**CITY OF OAKLAND**
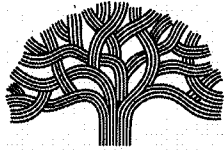
# AGENDA REPORT

**TO:** JOHN A. FLORES
INTERIM CITY ADMINISTRATOR

**FROM:** Sean Whent

**SUBJECT:** Monthly Police Staffing Report

**DATE:** February 20, 2015

| City Administrator Approval | | Date | |
|---|---|---|---|

**COUNCIL DISTRICT:** City-wide

## RECOMMENDATION

Staff requests that the Public Safety Committee accept the Oakland Police Department's (OPD) monthly information report on recruiting and sworn staffing levels as of January 31, 2015.

## EXECUTIVE SUMMARY

The information in this report reflects changes to OPD's sworn staffing levels through January 31, 2015.

## ANALYSIS

Table 1: January 1st Sworn Staffing Levels

| Year | Sworn Staffing | Year | Sworn Staffing | Year | Sworn Staffing | Year | Sworn Staffing |
|---|---|---|---|---|---|---|---|
| 2000 | 675 | 2004 | 756 | 2008 | 736 | 2012 | 642 |
| 2001 | 743 | 2005 | 704 | 2009 | 830 | 2013 | 613 |
| 2002 | 732 | 2006 | 683 | 2010 | 780 | 2014 | 626 |
| 2003 | 775 | 2007 | 699 | 2011 | 656 | 2015 | 695 |

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Figure 1: Sworn Staffing 2000-2015
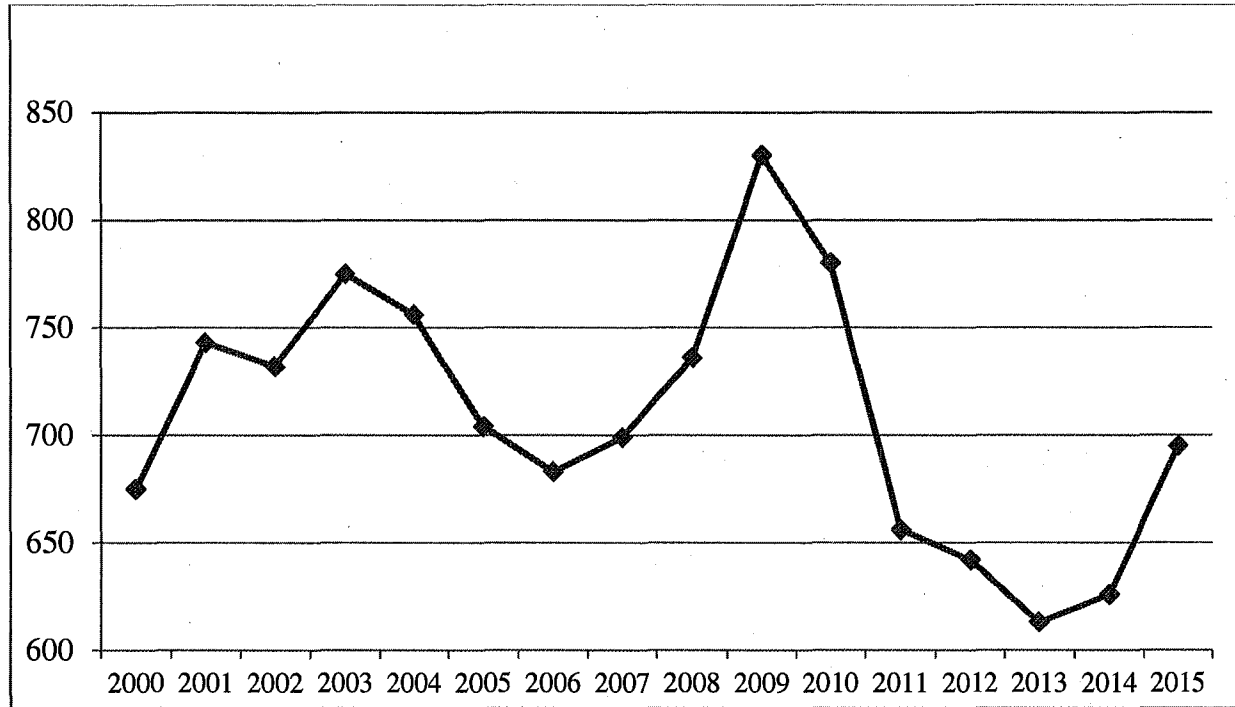


- As of January 31, 2015, sworn staffing is 694 officers.
- The 170th Police Academy began Field Training on November 1, 2014. There are currently 35 police officers in the Field Training program.
- The 171st Police Academy started with 60 Police Officer Trainees (POTs) and currently has 41 POTs. Graduation is April 3, 2015.

