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OFFICE OF THE CITY CLERK
OAKLAND

2018 MAY 17 PM 2: 50

AGENDA REPORT

TO:	Sabrina B. Landreth City Administrator	**FROM:**	Anne E. Kirkpatrick Chief of Police
SUBJECT:	Monthly Police Staffing Report – Supplemental	**DATE:**	May 10, 2018

City Administrator Approval _____ Date: 5/17/18

RECOMMENDATION

Staff Recommends That The Public Safety Committee Receive A Supplemental Oakland Police Department (OPD) Monthly Informational Report On Recruiting.

REASON FOR THE SUPPLEMENTAL REPORT

At the April 24, 2018 Public Safety Committee, OPD was asked to provide information on where individuals taking the PELLETB (Police Entry Level Law Enforcement Test Battery) written exam reside. The committee also asked for more specific demographic information on new Police Officer Trainee (POT) hires and requested that this information be chronological across academies and the field training program.

Table 1 below provides select cities of residence for individuals who completed the PELLET-B examination through the South Bay Regional Public Safety Training Consortium (South Bay) between July and December 2017. These 2,472 individuals completed the exam at the San Jose, San Mateo, and other South Bay sites in Northern California. An additional 400 individuals also completed the testing and chose not to have their data shared.

Table 1: Select Cities of Residence for South Bay Testing July to December 2017

Alameda	18		Pittsburg	24
Antioch	7		Pleasanton	20
Bay Point	30		Richmond	25
Berkeley	8		Sacramento	26
Brentwood	31		San Leandro	15
Castro Valley	14		San Lorenzo	33
Concord	30		San Ramon	10
Dublin	16		Tracy	47
Fremont	60		Union City	25
Hayward	90		Vacaville	16
Livermore	22		Vallejo	23
Oakland	**45**		Walnut Creek	12

Attachment A provides demographic information on individuals hired as POTs by OPD from the 172nd Academy (2015) to present as **Table 2**. This information includes the gender and race/ethnicity of all individuals who began at least one OPD basic academy starting in 2015. **Table 2** also provides the number of academies each individual attended, whether the individual graduated or not, and the reason for failure if the individual did not graduate from an academy. Finally, **Table 2** provides information on whether or not an individual who graduated from an academy completed the OPD field training program. If the individual did not complete the OPD field training program, the reason is provided along with the number of weeks completed before separation.
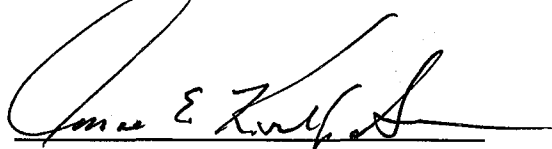
OPD was not using South Bay for testing during this time period, yet 45 Oakland residents completed the test at South Bay testing sites outside of Oakland. This number has already increased and is expected to increase further when an Oakland testing site becomes available.

ACTION REQUESTED OF THE CITY COUNCIL

Staff Recommends That The Public Safety Committee Receive A Supplemental Oakland Police Department (OPD) Monthly Informational Report On Recruiting.

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
Oakland Police Department

Reviewed by:
Kiona Suttle, Police Services Manager I
OPD Personnel Section

Prepared by:
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Timothy Birch, Police Services Manager I
OPD Research and Planning

Attachment A: Demographic Information on OPD POT Hires

Table 2: Demographic Information on OPD POT Hires 2015 to Present

Gender	Race/ Ethnicity	Grad-uated 1st Acad?	If not graduated, why not?	Grad-uated 2nd Acad?	If not graduated, why not?	Grad-uated 3rd Acad?	Com-pleted FTO?	If not, why not?	Weeks of Field Training Completed
F	Asian	No	Skills failure				N/A		
F	Asian	No	Academic failure				N/A		
F	Asian	No	Resigned				N/A		
M	Asian	No	Resigned				N/A		
M	Asian	Yes					Yes		
M	Asian	Yes					No	Resigned	18 Weeks
M	Asian	Yes					Yes		
M	Asian	Yes					Yes		
M	Asian	Yes					Yes		
M	Asian	Yes					Yes		
M	Asian	No	Academic failure	Yes			No	Resigned	14 Weeks
M	Asian	Yes					Yes		
M	Asian	Yes					Yes		
M	Asian	Yes					Yes		
M	Asian	Yes					Yes		
M	Asian	No	Skills failure	No	Resigned		N/A		
M	Asian	No	Skills failure				N/A		
M	Asian	Yes					Yes		
M	Asian	Yes					Yes		
M	Asian	Yes					Yes		
M	Asian	Yes					Yes		
M	Asian	Yes					Yes		
M	Asian	Yes					Yes		
M	Asian	Yes					Yes		
M	Asian	Yes					Yes		
M	Asian	Yes					Yes		
M	Asian	Yes					Yes		
M	Asian	Yes					Yes		
M	Asian	No	Resigned				N/A		
M	Asian	Yes					Yes		
M	Asian	Yes					Yes		
M	Asian	No	Terminated*				N/A		
M	Asian	No	Skills failure		Still in academy		N/A		
M	Asian	Yes					No	Resigned	12 Weeks

