



# AGENDA REPORT

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

**FROM:** James Beere, Interim Chief  
Oakland Police Department

**SUBJECT:** OPD Staffing Report

**DATE:** March 9, 2026

City Administrator Approval

  
Jestin Johnson (Mar 12, 2026 10:34:42 PDT)

Date: Mar 12, 2026

## **RECOMMENDATION**

**Staff Recommends That The City Administrator Receive A Bi-Annual Informational Report From the Police Department on Recruiting and Police Staffing Levels.**

## **EXECUTIVE SUMMARY**

This informational report provides data on the demographics and staffing levels of OPD sworn and professional staff and recruiting and hiring data as of January 31, 2026. Please note that, where possible, staffing updates are provided as of February 28, 2026, 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 January 31, 2026.

## **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 the past six years, OPD sworn staffing levels have fluctuated from a high of 723 filled positions as of January 1, 2021, to a low of 607 filled positions as of January 1, 2026. As of January 31, 2026, OPD had 618 filled sworn positions.

Under the City Council-adopted Fiscal Year (FY) 2025-26 Budget, the authorized and funded staffing level was at 678 sworn positions. This total includes 72.57 positions funded through the 2014 Oakland Public Safety and Services Act (Measure NN)<sup>1</sup> and 15 officer positions supported by the 2022 U.S. Department of Justice (DOJ) Community Oriented Policing Services (COPS) Hiring Grant.

Over time, as the number of budgeted sworn positions has declined, the number of filled positions has decreased 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.

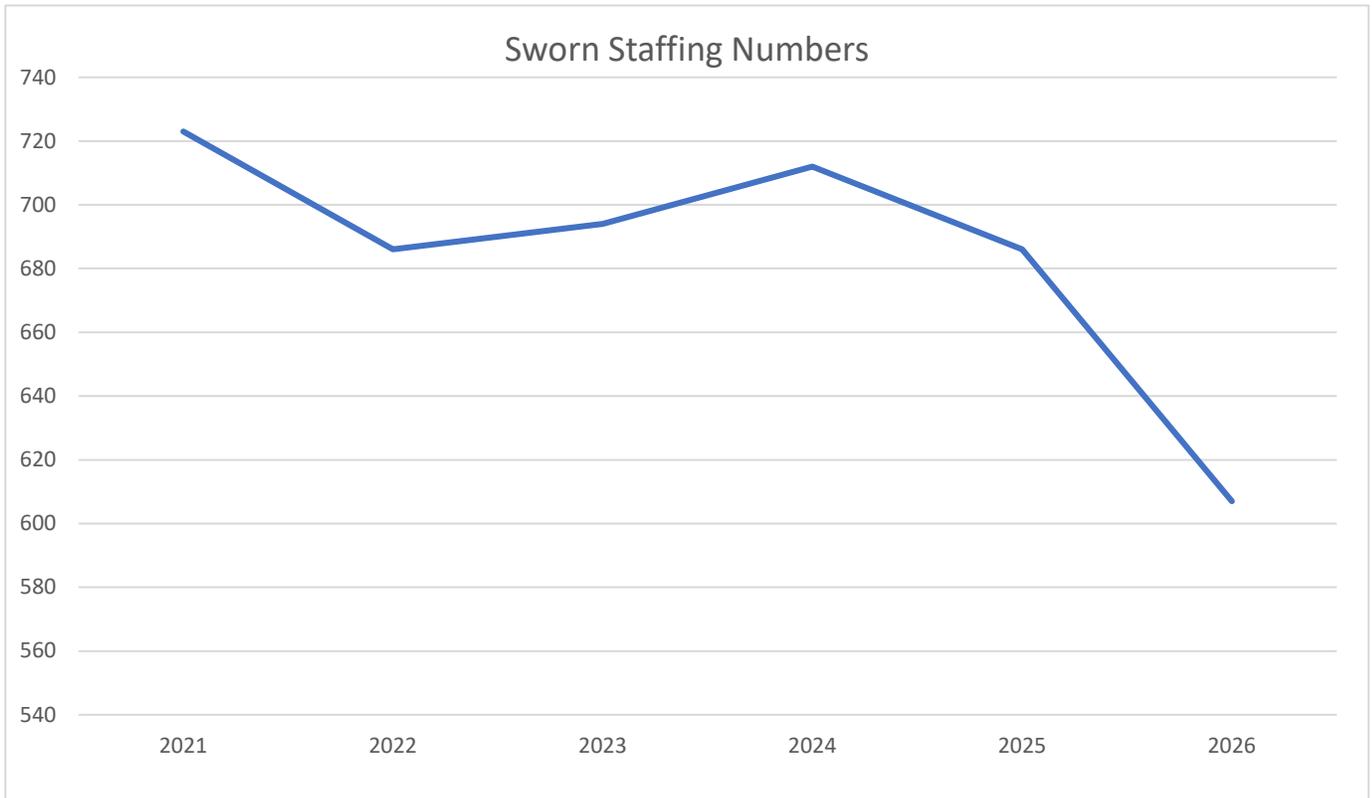
**Table 1: Actual Staffing Levels on January 1 of Each Year: 2021 – 2026**

