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# AGENDA REPORT

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

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

**SUBJECT:** Quarterly Police Staffing Report

**DATE:** October 18, 2019

City Administrator Approval

Date:

1/2/2020

## RECOMMENDATION

**Staff Recommends That The City Council Receive The Oakland Police Department's (OPD) Quarterly Informational Report On Recruiting And Sworn Staffing Levels As Of September 30, 2019.**

## EXECUTIVE SUMMARY

This informational report provides data on the demographics and staffing levels of OPD sworn and professional staff and recruiting and hiring data as of September 30, 2019.

## BACKGROUND/LEGISLATIVE HISTORY

In 2009 the City Council requested a report on staffing levels from OPD to address current staffing for both sworn and professional staff. OPD previously provided this information on a monthly basis; however, effective 2019, the information is being provided on a quarterly basis. This report addresses recruitment activities and assignments for both sworn and professional staff positions.

## ANALYSIS AND POLICY ALTERNATIVES

### **Overview**

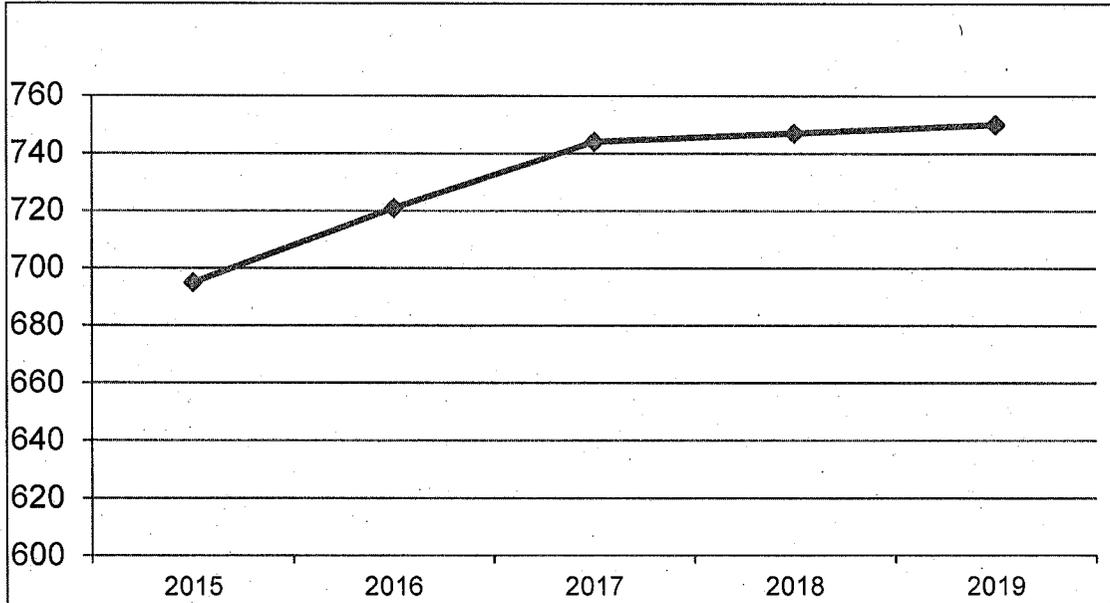
Over a five-year timespan, OPD sworn staffing levels have gone from a low of 695 officers in 2015 to a high of 749 officers (as of January 1, 2019). **Table 1** below, provides the sworn staffing data numerically, and **Figure 1** below, does so visually.

**Table 1: Actual Staffing Levels on January 1 of Each Year: 2015 - 2019**

	2015	2016	2017	2018	2019
Sworn Staffing Levels as of January 1 of each year	695	721	744	747	749

Item: \_\_\_\_\_  
Public Safety Committee  
January 14, 2020

**Figure 1: Sworn Staffing on January 1, 2015 through January 1, 2019**



On January 1, 2019, actual sworn staffing was 749 and as of September 30, 2019, it was 750. The authorized staffing level per the Approved Fiscal Year (FY) 2018-19 Budget is 792 sworn positions. The 792 authorized positions include the following grant-funded positions:

