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2020 FEB 13 PM 2:48

AGENDA REPORT

TO: Sabrina B. Landreth
City Administrator

FROM: Anne E. Kirkpatrick
Chief of Police

SUBJECT: OPD Overtime Report – 2nd Quarter FY
2019-20

DATE: February 6, 2020

City Administrator
Approval

Date

2/13/2020

RECOMMENDATION

Staff Recommends That The City Council Receive An Informational Report From The Oakland Police Department (OPD) On The Use Of Overtime During the Second Quarter Of Fiscal Year (FY) 2019-20.

EXECUTIVE SUMMARY

This quarterly report on police overtime covers the following categories:

- Overtime Expenditures That Are Reimbursed;
- Historical Overtime;
- Overtime hours;
- Salary Increases;
- Department's Internal Overtime Budget
- Pre-Approved Overtime;
- Advance Approval for Overtime per Policy;
- Managing Overtime;
- Professional Staff for Special Events;
- Members Assignments at Community Events;
- Special Enforcement Staffing; and
- Minimum Overtime Per the *Oakland* Police Management Association (OPOA) Memorandum of Understanding (MOU)

BACKGROUND AND LEGISLATIVE HISTORY

On October 24, 2017, staff presented a report titled "Fiscal Year (FY) 2016-17 Fourth Quarter Revenue and Expenditure Results and Year-End Summaries for the General Purpose Fund (GPF, 1010) and Eight Selected Funds; and General Purpose Fund (GPF, 1010) Carryforward for FY 2017-18; and Overtime Analysis for the General Purpose Fund (GPF, 1010) and All Funds" to the Finance and Management Committee.

Finance and Management Committee
February 25, 2020

In response, the Finance and Management Committee requested a supplemental report with the following additional information:

- What are the policies, procedures, and processes in place in each Department for Authorizing and Controlling Overtime?
- If backfill overtime is authorized, who is responsible, for what purposes is it authorized, and which personnel are used to cover for others?
- Who is in charge of decision making and accountability for overtime? What rank / level?

The Finance and Management Committee requested that each department articulate how the department will control overtime expenditures with real actionable changes to policies, procedures, and processes, and corresponding accountability mechanisms.

On January 9, 2018, staff presented the first supplemental report to the Finance and Management Committee as well as the Public Safety Committee. Members of both committees stated that they were unable to locate the information they were seeking in the report. One of the concerns expressed by committee members was that it was difficult to distinguish information concerning OPD from information concerning OFD. In response, OPD and OFD each drafted independent comprehensive overtime reports that were responsive to the initial questions posed by Finance and Management Committee members on October 24, 2017, as well as the concerns expressed by Finance and Management Committee members and Public Safety Committee members on January 9, 2018. On February 27, 2018, staff presented the second supplemental report to the Finance and Management Committee and the Public Safety Committees. In response, the Public Safety Committee requested a monthly report from both OPD and OFD, additional information from OPD.

On April 24, 2018, staff presented a monthly overtime report to the Public Safety Committee. In response, the Public Safety Committee requested information concerning the effectiveness of OPD's overtime reduction strategies as well as clarification concerning OPD Special Events and Special Enforcement as well as reimbursable overtime. On May 22, 2018, OPD presented an overtime report that included information on overtime reduction strategies and clarification about OPD Special Events and Special Enforcement as well as reimbursable overtime. On June 26, 2018, OPD presented information about the impact on patrol of filling overtime positions for special events on overtime as well as negative impacts on the performance and conduct of individual officers who work large amounts of overtime.

At the April 9, 2019 Public Safety Committee meeting, staff was asked to provide a supplemental report with the following information:

1. Additional information for which expenditures are reimbursed within the budget, including the net overtime spent;
2. Additional information related to the number of hours worked per year and the salary increases each year;
3. Additional information related to the Department's internal budget;
4. Additional information on the amount of overtime pre-approved by the Chief or supervisor and the amount of overtime that does not require advance approval;
5. Analysis of how much overtime by category can be managed in advance;
6. Analysis on how professional staff can be utilized more for special events;

7. Analysis of how police officers are assigned to Council meetings, community events, Neighborhood Crime Prevention Council meetings, etc;
8. Analysis of how special enforcement can be performed on regular time versus overtime (e.g. Ceasefire);
9. Additional information related to the minimum overtime amounts approved in the Oakland Police Officers Association Memorandum of Understanding (MOU) versus the actual number of hours worked; and
10. Explanation from the City Administrator's Office on why police overtime is budgeted at levels consistently lower than historical actual expenditures.

In January 2018, both Finance Committee and Public Safety Committee requested quarterly reports on OPD and OFD overtime policies, use, and accountability. Staff presented a "Quarterly Report on Police Overtime," dated August 21, 2019 at the September 24, 2019 Public Safety Committee.

ANALYSIS / POLICY ALTERNATIVES

Overtime Expenditures That Are Reimbursed

As of December 27, 2019, OPD spent \$20,398,246 in General Purpose Fund overtime (\$16,600,977 excluding reimbursable overtime). Table 1 below provides a snapshot of the overtime spent by category.

