



CITY OF OAKLAND

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OAKLAND

2018 JUN 21 PM 2:05

## AGENDA REPORT

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

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

**SUBJECT:** Monthly Report on Public Safety  
Overtime – Second Supplemental  
Report

**DATE:** May 24, 2018

City Administrator  
Approval

Date

6/21/18

### RECOMMENDATION

**Staff Recommends That The City Council Receive A Second Supplemental Monthly Report From The Oakland Police Department (OPD) That Includes Additional Information On Overtime Policies, Procedures, And Controls.**

### REASON FOR SUPPLEMENTAL REPORT

At the April 24, 2018 Public Safety Committee meeting, the Committee expressed concern about the filling of overtime positions for special events impacting patrol overtime. There is no direct method to determine if filling overtime for special events impacts the ability of command staff to fill overtime openings in patrol. However, anecdotally, it does appear that it is much easier to fill openings for special events overtime than it is for patrol overtime. The reasons are fairly obvious; special events overtime generally involves officers being at a specific location performing duties associated with keeping an event secure and orderly. Patrol overtime requires officers to respond to a large number of calls throughout a geographic area. Special events overtime is usually for a limited number of hours whereas patrol overtime is often 10 or more hours.

OPD finds great value in staffing events with sworn personnel. The presence of sworn OPD personnel at an event – ranging from a small party to a large sporting event – provides an opportunity for OPD to prevent problems from occurring. If a problem at a special event does develop, OPD personnel assigned to the event on special event overtime can address the problem immediately and effectively without draining extremely limited patrol resources.

The Public Safety Committee recently expressed concern about negative impacts on the performance and conduct of individual officers who work large amounts of overtime. The July – September 2017 Quarterly Progress Report completed by the OPD Office of Inspector General (OIG) included an audit titled, "Oversight of Police Department Overtime Expenditures."<sup>1</sup> One of the observations from this audit was:

<sup>1</sup> <http://www2.oaklandnet.com/oakca1/groups/police/documents/webcontent/oak067719.pdf>

Item: \_\_\_\_\_  
Public Safety Committee  
June 26, 2018

The [performance] records of the ten officers who worked an above average number of overtime hours during the audit period [July 16 through December 16, 2016] were reviewed. The PAS review did not indicate any adverse performance trends or patterns. Overtime hours worked did not appear to correlate with increases in potentially adverse performance.<sup>2</sup>

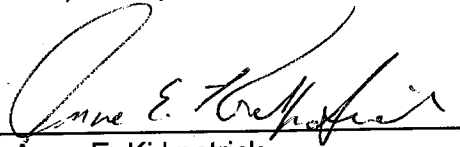
As of May 4, 2018, OPD spent \$23,067,757 in General Purpose Fund overtime. **Attachment A** provides breakdowns by element and by organizational code (org). As of May 4, 2018, \$4,294,847 has been expended in Special Events/Special Enforcement as reimbursable overtime. Another \$2,597,662 has been expended in Special Events/Special Enforcement as non-reimbursable overtime.

### **ACTION REQUESTED OF THE CITY COUNCIL**

Staff Recommends That The City Council Receive A Second Supplemental Monthly Report From The Oakland Police Department (OPD) That Includes Additional Information On Overtime Policies, Procedures, And Controls.

For questions regarding this report, please contact Timothy Birch, Police Services Manager I, at (510) 238-6443.

