

CITY OF OAKLAND

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AGENDA REPORT

TO: Sabrina B. Landreth
City Administrator

FROM: David Downing
Assistant Chief of Police

SUBJECT: 30 Day Monthly Police Staffing Report

DATE: January 30, 2016

City Administrator Approval

Date:

2/16/17

RECOMMENDATION

Staff Recommends That The Public Safety Committee Accept The Oakland Police Department's (OPD) Monthly Informational Report On Recruiting And Sworn Staffing Levels As Of December 31, 2016.

EXECUTIVE SUMMARY

This informational report provides data on the demographics and staffing levels of OPD sworn and non-sworn employees as well as recruiting and hiring data.

BACKGROUND AND LEGISLATIVE HISTORY

In 2009, the City Council requested a monthly staffing report from OPD to address current staffing levels for both sworn and civilian employees. This report addresses recruitment activities and assignments for both sworn and civilian positions.

ANALYSIS AND POLICY ALTERNATIVES

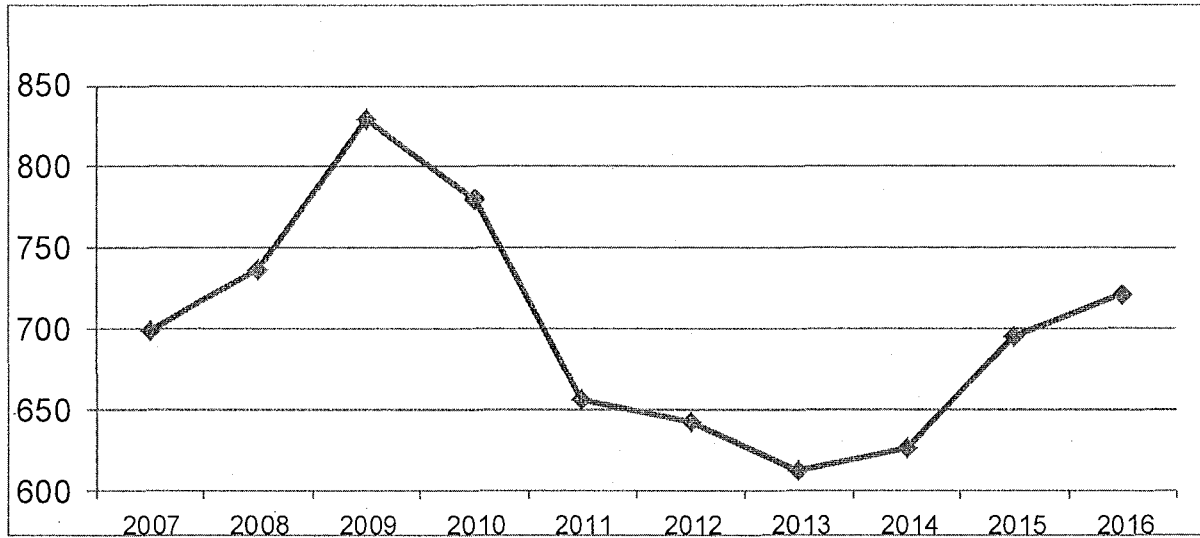
Table 1: Staffing Levels as of January 1st: 2007-2016

Year	Sworn Staffing
2007	699
2008	736
2009	830
2010	780
2011	656

Year	Sworn Staffing
2012	642
2013	613
2014	626
2015	695
2016	721

Item: _____
Public Safety Committee
February 28, 2017

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



As of December 31, 2016, OPD's actual sworn staffing was 744 sworn officers; the authorized staffing level per the Approved Fiscal Year (FY) 2016-17 Budget is 794 sworn officers. The total of 744 includes 10 officers from the 2013 Department of Justice/Community Oriented Policing Services (DOJ/COPS) Hiring Grant; 15 officers from the 2014 DOJ/COPS Hiring Grant; 15 officers from the 2015 DOJ/COPS Hiring Grant; 15 officers from the 2016 DOJ/COPS Hiring Grant; 2 officers from the California Office of Traffic Safety Select Traffic Enforcement Program (STEP) Grant; and approximately 65.5 officers associated with Oakland's voter approved public safety measure (Measure Z, 2014) (see Page No. 7 for an attrition analysis).