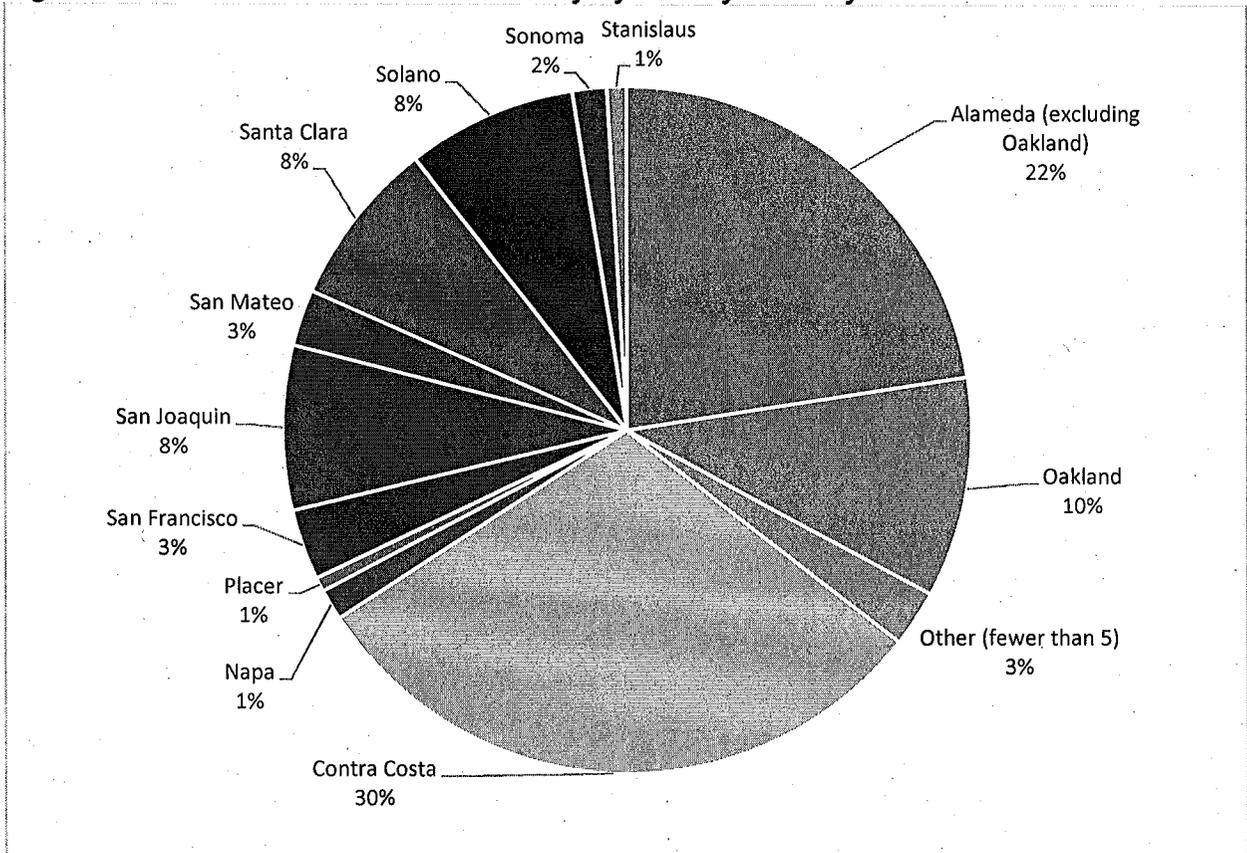
- 15 officer positions from the 2015 U.S. Department of Justice (DOJ) "COPS" Hiring Grant;
- 15 officer positions from the 2016 DOJ/COPS Hiring Grant; and
- 66 officer positions funded by the 2014 Safety and Services Act (Measure Z) of 2014<sup>1</sup>

### **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 September 30, 2019, 76 sworn members or ten percent (10%) 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.

<sup>1</sup> <http://www2.oaklandnet.com/government/o/CityAdministration/d/measure-z/index.htm>

**Figure 2: OPD Sworn Officers - Residency by County and City**



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

City	Count	Department Percentage	City	Count	Department Percentage
Oakland	78	10.41%	San Francisco	25	3.34%
Concord	32	4.27%	Brentwood	23	3.07%
Castro Valley	30	4.01%	Hayward	23	3.07%
San Leandro	31	4.14%	Dublin	15	2.00%
Oakley	33	4.40%	Vallejo	19	2.54%
			<b>Total</b>	<b>309</b>	<b>41.25%</b>

Table 3 below shows that six (6) Police Officer Trainees (POTs) or 13.95 percent of the 183<sup>rd</sup> Police Academy were Oakland residents.

