = 25 POTs) |      |      |      |      |      |      |      |      |      |      |      |

\* Funding for two of these sworn officers is linked to a current grant from the California Office of Traffic Safety (OTS); this grant expires in September 2018.

*Table 7: OPD Positions - Authorized and Filled Positions (as of August 31, 2017)*

| Type               | Budget Authorized Positions | Authorized | Filled | +/-  |
|--------------------|-----------------------------|------------|--------|------|
| Sworn              | Chief of Police             | 1          | 1      | 0    |
|                    | Assistant Chief             | 1          | 1      | 0    |
|                    | Deputy Chief                | 4          | 4      | -0   |
|                    | Captain                     | 10         | 10     | -0   |
|                    | Lieutenant                  | 27         | 24     | -3   |
|                    | Sergeants                   | 129        | 127    | -2   |
|                    | Police Officers             | 622        | 583    | -39  |
|                    | Total Sworn                 | 794        | 750    | -44  |
| Professional Staff | Full-time and Part-time     | 378        | 322    | -56  |
|                    | Total Personnel             | 1172       | 1072   | -100 |

Table 8: Funding Sources for Sworn and Professional Staff Positions Budgeted (FY 2017-2018)

| Sworn Positions               | FTE        | Professional Staff Positions  | FTE        |
|-------------------------------|------------|-------------------------------|------------|
| General Fund: General Purpose | 680.5      | General Fund: General Purpose | 331.5      |
| Alameda Co. Vehicle Abatement | 1          | Alameda Co. Vehicle Abatement | 2          |
| Measure Z                     | 63.5       | Measure Z                     | 2          |
| False Alarm Reduction Program | 1          | Traffic Safety Fund           | 19         |
| *COPS 2013                    | 5          | False Alarm Reduction Program | 5.5        |
| *COPS 2014                    | 14         | US Department of Justice      | 2          |
| *COPS 2015                    | 12         | Workers' Comp. Insurance      | 2          |
| *COPS 2016                    | 15         | Radio/Telecommunications      | 1          |
| CA OTS STEP                   | 2          | State of California Other     | 1          |
|                               |            | Miscellaneous Grants (Cadet)  | 12         |
| <b>Grand Total</b>            | <b>794</b> | <b>Grand Total</b>            | <b>378</b> |

\*US Department of Justice, Office of Community-Oriented Policing Services (COPS) Personnel are split funded with the General Purpose Fund

As noted in Table 9 below, OPD experienced an average attrition rate of 5.83 officers per month (70 officers over the 12-month period), which is below the current projected attrition rate of 6 officers per month (72 per year). Tables 10 and 11 provide additional information on the reasoning for sworn separations.

