



# AGENDA REPORT


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**TO:** Jestin D. Johnson  
City Administrator  
**SUBJECT:** OPD Biannual Staffing Report

**FROM:** Floyd Mitchell  
Chief of Police  
**DATE:** June 17, 2025

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City Administrator Approval

  
Jestin Johnson (Jul 9, 2025 09:50 PDT)

Date: **07/09/2025**

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## **RECOMMENDATION**

**Staff Recommends That The City Administrator Receive An Informational Report Of The Oakland Police Department's 2024 Biannual Staffing Levels As of December 31, 2024.**

## **EXECUTIVE SUMMARY**

Please note that, where possible, staffing updates are provided as of June 17, 2025, to ensure the most accurate and current information is outlined in this report.

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 from the Oakland Police Department (OPD) outlining staffing levels for both sworn and professional staff. This report provides an update on recruitment efforts and current assignments for both categories as of December 31, 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 six-year timespan, OPD sworn staffing levels have fluctuated between 730 filled positions as of January 1, 2020, and the lower level of 686 filled positions as of January 1, 2025. OPD staffing levels as of June 17, 2025, are at 661 filled positions. Based on the Council-adopted Fiscal Year (FY) 2024-25 Budget, the authorized and funded staffing level was approved for 678 sworn positions, which included 53 positions funded by the 2014 Oakland Public Safety and Services Act (Measure Z)<sup>1</sup> and 15 officer positions from the 2022 U.S. Department of Justice (DOJ) Community Oriented Policing Services (COPS) Hiring Grant. However, in November 2024, the authorized staffing level was decreased to 600 sworn positions as a result of contingency and amended budgets. As the number of budgeted sworn positions has decreased over the years, the number of filled positions has declined proportionally. This reduction is further impacted by ongoing retirements and voluntary resignations throughout the year.

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

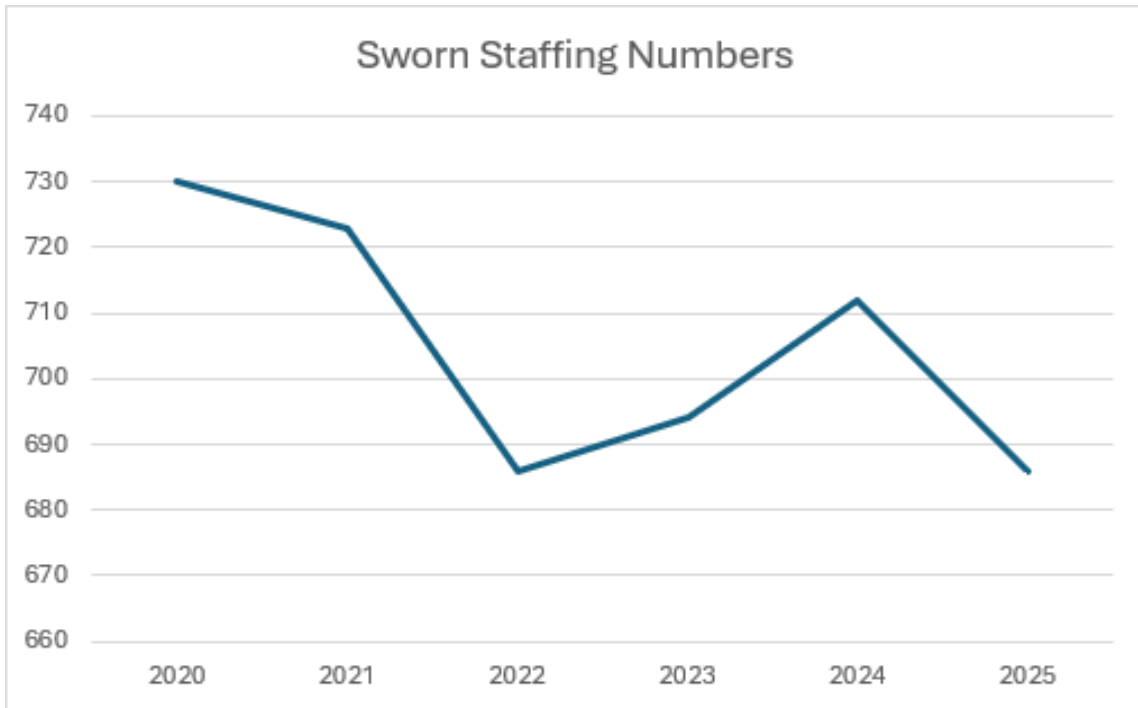
**Table 1: Actual Staffing Levels on January 1 of Each Year: 2020 – 2025**

