



MEMORANDUM

TO: HONORABLE MAYOR &
CITY COUNCIL

FROM: LeRonne L. Armstrong
Chief of Police

SUBJECT: Quarterly Police Staffing Report
(1st Quarter)

DATE: May 7, 2021

City Administrator
Approval

Date
Jun 10, 2021

RECOMMENDATION

Staff Recommends That The City Council Receive The Oakland Police Department's (OPD) Quarterly Informational Memorandum On Recruiting And Sworn Staffing Levels As Of March 31, 2021 for the 1st Quarter and Attachment A (2020 4th Quarter Report).

EXECUTIVE SUMMARY

This report provides data regarding OPD staffing levels as well as the factors that influence changes over time. This report provides data on police hiring as well as attrition data. The report provides demographic as well as residency data of sworn personnel. The report also provides information related to OPD sworn officer recruitment efforts as well as status updates on the hiring of open professional positions.

BACKGROUND

In 2009, the City Council requested a report on staffing levels from OPD to address current staffing for both sworn and professional staff. This report addresses recruitment activities and assignments for both sworn and professional staff positions, as of March 31, 2021,

ANALYSIS AND POLICY ALTERNATIVES

Overview

Over a five-year timespan, OPD sworn staffing levels have fluctuated between 744 filled positions in January 1, 2017 to 723 filled positions as of January 1, 2021. **Table 1** below provides the sworn staffing data numerically for January 1 of each year, and **Figure 1** below, does so visually.

HONORABLE MAYOR AND CITY COUNCIL

Subject: 2021 1st Quarter Police Staffing Report

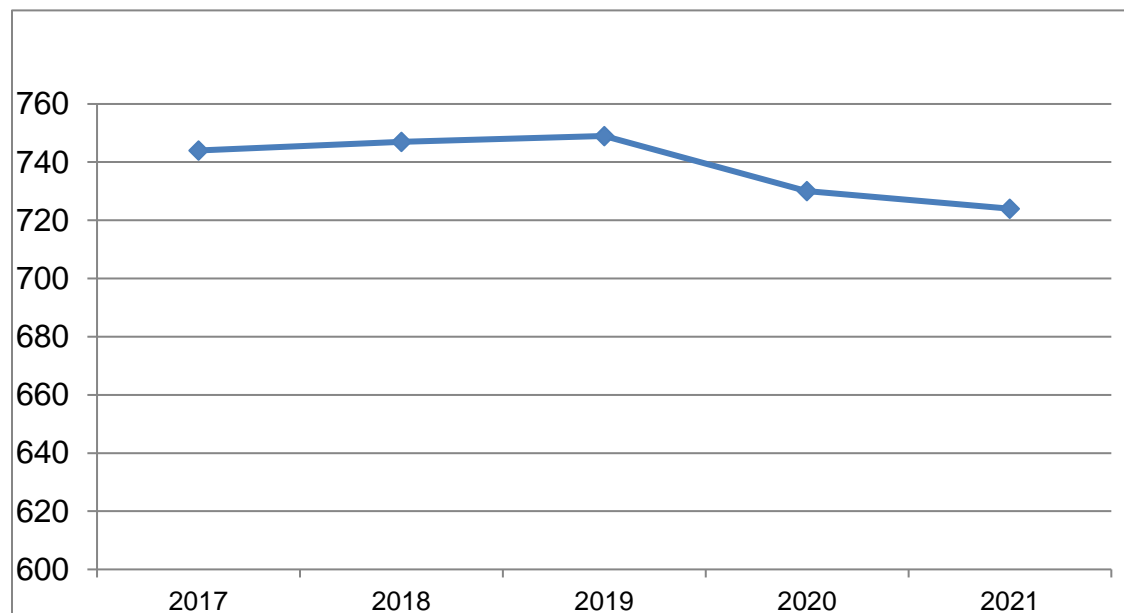
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Table 1: Actual Staffing Levels on January 1 of Each Year: 2017 – 2021

| | 2017 | 2018 | 2019 | 2020 | 2021 |
|--|------|------|------|------|------|
| Sworn Staffing Levels as of January 1 of each year | 744 | 747 | 749 | 730 | 723 |

Figure 1: Sworn Staffing on January 1, 2017 through January 1, 2021



There were 713 filled positions on March 31, 2021. The authorized staffing level per the adopted Fiscal Year (FY) 2020-21 Budget is 788 sworn positions. The 788 authorized positions include the following grant-funded positions:

- 12 officer positions from the 2015 U.S. Department of Justice (DOJ) “COPS¹” Hiring Grant (these positions are protected by the grant agreement);
- 15 officer positions from the 2016 DOJ/COPS Hiring Grant; and
- 60 officer positions funded by the 2014 Oakland Public Safety and Services Act (Measure Z)²

Actual and Projected Sworn Staffing

On December 10, 2013, 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 2** below provides actual and projected sworn staffing for a twelve-month

¹ The Office of Community Oriented Policing Services (COPS Office) is the component of the U.S. Department of Justice responsible for advancing the practice of community policing by the nation's state, local, territorial, and tribal law enforcement agencies through information and grant resources: <https://cops.usdoj.gov/aboutcops>.

² <http://www2.oaklandnet.com/government/o/CityAdministration/d/measure-z/index.htm>

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period. The future months contain an estimated attrition of 5 based on attrition rates from the previous 12-month period of time. This data is accurate as of March 31, 2021.