* All terminations were due to misconduct.
** Indicates that individual has not yet graduated from academy and started Field Training

Gender	Race/ Ethnicity	Grad- uated 1st Acad?	If not graduated, why not?	Grad- uated 2nd Acad?	If not graduated, why not?	Grad- uated 3rd Acad?	Com- pleted FTO?	If not, why not?	Weeks of Field Training Completed
M	Asian	No	Resigned				N/A		
M	Asian	Yes					**		
M	Asian	Yes					**		
M	Asian	Yes					**		
M	Asian	Yes					**		
M	Asian	Yes					**		
M	Asian	Yes					No	Removed	Prior to start
M	Asian	Yes					No	Resigned	11 Weeks
M	Asian	Yes					No	Resigned	10 Weeks
M	Asian	No	Scenario failure	Yes			No	Removed	20 Weeks
M	Asian	Yes					Yes		
F	Black	No	Skills Failure	Yes			Yes		
F	Black	Yes					Yes		
F	Black	No	Resigned				N/A		
F	Black	No	Academic failure	No	Academic failure	Yes[1]	Yes		
F	Black	Yes					Yes		
F	Black	No	Scenario failure	Yes			Yes		
F	Black	Yes					Yes		
F	Black	Yes					Yes		
F	Black	No	Skills failure	No	Terminated*		N/A		
F	Black	No	Injured	No	Terminated*		N/A		
M	Black	No	Academic failure				N/A		
M	Black	Yes					Yes		
M	Black	No	Terminated*				N/A		
M	Black	No	Skills failure				N/A		
M	Black	Yes					Yes		
M	Black	No	Resigned				N/A		
M	Black	No	Academic failure				N/A		
M	Black	Yes					Yes		
M	Black	Yes					Yes		
M	Black	No	Injured				N/A		
M	Black	No	Academic failure	No	Skills failure	Yes[2]	No	Resigned	15 Weeks
M	Black	No	Skills failure	Yes			No	Resigned	3 Weeks
M	Black	No	Resigned				N/A		

[1] Candidate failed first academy and then reapplied. Candidate failed second academy and was recycled for third.
[2] Candidate failed first academy and then reapplied. Candidate failed second academy and was recycled for third.
* All terminations were due to misconduct.
** Indicates that individual has not yet graduated from academy and started Field Training

Gender	Race/ Ethnicity	Grad-uated 1st Acad?	If not graduated, why not?	Grad-uated 2nd Acad?	If not graduated, why not?	Grad-uated 3rd Acad?	Com-pleted FTO?	If not, why not?	Weeks of Field Training Completed
M	Black	No	Resigned				N/A		
M	Black	Yes					Yes		
M	Black	No	Resigned				N/A		
M	Black	Yes					Yes		
M	Black	Yes					Yes		
M	Black	No	Resigned				N/A		
M	Black	Yes					Yes		
M	Black	No	Injury				N/A		
M	Black	Yes					Yes		
M	Black	Yes					Yes		
M	Black	No	Injury				N/A		
M	Black	No	Skills failure				N/A		
M	Black	No	Injury				N/A		
M	Black	No	Injury				N/A		
M	Black	Yes					Yes		
M	Black	Yes					No	Resigned	20 Weeks
M	Black	No	Resigned				N/A		
M	Black	Yes					Yes		
M	Black	Yes					Yes		
M	Black	Yes					Yes		
M	Black	No	Injured				N/A		
M	Black	Yes					Yes		
M	Black	No	Terminated*				N/A		
M	Black	No	Terminated*				N/A		
M	Black	No	Terminated*				N/A		
M	Black	No	Terminated*				N/A		
M	Black	No	Injured				N/A		
M	Black	No	Injured				N/A		
M	Black	Yes					Pending-Ext.		
M	Black	Yes					No	Resigned	1 Week
M	Black	Yes					**		
M	Black	No	Resigned				N/A		
M	Black	No	Resigned				N/A		
M	Black	No	Skills failure				N/A		
M	Black	Yes					**		
M	Black	No	Injured	Academy starts in August			**		

