AGENDA REPORT

CITY OF OAKLAND

TO:	Jestin D. Johnson City Administrator	**FROM:**	Darren Allison Interim Chief of Police
SUBJECT:	SUPPLEMENTAL-OPD Biannual Staffing Report	**DATE:**	January 26, 2024

City Administrator Approval

Jestin Johnson (Feb 1, 2024 17:20 PST)

Date: Feb 1, 2024

RECOMMENDATION

Staff Recommends That The City Council Receive An Informational Report Of The Oakland Police Department's 2023 Biannual Staffing Levels As of September 30, 2023.

Reason for supplemental

At the January 9, 2024 Public Safety Meeting, Councilmembers requested that the staffing report be updated to include data through December 31, 2023. They also requested answers to five additional questions. The requested information is below.

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) 2023-24 Budget is 712 sworn positions. This 712officer 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.

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

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

Figure 1: Sworn Staffing on January 1, 2019 through January 1, 2023
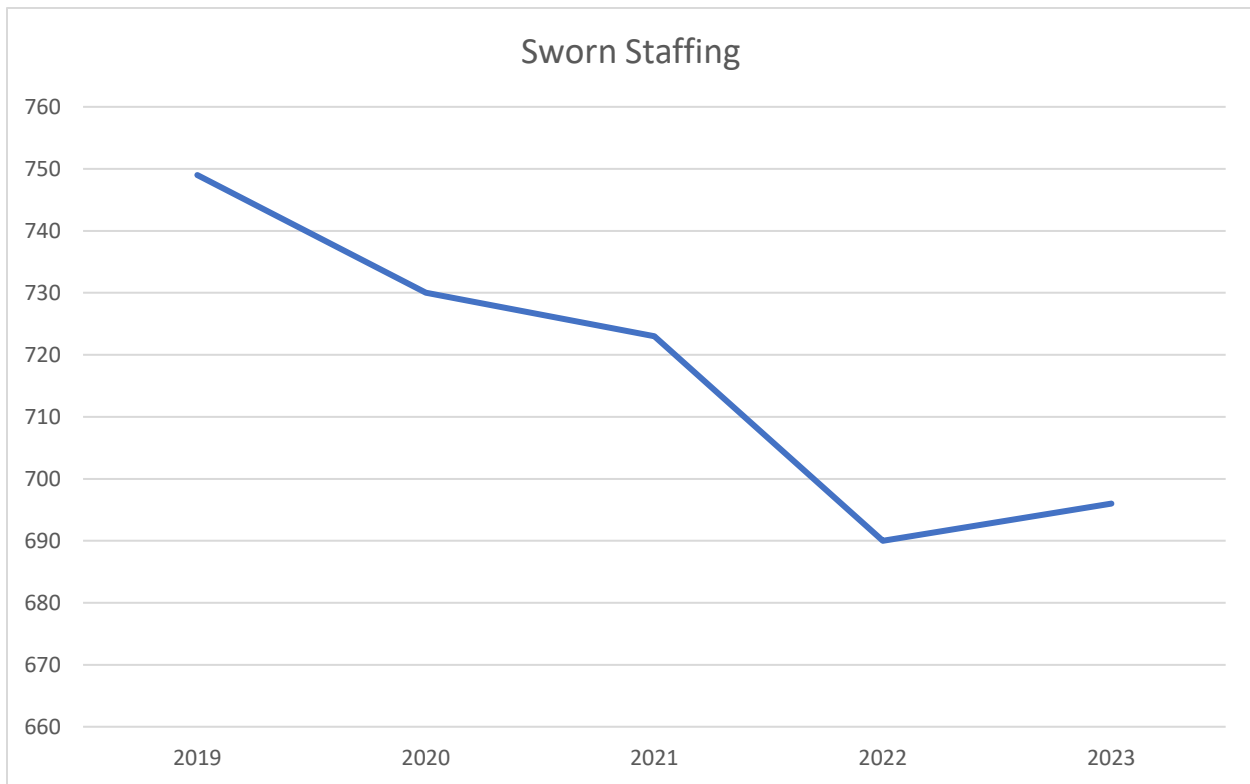
Tables 2a, 2b, and 2c below show the average OPD Communications (911) dispatch response time to calls for service. This data shows the time OPD takes to respond to each request with an officer or other personnel. OPD received 307,924 calls for service (3,347 per day) during the October 1 – December 31 period of 2023. 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 calls[2].