**Table 3: OPDs 183<sup>rd</sup> (Most Recent) Basic Academy**

Gender		Race/Ethnicity		Residency		Language		Education	
Female	5	Asian	8	Oakland	6	Mandarin	0	Some College	19
Male	38	Black or African American	11	Other	37	Spanish	12	Associate's	2
		Hispanic or Latino	16			English Only	25	Bachelor's	14
		White or Caucasian	4			Other	4	Master's	4
		Other	4			Cantonese	2	High School/GED	4
<b>Total</b>	<b>43</b>	<b>Total</b>	<b>43</b>	<b>Total</b>	<b>43</b>	<b>Total</b>	<b>43</b>	<b>Total</b>	<b>43</b>

**Demographics – Race, Ethnicity, and Gender**

Tables 4A and 4B below provide past demographic information for all OPD sworn and professional staff.

**Table 4A: Race / Ethnicity and Gender – OPD Sworn Staff as of September 30, 2019**

Race/Ethnicity	Female		Male	
	Count	Percentage	Count	Percentage
Asian	7	6.7%	91	14.1%
Black or African American	19	18.3%	108	16.7%
Filipino	1	1.0%	28	4.3%
Hispanic or Latino	34	32.7%	171	26.4%
Native American	1	1.0%	2	.3%
Undeclared-Other	4	3.8%	15	2.4%
White or Caucasian	38	36.5%	232	35.9%
<b>Total</b>	<b>104</b>	<b>100%</b>	<b>647</b>	<b>100%</b>

**Table 4B: Race/Ethnicity and Gender – OPD Professional Staff as of September 30, 2019**

Race/Ethnicity	Female		Male	
	Count	Percentage	Count	Percentage
Asian	46	15.8%	34	26.0%
Black or African American	135	46.2%	35	26.7%
Filipino	1	0.3%	2	1.5%
Hispanic or Latino	54	18.5%	35	26.7%
Native American	2	0.7%	0	0
Undeclared-Other	2	0.7%	5	3.8%
White or Caucasian	52	17.8%	20	15.3%
<b>Total</b>	<b>292</b>	<b>100%</b>	<b>131</b>	<b>100%</b>

**Table 5** provides current and past demographic information for OPD sworn staff.

**Table 5: Race\* / Ethnicity\* by Year – OPD Sworn Staff as of September 30, 2019**

Race/Ethnicity	US 2018 Census-Oakland Pop.	OPD 2016	OPD 2017	OPD 2018	OPD 2019
White	36.7%	39.7%	38.8%	38.4%	36.2%
Black	24.3%	18.0%	17.3%	16.7%	17.1%
Asian	15.9%	15.1%	15.3%	16.9%	16.8%
Hispanic	27.0%	23.7%	24.6%	25.2%	27.0%
Other	--	3.5%	4.0%	2.7%	2.9%

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

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

**Table 6: OPD Gender Percentages by Year Compared With 2007 National Percentage<sup>2</sup>**

Gender	National Percentage, 1018	OPD 2016	OPD 2017	OPD 2018	*OPD 2019
Female	12.8%	13.0%	13.0%	13.0%	13.9%
Male	87.2%	87.0%	87.0%	87.0%	86.1%

\*2019 figure shows all OPD sworn staff as of September 30, 2019

**Actual and Projected Sworn Staffing**

On December 10, 2013, the Oakland City Council passed Resolution No. 84767 C.M.S., which requires the OPD staffing report to 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 September 30, 2019.

<sup>2</sup> 2018 data: gender ratio of police officers in the U.S. (Source: Federal Bureau of Investigation. U.S. Department of Justice. Uniform Crime Reporting (UCR) Program, Crime in the United States, 2018.