Demographics – Sworn Staffing

Figure 2 below shows that as of December 31, 2016, 72 sworn members, or 9.7 percent of sworn staffing, were Oakland residents. Additionally, Table 2 below demonstrates that 11 Police Officer Trainees (POT) or 17 percent of the 175th Police Academy (including POTs enrolled in San Francisco Police Academies but matriculating to OPD) were Oakland residents. OPD has prioritized attracting a racially diverse and multilingual workforce of qualified officers that includes Oakland residents.

Figure 2: Residency by County of Sworn OPD Members

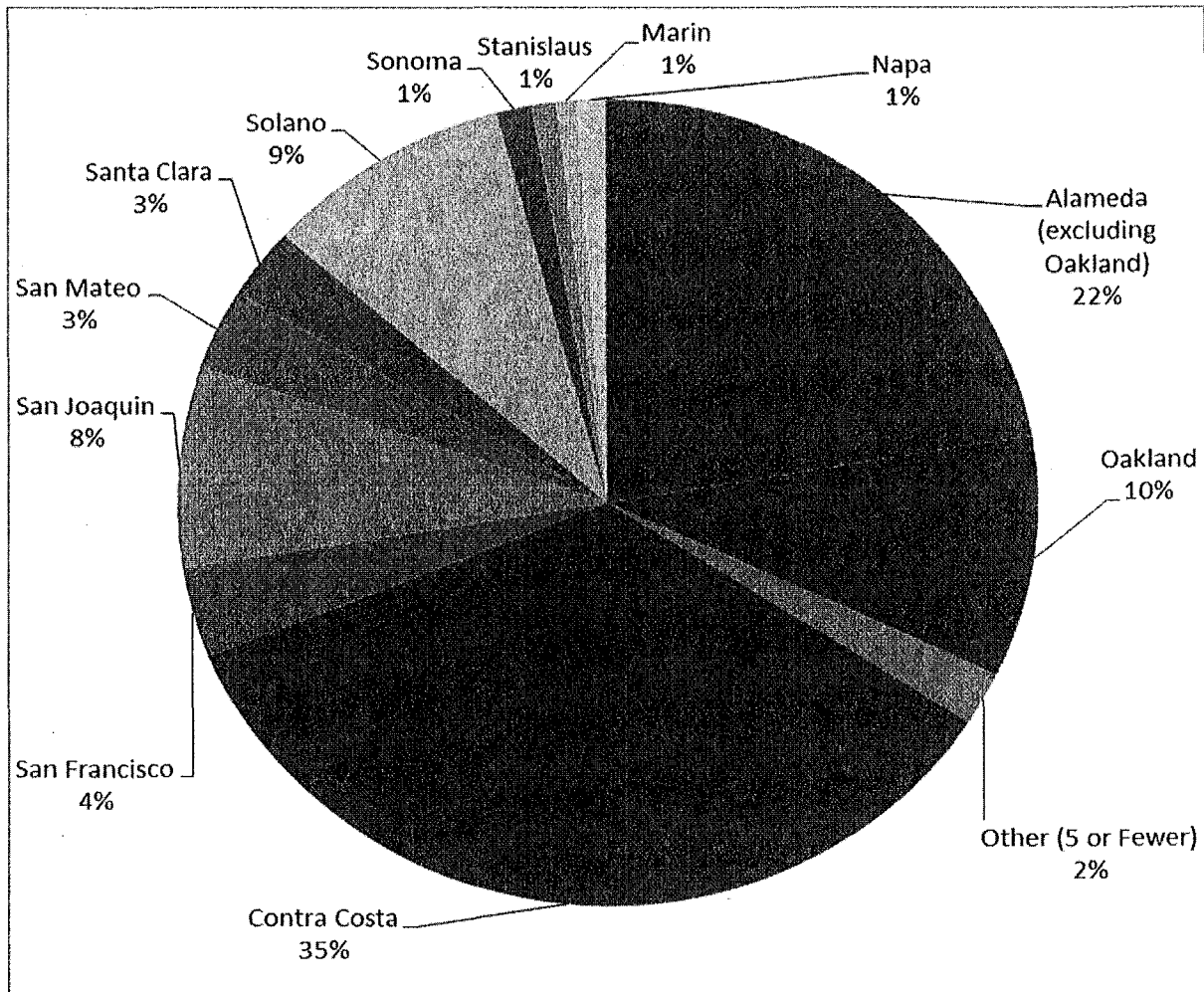


Table 2: OPDs 175th and San Francisco¹ Police Department's (SFPD) 251st, 252nd, and 253^d Basic Academies

Gender		Ethnicity		Residency		Language		Education	
Female	13	Asian	8	Oakland	11	Chinese	4	High School	6
Male	53	Black	11	Other	55	Spanish	15	Some College	27
		Filipino	1			Neither	47	Associate's	9
		Hispanic	21					Bachelor's	19
		Other	4					Master's/Above	5
		White	21						
Total	66	Total	66	Total	66	Total	66	Total	66

¹ OPD currently does not have any attending a SFPD academy. OPD was collaborating with SFPD as per an agreement between the Mayors of Oakland and San Francisco. However, OPD has no current plans to send additional POTs to future SFPD academies.

Table 3: Ethnicity and Gender – All OPD Sworn Staff as of December 31, 2016

Race	Female		Male	
	Count	Percentage	Count	Percentage
