



# AGENDA REPORT

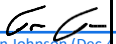
**TO:** Jestin D. Johnson  
City Administrator

**FROM:** Darren Allison  
Interim Chief of Police

**SUBJECT:** OPD Biannual Staffing Report

**DATE:** November 29, 2023

City Administrator Approval

  
Jestin Johnson (Dec 4 2023 17:40 PST)

Date: Dec 4, 2023

## **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.**

## **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 September 30, 2023.

City Council  
December 19, 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, and recruitment 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) 2023-24 Budget is 712 sworn positions. This 712-officer staffing level includes 51.72 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.

**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.

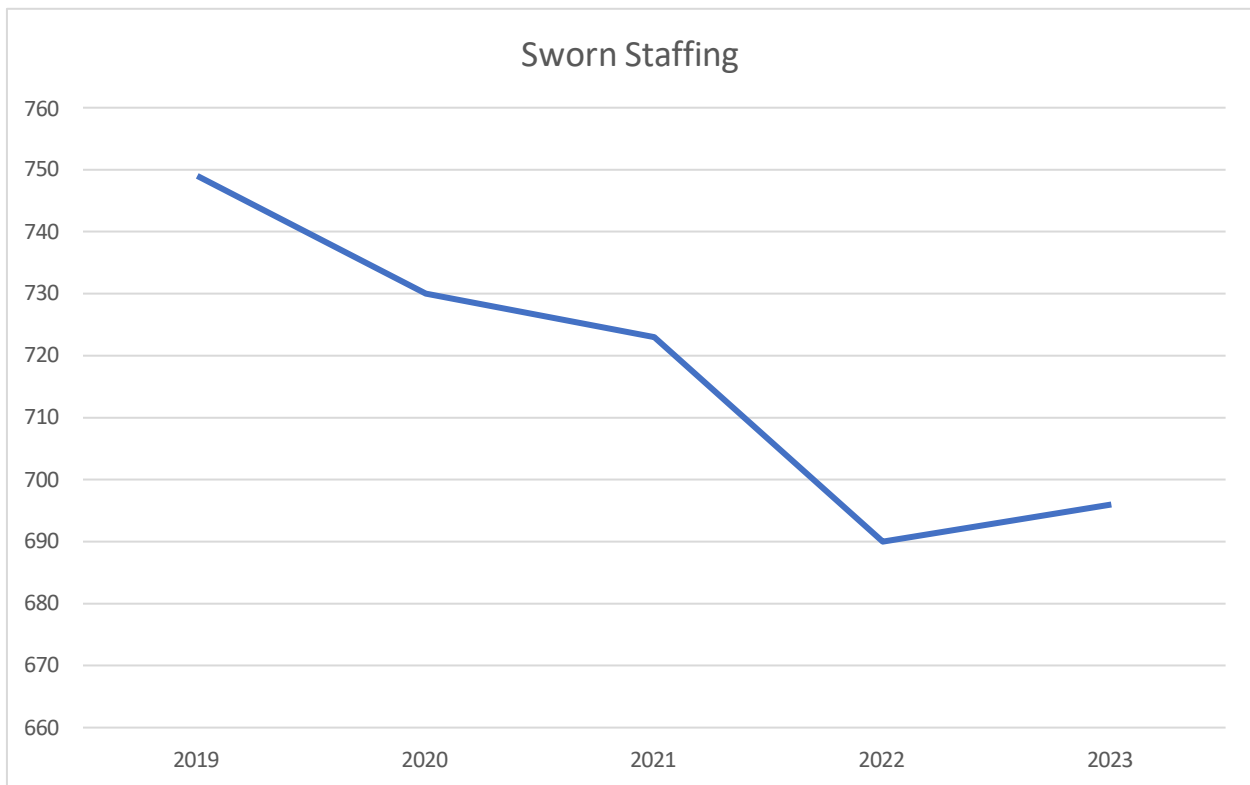
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<sup>1</sup> <http://www2.oaklandnet.com/government/o/CityAdministration/d/measure-z/index.htm>

**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 692,820 calls for service (3,786 per day) during the April 1 – September 30 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<sup>2</sup>.

<sup>2</sup> Priority Call Types:

- One = Situations involving imminent injury to persons and for prevention of violent crime and incidents involving a weapon.