Table 9: Sworn Attrition Data: Sep 1, 2016 through Aug 31, 2017

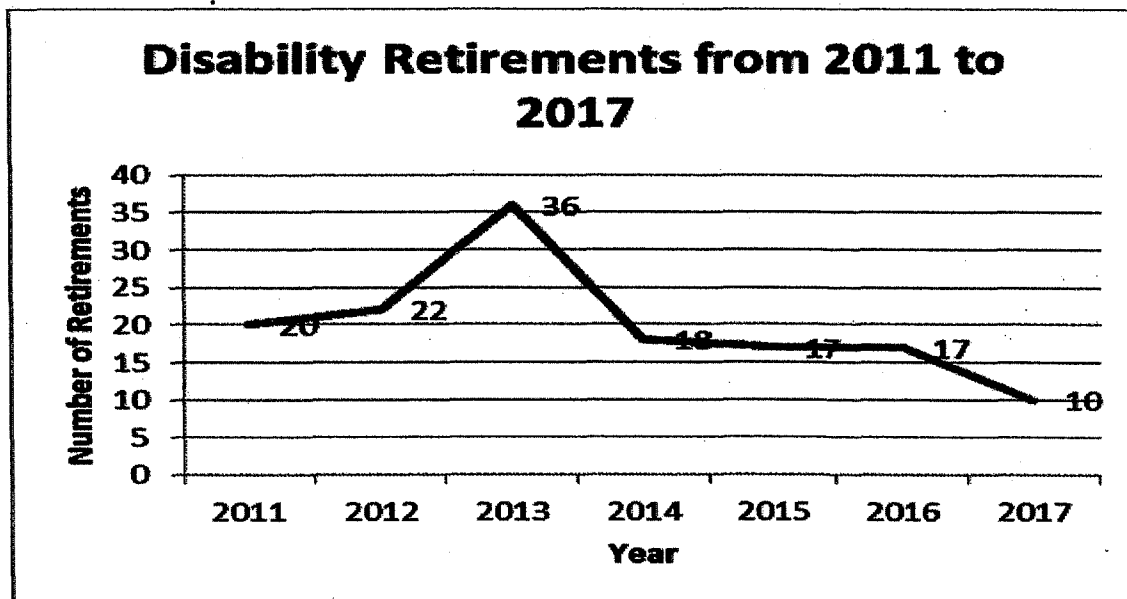
|  | 2016     |           |           |          | 2017     |          |          |          |          |          |          |          | Total     |
|--|----------|-----------|-----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|-----------|
|  | Sep      | Oct       | Nov       | Dec      | Jan      | Feb      | Mar      | Apr      | May      | Jun      | Jul      | Aug      |           |
| Disability Retirement                        | 1        | 4         | 2         | 1        | 2        | 1        | 3        | 1        | -        | -        | 1        | 2        | 18        |
| Resignation (not during Field Training)      | 2        | 1         | 4         | 1        | -        | -        | 2        | -        | -        | 1        | -        | 2        | 13        |
| Resignation during Field Training            | 4        | 4         | -         | -        | -        | -        | -        | 1        | -        | 3        | -        | -        | 12        |
| Resignation (to other agency)                | -        | -         | 1         | -        | 1        | -        | -        | -        | -        | -        | -        | 1        | 3         |
| Service Retirement                           | 1        | -         | 3         | 4        | 1        | 1        | 1        | 2        | 2        | 1        | 1        | 2        | 19        |
| Termination                                  | -        | -         | -         | -        | -        | -        | 1        | -        | -        | -        | -        | -        | 1         |
| Release from Probation during Field Training | -        | 1         | -         | -        | 1        | -        | -        | -        | -        | 1        | 1        | -        | 4         |
| <b>Grand Total</b>                           | <b>8</b> | <b>10</b> | <b>10</b> | <b>6</b> | <b>5</b> | <b>2</b> | <b>7</b> | <b>4</b> | <b>2</b> | <b>6</b> | <b>3</b> | <b>7</b> | <b>70</b> |

Table 10: Sworn Attrition Analysis September 1, 2016 through August 31, 2017

| Reason for Separation                        | Average Age at Separation | Number of Separations |
|--|---------------------------|-----------------------|
| Disability Retirement                        | 46.1                      | 18                    |
| Resignation (not during Field Training)      | 33.8                      | 13                    |
| Resignation (during Field Training)          | 31.6                      | 12                    |
| Resignation - Other Agency                   | 31.3                      | 3                     |
| Service Retirement                           | 52.3                      | 19                    |
| Termination                                  | 41.5                      | 1                     |
| Release from Probation during Field Training | 28.6                      | 4                     |

Officers who experience on-assignment injuries may be placed on disability leave, or on modified work assignments. Some of these officers eventually retire; Officers may retire from disability leave because their injuries do not allow them to return to their prior non-injury type of assignment. Officers on injury leave may also choose a service retirement rather than returning to regular assignments, because they do not wish to return to a modified assignment, or for any number of personal reasons. Figure 3 below shows data on disability retirements between 2011 and 2017. The data shows that disability retirements peaked from a prior average of approximately 21 per year, and then decreased to approximately 17 per year starting in 2014. The peak in 2013 was a result of the resolution of on-assignment injury claims that had been outstanding.

Figure 3: Disability Retirements from 2011 to 2017\*



\* 2017 data is from January 1, 2017 through August 31, 2017



Table 11 below shows the attrition of Oakland residents during the testing and hiring process for sworn officers. Table 12 provides additional data on the completion of field training.