Asian	8	8.2%	88	13.6%
Black	24	24.5%	110	17.0%
Filipino	1	1.0%	15	2.3%
Hispanic	24	24.5%	153	23.7%
Native American	1	1.0%	2	0.3%
Undeclared-Other	2	2.0%	10	1.5%
White	38	38.8%	257	39.8%
Unknown	-	--	11	1.7%
Total	98	100%	646	100%

Table 4: Ethnicity by Year – All OPD Sworn Staff as of December 31, 2016

Race	US 2010 Census-Oakland Pop.	OPD 2013	OPD 2014	OPD 2015	OPD 2016
White	34.5%	43.0%	42.0%	40.1%	39.7%
Black	28.0%	20.0%	18.8%	19%	18.0%
Asian	16.8%	20.9%	12.7%	14.4%	15.1%
Hispanic	25.4%	19.0%	21.2%	23.4%	23.7%
Other ²	--	--	5.3%	3.1%	3.5%
Female	14.3% ^{3,4}	12.0%	12.0%	11.9%	13.0%
Male	85.7% ⁵	88.0%	88.0%	88.1%	87.0%

Table 5: Demographic Information on Academies Since 2012

Class	Starting Date	Starting Number	Gender	Oakland Resident	Language	Ending Date	Ending Number
166th	17 Sep 12	57	15 Females 42 Males	7	8 Cantonese/Mandarin 4 Spanish	3/20/13	39
167th	25 Mar 13	51	7 Females 44 Males	6	5 Cantonese/Mandarin 12 Spanish	9/20/13	36
168th	30 Sep 13	57	8 Females 49 Males	6	0 Cantonese/Mandarin 19 Spanish	4/4/14	47
3rd Lateral	9 Dec 13	4	4 Males	0	0 Cantonese/Mandarin 1 Spanish	2/7/14	4
169th	30 Dec 13	55	8 Females	2	0 Cantonese/Mandarin	7/3/14	34

² Other includes Unknown, Native American, and Undeclared

³ 2007 data: gender ratio of police officers in the U.S. Source: U.S. Department of Justice. Office of Justice Programs Bureau of Justice Statistics, Local Police Department, 2007

