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OAKLAND

2018 SEP 12 PM 4:43

AGENDA REPORT

TO: Sabrina B. Landreth
City Administrator

FROM: Anne E. Kirkpatrick
Chief of Police

SUBJECT: Monthly Police Staffing Report

DATE: August 15, 2018

City Administrator Approval

Date:

9/11/18

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 July 31, 2018.

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 July 31, 2018.

BACKGROUND/LEGISLATIVE HISTORY

In 2009, the City Council requested a report on staffing levels from OPD to address current staffing levels for both sworn and professional staff. OPD has been providing this information on a monthly basis ever since. This report addresses recruitment activities and assignments for both sworn and professional staff positions.

ANALYSIS AND POLICY ALTERNATIVES

Overview

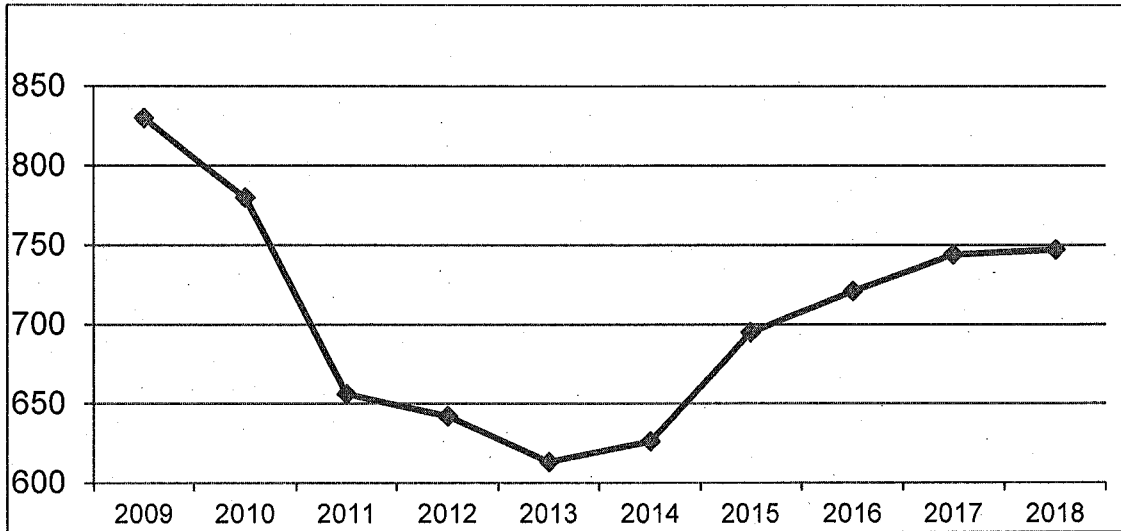
Over a ten-year timespan, Oakland Police Department sworn staffing levels have gone from a high of 830 officers in 2009 to a low of 613 officers in 2013. We have been building our numbers since 2013, and as of January 2018, the Department had 747 sworn officers. Table 1, below, provides the sworn staffing data numerically, and Figure 1 below, does so visually.

Item: _____
Public Safety Committee
September 25, 2018

Table 1: Actual Staffing Levels as of January 1, 2009 through January 1, 2018

	2009	2010 2010	2011	2012	2013	2014	2015	2016	2017	2018
Sworn Staffing Levels as of Jan. 1	830	780	656	642	613	626	695	721	744	747

Figure 1: Sworn Staffing on January 1, 2009 through January 1, 2018



On January 1, 2018, actual sworn staffing was 747. However, due to attrition, as of July 31, 2018, the number of sworn officers was 738 (Table 9 provides details).

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:

- 12 officer positions from the 2015 DOJ/COPS Hiring Grant (originally funded 15 officer positions);
- 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
- Approximately 63.5 officer positions funded by Measure Z, a public safety measure passed by Oakland voters in 2014.

Tables 9 through 11 of this report provide additional information on funding and officer attrition.

Demographics – Oakland Residents

OPD has prioritized attracting a racially diverse and multilingual workforce of qualified officers that includes Oakland residents. Figure 2 below shows that as of July 31, 2018, 73 sworn members (9.9 percent of sworn staffing) were Oakland residents. Table 2 below, provides details about the top ten cities where officers live; the greatest percentage live in Oakland.