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[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.

Public Safety Committee
February 13, 2024

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
Apr	10.71	11.07	18.11	21.38	25.78
May	11.81	12.9	19.13	23.24	61.72
Jun	12.23	11.44	19.39	20.22	36.32
Jul	8.84	15.10	20.36	23.02	51.80
Aug	13.22	14.86	20.04	24.53	49.36
Sep	10.74	12.56	22.78	27.11	46.73
Oct	10.69	23.93	17.82	18.23	29.10
Nov	8.26	12.01	20.94	13.67	22.12
Dec	14.63	11.67	19.17	12.18	31.85

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
Apr	135.32	145.32	169.36	308.25	317.12
May	128.27	166.86	226.79	332.53	656.93
Jun	155.00	299.29	231.22	320.34	377.89
Jul	139.40	240.53	309.43	318.88	620.60
Aug	215.86	250.29	236.98	320.45	600.45
Sep	214.94	212.25	290.53	418.62	387.93
Oct	161.64	250.10	305.17	207.28	300.80

Priority Two Calls					
	2019	**2020**	**2021**	**2022**	**2023**
Nov	138.83	181.18	291.18	132.97	203.43
Dec	156.81	147.30	193.04	153.01	269.78

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
Apr	316.26	461.01	427.29	527.98	682.30
May	359.64	433.33	485.11	617.04	1134.98
Jun	465.85	740.46	540.47	616.48	919.04
Jul	423.31	638.51	678.82	636.32	1205.01
Aug	465.07	680.22	542.86	650.95	1081.88
Sep	590.20	593.92	634.81	868.21	842.45
Oct	444.05	654.39	619.62	323.49	943.12
Nov	395.56	419.68	587.54	296.29	609.84
Dec	419.91	346.25	378.91	318.46	917.02

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 12-31-2019	01-01-2020 through 12-31-2020	01-01-2021 through 12-31-2021	01-01-2022 through 12-31-2022	01-01-2023 through 12-31-2023
Homicide – 187(a)	75	102	123	120	120
Homicide – all other**	3	7	11	2	6
Subtotal – 187(a) + all other	78	109	134	122	126
Aggravated Assault	2,745	3,319	3,611	3,223	3,556
* with Firearm	287	498	603	452	508

Part 1 Crimes	01-01-2019 through 12-31-2019	01-01-2020 through 12-31-2020	01-01-2021 through 12-31-2021	01-01-2022 through 12-31-2022	01-01-2023 through 12-31-2023
Rape	205	220	171	179	188
Robbery	2,817	2,420	2,728	2,680	3,712
Burglary Total	14,796	8,444	10,342	13,711	16,829
* Auto	12,364	6,231	8,480	11,082	13,768
*Residential/ Commercial	2,432	2,213	1,862	2,629	3,061
Motor Vehicle Theft	6,477	8,737	9,354	10,248	15,043
Larceny	7,774	5,985	6,606	9,386	7,304
Arson	152	194	173	164	111
Total Part 1 Crimes	35,044	29,428	33,119	39,713	46,869

All totals include attempts except homicides
**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 December 31 of each year.

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

Date	TOTAL CLEARED	TOTAL HOMICIDES	TOTAL CLEARED RATE
Jan – Dec 2019	50	78	64%
Jan – Dec 2020	56	109	51%
Jan – Dec 2021	64	134	48%
Jan – Dec 2022	43	123	35%
Jan – Dec 2023	62	126	49%

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 December 31, 2023.