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** Indicates that individual has not yet graduated from academy and started Field Training

Gender	Race/ Ethnicity	Grad-uated 1st Acad?	If not graduated, why not?	Grad-uated 2nd Acad?	If not graduated, why not?	Grad-uated 3rd Acad?	Com-pleted FTO?	If not, why not?	Weeks of Field Training Completed
M	Black	Yes					Yes		
F	Filipino	No	Skills failure	Yes			Yes		
F	Filipino	No	Injured				N/A		
M	Filipino	No	Skills failure	Yes			N/A		
M	Filipino	Yes					No	Resigned	18 Weeks
M	Filipino	Yes					Yes		
M	Filipino	Yes					Yes		
M	Filipino	Yes					Yes		
M	Filipino	No	Resigned				N/A		
M	Filipino	No	Academic failure				N/A		
M	Filipino	Yes					Yes		
M	Filipino	Yes					Pending-Ext.		
M	Filipino	Yes					**		
F	Hispanic	No	Scenario failure	Yes			Yes		
F	Hispanic	No	Skills failure				N/A		
F	Hispanic	Yes					Yes		
F	Hispanic	No	Resigned				N/A		
F	Hispanic	Yes					Yes		
F	Hispanic	Yes					No	Resigned	7 Weeks
F	Hispanic	No	Skills failure				N/A		
F	Hispanic	No	Academic failure	Yes			Yes		
F	Hispanic	No	Skills failure				N/A		
F	Hispanic	Yes					Yes		
F	Hispanic	Yes					Yes		
F	Hispanic	Yes					Yes		
F	Hispanic	Yes					Yes		
F	Hispanic	No	Skills failure				N/A		
F	Hispanic	Yes					Yes		
F	Hispanic	No	Skills failure	Yes			Yes		
F	Hispanic	No	Skills failure	Yes			Yes		
F	Hispanic	Yes					Yes		
F	Hispanic	No	Skills failure	No			N/A		
F	Hispanic	Yes					Yes		
F	Hispanic	Yes					Yes		
F	Hispanic	Yes					Yes		
F	Hispanic	No	Skills failure	Yes			Yes		

* All terminations were due to misconduct.
** Indicates that individual has not yet graduated from academy and started Field Training

Gender	Race/ Ethnicity	Grad-uated 1st Acad?	If not graduated, why not?	Grad-uated 2nd Acad?	If not graduated, why not?	Grad-uated 3rd Acad?	Com-pleted FTO?	If not, why not?	Weeks of Field Training Completed
F	Hispanic	No	Skills failure	Yes				Still in FTO	
F	Hispanic	Yes					Yes		
F	Hispanic	No	Resigned				N/A		
F	Hispanic	No	Terminated*				N/A		
F	Hispanic	No	Skills failure				N/A		
F	Hispanic	Yes					**		
F	Hispanic	No	Skills failure		Academy starts May 21		N/A		
F	Hispanic	Yes					Yes		
F	Hispanic	Yes					Yes		
M	Hispanic	Yes					No	Resigned	18 Weeks
M	Hispanic	Yes					Yes		
M	Hispanic	Yes					Yes		
M	Hispanic	Yes					Yes		
M	Hispanic	No	Skills failure	Yes			No	Resigned	10 Weeks
M	Hispanic	Yes					Yes		
M	Hispanic	No	Skills failure	No	Resigned		N/A		
M	Hispanic	Yes					Yes		
M	Hispanic	Yes					Yes		
M	Hispanic	Yes					Yes		
M	Hispanic	Yes					Yes		
M	Hispanic	Yes					Yes		
M	Hispanic	No	Resigned				N/A		
M	Hispanic	Yes					Yes		
M	Hispanic	Yes					Yes		
M	Hispanic	No	Resigned				N/A		
M	Hispanic	Yes					Yes		
M	Hispanic	Yes					No	Medical Leave	
M	Hispanic	Yes					Yes		
M	Hispanic	No	Resigned				N/A		
M	Hispanic	Yes					Yes		
M	Hispanic	No	Skills failure	Yes			Yes		
M	Hispanic	Yes					No	Resigned	18 Weeks
M	Hispanic	Yes					Yes		
M	Hispanic	No	Skills failure				N/A		