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-September)**

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

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

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

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

Priority Three Calls					
	2019	2020	2021	2022	2023
<b>Jan</b>	322.34	382.94	369.34	372.27	415.20
<b>Feb</b>	240.73	475.53	384.8	375.08	554.23
<b>Mar</b>	313.79	414.43	460.74	496.92	358.65
<b>Apr</b>	316.26	461.01	427.29	527.98	682.30
<b>May</b>	359.64	433.33	485.11	617.04	1134.98
<b>Jun</b>	465.85	740.46	540.47	616.48	919.04
<b>Jul</b>	423.31	638.51	678.82	636.32	1205.01
<b>Aug</b>	465.07	680.22	542.86	650.95	1081.88
<b>Sep</b>	590.20	593.92	634.81	868.21	842.45

**Table 3** below shows Part 1 crimes (more serious and violent) from January 1 through September 30 each year. These statistics are based on the date the crimes occurred. Statistics can be affected by late reporting, the geocoding<sup>3</sup> process, reclassification, or unfounded crimes.

**Table 3: Part 1 Crimes in Oakland: 2019-2023 (January – September 30)**

Part 1 Crimes	01-01-2019 through 09-30-2019	01-01-2020 through 09-30-2020	01-01-2021 through 09-30-2021	01-01-2022 through 09-30-2022	01-01-2023 through 09-30-2023
<b>Homicide – 187(a)</b>	56	74	96	94	94
<b>Homicide – all other**</b>	3	5	8	2	2
<b>Aggravated Assault</b>	59	79	104	96	96
<b>* with Firearm</b>	2,100	2,409	2,784	2,424	2,754
<b>Rape</b>	223	332	469	362	394
<b>Robbery</b>	158	173	115	143	146
<b>Burglary Total</b>	2,099	1,702	1,998	2,094	2,845
<b>* Auto</b>	10,294	7,206	7,275	9,742	13,652
<b>*Residential/ Commercial</b>	8,328	5,204	5,826	7,660	10,981
<b>Motor Vehicle Theft</b>	1,348	994	791	863	1,010
<b>Larceny</b>	5,506	4,764	4,554	6,487	5,811
<b>Arson</b>	109	145	138	133	84

<sup>3</sup> Geocoding is the process of converting addresses (like a street address) into geographic coordinates (like latitude and longitude), which you can use to place markers on a map or position the map.

Part 1 Crimes	01-01-2019 through 09-30-2019	01-01-2020 through 09-30-2020	01-01-2021 through 09-30-2021	01-01-2022 through 09-30-2022	01-01-2023 through 09-30-2023
<b>Total Part 1 Crimes</b>	25,155	23,216	23,726	28,442	36,742

\* 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 is sourced via Coplink Analytics.

**Table 4** below shows the total number of homicides and the cleared rate from January 1 through September 30 each year.

**Table 4: Homicides Total Cleared Rate: 2019-2023 (January 1 – September 30)**

Date	TOTAL CLEARED	TOTAL HOMICIDES	TOTAL CLEARED RATE
Jan – Sep 2019	36	59	61%
Jan – Sep 2020	44	79	56%
Jan – Sep 2021	44	104	42%
Jan – Sep 2022	35	97	36%
Jan – Sep 2023	47	96	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 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 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 September 30, 2023.

**Table 5: Actual Sworn Staffing (as of September 30, 2023) and Sworn Staffing Projections**

Year	Actual Staffing									Projected Staffing		
	2023									2024	2025	2026
Month	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
<b>Authorized</b>	726	741*	741	741	741	741	712**	712	712	712	712	712
<b>Filled</b>	695	694	709	706	706	722	719	715	710	713	709	705
<b>Attrition</b>	(3)	(3)	(3)	(0)	(3)	(3)	(4)	(5)	(1)	(4)	(4)	(4)
<b>Hires</b>	2	18	0	0	19	0	0	0	4	0	0	24
<b>Ending Filled***</b>	694	709	706	706	722	719	715	710	713	709	705	725

	Actual Staffing									Projected Staffing		
Year	2023											
<b>Over (Under) Authorized</b>	(32)	(32)	(35)	(35)	(19)	(22)	3	(2)	1	(3)	(7)	13
<b>New POT Hiring Pipeline</b>	190 <sup>th</sup> Academy (Started Aug 2022, ended Feb 2023)											
	191 <sup>st</sup> Academy (Started Nov 2022, ended May 2023)					192 <sup>nd</sup> Academy (Started Jun 2023, ends Dec 2023)						