Respectfully submitted,



Anne E. Kirkpatrick  
Chief of Police  
Oakland Police Department

Prepared by:  
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OPD, Training Division, Research and Planning

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OPD, Bureau of Services, Fiscal Services

Reviewed by:  
Oliver Cunningham, Deputy Chief of Police  
OPD, Bureau of Investigations

### Attachments (1):

A – Overtime spent in the Oakland Police Department as of May 4, 2018

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<sup>2</sup> Ibid, p. 43

## Oakland Police Department Overtime Spent for Fiscal Year 2017-18 as of May 4, 2018

## BY ELEMENT:

Row Labels	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May*	Total
Acting Higher Rank	45,424	40,777	46,072	51,353	21,728	37,954	22,973	17,116	33,685	40,076	7,597	364,755
Administrative Investigation	72,796	84,219	77,725	74,883	77,476	100,259	85,118	81,450	71,929	91,897	5,653	823,404
Backfill	502,853	572,826	466,242	415,773	367,994	397,937	334,133	295,652	426,689	427,956	54,757	4,262,813
Callback	84,356	55,928	65,053	71,870	63,122	63,209	61,355	53,785	97,246	71,661	6,165	693,749
Canine	2,504	2,768	2,975	3,125	3,069	2,542	3,069	2,956	3,125	3,125	358	29,617
Community Meetings	412	555		1,236		412			381	369	298	3,663
Comp Time Earned	23,222	13,870	19,544	13,072	17,833	13,698	22,312	24,996	17,830	24,181	2,209	192,767
Court	16,413	19,084	18,952	19,476	12,223	17,635	22,572	33,462	49,480	34,377	7,142	250,815
Extension of Shift	359,178	408,978	370,172	355,667	390,567	350,383	306,459	330,395	373,376	411,920	97,177	3,754,271
FLSA	69,118	83,503	95,089	120,107	102,954	71,677	71,259	84,636	60,423	99,816	4,057	862,638
Holiday	185,180	597	350,346	9,565	524,635	166,526	368,519	552,691	1,146	(703)		2,158,502
Recruiting/ Background	51,855	48,610	52,016	64,411	57,673	40,713	48,839	46,979	59,083	74,506	2,634	547,319
Special Events/ Enforcement <sup>1</sup>	595,825	857,590	871,233	1,007,962	633,816	778,686	466,391	560,888	687,235	835,860	227,023	7,522,508
Training	80,861	97,741	216,276	210,869	163,722	116,707	224,387	179,990	180,535	114,078	15,771	1,600,936
<b>Grand Total</b>	<b>2,089,998</b>	<b>2,287,044</b>	<b>2,651,694</b>	<b>2,419,369</b>	<b>2,436,811</b>	<b>2,158,337</b>	<b>2,037,386</b>	<b>2,264,996</b>	<b>2,062,163</b>	<b>2,229,119</b>	<b>430,840</b>	<b>23,067,757</b>

<sup>1</sup> Of the \$7,522,508 expended to date in Special Events/Enforcement overtime, \$4,294,847 is reimbursable.

**Attachment A**

**OPD OT BY ORG:**

Organization Code	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Total
101110 – Office of Chief - Administration	1,262	1,605	1,266	683	2,835	1,737	2,343	2,750	293			14,774
101112 - Public Information Unit	2,394	3,130	165	1,689	1,772		2,625	2,026	589	1,137		15,527
101120 – Internal Affairs	34,176	25,861	25,107	36,689	41,673	36,580	24,278	40,287	26,490	32,044	1,959	325,146
101130 – Office of the Inspector General	162	21	91	59		59	396	77		342		1,206
101140 – Intelligence Unit	3,984	1,695	1,786	2,176	4,524	2,263	3,678	1,290	3,865	6,669	640	32,571
102120 - Property and Evidence	9,700	6,744	7,883	8,361	10,812	13,857	9,952	7,241	10,484	9,659	1,654	96,348
102130 - Special Victims Section	58,934	72,104	78,442	50,423	48,927	50,419	64,794	84,472	57,860	48,088	2,814	617,277
102140 - Research, Planning & Crime Analysis			883		475	475	1,366					3,199
102280 - Crime Analysis Section		112		29	13							153
102310 - Criminal Investigations	5,439	2,878		110	3,049	1,483	0		6,365	341		19,667
102320 - Homicide	74,794	144,044	179,171	106,285	113,038	106,782	95,866	80,911	76,906	100,182	11,013	1,088,992
102321 - Misdemeanor Crimes & Task Forces	27,111	24,483	28,453	17,533	24,535	20,192	20,140	22,015	28,435	23,266	1,839	238,003