Table 2: Actual Sworn Staffing (as of March 31, 2021) and Sworn Staffing Projections

| Year | 2020 | | | | | | 2021 | | | | | |
|-------------------------|---|------|------|------|------|---|------|------|------|------|------|------|
| Month | Jul | Aug | Sep | Oct | Nov | Dec | Jan | Feb | Mar | Apr | May | Jun |
| Authorized | 786 | 786 | 786 | 786 | 786 | 786 | 788* | 788 | 788 | 788 | 788 | 788 |
| Filled | 732 | 751 | 741 | 739 | 735 | 729 | 724 | 722 | 718 | 713 | 708 | 728 |
| Attrition | (4) | (10) | (2) | (4) | (7) | (5) | (2) | (4) | (5) | (5) | (5) | (5) |
| Hires | 23 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 25 | 0 |
| Ending Filled** | 751 | 741 | 739 | 735 | 729 | 724 | 722 | 718 | 713 | 708 | 728 | 723 |
| Over (Under) Authorized | (35) | (45) | (47) | (51) | (57) | (62) | (66) | (70) | (75) | (80) | (60) | (65) |
| New POT Hiring Pipeline | 184 th Academy (ended July 2020 = 23 POTs) | | | | | 185 th Academy (ending May 2021 = 25 POTs) | | | | | | |

*January 2021 sworn staffing was increased by two (2) in January 2021.

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

Table 3 below provides a listing of authorized and filled positions in OPD.

Table 3: OPD Positions - Authorized and Filled Positions (as of March 31, 2021)

| Type | Budget Authorized Positions | Authorized | Filled | +/- |
|--|-----------------------------|------------|--------|------|
| Sworn | Chief of Police | 1 | 1 | 0 |
| | Assistant Chief | 1 | 1 | 0 |
| | Deputy Chief | 4 | 4 | 0 |
| | Captain | 10 | 8 | -2 |
| | Lieutenant | 27 | 25 | -2 |
| | Sergeants | 129 | 116 | -13 |
| | Police Officers | 616 | 558 | -58 |
| | Total Sworn | 788 | 713 | -75 |
| Professional Staff (Full-time and Part-time) | | *343.50 | 269.5 | -74 |
| Total Personnel | | 1,131.50 | 982.50 | -149 |

*The City Administrator has authorized 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 4** below OPD experienced an average attrition rate of 5 officers per month (59 officers over the 12-month period), which is consistent with the current projected attrition rate of 5 officers per month (60 per year).

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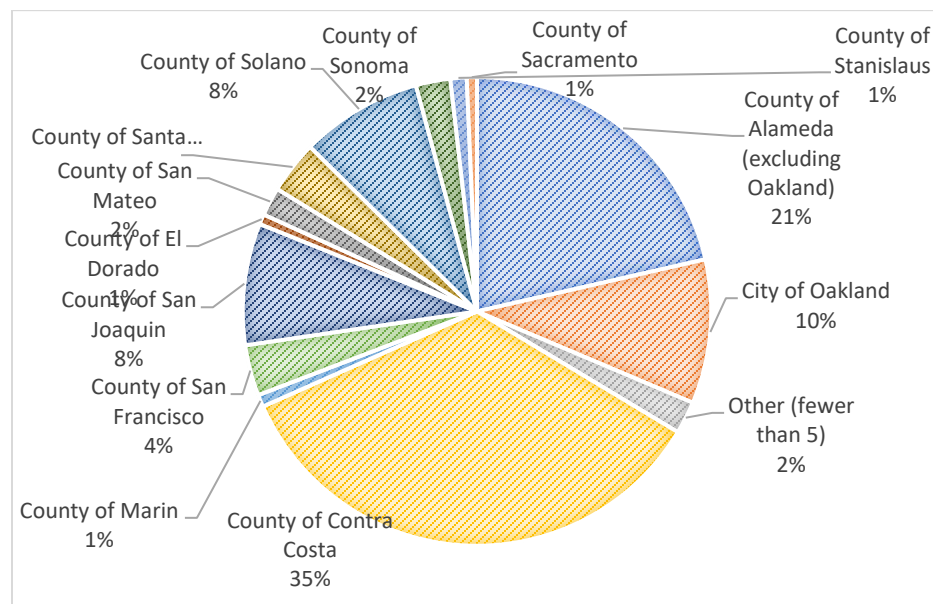
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Table 4: Sworn Attrition Data: January 31, 2020 through March 31, 2021

| | 2020 | | | | | | | | | | | | Total |
|--|-----------|----------|----------|----------|-----------|----------|----------|----------|----------|----------|----------|----------|-----------|
| | Apr | May | Jun | Jul | Aug | Sep | Oct | Nov | Dec | Jan | Feb | Mar | |
| Disability Retirement | 1 | | 1 | | 1 | | | | | | | 2 | 5 |
| Resignation (not during Field Training) | 1 | 1 | | 2 | 3 | | 2 | 3 | 1 | 1 | 3 | 1 | 18 |
| Resignation during Field Training | 2 | | | | | 2 | | | | | | | 4 |
| Resignation (to other agency) | 1 | | | | | | 1 | | | | | | 2 |
| Service Retirement | | | | 2 | 6 | | | 4 | 4 | 1 | | 1 | 18 |
| Discharged | 5 | | | | | | 1 | | | | 1 | | 7 |
| Removed from Probation during Field Training | 1 | 1 | | | | | | | | | | 1 | 3 |
| Grand Total | 11 | 2 | 1 | 4 | 10 | 2 | 4 | 7 | 5 | 2 | 4 | 5 | 57 |

Demographics – Oakland Residents

OPD has prioritized attracting, through varied strategic recruiting efforts, a racially diverse and multilingual workforce of qualified officers that includes Oakland residents. **Figure 2** below shows that as of March 31, 2021, 71 sworn members (10%) were Oakland residents. **Table 5** below provides details about the top ten cities where officers live (Oakland being the largest city of residence for officers).

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

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Table 5: Residency by Top 10 Locations of Sworn OPD Members

| City | Count | Department Percentage | City | Count | Department Percentage |
|-------------|-------|-----------------------|---------------|-------|-----------------------|
| Oakland | 71 | 9.94% | Brentwood | 25 | 3.50% |
| Concord | 32 | 4.48% | San Francisco | 25 | 3.50% |
| San Leandro | 30 | 4.20% | Castro Valley | 24 | 3.36% |
| Oakley | 29 | 4.06% | Hayward | 21 | 3.08% |
| Tracy | 28 | 3.92% | Walnut Creek | 19 | 2.66% |
| Total | | | | 304 | 42.7% |

Tables 6A and 6B below provides demographic information for all OPD sworn and professional staff by Race/Ethnicity and Gender, Table 6A presenting OPD Sworn Staff and Table 6B presenting OPD Professional Staff.