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

	Actual Staffing									Projected Staffing		
Year	**2023**									**2024**		
Month	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
Authorized	741	741	741	712*	712	712	712	712	712	712	712	712
Filled	705	705	721	718	714	707	709	706	699	715	711	707
Attrition	(0)	(3)	(3)	(4)	(7)	(2)	(3)	(7)	(7)	(4)	(4)	(4)
Hires	0	19	0	0	0	4	0	0	23	0	0	0
Ending Filled**	705	721	718	714	707	709	706	699	715	711	707	703
Over (Under) Authorized	(36)	(20)	(23)	2	(5)	(3)	(6)	(13)	3	(1)	(5)	(9)
New POT Hiring Pipeline	191st Academy (Started Nov 2022, ended May 2023)	192nd Academy (Started Jun 2023, ends Dec 2023)										
										193rd Academy (Started Nov 2023, ends May 2024)		

The Fiscal Year 2023-2025 budget decreased sworn staffing by 3 Sergeants and 26 Police Officers totaling 29 sworn personnel effective July 1, 2023.
***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 December 31, 2023)

Type	Budget Authorized Positions	Authorized	Filled	+/-
	Chief of Police	1	0	0
	Assistant Chief	1	1	0
	Deputy Chief	4	4	0
	Captain	10	7	-3
Sworn	Lieutenant	27	27	0
	Sergeants	118	119	1
	Police Officers	551	557	6
	Total Sworn	712	715	3

Professional Staff (Full-time and Part-time)	332.50	265	-77.5
Total Personnel	**1,054.50**	**980**	**-74.5**

Table 7 below is the total of sworn employees who are currently on long term leave.

Table 7: Sworn Employees on Long Term Leave (as of December 31, 2023)

Type of leave	Number of sworn employees
Medical[3]	37
Administrative[4]	25
Military[5]	3
Total	65

Table 8 below provides information on OPDs authorized sworn permanent staffing.

Table 8: Funded Authorized Sworn Permanent Assignments within OPD

	Chief	Assistant 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

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[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.

	Chief	Assistant Chief	Deputy Chief	Captain	Lieutenant	Sergeant	Officer	Total
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
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 shows OPD professional staff vacancies, and the status of work being done to fill the vacancies.

Table 9: Professional Staff Vacancies

Classification	Vacancies	FTE Authorized	Status as of September 30	Status Updates
Account Clerk II	0	6	Four (4) positions frozen. One (1) candidate referred to backgrounds on 14 Sep 23.	Four (4) Positions frozen. One (1) candidate hired effective 23 Dec 23.
Accountant II	2	2	Department of Human Resources Management (HRM) is developing the job announcement to be listed simultaneously w/Accountant III.	HRM is scoring the multiple-choice exam, eligible list expected the week of 29 Jan 24.
Administrative Analyst II	2	18	One (1) vacancy in Fiscal. Candidate referred to backgrounds 25 Oct 23. One (1) vacancy in the Human Resources Section (HRS). Interviews scheduled for 15 Nov 23.	One (1) candidate hired effective 23 Dec 23 in Fiscal. Job announcement will open 11 Jan 24 and will close 28 Jan 24.
Administrative Services Manager II	1	1	HRM is working with the union to update the job specifications.	HRM is working on updating the job specifications.
Crime Analyst	3	7	Three (3) candidates referred to backgrounds on 16 Aug 23.	One (1) candidate hired effective 25 Nov 23 and one (1) candidate hired effective 6 Jan 24. New recruitment is needed to fill remaining vacancies.
Criminalist II	2	17	Requested from HRM to use Criminalist I eligible list to underfill for the remaining two (2) positions.	New recruitment needed to fill remaining vacancies.
Criminalist III	1	6	Requisition submitted to HRM on 3 Aug 22 to begin recruitment process. Recruitment is	New recruitment needed to fill remaining vacancies.