Table 1: GPF from July 1, 2019 – December 27, 2019

Row Labels	⊕Jul	⊕Aug	⊕Sep	⊕Oct	⊕Nov	⊕Dec	Grand Total
Acting Higher Rank	61,789	64,921	57,723	88,176	46,628	43,364	362,602
Administrative Investigation	139,374	134,582	156,266	143,417	142,709	149,971	866,319
Backfill	719,109	653,312	684,245	674,482	658,006	676,446	4,065,600
Callback	105,075	74,356	87,490	103,951	78,877	83,834	533,584
Canine	3,257	2,994	2,862	3,182	2,768	2,448	17,510
Community Meetings		248	663		1,160	2,202	4,273
Comp Time Earned	38,020	41,628	31,311	37,079	31,051	28,972	208,060
Court	31,591	30,342	40,505	39,841	41,401	27,135	210,814
Extension of Shift	467,614	379,481	439,736	616,122	399,224	429,712	2,731,888
FLSA	220,036	222,406	217,497	239,406	230,916	165,389	1,295,651
Holiday	291,206	168	318,612	2,464	690,787	218,873	1,522,111
Recruiting/Background	49,687	42,054	32,316	23,348	63,030	28,926	239,361
Special Events/Enforcement	1,050,685	1,232,709	1,428,467	1,328,178	1,278,681	988,305	7,307,025
Training	216,528	166,165	218,759	158,595	154,173	119,228	1,033,448
Grand Total	3,393,972	3,045,366	3,716,452	3,458,241	3,819,412	2,964,803	20,398,246

OPD spent \$7,307,025 in the Special Events / Enforcement category. This category includes overtime expenditures associated with special actions. The total amount associated with reimbursable overtime, as of December 27, 2019, is \$3,797,269.

The language below concerning the definition of special enforcement and special event overtime is from the supplemental agenda report on overtime policies, procedures, and controls presented to the January 9, 2018 Public Safety Committee:

Special Enforcement overtime allows OPD to plan and participate in special actions such as violence suppression projects (such as those related to Ceasefire), special task forces, human trafficking operations, and crowd management events that are not covered by Special Events overtime.

Special Events overtime allows OPD to provide police services at sporting events, concerts, or other events, including overtime for planning, traffic control and enforcement activities.

Attachment A provides a list of all reimbursable overtime for the period of July 1, 2019 to December 27, 2019 that includes amount spent on overtime, number of hours claimed and the number of OPD employees assigned.

Historical Overtime

As mentioned in previous reports, past annual expenditures have not resulted in corresponding initial approved budget amounts. OPD has consistently spent over \$20 million every year on overtime since FY 2013-14 (see *Table 2*, below). Rather than receiving an overtime budget based on this consistent expenditure pattern (with increases based on employee raises), OPD continues to receive between \$12 million and \$16 million every fiscal year.

Table 2: OPD Overtime Adopted Budget, Actual Expenditures and Amount Invoiced

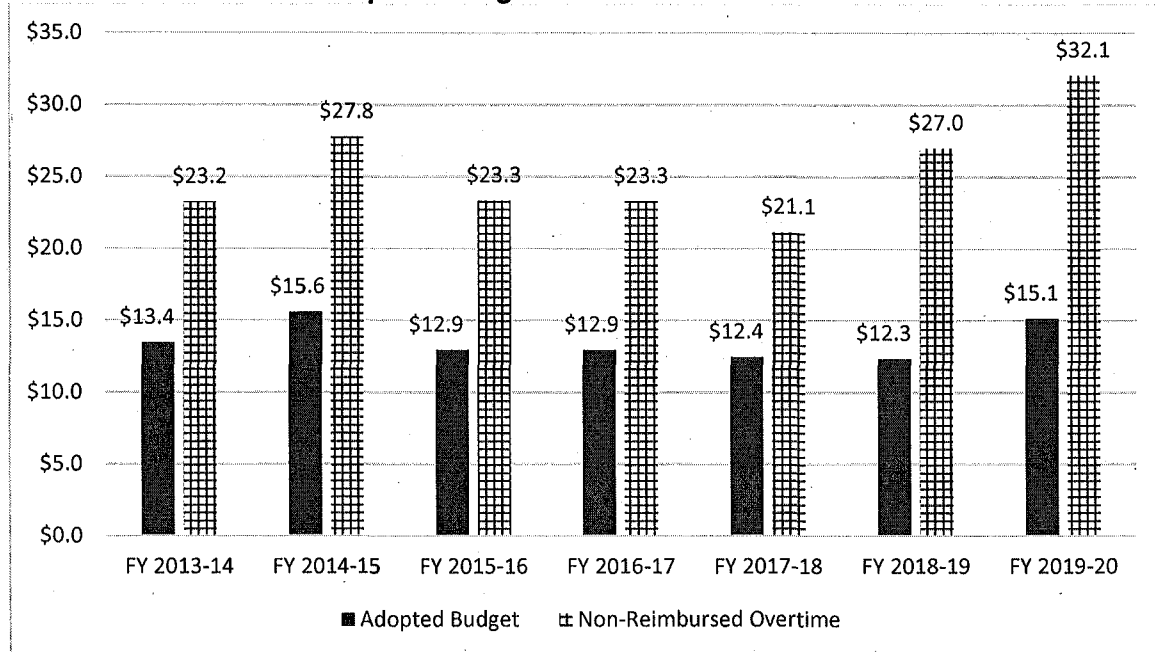
Fiscal Year	Adopted Budget	Actual	Amount Invoiced	Non-Reimbursed Overtime	(Over) / Under Adopted Budget*
2013-14	\$13,435,548	\$26,112,356	\$2,884,679	\$23,227,677	(9,792,129)
2014-15	\$15,571,768	\$31,690,464	\$3,927,914	\$27,762,550	(12,190,782)
2015-16	\$12,935,458	\$27,779,646	\$4,449,479	\$23,330,167	(10,394,709)
2016-17	\$12,935,458	\$28,265,038	\$4,976,304	\$23,288,734	(10,353,276)
2017-18	\$12,435,458	\$28,515,402	\$7,373,866	\$21,141,536	(8,706,078)
2018-19	\$12,335,458	\$36,363,290	\$9,365,374	\$26,997,916	(14,662,458)
2019-20**	\$15,135,178	\$40,796,492	\$8,724,010	\$32,072,482	(16,937,304)

*Does not include the adjusted overtime budget

**Projected as of 27 DEC 19

The chart below illustrates the initial adopted overtime budget versus the non-reimbursable overtime spent from FY2013-14 through FY2019-20.