Table 6A: Race/Ethnicity and Gender – OPD Sworn Staff as of March 31, 2021

| Race/Ethnicity | Female | | Male | |
|---------------------------|------------|-------------|------------|-------------|
| Asian | 9 | 8.65% | 94 | 15.41% |
| Black or African-American | 18 | 17.31% | 101 | 16.56% |
| Filipino | 1 | .96% | 26 | 4.26% |
| Hispanic or Latino | 38 | 36.54% | 161 | 26.56% |
| Native American | 1 | .96% | 2 | .33% |
| Undeclared-Other | 4 | 3.85% | 15 | 2.46% |
| White or Caucasian | 33 | 31.73% | 210 | 34.42% |
| Total | 104 | 100% | 609 | 100% |

Table 6B: Race/Ethnicity and Gender – OPD Professional Staff as of March 31, 2021

| Race/Ethnicity | Female | | Male | |
|---------------------------|------------|-------------|-----------|-------------|
| Asian | 33 | 15.49% | 21 | 30.00% |
| Black or African-American | 89 | 41.77% | 14 | 20.00% |
| Filipino | 2 | .94% | 1 | 1.43% |
| Hispanic or Latino | 35 | 16.43% | 16 | 22.86% |
| Native American | 1 | .47% | 0 | 0 |
| Undeclared-Other | 2 | .96% | 0 | 0 |
| White or Caucasian | 51 | 23.94% | 18 | 25.71% |
| Total | 213 | 100% | 70 | 100% |

Table 7 below provides current and past demographic information for OPD sworn staff.

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Table 7: Race*/Ethnicity* by Year – OPD Sworn Staff as of March 31, 2021

| Race/ Ethnicity | US 2019 Census- Oakland Pop. ³ | OPD 2018 | OPD 2019 | OPD 2020 | OPD 2021 |
|------------------------------|--|-------------|-------------|-------------|-------------|
| White | 36.1% | 38.4% | 36.4% | 34.0% | 34.03% |
| Black or African-American | 23.6% | 16.9% | 16.8% | 16.7% | 16.67% |
| Asian | 15.7% | 16.8% | 13.3% | 18.1% | 14.43% |
| Hispanic | 26.9% | 25.2% | 26.9% | 28.2% | 28.01% |
| Other | - -.6 | 2.7% | 6.6% | 3.0% | 6.86% |

Note: "Asian" includes Filipino; "Other" includes Native American and Undeclared*Table 8** below shows the gender breakdown and provides a national comparison.**Table 8: OPD Gender Percentages by Year Compared With 2019 National Percentage⁴**

| Gender | National Percentage 2019 | OPD 2018 | OPD 2019 | OPD 2020 | *OPD 2021 |
|--------|--------------------------------|----------|----------|----------|-----------|
| Female | 12.8% | 13.0% | 13.9% | 14.6% | 14.6% |
| Male | 87.2% | 87.0% | 86.1% | 85.4% | 85.4% |

2020 figure shows all OPD sworn staff as of March 31, 2021*Recruitment**

In person outreach activity was not scheduled during this quarter due to Covid-19 restrictions. However, on March 23, 2021 OPD hosted a Zoom platform virtual recruitment webinar in honor of Women's History month. The webinar provided an overview of the recruitment process for 26 attendees. OPD will continue to host online meetings and webinars. In addition, OPD has maintained a social media presence on the following platforms:

- OPD Jobs Website – www.opdjobs.com
- Facebook – <https://m.facebook.com/opdjobs/>
- Twitter – <https://twitter.com/opdjobs>
- Instagram – www.instagram.com/opd_jobs

OPD successfully implemented measures to resume the Physical Ability Practice Test and Workshop events in Oakland to offer applicants helpful tips and information that may improve test performance and will resume scheduling events in the upcoming months. OPD is currently recruiting for the 186th Oakland Police Academy.

³ 2019 data: population by race in the city of Oakland. Source: United States Census Bureau. Quick Facts Oakland city, California 2019.

⁴ 2019 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, 2019.

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Table 9 below provides information on OPD's authorized sworn permanent staffing.**Table 9: Authorized Sworn Permanent Assignments within OPD**

| | Chief | Asst. Chief | Deputy Chief | Captain | Lieutenant | Sergeant | Officer | Total |
|--|----------|-------------|--------------|-----------|------------|------------|------------|------------|
| Office of the Chief | 1 | 1 | | | 1 | | | 3 |
| Public Information Office | | | | | | | 2 | 2 |
| Internal Affairs Division | | | | 1 | 2 | 12 | 4 | 19 |
| Office of the Inspector General | | | | | 1 | | 1 | 2 |
| Intelligence Unit | | | | | | 1 | 7 | 8 |
| Property & Evidence Unit | | | | | | 1 | | 1 |
| Special Victims Section | | | | | 1 | 4 | 31 | 36 |
| Research & Planning | | | | | | | 1 | 1 |
| Bureau of Investigations/CID Administration | | | 1 | 1 | | 1 | 4 | 7 |
| Homicide Section | | | | | 1 | 5 | 10 | 16 |
| Burglary, General Crimes & Task Forces Section | | | | | 1 | 4 | 27 | 32 |
| Robbery & Felony Assault Section | | | | | 1 | 2 | 15 | 18 |
| Field Support | | | | | | 1 | 1 | 2 |
| Youth Outreach Unit | | | | | | 1 | 5 | 6 |
| Bureau of Services Administration | | | 1 | | | | 1 | 2 |
| Training Division | | | | 1 | 1 | 3 | 18 | 23 |
| Information Technology | | | | | | | 3 | 3 |
| Recruiting and Backgrounds Unit | | | | | | 1 | 8 | 9 |
| Support Operations Division | | | 1 | 1 | | | 1 | 3 |
| Traffic Operations | | | | | 1 | 4 | 20 | 25 |
| Special Operations | | | | | 1 | 3 | 25 | 29 |
| Bureau of Field Ops: Administration | | | 1 | | | 1 | | 2 |
| Patrol Area 1 | | | | 1 | 3 | 19 | 92 | 115 |
| Patrol Area 2 | | | | 1 | 3 | 15 | 63 | 82 |
| Patrol Area 3 | | | | 1 | 3 | 14 | 70 | 88 |
| Patrol Area 4 | | | | 1 | 3 | 15 | 84 | 103 |
| Patrol Area 5 | | | | 1 | 3 | 16 | 91 | 111 |
| Ceasefire | | | | 1 | 1 | 6 | 32 | 40 |
| Total Sworn | 1 | 1 | 4 | 10 | 27 | 129 | 616 | 788 |