Table 11: Attrition of Oakland Residents during the Testing and Hiring Process

| Academy  | Applications Received | Invited to Physical Ability Test (PAT) | Attended PAT | Invited to Written | Attended Written | Invited to Oral Interview | Attended Oral Interview | Background & Character Review | Invited to Academy | Graduated from Academy |
|--|-----------------------|--|--------------|--------------------|------------------|---------------------------|-------------------------|-------------------------------|--------------------|------------------------|
| 166 <sup>th</sup>                              | 282                   | 85                                     | 77           | 254                | 155              | 72                        | 63                      | 48                            | 7                  | 3                      |
| 167 <sup>th</sup>                              | 186                   | 59                                     | 44           | 165                | 112              | 42                        | 39                      | 19                            | 6                  | 3                      |
| 168 <sup>th*</sup>                             | 415                   | 371                                    | 168          | 151                | 133              | 79                        | 66                      | 40                            | 6                  | 6                      |
| 169 <sup>th</sup>                              | 271                   | 262                                    | 145          | 138                | 123              | 76                        | 59                      | 35                            | 3                  | 2                      |
| ACSO   | --                    | --                                     | --           | --                 | --               | --                        | --                      | --                            | 1                  | 1                      |
| 170 <sup>th</sup>                              | 316                   | 267                                    | 194          | 147                | 113              | 86                        | 55                      | 43                            | 10                 | 10                     |
| 171 <sup>st</sup>                              | 501                   | 337                                    | 110          | 94                 | 77               | 44                        | 33                      | 25                            | 15                 | 9                      |
| 172 <sup>nd</sup>                              | 526                   | 495                                    | 281          | 253                | 218              | 145                       | 118                     | 80                            | 15                 | 7                      |
| 173 <sup>rd</sup> , SF247                      | 169                   | 156                                    | 73           | 64                 | 53               | 37                        | 28                      | 22                            | 11                 | 7                      |
| 174 <sup>th</sup> , SF248, SF249, SF251, SF252 | 225                   | 209                                    | 91           | 81                 | 67               | 36                        | 32                      | 24                            | 13                 | 13                     |
| 175 <sup>th</sup> , SF253                      | 459                   | 343                                    | 192          | 161                | 138              | 77                        | 62                      | 40                            | 9                  | 4                      |
| 176 <sup>th</sup>                              | 138                   | 113                                    | 46           | 45                 | 29               | 26                        | 22                      | 15                            | 6                  | 3                      |
| 177 <sup>th</sup>                              | 345                   | 315                                    | 191          | 135                | 87               | 78                        | 61                      | 41                            | 2                  | TBD                    |

\* Three POTs graduated from the SF 248 academy on March 11, 2016. 44 POTs graduated from the 174<sup>th</sup> Academy on May 20, 2016. Five POTs graduated from the SF 249 on June 3, 2016. Four POTs graduated from the SF 251 on September 26, 2016. Five POTs graduated from the SF 252 on November 4, 2016. Four POTs graduated from the SF 253 on December 2, 2016.

Table 12: Field Training Completion Data

| Academy of Origin                                | Entered Field Training Program | Completed Field Training Program | Still in Field Training Program |
|--|--------------------------------|----------------------------------|---------------------------------|
| 6 <sup>th</sup> POST <sup>5</sup> Lateral Course | 6                              | 2                                | 0                               |
| OPD 172 <sup>nd</sup> Basic Academy              | 35                             | 28                               | 0                               |
| OPD 173 <sup>rd</sup> Basic Academy              | 33                             | 31                               | 0                               |
| OPD 174 <sup>th</sup> Basic Academy              | 44                             | 36                               | 1                               |
| SFPD 247 <sup>th</sup> Academy                   | 3                              | 2                                | 0                               |
| SFPD 248 <sup>th</sup> Academy                   | 3                              | 2                                | 0                               |
| SFPD 249 <sup>th</sup> Academy                   | 5                              | 3                                | 0                               |
| SFPD 251 <sup>st</sup> Academy                   | 4                              | 4                                | 0                               |
| SFPD 252 <sup>nd</sup> Academy                   | 5                              | 5                                | 0                               |
| SFPD 253 <sup>rd</sup> Academy                   | 4                              | 3                                | 0                               |
| OPD 175 <sup>th</sup> Basic Academy              | 24                             | 19                               | 0                               |
| OPD 176 <sup>th</sup> Basic Academy              | 17                             | 0                                | 17                              |

Tables 13, 14a and 14b below provide information on recruitments, both outreach and hiring stage data.