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

*\*\*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 September 30, 2023)**

Type	Budget Authorized Position	Authorized	Filled	+/-
Sworn	Chief of Police	1	0	-1
	Assistant Chief	1	1	0
	Deputy Chief	4	4	0
	Captain	10	9	-1
	Lieutenant	27	23	-4
	Sergeants	118	117	-1
	Police Officers	551	559	8
	Total Sworn		712	713
Professional Staff (Full-time and Part-time)		*342.50	265	-77.5
<b>Total Personnel</b>		<b>1,054.50</b>	<b>978</b>	<b>-76.5</b>

*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 shows the total of sworn employees currently on long term leave.

**Table 7: Sworn Employees on Long Term Leave (as of September 30, 2023)**

Type of leave	Number of sworn employees
Medical <sup>4</sup>	46
Administrative <sup>5</sup>	24
Military <sup>6</sup>	2
Total	72

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

**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

<sup>4</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>5</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>6</sup> An employee taking a leave of absence to perform military performance. Commences upon receiving notification of military mobilization or orders at active duty.



	Chief	Asst. Chief	Deputy Chief	Captain	Lieutenant	Sergeant	Officer	Total
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
<b>Total Sworn</b>	<b>1</b>	<b>1</b>	<b>4</b>	<b>10</b>	<b>27</b>	<b>118</b>	<b>551</b>	<b>712</b>

**Table 9** below shows OPD professional staff vacancies, and the status of work being done to fill the vacancies.

**Table 9: Professional Staff Vacancies**

<b>Classification</b>	<b>Vacancies</b>	<b>FTE Authorized</b>	<b>Status</b>
Account Clerk II	1	6	Four (4) positions frozen. One (1) candidate referred to backgrounds on 14 Sep 23.
Accountant II	1	2	The Department of Human Resources Management (DHRM) is developing the job announcement to be listed simultaneously w/Accountant III.
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. Interviews were scheduled for 15 Nov 23.
Administrative Services Manager II	1	1	DHRM is working with the union to update the job specifications.
Crime Analyst	5	7	Three (3) candidates referred to backgrounds on 16 Aug 23.
Criminalist II	2	17	Requested from DHRM to use Criminalist I eligible list to underfill for the remaining two (2) positions.
Criminalist III	1	6	The requisition was submitted to DHRM on 3 Aug 22 to begin the recruitment process. Recruitment is not in the top 5 hiring priorities.
Fleet Compliance Coordinator	1	1	DHRM is currently reviewing the job specification.
Forensic Technician	2	2	Interviews were scheduled for 7 Nov 23.
Grants Coordinator	1	1	Waiting for DHRM to assign an analyst to the recruitment.
Latent Print Examiner II	1	5	One (1) position frozen. Position filled with Temporary Contract Services Employee (TCSE) until recruitment is complete.

<b>Classification</b>	<b>Vacancies</b>	<b>FTE Authorized</b>	<b>Status</b>
Management Assistant	1	1	One (1) candidate referred to backgrounds 27 Oct 23.
Police Cadet, PT	3.5(FTE)	9 (FTE)	Job announcement open until 1 Dec 23. One (1) candidate will start on 11 Nov 23.
Police Communications Dispatcher <sup>7</sup>	16	86	The job announcement is open continuously. 29 candidates in the background process. Four (4) candidates will start on 11 Nov 23.
Police Evidence Technician	5	20	DHRM is working with the union to update the job specification.
Police Property Specialist	1	6	DHRM and the hiring manager are working on the job announcement.
Police Property Supervisor	1	1	DHRM is working on the recruitment timeline and exam.
Police Records Specialist	12	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 are scheduled for the week of 6 Nov 23 for IAD and Traffic.
Police Records Supervisor	1	5	DHRM is reviewing supplemental questions.
Police Services Manager I – Research & Planning	1	1	The position is temporarily filled with an Exempt Limited Duration Employee (ELDE). Interviews were held on 1 Nov 23.
Police Services Manager I – Human Resources Section	1	5	Pre-recruitment documents were sent to DHRM on 26 Oct 23.