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*ABAT = Alcohol and Beverage Action Team

Table 10 below shows OPD 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 10: Professional Staff Vacancies

| Classification | Vacancies | FTE Authorized | Date Assigned to DHRM ⁵ for Hiring | Status |
|---|-----------|----------------|---|---|
| Account Clerk I | 1 | 1 | ---- | OPD – Position frozen |
| Account Clerk II | 2 | 4 | 12/31/18 | OPD – Positions frozen |
| Account Clerk III | 1 | 1 | --- | OPD – Position frozen. Pre-recruitment documents to HRM on 02 Mar 21. |
| Accountant II | 1 | 2 | --- | OPD – Position frozen |
| Accountant III | 1 | 1 | 2/5/20 | OPD – Appeal is pending approval. |
| Administrative Analyst II | 17 | 2 | --- | OPD – One candidate to start on 05 Apr 21 and one candidate to background on 13 Mar 21 (positions now filled). |
| Administrative Assistant I | 1 | 2 | 6/5/19 | OPD – Position frozen |
| Crime Analyst | 3 | 7 | 4/19/19 | OPD – Positions frozen |
| Criminalist II | 2 | 16 | 8/4/18 | OPD – Positions frozen |
| Criminalist III | 1 | 5 | 6/13/19 | OPD – Position frozen |
| Fleet Compliance Coordinator | 1 | 1 | 7/1/20 | OPD – Position frozen |
| Forensic Technician | 1 | 2 | ---- | OPD – Provided hiring manager with four (4) applications. Waiting for interview date. |
| Latent Print Examiner II | 1 | 5 | 4/28/18 | OPD – Position frozen |
| Payroll Personnel Clerk III | 1 | 3 | 2/1/20 | OPD – Position frozen |
| Police Communications Dispatcher ⁶ | 21 | 70 | 4/12/17 | OPD – Job announcement is open continuously. Eight (18) candidates in background process. Two (2) will start on 05 Apr 21 (positions now filled). |

⁵ DHRM = Department of Human Resources and Management⁶ Includes 10 positions

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| Classification | Vacancies | FTE Authorized | Date Assigned to DHRM⁵ for Hiring | Status |
|---|------------------|-----------------------|---|--|
| Police Communications Dispatcher, Senior | 2 | 4 | Multiple | OPD – Two (2) candidates to start on 05 Apr 21. |
| Police Evidence Technician | 2 | 20 | 3/11/19 | OPD – Positions frozen |
| Police Records Specialist | 8 | 55 | 10/17/19 | OPD – Four (4) candidates in the background process. Waiting for moratorium to be lifted, and analyst will process add/delete to delete one (1) PRS from Crime Analysis Unit and add it to BFO East Admin. |
| Police Services Manager I – Human Resources | 1 | 5 | --- | OPD – Waiting for analyst to submit requisitions. |
| Police Services Manager I – Research & Planning | 1 | 5 | --- | OPD – ELDE candidate in background process 26 Mar 21. |
| Police Services Technician II | 1 | 55 | 8/28/28 | OPD – Waiting for appeal approval |
| Police Information Officer I | 1 | 1 | 7/1/20 | OPD – Position frozen |
| Police Performance Auditor | 1 | 3 | --- | OPD – Eligible list to hiring manager. Waiting for interview date. |
| Program Analyst II (Grant Funded) | 1 | 0 | --- | OPD – Candidates to start on 19 Apr 21 (position now filled). |

Sworn Staffing by Area and Patrol Detail*Tables 11* provide information on beats by area and patrol data.**Table 11: Police Beat Patrol Data**

| | Area 1 | Area 2 | Area 3 | Area 4 | Area 5 |
|--|---------------|---------------|---------------|---------------|---------------|
| Police Beats by Area | 1-7 | 8-14 | 15-22 | 23-28 | 29-35 |
| Number of officers assigned to patrol: 332 | Total 65 | Total 69 | Total 63 | Total 64 | Total 71 |
| Number of officers assigned as Community Resource Officers | 5 | 5 | 6 | 5 | 6 |
| Number of officers assigned to the Crime Reduction Teams | 6 | 7 | 6 | 6 | 6 |

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 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 did not require interdepartmental coordination.

SUSTAINABLE OPPORTUNITIES

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

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

Race and Equity: The Oakland Police Department has implemented enhanced recruitment efforts, which have been outlined in this informational report, that are designed to address disparities in the hiring process related to race and gender, with the goal of creating an inclusive workforce that represents the diversity of Oakland.

HONORABLE MAYOR AND CITY COUNCIL

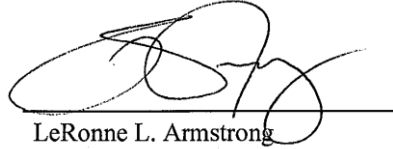
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For questions regarding this report, please contact Amber Fuller, Acting Human Resources Manager, OPD Human Resources Section, at (510) 238-3733.

Respectfully submitted,

A handwritten signature in black ink, appearing to read 'LeRonne L. Armstrong', written over a horizontal line.

