



AGENDA REPORT

TO: Jestin D. Johnson
City Administrator

FROM: Floyd Mitchell
Chief of Police

SUBJECT: OPD Biannual Staffing Report

DATE: August 22, 2024

City Administrator Approval 
Jestin Johnson (Sep 6, 2024 08:53 PDT)

Date:

RECOMMENDATION

Staff Recommends That The City Administrator Receive An Informational Report Of The Oakland Police Department's 2024 Biannual Staffing Levels As of June 30, 2024.

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 the 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 June 30, 2024.

Public Safety Committee
October 8, 2024

ANALYSIS AND POLICY ALTERNATIVES

This report advances the Citywide priority of responsive, trustworthy government by providing the public with data on OPD staffing, recruitment, hiring efforts, and attrition.

Over a five-year timespan, OPD sworn staffing levels have fluctuated between 730 filled positions on January 1, 2020, to the lower recent level of 712 filled positions as of January 1, 2024. Based on the Council-adopted Fiscal Year (FY) 2023-24 Budget, the authorized and funded staffing level is 712 sworn positions, which 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.

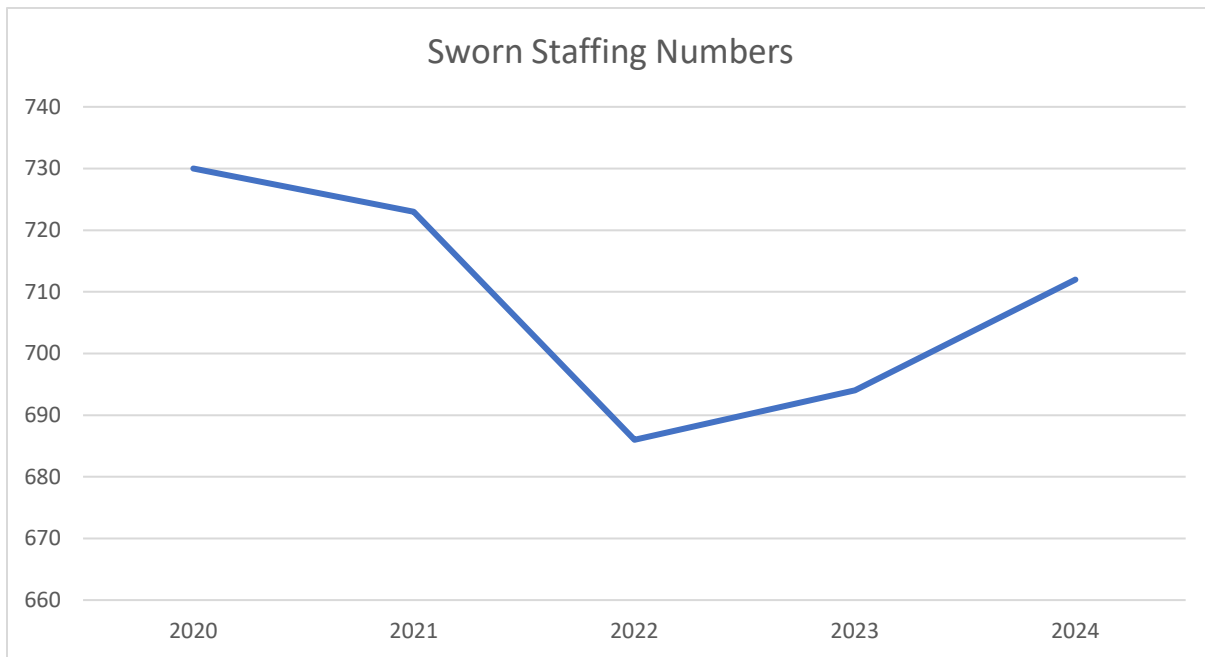
Table 1 below provides the sworn staffing data numerically on January 1st of each year, and **Figure 1** below, does so visually.

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

Table 1: Actual Staffing Levels on January 1 of Each Year: 2020 – 2024

	2020	2021	2022	2023	2024
Sworn Staffing Levels as of January 1 of each year	730	723	686	694	712

Figure 1: Sworn Staffing on January 1, 2020 through January 1, 2024



Tables 2a, 2b, and 2c below show the average OPD Communications 911 dispatch response time to calls for service. This data shows the time OPD took to respond to each request with an officer or other personnel. OPD received 377,375 calls for service (an average of 2,085 daily) from January 1 – June 30, 2024. The data shows the average monthly response time for the last five years. The data is divided into tables for Priority One, Priority Two, and Priority Three type calls².

The data in each cell in the tables below show minutes and seconds. For example, the first cell for January 2020 for Priority One Calls shows “11.07.” This number means that OPD’s Bureau of Field Operations responded to the call in 11 minutes and 07 seconds.

² 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.

Table 2a: Average Response Time (in minutes and seconds) to Priority One Calls: 2020-2024 (January-June)

Priority One Calls					
	2020	2021	2022	2023	2024
Jan	11.07	16.24	18.43	14.58	47.60
Feb	12.9	18.87	12.64	12.36	40.17
Mar	11.44	17.25	15.46	15.19	38.98
Apr	11.07	18.11	21.38	25.78	40.88
May	12.9	19.13	23.24	61.72	61.45
Jun	11.44	19.39	20.22	36.32	32.51

Table 2b: Average Response Time (in minutes and seconds) to Priority Two Calls: 2020-2024 (January-June)

Priority Two Calls					
	2020	2021	2022	2023	2024
Jan	147.63	167.82	180.52	168.49	291.03
Feb	216.65	158.34	156.38	224.59	312.75
Mar	159.67	190.56	229.17	158.40	421.18
Apr	145.32	169.36	308.25	317.12	459.15
May	166.86	226.79	332.53	656.93	491.90
Jun	299.29	231.22	320.34	377.89	466.98

Table 2c: Average Response Time (in minutes and seconds) to Priority Three Calls: 2020-2024 (January-June)

Priority Three Calls					
	2020	2021	2022	2023	2024
Jan	382.94	369.34	372.27	415.20	1108.83
Feb	475.53	384.8	375.08	554.23	1003.59
Mar	414.43	460.74	496.92	358.65	983.61
Apr	461.01	427.29	527.98	682.30	1089.55
May	433.33	485.11	617.04	1134.98	1025.95
Jun	740.46	540.47	616.48	919.04	905.98

Table 3 below shows Part 1 crimes (serious and violent) from January 1 through June 30 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 of unfounded crimes.