As of January 31, 2015, 50 sworn members (7% of sworn) and 12 POTs were Oakland residents. Emphasis is placed on attracting and hiring a diverse force that includes Oakland residents.

Table 2: Race and Gender of Oakland Police Officers

| Race | Female | Male | Total |
|---|---|---|---|
| Asian | 0 | 3 | 3 |
| Black | 1 | 18 | 19 |
| Hispanic | 6 | 7 | 13 |
| White | 3 | 12 | 15 |
| **Total** | **10** | **40** | **50** |

*OPD Hiring / Full Police Staffing Plan*

The Oakland City Council passed Resolution No. 84767 C.M.S. on December 10, 2013 which, among other mandates, requires that the City Administrator or designee present a "Hiring Plan showing the timeline for achieving OPD Budgeted Staffing to achieve Sworn and Police-Support Civilian staffing levels as quickly as possible ("OPD Hiring Plan"), and that the "Hiring Plan" shall include month-by-month projections of expected staffing levels. The City Council subsequently passed the "Implementation of Budgeted Police Staffing," on June 3, 2014, which adopts the "staffing projections in the OPD Hiring/Full Police Staffing to the April 29, 2014 Public Safety Committee as the current OPD Hiring Plan." Tables 3.1 and 3.2 below provide data on staffing and projections as reported in the April 29, 2014 "Full Staffing Report" and the actuals as reported in the staffing levels as of January 31, 2015. Table 3 provides a summary of the Table 2 Staffing Projections.

Table 3.1: Staffing Projections in the April 29, 2014 OPD Hiring /Full Police Staffing Report

| FY 14-15 | 2014 | | | | | | 2015 | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | July | Aug | Sep | Oct | Nov | Dec | Jan | Feb | Mar | Apr | May | Jun |
| Filled | 646 | 681 | 676 | 691 | 726 | 721 | 716 | 711 | 706 | 701 | 696 | 691 |
| Attrition | (5) | (5) | (5) | (5) | (5) | (5) | (5) | (5) | (5) | (5) | (5) | (5) |
| Hires | 40 | 0 | 20 | 40 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Ending Filled | 681 | 676 | 691 | 726 | 721 | 716 | 711 | 706 | 701 | 696 | 691 | 686 |
| Authorized | 707 | 707 | 707 | 707 | 707 | 707 | 707 | 707 | 707 | 707 | 707 | 707 |
| Over/(Under) | (26) | (31) | (16) | 19 | 14 | 9 | 4 | (1) | (6) | (11) | (16) | (21) |

Table 3.2: Actual Staffing & Projections: July 2014 – June 2015

| FY 14-15 | 2014 | | | | | | 2015 | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | July | Aug | Sep | Oct | Nov | Dec | Jan | Feb | Mar | Apr | May | Jun |
| Filled | 647 | 677 | 667 | 684 | 715 | 705 | 695 | 694 | 688 | 682 | 716 | 710 |
| Attrition | (4) | (11) | (4) | (4) | (10) | (10) | (2) | (6) | (6) | (6) | (6) | (6) |
| Hires | 34 | 1 | 21 | 35 | 0 | 0 | 1 | 0 | 0 | 40 | 0 | 0 |
| Ending Filled | 677 | 667 | 684 | 715 | 705 | 695 | 694 | 688 | 682 | 716 | 710 | 704 |
| Authorized | 707 | 707 | 707 | 707 | 707 | 722 | 722 | 722 | 722 | 722 | 722 | 722 |
| Over (Under) Authorized | (30) | (40) | (23) | 8 | (2) | (27) | (28) | (34) | (40) | (6) | (12) | (18) |
| **Hiring Plan** | 681 | 676 | 691 | 726 | 721 | 716 | 711 | 706 | 701 | 696 | 691 | 686 |
| *Over (Under) Adopted Hiring Plan* | *(4)* | *(9)* | *(7)* | *(11)* | *(16)* | *(21)* | *(17)* | *(18)* | *(19)* | *20* | *19* | *18* |