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

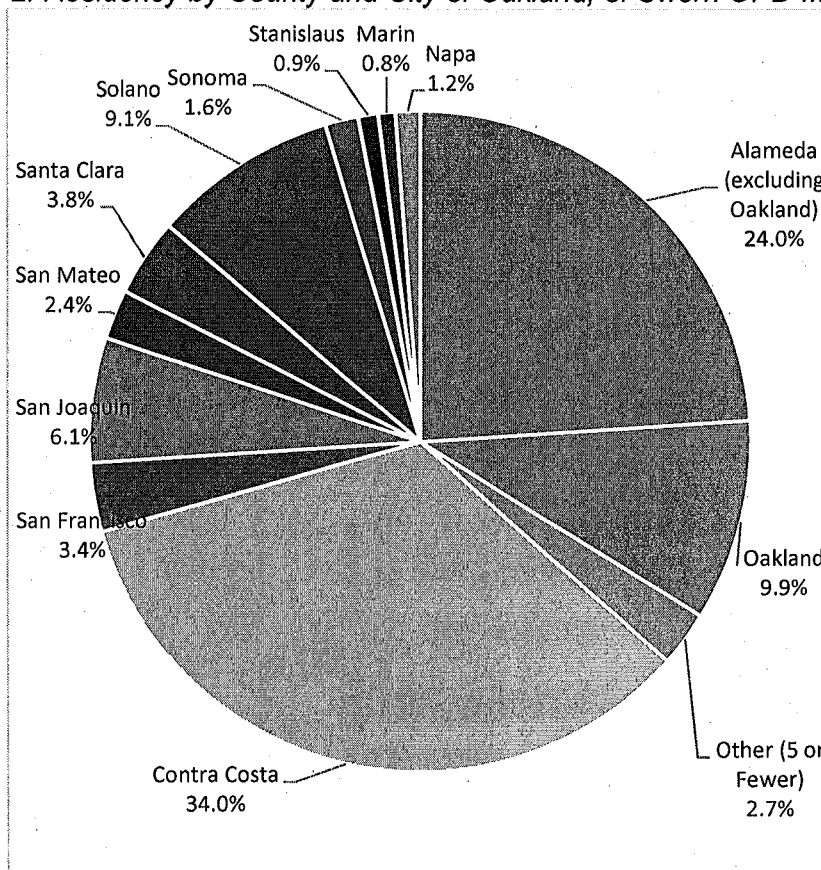


Table 2: Residency by Top 10 Cities, of Sworn OPD Members

City	Count	Department Percentage
Oakland	73	9.9%
Concord	33	4.5%
Castro Valley	30	4.1%
San Leandro	28	3.8%
Oakley	26	3.5%
San Francisco	25	3.4%
Brentwood	25	3.4%
Hayward	24	3.3%
Vallejo	23	3.1%
Dublin	22	3.0%
Totals	309	41.90%

Additionally, Table 3 below demonstrates that four Police Officer Trainees (POTs) (12 percent of the 180th Police Academy) were Oakland residents.

Table 3: OPD's 180th Basic Academy (OPD's Latest Academy)

Gender		Race/Ethnicity		Residency		Language		Education	
Female	8	Asian	5	Oakland	4	Mandarin	1	High School	4
Male	26	Black or African American	6	Other	30	Spanish	11	Some College	13
		Hispanic or Latino	15			English Only	18	Associate's	4
		White or Caucasian	8			Other	4	Bachelor's	12
								Master's/Above	1
Total	34	Total	34	Total	34	Total	34	Total	34

Demographics – Race / Ethnicity / Gender

Tables 4 and 5 below provide current and past demographic information for all OPD sworn staff.

Table 4: Race/Ethnicity and Gender – All OPD Sworn Staff as of July 31, 2018

Race/Ethnicity	Female		Male	
Asian	7	7.22%	93	14.51%
Black or African American	20	20.62%	105	16.38%
Filipino	1	1.03%	23	3.59%
Hispanic or Latino	28	28.87%	156	24.65%
Native American	1	1.03%	2	0.31%
Undeclared-Other	2	2.06%	15	2.34%
White or Caucasian	38	39.18%	245	38.22%
Total	97	100%	641	100%

Table 5: Race/Ethnicity by Year – All OPD Sworn Staff as of July 31, 2018

Race/Ethnicity	US 2010 Census-Oakland Pop.	OPD 2015	OPD 2016	OPD 2017	OPD 2018
White	34.5%	40.1%	39.7%	38.8%	38.3%
Black	28.0%	19%	18.0%	17.3%	16.9%
Asian	16.8%	14.4%	15.1%	15.3%	16.9%
Hispanic	25.4%	23.4%	23.7%	24.6%	25.2%
Other	--	3.1%	3.5%	4.0%	2.7%

Note: "Asian" includes Filipino; "Other" includes Native American and Undeclared

Table 6 shows the gender breakdown and provides a national comparison.