Table 3: Part 1 Crimes in Oakland: 2020-2024 (January – June 30)

Part 1 Crimes <i>All totals include attempts except homicides</i>	01-01-2020 through 06-30-2020	01-01-2021 through 06-30-2021	01-01-2022 through 06-30-2022	01-01-2023 through 06-30-2023	01-01-2024 through 06-30-2024
Homicide - 187(a)	34	60	52	49	44
Homicide - all other*	3	6	2	3	3
Subtotal - 187(a) + all other	37	66	54	52	47
Aggravated Assault	1,523	1,826	1,563	1,788	1,643
• With Firearm	182	314	249	248	177
Rape	114	72	84	109	97
Robbery	1,218	1,396	1,414	1,744	1,607
Burglary Total	5,522	4,193	6,371	9,720	4,531
• Auto	4,106	3,266	5,079	7,905	3,155
• Residential	675	521	571	748	552
• Commercial	606	281	604	854	544
• Other/Unknown	135	125	117	213	280
Motor Vehicle Theft	4,412	4,565	4,784	7,556	6,736
Larceny	3,472	2,867	4,259	4,842	3,076
Arson	92	98	91	58	54
Total Part 1 Crimes	16,390	15,083	18,620	25,869	17,791

* All totals include attempts except homicides.

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

Table 4 below shows the total number of homicides and the cleared rate for January 1 through June 30 of each year.

Table 4: Homicides Total Cleared Rate: 2020-2024 (January 1 – June 30)

Date	TOTAL CLEARED	TOTAL HOMICIDES	TOTAL CLEARED RATE
Jan – Jun 2020	3	11	27%
Jan – Jun 2021	1	9	11%
Jan – Jun 2022	2	8	25%
Jan – Jun 2023	10	9	111%
Jan – Jun 2024	3	11	27%

Actual and Projected Sworn Staffing

On December 10, 2013, the City Council passed [Resolution No. 84767 C.M.S.](#), which requires the OPD staffing report to analyze 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 month contains 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 June 30, 2024.

Table 5: Actual Sworn Staffing (as of June 30, 2024) and Sworn Staffing Projections

	Actual Staffing											Proje cted Staffi ng
Year	2023			2024								
Month	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep
Authorized	712	712	712	712	712	712	712	712	712	*678	678	678
Filled	706	703	696	712	710	708	705	699	708	705	699	689
Attrition	(3)	(7)	(7)	(2)	(2)	(3)	(6)	(4)	(3)	(6)	(10)	(4)
Hires	0	0	23	0	0	0	0	13	0	0	0	0
Ending Filled**	703	696	712	710	708	705	699	708	705	699	689	685
Over (Under) Authorized	(9)	(16)	(0)	(2)	(4)	(7)	(13)	(4)	(7)	21	11	7
New POT Hiring Pipeline	192 nd Academy (Started Jun 2023, ended Dec 2023)			193 rd Academy (Started Jun 2024, ends Dec 2024)								

*In July 2024, the sworn authorized staffing will decrease by 34 positions, which includes the reduction of 8 Sergeants and 27 Police Officers and the addition of 1 Lieutenant.

**The "Ending Filled" row reflects the actual sworn staffing numbers at the end of each month.

Table 6 below provides an overview of authorized and filled positions within OPD.

Table 6: OPD Positions - Authorized and Filled Positions (as of June 30, 2024)

Type	Budget Authorized Positions	Authorized	Filled	+/-
Sworn	Chief of Police	1	1	0
	Assistant Chief	1	1	0
	Deputy Chief	4	1	-3
	Captain	10	7	-3

	Lieutenant	27	27	0
	Sergeants	121	117	-4
	Police Officers	548	552	4
	Total Sworn	712	706	-6
Professional Staff (Full-time and Part-time)		340.50	270	-70.5
Total Personnel		1,052.50	976	-76.5

**In February 2024, 3 Sergeant positions were added, and 3 Police Officer positions were deleted to ensure proper supervisory coverage and span of control.*

Table 7 below shows the total number of sworn employees currently on long-term leave.

Table 7: Sworn Employees on Long Term Leave (as of June 30, 2024)

Type of leave	Number of sworn employees
Medical ³	48
Administrative ⁴	33
Military ⁵	1
Total	82

Length of Time	Medical Leave	Administrative Leave	Military
2 + Years	5	1	
1-2 Years	10	11	
6 months - 1 Year	9	8	1
2-6 months	16	11	
Less than 2 Months	8	2	
TOTAL	48	33	1

Table 8 below provides information on OPD's authorized permanent sworn staffing.

³ On-Duty Illness/Injury: An illness/injury defined generally as a health condition that is a result of an on-duty injury or exposure and which restricts members or employees from performing their regularly assigned duties.
 Off-Duty Illness/Injury: An illness/injury defined generally as a health condition that is not a result of an on-duty injury or exposure, but which restricts members or employees from performing their regularly assigned duties.
 Extended Illness/Injury: Any on-/off-duty illness/injury defined as the status of a member or employee absent from duty for 15 consecutive calendar days or more.

⁴ Temporarily suspends an employee of their job responsibilities. The employee is asked to remain at home during regular work hours but continues to receive regular pay and benefits.