*Early Warning Policy*

Resolution No. 84767 C.M.S also 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. The Oakland Police Department has been running basic police academies at the rate of approximately two academies per year since 2012 to recruit officers. Each police academy nets approximately 30 to 40 new police officers who go on to the field training program before becoming fully trained officers. In addition to basic academies, OPD can most quickly address immediate shortfalls in filled sworn police officer positions by holding lateral officer academies. Unlike basic police academies, lateral academies begin with employees who have completed a basic law enforcement academy (as opposed to police officer trainee (POT). Lateral academies are only 10 weeks in length – considerably shorter than the 27 required for the Oakland Basic Police Academy – making lateral academies a cost-effective strategy for when OPD needs to quickly recruit additional officers. The estimated cost of each lateral academy is $405,963 (not including the officers' salaries for the duration of the lateral academy).

Two Lateral/Post-Academy Graduate courses were recommended and approved by the City Council in Resolution No. 85240 C.M.S. in February 2015 to address the continuous reduction in staffing associated in the "Early Warning Policy" and based on staffing projections identified in Tables 3.1 and 3.2 above for period ending January 31, 2015. The first Lateral/Post-Academy course began in February 2015 and the second lateral academy will begin in May 2015. An additional Basic Academy is recommended to begin in November 2015; OPD has proposed that the biannual 2015-2017 budget include funding for this academy. This Basic Academy would enroll 40 POTs – instead of the usual 60 POTs – in order to maintain staffing levels during FY 2015-2016 and provide a more effective instructor-student ratio.

The Oakland Police Department is developing a new strategic plan at this time. The plan will assess strategies developing new strategies for decreasing officer attrition, which is a major contributor to the need for more academies.

## PUBLIC OUTREACH / INTEREST

The Oakland Police Department continues to actively recruit candidates for the positions of police officer trainee and lateral / post-academy graduate police officer. Recruitment efforts focus on selective language, Oakland residents and a pool of diverse candidates throughout the testing and selection process. OPD continues to work with community leaders, local schools, and colleges to improve community involvement and increase the number of people applying to become police officers. In addition to the strategies outlined above, staff continues to host community partnership meetings in an effort to solicit feedback on current outreach strategies and to encourage recommendations. Staff has met with several community organizations and received positive feedback and useful input on recruiting efforts. Staff is working with

community organizations to conduct hiring workshops, to be held at various community organization offices throughout the City. Finally, OPD has an established partnership with the Peralta College district, specifically Merritt College to build its "Grow Your Own" program by recruiting applicants within the Criminal Justice program.

The Recruiting and Backgrounds staff attended or conducted the events listed below during January 2015:

- Practice Physical Ability Test (6th & Washington Parking Lot, Oakland) (Attendees: 3)
- Police Officer Trainee Test Workshop (57 attendees)

## COORDINATION

The Oakland Police Department works with the Department of Human Resources Management to complete the necessary steps associated with completing an academy. The Office of the City Attorney was consulted in preparation of this report.

## COST SUMMARY / IMPLICATIONS

Resolution No. 85240 C.M.S. was approved by the City Council on February 17, 2015, appropriating $868,579 ($807, 980 for two lateral police officer academies as well as $60,599 for the City's General Fund Emergency Reserve, in accordance with the City's Fiscal Policy). The cost of the 40-POT basic academy recommended for November 2015 and for inclusion in the Mayor's biannual 2015-2017 budget would cost less than recent basic academies designed to for up to 60 POTs.

## SUSTAINABLE OPPORTUNITIES

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

*Environmental*: There are no environmental opportunities associated with this report.
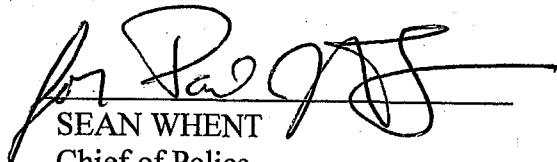
*Social Equity*: Hiring more police officers will provide additional resources, thereby enhancing public safety efforts.