⁴ Percent of U.S. law enforcements officers who were female at time of 2007 data

⁵ Percent of U.S. law enforcements officers who were male at time of 2007 data

Class	Starting Date	Starting Number	Gender	Oakland Resident	Language	Ending Date	Ending Number
			47 Males		13 Spanish		
ACSO*	17 Mar 14	24	3 Females 21 Males	1	3 Cantonese/Mandarin 3 Spanish	9/23/14	13
170th	28 Apr 14	57	9 Females 48 Males	10	3 Cantonese/Mandarin 10 Spanish	2/3/15	35
4 th Lateral	22 Sep 14	7	1 Female 6 Males	0	0 Cantonese/Mandarin 2 Spanish	11/27/14	5
171 st	29 Sep 14	60	10 Females 50 Males	15	5 Cantonese/Mandarin 9 Spanish	4/3/15	35
5 th Lateral	23 Feb 15	9	9 Males	1	1 Cantonese/Mandarin 0 Spanish	5/1/15	7
172 nd	27 Apr 15	58	19 Females 39 Males	15	1 Cantonese/Mandarin 14 Spanish	10/30/15	35
6 th Lateral	18 May 15	6	6 Males	1	0 Cantonese/Mandarin 0 Spanish	7/24/15	6
SFPD #247	8 Jun 15	5	5 Males	0	0 Cantonese/Mandarin 0 Spanish	1/15/16	3
173 rd	6 Jul 15	53	9 Females 44 Males	11	4 Cantonese/Mandarin 10 Spanish	1/8/16	33
SFPD #248	3 Aug 15	5	5 Males	1	0 Cantonese/Mandarin 0 Spanish	3/11/16	3
SFPD #249	26 Oct 15	5	1 Female 4 Males	1	0 Cantonese/Mandarin 0 Spanish	6/3/16	5
174 th	16 Nov 15	60	15 Females 45 Males	9	4 Cantonese/Mandarin 11 Spanish	5/20/16	44
SFPD #251	1 Feb 16	5	1 Female 3 Males	2	1 Cantonese/Mandarin 0 Spanish	9/23/16	4
SFPD #252	14 Mar 16	5	2 Female 3 Males	0	0 Cantonese/Mandarin 2 Spanish	11/04/16	5
SFPD #253	11 Apr 16	6	1 Females 3 Males	0	0 Cantonese/Mandarin 0 Spanish	12/2/16	4
175 th	11 Jul 16	50	7 Females 43 Males	9	3 Cantonese/Mandarin 10 Spanish	01/27/17	Pending

* ACSO=Alameda County Sheriff's Office

Actual and Projected Sworn Staffing

The Oakland City Council passed Resolution No. 84767 C.M.S. on December 10, 2013, which requires that the OPD staffing report contain an analysis of any deviations between the expected and actual staffing levels, the expected hiring methods, and alternative hiring options for achieving budgeted staffing as quickly as possible. Table 6 below provides actual and projected sworn staffing for the current FY 2016-2017 Hiring Plan, as approved in the FY 2015-2017 Policy Budget. This data is accurate as of December 31, 2016.

Table 6: Actual Sworn Staffing (as of December 31, 2016) and Sworn Staffing Projections

Year	2016	2017										
Month	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov
Filled	746	744	762	755	748	741	754	747	740	733	726	719
Attrition	(6)	(7)	(7)	(7)	(7)	(7)	(7)	(7)	(7)	(7)	(7)	(7)
Hires	4	25	0	0	0	20	0	0	0	0	0	0
Ending Filled	744	762	755	748	741	754	747	740	733	726	719	712
Authorized	794	794	794	794	794	794	794	794	794	794	794	794
Over (Under) Authorized	(50)	(32)	(39)	(46)	(53)	(40)	(47)	(54)	(61)	(68)	(75)	(82)
Hiring Plan	752	786	780	774	768	762	796	796	790	784	778	772
Over (Under)	(8)	(24)	(25)	(26)	(27)	(8)	(49)	(56)	(57)	(58)	(59)	(60)
New POT Hiring Pipeline	175 th Academy (ends Jan 2017 = 25 POTs)					176 th Academy (ends May 2017 = 20 POTs)						