<sup>7</sup> FTE authorized includes 10 positions

Classification	Vacancies	FTE Authorized	Status
Police Services Technician II	4	41	One (1) candidate will start on 11 Nov 23. New recruitment is needed to fill the remaining vacancies. Recruitment not in top 5 hiring priorities.
Program Analyst II	1	1	The position is filled with a Limited Duration Employee by grant funding.
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.

**Sworn Staffing by Area and Patrol Detail**

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

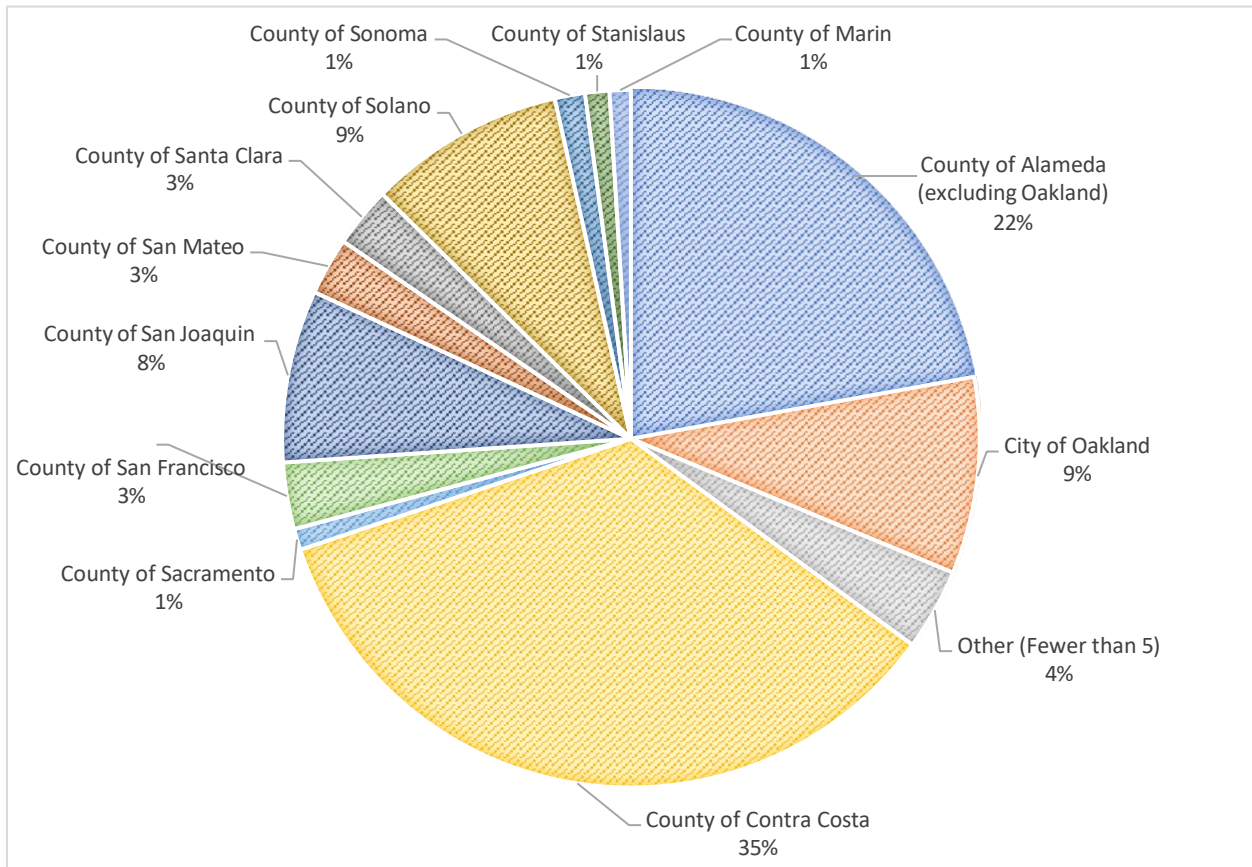
**Table 10: Police Beat Patrol Data**

	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: 327	Total 56	Total 54	Total 49	Total 59	Total 51	Total 58
Number of officers assigned as Community Resource Officers BFO 1 and BFO 2	BFO 1 Total - 11			BFO 2 Total - 10		
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 September 30, 2023, 65 sworn members (9.12%) were Oakland residents. **Table 11** below details 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	65	9.12%	Brentwood	24	3.37%
Concord	37	5.19%	Oakley	24	3.37%
Hayward	31	4.35%	Castro Valley	22	3.09%
Antioch	29	4.07%	Fairfield	22	3.09%
San Leandro	26	3.65%	San Francisco	22	3.09%
<b>Total</b>				<b>302</b>	<b>42.39%</b>