LeRonne L. Armstrong
Chief of Police
Oakland Police Department

Reviewed by:

Kiona Suttle, Deputy Director
OPD, Bureau of Services

Bruce Stoffmacher, Legislation and Privacy Manager
OPD, Research and Planning Unit

Prepared by:

Amber Fuller, Acting Human Resources Manager
OPD, Human Resources Section

Attachments (1)

A: OPD 2020 4th Quarter Staffing Report



MEMORANDUM

TO: HONORABLE MAYOR &
CITY COUNCIL

FROM: LeRonne Armstrong
Chief of Police

SUBJECT: Quarterly Police Staffing Report
(4th Quarter)

DATE: February 10, 2021

RECOMMENDATION

Staff Recommends That The City Council Receive The Oakland Police Department's (OPD) Quarterly Informational Memorandum On Recruiting And Sworn Staffing Levels As Of December 31, 2020 for the Fourth Quarter of 2020.

BACKGROUND

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, as of December 31, 2020.

ANALYSIS AND POLICY ALTERNATIVES

Overview

Over a five-year timespan, OPD sworn staffing levels have gone from 721 filled positions in January 1, 2016 to 730 filled positions as of January 1, 2020. **Table 1** below provides the sworn staffing data numerically for January 1 of each year, and **Figure 1** below, does so visually.

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Subject: Quarterly Police Staffing Report (4th Quarter)

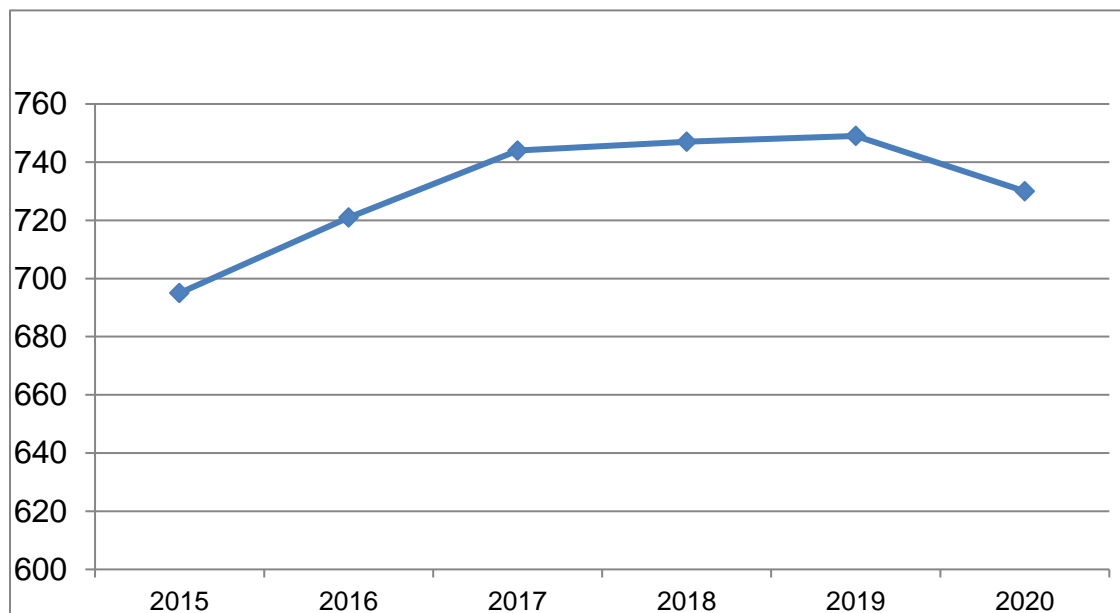
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Table 1: Actual Staffing Levels on January 1 of Each Year: 2016 – 2020

| | 2016 | 2017 | 2018 | 2019 | 2020 |
|--|------|------|------|------|------|
| Sworn Staffing Levels as of January 1 of each year | 721 | 744 | 747 | 749 | 730 |

Figure 1: Sworn Staffing on January 1, 2016 through January 1, 2020



There were 724 filled positions on December 31, 2020. The authorized staffing level per the adopted Fiscal Year (FY) 2020-21 Budget is 786 sworn positions. The 786 authorized positions include the following grant-funded positions:

- 12 officer positions from the 2015 U.S. Department of Justice (DOJ) “COPS¹” Hiring Grant (these positions are protected by the grant agreement);
- 15 officer positions from the 2016 DOJ/COPS Hiring Grant; and
- 60 officer positions funded by the 2014 Safety and Services Act (Measure Z) of 2014²

Demographics – Oakland Residents

OPD has prioritized attracting, through varied strategic recruiting efforts, a racially diverse and multilingual workforce of qualified officers that includes Oakland residents. **Figure 2** below shows that as of December 31, 2020, 70 sworn members (10%) were Oakland residents. **Table 2** below provides details about the top ten cities where officers live (Oakland being the largest city of residence for officers).

