



2007 FIRST WATCH ANNUAL MANAGEMENT REPORT

STATE OF THE UNIT

The Patrol Division, First Watch, responsible for the day-to-day operations of the Patrol Division, continued its primary mission of providing essential law enforcement services to the citizens of Oakland during the night shift, 9: p.m. - 8: a.m., including responding to calls for service, critical incidents, conducting various proactive enforcement activities designed to deter crime, fear and disorder issues, and engaging in positive police-community contacts to strengthen mutual trust and cooperation with the community.

The members and employees assigned to First Watch acted as first responders to calls for service. They conducted extensive and thorough preliminary investigations and evidence collections for such crimes as murders, robberies, rapes, burglaries, etc, during the course of the year. Members continued to utilize Daily Bulletin information, information presented during line-up and briefings by investigators, Problem Solving Officers, and community members to identify and locate suspects and witnesses for all the aforementioned crimes. Additionally, officers participated in charitable activities such as the Police Activities League's Christmas Dinner, Police Unity Tour, the Special Olympics, and the Mayor's Toy Drive Campaign.

Members and employees utilized problem-solving techniques to enhance OPD's community policing efforts by utilizing additional resources such as the Neighborhood Services Coordinators and Problem Solving Officers to address community issues as well as neighborhood concerns. When necessary, First Watch worked with neighboring jurisdictions such as San Leandro PD, Hayward PD, Fremont PD, and the California Highway Patrol to address some of the issues common to all law enforcement agencies in the Bay Area.

The men and women of the First Watch took the time to analyze the cause of problems and direct the citizens to the correct organization or unit to assist with these problems.

The sergeants and officers made themselves available to citizens by providing their names and contact numbers to community members during the community meetings they attended. This allowed the citizens to place a face with a name, which enhances the cooperation between the Department and the Community.

STAFFING

First Watch is commanded by Captain Steven Tull.

First Watch was authorized a total of 118 sworn and civilian personnel, but the actual staffing for the year, which fluctuated, was approximately 97 people. First Watch staffing consisted of the following authorized personnel:

POSITIONS	AUTHORIZED	ACTUAL
Captain of Police	1	1
Lieutenant of Police	2	2
Sergeant of Police	13	13
Police Officers	94	78
Police Evidence Technicians	5	1
Civilian Evidence Technicians	3	3
Total Personnel	118	97

A hiring freeze for the past three years, increased retirements from the 3% at 50 retirement system and on-duty injuries continued to have an overall decrease in Patrol Division personnel. The following factors also contributed to the decrease in actual staffing for First Watch:

REASON FOR LOSS	AMOUNT OF PERSONNEL
Termination	3
Extended Administrative Leave	2
Extended Loans	4
Prolonged On-Duty Injury	5
Prolonged Off-Duty Injury	2
Retirements	1
Resignations	1
Military Leave	3
Total Loss of Personnel	21

The following First Watch member retired during 2007:

- Sgt. C. Johnson Service Retirement 25 years of service

The following First Watch member was promoted to rank of sergeant during 2007:

- Sgt. William Bardsley

The following First Watch officers were **temporary reassigned** during 2007:

- Officer Tamara Cundy from First Watch to Sac/Airport
- Sergeant Donna Hoppenhaur from First Watch to OCOP/IAD
- Sergeant David Elzey from First Watch to Communications Division
- Officer Martin Ziebarth from First Watch to CID/HOM/TETF
- Officer Beverley Brown from First Watch to OCOP/IAD
- Officer Enrico Taupal from First Watch to SAC/PSO1
- Officer Tyler Fought from First Watch to SAC/SOS

FISCAL MANAGEMENT

APPROPRIATION CATEGORIES	BUDGET APPROPRIATION	ENCUMBRANCES	ACTUAL EXPENDITURES	FUNDS AVAILABLE
O & M	2,752,341.71	373,673.20	1,382,309.81	996,358.70
GRANTS	300,969.12	0.00	201,642.00	99,327.12
PERSONNEL	17,627,562.00	0.00	15,955,316.27	1,672,245.73
OVERTIME	1,472,785.35	0.00	2,524,509.01	-1,051,723.66

The O&M expenditure for the Watches continues to be handled by the BFO Administration Unit. The only controllable expenditures on First Watch were the continuous expenditures pertaining to overtime.