Table 6: OPD Gender Percentages by Year Compared With 2007 National Percentage¹

Gender	National Percentage, 2007	OPD 2015	OPD 2016	OPD 2017	OPD 2018*
Female	14.3%	11.9%	13.0%	13.0%	13.1%
Male	85.7%	88.1%	87.0%	87.0%	86.9%

* 2018 figure shows all OPD sworn staff as of July 31, 2018.

Actual and Projected Sworn Staffing

On December 10, 2013 the Oakland City Council passed Resolution No. 84767 C.M.S., 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 7 below provides actual and projected sworn staffing for a twelve-month period. This data is accurate as of July 31, 2018.

Table 7: Actual Sworn Staffing (as of July 31, 2018) and Sworn Staffing Projections

Year	2018						2019					
	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun
Authorized	794*	794*	794*	792	792	792	792	792	792	792	792	792
Filled	731	738	732	726	720	714	738	732	726	720	714	708
Attrition	(7)	(6)	(6)	(6)	(6)	(6)	(6)	(6)	(6)	(6)	(6)	(6)
Hires	14	0	0	20	0	30	0	0	0	0	0	0
Ending Filled**	738	732	726	720	714	738	732	726	720	714	708	702
Over (Under) Authorized	(56)	(62)	(68)	(72)	(78)	(54)	(60)	(66)	(72)	(78)	(84)	(90)
New POT Hiring Pipeline	179th Academy (ended Jul 2018 = 14 POTs)						180th Academy (ends Dec 2018 = 30 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.

** Numbers in the "Ending Filled" row provide actual sworn staffing numbers at the close of each month.

¹ 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 Departments, 2007)

Table 8 below provides a listing of authorized and filled positions in OPD.

Table 8: OPD Positions - Authorized and Filled Positions (as of July 31, 2018)

Type	Budget Authorized Positions	Authorized	Filled	+/-
Sworn	Chief of Police	1	1	0
	Assistant Chief	1	1	0
	Deputy Chief	4	3	-1
	Captain	10	10	0
	Lieutenant	27	26	-1
	Sergeants	129	121	-8
	Police Officers	622	576	-46
	Total Sworn	794	738	-56
Professional Staff	Full-time and Part-time	391.00	322.5	-68.50
	Total Personnel	1185	1060.50	-124.50

Attrition

As noted in Table 9 below, OPD experienced an average attrition rate of 4.9 officers per month (59 officers over the 12-month period), which is below the current projected attrition rate of 6 officers per month (72 per year).

Table 9: Sworn Attrition Data: August 1, 2017 through July 31, 2018

	2017					2018							Total
	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	
Disability Retirement	2	2	1	2	1	-	2	-	1	1		1	13
Resignation (not during Field Training)	3*	2*	-	-	2*	1	3	-	3	2	1	1	18
Resignation during Field Training	-	-	-	-	-	1	2	1	-	-	-	-	4
Resignation (to other agency)	-*	-*	1	-	-*	-	-	-	1	-	1	-	3
Service Retirement	2	-	1	-	3	2	3	-	1	1	1	3	17
Termination	-	-	1	-	-	-	-	-	-	-	-	1	2
Release from Probation during Field Training	-	-	-	-	-	-	-	-	-	-	1	1	2
Grand Total	7	4	4	2	6	4	10	1	6	4	4	7	59

* Updated to accurately reflect attrition

Table 10 provides additional information on the reasoning for sworn separations.