**Table 7: Actual Sworn Staffing (as of September 30, 2019) and Sworn Staffing Projections**

Year	2019											
Month	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
<b>Authorized</b>	792	792	792	792	792	792	792	792	792	792	792	792
<b>Filled</b>	749	746	741	737	756	753	750	747	737	751	746	741
<b>Attrition</b>	(3)	(5)	(4)	(6)	(3)	(3)	(3)	(10)	(9)	(5)	(5)	(5)
<b>Hires</b>	0	0	0	25	0	0	0	0	23	0	0	0
<b>Ending Filled**</b>	746	741	737	756	753	750	747	737	751	746	741	736
<b>Over (Under) Authorized</b>	(46)	(51)	(55)	(36)	(39)	(42)	(45)	(55)	(41)	(46)	(51)	(55)
<b>New POT Hiring Pipeline</b>	181 <sup>st</sup> Academy (ended Mar 2019 = 30 POTs)						182 <sup>nd</sup> Academy (ended Sep 2019 = 23 POTs)					

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

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

**Table 8: OPD Positions - Authorized and Filled Positions (as of September 30, 2019)**

Type	Budget Authorized Positions	Authorized	Filled	+/-
Sworn	Chief of Police	1	1	0
	Assistant Chief	1	0	-1
	Deputy Chief	4	3	-1
	Captain	10	8	-2
	Lieutenant	27	27	0
	Sergeants	129	122	-7
	Police Officers	620	589	-31
	<b>Total Sworn</b>	<b>792</b>	<b>750</b>	<b>-42</b>
Professional Staff (Full-time and Part-time)		*400.00	326	-60
<b>Total Personnel</b>		<b>1192.00</b>	<b>1076</b>	<b>102</b>

\*The City Administrator has approved OPD to hire ten (10) Police Communications Dispatchers above its authorized staffing level, which is reflected in the total number of authorized professional staff positions listed above.

**Attrition**

As noted in Table 9 below, OPD experienced an average attrition rate of 4.3 officers per month (52 officers over the 12-month period), which is below the current projected attrition rate of 5 officers per month (72 per year).

**Table 9: Sworn Attrition Data: July 1, 2018 through September 30, 2019**

	2018			2019									Total
	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	
Disability Retirement	-	-		-	3	-	1	-	-	1	2	-	7
Resignation (not during Field Training)	-	-	-	-	-	-	1	-	2	-	1	3	7
Resignation during Field Training	1	-	-	-	-	3	4	3		-	-	1	12
Resignation (to other agency)	1	-	-	-	-	-	-	-	-	-	2	-	3
Service Retirement	1	2	-	3	2	1	-	-	-	1	4	3	17
Termination	-	-	-	-	-	-	-	-	-	1	-	-	1
Release from Probation during Field Training	-	-	1	-	-	-	-	-	1	-	1	2	5
<b>Grand Total</b>	<b>3</b>	<b>2</b>	<b>1</b>	<b>3</b>	<b>5</b>	<b>4</b>	<b>6</b>	<b>3</b>	<b>3</b>	<b>3</b>	<b>10</b>	<b>9</b>	<b>52</b>

**Recruitment**

**Tables 10, 11 and 12** below provide information on recruitments, both outreach and hiring stage data. **Table 10** shows the outreach activity that occurred during the quarter. **Tables 11 and 12** below provide information for the 182<sup>nd</sup> and 183<sup>rd</sup> Academies. OPD is currently recruiting for the 184<sup>th</sup> Academy.

During the July – September 2019 quarter, OPD hosted or attended 30 events. A total of 24 events were in Oakland and three additional events were in Alameda County. Local events include a variety of community events and career fairs. OPD staff managed a recruitment table, interacted with a diverse group of community members, and facilitated in-person inquiries related to the hiring process. Community events make it possible for OPD staff to meet new community members and strengthen existing relationships.

OPD also attended several youth events. During these events OPD interacted with community youth and provided information about the OPD Police Cadet and Explorer programs. OPD hosted several Physical Ability Practice Test and Workshop events in Oakland to offer applicants helpful tips and information that may improve test performance. **Table 11** provides additional details regarding event inquiries.