Classification	Vacancies	FTE Authorized	Status as of September 30	Status Updates
			not in top 5 hiring priorities.	
Fleet Compliance Coordinator	1	1	HRM is currently reviewing the job specification.	HRM is reviewing the job specification.
Forensic Technician	2	2	Interviews scheduled for 7 Nov 23.	OPD HRS negotiating start date with one candidate. New recruitment needed to fill remaining vacancy.
Grants Coordinator	1	1	Waiting for HRM to assign an analyst to the recruitment.	OPD is working with HRM on the pre-recruitment documents.
Latent Print Examiner II	1	5	One (1) position frozen. Position filled with Temporary Contract Services Employee (TCSE) until recruitment is complete.	New recruitment needed to fill vacancy.
Management Assistant	1	1	One (1) candidate referred to backgrounds 27 Oct 23.	Candidate declined the job offer. New recruitment needed to fill the vacancy.
Police Cadet, PT	3.5(FTE)	9 (FTE)	Job Announcement open until 1 Dec 23. One (1) candidate to start on 11 Nov 23.	Job Announcement open until 2 Feb 24. Nine (9) candidates referred to backgrounds on 17 Jan 24.
Police Communications Dispatcher[6]	8	86*	Job Announcement is open continuously. Twenty-nine (29) candidates in the background process. Four (4) candidates to start on 11 Nov 23.	Job Announcement is open continuously. Thirty-eight (38) candidates in the background process. Six (6) candidates started on 23 Dec 23.

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[6] FTE authorized includes 10 positions.

Classification	Vacancies	FTE Authorized	Status as of September 30	Status Updates
				Seven (7) candidates hired effective 17 Feb 24.
Police Evidence Technician	6	20	HRM is working with the union to update the job specification.	HRM is working with the union to update the job specification.
Police Performance Auditor	1	3	N/A	New recruitment needed to fill vacancy.
Police Property Specialist	1	6	HRM and hiring manager are working on the job announcement.	Job Announcement will open 25 Jan 24 and will close 11 Feb 24.
Police Property Supervisor	1	1	HRM is working on the recruitment timeline and exam.	HRM is finalizing the questions for the supplemental screening.
Police Records Specialist	10	55	Two (2) vacancies in Internal Affairs Division (IAD), one (1) in Personnel Assessment System (PAS) Unit, one (1) Bureau of Field Operations (BFO) Admin Unit, one (1) in Traffic and seven (7) Records. Ten (10) candidates referred to backgrounds for IAD, BFO Admin, PAS and Records on 6 Oct 23. Additional interviews scheduled for the week of 6 Nov 23 for IAD and Traffic.	Twelve (12) candidates referred to backgrounds the week of 2 Oct 23. Five (5) candidates hired effective 20 Jan 24. Two (2) candidates hired effective 3 Feb 24. Six (6) candidates currently in the background process.
Police Records Supervisor	1	5	HRM is reviewing supplemental questions.	Interviews scheduled for 25 Jan 24.
Police Services Manager I – Research & Planning	0	1	Position temporarily filled with an Exempt Limited Duration Employee (ELDE). Interviews held on 1 Nov 23.	Candidate hired effective 11 Nov 23.

Classification	Vacancies	FTE Authorized	Status as of September 30	Status Updates
Police Services Manager I – Human Resources Section	1	1	Pre-recruitment documents sent to HRM on 26 Oct 23.	Job Announcement closed on 15 Dec 23. Applications are being screened.
Police Services Manager I - Records	1	1	N/A	OPD completing the pre-recruitment documents.
Police Services Technician II	4	41	One (1) candidate to start on 11 Nov 23. New recruitment is needed to fill remaining vacancies. Recruitment not in top 5 hiring priorities.	New recruitment needed to fill remaining vacancies.
Program Analyst II	1	1	Position filled with a Limited Duration Employee by grant funding.	Position filled with a Limited Duration Employee by grant funding.
Program Analyst III	1	1	Position filled with an ELDE.	Position filled with an ELDE.
Public Information Officer I	1	1	Received pre-recruitment documents from HRM. Recruitment not in top 5 hiring priorities.	New recruitment needed to fill the vacancy.