Table 10: Sworn Attrition Analysis Aug 1, 2017 through Jul 31, 2018

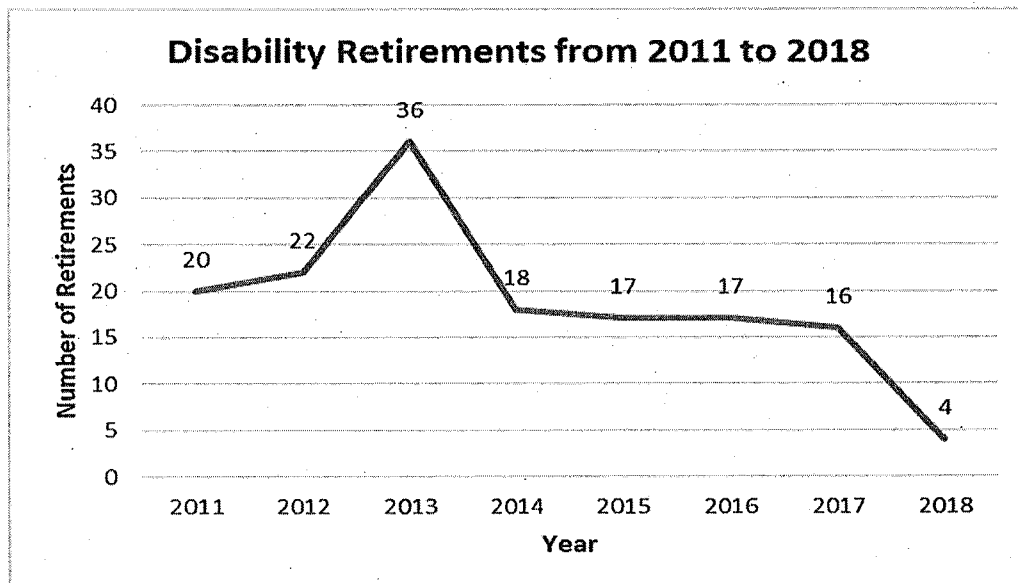
Reason for Separation	Average Age at Separation	Number of Separations
Disability Retirement	47.6	13
Resignation (not during Field Training)	32.9	18
Resignation (during Field Training)	31.2	4
Resignation - Other Agency	31.0	3
Service Retirement	52.6	17
Termination	39.2	2
Release from Probation during Field Training	31.3	2

Disability / Retirement

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 in 2013, annual disability retirements rose to 36 from a prior average of approximately 21. Since 2013, they have decreased to approximately 17 per year. The peak in 2013 was a result of the resolution of outstanding on-assignment injury claims.

Figure 3: Disability Retirements from 2011 to June 30, 2018



Recruitment

Tables 11-13 below provide information on recruitments, both outreach and hiring stage data. Table 11 shows the outreach activity that occurred in the month of July of 2018. Table 12 provides information for the 179th Academy, the most recent to graduate. Table 13 provides comparable information for the current Academy, the 180th.

Table 11: Current Recruitment – Outreach and Media Activity

Date	Event	Location	Attendees	Inquiries: # And Type
7 Jul 2018	Practice PAT	Merritt College Campus 12500 Canyon Oaks Drive Oakland, CA 94619	9	9 POT
13 Jul 2018	Midnight Basketball tournament	Laney College Gymnasium 900 Fallon St. Oakland, CA 94607	150	7 POT 1 Cadet
14 Jul 2018	Bill Pickett Rodeo	Rowell Ranch Rodeo Park 9711 Dublin Canyon Road Castro Valley, CA 94552	500	30 POT 25 Cadet 35 Explorer
15 Jul 2018	Bill Pickett Rodeo	Rowell Ranch Rodeo Park 9711 Dublin Canyon Road Castro Valley, CA 94552	300	15 POT 15 Cadet 20 Explorer
15 Jul 2018	PT Workshop	OPD 455 7 th St Oakland, CA 94607	29	29 POT
21 Jul 2018	PT Workshop	OPD 455 7 th St Oakland, CA 94607	42	42 POT
27 Jul 2018	Career Fair	Travis Air Force Base 400 Winward Drive Travis AFB CA 94535	350	11 POT
28 Jul 2018	Art and Soul Festival	City of Oakland 1300 Blk of Clay St. Oakland, CA 94612	10,000	8 POT 9 Cadet 14 Explorer
29 Jul 2018	Art and Soul Festival	City of Oakland 1300 Blk of Clay St. Oakland, CA 94612	10,000	13 POT 10 Cadet 17 Explorer