**Attachment I: Data Tables**

| | |
|---|---|
| Table 4 | Current Recruitment Strategies  (page 1) |
| Table 5&6 | Staffing Funding Sources for FY 2014-2015 (page 1) |
| Table 7 | Budget Authorized Positions (page 2) |
| Table 8 | Sworn Attrition Analysis (page 2 ) |
| Table 9 | Sworn Attrition Chart (page 3-4) |
| Table 10 | Attrition of Oakland residents in the testing and hiring process (page 5) |
| Table 11 | Demographic Information on Previous Academies (page 5) |
| Table 12 | OPD Recruitment Data, Lateral Transitional Courses (page 6) |
| Table 13 | Patrol Data (page 6) |
| Table 14 | Field Training Data (page 7) |
| Table 15 | Civilian Vacancies in OPD (page 7) |
| Table 16 | Sworn Staffing Allocations within OPD (page 8) |

For questions concerning the contents of this report, please contact David Downing, Deputy Chief of the Bureau of Services, at 510-238-7620.

Respectfully submitted,

SEAN WHENT
Chief of Police
Oakland Police Department

Prepared by:
David Downing
Deputy Chief of Police
Oakland Police Department

**Attachment I: Data Tables**

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**Table 4. Current Recruitment Strategies – Outreach/Media Activity***

| ON-GOING / IN PROGRESS RECRUITMENT STRATEGIES |
|---|
| Partnerships with Oakland / local pastors, clergy and Neighborhood Services Coordinators who have existing relationships with community members and events. Each event will be advertised on participating organization website and announced regularly at organization events |
| Attend all city-wide recruiting events |
| Participation with professional associations / organizations (PAOs) that provide services to non-English speaking community members, including Asian/Latino PAOs |
| Host informational workshops at Oakland/local high schools |
| Attend military job fairs and local Reserve Officers' Training Corps (ROTC) programs |
| Ensure Oakland/local media (newspaper, internet, press organizations/associations) outreach and advertisement, including outreach to pre-selected language specification audiences by way of *El Mundo, Univision, Sing Tao,* Unity Council, etc. |
| Advance relationships with criminal justice and social science directors of Oakland/Local universities/college/high schools |
| Attend career events/fairs with local faith-based communities to increase awareness and Oakland residents' participation |
| Revamp the oral board interview workshop |
| Post Monthly Job/Workshop Announcements on Community Partners Websites Continue to seek resources to create a feeder program into the Police Cadet program to improve community relationships and increase Oakland residency participation |

**\* This table will be updated in the April Monthly Staffing Report to reflect the changes requested by the Public Safety Committee on February 24, 2015 concerning recent recruitment strategies**

**Table 5 & 6. Staff Funding Sources for Sworn and Civilian Positions for FY 14 – 15**

| Sworn Positions | FTE |
|---|---|
| General Fund: General Purpose | 606 |
| Alameda Co. Vehicle Abatement | 1 |
| Measure Y | 63 |
| Traffic Safety Fund | 2 |
| COPS 2011 | 25 |
| COPS 2013 | 10 |
| COPS 2014 | 15 |
| **Grand Total** | **722** |

| Civilian Positions | FTE |
|---|---|
| General Fund: General Purpose* | 379.2 |
| Alameda Co. Vehicle Abatement | 1.00 |
| Measure Y | .35 |
| Traffic Safety Fund | 15.65 |
| False Alarm Reduction Program | 6.50 |
| US Department of Justice | 3.00 |
| State of California | 1.65 |
| Workers' Comp. Insurance | 2.00 |
| **Grand Total** | **409.35** |

**Table 7. Budget Authorized Positions**

| Position | Budget Authorized Positions | Authorize | Fille | + |
|---|---|---|---|---|
| Sworn | Chief of Police | 1 | 1 | 0 |
| | Assistant Chief | 1 | 1 | 0 |
| | Deputy Chief | 3 | 3 | 0 |
| | Captain | 10 | 9 | -1 |
| | Lieutenant | 27 | 26 | -1 |
| | Sergeants | 124 | 125 | +1 |
| | Police Officers | 556 | 529 | -27 |
| | Total Sworn | 722 | 694 | -28 |
| Non-Sworn | Full-time (FTE) and Part-time (PT) | 409.35 | 382.85 | -26.50* |
| | **Total Personnel** | **1131.3** | **1066.8** | **-54.5** |

* This figure reflects the 29 FTE Oakland Animal Services positions recently shifted departmentally from OPD to the City Administrator's Office (408.2 listed in the February monthly staffing report).