**Attachment A**

Organization Code	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Total
102330 - Robbery & Burglary Section	26,129	22,959	34,079	35,342	17,728	22,608	29,136	32,986	45,214	30,641	3,879	300,701
102350 – Youth & School Services Section	9,273	12,158	10,891	10,424	10,868	11,805	15,607	14,182	12,374	7,993	1,228	116,803
102610 - Criminalistics Unit	13	234	79	246	283	316	1,147	610		370		3,299
103110 – Bureau of Services - Administration Unit	163											163
103242 – Records & Warrants	48,234	46,091	46,911	49,506	46,597	28,626	51,671	43,985	33,480	37,145	3,177	435,423
103310 - Communications Unit	181,758	137,816	171,968	133,125	206,969	198,834	181,398	158,789	159,687	167,429	18,095	1,715,868
103430 – Training Unit	79,968	98,386	222,092	236,152	164,302	115,199	258,104	205,287	195,959	116,149	16,125	1,707,722
106210 – Police Personnel	14,889	18,927	13,719	12,930	8,125	1,850	5,986	3,564	6,092	6,086	1,330	93,497
106410 - Police Information Technology	27,923	28,245	10,355	7,472	8,595	10,851	12,043	9,945	6,521	7,612		129,563
106510 - Fiscal Services	141	292			64				256	255		1,008
106610 - Background & Recruiting	52,343	59,886	56,221	63,525	60,566	48,075	57,052	54,677	64,497	80,414	2,714	599,971
106810 - PAS Administration	4,467	1,408	1,568	9,140	3,679	5,690	6,262	3,499	1,847	2,449	361	40,369

**Attachment A**

Organization Code	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Total
107410 - Support Operations	23,195	20,383	26,847	21,546	22,076	22,726	21,385	9,022	7,482		1,893	176,556
107510 - Traffic Operations	20,009	35,903	38,585	39,531	33,511	25,795	32,920	40,985	42,503	40,923	2,218	352,884
107710 - Special Operations	382,732	686,834	709,468	906,754	427,010	571,789	338,946	411,157	510,195	689,221	239,769	5,873,875
108010 - District Command Administration	6,028	1,490	4,012	1,977	3,342	4,601	11,835	17,276	8,033	7,588	647	66,829
108110 - Area 1	215,684	164,459	222,471	162,347	240,324	186,737	192,202	236,738	194,397	195,799	42,655	2,053,813
108120 - Area 2	173,849	111,289	143,627	63,377	158,951	145,279	113,397	160,346	95,950	89,989	13,930	1,269,984
108130 - Area 3	158,845	148,548	176,102	97,999	169,484	114,913	143,452	141,736	123,848	143,491	17,826	1,436,246
108140 - Area 4	136,724	93,838	137,263	68,008	178,349	103,234	94,450	143,127	93,809	124,190	8,979	1,181,972
108150 - Area 5	207,159	197,767	233,123	187,579	318,452	190,271	187,147	236,974	199,478	214,300	23,239	2,195,488
108630 - Ceasefire	83,082	94,564	43,308	66,309	83,191	94,152	34,004	73,748	28,329	24,866	8,835	634,386
108710 - Neighborhood Services Section 1			340			702	681	717				2,439
108820 - Neighborhood Services Section 2		225	959	281		762	681	1,244	281	298	298	5,029
Incorrect Org	4,967	2,104	2,665	322	1,720	0	3,440	(843)	(1,297)	5,521	2,195	20,794
<b>Grand Total</b>	<b>2,089,998</b>	<b>2,287,044</b>	<b>2,651,694</b>	<b>2,419,369</b>	<b>2,436,811</b>	<b>2,158,337</b>	<b>2,037,386</b>	<b>2,264,996</b>	<b>2,062,163</b>	<b>2,229,119</b>	<b>430,840</b>	<b>23,067,757</b>