



AGENDA REPORT


TO: Jestin D. Johnson
City Administrator

FROM: Darren Allison
Acting Chief of Police

SUBJECT: Quarterly Police Staffing Report
(1st Quarter)

DATE: May 2, 2023

City Administrator Approval


Jestin Johnson (Jun 14, 2023 14:16 PDT)

Date: Jun 14, 2023

RECOMMENDATION

Staff Recommends That The City Council Receive An Informational Report Of Oakland Police Department's Q1 2023 Staffing

EXECUTIVE SUMMARY

This report provides data regarding the following:

- OPD staffing levels and the factors that influence changes over time
- Data on police officer hiring and attrition
- Demographic and residency data of sworn personnel
- Information related to OPD sworn officer recruitment efforts and status updates on the hiring of open professional staff positions

BACKGROUND

In 2009 City Council requested a report on staffing levels from OPD to address current staffing for sworn and professional staff. This report covers recruitment activities and assignments for both categories, as of March 31, 2023.

ANALYSIS AND POLICY ALTERNATIVES

This report advances the Citywide priority of responsive, trustworthy government as it gives the public data for OPDs staffing, hiring, attrition as well as its recruitment and hiring efforts.

Over a five-year timespan, OPD sworn staffing levels have fluctuated between 749 filled positions on January 1, 2019, to the lower recent level of 696 filled positions as of January 1, 2023. The authorized and funded staffing level based on the Council-adopted Fiscal Year (FY) 2022-23 Budget is 741 sworn positions. This 741-officer staffing level includes 51.72 positions funded by the 2014 Oakland Public Safety and Services Act (Measure Z)¹ and 15 officer positions from the 2022 U.S. Department of Justice (DOJ) Community Oriented Policing Services (COPS) Hiring Grant.

Table 1 below provides the sworn staffing data numerically on January 1st of each year, and **Figure 1** below, does so visually.

Table 1: Actual Staffing Levels on January 1 of Each Year: 2019 – 2023

	2019	2020	2021	2022	2023
Sworn Staffing Levels as of January 1 of each year	749	730	723	690	696

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

Figure 1: Sworn Staffing on January 1, 2019 through January 1, 2023



Tables 2a, 2b, and 2c below show the average OPD Communications (911) dispatch response time to calls for service. This data shows the time it takes OPD to respond with an officer or other personnel to each request. During the three-month 1st Quarter period of 2023 OPD has maintained a goal of first answering these calls with dispatchers and operators within 15 seconds (for 95 percent of these calls²). The data shows the average monthly response time for the last five years. The data is divided into separate tables for Priority One, Priority Two and Priority Three type calls³.

² In 2021 OPD was able to first answer each call within 15 seconds for between 57 percent and 72 percent of the calls on average each month. OPD was able to answer each call within the first 16-20 seconds for between 63 percent and 80 percent each month.

³ Priority Call Types:

- One = Situations involving imminent injury to persons and for prevention of violent crime and incidents involving a weapon.
- Two = Urgent, but not immediate emergencies including in-progress misdemeanors, in-progress disputes with violence potential, stolen vehicle reports, and just-occurred felonies.
- Three = Cold reports and situations where there is no threat of danger to life or property.

The data in each cell in the tables below show minutes and seconds. For example, the first cell for January 2019 for Priority One Calls shows “13.59.” This number means that the call was responded to by OPD’s Bureau of Field Operations in 13 minutes and 59 seconds.

Table 2a: Average Response Time (in minutes and seconds) to Priority One Calls: 2019-2023 (January-December)

Priority One Calls					
	2019	2020	2021	2022	2023
Jan	13.59	11.07	16.24	18.43	14.58
Feb	10.45	12.9	18.87	12.64	12.36
Mar	10.8	11.44	17.25	15.46	15.19

Table 2b: Average Response Time (in minutes and seconds) to Priority Two Calls: 2019-2023 (January- December)

Priority Two Calls					
	2019	2020	2021	2022	2023
Jan	155.41	147.63	167.82	180.52	168.49
Feb	115.53	216.65	158.34	156.38	224.59
Mar	135.58	159.67	190.56	229.17	158.40

Table 2c: Average Response Time (in minutes and seconds) to Priority Three Calls: 2019-2023 (January- December)

Priority Three Calls					
	2019	2020	2021	2022	2023
Jan	322.34	382.94	369.34	372.27	415.20
Feb	240.73	475.53	384.8	375.08	554.23
Mar	313.79	414.43	460.74	496.92	358.65

Table 3 below shows Part 1 crimes (more serious and violent) for January 1 through December 31 of each year. These statistics are based on the date the crimes occurred. Statistics can be affected by late reporting, the geocoding process, or the reclassification or unfounded crimes.