<sup>5</sup> POST = California Peace Officer Commission on Standards and Training

Table 13: Current Recruitment – Outreach and Media Activity

| Date      | Event                                 | Location                         | Attendees | Inquiries:<br># And Type          |
|-----------|---------------------------------------|----------------------------------|-----------|-----------------------------------|
| August 5  | Arc Youth Festival                    | 150 Frank Ogawa Plaza            | 400       | 8 POT<br>15 Cadet<br>6 Explorers  |
| August 6  | Jaripeo Baile Festival                | 6129 Oakport St.                 | 500       | 11 POT<br>7 Cadets<br>5 Explorers |
| August 7  | Contra Costa Police Academy           | 340 Marina Blvd., Pittsburg      | 28        | 4 POT<br>0 Cadets<br>0 Explorers  |
| August 8  | Career Presentation                   | Castlemont High School           | 35        | 0 POT<br>4 Cadets<br>2 Explorers  |
| August 12 | Laurel Street Fair                    | 3500 block MacArthur Blvd.       | 500       | 14 POT<br>6 Cadet<br>5 Explorers  |
| August 12 | Safety Fair                           | New Hope Baptist Church, Oakland | 150       | 3 POT<br>2 Cadets<br>2 Explorers  |
| August 13 | Achieve Back to School Rally          | 150 Frank H. Ogawa Plaza         | 500       | 6 POT<br>3 Cadets<br>30 Explorers |
| August 17 | Military Hiring Our Heroes            | AT & T Park                      | 500       | 21 POT<br>0 Cadets<br>0 Explorers |
| August 19 | Art & Soul Festival                   | 1400 Block Broadway              | 8,000     | 14 POT<br>7 Cadets<br>3 Explorers |
| August 20 | Art & Soul Festival                   | 1400 Block Broadway              | 9,000     | 17 POT<br>4 Cadets<br>5 Explorers |
| August 24 | Fruitvale Business District Gathering | 3300 East 12 <sup>th</sup> St.   | 300       | 6 POT<br>3 Cadets<br>3 Explorers  |
| August 26 | Chinatown Street Festival             | 388 9 <sup>th</sup> St., Oakland | 10,000    | 7 POT<br>5 Cadets<br>2 Explorers  |
| August 26 | Health Fair/Car Show                  | Acts Full Gospel Church, Oakland | 250       | 9 POT<br>4 Cadets<br>3 Explorers  |

| Date      | Event                     | Location                | Attendees | Inquiries:<br># And Type         |
|-----------|---------------------------|-------------------------|-----------|----------------------------------|
| August 27 | Chinatown Street Festival | 388 9th Street, Oakland | 10,000    | 9 POT<br>4 Cadets<br>3 Explorers |

Table 14a: OPD Recruitment Data – Current Academies

| Police Hiring Steps:<br>176 <sup>th</sup> Academy | Testing/<br>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                             | 2/1/2016 - 3/18/2016   | 744   | 100%             | 0%                   | 138                         | 19%  | 0%  |
| Invited to PAT*                                   |                        | 631   | 85%              | 15%                  | 113                         | 15%  | 18%                                       |
| Attended PAT                                      | 4/9/2016               | 218   | 29%              | 71%                  | 46                          | 6%   | 67%                                       |
| Invited to Written                                |                        | 207   | 28%              | 72%                  | 45                          | 6%   | 67%                                       |
| Attended Written                                  | 5/4/2016               | 171   | 23%              | 77%                  | 29                          | 4%   | 79%                                       |
| Invited to Oral Interview                         |                        | 126   | 17%              | 83%                  | 26                          | 3%   | 81%                                       |
| Attended Oral Interview                           | 6/13-14/2016           | 102   | 14%              | 86%                  | 22                          | 3%   | 84%                                       |
| Referred to OPD on eligibility list               | 7/1/2016 - 10/15/2016  | 80    | 11%              | 89%                  | 15                          | 2%   | 89%                                       |
| Invited to Academy                                | 10/31/2016             | 28    | 4%               | 96%                  | 6                           | 0.81%                                      | 96%                                       |
| Graduated Academy                                 | 5/19/2017              | 17    | 3%               | 97%                  | 3                           | 0.48%                                      | 97%                                       |