**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 September 30, 2023**

Race/Ethnicity	Female		Male	
	Count	Percentage	Count	Percentage
Asian	8	7.7%	101	16.58%
Black or African-American	24	23.09%	126	20.69%
Filipino	2	1.9%	29	4.76%
Hispanic or Latino	40	38.46%	167	27.42%
Native American	1	0.96%	2	0.33%
Undeclared-Other	4	3.85%	21	3.45%
White or Caucasian	25	24.04%	163	26.77%
<b>Total</b>	<b>104</b>	<b>100%</b>	<b>609</b>	<b>100%</b>

**Table 12B: Race/Ethnicity and Gender – OPD Professional Staff as of September 30, 2023**

Race/Ethnicity	Female		Male	
	Count	Percentage	Count	Percentage
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%
<b>Total</b>	<b>202</b>	<b>100%</b>	<b>63</b>	<b>100%</b>

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

**Table 13: Race\*/Ethnicity\* by Year – OPD Sworn Staff as of September 30, 2023**

Race/ Ethnicity	US 2022 Census- Oakland Pop. <sup>8</sup>	OPD 2020	OPD 2021	OPD 2022	OPD 2023
Asian	10.5%	18.1%	18.55%	15.23%	19.64%
Black or African- American	24.9%	16.7%	18.70%	20.55%	21.03%
Hispanic	45.3%	28.2%	27.97%	28.59%	29.03%
Other	1.7%	3.0%	3.33%	3.30%	3.51%
White	34.5%	34.0%	31.45%	28.30%	26.37%

*\*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<sup>9</sup>**

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 September 30, 2023,*

**Attrition**

As noted in **Table 15** below, OPD has experienced an average attrition of 3 officers per month (34 officers) over the past 12-month period, which is current with the actual attrition. However, this does not include the actual and projected attrition rate, which is 4 officers per month.

<sup>8</sup> 2021 data: population by race in the city of Oakland. Source: United States Census Bureau. Quick Facts Oakland city, California 2022.

<sup>9</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.

**Table 15: Sworn Attrition Data: October 1, 2022, through September 30, 2023**

	2022			2023									Total
	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	
Disability Retirement				2	1						1		4
Resignation (not during Field Training)		1	2										3
Resignation during Field Training	2		2	1		1				2			8
Resignation (to other agency)						1		1	1	1	1		5
Service Retirement	1		1		2	1		2	2	1	3	1	14
Discharged													
Removed from Probation during Field Training													
<b>Grand Total</b>	<b>3</b>	<b>1</b>	<b>5</b>	<b>3</b>	<b>3</b>	<b>3</b>	<b>0</b>	<b>3</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>1</b>	<b>34</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 reasons for voluntary separation from January 1 through September 30, 2023:

1. Dissatisfaction with City Leadership
2. Family
3. Lack of Communication
4. Physical Requirements of Job

**Recruitment**

From April to September 2023, OPD hosted and/or attended 59 events. Five (5) events were online, 54 were in person, and 31 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 – <http://www.opdjobs.com/>
- Instagram – [http://www.instagram.com/opd\\_jobs](http://www.instagram.com/opd_jobs)
- Facebook – <http://www.facebook.com/opdcareers>
- Additional Websites:
  - [Campuspride.org](http://Campuspride.org)
  - [Prodivnet.com](http://Prodivnet.com) (Professional Diversity Network)