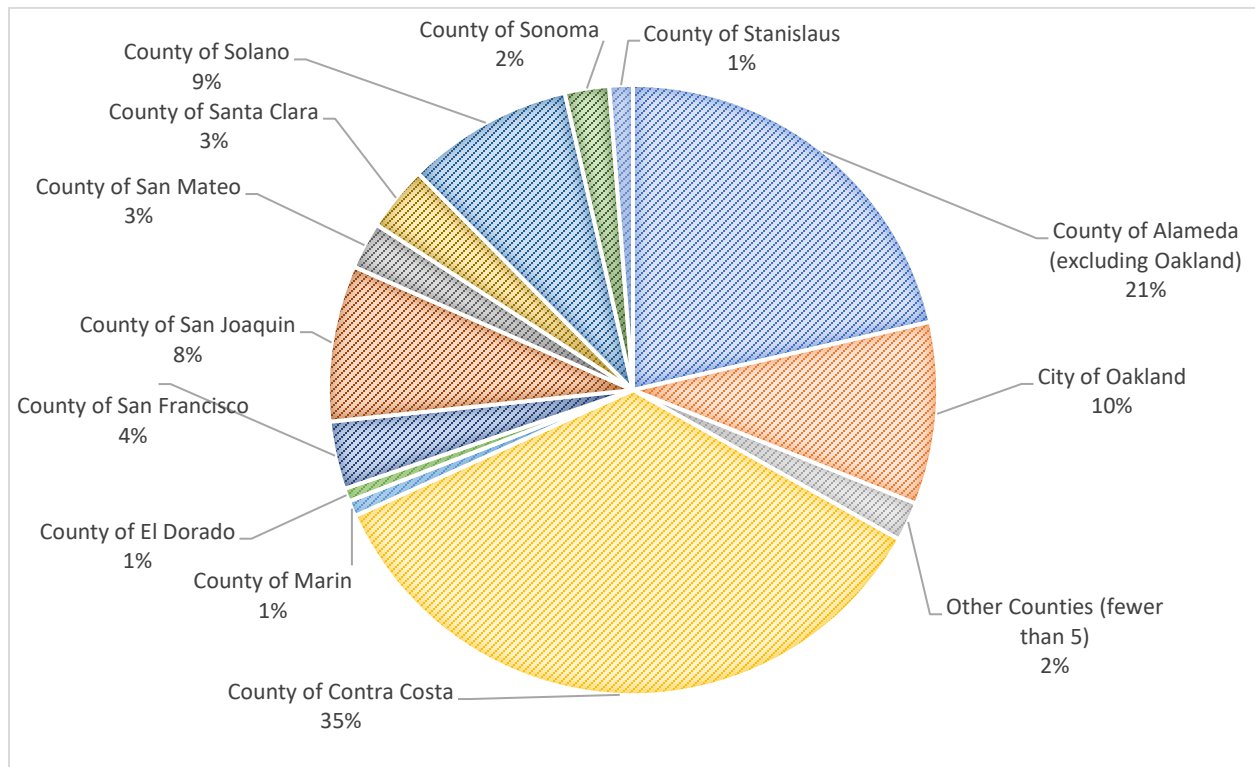
¹ The Office of Community Oriented Policing Services (COPS Office) is the component of the U.S. Department of Justice responsible for advancing the practice of community policing by the nation's state, local, territorial, and tribal law enforcement agencies through information and grant resources: <https://cops.usdoj.gov/aboutcops>.

² <http://www2.oaklandnet.com/government/o/CityAdministration/d/measure-z/index.htm>

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Figure 2: OPD Sworn Officers - Residency by County and City**Table 2: Residency by Top 10 Locations of Sworn OPD Members**

| City | Count | Department Percentage | City | Count | Department Percentage |
|-------------|-------|-----------------------|---------------|-------|-----------------------|
| Oakland | 70 | 9.67% | Brentwood | 26 | 3.59% |
| Concord | 32 | 4.42% | San Francisco | 26 | 3.59% |
| San Leandro | 30 | 4.14% | Castro Valley | 24 | 3.31% |
| Oakley | 29 | 4.01% | Hayward | 24 | 3.31% |
| Tracy | 27 | 3.73% | Walnut Creek | 21 | 2.90% |
| Total | | | | 309 | 42.67% |

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Tables 3A and 3B below provides demographic information for all OPD sworn and professional staff by Race/Ethnicity and Gender, Table 3A presenting OPD Sworn Staff and Table 3B presenting OPD Professional Staff.

Table 3A: Race/Ethnicity and Gender – OPD Sworn Staff as of December 31, 2020

| Race/Ethnicity | Female | | Male | |
|---------------------------|---------------|-------------|-------------|-------------|
| Asian | 9 | 8.49% | 95 | 15.37% |
| Black or African-American | 18 | 16.98% | 103 | 16.67% |
| Filipino | 1 | .94% | 26 | 4.21% |
| Hispanic or Latino | 38 | 35.85% | 166 | 26.86% |
| Native American | 1 | .94% | 2 | .32% |
| Undeclared-Other | 4 | 3.77% | 15 | 2.43% |
| White or Caucasian | 35 | 33.03% | 211 | 34.14% |
| Total | 106 | 100% | 618 | 100% |

Table 3B: Race/Ethnicity and Gender – OPD Professional Staff as of December 31, 2020

| Race/ Ethnicity | Female | | Male | |
|----------------------------|---------------|-------------|-------------|-------------|
| Asian | 32 | 14.10% | 27 | 25.71% |
| Black or African-American | 90 | 39.65% | 23 | 21.90% |
| Filipino | 3 | 1.32% | 1 | .96% |
| Hispanic or Latino | 43 | 18.94% | 28 | 26.67% |
| Native American | 1 | .44% | 0 | 0 |
| Undeclared-Other | 4 | 1.76% | 2 | 1.90% |
| White or Caucasian | 54 | 23.79% | 24 | 22.86% |
| Total | 227 | 100% | 105 | 100% |

Table 4 below provides current and past demographic information for OPD sworn staff.

Table 4: Race*/Ethnicity* by Year – OPD Sworn Staff as of December 31, 2020

| Race/ Ethnicity | US 2019 Census- Oakland Pop.³ | OPD 2017 | OPD 2018 | OPD 2019 | OPD 2020 |
|----------------------------|---|---------------------|---------------------|---------------------|---------------------|
| White | 36.1% | 38.8% | 38.4% | 36.4% | 34.0% |
| Black or African-American | 23.6% | 17.3% | 16.7% | 16.9% | 16.7% |
| Asian | 15.7% | 15.3% | 16.9% | 13.3% | 18.1% |
| Hispanic | 26.9% | 24.6% | 25.2% | 26.9% | 28.2% |
| Other | - -.6 | 4.0% | 2.7% | 6.6% | 3.0% |

*Note: “Asian” includes Filipino; “Other” includes Native American and Undeclared

Table 5 below shows the gender breakdown and provides a national comparison.

³ 2019 data: population by race in the city of Oakland. Source: United States Census Bureau. Quick Facts Oakland city, California 2019.

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Table 5: OPD Gender Percentages by Year Compared With 2019 National Percentage⁴

| Gender | National Percentage 2019 | OPD 2017 | OPD 2018 | OPD 2019 | *OPD 2020 |
|--------|--------------------------|----------|----------|----------|-----------|
| Female | 12.8% | 13.0% | 13.0% | 13.9% | 14.6% |
| Male | 87.2% | 87.0% | 87.0% | 86.1% | 85.4% |

2020 figure shows all OPD sworn staff as of December 31, 2020*Actual and Projected Sworn Staffing**

On December 10, 2013, 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 6** below provides actual and projected sworn staffing for a twelve-month period. The future months contain an estimated attrition of 5 based on attrition rates from the previous 12-month period of time. This data is accurate as of December 31, 2020.