Chart 1: GPF Overtime – Adopted Budget vs. Actual Non-Reimbursed Overtime*



***Amounts in millions of dollars**

OPD has increased its overtime spending nearly every year since FY 2013-14 due to the performance of critical police operations. Despite these increases, the City has budgeted less than 50 percent of the annual expenditure.

Overtime Hours

During the April 9, 2019 Public Safety Committee meeting, it was requested that the overtime hours for each of the past 10 years be included in this supplemental report. Unfortunately, the Department does not have readily available data associated with historical overtime hours prior to FY2012-13. Therefore, the Department provided, in Table 3 below, the actual overtime hours for the past seven years.

Table 3: Overtime Hours Worked

Fiscal Year	GPF	All Funds
FY 2012-13	351,247	362,044
FY 2013-14	382,930	399,917
FY 2014-15	457,905	459,228
FY 2015-16	388,810	395,849
FY 2016-17	373,977	382,410
FY 2017-18	350,432	376,271
FY 2018-19	407,076	417,754
FY 2019-20	442,406	455,415

**Projected as of 27 DEC 19*

The increases in overtime hours for FY2019-20 is associated with increased service level demands and enforcement (crime reduction strategies, downtown club detail, sideshow operations, PG&E power outages, homeless outreach, etc.).

Salary Increases

As mentioned in past reports OPD has not received increases in overtime funding even though hourly overtime rates have substantially increased. The City of Oakland has provided a number of raises to members of OPD over the last several years. This has resulted in a higher per-hour overtime cost, but there has been no corresponding increase in the OPD overtime budget to match cost increases.

Table 4: Average Annual Overtime Rate for Police Officer to Lieutenant of Police

Classification	FY 2013-14	FY 2014-15	FY 2015-16	FY 2016-17	FY 2017-18	FY 2018-19	FY 2019-20
Police Officer Step 1	\$50.51	\$52.04	\$55.34	\$56.68	\$59.88	\$62.92	\$62.92
Police Officer Step 2	\$58.94	\$60.73	\$64.58	\$66.14	\$69.88	\$73.42	\$73.42
Police Officer Step 3	\$61.20	\$63.05	\$67.05	\$68.67	\$72.55	\$76.23	\$76.23
Police Officer Step 4	\$63.22	\$65.13	\$69.26	\$70.94	\$74.95	\$78.75	\$78.75
Police Officer Step 5	\$65.48	\$67.45	\$71.74	\$73.47	\$77.63	\$81.56	\$81.56
Police Officer Step 6	\$70.74	\$72.88	\$77.50	\$79.38	\$83.86	\$88.11	\$88.11
Sergeant of Police	\$81.62	\$84.08	\$89.42	\$91.58	\$96.76	\$101.66	\$101.66
Lieutenant of Police	\$94.40	\$97.26	\$103.42	\$105.93	\$111.92	\$117.58	\$117.58

Department's Internal Overtime Budget

The Department created an internal overtime budget of \$27.1 million which is \$12,002,979 higher than the Council approved overtime budget of \$15,135,178.

The adjusted overtime budget includes budget change requests (BCRs) to move funds to the proper accounts after the budget was released. For example, if funds were placed in a contingency operations and maintenance account (54011) for a special project (e.g. an academy), the Department could move some of the funds to an overtime account after the budget was released. The BCR would modify the adopted budget allocations.

The \$27.1 million internal budget also incorporates reimbursable Special Events. The adjusted overtime budget and the projected reimbursable overtime is how the Department arrived at an internal overtime budget of \$27.1 million.

Pre-approved Overtime

The language below concerning internal OPD approval for overtime spent is from ***Attachment A*** of the supplemental agenda report on overtime policies, procedures, and controls presented to the February 27, 2018 Public Safety Committee:

Overtime Approval

Overtime in OPD can be approved by any commander or manager. This practice is in place due to the dynamic nature of police work. For example, a patrol officer may be in the process of obtaining a victim's statement when the officer's shift is nearing completion. Interrupting this process to obtain approval for the officer to obtain approval from a high-ranking member of the organization would be time-consuming and very insensitive to the victim's needs. Similarly, requiring high-level overtime approval for homicide investigators who are working an unfolding investigation could hinder their progress in identifying or apprehending a violent individual.

When a watch commander is faced with a last-minute unexpected vacancy, the watch commander must act very quickly to ensure that minimum staffing levels are met. To seek higher-level approval (often outside of business hours) would be time-consuming and impractical to the point of endangering public and officer safety.