	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>	<b>2025</b>
Sworn Staffing Levels as of January 1 of each year	730	723	686	694	712	686

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<sup>1</sup> <https://cao-94612.s3.us-west-2.amazonaws.com/documents/Measure-Z-2014-85149-C.M.S.pdf>

**Figure 1: Sworn Staffing on January 1, 2020, through January 1, 2025**



**Table 2: Actual Sworn Staffing (as of June 17, 2025) and Sworn Staffing Projections**

	Actual Staffing									Projected Staffing		
Year	2024				2025							
Month	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug
Authorized	678	678	*600	600	600	600	600	**601	601	601	***678	678
Filled	683	680	677	670	686	685	681	674	668	663	657	651
Attrition	(3)	(3)	(7)	(8)	(1)	(4)	(7)	(6)	(5)	(6)	(6)	(6)
Hires	0	0	0	24	0	0	0	0	0	0	0	0
Ending Filled****	680	677	670	686	685	681	674	668	663	657	651	645
Over (Under) Authorized	(2)	(1)	70	86	85	81	74	67	62	56	(27)	(33)
New POT Hiring Pipeline	194 <sup>th</sup> Academy (Started Jun 2024 and graduated Dec 2024)										195 <sup>th</sup> Academy (Starts Jul 2025 and ends Jan 2026)	

\*In November 2024, the Contingency Budget decreased the sworn authorized staffing by 78 Police Officers.

\*\*In April 2025, the department increased its sworn authorized staffing by 1 Captain.

\*\*\*In July 2025, the Midcycle Fiscal Year 2025-2027 budget proposes to restore the 78 Police Officer positions that were frozen under the Contingency Budget.

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

**Table 3** below provides an overview of authorized and filled positions within OPD.

**Table 3: OPD Positions - Authorized and Filled Positions (as of June 17, 2025)**

Type	Budget Authorized Positions	Authorized	Filled	+/-
Sworn	Chief of Police	1	1	0
	Assistant Chief	1	1	0
	Deputy Chief	5	5	0
	Captain	9	6	-3
	Lieutenant	28	27	-1
	Sergeant	114	113	-1
	Police Officer	443	508	65
	Total Sworn	601	661	60
Professional Staff (Full-time and Part-time)		250	239	-11
<b>Total Personnel</b>		<b>851</b>	<b>900</b>	<b>49</b>

**Tables 4 and Table 4A** below shows the total number of sworn employees on long-term leave as of June 17, 2025.

**Table 4: Sworn Employees on Long Term Leave (as of June 17, 2025)**

Type of leave	Number of sworn employees
Medical <sup>2</sup>	61
Administrative <sup>3</sup>	41
Military <sup>4</sup>	1
Total	103

<sup>2</sup> 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.

<sup>3</sup> 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.

<sup>4</sup> An employee taking a leave of absence to perform military performance. Commences upon receiving notification of military mobilization or orders at active duty.

**Table 4A: Sworn Employees on Long Term Leave (as of June 17, 2025) by length of time.**

<b>Length of Time</b>	<b>Medical Leave</b>	<b>Administrative Leave</b>	<b>Military</b>
2 + Years	3	6	
1-2 Years	15	13	
6 months - 1 Year	13	4	
2-6 months	23	17	1
Less than 2 Months	7	1	
<b>TOTAL</b>	<b>61</b>	<b>41</b>	<b>1</b>

### **Professional Staff Vacancies**

In March 2024, a hiring freeze was implemented for all vacant professional staff positions, except for the Police Communications Dispatcher classification, for the remainder of the fiscal year.

<b>Classification</b>	<b>Vacancies</b>	<b>FTE Authorized</b>	<b>Status as of June 17, 2025</b>
Police Communications Dispatcher	11	78	Open continuously until all vacancies are filled; 51 candidates are in the background process.