Table 3: Part 1 Crimes in Oakland: 2019-2023 (January – December 31)

Part 1 Crimes	01-01-2019 through 03-31-2019	01-01-2020 through 03-31-2020	01-01-2021 through 03-31-2021	01-01-2022 through 03-31-2022	01-01-2023 through 03-31- 2023**
Homicide – 187(a)	18	11	30	28	25
Homicide – all other***	2	0	5	2	0
Aggravated Assault	632	689	846	740	707
* with Firearm	62	68	145	119	98
Rape	54	64	26	36	68
Robbery	637	698	780	678	653
Burglary Total	3,211	3,591	1,892	3,117	3,638
* Auto	2,577	3,001	1,472	2,518	2,895
*Residential/ Commercial	634	590	420	599	743
Motor Vehicle Theft	1,615	1,953	2,195	2,496	2,902
Larceny	1,701	1,908	1,322	1,991	2,060
Arson	30	37	48	47	24
Total Part 1 Crimes	7,900	8,951	7,144	9,135	10,077

* All totals include attempts except homicides

**Due to the infrastructure outage, data between February 8 and March 22, 2023, may not be represented in this report.

***Justified, accidental, fatal, or manslaughter by negligence. Traffic collision fatalities are not included in this report. Homicides sourced from the Crime Analysis Section homicide log. All other data sourced via Coplink Analytics.

Table 4 below shows the total number of homicides and the cleared rate for January 1 through March 31 of each year.

Table 4: Homicides Total Cleared Rate: 2019-2023 (January 1 – March 31)

Date	TOTAL CLEARED	TOTAL HOMICIDES	TOTAL CLEARED RATE
Jan – Mar 2019	18	21	86%
Jan – Mar 2020	9	11	82%
Jan – Mar 2021	14	35	40%
Jan – Mar 2022	17	30	57%
Jan – Mar 2023	10	25	40%

Actual and Projected Sworn Staffing

On December 10, 2013, 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 5** below provides actual and projected sworn staffing for a 12-month period. The future months contain an estimated attrition rate of 4 officers per month, based on attrition rates from the last 12-month period and projected staffing. This data is accurate as of March 31, 2023.

Table 5: Actual Sworn Staffing (as of March 31, 2023) and Sworn Staffing Projections

Year	Actual Staffing						Projected Staffing					
	2022						2023					
Month	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun
Authorized	726*	726	726	726	726	726	741**	741	741	741	741	741
Filled	658	653	685	677	699	698	696	695	710	707	707	721
Attrition	(6)	(0)	(9)	(3)	(1)	(5)	(3)	(3)	(3)	(0)	(4)	(4)
Hires	1	32	1	25	0	3	2	18	0	0	18	0
Ending Filled***	653	685	677	699	698	696	695	710	707	707	721	717
Over (Under) Authorized	(73)	(41)	(49)	(27)	(28)	(30)	(46)	(31)	(34)	(34)	(20)	(24)
New POT Hiring Pipeline	188 th Academy (ended Aug 2022)											
	189 th Academy (Started Jun 2022, ended Oct 2022)											
	190 th Academy (Started Aug 2022, ended Feb 2023)											
							191 st Academy (Started Nov 2022, ends May 2023)					

* The Fiscal Year 2022-2023 budget decreased sworn staffing by 2 Sergeants and 9 Police Officers totaling 11 sworn personnel effective July 1, 2022.

**In February 2023 the Department of Justice/Community Oriented Policing Services Hiring Grant increased the authorized sworn staffing numbers by 15 Police Officers.