Table 6: Actual Sworn Staffing (as of December 31, 2020) and Sworn Staffing Projections

| Year | 2020 | | | | | | | | | 2021 | | |
|-------------------------|---|------|------|------|------|------|------|------|------|------|------|------|
| Month | Apr | May | Jun | Jul | Aug | Sep | Oct | Nov | Dec | Jan | Feb | Mar |
| Authorized | 792 | 792 | 792 | 786 | 786 | 786 | 786 | 786 | 786 | 786 | 786 | 786 |
| Filled | 746 | 735 | 733 | 732 | 751 | 741 | 739 | 735 | 729 | 724 | 719 | 714 |
| Attrition | (11) | (2) | (1) | (4) | (10) | (2) | (4) | (7) | (5) | (5) | (5) | (5) |
| Hires | 0 | 0 | 0 | 23 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 |
| Ending Filled** | 735 | 733 | 732 | 751 | 741 | 739 | 735 | 729 | 724 | 719 | 714 | 709 |
| Over (Under) Authorized | (57) | (59) | (60) | (35) | (45) | (47) | (51) | (57) | (62) | (52) | (57) | (62) |
| New POT Hiring Pipeline | 184 th Academy (ended July 2020 = 23 POTs) | | | | | | | | | | | |

** July 1, 2020 mid-cycle budget reduced sworn staffing by six (6).**** Numbers in the "Ending Filled" row provide actual sworn staffing numbers at the close of each month.*

Table 7 below provides a listing of authorized and filled positions in OPD.

⁴ 2019 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, 2019.

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Table 7: OPD Positions - Authorized and Filled Positions (as of December 31, 2020)

| Type | Budget Authorized Positions | Authorized | Filled | +/- |
|--|-----------------------------|-----------------|-------------|----------------|
| Sworn | Chief of Police | 1 | 0 | -1 |
| | Assistant Chief | 1 | 1 | 0 |
| | Deputy Chief | 4 | 1 | -3 |
| | Captain | 10 | 12 | +2 |
| | Lieutenant | 27 | 25 | -2 |
| | Sergeants | 129 | 119 | -10 |
| | Police Officers | 614 | 566 | -48 |
| | Total Sworn | 786 | 724 | -62 |
| Professional Staff (Full-time and Part-time) | | *343.50 | 276 | -67.50 |
| Total Personnel | | 1,129.50 | 1000 | -129.50 |

*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 8** below OPD experienced an average attrition rate of 5 officers per month (59 officers over the 12-month period), which is consistent with the current projected attrition rate of 5 officers per month (60 per year).

Table 8: Sworn Attrition Data: January 31, 2020 through December 31, 2020

| | 2020 | | | | | | | | | | | | Total |
|--|----------|----------|----------|-----------|----------|----------|----------|-----------|----------|----------|----------|----------|-----------|
| | Jan | Feb | Mar | Apr | May | Jun | Jul | Aug | Sep | Oct | Nov | Dec | |
| Disability Retirement | | 1 | 1 | 1 | | 1 | | 1 | | | | | 5 |
| Resignation (not during Field Training) | | 1 | 2 | 1 | 1 | | 2 | 3 | | 2 | 3 | 1 | 16 |
| Resignation during Field Training | | | | 2 | | | | | 2 | | | | 4 |
| Resignation (to other agency) | 2 | 1 | | 1 | | | | | | 1 | | | 5 |
| Service Retirement | | 2 | | | | | 2 | 6 | | | 4 | 4 | 18 |
| Discharged | | 1 | 1 | 5 | | | | | | 1 | | | 8 |
| Removed from Probation during Field Training | | 1 | | 1 | 1 | | | | | | | | 3 |
| Grand Total | 2 | 7 | 4 | 11 | 2 | 1 | 4 | 10 | 2 | 4 | 7 | 5 | 59 |

Recruitment

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Due to the COVID-19 restrictions, in person outreach activity was not scheduled during this quarter. However, OPD has maintained a social media presence on the following platforms:

- OPD Jobs Website – www.opdjobs.com
- Facebook – <https://m.facebook.com/opdjobs/>
- Twitter – <https://twitter.com/opdjobs>
- Instagram – www.instagram.com/opd_jobs

OPD is also implementing measures to resume the Physical Ability Practice Test and Workshop events in Oakland to offer applicants helpful tips and information that may improve test performance. OPD is currently recruiting for the 186th Oakland Police Academy.

Table 9 below provides information on OPD's authorized sworn permanent staffing.

Table 9: Authorized Sworn Permanent Assignments within OPD

| | Chief | Asst. Chief | Deputy Chief | Captain | Lieutenant | Sergeant | Officer | Total |
|--|-------|-------------|--------------|---------|------------|----------|---------|-------|
| Office of the Chief | 1 | 1 | | | 1 | | | 3 |
| Public Information Office | | | | | | | 1 | 1 |
| Internal Affairs Division | | | | 1 | 2 | 12 | 4 | 19 |
| Office of the Inspector General | | | | | 1 | | 1 | 2 |
| Intelligence Unit | | | | | | 1 | 7 | 8 |
| Property & Evidence Unit | | | | | | 1 | | 1 |
| Special Victims Section | | | | | 1 | 5 | 33 | 39 |
| Research & Planning | | | | | | | 1 | 1 |
| Bureau of Investigations/ CID Administration | | | 1 | 1 | | 1 | 3 | 6 |
| Homicide Section | | | | | 1 | 5 | 10 | 16 |
| Burglary, General Crimes & Task Forces Section | | | | | 1 | 3 | 25 | 32 |
| Robbery & Felony Assault Section | | | | | 1 | 2 | 18 | 21 |
| Youth Outreach Unit | | | | | | 1 | 5 | 6 |
| Bureau of Services Administration | | | 1 | | 1 | | | 2 |
| Training Division | | | | 1 | 1 | 3 | 18 | 23 |
| Information Technology | | | | | | | 2 | 2 |