**Total Non-Sworn Vacancies includes those positions for which staff has been hired but has not yet begun employment.

**Table 8. Sworn Attrition Analysis February 1, 2014 through January 31, 2015**

The below table identifies deviations/shortfalls between projected and actual staffing levels for sworn staffing from February 2014 through January 2015. During this period, OPD was below the projected average monthly attrition. The projection was six (6) separations per month for an annual total of 72 and the actual annual total was 68.

| Reason for Separation | Average Age at Separation | Number of Separations |
|---|---|---|
| Disability Retirement | 46.7 | 15 |
| Resignation | 31.7 | 9 |
| Resignation - Other Agency | 35.8 | 17 |
| Service Retirement | 51.7 | 16 |
| Termination | 32.7 | 11 |

**Table 9. Sworn Attrition Chart: February 1, 2014 – January 31, 2015**

| Separation Date | Separation Reason | Title | Age at Separation |
|---|---|---|---|
| 2/2/2014 | Resignation | Police Officer (PERS) | 31.9 |
| 2/7/2014 | Resignation | Police Officer (PERS) | 33.7 |
| 2/20/2014 | Disability retired, on-duty | Police Officer (PERS) | 42.3 |
| 2/20/2014 | Disability retired, on-duty | Police Officer (PERS) | 41.8 |
| 2/24/2014 | Discharged on Probation | Police Officer (PERS) | 32.7 |
| 2/24/2014 | Discharged on Probation | Police Officer (PERS) | 27.5 |
| 2/24/2014 | Termination | Police Officer (PERS) | 25.7 |
| 2/25/2014 | Discharged on Probation | Police Officer (PERS) | 24.8 |
| 3/1/2014 | Service Retirement | Police Officer (PERS) | 54.1 |
| 3/20/2014 | Termination | Sergeant of Police (PERS) | 41.4 |
| 3/21/2014 | Disability retired, on-duty | Sergeant of Police (PERS) | 37.9 |
| 3/21/2014 | Disability retired, on-duty | Police Officer (PERS) | 49.4 |
| 4/5/2014 | Resignation | Police Officer (PERS) | 43.8 |
| 4/18/2014 | Disability retired, on-duty | Police Officer (PERS) | 50.7 |
| 4/18/2014 | Disability retired, on-duty | Sergeant of Police (PERS) | 40.6 |
| 4/19/2014 | Service Retirement | Lieutenant of Police (PERS) | 51.2 |
| 5/9/2014 | Service Retirement | Police Officer (PERS) | 50.0 |
| 5/9/2014 | Service Retirement | Police Officer (PERS) | 58.7 |
| 5/16/2014 | Resignation | Police Officer (PERS) | 38.0 |
| 5/16/2014 | Resignation | Police Officer (PERS) | 29.1 |
| 5/19/2014 | Resignation | Police Officer (PERS) | 29.1 |
| 6/15/2014 | Service Retirement | Police Officer (PERS) | 53.6 |
| 6/20/2014 | Disability retired, on-duty | Police Officer (PERS) | 40.0 |
| 7/19/2014 | Service Retirement | Sergeant of Police (PERS) | 50.3 |
| 7/19/2014 | Disability retired, on-duty | Police Officer (PERS) | 54.6 |
| 7/24/2014 | Resignation | Police Officer (PERS) | 48.1 |
| 7/26/2014 | Service Retirement | Police Officer (PERS) | 51.0 |
| 8/1/2014 | Resignation | Police Officer (PERS) | 32.5 |
| 8/2/2014 | Resignation | Police Officer (PERS) | 36.3 |
| 8/2/2014 | Resignation | Sergeant of Police (PERS) | 43.5 |
| 8/2/2014 | Resignation | Police Officer (PERS) | 30.1 |
| 8/2/2014 | Resignation | Police Officer (PERS) | 39.3 |
| 8/5/2014 | Resignation | Police Officer (PERS) | 33.2 |
| 8/9/2014 | Resignation | Police Officer (PERS) | 37.6 |
| 8/12/2014 | Resignation | Police Officer (PERS) | 40.5 |
| 8/22/2014 | Service Retirement | Sergeant of Police (PERS) | 50.1 |
| 8/22/2014 | Disability retired, on-duty | Police Officer (PERS) | 43.3 |