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

Table 6 below provides a listing of authorized and filled positions in OPD.

Table 6: OPD Positions - Authorized and Filled Positions (as of March 31, 2023)

Type	Budget Authorized Positions	Authorized	Filled	+/-
Sworn	Chief of Police	1	0	-1
	Assistant Chief	1	1	0
	Deputy Chief	4	4	
				0
	Captain	10	8	-2
	Lieutenant	27	27	0
	Sergeants	121	111	-10
	Police Officers	577	556	-21
	Total Sworn	741	707	-34
Professional Staff (Full-time and Part-time)	*349.50	274.50	-73.00	
Total Personnel	1,090.50	981.50	-107.00	

In 2019 the City Administrator authorized OPD to hire ten Police Communications Dispatchers above its authorized staffing level, which is reflected in the total number of authorized professional staff positions listed above.

Table 7 below provides information on OPDs authorized sworn permanent staffing.

Table 7: Funded Authorized Sworn Permanent Assignments within OPD

	Chief	Asst. Chief	Deputy Chief	Captain	Lieutenant	Sergeant	Officer	Total
Office of the Chief	1	1					2	4
Public Information Office							1	1
Internal Affairs Division				1	2	12	2	17
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	29
Robbery & Felony Assault Section					1	3	18	22
Violent Crime Operations Center				1	2	6	32	41
Youth Outreach Unit						1	5	6
Bureau of Services Administration			1		1			2
Training Division					1	3	18	22
Information Technology							2	2
Recruiting and Backgrounds Unit						1	8	9
Support Operations Division					1			1
Traffic Operations						2	7	9

	Chief	Asst. Chief	Deputy Chief	Captain	Lieutenant	Sergeant	Officer	Total
Special Operations						4	26	30
Bureau of Field Ops: Administration			2		2	2	15	21
Patrol Area 1				1	2	12	59	74
Patrol Area 2				1	2	12	53	68
Patrol Area 3				1	2	13	58	74
Patrol Area 4				1	2	11	55	69
Patrol Area 5				1	2	12	58	73
Patrol Area 6				1	2	6	48	57
Ceasefire				1	1	5	30	37
Total Sworn	1	1	4	10	27	121	577	741

Table 8 below shows OPD professional staff vacancies and the status of work being done to fill the vacancies.

Table 8: Professional Staff Vacancies

Classification	Vacancies	FTE Authorized	Date Assigned to DHRM ⁴ for Hiring	Status
Account Clerk I	1	1	---	Position Frozen.
Account Clerk II	1	6	10/22/21	Department of Human Resources Management (DHRM) opened this recruitment on 26 Apr23. Four (4) positions frozen.
Accountant II	1	2	2/1/22	Candidate withdrew from background process. Working with the DHRM to underfill from near list.
Administrative Analyst II	2	18	1/14/22	Two (2) Vacancies – DHRM will survey the Management Assistant list to fill remaining vacancies.
Administrative Assistant I	1	2	3/28/21	Candidate referred to background on 13 Mar 23.
Administrative Services Manager II	1	1	---	Waiting on DHRM to assign to an analyst.

⁴ DHRM = Department of Human Resources and Management

Classification	Vacancies	FTE Authorized	Date Assigned to DHRM⁴ for Hiring	Status
Complaint Investigator II	4	4	---	Positions frozen.
Complaint Investigator III	1	1	---	Position frozen.
Crime Analyst	3	8	3/23/22	CPS HR Consulting is screening applications.
Criminalist II	3	17	12/15/21	One (1) candidate referred to backgrounds on 12 Dec 22. Requested from DHRM to use Criminalist I eligible list to underfill for the remaining two (2) positions.
Criminalist III	1	6	12/15/21	Requisition submitted to DHRM on 3 Aug 22 to begin recruitment process. Position is not in top 5 priority list.
Fleet Compliance Coordinator	1	1	10/18/22	Pre-recruitment checklist and paperwork being completed by hiring manager 20 Apr 23.
Forensic Technician	2	2	--	DHRM is surveying Criminalist I eligible list to underfill the position.
Grants Coordinator	1	1	--	Exempt Limited Duration Employee (ELDE) hired effective 15 Oct 22.
Intake Technician	1	6	--	Pre-recruitment checklist provided to DHRM on 7 Apr 23. Waiting on DHRM to assign an analyst.
Latent Print Examiner II	1	5	3/4/22	One (1) position frozen. Position filled with Temporary Contract Services Employee (TCSE) until recruitment is complete. Recruitment will be assigned to CPS HR Consulting.
Management Assistant	1	1	--	Interviews scheduled for 28 Apr 23 and 1 May 23. Requested additional candidate referrals from DHRM on 13 Apr 23.
Payroll Personnel Clerk III	0	2	--	Positions frozen.