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: 323	Total 55	Total 53	Total 48	Total 58	Total 52	Total 57
Number of officers assigned as Community Resource Officers BFO 1 and BFO 2	BFO 1 Total - 9			BFO 2 Total - 10		
Number of officers assigned	26					

to the Crime Reduction Teams (under direction from BOI and VCOC)	

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 December 31, 2023, 68 sworn members (9.51%) were Oakland residents. **Table 11** 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
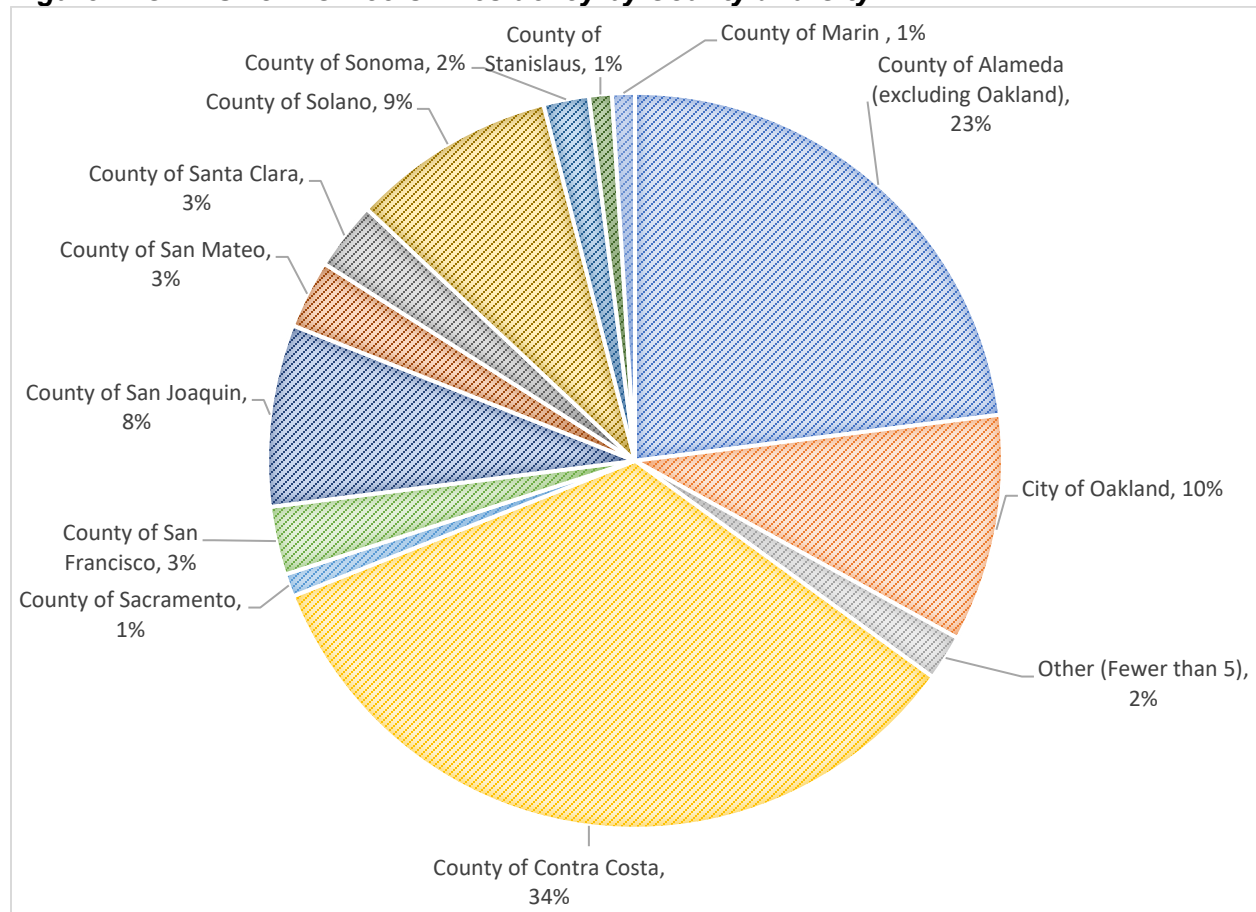
Table 11: Residency by Top 10 Locations of Sworn OPD Members