**Table 9. Continued. Sworn Attrition Chart: February 1, 2014 – January 31, 2015**

| Separation Date | Separation Reason | Title | Age at Separation |
|---|---|---|---|
| 8/24/2014 | Resignation | Police Officer (PERS) | 24.4 |
| 9/4/2014 | Discharged on Probation | Police Officer (PERS) | 36.8 |
| 9/4/2014 | Discharged on Probation | Police Officer (PERS) | 29.4 |
| 9/21/2014 | Resignation | Police Officer (PERS) | 49.4 |
| 9/29/2014 | Resignation | Lieutenant of Police (PERS) | 22.6 |
| 10/16/2014 | Termination | Police Officer (PERS) | 50.4 |
| 10/17/2014 | Disability retired, on-duty | Captain of Police (PERS) | 33.2 |
| 10/20/2014 | Resignation | Police Officer (PERS) | 25.0 |
| 10/21/2014 | Resignation | Police Officer (PERS) | 29.9 |
| 11/3/2014 | Discharged | Police Officer (PERS) | 42.4 |
| 11/3/2014 | Discharged | Police Officer (PERS) | 38.1 |
| 11/11/2014 | Resignation | Police Officer (PERS) | 31.9 |
| 11/13/2014 | Service Retirement | Police Officer (PERS) | 50.0 |
| 11/15/2014 | Resignation | Police Officer (PERS) | 27.5 |
| 11/21/2014 | Disability retired, on-duty | Police Officer (PERS) | 41.9 |
| 11/21/2014 | Disability retired, on-duty | Police Officer (PERS) | 60.4 |
| 11/21/2014 | Disability retired, on-duty | Police Officer (PERS) | 42.3 |
| 11/21/2014 | Disability retired, on-duty | Sergeant of Police (PERS) | 50.6 |
| 11/26/2014 | Resignation | Police Officer (PERS) | 25.0 |
| 12/3/2014 | Service Retirement | Police Officer (PERS) | 50.1 |
| 12/19/2014 | Disability retired, on-duty | Police Officer (PERS) | 49.0 |
| 12/19/2014 | Service Retirement | Deputy Chief of Police (PERS) | 50.2 |
| 12/19/2014 | Resignation | Police Officer (PERS) | 38.8 |
| 12/19/2014 | Service Retirement | Lieutenant of Police (PERS) | 52.4 |
| 12/19/2014 | Resignation | Police Officer (PERS) | 29.7 |
| 12/20/2014 | Service Retirement | Police Officer (PERS) | 53.9 |
| 12/20/2014 | Service Retirement | Police Officer (PERS) | 50.3 |
| 12/21/2014 | Service Retirement | Police Officer (PERS) | 50.0 |
| 12/26/2014 | Service Retirement | Police Officer (PERS) | 51.2 |
| 1/3/2015 | Discharged | Police Officer (PERS) | 35.0 |
| 1/28/2015 | Resignation | Police Officer (PERS) | 23.5 |