Classification	Vacancies	FTE Authorized	Date Assigned to DHRM⁴ for Hiring	Status
Police Cadet, PT	9 (FTE)	9 (FTE)	--	One (1) candidate referred to backgrounds 14 Apr 23. Job announcement open until 26 May 23.
Police Communications Dispatcher ⁵	13	86	8/12/20	Job announcement is open continuously. Ten (10) candidates in the background process. Three (3) candidates hired effective 29 Apr 23.
Police Communications Dispatcher Senior	1	4	10/29/22	Requisition submitted to DHRM on 29 Oct 21 to begin recruitment process. Position is not in the top 5 on priority list.
Police Evidence Technician	3	20	4/15/22	Waiting for DHRM to schedule exam plan meeting. One (1) position frozen.
Police Property Specialist	1	6	--	Provided DHRM pre-recruitment documents on 14 Mar 23.
Police Records Specialist	11	55	10/25/19	Job announcement closed on 12 Mar 23. CPS HR Consulting is screening applications.
Police Services Manager I – Research & Planning	1	5	--	Position temporarily filled with an ELDE.
Police Services Manager – Records	1	5	--	Requisition submitted to DHRM on 25 Jan 23 to begin recruitment process. Position is not in top 5 on priority list.
Police Services Technician II	3	42	11/8/21	Working with hiring manager to schedule interviews.
Program Analyst II	1	1	8/29/22	TCSE candidate referred to backgrounds effective 9 Nov 22. Candidate did not pass backgrounds. Consulting with DHRM on next steps to fill vacancy.

⁵ FTE authorized includes 10 positions

Classification	Vacancies	FTE Authorized	Date Assigned to DHRM ⁴ for Hiring	Status
Program Analyst III	1	1	--	Position filled with an ELDE.
Public Information Officer I	1	1	---	Received pre-recruitment documents from DHRM. Recruitment not in top 5 hiring priorities.
Student Trainee	1	1	---	Candidate referred to backgrounds on 16 Mar 23.

Sworn Staffing by Area and Patrol Detail

Table 9 provides information on beats by area and patrol data.

Table 9: Police Beat Patrol Data

	Area 1	Area 2	Area 3	Area 4	Area 5	Area 6
Police Beats by Area	1-7	8-13	14-19	20-25	26-30	31-35
Number of officers assigned to patrol: 315	Total 59	Total 50	Total 48	Total 58	Total 48	Total 52
Number of officers assigned as Community Resource Officers – BFO 1 and BFO 2	BFO 1 Total - 12			BFO 2 Total - 11		
Number of officers assigned to the Crime Reduction Teams (under direction from BOI and VCOC)	26					

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, 2023, 68 sworn members (22.90%) were Oakland residents. **Table 10** 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