**Table 16** below provides additional details regarding recruitment and outreach events.

***Table 16: Current Recruitment – Outreach and Media Activity***

<b>Date</b>	<b>Event</b>	<b>Location</b>	<b>Attendees</b>	<b>Inquiries: # And Type</b>
3-Apr-23	Career Event	Travis Airforce Base 690 Airman Drive Fairfield, CA 94535	35	5 POT 3 Dispatcher 1 PET
6-Apr-23	Eggstravganza	Arroyo Viejo Park 7701 Krause Ave. Oakland, CA 94605	300	1 POT 3 Dispatcher 3 Cadet
17-Apr-23	Career Event	Travis Airforce Base 690 Airman Drive Fairfield, CA 94535	32	3 POT 2 Dispatcher 1 PET
19-Apr-23	Oakland Summer Jobs for Youth	Castlemont High School 8601 MacArthur Blvd. Oakland, CA 94605	5	2 Cadet
19-Apr-23	OPD Zoom Workshop	Online	20	20 POT
22-Apr-23	Practice Physical Ability Test	Merritt College 12500 Campus Drive Oakland, CA 94619	15	5 POT 2 Dispatcher
22-Apr-23	Santa Clara Convention Center	5001 Great America Pkwy. Santa Clara, CA 95054	65	20 POT 5 Dispatcher
23-Apr-23	Oral Board Workshop	Police Administration Building 455 7th Street Oakland, CA 94607	7	7 POT
24-Apr-23	Career Event	Travis Airforce Base 690 Airman Drive Fairfield, CA 94535	45	5 POT 3 Dispatcher
26-Apr-23	Criminal Justice Career Fair	Merritt College 12500 Campus Drive Oakland, CA 94619	35	9 POT 6 Dispatcher
29-Apr-23	Open House & Career Expo	Laney College 900 Fallon Street Oakland, CA 94607	20	5 POT
19-May-12	Greek Festival	Greek Orthodox Cathedral 4700 Lincoln Ave. Oakland, CA 94602	3000	4 POT 29 Dispatcher 1 Cadet
20-May-23	Practice Physical Ability Test	Merritt College 12500 Campus Drive Oakland, CA 94619	4	4 POT
20-May-23	Greek Festival	Greek Orthodox Cathedral 4700 Lincoln Ave. Oakland, CA 94602	2000	100 POT 25 Dispatcher 50 Cadet
21-May-23	Greek Festival	Greek Orthodox Cathedral 4700 Lincoln Ave. Oakland, CA 94602	2000	50 POT 100 Dispatcher 50 Cadet

26-May-23	Career Event	Native American Health Center 3124 International Blvd. Oakland, CA 94601	20	1 POT 4 Dispatcher 1 Cadet
31-May-23	Let's BUILD Career Fest	Aspire Golden State Preparatory High School 1009 66th Ave. Oakland, CA 94621	200	12 Cadet
1-Jun-23	Interview Now Police Cadet Career Fair	Online	10	1 Cadet
5-Jun-23	Career Event	Travis Airforce Base 690 Airman Drive Fairfield, CA 94535	35	3 POT 4 Dispatcher
8-Jun-23	Black Women Thrive Summit	Jack London Square 225 2nd Street Oakland, CA 94607	250	8 POT 10 Dispatcher 4 PET
14-Jun-23	Diversity Employment Career Fair	Lions Gate Hotel 3410 Westover Street Sacramento, Ca 95652	300	25 POT 30 Dispatcher 5 PET
17-Jun-23	Practice Physical Ability Test	Merritt College 12500 Campus Drive Oakland, CA 94619	3	3 POT
21-Jun-23	OPD Zoom Workshop	Online	26	26 POT
24-Jun-23	HBCU Family Day	Middle Harbor Shoreline 2777 Middle Harbor Road Oakland, CA 94607	75	2 POT 3 Dispatcher 10 Cadet
25-Jun-23	Women's Physical Training Workshop	Parking Lot 600 Jefferson Oakland, CA 94607	3	3 POT
28-Jun-23	OPD Community Tour	Verdese Carter Park 9600 Sunnyside Street Oakland, CA 94612	150	40 POT 50 Dispatcher 25 Cadet
30-Jun-23	Town Nights	Elmhurst Park 9800 B Street Oakland, CA, 94603	200	50 Cadet
30-Jun-23	Diversity Employment Virtual Career Fair	Online	30	1 POT
3-Jul-23	Crunch Fitness Event	Crunch Fitness 1500 Oliver Road Fairfield, CA 94534	50	15 POT 5 Dispatcher
8-Jul-23	Bill Pickett Invitational Rodeo	Rowell Ranch Rodeo 9711 Dublin Canyon Road Hayward, CA	2000	20 POT 30 Dispatcher 3 PET