Table 7: OPD Positions - Authorized and Filled

Type	Budget Authorized Positions	Authorized	Filled	+/-
Sworn	Chief of Police	1	0	-1
	Assistant Chief	1	1	0
	Deputy Chief	4	3	-1
	Captain	10	8	-2
	Lieutenant	27	25	-2
	Sergeants	129	119	-10
	Police Officers	622	588	-34
	Total Sworn		794	744
Non-Sworn	Full-time and Part-time	446.04	378.35	-67.69
	Total Personnel	1240.04	1122.35	-117.69

Tables 8: Staff Funding Sources for Sworn and Civilian Positions for FY 2016–17

Sworn Positions	FTE	Civilian Positions	FTE
General Fund: General Purpose	667.5	General Fund: General Purpose	398.54
Alameda Co. Vehicle Abatement	1	Alameda Co. Vehicle Abatement	1
Measure Z	65.5	Measure Z	2
Traffic Safety Fund	2	Traffic Safety Fund	20
False Alarm Reduction Program	1	False Alarm Reduction Program	6.5
*COPS 2013	10	US Department of Justice	2
*COPS 2014	15	Workers' Comp. Insurance	2
*COPS 2015	15	Radio/Telecommunications	1
*COPS 2016	15	State of California Other	1
CA OTS STEP	2	Miscellaneous Grants (Cadet)	12
Grand Total	794	Grand Total	446.04

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

Table 9a: Sworn Attrition Data: January 1, 2016 through December 31, 2016

	2016												Total
	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	
Disability Retirement	1	1	-	1	2	3	1	1	1	4	2	1	18
Resignation (non-FTO*)	1	1	2	-	4	1	1	1	2	1	4	1	19
Resignation FTO	1	-	5	-	-	-	2	1	4	4	-	-	17
Resignation Other Agency	-	-	-	-	-	-	-	-	-	-	1	-	1
Service Retirement	4	1	2	1	1	-	1	-	1	-	3	4	18
Termination	-	-	-	-	1	-	-	-	-	-	-	-	1
FTO Termination	-	-	2	-	-	1	-	-	-	1	-	-	4
Deceased	-	-	-	-	-	-	-	-	-	-	-	-	0
Grand Total	7	3	11	2	8	5	5	3	8	10	10	6	78

*FTO = Field Training Officer – an officer who has completed the basic academy but is still in the OPD field training program.

OPD experienced an average attrition rate of 6.5 officers per month (78 officers over the 12 month period), which is slightly above the projected attrition rate of 6 officers per month (72 per year). As of January 1, 2017 OPD will adjust the projected attrition rate to 7 officers per month.

Table 9b: December Attrition Data

Attrition Type	Attrition Amount
Disability Retirement	1
Resignation (non-FTO)	1
Resignation FTO	0
Resignation Other Agency	0
Service Retirement	4

Table 10: Sworn Attrition Analysis Jan 1, 2016 through Dec 31, 2016

Reason for Separation	Average Age at Separation	Number of Separations
Disability Retirement	44.2	18
Resignation (non FTO)	35.0	19
Resignation (FTO)	29.3	17
Resignation - Other Agency	31.0	1
Service Retirement	52.2	18
Termination	30.8	1
Termination (FTO)	29.5	4
Deceased	N/A	0

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

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

* Three POTs graduated from the SF 248 academy on 3/11/16. Forty-four POTs graduated from the 174th Academy on 5/20/16. Five POTs graduated from the SF 249 on 6/3/16. Four POTs graduated from the SF 251 on 9/23/16. Five POTs graduated from the SF 252 on 11/4/16. Four POTs graduated from the SF 253 on 12/2/16.