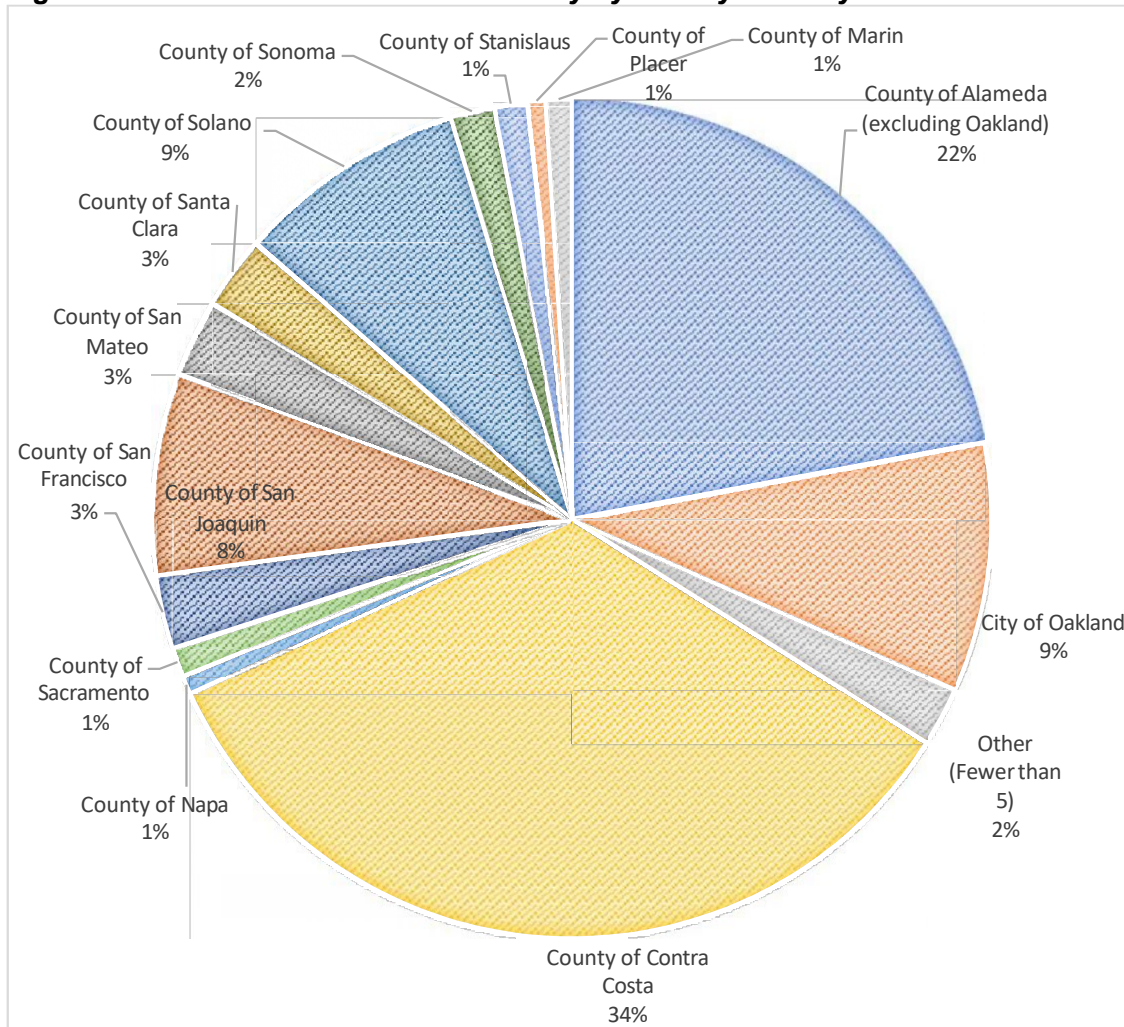


Table 10: Residency by Top 10 Locations of Sworn OPD Members

City	Count	Department Percentage	City	Count	Department Percentage
Oakland	68	22.90%	San Leandro	26	8.75%
Concord	35	11.78%	Oakley	22	7.41%
Hayward	29	9.76%	Castro Valley	22	7.41%
Antioch	28	9.43%	Tracy	21	7.07%
Brentwood	26	8.75%	Fairfield	20	6.73%
Total				297	42.01%

Tables 11A and 11B below provide demographic information for all OPD sworn and professional staff by Race/Ethnicity and Gender, **Table 10A** represents OPD sworn staff and **Table 11B** represents OPD professional staff.