**Table 10. Attrition of Oakland Residents in the Testing and Hiring Process**

| Police Hiring Steps – Oakland Residents | 166th | 167th | 168th* | 169th | ACSO | 170th | 171st |
|---|---|---|---|---|---|---|---|
| Applications Received | 282 | 186 | 415 | 271 | -- | 316 | 501 |
| Invited to Physical Ability Test (PAT) | 85 | 59 | 371 | 262 | -- | 267 | 337 |
| Attended PAT | 77 | 44 | 168 | 145 | -- | 194 | 110 |
| Invited to Written | 254 | 165 | 151 | 138 | -- | 147 | 94 |
| Attended Written | 155 | 112 | 133 | 123 | -- | 113 | 77 |
| Invited to Oral Interview | 72 | 42 | 79 | 76 | -- | 86 | 44 |
| Attended Oral Interview | 63 | 39 | 66 | 59 | -- | 55 | 33 |
| Background & Character Review | 48 | 19 | 40 | 35 | -- | 43 | 25 |
| Invited to Academy | 7 | 6 | 6 | 3 | 1 | 10 | 15 |
| Graduated from Academy | 3 | 3 | 6 | 2 | 1 | 10 | TBD |

**Table 11. Demographic and Selective Language Information on Academies since 2012**

| Class | Starting Date | Starting Number | Gender | Selective Language | Ending Number |
|---|---|---|---|---|---|
| 166th | 17 Sep 12 | 57 | 15 Females 42 Males | 8 Cantonese/Mandarin 4 Spanish | 39 |
| 167th | 25 Mar 13 | 51 | 7 Females 44 Males | 5 Cantonese/Mandarin 12 Spanish | 36 |
| 168th | 30 Sep 13 | 57 | 8 Females 49 Males | 0 Cantonese/Mandarin 19 Spanish | 47 |
| Lateral | 9 Dec13 | 4 | 4 Males | 0 Cantonese/Mandarin 1 Spanish | 4 |
| 169th | 30 Dec 13 | 55 | 8 Females 47 Males | 0 Cantonese/Mandarin 13 Spanish | 34 |
| ACSO | 17 Mar 14 | 24 | 3 Females 21 Males | 3 Cantonese/Mandarin 3 Spanish | 13 |
| 170th | 28 Apr 14 | 57 | 9 Females 48 Males | 3 Cantonese/Mandarin 10 Spanish | 35 |
| Lateral | 22 Sept 14 | 7 | 1 Female 6 Males | 0 Cantonese/Mandarin 2 Spanish | 5 |
| 171s | 29 Sept 14 | 60 | 10 Females 50 Males | 5 Cantonese/Mandarin 9 Spanish | Pending |

**Table 12. OPD Recruitment Data, Lateral Transitional Courses**

| Police Hiring Steps: September 2014 to November 2014 Lateral Course | Testing/ Time Frame | Total | Percent of Total | Percent Not Advanced | Number of Oakland Residents |
|---|---|---|---|---|---|
| Applications Received | 10/21/2013 to 11/06/2013 | 69 | 100% | 0% | 9 |
| Invited to PAT | 11/16/2013 12/7/2013 | 38 | 55% | 45% | 2 |
| Invited to Oral Interview | 12/10/2013 | 27 | 39% | 61% | 2 |
| Referred to OPD on eligibility list | 12/23/2013 | 11 | 16% | 84% | 2 |
| Invited to Course | 9/22/2014 | 7 | 10% | 90% | 0 |
| Graduated Course | 11/26/2014 | 5 | 7% | 93% | 0 |

**Table 13. Patrol Data**

| | Area 1 | Area 2 | Area 3 | Area 4 | Area 5 |
|---|---|---|---|---|---|
| Number of officers assigned to patrol: 251 | 1st Watch 15 2nd Watch 16 Late Tac 8 3rd Watch 15 Total 54 | 1st Watch 14 2nd Watch 16 3rd Watch 16 Total 46 | 1st Watch 15 2nd Watch 15 3rd Watch 15 Total 45 | 1st Watch 16 2nd Watch 17 3rd Watch 16 Total 49 | 1st Watch 15 2nd Watch 16 Late Tac 8 3rd Watch 18 Total 57 |
| Number of officers assigned to evening shifts | 39 | 32 | 30 | 33 | 42 |
| Number of officers assigned to PSO / CRT: 66 | PSO 7 CRT 8 | PSO 6 CRT 8 | PSO 7 CRT 6 | PSO 6 CRT 5 | PSO 7 CRT 6 |

Note: Open beats are covered on overtime.