⁵ An employee taking a leave of absence to perform military performance. Commences upon receiving notification of military mobilization or orders at active duty.

Table 8: Funded Authorized Sworn Permanent Assignments within OPD

	Chief	Asst. Chief	Deputy Chief	Captain	Lieutenant	Sergeant	Officer	Total
Office of the Chief	1	1					4	6
Public Information Office							1	1
Internal Affairs Division				1	2	14	4	21
Office of Internal Accountability			1		1	2	2	6
Intelligence Unit						1	6	7
Special Victims Section					1	4	28	33
Research & Planning Unit							2	2
Bureau of Investigations/CID Administration			1	1		1	3	6
Homicide Section					1	8	14	23
Burglary, General Crimes & Task Forces Section					1	3	18	22
Robbery & Felony Assault Section					1	2	10	13
Violent Crime Operations Center				1	2	6	29	38
Youth Outreach Unit						1	3	4
Bureau of Services Administration					1			1
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	0	2
Special Operations						3	21	24
Bureau of Field Ops: Administration			2		2			4
Patrol Area 1				1	2	13	78	94
Patrol Area 2				1	2	11	55	69
Patrol Area 3				1	2	10	57	70

	Chief	Asst. Chief	Deputy Chief	Captain	Lieutenant	Sergeant	Officer	Total
Patrol Area 4				1	2	11	56	70
Patrol Area 5				1	2	11	54	68
Patrol Area 6				1	2	6	48	57
Ceasefire				1	1	5	30	37
Total Sworn	1	1	4	10	27	118	551	712

Table 9 below outlines OPD professional staff vacancies and the current status of efforts to fill them.

Table 9: Professional Staff Vacancies

Classification	Vacancies	FTE Authorized	Status as of June 30
Accountant II	2	2	Two (2) candidates referred to backgrounds on 22 Mar 24. Waiting on approval from Budget to hire.
Administrative Analyst II	3	18	Eligible list has been established. Approval from Budget is needed to hire.
Administrative Services Manager II	1	1	Department of Human Resources Management (HRM) is working with the union to update the job specifications.
Crime Analyst	3	7	Positions frozen.
Criminalist II	2	17	Positions frozen.
Criminalist III	1	6	Position frozen.
Executive Assistant to the Director	1	1	Job Announcement open until 4 Sep 24.
Fleet Compliance Coordinator	1	1	OPD/HRM is working on updating the job specification.
Forensic Technician	2	2	Position frozen.
Grants Coordinator	1	1	Interviews scheduled for the week of 26 Aug 24.

Classification	Vacancies	FTE Authorized	Status as of June 30
Latent Print Examiner II	1	5	New recruitment needed to fill remaining vacancy.
Management Assistant	1	1	Eligible list has been established. Approval from Budget is needed to hire.
Police Cadet, PT	4.5(FTE)	9 (FTE)	Job announcement open continuously.
Police Communications Dispatcher	10	78	Job announcement is open continuously. 49 candidates in the background process.
Police Evidence Technician	6	20	Positions frozen.
Police Performance Auditor	1	3	Position frozen.
Police Personnel Operations Specialist	1	3	Eligible list has been established. Approval from Budget is needed to hire.
Police Property Specialist	1	6	Subject Matter Experts are piloting the written exam.
Police Records Specialist	10	55	Eligible list established; requisition is pending approval from HRM.
Police Services Manager I - Records	1	1	Interviews scheduled for the week of 26 Aug 24.
Program Analyst III	1	1	HRM is finalizing the job announcement.
Public Information Officer I	1	1	Interviews scheduled for week of 26 Aug 24.

Sworn Staffing by Area and Patrol Detail

Table 10 provides information on beats by area and patrol data.

Table 10: 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: 309	Total 59	Total 49	Total 47	Total 50	Total 51	Total 53
Vacancies	0	1	0	0	1	0
Number of officers assigned as Community Resource Officers BFO 1 and BFO 2	BFO 1 Total – 9 9 Filled 0 Vacant			BFO 2 Total – 8 8 Filled 0 Vacant		
Number of officers assigned to the Crime Reduction Teams (under direction from BFO 1 and 2)	21 Filled 3 Vacant					

Demographics – Oakland Residents

OPD has prioritized recruiting a racially diverse, multilingual, and qualified workforce, focusing on attracting Oakland residents through varied strategic efforts. As of June 30, 2024, 63 sworn members (8.92%) were Oakland residents, as shown in Figure 2 below. Table 11 details the top ten cities where officers reside, with Oakland being the most common city of residence.