Table 11A: Race/Ethnicity and Gender – OPD Sworn Staff as of March 31, 2023

Race/Ethnicity	Female		Male	
Asian	9	8.41%	97	16.17%
Black or African-American	25	23.36%	122	20.33%
Filipino	2	1.87%	30	5.00%
Hispanic or Latino	39	36.45%	163	27.17%
Native American	1	.93%	2	.33%
Undeclared-Other	3	2.81%	20	3.33%
White or Caucasian	28	26.17%	166	27.67%
Total	107	100%	600	100%

Table 11B: Race/Ethnicity and Gender – OPD Professional Staff as of March 31, 2023

Race/Ethnicity	Female		Male	
Asian	29	14.04%	17	25.37%
Black or African-American	92.5	44.41%	15	22.39%
Filipino	3	1.45%	1	1.49%
Hispanic or Latino	37	17.87%	19	28.36%
Native American	0	0%	0	0%
Undeclared-Other	5	2.42%	2	2.99%
White or Caucasian	41	19.81%	13	19.40%
Total	207.5	100%	67	100%

Table 12 below provides current and past demographic information for OPD sworn staff.

Table 12: Race*/Ethnicity* by Year – OPD Sworn Staff as of March 31, 2023

Race/ Ethnicity	US 2022 Census- Oakland Pop. ⁶	OPD 2020	OPD 2021	OPD 2022	OPD 2023
Asian	10.5%	18.1%	18.55%	15.23%	19.52%
Black or African- American	24.9%	16.7%	18.70%	20.55%	20.79%
Hispanic	45.3%	28.2%	27.97%	28.59%	28.57%
Other	1.7%	3.0%	3.33%	3.30%	3.53%
White	34.5%	34.0%	31.45%	28.30%	27.44%

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

Table 13 below shows the gender breakdown of OPD sworn staff and provides a national comparison.

Table 13: OPD Gender Percentages by Year Compared With 2019 National Percentage⁷

Gender	National Percentage 2019	OPD 2020	OPD 2021	OPD 2022	*OPD 2023
Female	12.8%	14.6%	15.65%	14.92%	15.13%
Male	87.2%	85.4%	84.35%	85.08%	84.87%

*2022 figure shows all OPD sworn staff as of March 31, 2023

Attrition

As noted in **Table 14** below, OPD has experienced an average attrition of 6 officers per month (63 officers) over the past 12 months. OPD maintained an average attrition of five officers per month from 2016-2020. However, in 2021 the actual attrition rate increased to an average of 7 officers per month. Based on the last 11-month period, OPDs attrition rate has decreased to 4 officers per month.

⁶ 2021 data: population by race in the city of Oakland. Source: United States Census Bureau. Quick Facts Oakland city, California 2022.

⁷ 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.

Table 14: Sworn Attrition Data: January 1, 2022, through March 31, 2023

	2022									2023			Total
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	
Disability Retirement	3	1				2				2	1		9
Resignation (not during Field Training)	2	2	1	2		4		1	2			1	15
Resignation during Field Training				1			2		2	1		1	7
Resignation (to other agency)	3	1	1	1		1							7
Service Retirement	5	3		2		1	1		1		2	1	16
Discharged	7	2											9
Removed from Probation during Field Training													0
Grand Total	20	9	2	6	0	8	3	1	5	3	3	3	63

In September 2021, the preceding Chief mandated all personnel who voluntarily separate from OPD (excluding service retirements) to participate in an exit interview with the Human Resources Manager or a member of the OPD Executive Team. Below are the three reasons for separation from January 1, through March 31, 2023:

1. Better Job
2. Family
3. Physical Requirements of Job

Recruitment

During the January - March 2023 quarter, OPD hosted and/or attended 19 events. Two (2) events were online, 17 events were in person, and 10 events were in Oakland. During these events, OPD interacted with applicants interested in the Police Officer Trainee (POT) and other positions and provided information about available jobs. OPD has also maintained a social media and online presence on the following platforms:

- OPD Jobs Website – www.opdjobs.com

- Instagram – www.instagram.com/opd_jobs
- Facebook – www.facebook.com/opdcareers
- Additional Websites:
Campuspride.org
Prodivnet.com (Professional Diversity Network)

Table 15 below provides additional details regarding recruitment and outreach events.