City	Count	Department Percentage	City	Count	Department Percentage
Oakland	68	9.51%	Brentwood	25	3.49%
Concord	35	4.90%	Oakley	24	3.36%
Hayward	31	4.34%	Castro Valley	23	3.22%
Antioch	28	3.92%	San Francisco	23	3.22%
San Leandro	28	3.92%	Fairfield	22	3.08%
Total				**307**	**42.96%**

Tables 12A and 12B below provide demographic information for all OPD sworn and professional staff by Race/Ethnicity and Gender, **Table 12A** represents OPD sworn staff and **Table 12B** represents OPD professional staff.

Table 12A: Race/Ethnicity and Gender – OPD Sworn Staff as of December 31, 2023

Race/Ethnicity	Female		Male	
Asian	8	7.93%	102	16.63%
Black or African-American	24	23.76%	129	21%
Filipino	2	1.98%	29	4.72%
Hispanic or Latino	38	37.62%	169	27.52%
Native American	1	0.99%	2	0.33%
Undeclared-Other	4	3.96%	21	3.42%
White or Caucasian	24	23.76%	162	26.38%
Total	**101**	**100%**	**614**	**100%**

Table 12B: Race/Ethnicity and Gender – OPD Professional Staff as of December 31, 2023

Race/Ethnicity	Female		Male	
Asian	27	13.37%	15	23.81%
Black or African-American	92	45.54%	16	21.04%
Filipino	2	0.99%	1	1.59%
Hispanic or Latino	37	18.32%	17	26.98%
Native American	0	0%	0	0%
Undeclared-Other	5	2.48%	2	3.17%
White or Caucasian	39	19.3%	12	19.05%

Race/ Ethnicity		Female		Male	
	Total	202	100%	63	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 December 31, 2023*

Race/ Ethnicity	US 2022 Census- Oakland Pop.[7]	OPD 2020	OPD 2021	OPD 2022	OPD 2023
Asian	15.9%	18.1%	18.55%	19.23%	19.72%
Black or African-American	21.8%	16.7%	18.70%	20.52%	21.40%
Hispanic	26.6%	28.2%	27.97%	28.55%	28.95%
Other	3.40%	3.0%	3.33%	3.44%	3.92%
White	32.3%	34.0%	31.45%	28.26%	26.01%

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

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

Table 14: OPD Gender Percentages by Year Compared With 2022 National Percentage[8]

Gender	National Percentage 2022	OPD 2020	OPD 2021	OPD 2022	*OPD 2023
Female	13.94%	14.6%	15.65%	14.92%	14.59%
Male	86.06%	85.4%	84.35%	85.08%	85.41%

2023 figure shows all OPD sworn staff as of December 31, 2023

Attrition

As noted in **Table 15** below, OPD experienced an average attrition rate of 3.75 officers per month (45 officers over the 12-month period), which is consistent with the projected attrition rate of four officers per month.

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[7]   2022 data: population by race in the city of Oakland. Source: United States Census Bureau. Quick Facts Oakland city, California 2022.

[8]   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: October 1, 2022, through December 31, 2023

	2023												Total
	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	
Disability Retirement	2	1						3	1		1		8
Resignation (not during Field Training)											1		1
Resignation during Field Training	1		1				2			1			5
Resignation (to other agency)			1		1	1	1	1		1			6
Service Retirement		2	1		2	2	1	3	1	1	2	6	21
Deceased												1	1
Removed from Probation during Field Training											3		3
Grand Total	**3**	**3**	**3**	**0**	**3**	**3**	**4**	**7**	**2**	**3**	**7**	**7**	**45**

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 four reasons for voluntary separation from January 1 through December 31, 2023:

1. Dissatisfaction with City Leadership

2. Family

3. Lack of Communication

4. Physical Requirements of Job

Recruitment

During the period from September 30, 2023 through December 31, 2023, OPD hosted and/or attended 27 events. Three (3) events were online, 24 events were in person, and 12 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 16 below provides additional details regarding recruitment and outreach events.