\*PAT = Physical Agility Test

Table 14b: OPD Recruitment Data – Current Academies

| <b>Police Hiring Steps:<br/>177<sup>th</sup> Academy</b> | <b>Testing/<br/>Time Frame</b> | <b>Total</b> | <b>Percent<br/>of Total</b> | <b>Percent<br/>Not<br/>Advanced</b> | <b>Number of<br/>Oakland<br/>Residents</b> | <b>Percent of<br/>General<br/>Total<br/>Oakland<br/>Residents</b> | <b>Percent of<br/>Oakland<br/>Residents<br/>Not<br/>Advanced</b> |
|--|--------------------------------|--------------|-----------------------------|-------------------------------------|--|---|--|
| Applications Received                                    | 4/4/2016-10/21/2016            | 2110         | 100%                        | 0%                                  | 345  | 16%   | 0%   |
| Invited to PAT*  |                                | 2014         | 95%                         | 5%                                  | 315  | 15%   | 9%   |
| Attended PAT   | 6/11/2016-11/12/2016           | 668          | 32%                         | 68%                                 | 191  | 9%  | 45%  |
| Invited to Written Exam                                  |                                | 628          | 30%                         | 70%                                 | 135  | 6%  | 61%  |
| Attended Written Exam                                    | 7/12/2016-12/13/2016           | 407          | 19%                         | 81%                                 | 87   | 4%  | 75%  |
| Invited to Oral Interview                                |                                | 395          | 19%                         | 81%                                 | 78   | 4%  | 77%  |
| Attended Oral Interview                                  | 8/16/2016-1/17/2017            | 296          | 14%                         | 86%                                 | 61   | 3%  | 82%  |
| Referred to OPD on Eligibility List                      | 9/6/2016-2/7/2017              | 183          | 9%                          | 91%                                 | 41   | 2%  | 88%  |
| Invited to Academy                                       | 5/22/2017                      | 33           | 2%                          | 98%                                 | 2  | 0.09%   | 99%  |
| Graduated Academy  | 12/1/2017                      | TBD          | TBD                         | TBD                                 | TBD  | TBD   | TBD  |

Tables 15 below provides regarding OPD's authorized sworn permanent staffing.

Table 15: Authorized Sworn Permanent Assignments within OPD

|   | Chief    | Asst. Chief | Deputy Chief | Captain   | Lieutenant | Sergeant   | Officer    |
|---|----------|-------------|--------------|-----------|------------|------------|------------|
| <b>CIVILIAN POSITIONS</b>                                       |          |             |              |           |            |            |            |
| Public Information Office                                       |          |             |              |           |            |            | 2          |
| Internal Affairs Division                                       |          |             |              | 1         | 2          | 12         | 4          |
| Office of the Inspector General                                 |          |             |              |           | 1          |            | 1          |
| Intelligence Unit   |          |             |              |           |            | 1          | 7          |
| Research & Planning   |          |             |              |           |            |            | 1          |
| <b>DOMESTIC POLICE</b>  |          |             |              |           |            |            |            |
| Patrol Area 1   |          |             |              | 1         | 3          | 14         | 77         |
| Patrol Area 2   |          |             |              | 1         | 3          | 13         | 63         |
| Patrol Area 3   |          |             |              | 1         | 3          | 15         | 72         |
| Patrol Area 4   |          |             |              | 1         | 3          | 16         | 78         |
| Patrol Area 5   |          |             |              | 1         | 3          | 16         | 81         |
| Support Operations Division                                     |          |             |              | 1         | 1          | 2          | 17         |
| Traffic Section   |          |             |              |           | 1          | 4          | 26         |
| Foot Patrol   |          |             |              |           |            | 6          | 30         |
| <b>CRIMINAL JUSTICE</b>   |          |             |              |           |            |            |            |
| Training Section  |          |             |              |           | 1          | 3          | 19         |
| Recruiting and Background Unit                                  |          |             |              |           |            | 1          | 8          |
| Information Technology  |          |             |              |           |            |            | 3          |
| <b>CRIMINAL INVESTIGATIONS</b>                                  |          |             |              |           |            |            |            |
| Criminal Investigations Division (CID): Special Victims Section |          |             |              | 1         | 1          | 6          | 38         |
| CID: Homicide Section   |          |             |              |           | 1          | 5          | 10         |
| CID: Misdemeanor Crimes/ Task Forces                            |          |             |              |           | 1          | 3          | 19         |
| CID: Robbery, Burglary, Felony Assault Section                  |          |             |              |           | 1          | 3          | 24         |
| <b>SPECIAL UNITS</b>  |          |             |              |           |            |            |            |
| Special Invest. Units   |          |             |              |           | 1          | 5          | 32         |
| Intelligence  |          |             |              |           | 1          | 1          |            |
| <b>Total Sworn</b>  | <b>1</b> | <b>1</b>    | <b>4</b>     | <b>10</b> | <b>27</b>  | <b>149</b> | <b>622</b> |