Table 15: Current Recruitment – Outreach and Media Activity

Date	Event	Location	Attendees	Inquiries: # And Type
7-Jan-23	Practice Physical Ability Test	Merritt College 12500 Campus Drive Oakland, CA 94619	7	POT 7 Dispatcher 0 Cadet 0 PET 0
8-Jan-23	Recruiting Event	Travis Airforce Base 690 Airman Drive Fairfield, CA 94535	20	POT 3 Dispatcher 4 Cadet 0 PET 1
18-Jan-23	Zoom Webinar	Online	19	POT 19 Dispatcher 0 Cadet 0 PET 0
20-Jan-23	Recruiting	Oakland Chinatown Bazaar Festival Oakland Chinatown Council 9th & Franklin Intersection Oakland, CA 94607	300	POT 6 Dispatcher 2 Cadet 0 PET 0
21-Jan-23	Recruiting	Oakland Chinatown Bazaar Festival Oakland Chinatown Council 9th & Franklin Intersection Oakland, CA 94607	200	POT 2 Dispatcher 3 Cadet 0 PET 0
23-Jan-23	Recruiting Event	Travis Airforce Base 690 Airman Drive Fairfield, CA 94535	35	POT 3 Dispatcher 2 Cadet 0 PET 4
28-Jan-23	Practice Physical Ability Test	Merritt College 12500 Campus Drive Oakland, CA 94619	6	POT 6 Dispatcher 0 Cadet 0 PET 0
28-Jan-23	Recruiting Event	Black College Expo Los Angeles Convention Center 1201 S. Figueroa Street	3000	POT 20 Dispatcher 2 Cadet 10 PET 0

Date	Event	Location	Attendees	Inquiries: # And Type
		Los Angeles, CA 90015		
30-Jan-23	Recruiting	Travis Airforce Base 690 Airman Drive Fairfield, CA 94535	35	POT 2 Dispatcher 1 Cadet 0 PET 3
4-Feb-23	Recruiting	Black College Expo Oakland Marriott City Center 1001 Broadway Oakland, CA 94607	4000	POT 200 Dispatcher 100 Cadet 150 PET 100
6-Feb-23	Recruiting	Travis Airforce Base 690 Airman Drive Fairfield, CA 94535	35	POT 4 Dispatcher 3 Cadet 0 PET 2
15-Feb-23	Recruiting	Diversity Employment Career Fair Executive Inn & Suites 1755 Embarcadero Oakland, CA 94606	50	POT 1 Dispatcher 2 Cadet 0 PET 0
25-Feb-23	Practice PAT	Merritt College 12500 Campus Drive Oakland, CA 94619	4	POT 4 Dispatcher 0 Cadet 0 PET 0
26-Feb-23	Oral Exam Workshop	Police Administration Bldg. 455 7th Street Oakland, CA 94607	4	POT 4 Dispatcher 0 Cadet 0 PET 0
20-Feb-23	Recruiting	Travis Airforce Base 690 Airman Drive Fairfield, CA 94535	30	POT 5 Dispatcher 6 Cadet 0 PET 3
27-Feb-23	Recruiting	Travis Airforce Base 690 Airman Drive Fairfield, CA 94535	35	POT 4 Dispatcher 3 Cadet 0 PET 1
15-Mar-23	Zoom Webinar	Online	52	POT 52 Dispatcher 0 Cadet 0 PET 0
25-Mar-23	Practice PAT	Merritt College 12500 Campus Drive Oakland, CA 94619	15	POT 15 Dispatcher 0 Cadet 0

Date	Event	Location	Attendees	Inquiries: # And Type
				PET 0
26-Mar-23	Oral Exam Workshop	Police Administration Bldg. 455 7th Street Oakland, CA 94607	10	POT 10 Dispatcher 0 Cadet 0 PET 0

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 professional staff 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. Recruitment efforts focus on selective language candidates, diversity, and Oakland residency throughout the testing and selection process.

Staff continue to seek input from community members. Staff are also researching targeted marketing strategies that will assist in ensuring the public is aware of recruitment and hiring opportunities within the organization. Staff continue 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.

ACTION REQUESTED OF THE CITY COUNCIL

Staff Recommends That The City Council Receive An Informational Report Of Oakland Police Department's Q1 2023 Staffing

For questions regarding this report, please contact Lynette Hart, Human Resources Manager, OPD Human Resources Section, at (510) 238-3731.

Respectfully submitted



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