Date	Event	Location	Attendees	Inquiries: # And Type
3-Oct-23	Sonoma State University, Job fair	1801 E. Cotati Ave. Rohnert Park, CA 94928	300	5 POT, 10 Dispatchers, 2 PETs
4-Oct-23	Saint Mary's College of California job fair	1928 Saint Mary's Rd., Moraga, CA 94575	600	20 POT, 10 Dispatchers, 5 PETs
11-Oct-23	American River College Career Fair	4700 College Oak Drive, Sacramento, CA 95841	350	10 POT, 1-Dispatchers, 5 PETs
14-Oct-23	South Bay Regional Job Fair	100 Campus Ctr, Seaside, CA 93955	1000	25 POT, 4 Dispatchers, 2 PETs
14-Oct-23	Global insight, (OPIC)	7100 Coliseum Way, Oakland, CA 94612	500	10 POT, 5 Dispatchers
16-Oct-23	Travis Air Force Base	690 Airman Dr, Fairfield, CA 94535	35	5 POT, 3 Dispatchers
18-Oct-23	OPD Zoom Workshop "Hiring Process"	Online	20	20 POT
19-Oct-23	CSU East Bay Career Fair	25800 Carlos Bee Blvd, Hayward, CA 94542	200	10 POT , 25 Dispatch, 8 Cadet
21-Oct-23	Chinatown Safety Resource Fair	250 10th St., Oakland, CA 94607	300	3 POT, 2 Dispatchers
21-Oct-23	Practice Physical Ability Test	Merritt College 12500 Campus Drive Oakland, CA 94619	15	15 POT
22-Oct-23	Oral Board Workshop	Police Administration Building 455 7th Street Oakland, CA 94607	15	15 POT
23-Oct-23	Travis Air Force Base	690 Airman Dr, Fairfield, CA 94535	35	3 POT
28-Oct-23	Black College Expo	4030 Valley Blvd., Suite 100, Walnut, CA 91789	1000	10 POT, 30 Dispatchers, 10 Cadets, 10 PET
30-Oct-23	Travis Air Force Base	690 Airman Dr, Fairfield, CA 94535	32	4 POT, 1 Dispatcher

Date	Event	Location		Staffing
31-Oct-23	Trunk or Treat	96th Ave & Sunnyside St, Oakland, CA 94612	3000	50 POT, 20 Dispatcher, 23 Cadets, 5 PET
4-Nov-23	Practice Physical Ability Test	Merritt College, 12500 Campus Drive, Oakland, CA 94619	15	15 POT
5-Nov-23	Oral Board Workshop	Police Administration Building 455 7th Street Oakland, CA 94607	13	13 POT
7-Nov-23	University of Reno Job Fair	1664 N Virginia St, Reno, NV 89557	1000	7 POT, 15 Dispatcher
11-Nov-23	University of Nevada Las Vegas	851 Tropicana Ave., Las Vegas, NV 89119	250	2 POT, 2 Dispatch, 6 Cadet
15-Nov-23	OPD Zoom Workshop "Hiring process"	Online	17	17 POT
5-Dec-23	Laney College	900 Fallon St., Oakland, CA 94607	120	2 POT 8 Dispatch, 2 cadet, 2 PST
9-Dec-23	Practice Physical Ability Test	Merritt College, 12500 Campus Drive, Oakland, CA 94619	21	21 POT
10-Dec-23	Oral Board Workshop	Police Administration Building 455 7th Street Oakland, CA 94607	12	12 POT
11-Dec-23	Travis Air Force Base	690 Airman Dr, Fairfield, CA 94535	30	2 POT , 2 Dispatch
20-Dec-23	Toys for the Town	PAB- 455 7th St., Oakland, CA 94607	2000	3 POT, 4 Dispatch, 1 PST
20-Dec-23	OPD Zoom Workshop "Life in the academy"	Online	7	7 POT
30-Dec-23	Fremont High School	4610 Foothill Blvd, Oakland, CA 94601	200	5 POT

Additional staffing report questions:

Why are there only five hiring priorities when there are 67.5 vacancies and what are the others?