Most of the overtime expenditures were caused by backfilling for absent personnel; officers and supervisors, and for special enforcement projects, which amounted to a \$2,524,509.01 in overtime expenditures. Backfilling open beats was accomplished the by members working both voluntary and mandatory overtime, which resulted in the overtime expenditures.

Backfilling was necessary to ensure timely response to calls for service, to enhance officer safety and to provide adequate supervision of Departmental personnel in accordance with Departmental policy. The current staffing level is expected to increase during 2008 due to the Department’s recruitment efforts.

TRAINING

First Watch command and supervisory staff were heavily involved in accomplishing training assignments, including those that were implemented because of the Negotiated Settlement Agreement (NSA). First Watch personnel were trained on numerous policy changes directly related to the NSA. In addition to the required NSA training, all First Watch members attended POST required training provided by the Department in the

Continuing Professional Training (CPT) classes for officers and received additional training on a variety of law enforcement related topics during line-up training. Additionally, all members assigned to First Watch qualified with their Departmental issued firearm in accordance with policy.

TOPIC	PUBLICATION	NUMBER TRAINED
Plain Clothes Operations (.5hr)	G.O. F-4	97
In-Car Video (.5hr)	G.O. I-15	97
Red Light Cameras (.5hr)	G.O. J-6	97
Firearms Range program (.5hr)	G.O. B-12	97
Performance Appraisals (.5hr)	G.O. B-6	97
Use of Force (Revision)	G.O. K-4	97
Use of Force-Supervisor Responsibilities	G.O. K-4	16
Check-in Orientation	G.O. D-16	17
In-Custody Narcotic Ingestion	TB III-S	97
Discipline Policy	TB V-T	97
Impact Munitions	TB III-H	1
Traffic Citations	RWM N-2	97
Misdemeanor Citations	RWM N-1	97
New Stop-Data Forms	RWM R-2	97
Diagonal Line on Statements	RWM S-1	3
Consolidated Arrest Reports	RWM K-1	4
Information Common to all Reports	RWM A-4	3
Juvenile Arrest Form	RWM M-3	4
Transporting Persons	S.O. 8262	4
O.C. Control	S.O. 8221	97

Arrest Authorization	S.O. 8536	17
O.C. Control Log	S.O. 8061	3
Civil Action	S.O. 8064	3
Complaints Against Department Personnel	S.O. 8565	17
MOR 398.73/398.74	S.O. 8713	97
Supervisor IAD Investigation Procedures	S.O. 8552	17
Supervisor IAD Investigation Procedures	S.O. 8553	17
CLETS	P.O.S.T.	24
LERTS	P.O.S.T.	4
Supervisors Core Course	P.O.S.T.	7
CPT	P.O.S.T.	78
In-Service Firearms Qualification	P.O.S.T.	97
Promotional Considerations (.5hr)	Memo	97
S.A.R.A. Model Supervisor Training	Departmental	13
FBR	Departmental	7
Tactical Update Training	Departmental	97
Task 18/33/34/37	NSA	7

In the chart above, in the “number trained” column, all numbers lower than 97 indicates training that was not required to be completed by all members on the entire watch, such as supervisor only training or it was continued training carried over from 2006.

First Watch command and supervisory staff tracked and ensured employee/member compliance with Department and state mandated training requirements.