Table 16: Professional Staff Vacancies in OPD<sup>6</sup>

| Classification   | Vacancies | FTE Authorized | Date Assigned to DHRM for Hiring | Status  |
|--|-----------|----------------|----------------------------------|---|
| Accountant II  | 1         | 2              | 3/16/16                          | HRM <sup>7</sup> - Pending job posting. On hold to review Immediate Dispute Resolution (IDR) with union.            |
| Business Analyst II  | 1         | 1              | 12/21/16                         | OPD – Interviews scheduled for 25 Aug 17. Waiting for interview results.  |
| Crime Analyst  | 1         | 4              | 3/14/17                          | OPD – Interviews scheduled for 30 Aug 17. Waiting for interview results.  |
| Crime Analyst (ELDE)   | 1         | 2              | 4/11/16                          | OPD – Candidate to background on 18 Aug 17.   |
| Criminalist I Grant Funded)                                    | 1         | 1              | 8/23/17                          | HRM – Pending approval of recruitment requisition.  |
| Criminalist III  | 1         | 5              | 7/7/17                           | HRM – Waiting for analyst to be assigned.   |
| Crossing Guard (PPT)   | 1         | 2              | Various                          | HRM – Waiting for analyst to be assigned.   |
| Crossing Guard (PT)  | 1         | 17             | Various                          | HRM – Waiting for analyst to be assigned.   |
| Forensic Technician  | 1         | 1              | 6/2/17                           | OPD – Candidate to background on 21 Aug 17.   |
| Intake Technician (1 Spanish speaking)                         | 1         | 4              | 1/21/16                          | HRM – Position on hold for ADA/FEHA <sup>8</sup> accommodation.   |
| Latent Fingerprint Examiner II                                 | 1         | 5              | 12/30/16                         | HRM – Announcement opened on 10 Jul 17 and will close on 08 Sep 17.   |
| Neighborhood Services Coordinator Cantonese/ Mandarin speaking | 1         | 10             | 2/23/17                          | HRM – Eleven (11) candidates met minimum qualifications. Oral interviews held on 31 Aug 17.                         |
| Office Assistant I – Personnel                                 | 1         | 1              | 12/21/16                         | HRM – Classification does not fit job duties. Need to secure funds to reclassify this position to courier position. |

<sup>6</sup> As of November 30, 2016, there are 59.5 vacancies – this number excludes positions where staff have been hired but have not started work

<sup>7</sup> HRM = Oakland Human Resources Management Agency

<sup>8</sup> ADA = American with Disabilities Act; FEHA = California's Fair Employment and Housing Act

| Job Classification                             | Vacancies | FTE Authorized | Date Assigned to DHRM for Hiring | Status  |
|--|-----------|----------------|----------------------------------|---|
| Police Cadet – private funding/grant funding   | 8.5       | 12             | Various                          | OPD/HRM – Thirteen (13) candidates in background. Three (3) awaiting medical. Two (2) investigator needs more time. Five (5) awaiting background appointment. One (1) awaiting DOJ results. One (1) waiting for final approval. One (1) waiting non-select approval. One (1) candidate to start on 11 Sep 17. |
| Police Cadet – General Funding                 | 1.5       | 9              | Various                          | OPD/HRM – Thirteen (13) candidates in background. Three (3) awaiting medical. Two (2) investigator needs more time. Five (5) awaiting background appointment. One (1) awaiting DOJ results. One (1) waiting for final approval. One (1) waiting non-select approval. One (1) candidate to start on 11 Sep 17. |
| Police Communications Dispatcher               | 12        | 63             | Various                          | OPD – One (1) in background. The job announcement is now open continuously. Inviting 324 candidates to examination. Not test date scheduled. Waiting for license renewal for Ergometric.  |
| Police Communications Dispatcher, Senior       | 4         | 4              | Not Assigned                     | HRM - Pending the creation of the draft job spec.   |
| Police Communications Operator                 | 2         | 11             | Various                          | HRM – Waiting for analyst to be assigned.   |
| Police Communications Supervisor               | 1         | 8              | Not Assigned                     | HRM – Waiting for analyst to be assigned.   |
| Police Program and Audit Supervisor (PAS Unit) | 1         | 2              | 1/20/17                          | OPD – Draft job announcement to hiring manager on 22 Aug 17. Waiting for announcement revisions.  |