Advance Approval for Overtime per Policy

The language below is from the draft OPD policy on overtime (Department General Order (DGO) D-01, provided as **Attachment C** to the agenda report to the February 26, 2019 Finance and Management Committee:

B. OVERTIME PROCEDURES

B – 1. Overtime Authorization

1. Approval Process

Members shall obtain advance approval from a commander or manager before working overtime except when overtime is necessary to:

- a. Complete a radio-dispatched assignment.
- b. Complete an assignment provided by a supervisor (e.g. follow up to an incident that cannot wait until the next shift).
- c. Self-dispatch to a required emergency response (e.g. an officer in need of immediate assistance).
- d. Complete an on-view assignment that requires immediate and continuing police action (e.g., civil disturbances, serious traffic accidents, homicide investigations, etc.)
- e. Attend a court session, judicial or administrative proceeding related to Departmental business in response to a subpoena or lawful order of a superior officer.
- f. Fill unplanned vacancies in the Patrol, Communications, or Records Divisions that would bring the division under minimum staffing levels.

The above list does not apply to callback overtime. Callback overtime is addressed by Memoranda of Understanding.

The above is intended to be a comprehensive list of reasons why advance approval from a commander or manager is not required for an individual employee to work overtime. The above list is intended to address the realities of police staffing and the impracticality of requiring approval before overtime is used.

Given current systems and data, it is not possible to provide the exact amount of overtime pre-approved and the amount that does not require advance approval. The member enters his/her hours, task, organization and payroll element into the City's Oracle time and attendance system. The system does not provide a designated space for additional information such as whether the overtime was pre-approved. However, based on the element used, staff will have an estimate

as to how much overtime is associated with pre-approved overtime and overtime that does not require advance approval.

Acting Higher Rank, Court, Extension of Shift, Fair Labor Standard Act (FLSA), Holiday and half of Backfill overtime is most likely related to overtime that does not require advance approval. The total amount for these categories, as of December 27, 2019, is \$8,155,867. Administrative Investigation, Callback, Canine, Community Meetings, Comp Time Earned, Recruiting / Background, Special Events / Enforcement, Training and half of Backfill overtime is most likely related to overtime that is pre-approved by a supervisor. The total amount for these categories, as of December 27, 2019, is \$12,242,380.

Managing Overtime

All overtime categories can be managed to some extent. The only categories that would be difficult to fully manage is Acting Higher Rank, Extension of Shift, Holiday and FLSA-related overtime. It is difficult to associate a dollar amount, by category, that can be managed. However, the Department is working on updating Telestaff to better manage and track overtime.

Professional Staff for Special Events

OPD provides security services for special events at the request of event organizers. Professional staff cannot provide security services for most of the special events requests, however, there are some events that can have additional professional staff and less sworn personnel. The cost to provide the service with additional professional staff depends on the event. Generally, the cost would be the number of hours worked at top step for that classification.

The Department finds great value in staffing events with sworn personnel. The presence of sworn OPD personnel at an event – ranging from a small party to a large sporting event – provides an opportunity for OPD to prevent problems from occurring. If a problem at a special event develops, OPD personnel assigned to the event can address the problem immediately and effectively, without draining extremely limited patrol resources.

Members Assignments at Community Events

OPD Policy DGO B-7 states that “personnel shall receive all appearance requests that address a specific concern regarding police personnel or police practices, when made by representatives of established organizations that are active in the City of Oakland, community groups, and church groups.” OPD attempts to meet these requests within 60 days. The Negotiated Settlement Agreement (NSA) Task 47 requires that OPD host at least one (1) community meeting per quarter in each Patrol Service Area; OPD requires field personnel to attend one community meeting a quarter. In addition, CROs endeavor to attend every NCPC meeting. Attempts are made to not have multiple officers at the same meeting. However, meeting schedules and availability sometimes result in multiple officers at meetings.

On-duty foot patrol officers provide coverage at council meetings for additional security. Generally, there are no open beats created or overtime costs incurred with this assignment.

Special Enforcement Staffing

Some Ceasefire operations require work well beyond an officer's assigned shift, particularly for long-term investigations. The Ceasefire Commander monitors overtime and adjusts minimize expenditures. To increase capacity in Ceasefire, the department would need to increase staff which would result in open patrol beats and additional backfill overtime.

Other special enforcement operations include weekend downtown details. The entertainment venue detail is an overtime expense created because of several shootings and homicides in the downtown club area. With the increased downtown night life, Friday and Saturday nights have increased tremendously with people enjoying restaurants and clubs. Unfortunately, this activity has increased chance contacts with gang and groups which have resulted in violent crimes. The downtown detail is essential in maintaining public safety. The detail has established and maintained good communication with the security and management at the different venues. We have monthly meetings to continuously explore ways to maintain public safety.

Minimum Overtime Per the Oakland Police Management Association (OPOA) Memorandum of Understanding (MOU)

The Oakland Police Officers Association (OPOA) MOU with the City stipulates required rules for officer overtime compensation:

- an employee who is called back to work after completion of a regular shift and has left the place of employment, or who is required to make a job-related court appearance on off-duty hours shall be compensated for a minimum of two and one-half hours of overtime worked.
- An employee who is required to make a job-related court appearance on a scheduled day off shall be compensated for a minimum of four hours of overtime worked.
- An employee who is required to work on a scheduled day off shall be compensated for a minimum of five hours of overtime worked.

There is no official tracking mechanism for actual hours worked versus the minimum hours claimed, as the member would only enter at least the minimum hours of overtime allowed in Oracle. However, Command staff members anecdotally monitors the actual hours worked to ensure the Department is utilizing the officers' time in the most effective and efficient way.