### Sworn Staffing by Area and Patrol Detail

**Table 5** provides information on beats by area and patrol data.

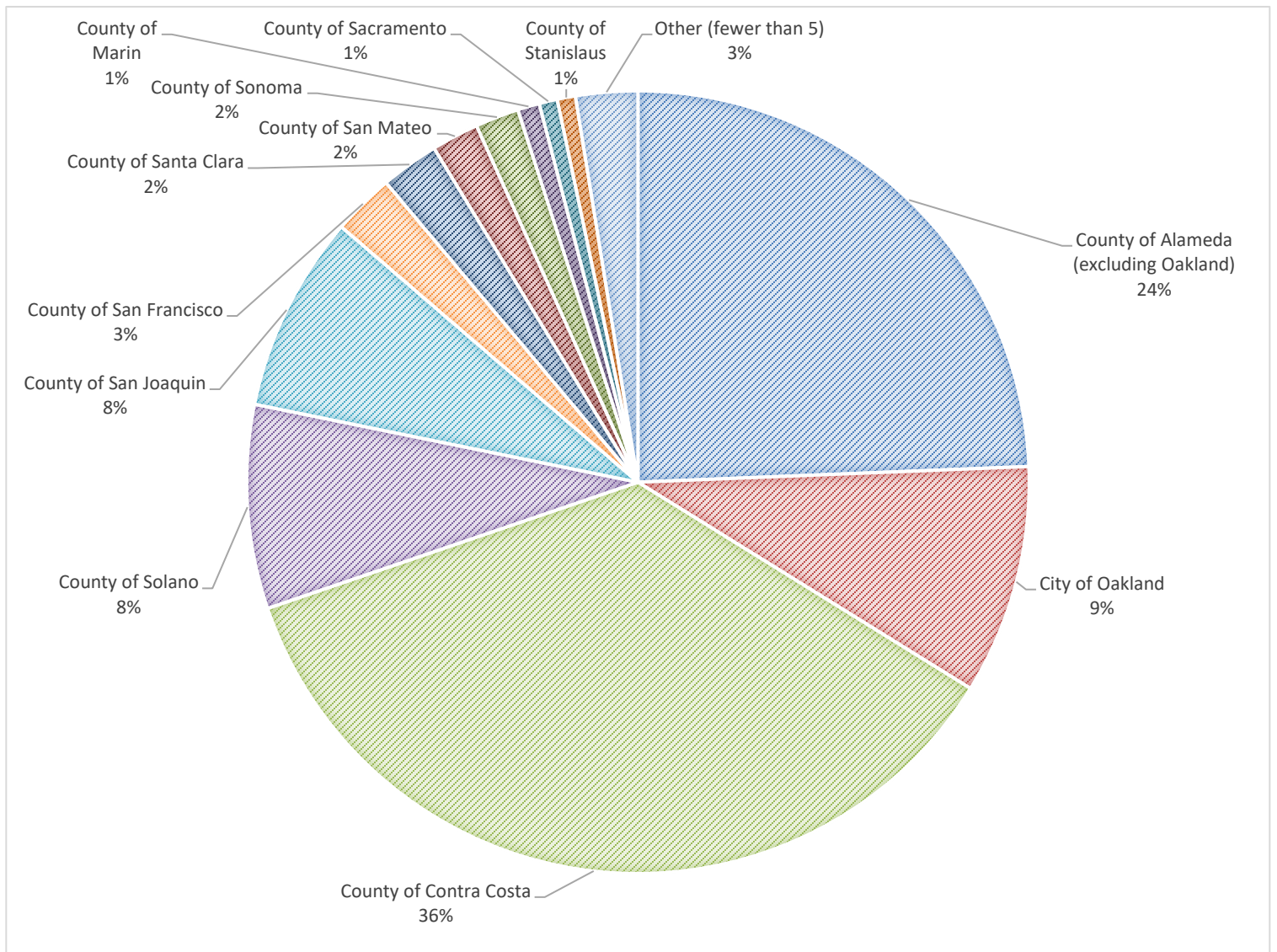
**Table 5: Police Beat Patrol as of June 17, 2025**

	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: 325	Total 62	Total 53	Total 56	Total 54	Total 51	Total 49
Vacancies	0	0	0	1	3	1
Number of officers assigned as Community Resource Officers Bureau of Field Operations 1 and Bureau of Field Operations 2	BFO 1 Total – 8 8 Filled 0 Vacant			BFO 2 Total – 8 6 Filled 2 Vacant		
Number of officers assigned to the Crime Reduction Teams (under direction from BFO 1 and 2)	17 Filled 0 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 17, 2025, 63 sworn members (22.11%) were Oakland residents, as shown in **Figure 2** below. **Table 6** 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 6: Residency by Top 10 Locations of Sworn OPD Members as of June 17, 2025**