**Table 14. Field Training Data**

| Academy of Origin | Entered FTO | Completed FTO |
|---|---|---|
| OPD 169<sup>th</sup> Basic Academy | 34 | 27 |
| ACSO Basic Academy | 13 | Pending |
| OPD 170<sup>th</sup> Basic Academy | 35 | Pending |

**Table 15.  Civilian Vacancies in OPD** (As of January 31, 21015 there are 26.5 vacancies – this number excludes positions where staff have been hired but have not started work)

| Job Classification | Vacancies | Authorized | Status |
|---|---|---|---|
| Accountant II | 1 | 2 | • HRM: Received certified eligibility list on 2/2/15, pending scheduling of hiring interviews. |
| Criminalist II | 5 | 17 | • OPD: Hiring interview is scheduled for the week of 2/9/15 (CRIM II-Biology).<br>• OPD: 1 re-instated candidate will tentatively start on 3/14/15.<br>• HRM – Pending an unranked eligibility list due the week of 2/20/15. |
| Dispatchers | 10 | 67 | • HRM: Oral Board interviews scheduled for 2/25 & 2/26.<br>• OPD: Working on background checks using the Operator list to under fill vacancies until new Dispatcher eligibility list is available in March 2015 - at which time any remaining vacancies will be filled using new list. |
| Intake Technicians | 1 | 5 | • HRM: pending certification of additional names to interview |
| Latent Print Examiner II | 1 | 5 | • OPD: Exam planning meeting is scheduled for 2/18/15 with hiring manager. |
| Management Assistant | 1 | 1 | • OPD: Received certified eligibility on 2/5/15.  Pending scheduling of hiring interviews. |
| Police Cadet | 1.5 | 9 | • OPD: Exam plan meeting scheduled on 2/18/15. |
| Police Operators | 1 | 7 | • OPD: Pending background clearance by end of February 2015 Selective Language - Spanish |
| Police Records Specialist | 3 | 54 | • OPD: 2 pending background clearance<br>• HRM: Pending additional candidate name from Spanish Selective list |
| Police Services Tech II | 2 | 61 | • OPD: Pending background clearance |

## Table 16: Sworn Staffing Allocations within OPD

| | Chief | Assistant Chief | Deputy Chief | Captain | Lieutenant | Sergeant | Officer |
|---|---|---|---|---|---|---|---|
| Office of the Chief | 1 | 1 | | | | 2 | |
| Public Information Office | | | | | | | 2 |
| Internal Affairs Division | | | | 1 | 2 | 12 | 3 |
| Office of the Inspector General | | | | | 1 | 3 | 1 |
| Intelligence Unit | | | | | | 1 | 6 |
| Research & Planning | | | | | | 1 | 1 |
| Bureau of Field Operations: Administration | | | 2 | | 1 | 2 | 49* |
| Patrol Area 1 | | | | 1 | 3 | 16 | 89 |
| Patrol Area 2 | | | | 1 | 3 | 12 | 62 |
| Patrol Area 3 | | | | 1 | 3 | 12 | 64 |
| Patrol Area 4 | | | | 1 | 3 | 13 | 62 |
| Patrol Area 5 | | | | 1 | 3 | 15 | 80 |
| Support Operations Division | | | | 1 | 1 | 3 | 8 |
| Traffic Section | | | | | 1 | 3 | 16 |
| Bureau of Services: Administration | | | 1 | 1 | | | |
| Communications Section | | | | | | 4 | |
| Training Section | | | | | 1 | 2 | 12 |
| Recruiting and Background Unit | | | | | | 1 | 3 |
| Information Technology | | | | | | 2 | |
| Property/ Evidence Unit | | | | | | 2 | |
| CID: Administration | | | | 1 | | | |
| CID: Special Victims Section | | | | | 1 | 4 | 24 |
| CID: Homicide Section | | | | | 1 | 6 | 6 |
| CID: Theft/ Field Support Section | | | | | 1 | 2 | 14 |
| CID: Gang/ Felony Assault Section | | | | | 1 | 4 | 16 |
| CID: Robbery and Burglary Section | | | | | 1 | 3 | 16 |
| CID: Youth and School Services Section | | | | | 1 | 3 | 15 |
| Ceasefire | | | | 1 | | | 2 |

* Includes Officers in Field Training

**Attachment I**
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