PUBLIC OUTREACH / INTEREST

No public outreach was required in the production of this report.

FISCAL IMPACT

There is no fiscal impact associated with this report; the information presented in this report is for informational purposes.

COORDINATION

OPD consulted with the Budget Bureau in the preparation of this informational report.

SUSTAINABLE OPPORTUNITIES

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

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

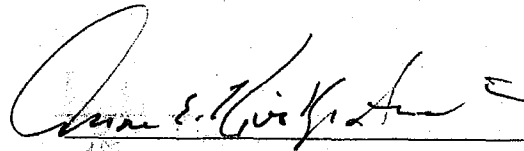
Race and Equity: OPD strives to devote resources, including the use of overtime, to promote public safety, especially in areas of the city that disproportionately face exposure to violent crime.

ACTION REQUESTED OF THE CITY COUNCIL

Staff Recommends That The City Council Receive An Informational Report From The Oakland Police Department (OPD) On The Use Of Overtime During the Second Quarter Of Fiscal Year 2019-20.

For questions regarding this report, please contact Shamika Shavies, Acting Police Services Manager I, at (510) 238-3288.

Respectfully submitted,



Anne E. Kirkpatrick
Chief of Police
Oakland Police Department

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Attachments (1):

A: List of reimbursable Special Events/Special Operations overtime spent in the Oakland Police Department for FY 2018-19

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OPD Special Events Overtime July 1, 2018 - June 30, 2019

2020 FEB 13 PM 2:48	Event	Amount	# of Hours	# of Employees	Event	Amount	# of Hours	# of Employees
AC Transit Project		857,086	10,133.25	57	Oakland Triathlon	26,821	332.00	65
PORT-JLS OT SECURITY		286,650	3,297.50	34	PG&E Construction	26,244	335.00	17
Home Depot		260,508	3,178.25	87	Warriors Watch Party	26,228	288.50	47
Rolling Loud Music		191,668	2,233.50	135	Snoop Dogg's	25,718	291.25	33
Kamala Harris Event		156,950	1,813.00	193	A's vs. Dodgers 8/07	24,613	293.00	34
Raiders vs. Steelers		134,264	1,608.00	147	Warriors vs. Clipper	24,495	270.65	36
Raiders vs. Browns		127,989	1,546.50	137	First Friday	24,043	297.25	35
Raiders vs. Broncos		127,769	1,531.75	155	Warriors vs. Timber	23,368	261.75	35
Raiders vs. Chiefs		121,763	1,454.75	137	A's vs. Indians	22,581	263.00	29
Raiders vs. Colts		121,609	1,452.50	139	Warriors vs. Rockets	22,557	248.25	36
Raiders vs. Chargers		114,431	1,369.00	138	Warriors vs. Clipper	22,487	258.25	36
Raiders vs. Rams		109,147	1,309.75	135	Warriors vs. Thunder	22,294	254.25	35
Raiders vs. Pakcers		105,946	1,278.00	129	Warriors vs. Pelican	22,252	247.00	35
All Day & A Night		105,808	1,310.00	66	Warriors vs. Thunder	22,125	248.75	35
Raiders vs. Lions		105,741	1,266.75	127	Warriors vs. Jazz	22,104	241.25	35
Oakland Running Fest		85,640	1,000.00	133	Warriors vs. Rockets	22,003	246.25	34
BANK OF AMERICA		79,862	1,023.00	20	Warriors vs. Maveric	21,975	252.00	35
Warriors vs. Raptors		78,869	879.75	107	Warriors vs. Suns	21,556	237.75	35
Warriors vs. Raptors		73,286	815.00	101	Warriors vs. Kings	21,523	237.50	35
Aubrey & 3 Amigos		69,495	800.50	61	TBS World Tour	21,500	249.25	28
Warriors vs. Raptors		68,587	783.50	109	Warriors vs. Nuggets	21,460	240.50	36
Monster Supercross		65,913	748.50	63	Warriors vs. Heat	21,448	238.50	35
PG&E San Leandro St		64,422	822.00	11	Warriors vs. Lakers	21,383	240.00	34
LANEY SWAP MEET		62,834	738.00	28	A's vs. Mariners	21,351	256.25	31
Second Sky Music Fes		61,275	697.50	43	Warriors vs. Raptors	21,265	240.50	35
Oakland Zoo Traffic		60,534	760.00	49	Warriors vs. Trail B	21,241	240.75	34
Marriott Hotel Strik		54,366	639.00	43	Warriors vs. Nuggets	21,219	236.00	35
Bed Bath & Beyond		52,801	646.00	6	Warriors vs. Trail	21,210	242.25	35
A's vs. Giants 7/21		46,123	561.00	54	Warriors vs. Kings	21,193	241.00	35
Monster Jam		45,560	525.00	59	Warriors vs. Hornets	21,168	235.25	35
A's vs. Angels		43,498	523.50	56	A's vs. Dodgers 8/08	21,106	250.40	34
Monster Jam		42,201	476.50	60	Warriors vs. Lakers	21,075	245.00	35
A's vs. Giants 7/20		41,309	503.50	54	Warriors vs. Magic	21,029	240.75	34
Treasure Island Musi		40,453	489.25	27	Warriors vs. Pelican	20,977	245.50	34
A's vs. Giants 7/22		39,454	468.50	52	Warriors vs. Grizzli	20,973	242.50	35
Levy Restaurants		36,967	444.25	32	B2K Concert	20,912	233.00	29
Warriors vs. Rockets		36,556	413.50	51	Warriors vs. Grizzli	20,871	234.00	35
Warriors vs. Clipper		36,370	400.50	51	Warriors vs. Celtics	20,841	230.00	36
Warriors vs. Clipper		36,282	406.45	51	Warriors vs. Hawks	20,767	234.50	35
A's vs. Yankees 9/03		35,737	416.25	51	Warriors vs. Wolves	20,662	234.00	32
Warriors vs. Trail B		35,536	394.25	55	Warriors vs. Spurs	20,620	227.50	35
A's vs. Yankees 9/04		35,260	426.10	52	Warriors vs. 76ers	20,592	227.00	35
Warriors vs. Trail B		34,632	394.00	64	Warriors vs. Timberw	20,584	233.00	35
Warriors vs. Rokcets		34,582	386.50	52	Warriors vs. Suns	20,532	237.00	35
Warriors vs. Rockets		33,760	373.25	51	A's vs. Twins 9/22	20,518	238.75	28
Oaktown 5K and Half		32,974	410.50	61	Warriors vs. Nets	20,511	236.25	33
Warriors vs. Clippers		31,455	351.50	50	Warriors vs. Bulls	20,479	226.25	31
Dia De Los Muertos		29,607	376.50	36	Wonder Woman Run	20,458	257.50	50
Disney on Ice		29,316	325.25	26	Warriors vs. Pistons	20,426	228.00	35
State of Trance		28,952	320.50	32	PG&E Construction	20,331	251.00	10