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

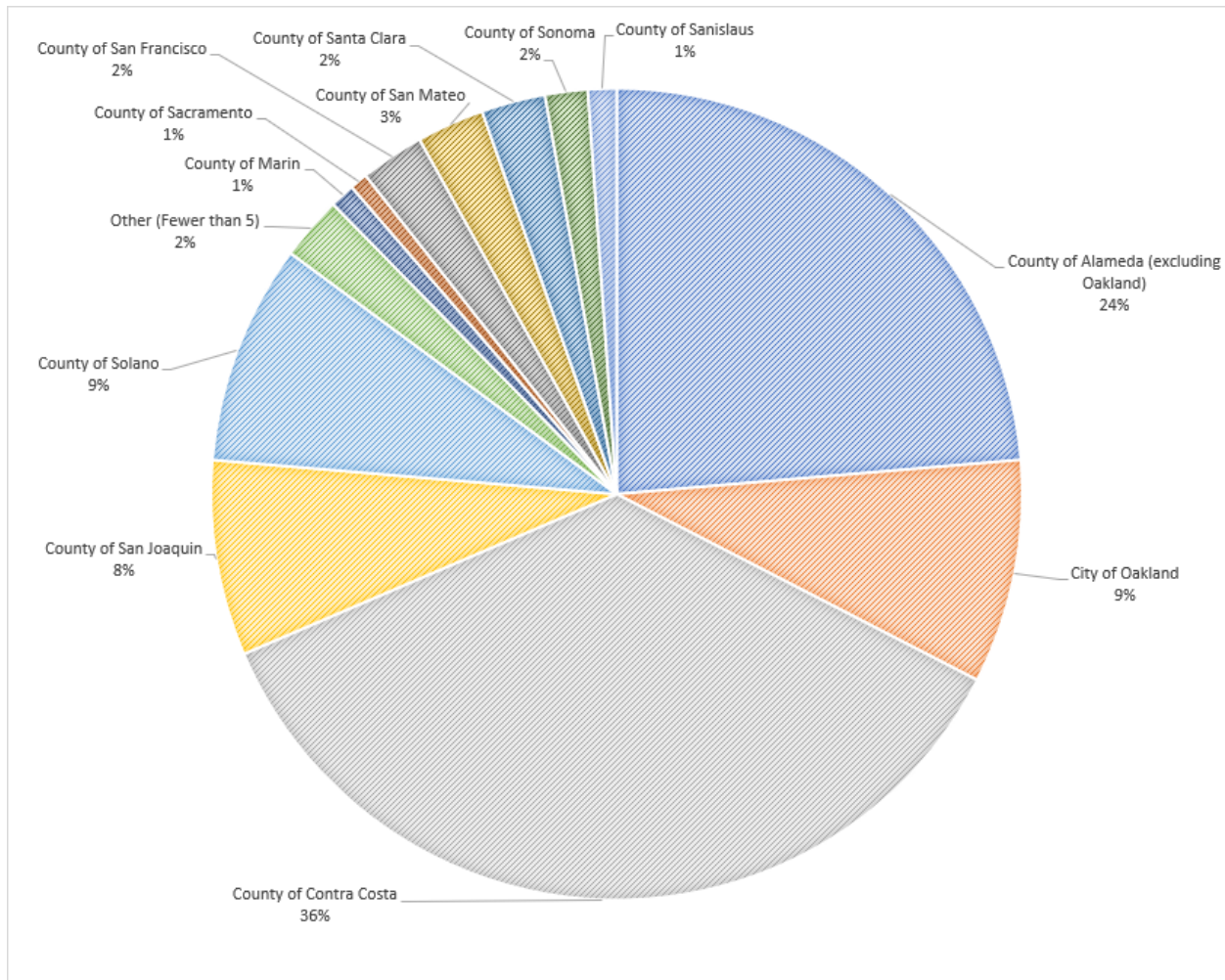


Table 11: Residency by Top 10 Locations of Sworn OPD Members

City	Count	Department Percentage	City	Count	Department Percentage
Oakland	63	8.92%	San Leandro	26	3.68%
Concord	39	5.52%	Oakley	22	3.12%
Hayward	32	4.53%	Vacaville	21	2.97%
Antioch	30	4.25%	Castro Valley	20	2.83%
Brentwood	27	3.82%	Tracy	20	2.83%
Total				300	42.47%

Tables 12A and 12B below provide demographic information for OPD sworn and professional staff by race/ethnicity and gender. **Table 12A** details the demographics of OPD sworn staff, while **Table 12B** covers the demographics of OPD professional staff.

Table 12A: Race/Ethnicity and Gender – OPD Sworn Staff as of June 30, 2024

Race/Ethnicity	Female		Male	
	Count	Percentage	Count	Percentage
Asian	10	9.8%	103	17.05%
Black or African-American	25	24.51%	127	21.02%
Filipino	2	1.96%	29	4.80%
Hispanic or Latino	37	36.27%	166	27.48%
Native American	1	0.98%	2	0.33%
Undeclared-Other	4	3.92%	21	3.48%
White or Caucasian	23	22.56%	156	25.84%
Total	102	100%	604	100%

Table 12B: Race/Ethnicity and Gender – OPD Professional Staff as of June 30, 2024

Race/Ethnicity	Female		Male	
	Count	Percentage	Count	Percentage
Asian	29	13.61%	15	24.19%
Black or African-American	97	45.54%	14	22.58%
Filipino	1	0.47%	1	1.62%
Hispanic or Latino	42	19.72%	16	25.81%
Native American	1	0.47%	0	0%
Undeclared-Other	5	2.35%	2	3.22%
White or Caucasian	38	17.84%	14	22.58%
Total	213	100%	62	100%

Table 13 below provides current and past demographic information for OPD sworn staff.

Table 13: Race*/Ethnicity* by Year – OPD Sworn Staff as of June 30, 2024

Race/ Ethnicity	US 2022 Census- Oakland Pop. ⁶	OPD 2021	OPD 2022	OPD 2023	OPD 2024
Asian	15.9%	18.55%	19.23%	19.72%	20.40%
Black or African- American	21.8%	18.70%	20.52%	21.40%	21.53%
Hispanic	26.6%	27.97%	28.55%	28.95%	28.75%
Other	3.40%	3.33%	3.44%	3.92%	3.96%
White	32.3%	31.45%	28.26%	26.01%	25.36%

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

Table 14 below shows the gender breakdown of OPD sworn staff and includes a national comparison.

Table 14: OPD Gender Percentages by Year Compared With 2022 National Percentage⁷

Gender	National Percentage 2022	OPD 2021	OPD 2022	OPD 2023	*OPD 2024
Female	13.94%	15.65%	14.92%	14.59%	14.48%
Male	86.06%	84.35%	85.08%	85.41%	85.52%

**2023 figure shows all OPD sworn staff as of June 30, 2024*

Attrition

As noted in **Table 15** below, OPD experienced an average attrition rate of 4.16 officers per month (50 officers over the 12-month period), which is consistent with the projected rate of 4 officers per month.

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

⁷ 2022 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, 2022.