SPECIALIZED TRAINING

TOPIC	NUMBER TRAINED	TRAINING HOURS
CNOA	2	20
Traffic Radar Course	1	10
LD 29 Class	1	24
Explosive Detection K9 School	1	400
Firearm Safety Certification	5	200
Technician Update Conference	1	16
Traffic Investigation School	1	40
Motor School	3	480
Anti-Terrorism Course	3	30
Women in Law Enforcement	3	72
Peer Support	3	120
Defensive Tactics Instructor School	2	80
NBPA Conference	1	24
DUI School	6	240
PSO Training Course	1	16
TASER Course	1	10
Bicycle School	2	80
Gang Update Course	1	8
Academy Instructor School	2	80
Asian Gang Conference	1	40

Crime Scene Conference	1	40
Armed Suspect Identification Course	1	8
Supervisors Transition Course	3	120
PRO School	3	120
FST Class	7	168
FTO School	4	160
Human Trafficking	10	16
Tactical Breaching Course	1	80
Backgrounds Investigation	2	16
CQB Marksmanship Course	1	24

In addition to the above courses, First Watch had 12 officers participate in several Tactical Team courses ranging from monthly and quarterly scheduled training to multi-agency competitions. These included Urban SHIELD, the Grass Valley SWAT Competition, PRO training, Entry/Sniper Team training, and TNT training for a total of over 1100 hrs.

First Watch had over half its staffing participate in outside non-NSA related training and logged over 3800 hours of training. First Watch commanders and supervisors are actively involved in the career progression and professional development of its personnel.

Additionally, a one-day refresher training was conducted for all First Watch members to reinforce perishable skills.

TOPICS
• Use of Force
• High Risk Vehicle Stops
• Taser Use
• Building Searches
• Perimeters/DAT/PRO

SIGNIFICANT ACCOMPLISHMENTS

The First Watch took steps in solving and mitigating several problems that are particular to their hours of operation. The most notable and continuous events that transpire on First Watch are the Sideshows in East Oakland, the downtown nightclubs and the targeted areas (Hot Spots) identified by the PSA Commanders. These events are ongoing operations that require constant monitoring to abate the crime, fear, and disorder associated with these events.

The nightclubs in the downtown area have also proven to be another problem unique to the First Watch. We have developed a partnership with the Third Watch where we utilize their personnel to specifically target the clubs as they close. At 1:30 am, the streets are filled with people who wish to continue a party on the public streets. The small cadre of Third Watch officers, operating under the direction of the First Watch supervisors and commanders, has been successful in safely, effectively, and efficiently clearing the streets without any major incidents.

In addition, documentation and citations have been issued to club owners when inordinate police resources were used to help close their establishment. This enables us to track our efforts, operational successful techniques, and help recoup our overtime expenditures. It also helps club owners to recognize the need for change in their management practices.

One of the significant accomplishments that occurred on First Watch during 2007 was the formation of specialized units within the watch to address violent crimes identified by the PSA commanders.

First Watch works hand in hand with the Police Service Area Commanders. First Watch officers actively conduct enforcement stops, preventive patrols, and contacts in the target areas. This valuable criminal intelligence information is forwarded to the Crime Reduction Teams.

There were no new programs implemented on First Watch during 2007. Additionally, there were no new policies completed or projects that were closed during this time period.

TARGETED ENFORCEMENT

Working in conjunction with the PSA Commanders starting in August 2007, First Watch was able to provide additional police presence in the target areas identified by the PSA Commanders throughout the City of Oakland. When staffing allowed, First Watch deployed resources to respond to the targeted areas in an effort to reduce, crime, fear and disorder.