Event	Amount	# of Hours	# of Employees	Event	Amount	# of Hours	# of Employees
A's vs. Twins 9/23	20,320	248.00	30	Sam Smith Concert	13,713	155.75	24
Warriors vs. Cav's	20,313	223.00	33	A's vs. Rangers 9/07	13,711	155.25	21
Twenty One Pilots	20,293	236.25	28	A's vs. Indians 7/01	13,650	159.50	22
Warriors vs. Pacers	20,272	224.25	36	Oakland Pride	13,564	170.50	17
Warriors vs. Wizards	20,173	229.25	34	AR Rahman	13,520	156.50	20
Warriors vs. Knicks	19,977	220.50	34	Warriors Open Pract	13,505	163.00	32
Warriors vs. Suns	19,876	226.00	34	A's vs. Reds	13,481	152.25	20
Travis Scott	19,699	228.50	31	A's vs. Tigers	13,481	161.75	21
A's vs. Padres 7/3	19,333	229.50	31	Hillsong United	13,397	149.50	21
Warriors vs. Bucks	19,188	222.00	33	A's vs. Astros 8/17	13,310	153.50	19
Warriors Watch Party	19,166	212.00	36	A's vs. Angels	13,172	145.75	21
A's vs. Angels	18,986	216.40	30	Phil Collins	13,120	145.75	21
Warriors vs. Maveric	18,865	215.50	34	A's vs. Angels	13,075	155.25	21
First Friday	18,718	246.00	36	NA LCS 9/08	13,030	148.50	15
A's vs. Angels	18,477	220.25	29	A's vs. Mariners	12,944	146.00	20
Disney on Ice	18,372	209.50	17	A's vs. Angels	12,767	154.90	19
A's vs. Blue Jays	18,073	204.75	24	A's vs. Angels 9/18	12,747	145.25	18
Santa Cruz Warriors	17,991	199.00	32	Kevin Hart	12,697	144.00	21
A's vs. Tigers	17,865	215.00	29	A's vs. Mariners	12,661	141.25	20
Warriors Watch Party	17,686	191.75	35	A's vs. Astros	12,615	142.00	20
A's vs. Astros 8/18	17,388	205.50	27	A's vs. Rangers	12,609	140.75	21
A's vs. Giants	17,311	196.00	32	A's vs. RAYS	12,574	141.50	20
First Friday	17,258	226.50	27	A's vs. Indians	12,196	143.25	19
A's vs. Red Sox	17,213	206.50	29	A's vs. RAYS	12,142	134.75	20
A's vs. Angels	17,140	194.00	28	A's vs. Mariners	11,943	134.50	19
Elton John	17,063	187.25	26	Art & Soul Fest	11,937	137.25	12
Justin Timberlake	17,056	186.50	24	A's vs. Red Sox	11,911	136.50	23
A's vs. Mariners	16,960	196.75	25	Trans Siberian Orche	11,893	132.25	21
A's vs. Red Sox	16,826	197.00	32	A's vs. Blue Jays	11,868	134.00	18
Panic at the Disco	16,594	179.75	24	A's vs. Mariners	11,831	141.50	18
A's vs. Yankees 9/05	16,482	194.25	29	A's vs. Orioles	11,690	133.00	21
Muse	16,428	183.25	24	J. Balvin Concert	11,586	136.25	18
Michael Buble	16,382	181.00	26	Hall & Oates and Tra	11,482	130.50	17
A's vs. Red Sox	16,114	184.50	25	A's vs. Mariners	11,391	129.75	18
Arijit Singh	16,109	181.00	23	A's vs. Tigers 8/05	11,360	133.50	19
J. Cole Concert	16,092	181.75	23	A's vs. Padres 7/4	11,241	140.00	20
Childish Gambino	15,810	183.00	27	A's vs. Astros	11,212	128.00	19
Nick Cannon	15,490	174.50	24	A's vs. RAYS	11,187	128.25	17
Pentatonix	14,885	168.25	23	A's vs. Rangers	11,154	128.75	19
385 14th St	14,677	182.00	16	A's vs. Indians 6/29	11,097	130.00	20
Hiero Day	14,595	178.00	17	A's vs. Astros 4/16	11,082	124.50	21
A's vs. RAYS	14,131	159.00	20	First Friday 10/05	11,041	172.50	15
A's vs. Twins 9/21	14,073	166.00	21	A's vs. Rangers 9/09	11,010	126.00	16
A's vs. Blue Jays	14,073	162.25	25	A's vs. Rangers	10,994	121.25	21
A's vs. Indians	14,006	159.50	21	NA LCS 9/09	10,927	120.75	15
A's vs. Astros 8/19	13,999	162.00	20	Oakland A's FanFest	10,917	120.00	18
ESPN First Take	13,967	154.00	14	A's vs. Astros 4/17	10,899	122.00	21
A's vs. Mariners	13,912	164.50	22	First Friday	10,861	158.25	15
A's vs. Astros	13,882	164.50	21	A's vs. Orioles	10,734	123.00	21
Jeff Lynne's ELO	13,830	156.00	22	A's vs. Rangers	10,994	121.25	21
Fleetwood Mac	13,738	155.00	23	NA LCS 9/09	10,927	120.75	15