	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>	<b>2025</b>	<b>2026</b>
Sworn Staffing Levels as of January 1 of each year	723	686	694	712	686	607

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<sup>1</sup> <file:///C:/Users/oaf4584/Downloads/13847%20C.M.S.pdf>

**Figure 1: Sworn Staffing on January 1, 2021 through January 1, 2026**



**Actual and Projected Sworn Staffing**

**Table 2** below provides actual and projected sworn staffing levels over a twelve-month period. Projections for future months contain an estimated monthly attrition of six, based on attrition rates from the previous 12 months.

**Table 2: Actual Sworn Staffing (as of February 28, 2026) and Sworn Staffing Projection**

	Actual Staffing									Projected Staffing		
Year	2025									2026		
Month	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May
<b>Authorized</b>	601	*678	678	678	678	678	678	678	678	678	678	678
<b>Filled</b>	658	655	549	642	635	630	619	608	618	615	610	604
<b>Attrition</b>	(3)	(6)	(7)	(7)	(5)	(11)	(11)	(5)	(3)	(6)	(6)	(6)
<b>Hires</b>	0	0	0	0	0	0	0	15	0	1	0	17
<b>Ending Filled**</b>	655	649	642	635	630	619	608	618	615	610	604	615
<b>Over (Under) Authorized</b>	54	(29)	(36)	(43)	(48)	(59)	(70)	(60)	(63)	(68)	(74)	(63)
<b>New POT Hiring Pipeline</b>	195 <sup>th</sup> Academy (Started Jul 2025 and ended Jan 2026)											
						196 <sup>th</sup> Academy (Started Nov 2025 and ends May 2026)						

*\*In July 2025, the Midcycle Fiscal Year 2025-2027 budget restored the 78 Police Officer positions that were frozen under the Contingency Budget in November 2024.*

*\*\*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 February 28, 2026)**

Type	Budget Authorized Positions	Authorized	Filled	+/-
Sworn	Chief of Police	1	0	-1
	Assistant Chief	1	1	0
	Deputy Chief	5	5	0
	Captain	9	4	-5
	Lieutenant	28	29	1
	Sergeant	114	99	-15
	Police Officer	520	477	-43
	Total Sworn	678	615	-63
Professional Staff (Full-time and Part-time)		270.50	233	-37.50
<b>Total Personnel</b>		<b>948.50</b>	<b>848</b>	<b>-100.50</b>

**Tables 4 and Table 4A** below shows the total number of sworn employees on long-term leave as of February 28, 2026.

**Table 4: Sworn Employees on Long Term Leave (as of February 28, 2026)**

Type of leave	Number of sworn employees
Medical <sup>2</sup>	67
Administrative <sup>3</sup>	19
Military <sup>4</sup>	1
Total	87

<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 February 28, 2026) by length of time.**

Length of Time	Medical Leave	Administrative Leave	Military
2 + Years	6	2	1
1-2 Years	17	5	
6 months - 1 Year	19	5	
2-6 months	14	3	
Less than 2 Months	11	4	
<b>TOTAL</b>	<b>67</b>	<b>19</b>	<b>1</b>

**Table 5: Funded Authorized Sworn Permanent Assignments within OPD**

	Chief	Asst. Chief	Deputy Chief	Captain	Lieutenant	Sergeant	Officer	Total
Office of the Chief	1	1			1	1		4
Public Information Office							1	1
Internal Affairs Division			1	1	3	14	4	23
Office of Internal Accountability			1		1	1	1	4
Intelligence Unit						1	4	5
Special Victims Section					1	4	26	31
Research & Planning Unit						1	1	2
Bureau of Investigations/CID Administration			1	1				2
Homicide Section					1	6	12	19
Burglary, General Crimes & Task Forces Section					1	2	22	25
Robbery & Felony Assault Section					1	2	16	19
Training Division					1	3	13	17
Information Technology							2	2
Recruiting and Backgrounds Unit						1	4	5
Traffic Operations					1	3	12	16

	Chief	Asst. Chief	Deputy Chief	Captain	Lieutenant	Sergeant	Officer	Total
Special Operations					1	4	13	18
Bureau of Field Ops: Administration			2			2		4
Patrol Area 1				1	2	9	52	64
Patrol Area 2				1	2	9	42	54
Patrol Area 3				1	2	10	48	61
Patrol Area 4				1	2	9	50	62
Patrol Area 5				1	2	9	48	60
Patrol Area 6				1	2	9	48	60
BFO 1 Special Resources					1	4	31	36
BFO 2 Special Resources					1	4	33	38
Ceasefire				1	2	6	37	46
<b>Total Sworn</b>	<b>1</b>	<b>1</b>	<b>5</b>	<b>9</b>	<b>28</b>	<b>114</b>	<b>520</b>	<b>678</b>