Table 15: Sworn Attrition Data: July 1, 2023, through June 30, 2024

	2023						2024						Total
	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	
Disability Retirement		4	1		1			1	1				8
Resignation (not during Field Training)					1								1
Resignation during Field Training	2			1									3
Resignation (to another agency)	1	1		1			2	1	2	2	1		10
Service Retirement	1	3	1	1	2	6				3	3	3	23
Deceased						1							1
Removed from Probation during Field Training					3			1					4
Grand Total	4	8	2	3	7	7	2	2	3	5	4	3	50

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 top reasons for voluntary separations from January 1 through June 30, 2024:

1. Heavy Discipline
2. Family
3. Lack of Communication
4. Insufficient resources

Recruitment

From January 1 – June 30, 2024, OPD hosted or attended 62 events. Six (6) events were online, 56 were in person, and 32 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 16 below provides additional details regarding recruitment and outreach events.

Date	Event	Location	Attendees	Inquiries: # And Type
13-Jan-24	Practice Physical Ability Test	Merritt College 12500 Campus Drive Oakland, CA 94619	8	8 POT
14-Jan-24	Oral Board Workshop	Police Administration Building 455 7th Street Oakland, CA 94607	15	15 POT
17-Jan-24	Career Fair	Oakland Marriott 1001 Broadway Oakland, CA 94607	50	15 Dispatcher 5 POT
17-Jan-24	OPD Zoom Workshop "Hiring Process"	Online	15	15 POT
27-Jan-24	Oakland Chinatown Bazaar	Oakland Chinatown Bazaar 1100 Webster Street Oakland, CA 94607	1000	30 POT 7 Dispatcher 10 Cadet
28-Jan-24	Oakland Chinatown Bazaar	Oakland Chinatown Bazaar 1100 Webster Street Oakland, CA 94607	1000	28 POT 15 Dispatcher 5 Cadet
3-Feb-24	Practice Physical Ability Test	600 Jefferson Street Oakland, CA 94607	15	15 POT
4-Feb-24	Oral Board Workshop	Police Administration Building 455 7th Street Oakland, CA 94607	18	18 POT
15-Feb-24	University of Reno Job Fair	1664 N Virginia Street Reno, NV 89557	1000	60 POT 20 Dispatcher
17-Feb-24	Black College Expo	Oakland Marriot 1001 Broadway Oakland, Ca 94607	10,000	200 POT 200 Dispatcher 200 Cadet

Date	Event	Location	Attendees	Inquiries: # And Type
				300 Criminalist
17-Feb-24	Mixed Martial Arts Expo	Scottish Rite Center 1547 Lakeside Drive Oakland, CA 94607	300	5 POT 3 Cadet 2 PST
18-Feb-24	Chinatown Parade	900 Jackson Street Oakland, CA 94607	500	2 Dispatcher 2 Cadet
21-Feb-24	OPD Zoom Workshop "Hiring Process"	Online	15	15 POT
23-Feb-24	Career Fair	Urban Promise Academy 3031 E. 18th Street Oakland, CA 94601	30	30 Cadet
26-Feb-24	Travis Air Force Base Career Event	690 Airmen Drive Travis Air Force Base, CA 94535	35	5 POT
28-Feb-24	Hiring Our Heroes Job Fair	Travis Air Force Base 400 Brennan Circle Fairfield, CA 94535	2000	20 POT 15 Dispatcher 4 PET
4-Mar-24	Travis Air Force Base Career Event	690 Airmen Drive Travis Air Force Base, CA 94535	32	3 POT 2 Dispatcher
13-Mar-24	Job Fair	Diablo Valley College 321 Golf Club Road Pleasant Hill, CA 94523	300	20 POT 10 Dispatcher 30 Cadet
16-Mar-24	Practice Physical Ability Test	Merritt College 12500 Campus Drive Oakland, CA 94619	12	12 POT
17-Mar-24	Oral Board Workshop	Police Administration Building 455 7th Street Oakland, CA 94607	10	10 POT
20-Mar-24	OPD Zoom Workshop "Hiring Process"	Online	15	15 POT
22-Mar-24	City of Oakland Career & Resource Expo	Frank H. Ogawa Plaza Oakland, CA 94607	260	15 POT 23 Dispatcher 2 Cadet
25-Mar-24	Patten Academy Career Event	2430 Coolidge Avenue Oakland, CA 94601	15	2 Cadet
25-Mar-24	Travis Air Force Base Career Event	690 Airmen Drive Travis Air Force Base, CA 94535	12	3 POT 1 Dispatcher

Date	Event	Location	Attendees	Inquiries: # And Type
27-Mar-24	Job Fair	Menlo College 1000 El Camino Real Atherton, CA 94027	400	12 POT 8 Dispatcher 4 Cadet
30-Mar-24	Spartan Race	Woodward Reservoir Regional Park 14528 26 Mile Road Oakdale, CA 95361	5000	100 POT 50 Dispatchers 10 Cadet
31-Mar-24	Spartan Race	Woodward Reservoir Regional Park 14528 26 Mile Road Oakdale, CA 95361		200 POT 40 Dispatchers 15 Cadet
3-Apr-24	Job Fair	Contra Costa College 2600 Mission Bell Drive San Pablo, CA 94806	500	5 POT 15 Dispatcher
8-Apr-24	Travis Air Force Base Career Event	690 Airmen Drive Travis Air Force Base, CA 94535	25	3 POT 2 Dispatcher
10-Apr-24	Career Fair	Diablo Valley College (San Ramon Campus) 1690 Watermill Road San Ramon, CA 94582	60	5 POT 12 Dispatcher
11-Apr-24	Solano Job Fair	4000 Suisun Valley Road Fairfield, CA 94534	300	10 POT 32 Dispatcher 8 Cadet
13-Apr-24	Practice Physical Ability Test	600 Jefferson Street Oakland, CA 94607	15	15 POT
14-Apr-24	Oral Board Workshop	Police Administration Building 455 7th Street Oakland, CA 94607	12	12 POT
15-Apr-24	Travis Air Force Base Career Event	690 Airmen Drive Travis Air Force Base, CA 94535	29	4 POT 1 Dispatcher
17-Apr-24	OPD Zoom Workshop "Hiring Process"	Online	15	15 POT
17-Apr-24	Imagine Job Fair	401 W. Country Club Road Brentwood, CA 94513	200	4 POT 8 Dispatcher 3 Cadet
18-Apr-24	Career Panel	College of Marin 835 College Avenue Kentfield, CA 94904	50	7 POT 2 Dispatcher 1 PST 4 Cadet