City	Count	Department Percentage	City	Count	Department Percentage
Oakland	63	22.11%	Antioch	24	8.42%
Concord	39	13.68%	Oakley	21	7.36%
Hayward	29	10.18%	Vacaville	19	6.67%
San Leandro	27	9.47%	Castro Valley	19	6.67%
Brentwood	25	8.77%	Tracy	19	6.67%
<b>Total</b>				<b>285</b>	<b>42.86%</b>

**Tables 6A and 6B** below provide demographic information for OPD sworn and professional staff by race/ethnicity and gender. **Table 6A** details the demographics of OPD sworn staff, while **Table 6B** covers the demographics of OPD professional staff.

**Table 6A: Race/Ethnicity and Gender – OPD Sworn Staff as of June 17, 2025**

Race/Ethnicity	Female		Male	
Asian	10	10%	98	17.47%
Black or African-American	23	23%	114	20.32%
Filipino	3	3%	28	5%
Hispanic or Latino	36	36%	156	27.8%
Native American	1	1%	2	0.36%
Undeclared-Other	5	5%	22	3.92%
White or Caucasian	22	22%	141	25.13%
<b>Total</b>	<b>100</b>	<b>100%</b>	<b>561</b>	<b>100%</b>

**Table 6B: Race/Ethnicity and Gender – OPD Professional Staff as of June 17, 2025**

Race/ Ethnicity	Female		Male	
Asian	27	15.18%	11	18.03%
Black or African- American	75	42.13%	19	31.15%
Filipino	3	1.69%	0	0
Hispanic or Latino	39	21.91%	13	21.31%
Native American	1	0.56%	0	0
Undeclared- Other	3	1.68%	2	3.28%
White or Caucasian	30	16.85%	16	26.23%
<b>Total</b>	<b>178</b>	<b>100%</b>	<b>61</b>	<b>100%</b>

**Table 7** below provides current and past demographic information for OPD sworn staff.

**Table 7: Race\*/Ethnicity\* by Year – OPD Sworn Staff as of June 17, 2025**

Race/ Ethnicity	US 2023 Census- Oakland Pop. <sup>5</sup>	OPD 2022	OPD 2023	OPD 2024	OPD 2025
Asian	15.5%	19.23%	19.72%	20.67%	21.07%
Black or African- American	21.1%	20.52%	21.40%	21.11%	20.73%
Hispanic	28.9%	28.55%	28.95%	29.40%	29%
Other	4%	3.44%	3.92%	4.22%	4.54%
White	30.5%	28.26%	26.01%	24.60%	24.66%

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

<sup>5</sup> 2023 data: population by race in the city of Oakland. Source: United States Census Bureau. Quick Facts Oakland city, California 2023.

**Table 8** below shows the gender breakdown of OPD sworn staff and includes a national comparison.

**Table 8: OPD Gender Percentages by Year Compared With 2022 National Percentage<sup>6</sup>**

<b>Gender</b>	<b>National Percentage 2022</b>	<b>OPD 2022</b>	<b>OPD 2023</b>	<b>OPD 2024</b>	<b>OPD 2025</b>
Female	13.94%	14.92%	14.59%	14.70%	15.13%
Male	86.06%	85.08%	85.41%	85.30%	84.87%

*\*2025 figure shows all OPD sworn staff as of June 17, 2025*

### **Attrition**

As noted in **Table 9** below, OPD experienced an average attrition rate of 5.25 officers per month (63 officers over the 12-month period), which is consistent with the projected rate of 6 officers per month.

**Table 9: Sworn Attrition Data: January 1, 2024, through June 17, 2025**

	<b>2024</b>							<b>2025</b>					<b>Total</b>
	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	
Disability Retirement		4			1								5
Resignation (not during Field Training)		1						1	6				8
Resignation during Field Training													
Resignation (to another agency)	4	4		1						6	3		18

<sup>6</sup> 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.