Table 12: OPD Recruitment Data – 179th Academy

Police Hiring Steps: 179 th Academy	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	3/7/2017-6/9/2017	1198	100%	0%	176	15%	0%
Invited to PAT*		480	40%	60%	160	13%	9%
Attended PAT	5/13/2017-7/8/2017	280	23%	77%	44	4%	75%
Invited to Written Exam		270	23%	77%	33	3%	81%
Attended Written Exam	5/13/2017-7/8/2017	270	23%	7%	33	3%	81%
Invited to Oral Interview		208	17%	83%	21	2%	88%
Attended Oral Interview	6/6/2017-8/1/2017	159	13%	87%	19	2%	89%
Referred to OPD on Eligibility List	6/27/2017-8/17/2017	104	9%	91%	10	1%	94%
Invited to Academy	1/8/2018	24	2%	8%	3	0.25%	98%
Graduated Academy	7/27/2018	14	1%	99%	1	0.21%	99%

Table 13: OPD Recruitment Data – 180th Academy

Police Hiring Steps: 180 th Academy	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	7/3/2017- 2/9/2018	2330	100%	0%	308	13%	0%
Invited to PAT*		801	34%	66%	114	5%	63%
Attended PAT	8/29/2017- 3/3/2018	460	20%	80%	81	3%	74%
Invited to Written Exam		575	25%	75%	70	3%	77%
Attended Written Exam	9/16/2017- 3/3/2018	575	25%	75%	70	3%	77%
Invited to Oral Interview		515	22%	78%	57	2%	81%
Attended Oral Interview	10/10/2017- 3/13/2018	402	17%	83%	47	2%	85%
Referred to OPD on Eligibility List	10/19/2017- 3/15/2018	307	13%	87%	37	2%	88%
Invited to Academy	5/21/2018	34	1%	99%	4	0.17%	99%
Graduated Academy	12/14/2018	TBD	TBD	TBD	TBD	TBD	TBD

Table 14 below provides information on OPD's authorized sworn permanent staffing.

Table 14: Authorized Sworn Permanent Assignments within OPD

	Chief	Asst. Chief	Deputy Chief	Capt.	Lieut.	Sgt.	Officer	Sum
Office of the Chief	1	1				1		3
Public Information Office							2	2
Internal Affairs Division				1	2	12	5	20
Office of the Inspector General					1		1	2
Intelligence Unit						1	7	8
Training Division				1	1	3	18	23
Ceasefire				1	2	6	32	41
Recruiting and Background Unit						1	8	9
Policy & Publication							1	1
Bureau of Field Ops: Administration			2			1		3
Patrol Area 1				1	3	19	92	115
Patrol Area 2				1	3	13	63	80
Patrol Area 3				1	3	14	70	88
Patrol Area 4				1	3	16	85	105
Patrol Area 5				1	3	17	89	110
Support Operations Division				1	1	1	16	19
Traffic Section					1	4	26	31
ABAT/Homeless/CIT						2	9	11
Bureau of Services: Administration			1					1
Information Technology							3	3
Bureau of Investigations			1	1				2
Criminal Investigations Division (CID): Special Victims Section					1	6	39	46
CID: Homicide Section					1	5	10	16
CID: General Misdemeanor Crimes/ Task Forces & Felony Assault Section					1	4	27	32
CID: Robbery, Burglary, Section					1	2	15	18
Evidence Technician Unit						1	4	5
Total Sworn	1	1	4	10	27	129	622	794

Table 15 below, shows professional staff vacancies and the status of work being done to fill those vacancies. (Note: DHRM means the Department of Human Resource Management).