Event	Amount	# of Hours	# of Employees	Event	Amount	# of Hours	# of Employees
Oakland A's FanFest	10,917	120.00	18	Lunar New Year Bazaar	6,499	71.00	6
A's vs. Astros 4/17	10,899	122.00	21	5110 Telegraph Ave	6,240	76.50	9
First Friday	10,861	158.25	15	2820 Broadway	6,122	77.50	5
A's vs. Orioles	10,734	123.00	21	Harlem Globetrotters	5,965	66.00	6
A's vs. Blue Jays	10,704	119.75	15	Oakland A's Watch Pa	5,956	67.25	9
Weezer	10,612	118.00	16	COPA FESTIVAL	5,795	68.50	7
A's vs. Rangers 8/21	10,608	119.75	18	447 17th St	5,713	68.25	6
A's vs. Rangers 9/08	10,595	124.25	16	Harlem Globetrotters	5,594	62.00	6
A's vs. Blue Jays	10,493	118.50	18	Oakland Turkey Trot	5,132	60.00	12
First Friday	10,492	147.50	17	My Culture	5,104	68.50	6
First Friday	10,363	141.00	16	447 17th St	4,990	57.00	6
A's vs. Angels 9/20	10,324	126.25	18	PG&E (66th Ave @ Oak	4,958	61.00	4
Latter-day Saints	10,291	118.50	7	BIG 3	4,942	56.75	7
A's vs. Mariners	10,254	127.50	19	Family Bridges	4,861	57.00	8
A's vs. Mariners	10,222	117.25	19	Tyler Perry	4,834	55.00	6
Kelly Clarkson	10,209	113.00	15	College Football Pla	4,712	51.25	5
Smashing Pumpkins	10,167	115.00	15	Our Lady of Guadalupe	4,685	54.00	9
MTC Comm. Parking	10,156	128.00	11	24th St @ Harrison S	4,604	52.50	5
First Friday	10,121	140.50	19	Honda Commercial	4,515	49.00	4
The Phone	10,107	115.00	7	WWE Live Holiday Tou	4,315	49.50	8
Raiderville	10,102	124.75	7	Bay Bridge Half Mara	4,275	47.00	8
A's vs. Reds	10,054	120.00	19	Supercross Futures	4,261	46.00	5
A's vs. Mariners	10,014	115.50	18	PG&E (Fruitvale Ave	4,132	50.75	3
Eat Real Festival	9,994	111.00	9	Joe Biden	3,936	50.00	5
Black Joy Parade	9,931	115.25	20	Nissan Commercial	3,774	41.00	5
Carrie Underwood	9,896	112.25	14	Grand Theft Auto	3,664	39.00	3
A's vs. Angels 9/19	9,885	111.75	18	COPA FESTIVAL	3,556	40.00	8
Chinatown Street Fes	9,649	120.00	11	Warriors Practice	3,481	39.00	6
Championship Boxing	9,649	114.25	13	All Day I Dream Fest	3,435	42.50	6
A's vs. Orioles	9,589	113.00	15	Raider Escort	3,400	38.00	7
A's vs. Blue Jays	9,497	121.50	17	Burger Boogaloo	3,354	40.50	6
Steph Curry UA Event	9,471	106.25	14	Pixar	3,328	36.00	4
A's vs. Reds	9,470	118.25	19	Butler Amusement	3,324	36.00	6
A's vs. Rangers 8/20	9,429	107.00	18	PBR Oakland Classic	3,293	36.00	6
Alameda Point Antiqu	9,392	104.50	10	1100 Broadway	3,150	36.00	4
Hilton Hotel	9,321	105.50	9	Slam Magazine	3,139	35.00	5
Pepe Aguilar	9,277	110.75	16	Genesis 6	3,014	32.50	2
A's vs. Mariners	9,137	104.00	15	Apple TV Show	2,949	33.00	4
Anuel	8,670	100.25	14	1100 Broadway	2,931	37.00	4
Sonu Nigam	8,301	93.50	13	Alan Walker	2,873	30.50	3
Oakland Black Cowboy	8,185	105.00	20	John Legend	2,811	30.00	4
A's vs. Rangers 8/22	8,141	96.25	14	Brownies & Lemonade	2,768	30.50	4
Oaktoberfest	7,978	100.25	12	2126 MLK Jr. Way	2,719	33.50	4
Mike Epps	7,883	92.50	13	Warriors STH Event	2,669	29.00	5
5110 Broadway	7,718	98.00	11	Oakland Grand Prix	2,604	29.00	4
Midnight Basketball	7,714	83.75	7	2820 Broadway	2,540	33.00	4
532 39th St	7,442	91.00	10	First Friday	2,532	27.00	4
La Arrolladora	7,216	83.75	9	Modera JLS Apt's	2,402	28.75	3
COPA FESTIVAL	7,125	87.00	8	UCSF Fundraiser	2,391	25.50	3
Bad Bunny	6,985	83.50	14	Breakin Bread MC	2,338	26.50	4
Raider Image	6,770	82.50	14	Tenacious D	2,239	25.50	4