The number of professional staff vacancies listed does not reflect the total number of recruitments. There are 27 professional staff classifications that need an individual recruitment conducted to fill the 67.5 vacancies. Some of the classifications have multiple vacancies which equate to the overall vacancy count. Per HRM, they do not limit departments to only five hiring priorities. Years ago, that was the direction given to departments by HRM leadership; however, in the past year and a half they have asked departments to identify all of their vacancies and let them know the priority order for each of them.

OPD has continuously provided HRM with the complete list of professional staff classifications that need an individual recruitment. Each classification is listed in accordance with its priority ranking and HRM works on the recruitments beginning with the top priorities and then the subsequent recruitments as time and staffing permits.

Below is a list of the OPD hiring priorities (including sworn promotions). Please note these priorities are subject to change depending on the needs of the department.

Position Number	Classification
1	Police Officer Trainee
2	Police Communications Dispatcher
3	Police Cadet
4	Lieutenant of Police
5	Sergeant of Police
6	Police Property Supervisor
7	Police Property Specialist
8	Police Communications Manager
9	Grants Coordinator
10	Police Communications Operator
11	Police Evidence Technician
12	Fleet Compliance Coordinator
13	Police Services Manager I - Records
14	Police Performance Auditor
15	Police Personnel Operations Specialist
16	Police Services Technician II
17	Police Communications Supervisor
18	Crime Analyst

19	Public Information Officer I
20	Criminalist II SC-Forensic Chemistry
21	Criminalist III SC-Forensic Chemistry (Drug Analysis)
22	Program Analyst III
23	Administrative Services Manager II
24	Forensic Technician
25	Latent Print Examiner II
26	Executive Assistant to the Director
27	Management Assistant
28	Administrative Analyst II
29	Accountant II
30	Reprographic Offset Operator

Provide a current status update for things dating back to 2022.

A recruitment was held for the Criminalist III position in 2022. The list was exhausted as there were no other candidates. A new recruitment is needed to fill the remaining vacancy. However, since a recruitment for the Criminalist III position occurred in 2022, this classification was moved lower on the list of recruitment priorities.

Provide more information regarding candidates being referred to backgrounds. Is the average wait five to six months for background checks? What are other delays?

After interviews are conducted and candidates are selected by the hiring manager. The OPD Human Resources Section (HRS) refers the selected candidate to backgrounds. Once the Recruiting and Backgrounds Unit (RBU) receives a referral from HRS, they immediately contact the candidate to schedule a time in the office for processing. Once the candidate comes to the office it takes approximately 45 days to complete a background check.

Delays in the background check process include: candidates being unable to come into the office to be processed or they reschedule; the candidate does not have all of the required paperwork turned in (school transcripts, etc.); the references may not return the calls from the investigator; requests to expedite completing Police Communications Dispatcher (PCD) and Police Officer Trainee (POT) backgrounds.

Regarding the Grants Coordinator position, how long has the department been without one? Who has assumed the role and responsibilities of the Grants Coordinator?

The permanent Grants Coordinator position has been vacant since September 16, 2022. However, since the date the position became vacant, the duties have been performed by an employee working in either an acting assignment or as an Exempt Limited Duration Employee.

Regarding the vacancies in OPD, how long will the backgrounds take and is there a way to prioritize?

Once the candidate comes into the office it takes approximately 45 days to complete a background check. The hiring priority for the department is PCDs and POTs. Unless there is a specific request, PCDs and POTs are the priority.

ACTION REQUESTED OF THE CITY COUNCIL

Staff Recommends That The City Council Receive An Informational Report Of The Oakland Police Department's 2023 Biannual Staffing Levels As of September 30, 2023.

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

Respectfully submitted,

Darren Allison
Interim Chief of Police
Oakland Police Department

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

Tracey Jones, Police Services Manager
OPD, Research and Planning Unit

Prepared by:
Amber Fuller, Acting Human Resources Manager
OPD, Human Resources Section