**Table 10: Current Recruitment – Outreach and Media Activity**

<b>Date</b>	<b>Event</b>	<b>Location</b>	<b>Attendees</b>	<b>Inquiries: # And Type</b>
6-Jul-19	Practice Physical Ability Test	12500 Canyon Oaks Drive, Oakland, Ca	8	POT 8 Cadet 0 Explorer 0
12-Jul-19	Midnight Basketball	31 4th Street, Oakland, Ca	125	POT 6 Cadet 3 Explorer 1
13-Jul-19	Bill Picket Rodeo	9711 Dublin Canyon Road, Castro Valley, Ca	500	POT 13 Cadet 3 Explorer 0
14-Jul-19	Bill Picket Rodeo	9711 Dublin Canyon Road, Castro Valley, Ca	500	POT 7 Cadet 5 Explorer 2
20-Jul-19	Physical Ability Test Workshop	455 7th Street, Oakland, Ca	16	POT 16 Cadet 0 Explorer 0
25-Jul-19	Sac Jobs.Com Career Fair	5411 Luce Ave, McClellan Park, Ca	300	POT 16 Cadet 0 Explorer 0
26-Jul-19	Midnight Basketball	31 4th Street, Oakland, Ca	150	POT 4 Cadet 1 Explorer 2
26-Jul-19	YMCA Summer Camp Event	2400 Broadway, Oakland, Ca	150	POT 3 Cadet 5 Explorer 17
27-Jul-19	Art and Soul Fest	Downtown Oakland	15,000	POT 15 Cadet 7 Explorer 0
27-Jul-19	Fit Expo	San Jose Convention Center	2,500	POT 50 Cadet 3 Explorer 0
28-Jul-19	Art and Soul Fest	Downtown Oakland	15,000	POT 22 Cadet 15 Explorer 4
28-Jul-19	Fit Expo	San Jose Convention Center	2,500	POT 50 Cadet 2 Explorer 0
28-Jul-19	Oakland A's Ice Cream Social Event	7200 S Coliseum Way, Oakland, Ca	500	POT 9 Cadet 3 Explorer 0

3-Aug-19	Practice Physical Ability Test	455 7th Street, Oakland, Ca	12	POT 12 Cadet 0 Explorer 0
3-Aug-19	Attend and Achieve Backpack Giveaway	150 Frank Ogawa Plaza, Oakland, Ca	500	POT 3 Cadet 6 Explorer 21
4-Aug-19	Oral Board Workshop	455 7th Street, Oakland, Ca	50	POT 50 Cadet 0 Explorer 0
10-Aug-19	Laurel Street Fair	3500 blk Macarthur Blvd, Oakland, Ca	5,000	POT 18 Cadet 10 Explorer 4
11-Aug-19	Oakland Marathon	150 Frank Ogawa Plaza, Oakland, Ca	450	POT 15 Cadet 8 Explorer 3
17-Aug-19	Physical Ability Test Workshop	455 7th Street, Oakland, Ca	36	POT 36 Cadet 0 Explorer 0
18-Aug-19	Oakland Triathlon Festival	38 Webster Street, Oakland, Ca	500	POT 12 Cadet 4 Explorer 0
23-Aug-19	Women Empowered Self Defense Presentation	455 7th Street, Oakland, Ca	65	POT 7 Cadet 0 Explorer 0
24-Aug-19	Chinatown Street Festival	900 blk Franklin Street, Oakland, Ca	5,000	POT 11 Cadet 5 Explorer 1
25-Aug-19	Physical Ability Test Workshop	455 7th Street, Oakland, Ca	45	POT 45 Cadet 0 Explorer 0
25-Aug-19	Chinatown Street Festival	900 blk Franklin Street, Oakland, Ca	5,000	POT 7 Cadet 3 Explorer 0
31-Aug-19	Latino Cultural Event	1637 Fruitvale Ave, Oakland, Ca	300	POT 5 Cadet 3 Explorer 0
8-Sep-19	Physical Ability Test Workshop	455 7th Street, Oakland, Ca	2	POT 2 Cadet 0 Explorer 0
8-Sep-19	Oakland Pride	2000 Grand Ave, Oakland, Ca	1,000	POT 8 Cadet 0 Explorer 0

11-Sep-19	Cal State University Eastbay Law Career Fair	25800 Carlos Bee Blvd, Hayward, Ca	300	POT 17 Cadet 6 Explorer 0
28-Sep-19	Physical Ability Test Workshop	455 7th Street, Oakland, Ca	1	POT 1 Cadet 0 Explorer 0
29-Sep-19	Oral Board Workshop	455 7th Street, Oakland, Ca	33	POT 33 Cadet 0 Explorer 0