| Job Classification   | Vacancies | FTE Authorized | Date Assigned to DHRM for Hiring | Status  |
|--|-----------|----------------|----------------------------------|---|
| Police Property Specialist                                       | 1         | 5              | 9/17/15                          | HRM – To the union for discussion on the specification revision. Meeting with Local 1021 is scheduled for 12 Apr 17. Waiting for response from HRM.   |
| Police Records Specialist (One position selective cert. Chinese) | 6         | 53             | Various                          | OPD/HRM – Four (4) candidates pending acceptance of conditional job offer letters. One candidate in background. One position on FEHA/ADA hold. Eligible list to hiring manager on 5 Jul 17. |
| Police Records Specialist (ELDE)                                 | 1         | 1              | Various                          | OPD – Eligible list to hiring manger on 17 Aug 17. Waiting to schedule hiring interviews.   |
| Police Records Supervisor  | 1         | 5              | 3/3/17                           | OPD – Candidate to background on 21 Aug 17.   |
| Police Services Technician II                                    | 4         | 59             | Not Assigned                     | HRM – Waiting for analyst to be assigned.   |

Tables 17 and 18 provide additional detail on beats by area and patrol data.

*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: 256       | 1st Watch 15<br>2nd Watch 16<br>Late Tac 10<br>3rd Watch 15<br>Total 56 | 1st Watch 15<br>2nd Watch 16<br>3rd Watch 16<br>Total 47 | 1st Watch 14<br>2nd Watch 15<br>3rd Watch 16<br>Total 45 | 1st Watch 14<br>2nd Watch 14<br>Late Tac 8<br>3rd Watch 15<br>Total 51 | 1st Watch 15<br>2nd Watch 21<br>Late Tac 5<br>3rd Watch 16<br>Total 57 |
| Number of officers assigned to evening shifts    | 41  | 32   | 31   | 37   | 42   |
| Number of officers assigned to CRO* / CRT**      | CRO 7<br>CRT 7  | CRO 7<br>CRT 7   | CRO 7<br>CRT 8   | CRO 6<br>CRT 8   | CRO 7<br>CRT 8   |
| # of open beats not filled by overtime in August | 1st Watch: 2<br>2nd Watch: 1<br>3rd Watch: 2                            | 1st Watch: 7<br>2nd Watch: 8<br>3rd Watch: 5             | 1st Watch: 5<br>2nd Watch: 8<br>3rd Watch: 7             | 1st Watch: 1<br>2nd Watch: 7<br>3rd Watch: 2                           | 1st Watch: 3<br>2nd Watch: 6<br>3rd Watch: 4                           |

\*CRO=Community Resource Officer; \*\*CRT = Crime Reduction Team

While open beats have previously been filled primarily by officers on overtime, OPD has implemented measures to reduce such overtime. These measures include use of on-duty personnel from other Patrol Areas to fill open beats. OPD is changing the on-duty days and hours of Early Tactical (Tac) and Late Tac to provide additional overtime reduction.

### **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 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 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 seek 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.

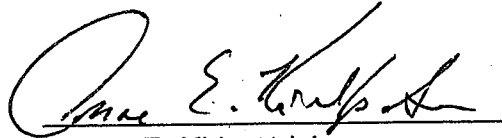
***Social Equity:*** This report provides valuable information to the residents and visitors of Oakland regarding OPD personnel. The Oakland Police Department strives to increase the diversity of its workforce.

**ACTION REQUESTED OF THE PUBLIC SAFETY COMMITTEE**

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 August 31, 2017.

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

Respectfully submitted,



Anne E. Kirkpatrick  
Chief of Police  
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