Event	Amount	# of Hours	# of Employees	Event	Amount	# of Hours	# of Employees
Raiderettes Practice	2,183	25.00	3	Saweetie Fan Event	870	10.00	2
Cinco De Mayo	2,110	22.50	3	Bishop O'Dowd HS	870	10.00	2
Oakland Fam Bam	2,058	24.50	3	COPA FESTIVAL	856	11.00	1
Vincetn Cohran	2,052	23.00	2	A's vs. Mariners	823	8.00	1
Boogie Comedy	1,969	21.00	3	2126 MLK Jr. Way	803	9.00	1
Holy Names Uni	1,917	22.00	4	Nina Cried Power	798	11.00	1
2820 Broadway	1,886	23.25	2	Levi's	785	11.00	2
Myittar	1,881	25.00	2	Fitbit	754	9.50	2
CJ Group	1,784	19.50	3	226 13th St	743	9.00	1
3093 Broadway	1,784	22.00	2	A's vs. Indians 6/30	735	8.50	3
Comcast	1,775	21.50	1	WARRIORS VS BULLS	720	7.00	1
C.H Wines	1,756	23.00	2	385 14th St	717	9.00	1
GSW Event @ Lake Cha	1,688	18.00	3	W VS. ROCKETS	714	8.00	1
Niantic Labs Video	1,661	21.00	2	W VS. ROCKETS	696	8.00	1
Oakhella	1,633	17.00	2	W VS. PELICANS	674	7.75	1
A's Rally	1,607	17.50	4	B Roll	661	8.00	1
Lake Fest	1,541	18.50	2	Sorry To Bother You	622	8.00	1
FESTAC	1,499	16.00	2	PG&E Construction	609	7.00	1
ESPN MNF	1,450	16.50	3	Ridge Communications	520	7.00	1
Khalid Concert	1,441	14.00	2	WebXR	502	6.50	1
Lil Baby	1,441	16.50	2	True Buddha Vijaya	479	5.50	1
W. vs. Cav's	1,432	15.75	2	Warriors Watch Party	452	4.50	1
3093 Broadway	1,427	16.00	2	Feed Oakland	452	6.00	1
Oakland Natives Give	1,356	17.00	2	KD Fantasy Exp	435	5.00	1
TriNet	1,338	15.00	2	Uber Driver Ambition	435	5.00	1
Subaru	1,318	16.00	2	Oversize Load	435	5.00	1
Money Mondays	1,314	15.00	3	SC30	399	5.00	1
Atlas Photography	1,293	14.50	2	The Connected Car	389	5.00	1
American HS Prom	1,249	14.00	2	Raider Image	376	5.00	1
And1 Paint in the Pa	1,154	15.00	3	A's vs. Angels 6/15	247	1.75	2
Comcast	1,153	13.25	1	A's vs. RAYS	115	1.50	3
Ella Mai	1,153	12.00	2	W. vs. Cav's	87	1.00	1
Alameda Point Antiqu	1,128	15.00	3	AEG 602L Ops	75	1.00	1
Monte Vista HS Prom	1,115	12.50	2	DIRTYBIRD BBQ	28	0.00	2
Brothers Osbourne	1,113	12.00	2	Warriors vs. Spurs	25	0.25	1
Town Hall Meeting	1,108	11.50	2	A's vs. Astros 6/13	22	0.25	1
1032 Full Throttle	1,088	15.00	2	Black Cowboy Parade	5	0.00	1
Mills College	1,081	13.00	2	PINK Concert	(19)	(0.25)	1
Near Future	1,071	14.00	2	BLURRY VISION MUSIC	(44)	(0.50)	1
San Ramon Valley HS	1,070	12.00	2	Warriors Watch Party	(87)	(1.00)	2
Clayton Valley HS	1,070	12.00	2	A's vs. Royals 6/08	(87)	(1.00)	1
EBRHA	1,069	12.00	2	WARRIORS W. PARTY	(87)	(1.00)	1
First Friday	1,054	10.50	1	Warrriors vs. Grizzl	(103)	(1.00)	1
Blindspotting	1,044	12.00	2	Oakland Zoo Traffic	(339)	(4.50)	1
Tracy HS	981	11.00	2	Oakland Zoo Traffic	(464)	(6.00)	2
PINK Concert	958	8.25	1	First Friday	(502)	(5.00)	1
Miramonte HS Prom	892	10.00	2	W VS. PELICANS	(827)	(9.50)	1
Harvest	892	12.00	1	AC Transit Project	(847)	(9.50)	1
SantaCon	890	10.00	2	First Friday	(954)	(9.50)	1
				Total		7,959,917	