Date	Event	Location	Attendees	Inquiries: # And Type
20-Apr-24	Evo Sports Club Fit Expo	2790 El Camino Real Santa Clara, CA 95051	2000	35 POT 50 Dispatcher 20 PST
22-Apr-24	Criminal Justice Class	St. Mary's College 1928 St. Mary's Road Moraga, CA 94575	8	1 POT 1 Dispatcher 3 PST
25-Apr-24	Job Fair	7000 Coliseum Way Oakland, CA 94612	1500	25 POT 30 Dispatcher 3 Cadet
29-Apr-24	Travis Air Force Base Career Event	690 Airmen Drive Travis Air Force Base, CA 94535	25	4 POT 3 Dispatcher
1-May-24	Job Fair	Merritt College 12500 Campus Drive Oakland, CA 94619	250	25 POT 17 Dispatcher
2-May-24	Job Fair	Diablo Valley College, 321 Golf Club Road Pleasant Hill, CA 94523	200	15 POT 29 Dispatcher
4-May-24	Community Event	Oakland Chinatown Improvement Council 900 Franklin Street Oakland, CA 94607	500	4 POT 8 Dispatcher
4-May-24	Practice Physical Ability Test	Merritt College 12500 Campus Drive Oakland, CA 94619	8	8 POT
5-May-24	Community Event	Oakland Chinatown Improvement Council 900 Franklin Street Oakland, CA 94607	500	20 POT 9 Dispatcher
5-May-24	Oral Exam Workshop	Police Administration Building 455 7th Street Oakland, CA 94607	12	12 POT
6-May-24	Travis Air Force Base Career Event	690 Airmen Drive Travis Air Force Base, CA 94535	32	3 POT 2 Dispatcher
8-May-24	OPD Zoom Workshop "Hiring Process"	Online	14	14 POT
13-May-24	Travis Air Force Base Career Event	690 Airmen Drive Travis Air Force Base, CA 94535	29	3 POT 4 Dispatcher
17-May-24	Greek Fest	Ascension Cathedral 4700 Lincoln Avenue Oakland, CA 94602	250	12 POT 25 Dispatcher

Date	Event	Location	Attendees	Inquiries: # And Type
18-May-24	Greek Fest	Ascension Cathedral 4700 Lincoln Avenue Oakland, CA 94602	500	30 POT 30 Dispatcher 30 Cadet
18-May-24	100 Black Men	Oakland Marriot 1001 Broadway Oakland, CA 94605	200	25 POT 25 Cadet 20 Dispatcher
19-May-24	Greek Fest	Ascension Cathedral 4700 Lincoln Avenue Oakland, CA 94602	600	20 POT 19 Dispatcher 20 Cadet
25-May-24	Practice Physical Ability Test	Merritt College 12500 Campus Drive Oakland, CA 94619	5	5 POT
26-May-24	Oral Exam Workshop	Police Administration Building 455 7th Street Oakland, CA 94607	8	8 POT
30-May-24	Military Base Career Event	Twenty Nine Palms Marine Corp Base 1502 5th Street Twentynine Palms, CA 92278	600	40 POT 20 Dispatcher
19-Jun-24	OPD Zoom Workshop "Hiring Process"	Online	8	8 POT
22-Jun-24	Cadet Physical Training Test	Police Administration Building 455 7th Street Oakland, CA 94607	3	3 Cadet
22-Jun-24	Practice Physical Ability Test	Merritt College 12500 Campus Drive Oakland, CA 94619	8	8 POT
23-Jun-24	Oral Exam Workshop	Police Administration Building 455 7th Street Oakland, CA 94607	12	12 POT
24-Jun-24	Travis Air Force Base Career Event	690 Airmen Drive Travis Air Force Base, CA 94535	20	2 POT
Date	Event	Location	Attendees	Inquiries: # And Type
13-Jan-24	Practice Physical Ability Test	Merritt College 12500 Campus Drive Oakland, CA 94619	8	8 POT
14-Jan-24	Oral Board Workshop	Police Administration Building 455 7th Street Oakland, CA 94607	15	15 POT

Date	Event	Location	Attendees	Inquiries: # And Type
17-Jan-24	Career Fair	Oakland Marriott 1001 Broadway Oakland, CA 94607	50	15 Dispatcher 5 POT
17-Jan-24	OPD Zoom Workshop "Hiring Process"	Online	15	15 POT
27-Jan-24	Oakland Chinatown Bazaar	Oakland Chinatown Bazaar 1100 Webster Street Oakland, CA 94607	1000	30 POT 7 Dispatcher 10 Cadet
28-Jan-24	Oakland Chinatown Bazaar	Oakland Chinatown Bazaar 1100 Webster Street Oakland, CA 94607	1000	28 POT 15 Dispatcher 5 Cadet
3-Feb-24	Practice Physical Ability Test	600 Jefferson Street Oakland, CA 94607	15	15 POT
4-Feb-24	Oral Board Workshop	Police Administration Building 455 7th Street Oakland, CA 94607	18	18 POT
15-Feb-24	University of Reno Job Fair	1664 N Virginia Street Reno, NV 89557	1000	60 POT 20 Dispatcher
17-Feb-24	Black College Expo	Oakland Marriot 1001 Broadway Oakland, Ca 94607	10,000	200 POT 200 Dispatcher 200 Cadet 300 Criminalist
17-Feb-24	Mixed Martial Arts Expo	Scottish Rite Center 1547 Lakeside Drive Oakland, CA 94607	300	5 POT 3 Cadet 2 PST
18-Feb-24	Chinatown Parade	900 Jackson Street Oakland, CA 94607	500	2 Dispatcher 2 Cadet
21-Feb-24	OPD Zoom Workshop "Hiring Process"	Online	15	15 POT
23-Feb-24	Career Fair	Urban Promise Academy 3031 E. 18th Street Oakland, CA 94601	30	30 Cadet
26-Feb-24	Travis Air Force Base Career Event	690 Airmen Drive Travis Air Force Base, CA 94535	35	5 POT
28-Feb-24	Hiring Our Heroes Job Fair	Travis Air Force Base 400 Brennan Circle Fairfield, CA 94535	2000	20 POT 15 Dispatcher 4 PET