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| | Chief | Asst. Chief | Deputy Chief | Captain | Lieutenant | Sergeant | Officer | Total |
|-------------------------------------|----------|-------------|--------------|-----------|------------|------------|------------|------------|
| Recruiting and Backgrounds Unit | | | | | | 1 | 8 | 9 |
| Support Operations Division | | | | 1 | 1 | | | 2 |
| Traffic Operations | | | | | | 4 | 20 | 24 |
| Special Operations | | | | | | 5 | 25 | 30 |
| Bureau of Field Ops: Administration | | | 2 | | | 1 | | 3 |
| Patrol Area 1 | | | | 1 | 3 | 17 | 89 | 115 |
| Patrol Area 2 | | | | 1 | 3 | 16 | 77 | 101 |
| Patrol Area 3 | | | | 1 | 3 | 15 | 75 | 98 |
| Patrol Area 4 | | | | 1 | 3 | 15 | 72 | 95 |
| Patrol Area 5 | | | | 1 | 3 | 15 | 88 | 112 |
| Ceasefire | | | | 1 | 1 | 6 | 32 | 40 |
| Total Sworn | 1 | 1 | 4 | 10 | 27 | 129 | 614 | 786 |

Table 10 below shows OPD 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 10: Professional Staff Vacancies

| Classification | Vacancies | FTE Authorized | Date Assigned to DHRM ⁵ for Hiring | Status |
|------------------------------|-----------|----------------|---|--|
| Account Clerk I | 1 | 1 | ---- | OPD – Position frozen |
| Account Clerk II | 2 | 4 | 12/31/18 | OPD – Position frozen |
| Account Clerk III | 1 | 1 | --- | OPD – Working with HRM to begin recruitment |
| Accountant II | 1 | 2 | --- | OPD – Working with HRM to begin recruitment |
| Accountant III | 1 | 1 | 2/5/20 | OPD – Waiting for Budget to approve appeal |
| Administrative Assistant I | 1 | 2 | 6/5/19 | OPD – Position frozen |
| Crime Analyst | 3 | 7 | 4/19/19 | OPD – Position frozen for nine (9) months (March 2021) |
| Criminalist II | 2 | 16 | 8/4/18 | OPD – Position frozen for nine (9) months (March 2021) |
| Criminalist III | 1 | 5 | 6/13/19 | OPD – Position frozen for nine (9) months (March 2021) |
| Fleet Compliance Coordinator | 1 | 1 | 7/1/20 | OPD – Waiting for approval to begin recruitment |

⁵ DHRM = Department of Human Resources and Management

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| Classification | Vacancies | FTE Authorized | Date Assigned to DHRM ⁵ for Hiring | Status |
|---|-----------|----------------|---|---|
| Forensic Technician | 1 | 2 | ---- | OPD – Criminalist I list was surveyed to fill position and waiting for appeal approval to receive eligible list |
| Latent Print Examiner II | 1 | 5 | 4/28/18 | OPD – Position frozen for nine (9) months (March 2021) |
| Payroll Personnel Clerk III | 1 | 3 | 2/1/20 | HRM – Position frozen |
| Police Communications Dispatcher ⁶ | 21 | 70 | 4/12/17 | OPD – Job announcement is open continuously; thirteen (13) candidates in background process |
| Police Communications Dispatcher, Senior | 2 | 4 | Multiple | OPD – Waiting for appeal approval |
| Police Evidence Technician | 2 | 20 | 3/11/19 | OPD – Waiting for hiring manager to provide justification to submit an appeal |
| Police Property Specialist | 1 | 7 | 12/27/18 | OPD – Waiting for approval of reallocation submitted on 07 Dec 2020. Analyst followed up on 17 Dec 2020. |
| Police Records Specialist | 8 | 55 | 10/17/19 | OPD – Five (5) candidates in background process. |
| Police Services Technician II | 1 | 55 | 8/28/28 | OPD – Waiting for appeal approval |
| Police Information Officer I | 1 | 1 | 7/1/20 | OPD – Waiting for approval to begin recruitment |
| Police Performance Auditor | 1 | 3 | --- | OPD – Eligible list to hiring manager on 14 Jan 21 |

Sworn Staffing by Area and Patrol Detail*Table 11* provide information on beats by area and patrol data.**Table 11: Police Beat Patrol Data**

| | Area 1 | Area 2 | Area 3 | Area 4 | Area 5 |
|--|----------|----------|----------|----------|----------|
| Police Beats by Area | 1-7 | 8-14 | 15-22 | 23-28 | 29-35 |
| Number of officers assigned to patrol: 287 | Total 67 | Total 50 | Total 51 | Total 49 | Total 70 |
| Number of officers assigned as Community Resource Officers | 7 | 7 | 8 | 6 | 7 |
| Number of officers assigned to the Crime Reduction Teams | 5 | 6 | 6 | 7 | 6 |

⁶ Includes 10 positions

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 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 did not require interdepartmental coordination.

SUSTAINABLE OPPORTUNITIES

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

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

Race and Equity: The Oakland Police Department has implemented enhanced recruitment efforts, which have been outlined in this informational report, that are designed to address disparities in the hiring process related to race and gender, with the goal of creating an inclusive workforce that represents the diversity of Oakland.

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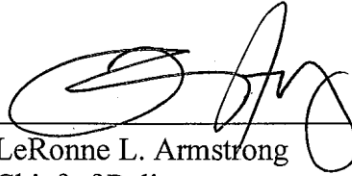
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For questions regarding this report, please contact Kiona Suttle, Personnel Manager, OPD Personnel Section, at (510) 238-6971.

Respectfully submitted,

A handwritten signature in black ink, appearing to read 'L. Armstrong', is written over a horizontal line.

LeRonne L. Armstrong
Chief of Police
Oakland Police Department

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