**Table 11: OPD Recruitment Data – 182<sup>nd</sup> Academy**

Police Hiring Steps: 182 <sup>nd</sup> Academy	Testing/ Time Frame	Total	Percent of Total	Percent Not Advanced	Number of Oakland Residents	Oakland Residents	Oakland Residents Not Advanced
Applications Received	6/8/2018- 12/14/2018	1703	100%	0%	249	15%	0%
Invited to PAT		646	38%	-62%	70	4%	-72%
Attended PAT	9/8/2018- 1/12/2019	400	23%	-77%	53	3%	-79%
Invited to Written Exam		646	38%	-62%	51	3%	-80%
Attended Written Exam	9/8/2018- 1/12/2019	128	8%	-92%	51	3%	-80%
Invited to Oral Interview		356	21%	-79%	44	3%	-82%
Attended Oral Interview	10/12/2018- 2/5/2019	428	25%	-75%	37	2%	-85%
Referred to OPD on Eligibility List	11/1/2018- 3/24/2019	186	11%	-89%	27	2%	-89%
Invited to Academy	3/25/2019	39	2%	-98%	4	0.23%	-98%
Graduated Academy	9/20/2019	23	1%	99%	2	.12%	99%

**Table 12: OPD Recruitment Data – 183<sup>rd</sup> Academy**

<b>Police Hiring Steps: 183<sup>rd</sup> Academy</b>	<b>Testing/ Time Frame</b>	<b>Total</b>	<b>Percent of Total</b>	<b>Percent Not Advanced</b>	<b>Number of Oakland Residents</b>	<b>Oakland Residents</b>	<b>Oakland Residents Not Advanced</b>
Applications Received	12/17/2018- 4/12/2019	1138	100%	0%	170	15%	0%
Invited to PAT		396	35%	-65%	160	14%	-6%
Attended PAT	3/9/2019- 5/11/2019	308	27%	-73%	37	3%	-78%
Invited to Written Exam		308	27%	-73%	160	14%	-6%
Attended Written Exam	3/9/2019- 5/11/2019	308	27%	-73%	35	3%	-79%
Invited to Oral Interview		273	24%	-76%	24	2%	-86%
Attended Oral Interview	4/2/2019- 6/4/2019	176	15%	-85%	20	2%	-88%
Referred to OPD on Eligibility List	4/4/2019- 6/5/2019	130	11%	-89%	16	1%	-91%
Invited to Academy	8/26/2019	43	4%	96%	6	.53%	96%
Graduated Academy	2/21/2020	TBD	TBD	TBD	TBD	TBD	TBD

Table 13 below provides information on OPDs authorized sworn permanent staffing:

**Table 13: 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	90	113
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
<b>Total Sworn</b>	<b>1</b>	<b>1</b>	<b>4</b>	<b>10</b>	<b>27</b>	<b>129</b>	<b>620</b>	<b>792</b>

Table 14 shows professional staff vacancies and the status of work being done to fill those vacancies. Please note, DHRM stands for Department of Human Resource Management.

**Table 14: Professional Staff Vacancies in OPD**

Classification	Vacancies	FTE Authorized	Date Assigned to DHRM <sup>3</sup> for Hiring	Status
Account Clerk II	1	4	12/31/2018	HRM – Announcement will open on 07 Oct 19 and will close on 18 Oct 19.
Accountant II	1	2	3/10/16	OPD – One candidate will start on 21 Oct 19.
Administrative Assistant I	1	2	6/5/19	OPD - Conditional job offer to candidate on 26 Sep 19. Waiting for candidate to respond.
Assistant to the Director	1	1	7/31/19	OPD – Waiting for hiring manager to schedule interviews.
Crime Analyst	3	7	4/19/19	OPD – Manager has opted to wait until current eligible list expires on 04 Sep 20, and will begin a recruitment shortly thereafter.
Criminalist I	1	1	4/22/19	HRM - Supplemental screening was scheduled for 16 Sep 19. Waiting for eligible list.
Criminalist II	5	16	8/4/18	Two (2) candidates to background on 25 Sep 19. Waiting for City Administrator to approve salary step three (3) for one (1) candidate.
Criminalist III	1	5	6/13/19	OPD – Analyst will send job analysis to hiring manager week of 30 Sep 19.
Crossing Guard (PPT)	1	2	12/12/16	OPD - Analyst will work to convert positions into FTE once the add/delete moratorium is lifted.
Crossing Guard (PT)	3	17	12/12/16	OPD -Eight (8) candidates in background.
Crossing Guard (PT) Measure BB Funds	8	10	7/1/18	OPD - Eight (8) candidates in background.
Intake Technician	1	4	1/13/16	HRM – Waiting for exam plan meeting.
Latent Fingerprint Examiner II	1	5	4/28/18	HRM – Application screening scheduled for 02 Oct 19.