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Gender	Race/Ethnicity	Graduated 1st Acad?	If not graduated, why not?	Graduated 2nd Acad?	If not graduated, why not?	Graduated 3rd Acad?	Completed FTO?	If not, why not?	Weeks of Field Training Completed
M	Hispanic	Yes					Yes		
M	Hispanic	No	Skills failure	No	Skills failure		N/A		
M	Hispanic	No	Skills failure	No	Terminated*		N/A		
M	Hispanic	Yes					Yes		
M	Hispanic	Yes					Yes		
M	Hispanic	Yes					Yes		
M	Hispanic	No	Skills failure				N/A		
M	Hispanic	No	Academic failure	No	Academic failure		N/A		
M	Hispanic	No	Academic failure				N/A		
M	Hispanic	No	Injury				N/A		
M	Hispanic	Yes					No	Resigned	18 Weeks
M	Hispanic	Yes					Yes		
M	Hispanic	Yes					Yes		
M	Hispanic	Yes					Yes		
M	Hispanic	Yes					Yes		
M	Hispanic	No	Resigned				N/A		
M	Hispanic	Yes					Yes		
M	Hispanic	No	Academic failure				N/A		
M	Hispanic	No	Resigned				N/A		
M	Hispanic	Yes					No	Resigned	5 Weeks
M	Hispanic	No	Terminated*				N/A		
M	Hispanic	Yes					Yes		
M	Hispanic	No	Resigned				N/A		
M	Hispanic	Yes					Pending-Ext.		
M	Hispanic	Yes					Yes		
M	Hispanic	No	Resigned				N/A		
M	Hispanic	No	Skills failure				N/A		
M	Hispanic	Yes					**		
M	Hispanic	Yes					**		
M	Hispanic	Yes					**		
M	Hispanic	Yes					**		
M	Hispanic	Yes					**		
M	Hispanic	Yes					**		
M	Hispanic	Yes					**		
M	Hispanic	Yes					**		
M	Hispanic	Yes					**		

* All terminations were due to misconduct.
** Indicates that individual has not yet graduated from academy and started Field Training

Gender	Race/ Ethnicity	Grad-uated 1st Acad?	If not graduated, why not?	Grad-uated 2nd Acad?	If not graduated, why not?	Grad-uated 3rd Acad?	Com-pleted FTO?	If not, why not?	Weeks of Field Training Completed
M	Hispanic	No	Resigned				**		
M	Hispanic	Yes					**		
M	Hispanic	Yes					Yes		
M	Hispanic	Yes					No	Removed	Prior to start
M	Hispanic	Yes					No	Resigned	20 Weeks
M	Hispanic	No	Terminated*				N/A		
M	Hispanic	Yes					No	Resigned	16 Weeks
M	Hispanic	No	Resigned				N/A		
M	Hispanic	Yes					Yes		
M	Hispanic	Yes					Yes		
M	Hispanic	Yes					Yes		
M	Native American	Yes					Yes		
M	Native American	Yes					No	Resigned	8 Weeks
M	Native American	No	Terminated*				N/A		
F	Undeclared-Other	No	Skills failure	Yes			Yes		
F	Undeclared-Other	No	Resigned				N/A		
M	Undeclared-Other	Yes					Yes		
M	Undeclared-Other	Yes					Yes		
M	Undeclared-Other	Yes					Yes		
M	Undeclared-Other	No	Resigned				N/a		
M	Undeclared-Other	Yes					Yes		
M	Undeclared-Other	Yes					No	Removed	18 Weeks
M	Undeclared-Other	Yes					Yes		
M	Undeclared-Other	Yes					Yes		
M	Undeclared-Other	No	Skills failure	Yes			Yes		
M	Undeclared-	Yes					No	Resigned	6 Weeks