Table 12: Field Training

Academy of Origin	Entered Field Training Program	Completed Field Training Program
6 th POST ⁶ Lateral Course	6	2
OPD 172 nd Basic Academy	35	28
OPD 173 rd Basic Academy	33	31
OPD 174 th Basic Academy	44	36, 1 Pending
SFPD 247 th Academy	3	2
SFPD 248 th Academy	3	2
SFPD 249 th Academy	5	3
SFPD 251 st Academy	4	4 Pending
SFPD 252 nd Academy	5	5 Pending

Table 13: Current Recruitment – Outreach and Media Activity

Date	Event	Location	Attendees	Inquiries: Number And Type
December 24, 2016	PT Workshop	455 7 th St. Mat Room Oakland, CA 94607	38	38 POT

⁶ California Peace Officer Commission on Standards and Training

Table 14a: OPD Recruitment Data – Current Academies

Police Hiring Steps: 174th Academy & SFPD 248, 249, 251 & 252	Testing/ Time Frame	Total	Percent of Total	Percent Not Advanced	Number of Oakland Residents	Percent of General Total Oakland Residents	Percent of Oakland Residents Not Advanced
Applications Received	3/9/2015-5/29/2015	1496	100%	0%	225	15%	0%
Invited to PAT*		1428	95%	-5%	209	14%	-7%
Attended PAT	4/11/2015-6/13/2015	889	59%	-41%	91	6%	-60%
Invited to Written		598	40%	-60%	81	5%	-64%
Attended Written	4/30/2015-7/28/2015	503	34%	-66%	67	4%	-70%
Invited to Oral Interview		323	22%	-78%	36	2%	-84%
Attended Oral Interview	6/9/2015-8/25/2015	251	17%	-83%	32	2%	-86%
Referred to OPD on eligibility list	7/1/2015-9/10/2015	184	12%	-88%	24	2%	-89%
Invited to Academy	10/26/2015-04/11/2016	81	5%	-95%	13	0.87%	-94%
Graduated Academy	5/20/2016, 3/11/2016, 6/3/2016, 9/23/2016 & 11/4/2016	61	4%	-96%	13	0.87%	-94%

*PAT = physical agility test

Table 14b: OPD Recruitment Data – Current Academies

Police Hiring Steps: 175th Academy & SFPD 253	Testing/ Time Frame	Total	Percent of Total	Percent Not Advanced	Number of Oakland Residents	Percent of General Total Oakland Residents	Percent of Oakland Residents Not Advanced
Applications Received	7/1/2015-1/22/2016	3017	100%	0%	459	15%	0%
Invited to PAT*		2249	75%	-25%	343	11%	-25%
Attended PAT	8/8/2015-2/13/2016	1066	35%	-65%	192	6%	-58%
Invited to Written		877	29%	-71%	161	5%	-65%
Attended Written	9/14/2015-3/15/2016	657	22%	-78%	138	5%	-70%
Invited to Oral Interview		501	17%	-83%	77	3%	-83%
Attended Oral Interview	10/12//2015-4/26/2016	389	13%	-87%	62	2%	-86%
Referred to OPD on eligibility list	11/4/2015-5/17/2016	254	8%	-92%	40	1%	-91%
Invited to Academy	4/11/2016 & 7/11/2016	56	2%	-98%	9	0.30%	-98%
Graduated Academy	12/2/2016 & 1/27/2017	TBD	TBD	TBD	TBD	TBD	TBD