Additionally, each beat officer was directed to address quality of life issue on their beat and at the targeted areas. One of the objectives was to ensure that patrol officer gained experience in working on specific beat projects. First Watch was able to generate the following statistics in the target areas from August-December:

- Total hours of preventative patrol accrued: **1,348 hrs.**
- Total moving citations written: **402**
- Total Felony arrests: **90**
- Total misdemeanor arrests: **94**
- Total guns recovered: **3**
- Total Field Contacts: **411**
- Total vehicles towed: **105**
- Total parole searches conducted: **43**
- Total probation searches conducted: **102**
- Total parking citations written: **31**

First Watch officers met with community members, home alert groups, merchants' associations, community-based organizations and other formal and informal leaders at meetings. The Neighborhood Service Coordinators hosted some meetings. The goal of these meetings was to re-instill public trust and confidence in the Oakland Police Department and form a genuine working partnership with the community. Many of the men and women of the Police Department passed out cards with information about how to maintain contact to ensure long-lasting relationships.

FIRST WATCH DEPARTMENTAL AWARDS

AWARDS	MEMBER
Medal of Valor	Capt. S. Tull
Medal of Merit	Sgt. B. Wehrly
Medal of Merit	Officer F. Lopez
Medal of Merit	Officer. K. Samuel
Chief's Leadership Award	Sgt. J. Encinias
Chief's Leadership Award	Officer B. Kline
Chief's Commendation	Sgt. J. Encinias
Chief's Commendation	Officer J. Blankinship
Chief's Commendation	Officer H. Chavez
Chief's Commendation	Officer R. Rosin
Captain's Commendation	Officer A. Tedesco
Captain's Commendation	Officer B. Ko
Captain's Commendation	Officer D. Bruce
Captain's Commendation	Officer R. Kirkland
Captain's Commendation	Officer S. Barre
Captain's Commendation	Officer S. Zsopinski

All of the above were individual achievements. There were no unit awards for First Watch during 2007.

First Watch is fully engaged in training, auditing and ensuring that officers are fully indoctrinated in the policies brought about by the Negotiated Settlement Agreement. First Watch is committed to ensuring that its staff is 100% compliant with all future tasks that it is given.

2007 PRODUCTIVITY/PERFORMANCE DATA/OTHER PERFORMANCE

- First Watch members were involved in 13 vehicle pursuits.
- First Watch members were involved in 19 vehicle collisions; 9 were non-preventable and 10 were preventable.
- First Watch members were involved in 420 uses of force. Four were Level 1 (Officer Involved Shooting); 46 were Level 2; 21 were Level 3; and 349 were Level 4. Overall, no patterns were observed that would indicate an abuse of force.
- First Watch supervisors investigated 32 Division Level Investigations (DLI) for First Watch members and employees; *21 DLI were cleared and returned to IAD*. Overall, no patterns of misconduct or unacceptable behavior were observed. Appropriate corrective actions were taken when necessary.
- During calendar year 2007, all eligible First Watch members attended the required community meetings required by the NSA and Departmental policy. We archived 100% compliance.
- First Watch made over 2,340 arrests, towed over 570 vehicles, and wrote approximately 2,225 citations (independent of the Targeted Enforcement Teams).
- First Watch served and cleared approximately 25 warrants and three search warrants were written.

First watch conducted two one-day audits to determine compliance with the following:

- Correct completion of Stop-Data Forms, and
- Arrest Approval Procedures.

GOALS FOR 2008

All members shall fully support the Department's implementation of Area Command, with an emphasis on the following:

- Initiating, completing and tracking beat projects to enhance the overall safety of the community,
- Reduce crime, fear and disorder in the community,
- Obtain 100% compliance with all Negotiated Settlement Agreement Tasks,
- Eliminate sideshow activity in East Oakland by having 1st Watch officers assist the Traffic Division by conducting strict vehicle code enforcement,
- Continue to reduce citizen complaints by having supervisors conduct complaint avoidance training with their officers,
- Improve police-community relations by obtaining 100% compliance with Departmental community meeting requirements,
- Reduce discretionary overtime expenditures by conducting strict oversight of expenditures,
- Improve morale by providing structure, stability, and consistency, and enhancing communication with members and employees, and
- Provide on-going, continuous, quality training to both sworn and civilians focusing on problem solving.