Date	Event	Location	Attendees	Inquiries: # And Type
4-Mar-24	Travis Air Force Base Career Event	690 Airmen Drive Travis Air Force Base, CA 94535	32	3 POT 2 Dispatcher
13-Mar-24	Job Fair	Diablo Valley College 321 Golf Club Road Pleasant Hill, CA 94523	300	20 POT 10 Dispatcher 30 Cadet
16-Mar-24	Practice Physical Ability Test	Merritt College 12500 Campus Drive Oakland, CA 94619	12	12 POT
17-Mar-24	Oral Board Workshop	Police Administration Building 455 7th Street Oakland, CA 94607	10	10 POT
20-Mar-24	OPD Zoom Workshop "Hiring Process"	Online	15	15 POT
22-Mar-24	City of Oakland Career & Resource Expo	Frank H. Ogawa Plaza Oakland, CA 94607	260	15 POT 23 Dispatcher 2 Cadet
25-Mar-24	Patten Academy Career Event	2430 Coolidge Avenue Oakland, CA 94601	15	2 Cadet
25-Mar-24	Travis Air Force Base Career Event	690 Airmen Drive Travis Air Force Base, CA 94535	12	3 POT 1 Dispatcher
27-Mar-24	Job Fair	Menlo College 1000 El Camino Real Atherton, CA 94027	400	12 POT 8 Dispatcher 4 Cadet
30-Mar-24	Spartan Race	Woodward Reservoir Regional Park 14528 26 Mile Road Oakdale, CA 95361	5000	100 POT 50 Dispatchers 10 Cadet
31-Mar-24	Spartan Race	Woodward Reservoir Regional Park 14528 26 Mile Road Oakdale, CA 95361		200 POT 40 Dispatchers 15 Cadet
3-Apr-24	Job Fair	Contra Costa College 2600 Mission Bell Drive San Pablo, CA 94806	500	5 POT 15 Dispatcher
8-Apr-24	Travis Air Force Base Career Event	690 Airmen Drive Travis Air Force Base, CA 94535	25	3 POT 2 Dispatcher
10-Apr-24	Career Fair	Diablo Valley College (San Ramon Campus) 1690 Watermill Road San Ramon, CA 94582	60	5 POT 12 Dispatcher

Date	Event	Location	Attendees	Inquiries: # And Type
11-Apr-24	Solano Job Fair	4000 Suisun Valley Road Fairfield, CA 94534	300	10 POT 32 Dispatcher 8 Cadet
13-Apr-24	Practice Physical Ability Test	600 Jefferson Street Oakland, CA 94607	15	15 POT
14-Apr-24	Oral Board Workshop	Police Administration Building 455 7th Street Oakland, CA 94607	12	12 POT
15-Apr-24	Travis Air Force Base Career Event	690 Airmen Drive Travis Air Force Base, CA 94535	29	4 POT 1 Dispatcher
17-Apr-24	OPD Zoom Workshop "Hiring Process"	Online	15	15 POT
17-Apr-24	Imagine Job Fair	401 W. Country Club Road Brentwood, CA 94513	200	4 POT 8 Dispatcher 3 Cadet
18-Apr-24	Career Panel	College of Marin 835 College Avenue Kentfield, CA 94904	50	7 POT 2 Dispatcher 1 PST 4 Cadet
20-Apr-24	Evo Sports Club Fit Expo	2790 El Camino Real Santa Clara, CA 95051	2000	35 POT 50 Dispatcher 20 PST
22-Apr-24	Criminal Justice Class	St. Mary's College 1928 St. Mary's Road Moraga, CA 94575	8	1 POT 1 Dispatcher 3 PST
25-Apr-24	Job Fair	7000 Coliseum Way Oakland, CA 94612	1500	25 POT 30 Dispatcher 3 Cadet
29-Apr-24	Travis Air Force Base Career Event	690 Airmen Drive Travis Air Force Base, CA 94535	25	4 POT 3 Dispatcher
1-May-24	Job Fair	Merritt College 12500 Campus Drive Oakland, CA 94619	250	25 POT 17 Dispatcher
2-May-24	Job Fair	Diablo Valley College, 321 Golf Club Road Pleasant Hill, CA 94523	200	15 POT 29 Dispatcher
4-May-24	Community Event	Oakland Chinatown Improvement Council 900 Franklin Street Oakland, CA 94607	500	4 POT 8 Dispatcher