	2024							2025					Total
	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	
Service Retirement	1	5	3	2	6	7		2	1		1		28
Discharged						1	1	1					3
Deceased													
Removed from Probation during Field Training	1												1
<b>Grand Total</b>	<b>6</b>	<b>14</b>	<b>3</b>	<b>3</b>	<b>7</b>	<b>8</b>	<b>1</b>	<b>4</b>	<b>7</b>	<b>6</b>	<b>4</b>	<b>0</b>	<b>63</b>

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 concerns for voluntary separations from January 1 through June 17, 2025:

1. Commute
2. Heavy Discipline
3. Negotiated Settlement Agreement (NSA) Oversight

While some separation concerns are beyond the Department's direct control, strategies have been implemented to support retention, including focusing recruitment efforts in areas geographically closer to the agency and providing additional coaching and training, when appropriate, as a corrective measure within the disciplinary process.

## Recruitment

From July 1 – December 31, 2024, OPD hosted or attended 44 events. Four (4) events were online, 40 were in person, and 21 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](http://www.opdjobs.com)
- Instagram – [www.instagram.com/opd\\_jobs](https://www.instagram.com/opd_jobs)
- Facebook – [www.facebook.com/opdcareers](https://www.facebook.com/opdcareers)

**Table 10** below provides additional details regarding recruitment and outreach events.

**Table 10: Recruitment and Outreach Events**

Date	Event	Location	Attendees	Inquiries: # And Type
13-Jul-24	Bill Pickett Rodeo	Rowell Ranch Rodeo Park Castro Valley, CA 94552	1200	20 POT 22 Dispatcher 4 Cadet
14-Jul-24	Bill Pickett Rodeo	Rowell Ranch Rodeo Park Castro Valley, CA 94552	1200	18 POT 7 Dispatcher 2 Cadet
15-Jul-24	Travis Air Force Base Career Event	690 Airmen Drive Travis Air Force Base, CA 94535	25	3 POT 1 Dispatcher
17-Jul-24	OPD Zoom Workshop "Hiring Process"	Online	9	9 POT
20-Jul-24	Sports and Fitness Expo	Fit Expo Sacramento 2316 8th Street Sacramento, CA 95818	1200	21 POT 8 Dispatcher 2 Cadet
3-Aug-24	Practice Physical Ability Test	Merritt College 12500 Campus Drive Oakland, CA 94619	14	14 POT
4-Aug-24	Oral Exam Workshop	Police Administration Building 455 7th Street Oakland, CA 94607	3	3 POT
10-Aug-24	Physical and Oral Exam Workshop	600 Jefferson Street Oakland, CA 94607	8	6 POT
21-Aug-24	OPD Zoom Workshop "Hiring Process"	Online	15	15 POT
24-Aug-24	Chinatown Community Event	1000 Alice Street Oakland, CA 94607	1000	9 POT 5 Cadet
25-Aug-24	Chinatown Community Event	1000 Alice Street Oakland, CA 94607	1000	10 POT 3 Dispatcher

28-Aug-24	Job Fair	Imagine Job Fair 2535 Sand Creek Road Brentwood, CA 94513	100	7 POT 8 Dispatcher
31-Aug-24	Recruiting Event	Highland Games 4501 Pleasanton Avenue Pleasanton, CA 94566	1500	5 POT 3 Dispatcher 4 Cadet
1-Sep-24	Recruiting Event	Highland Games 4501 Pleasanton Avenue Pleasanton, CA 94566	1500	7 POT 5 Dispatcher
7-Sep-24	Chinatown Community Event	Chinatown Night Festival 1000 Alice Street Oakland, CA 94607	200	3 POT 1 Dispatcher
7-Sep-24	Acts Full Gospel Health Fair	1034 66th Avenue Oakland, CA 94621	500	6 POT
8-Sep-24	Practice Physical Ability Test	Merritt College 12500 Campus Drive Oakland, CA 94619	10	10 POT
8-Sep-24	Pride Event	2000 Broadway Oakland, CA 94607	15	30 POT 5 Dispatcher
13-Sep-24	Military Recruiting Event	Stand Down Event 2272 San Pablo Avenue Oakland, CA 94612	300	14 POT 2 Dispatcher
14-Sep-24	Military Recruiting Event	Stand Down Event 2272 San Pablo Avenue Oakland, CA 94612	300	5 POT 1 Dispatcher
18-Sep-24	Career Fair	30x30 Imitative Women's Law Enforcement Symposium 1955 Broadway, Oakland, CA 94612	300	6 POT 4 Dispatcher
22-Sep-24	Physical and Oral Exam Workshop	Police Administration Building 455 7th Street Oakland, CA 94607	12	12 POT
5-Oct-24	Women's Physical Training Workshop	600 Jefferson Street Oakland, CA 94607	4	4 POT