*PAT = physical agility test

Table 15: Authorized Sworn Permanent Assignments within OPD

	Chief	Asst. Chief	Deputy Chief	Captain	Lieutenant	Sergeant	Officer
Office of the Chief	1	1				1	
Public Information Office							2
Internal Affairs Division				1	1	12	3
Office of the Inspector General					1	0	1
Intelligence Unit						1	7
Research & Planning							1
Bureau of Field Ops: Administration			2		1	1	1
Patrol Area 1				1	3	15	95
Patrol Area 2				1	3	15	79
Patrol Area 3				1	3	14	80
Patrol Area 4				1	3	15	79
Patrol Area 5				1	3	15	87
Support Operations Division				1	1	3	8
Traffic Section					1	3	19
Foot Patrol						4	30
Bureau of Services: Administration			1	1			
Training Section					1	3	16
Recruiting and Background Unit						1	4
Information Technology						1	3
Property/ Evidence Unit						1	2
Bureau of Investigations			1	1			
Criminal Investigations Division (CID): Special Victims Section					1	5	23
CID: Homicide Section					1	6	7
CID: Misdemeanor Crimes/ Task Forces					1	4	14
CID: Robbery, Burglary, Felony Assault Section					1	3	19
CID: Youth and School Services Section					1	2	15
Ceasefire				1			
Special Invest. Units					1	5	27
Total Sworn	1	1	4	10	27	129	622

Table 16: Civilian Vacancies in OPD⁷

Job Classification	Vacancies	FTE Authorized	Status
Account Clerk I	1	1	Department of Human Resources and Management (HRM) - Job to post on 17 Jan 17 and closes on 3 Feb 17.
Accountant II	1	2	HRM - Pending job posting. On hold to review Immediate Dispute Resolution (IDR) with union.
Business Analyst II	1	1	HRM – Pending assigned Analyst.
Business Analyst IV	1	1	HRM – Pending assigned Analyst.
Captain	2	10	HRM – Job posted on the 14 Dec 16 and closes on 18 Jan 16.
Crime Analyst	2	5	OPD – One candidate in background process 31 Oct 16.
Criminalist II/ Forensic Chemistry	1	1	OPD – Candidate to begin assignment on 17 Jan 17.
Criminalist II/Firearms	1	1	HRM – Pending exam plan meeting.
Crossing Guard PPT	1	1	HRM – Pending exam plan meeting.
Grants Coordinator	1	1	OPD – Candidate to begin assignment on 17 Jan 17.
Intake Technician 1 Spanish speaking	1	2	HRM – Position on hold for ADA/FEHA ⁸ accommodation.
Latent Fingerprint Examiner II	1	5	HRM – Pending exam plan meeting.
Manager, Crime Lab	1	1	HRM - Pending assigned Analyst.
Neighborhood Services Coordinator	1	10	One vacant Cantonese/Mandarin speaking position; DHRM – Job to post on City website on 12 Dec 16 and closes on 02 Jan 17. Complete screen of applications on 27 Jan 17. The exam will be held on 21 Feb 17. Eligible list to OPD on 10 Mar 17.
Office Assistant I/Neighborhood Services (PT)	.50	.50	OPD - Interview scheduled on 20 Dec 16. Waiting for hiring manager's decision.
Office Assistant I/Personnel	1	1	HRM – Pending assigned Analyst.
Parking Control Technician (FTE)	1	1	HRM – Position on hold for ADA/FEHA accommodations.
Parking Control Technicians (PPT)	9	9	OPD – Eligible list to hiring manager.

⁷ As of Nov 30, 2016 there are 59.5 vacancies – this number excludes positions where staff have been hired but have not started work