<sup>3</sup> DHRM = Department of Human Resources and Management

Classification	Vacancies	FTE Authorized	Date Assigned to DHRM <sup>3</sup> for Hiring	Status
Neighborhood Services Coordinator One (1) Selective Certification (Chinese)	3	10	12/11/18	HRM/OPD – One (1) candidate in background on 27 Aug 19. Once candidate to start on 21 Oct 19.
Office Assistant I (Personnel)	1	1	12/12/16	OPD – An add/delete to delete Office Assistant and add Courier position was submitted to Budget on 20 Sep 19.
Police Cadet, PT	.5 (part-time positions) Pipeline Fund 9 (part-time positions) General Funded 9 (part-time positions) Education Fund	4.5 (part-time positions) Pipeline Fund 9 (part-time positions) General Funded 9 (part-time positions) Education Fund	4/27/16	OPD/HRM - Two (2) candidates in background.
Police Communications Dispatchers ( <u>unauthorized for 10 positions</u> )	14	70	4/12/17	OPD -Waiting for hiring manager to schedule interviews.
Police Communications Dispatcher, Senior	4 - Two (2) frozen. Actual vacancies are two (2)	4	Multiple	HRM - Waiting for analyst to be assigned.
Police Evidence Technician	1	20	3/11/19	OPD - One (1) candidates in background.
Police Performance Auditor	1	3	10/2/18	OPD -Waiting for hiring manager to check candidate's references.
Police Program and Performance Audit Supervisor	1	2	1/7/19	HRM – Candidate declined position on 24 Sep 19. New recruitment is necessary.
Police Property Specialist	1	5	9/14/15	OPD - One (1) candidate will reallocate once the add/delete is approved.
Police Records Specialist	2	55	12/18/15	OPD – One (1) candidate in background.

Classification	Vacancies	FTE Authorized	Date Assigned to DHRM <sup>3</sup> for Hiring	Status
Police Services Technician II	11 - Three (3) frozen. Actual vacancies are eight (8)	56	4/28/17	OPD - One (1) candidate referred to background on 12 Aug 19. One (1) candidate to be reallocated to one (1) vacancy.
Project Manager II - Ceasefire	1	1	8/14/18	OPD – One (1) Candidate referred to background.

**Sworn Staffing by Area and Patrol Detail**

**Tables 15 and 16** provide information on beats by area and patrol data.

**Table 15: 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 16: Patrol Data**

	<b>Area 1</b>	<b>Area 2</b>	<b>Area 3</b>	<b>Area 4</b>	<b>Area 5</b>
Number of officers assigned to patrol: 274	Total 65	Total 48	Total 49	Total 49	Total 63
Number of officers assigned as Community Resource Officers	6	7	7	6	7
Number of officers assigned to the Crime Reduction Team	8	7	6	6	4

**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 lateral police officers. 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.

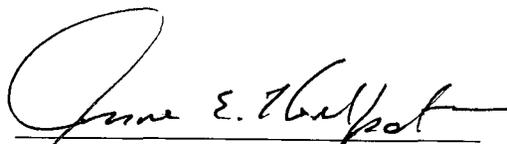
***Social Equity:*** This report provides valuable information to the residents and visitors of Oakland regarding OPD personnel. The Oakland Police Department strives to increase the diversity of its workforce.

**ACTION REQUESTED OF THE CITY COUNCIL**

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 September 30, 2019.

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

Respectfully submitted,



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