Table 15: Professional Staff Vacancies in OPD

Classification	Vacancies	FTE Authorized	Date Assigned to DHRM for Hiring	Status
Account Clerk II	1	4	2/15/18	OPD – One candidate in background. One candidate to start on 13 Aug 18.
Accountant II	1	2	3/16/16	OPD/DHRM – Job specification revision. Meet and confer with union in June 2017. Union is currently backlogged 20 specifications due to union negotiations as of Apr 2018.
Administrative Assistant I	1	2	06/07/18	OPD – List to hiring manager. Waiting for hiring manager to schedule interviews.
Crime Analyst	1	5	7/19/18	DHRM - One restricted and 19 open candidates met minimum qualifications. Interviews scheduled for the week of 13 Aug 18. Tentative date for eligible list is 04 Sep 18.
Crime Analyst (18 Month Duration)	1	2	4/11/16	DHRM – One restricted and 19 open candidates met minimum qualifications. Interviews scheduled for the week of 13 Aug 18. Tentative date for eligible list is 04 Sep 18.
Criminalist I (Grant Funded)	1	1	8/23/17	OPD – Hiring manager decided to leave position unfilled until January 2020 and will use the remaining funding to purchase acceptable items per the grant.
Criminalist III	1	5	7/7/17	DHRM – Announcement to tentatively open on 30 Jul 18.
Crossing Guard (PPT)	1	2	Various	OPD – Email to DHRM to ascertain if the two PPT positions can be converted to a FT position.
Crossing Guard (PT)	1.5	17	Various	OPD – Email to DHRM to ascertain if the two PPT positions can be converted to a FT position.
Crossing Guard (PT) Measure BB Funds	6		Various	OPD – 14 crossing guards to background; 11 on 19 Jun 18 and three on 03 Jul 18.

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Table 15: Professional Staff Vacancies in OPD, continued

Classification	Vacancies	FTE Authorized	Date Assigned to DHRM for Hiring	Status
Intake Technician (1 Spanish Speaking)	1	4	1/21/16	DHRM – Waiting for analyst to be assigned.
Latent Fingerprint Examiner II	1	5	04/24/18	DHRM – Waiting for analyst to be assigned.
Office Assistant I – Personnel	1	1	12/21/16	DHRM – Classification does not fit job duties. Need to secure funds to reclassify this position to courier position. DHRM has sent request to the classification unit. Revision of job spec was completed mid October 2017. Proposed new spec needs to be submitted to Local 1021. However, there is a backlog of specifications.
Police Cadet – private funding/grant funding	6.5	12	Various	OPD/DHRM - Five candidates in background. Three waiting for medical appointment results. One waiting for LiveScan. Two with background investigator. Two to start on 30 Jul 18. Two to start on 13 Aug 18. Next testing scheduled for 04 Aug 18.
Police Cadet – General Funding	2.5	9	Various	OPD/DHRM – See above for Police Cadet – private funding/grant funding.
Police Communications Dispatcher	11	63	Various	OPD – 29 candidates in background. One file in review for non-select. Four with conditional job offer pending psych and medical results. One waiting for final job offer letter. 12 still with investigators. One no show for processing appointment. One pending conditional job offer letter. Two pending assignment to investigator. Eight waiting for processing appointment. Total of 162 are now on eligible list. August testing is scheduled for 03 Aug 18 and 06 Aug 18. November testing scheduled for 02 Nov 18 and 05 Nov 18.

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Table 15: Professional Staff Vacancies in OPD, continued

Classification	Vacancies	FTE Authorized	Date Assigned to DHRM for Hiring	Status
Police Communications Dispatcher, Senior	4	4	Not Assigned	DHRM - DHRM met with the union on 03 May 18. The union has one last week to confirm that there are no objections to creating the new classification. DHRM intends to present to the Civil Service Board in June and then to Finance & Management Committee in the beginning of July. The second reading by the Finance & Management Committee will occur in mid-September.
Police Communications Operator	6	11	Not Assigned	OPD – Add/delete will be processed to convert these positions to Police Communications Dispatcher once the moratorium is lifted.
Police Communications Supervisor	2	8	Not Assigned	DHRM – Pending approval of recruitment requisition.
Police Program and Audit Supervisor (PAS Unit)	1	2	1/20/17	OPD - Add/delete has been submitted to Budget. Waiting for Budget's approval.
Police Property Specialist	1	5	9/17/15	DHRM – Waiting for analyst to be assigned.
Police Records Specialist (One position selective cert. Chinese)	7	53	Various	OPD/DHRM – Eligible list exhausted. Waiting for approval of recruitment requisition.
Police Records Specialist (18 Months Duration)	1	1	Various	DHRM – New recruitment requested on 08 Mar 18.
Police Services Technician II	8	58	Not Assigned	DHRM – Waiting for analyst to be assigned. Fair Employment and Housing Act (FEHA) hold placed on one position effective 01 Mar 18.
Project Manager (IACP Grant Expires 20 Sep 19)	1	1	N/A	DHRM – Waiting for Analyst to be assigned.
Project Manager III	1	1	Not Assigned	DHRM – Waiting for requisition to be approved. Submitted 18 Jul 18