Date	Event	Location	Attendees	Inquiries: # And Type
4-May-24	Practice Physical Ability Test	Merritt College 12500 Campus Drive Oakland, CA 94619	8	8 POT
5-May-24	Community Event	Oakland Chinatown Improvement Council 900 Franklin Street Oakland, CA 94607	500	20 POT 9 Dispatcher
5-May-24	Oral Exam Workshop	Police Administration Building 455 7th Street Oakland, CA 94607	12	12 POT
6-May-24	Travis Air Force Base Career Event	690 Airmen Drive Travis Air Force Base, CA 94535	32	3 POT 2 Dispatcher
8-May-24	OPD Zoom Workshop "Hiring Process"	Online	14	14 POT
13-May-24	Travis Air Force Base Career Event	690 Airmen Drive Travis Air Force Base, CA 94535	29	3 POT 4 Dispatcher
17-May-24	Greek Fest	Ascension Cathedral 4700 Lincoln Avenue Oakland, CA 94602	250	12 POT 25 Dispatcher
18-May-24	Greek Fest	Ascension Cathedral 4700 Lincoln Avenue Oakland, CA 94602	500	30 POT 30 Dispatcher 30 Cadet
18-May-24	100 Black Men	Oakland Marriot 1001 Broadway Oakland, CA 94605	200	25 POT 25 Cadet 20 Dispatcher
19-May-24	Greek Fest	Ascension Cathedral 4700 Lincoln Avenue Oakland, CA 94602	600	20 POT 19 Dispatcher 20 Cadet
25-May-24	Practice Physical Ability Test	Merritt College 12500 Campus Drive Oakland, CA 94619	5	5 POT
26-May-24	Oral Exam Workshop	Police Administration Building 455 7th Street Oakland, CA 94607	8	8 POT
30-May-24	Military Base Career Event	Twenty Nine Palms Marine Corp Base 1502 5th Street Twentynine Palms, CA 92278	600	40 POT 20 Dispatcher
19-Jun-24	OPD Zoom Workshop "Hiring Process"	Online	8	8 POT

Date	Event	Location	Attendees	Inquiries: # And Type
22-Jun-24	Cadet Physical Training Test	Police Administration Building 455 7th Street Oakland, CA 94607	3	3 Cadet
22-Jun-24	Practice Physical Ability Test	Merritt College 12500 Campus Drive Oakland, CA 94619	8	8 POT
23-Jun-24	Oral Exam Workshop	Police Administration Building 455 7th Street Oakland, CA 94607	12	12 POT
24-Jun-24	Travis Air Force Base Career Event	690 Airmen Drive Travis Air Force Base, CA 94535	20	2 POT
Date	Event	Location	Attendees	Inquiries: # And Type
13-Jan-24	Practice Physical Ability Test	Merritt College 12500 Campus Drive Oakland, CA 94619	8	8 POT
14-Jan-24	Oral Board Workshop	Police Administration Building 455 7th Street Oakland, CA 94607	15	15 POT
17-Jan-24	Career Fair	Oakland Marriott 1001 Broadway Oakland, CA 94607	50	15 Dispatcher 5 POT
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27-Jan-24	Oakland Chinatown Bazaar	Oakland Chinatown Bazaar 1100 Webster Street Oakland, CA 94607	1000	30 POT 7 Dispatcher 10 Cadet
28-Jan-24	Oakland Chinatown Bazaar	Oakland Chinatown Bazaar 1100 Webster Street Oakland, CA 94607	1000	28 POT 15 Dispatcher 5 Cadet
3-Feb-24	Practice Physical Ability Test	600 Jefferson Street Oakland, CA 94607	15	15 POT
4-Feb-24	Oral Board Workshop	Police Administration Building 455 7th Street Oakland, CA 94607	18	18 POT
15-Feb-24	University of Reno Job Fair	1664 N Virginia Street Reno, NV 89557	1000	60 POT 20 Dispatcher
17-Feb-24	Black College Expo	Oakland Marriot 1001 Broadway Oakland, Ca 94607	10,000	200 POT 200 Dispatcher 200 Cadet

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				300 Criminalist
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18-Feb-24	Chinatown Parade	900 Jackson Street Oakland, CA 94607	500	2 Dispatcher 2 Cadet
21-Feb-24	OPD Zoom Workshop "Hiring Process"	Online	15	15 POT
23-Feb-24	Career Fair	Urban Promise Academy 3031 E. 18th Street Oakland, CA 94601	30	30 Cadet
26-Feb-24	Travis Air Force Base Career Event	690 Airmen Drive Travis Air Force Base, CA 94535	35	5 POT
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25-May-24	Practice Physical Ability Test	Merritt College 12500 Campus Drive Oakland, CA 94619	5	5 POT
26-May-24	Oral Exam Workshop	Police Administration Building 455 7th Street Oakland, CA 94607	8	8 POT
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24-Jun-24	Travis Air Force Base Career Event	690 Airmen Drive Travis Air Force Base, CA 94535	20	2 POT

FISCAL IMPACT

This report is for informational purposes only and has no 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 police officer trainee positions. Throughout the testing and selection process, recruitment efforts focus on selective language candidates, diversity, and Oakland residency.

Staff continues to solicit input from community members and explore targeted marketing strategies to enhance public awareness of OPD recruitment and hiring opportunities. Additionally, they are collaborating with community organizations to conduct hiring workshops and gather input on maintaining visibility and accessibility 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.

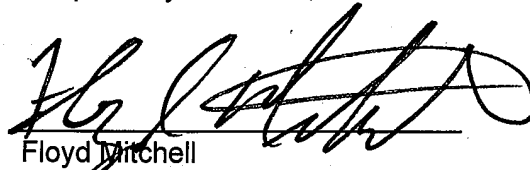
Race and Equity: The Oakland Police Department has implemented enhanced recruitment efforts, outlined in this informational report, designed to address disparities in the hiring process related to race and gender, to create an inclusive workforce that represents Oakland's diversity.

ACTION REQUESTED OF THE CITY COUNCIL

Staff Recommends That The City Administrator Receive An Informational Report Of The Oakland Police Department's 2024 Biannual Staffing Levels As of June 30, 2024.

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

Respectfully submitted,



Floyd Mitchell
Chief of Police
Oakland Police Department

Reviewed by:
Kiona Suttle, Deputy Director
OPD, Bureau of Services

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OPD, Research and Planning Unit

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OPD, Human Resources Section