**Professional Staff Vacancies**

**Table 6** below shows OPD professional staff vacancies, and the status of work being done to fill the vacancies.

**Table 6: Professional Staff Vacancies**

Classification	Vacancies	FTE Authorized	Status as of February 28, 2026
Account Clerk II	1	2	Job Announcement closed on February 17, 2026. Candidates are testing the week of March 9, 2026.
Administrative Analyst II	3	15	One (1) candidate was hired for the Personnel Assessment System (PAS) Unit on March 14, 2026. Interviews scheduled for the week of March 11, 2026 for the remaining vacancies in Fiscal Services Division and the Human Resources Section.
Executive Assistant to the Director	1	1	Position frozen for FY25-26.

<b>Classification</b>	<b>Vacancies</b>	<b>FTE Authorized</b>	<b>Status as of February 28, 2026</b>
Fleet Compliance Coordinator	1	1	OPD and the Human Resources Management Department (HRM) are working on updating the job specifications. Per the Budget Office, this position is frozen until April 2026.
Grants Coordinator	1	1	Candidate referred to backgrounds on October 22, 2025.
Intake Technician	4	10	Per the Budget Office, four (4) positions are frozen until April 2026. One (1) candidate in backgrounds, one (1) candidate will start in April 2026.
Police Communications Dispatcher	12	78	Job announcement is open continuously. 46 candidates in the background process.
Police Evidence Technician	1	14	OPD/HRM is working on updating the job specifications.
Police Property Specialist	1	4	Candidate started on February 28, 2026.
Police Records Specialist	5	45	One (1) candidate hired effective March 14, 2026. Three (3) candidates referred to backgrounds on February 25, 2026.
Police Services Manager I - OIA	1	6	Working with hiring manager on job announcement.
Police Services Technician II	2	34	Requisition approved on December 16, 2025, waiting for HRM analyst to be assigned.
Program Analyst II	1	1	Requisition submitted on February 4, 2026, waiting for HRM approval.
Program Analyst III	1	1	Selective certification form submitted on February 24, 2026. Waiting for HRM analyst to be assigned.

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<b>Classification</b>	<b>Vacancies</b>	<b>FTE Authorized</b>	<b>Status as of February 28, 2026</b>
Project Manager II Ceasefire	1	1	Exempt Limited Duration Employee hired on November 22, 2025. New recruitment needed to fill permanent vacancy.
Student Trainee	1	1	Sent draft job announcement to HRM on February 27, 2026.