5-Oct-24	Oakland Rodeo	1600 Adeline Street Oakland, CA 94607	60	15 POT 5 Dispatcher
8-Oct-24	Recruiting Event	Diablo Valley College 321 Golf Club Road Pleasant Hill, CA 94523	150	4 POT 6 Dispatcher 3 Cadet
11-Oct-24	Fleet Week	Crissy Field San Francisco, CA 94129	2000	80 POT 2 Dispatcher 1 Cadet
11-Oct-24	Seminar	Karen Domestic Violence Seminar	20	1 Dispatcher
12-Oct-24	Fleet Week	Crissy Field San Francisco, CA 94129	000	75 POT 20 Dispatcher 15 Cadet
12-Oct-24	Job Fair	South Bay Regional Training Center Job Fair 1601 Coyote Point Drive San Mateo, CA 94401	350	14 POT 3 Dispatcher 2 Cadet
12-Oct-24	Black Expo Career Fair	2790 El Camino Real Santa Clara, CA 95051	500	50 POT
13-Oct-24	Fleet Week	Crissy Field San Francisco, CA 94129	1000	20 POT 12 Dispatcher 4 Cadet
14-Oct-24	Fleet Week	Crissy Field San Francisco, CA 94129	1000	18 POT 8 Dispatcher 7 Cadet
16-Oct-24	Military Recruiting Event	UNLV Career Fair 4505 S. Maryland Pkwy. Las Vegas, NV 89154	25	22 POT 11 Dispatcher
16-Oct-24	Military Recruiting Event	UNLV Veterans Mixer 4505 S. Maryland Pkwy Las Vegas, NV 89154	250	6 POT 23 Dispatcher

19-Oct-24	Physical and Oral Exam Workshop	600 Jefferson Street Oakland, CA 94607	12	12 POT
23-Oct-24	OPD Zoom Workshop "Hiring Process"	Online	14	6 POT
26-Oct-24	Women's Physical Training Workshop	600 Jefferson Street Oakland, CA 94607	4	4 POT
27-Oct-24	Physical Training Workshop	600 Jefferson Street Oakland, CA 94607	12	12 POT
31-Oct-24	Community Event	Trunk or Treat 9600 Sunnyside Street Oakland, CA 94603	300	9 POT 8 Dispatcher 4 Cadet
3-Nov-24	Physical Training Workshop	600 Jefferson Street Oakland, CA 94607	4	4 POT
16-Nov-24	Physical Training Workshop	600 Jefferson Street Oakland, CA 94607	4	2 POT
17-Nov-24	Community Event	Gurdwara Sahid Fremont 300 Gurdwara Road Fremont, CA 94536	200	7 POT 3 Dispatcher 2 Cadet
20-Nov-24	OPD Zoom Workshop "Hiring Process"	Online	13	13 POT
5-Dec-24	Military Recruiting Event	Recruit Military Camp Pendleton, CA 92058	1000	30 POT 20 Dispatcher



### **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.

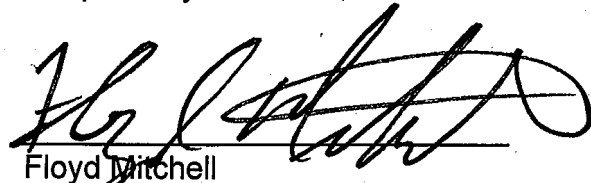
***Race and Equity:*** The Oakland Police Department has implemented enhanced recruitment efforts, outlined in this informational report, designed to address disparities in the hiring process related to race and gender, to create an inclusive workforce that represents Oakland's diversity.

**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 December 31, 2024.**

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

Respectfully submitted,

A handwritten signature in black ink, appearing to read 'F. Mitchell', written over a horizontal line.

Floyd Mitchell  
Chief of Police  
Oakland Police Department

Reviewed by:  
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OPD, Bureau of Services

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