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Gender	Race/ Ethnicity	Grad-uated 1st Acad?	If not graduated, why not?	Grad-uated 2nd Acad?	If not graduated, why not?	Grad-uated 3rd Acad?	Com-pleted FTO?	If not, why not?	Weeks of Field Training Completed
	Other								
M	Undeclared-Other	Yes					No	Removed	16 Weeks
M	Undeclared-Other	No	Resigned				N/A		
M	Undeclared-Other	No	Academic failure				N/A		
M	Undeclared-Other	No	Resigned				N/A		
M	Undeclared-Other	Yes					**		
M	Undeclared-Other	Yes					**		
M	Undeclared-Other	No	Injured	No	Resigned		**		
M	Undeclared-Other	Yes					Yes		
M	Unknown	Yes					Yes		
F	White	Yes					Yes		
F	White	No	Skills failure	Yes			Yes		
F	White	No	Academic failure	Yes			Yes		
F	White	No	Skills failure	No	Skills failure		N/A		
F	White	Yes					Yes		
F	White	Yes					Yes		
F	White	No	Skills failure				N/A		
F	White	No	Skills failure	No	Skills failure		N/A		
F	White	No	Skills failure	Yes			Yes		
F	White	No	Resigned				N/A		
F	White	Yes					**		
F	White	Yes					**		
F	White	No	Skills failure	No	Resigned		**		
M	White	No	Skills failure	Yes			Yes		
M	White	Yes					No	Resigned	18 Weeks
M	White	No	Injured	No	Scenario failure		N/A		
M	White	Yes					Yes		
M	White	Yes					Yes		
M	White	Yes					Yes		
M	White	No	Skills failure	No	Terminated*		N/A		
M	White	Yes					No	Resigned	11 Weeks

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** Indicates that individual has not yet graduated from academy and started Field Training

Gender	Race/ Ethnicity	Grad- uated 1st Acad?	If not graduated, why not?	Grad- uated 2nd Acad?	If not graduated, why not?	Grad- uated 3rd Acad?	Com- pleted FTO?	If not, why not?	Weeks of Field Training Completed
M	White	Yes					Yes		
M	White	Yes					Yes		
M	White	Yes					Yes		
M	White	No	Academic failure	Yes			Yes		
M	White	Yes					Yes		
M	White	Yes					Yes		
M	White	Yes					Yes		
M	White	Yes					Yes		
M	White	Yes					Yes		
M	White	Yes					Yes		
M	White	No	Resigned				N/A		
M	White	Yes					Yes		
M	White	Yes					Yes		
M	White	No	Resigned				N/A		
M	White	Yes					Yes		
M	White	No	Resigned				N/A		
M	White	Yes					Yes		
M	White	Yes					No	Resigned	16 Weeks
M	White	Yes					Yes		
M	White	Yes					Yes		
M	White	No	Resigned				N/A		
M	White	Yes					Yes		
M	White	No	Resigned				N/A		
M	White	Yes					Yes		
M	White	Yes					Yes		
M	White	Yes					No	Resigned	18 Weeks
M	White	No	Skills failure	Yes			Yes		
M	White	Yes					Yes		
M	White	Yes					Yes		
M	White	Yes					Yes		
M	White	Yes					No	Resigned	16 Weeks
M	White	No	Resigned				N/A		
M	White	Yes					Yes		
M	White	No	Resigned				N/A		
M	White	Yes					Yes		
M	White	Yes					Yes		
M	White	No	Injury				N/A		

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** Indicates that individual has not yet graduated from academy and started Field Training

Gender	Race/ Ethnicity	Grad-uated 1st Acad?	If not graduated, why not?	Grad-uated 2nd Acad?	If not graduated, why not?	Grad-uated 3rd Acad?	Com-pleted FTO?	If not, why not?	Weeks of Field Training Completed
M	White	No	Resigned				N/A		
M	White	No	Resigned				N/A		
M	White	Yes					Yes		
M	White	No	Resigned				N/A		
M	White	Yes					Yes		
M	White	Yes					Yes		
M	White	Yes					Yes		
M	White	No	Resigned				N/A		
M	White	Yes					Yes		
M	White	No	Skills failure		Still in academy		N/A		
M	White	No	Skills failure		Still in academy		N/A		
M	White	No	Terminated*				N/A		
M	White	Yes					**		
M	White	Yes					**		
M	White	Yes					**		
M	White	Yes					**		
M	White	Yes					**		
M	White	Yes					**		
M	White	Yes					**		
M	White	Yes					Yes		
M	White	Yes					No	Resigned	12 Weeks
M	White	Yes					Yes		
M	White	Yes					Yes		
M	White	Yes					Yes		
M	White	Yes					Yes		
M	White	Yes					Yes		
M	White	Yes					Yes		

* All terminations were due to misconduct.
** Indicates that individual has not yet graduated from academy and started Field Training