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

Job Classification	Vacancies	FTE Authorized	Status
Performance Audit Manager	1	1	OPD – Position on hold pending add/delete process.
Police Cadet (PT) – general funding	1	9	OPD – Seven candidates to background on 20 Dec 16 (3 general/4 grant/special funding).
Police Cadet (PT) – grant funding	4	7.5	OPD – Seven candidates to background on 20 Dec 16 (3 general/4 grant or special funding).
Police Cadet (PT) – private funding	3	4.5	OPD – Seven candidates to background on 20 Dec 16 (3 general/4 grant or special funding).
Police Communications Operators	6	11	OPD – Six (6) candidates in the background process 7 Nov 16.
Police Communications Dispatcher	9	63	OPD – Seven (7) candidates in the background process 7 Nov 16.
Police Communications Dispatcher, Senior	4	4	HRM - This position is on hold pending resolution of an equity survey with Local 1021. The City proposed changes to the compensation plan that could impact the senior level. Resolution of the issues by the end of the calendar year and creation of the new class starting in early 2017.
Police Program and Audit Supervisor	1	2	HRM – Pending assigned Analyst.
Police Property Specialist	1	5	HRM – The initial discussion for the specification revision took place with the Local 1021 on 09 Nov 16. It is anticipated that the initial discussion will conclude on 14 Dec 16 and the specification will go to the Civil Service Board on Jan 19, 2017. However, recruitment can begin once Bargaining Unit Local 21 has approved the specification in December 2016.
Police Property Supervisor	1	1	HRM - Reviewing twenty seven (27) applications for minimum qualification. Supplemental questioners will be utilized to rate the applications on 20 Dec 16. List established by 30 Dec 16.
Police Records Specialist	6	53	OPD – Seven (7) candidates in the background process 9 Dec 16.
Police Records Supervisor	2	5	HRM – Draft job announcement to OPD on 20 Dec 16.
Police Services Manager (Records)	1	1	OPD – Interviews rescheduled.

Job Classification	Vacancies	FTE Authorized	Status
Police Services Technician II	1	60	OPD – Last vacant position will be deleted via the add/delete process to create two (2) additional Administrative Analyst II positions. Add/Delete submitted to the budget office on 21 Dec 16.
Public Services Representative	1	1	OPD – Hiring manager did not select current candidates. New recruitment requested with selective certification for dispatch experience.
Sergeant of Police	10	129	HRM – Stage 1 of the process is on 11 Jan 17. Orientation is scheduled for 12 Jan 17. Stage II of the process is scheduled for 14 through 17 Feb 17. Begin the process for the eligible list on 22 Feb 17.

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: 278	1st Watch 17 2nd Watch 19 Late Tac 8 3rd Watch 18 Total 62	1st Watch 19 2nd Watch 16 3rd Watch 16 Total 51	1st Watch 16 2nd Watch 16 3rd Watch 17 Total 49	1st Watch 18 2nd Watch 17 3rd Watch 17 Total 52	1st Watch 16 2nd Watch 24 Late Tac 8 3rd Watch 16 Total 64
Number of officers assigned to evening shifts	45	32	33	34	48
Number of officers assigned to CRO / CRT: 72	CRO 7 CRT 8	CRO 7 CRT 8	CRO 8 CRT 8	CRO 6 CRT 7	CRO 7 CRT 6
# of open beats not filled by overtime in December	1st Watch: 2 2nd Watch: 6 3rd Watch: 3	1st Watch: 1 2nd Watch: 2 3rd Watch: 0	1st Watch: 0 2nd Watch: 1 3rd Watch: 9	1st Watch: 0 2nd Watch: 1 3rd Watch: 0	1st Watch: 0 2nd Watch: 1 3rd Watch: 3

Open beats are covered on overtime.

FISCAL IMPACT

This report is for informational purposes only and does not have a direct fiscal impact or cost. However, decisions to fund additional sworn or non-sworn positions beyond levels approved in the Policy Budget will require additional funding through a budget process.

PUBLIC OUTREACH / INTEREST

The Department continues to actively recruit candidates for the positions of police officer trainee and when required, lateral / post-academy graduate police officer. Recruitment efforts focus on selective language candidates, diversity and Oakland residents throughout the testing and 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 Controller's Bureau.

SUSTAINABLE OPPORTUNITIES

Economic: There are no economic opportunities associated with this report.

Environmental: There are no environmental opportunities associated with this report.


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

ACTION REQUESTED OF THE PUBLIC SAFETY COMMITTEE

Staff recommends that the Public Safety Committee accept the OPD's monthly informational report on recruiting and sworn staffing levels as of September 30, 2016.

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

Respectfully submitted,



David E. Downing
Assistant Chief of Police
Oakland Police Department

Reviewed by:
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