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Table 15: Professional Staff Vacancies in OPD, continued

Classification	Vacancies	FTE Authorized	Date Assigned to DHRM for Hiring	Status
Student Trainee	.50	.50	N/A	OPD – Interviews scheduled for the week of the 06 Aug 18.
Police Cadet – General Funding	2.5	9	Various	OPD/DHRM – See above for Police Cadet – private funding/grant funding.
Police Communications Dispatcher	11	63	Various	Job announcement is open continuously. DHRM/OPD – Requested additional names from DHRM on 27 Apr 18 and received 11. Forwarded eligible list and copies of application to hiring manager on 18 Apr 18. Candidates in background: 16; Waiting for signature: 1; Waiting to schedule processing appointments: 15. Two candidates started on 07 May 18. Total of 12 candidates are now on eligible list.
Police Communications Dispatcher, Senior	4	4	Not Assigned	DHRM – Specification to union on 15 Mar 18 and waiting for union response.
Police Communications Operator	6	11	Not Assigned	OPD – Add/delete will be processed to convert these positions to Police Communications Dispatcher once moratorium is lifted.
Police Communications Supervisor	2	8	Not Assigned	DHRM – Pending approval of recruitment requisition.
Police Program and Audit Supervisor (PAS Unit)	1	2	1/20/17	OPD – Justification for the add/delete with Personnel Manager for revision.
Police Property Specialist	1	5	9/17/15	DHRM – Waiting for analyst to be assigned.
Police Records Specialist (One position selective cert. Chinese)	7	53	Various	OPD/DHRM – Eligible list exhausted. Waiting for approval of recruitment requisition.
Police Records Specialist (18 Months Duration)	1	1	Various	DHRM – New recruitment requested on 08 Mar 18.
Police Services Technician II	7	58	Not Assigned	DHRM – Waiting for analyst to be assigned. FEHA hold placed on one position effective 01 Mar 18.
Project Manager	1	1	N/A	Waiting for analyst to be assigned.
Student Trainee	.50	.50	N/A	OPD – Direct appointment. Hiring manager drafted recruitment flyer. Waiting for OPD analyst to gain approval from DHRM.

Sworn Staffing by Area and Patrol Detail

Tables 16 and 17 provide additional detail on beats by area and patrol data.

Table 16: 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 17: Patrol Data

	Area 1	Area 2	Area 3	Area 4	Area 5
Number of officers assigned to patrol: 258	1st Watch: 16 2nd Watch: 17 Late Tac: 6 3rd Watch: 19 Total 58	1st Watch: 16 2nd Watch: 15 3rd Watch: 16 Total 47	1st Watch: 15 2nd Watch: 16 3rd Watch: 16 Total 47	1st Watch: 13 2nd Watch: 16 3rd Watch: 16 Total 45	1st Watch: 16 Early Tac: 8 2nd Watch: 16 Late Tac: 6 3rd Watch: 15 Total 61
Number of officers assigned to evening shifts	42	31	32	32	37
Number of officers assigned as Community Resource Officers	7	7	8	6	7
Number of officers assigned to the Crime Reduction Team	6	6	6	6	7
Number of open beats not filled by overtime in April	1st Watch: 0 2nd Watch: 3 3rd Watch: 1	1st Watch: 0 2nd Watch: 3 3rd Watch: 1	1st Watch: 0 2nd Watch: 2 3rd Watch: 0	1st Watch: 0 2nd Watch: 10 3rd Watch: 1	1st Watch: 4 2nd Watch: 6 3rd Watch: 1

Open beats are the result of several factors, including staffing levels, officer vacation, officer training, officer illness, and reassignment. The frequency of open beats for patrol officers as well as for Community Resource Officers can change accordingly and vary daily, by patrol shift.

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 residency 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 obtain 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.

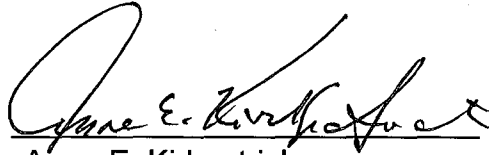
Social Equity: This report provides valuable information to the residents and visitors of Oakland regarding OPD personnel. The Oakland Police Department strives to increase the diversity of its workforce.

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 July 31, 2018.

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

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