9-Jul-23	Bill Pickett Invitational Rodeo	Rowell Ranch Rodeo 9711 Dublin Canyon Road Hayward, CA	2000	18 POT 17 Dispatcher 7 PET
10-Jul-23	Career Event	Travis Airforce Base 690 Airman Drive Fairfield, CA 94535	30	7 POT 4 Dispatcher 2 PET
12-Jul-23	OPD Community Tour	DeFremery Park 1700 Adeline Street Oakland, CA 94607	150	20 POT 17 Dispatcher 15 Cadet
12-Jul-23	OPD Tour	250 Frank Ogawa Plaza, Suite D Oakland, CA 49607	6	6 Explorer
14-Jul-23	Town Nights	Elmhurst Park 9700 C Street Oakland, CA 94612	200	20 POT 1 Dispatcher 50 Cadet
15-Jul-23	Practice Physical Ability Test	Merritt College 12500 Campus Drive Oakland, CA 94619	5	5 POT
15-Jul-23	The Veranda,	2075 Diamond Blvd Suite H-142 Concord, CA 94520	45	10 POT 8 Dispatcher 8 Cadet
16-Jul-23	Oral Board Workshop	Police Administration Building 455 7th Street Oakland, CA 94607	7	7 POT
21-Jul	Town Nights	Lincoln Square Recreation Center 250 10th Street Oakland, CA 94607	1000	50 POT 50 Dispatcher 50 Cadet
24-Jul-23	Career Event	Travis Airforce Base 690 Airman Drive Fairfield, CA 94535	30	5 POT 2 Dispatcher 1 PET
31-Jul-23	Career Event	Travis Airforce Base 690 Airman Drive Fairfield, CA 94535	20	2 POT 4 Dispatcher
8/1/2023	NAPOA Training Symposium & Exhibition	San Diego Marriott 8757 Rio San Diego Drive San Diego, CA 92108	350	12 POT 5 Dispatcher
1-Aug-23	OPD Community Event	Police Administration Building 455 7th Street Oakland, CA 94607	2000	100 POT 30 Dispatcher 50 Cadet
12-Aug-23	Practice Physical Ability Test	Merritt College 12500 Campus Drive Oakland, CA 94619	12	12 POT
13-Aug-23	Oral Board Workshop	Police Administration Building 455 7th Street Oakland, CA 94607	10	10 POT
16-Aug-23	OPD Zoom Workshop "Life in the Academy"	Online	27	27 POT

21-Aug-23	Career Event	Travis Airforce Base 690 Airman Drive Fairfield, CA 94535	35	4 POT 3 Dispatcher
26-Aug-23	Chinatown Street Fest	Chinatown 800 Webster Street Oakland, CA 94607	2000	12 POT 15 Dispatcher
27-Aug-23	Chinatown Street Fest	Chinatown 800 Webster Street Oakland, CA 94607	2000	18 POT 5 Dispatcher
2-Sep-23	Scottish Highland Gathering and Games	Alameda County Fairgrounds 4501 Pleasanton Ave. Pleasanton, CA 94566	2500	20 POT 7 Dispatcher 25 Cadet
3-Sep-23	Scottish Highland Gathering and Games	Alameda County Fairgrounds 4501 Pleasanton Ave. Pleasanton, CA 94566	2500	10 POT 5 Dispatcher 3 PET
14-Sep-23	Business and Public Service Career & Internship Fair	UC Berkeley University Ave. & Oxford Street Berkeley, CA 94720	2000	7 POT 12 Dispatcher
17-Sep-23	Art & Soul Afro ComicCon 2023	1 Frank Ogawa Plaza Oakland, CA 94612	2000	10 POT 10 Dispatcher
20-Sep-23	Recruit Military	Camp Pendleton Job Fair 202850 San Jacinto Road Camp Pendleton, CA 92055	3000	23 POT 4 Dispatcher 2 PET
21-Sep-23	Naval Base San Diego	Naval Base 3455 Senn Road San Diego, CA 92136	100	9 POT 5 Dispatcher
23-Sep-23	California Capital Airshow	Sacramento Mather Airport 10425 Norden Avenue Mather, CA 95655	30000	50 POT 50 Dispatcher
24-Sep-23	California Capital Airshow	Sacramento Mather Airport 10425 Norden Avenue Mather, CA 95655	30000	75 POT 50 Dispatcher
28-Sep-23	San Francisco State Fall 2023 Career & Internship Fair	San Francisco State University 1600 Holloway Ave. San Francisco, CA 94132	1500	15 POT 25 Dispatcher 3 PET
30-Sep-23	Oral Board Workshop	Police Administration Building 455 7th Street Oakland, CA 94607	12	12 POT

**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 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

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