**Sworn Staffing by Area and Patrol Detail**

**Table 7** provides information on beats by area and patrol data.

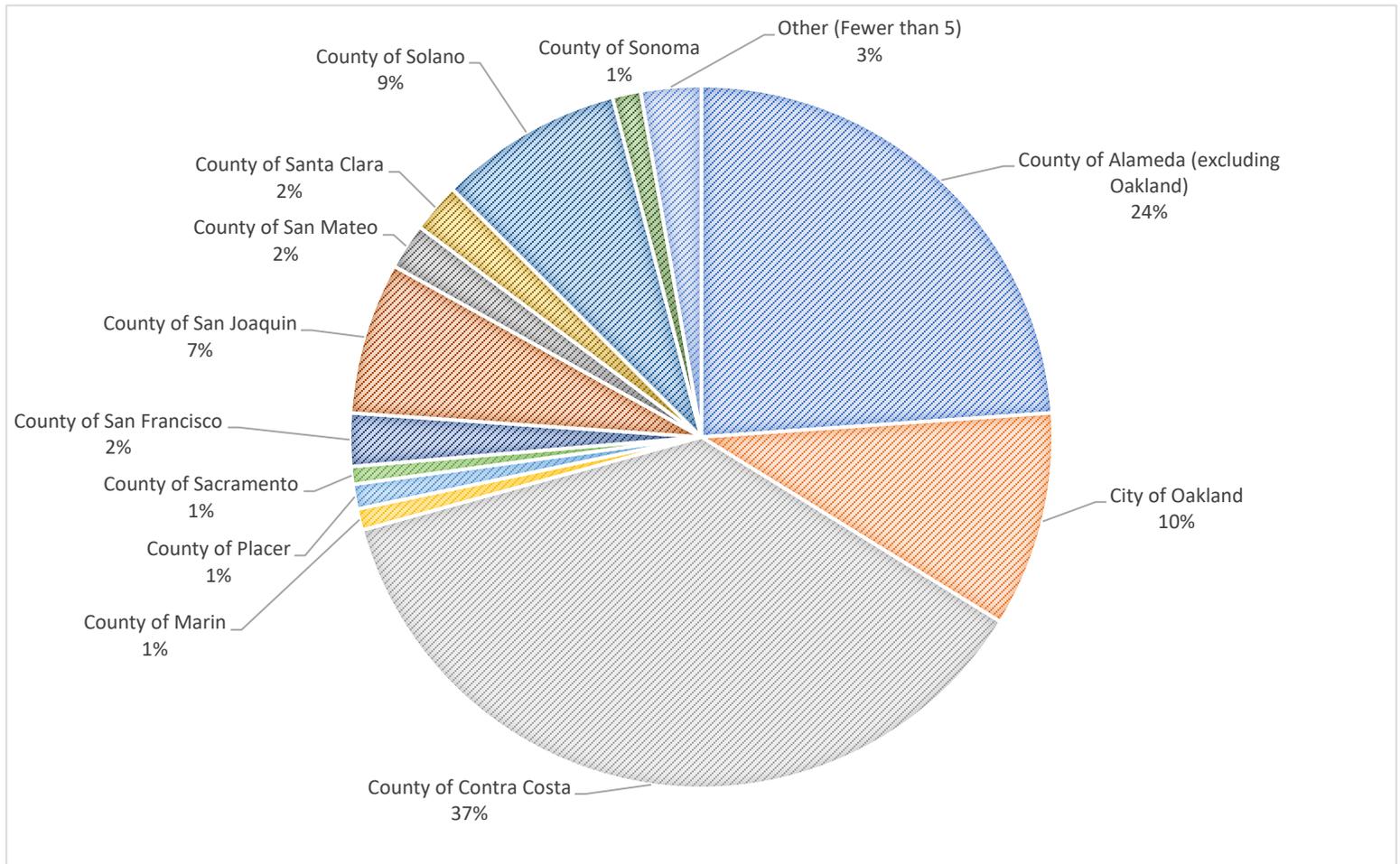
**Table 7: Police Beat Patrol as of February 28, 2026**

	<b>Area 1</b>	<b>Area 2</b>	<b>Area 3</b>	<b>Area 4</b>	<b>Area 5</b>	<b>Area 6</b>
Police Beats by Area	1-7	8-13	14-19	20-25	26-30	31-35
Number of officers assigned to patrol: 332	Total 66	Total 54	Total 51	Total 55	Total 57	Total 49
Vacancies	0	0	0	0	0	0
Number of officers assigned as Community Resource Officers Bureau of Field Operations 1 and Bureau of Field Operations 2	BFO 1 Total – 0 0 Filled 8 Vacant		BFO 2 Total – 0 0 Filled 8 Vacant			
Number of officers assigned to the Crime Reduction Teams (under direction from BFO 1 and 2)	9 Filled 7 Vacant					

### Demographics – Oakland Residents

OPD has prioritized recruiting a racially diverse, multilingual, and highly qualified workforce with a particular focus on attracting Oakland residents through a range of strategic initiatives. As of February 28, 2026, 61 sworn members (22.35%) were Oakland residents, as shown in **Figure 2** below. **Table 8** highlights the top ten cities of residence for sworn personnel, with Oakland representing the most common city of residence.

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



**Table 8: Residency by Top 10 Locations of Sworn OPD Members as of February 28, 2026**

City	Count	Department Percentage	City	Count	Department Percentage
Oakland	61	22.35%	Oakley	21	7.69%
Concord	41	15%	Castro Valley	20	7.33%
Hayward	27	9.89%	Vacaville	20	7.33%
Brentwood	23	8.42%	Antioch	19	6.96%
San Leandro	22	8.06%	Tracy	19	6.96%
<b>Total</b>				<b>273</b>	<b>44.39%</b>

**Tables 8A and 8B** below provide demographic information for OPD sworn and professional staff by race/ethnicity and gender. **Table 8A** details the demographics of OPD sworn staff, while **Table 8B** covers the demographics of OPD professional staff.

**Table 8A: Race/Ethnicity and Gender – OPD Sworn Staff as of February 28, 2026**

Race/Ethnicity	Female		Male	
Asian	9	9.78%	93	17.78%
Black or African-American	21	22.83%	103	19.69%
Filipino	2	2.17%	28	5.35%
Hispanic or Latino	36	39%	148	28.3%
Native American	1	1.09%	1	0.19%
Undeclared-Other	5	5.43%	22	4.21%
White or Caucasian	18	19.7%	128	24.48%
<b>Total</b>	<b>92</b>	<b>100%</b>	<b>523</b>	<b>100%</b>

**Table 8B: Race/Ethnicity and Gender – OPD Professional Staff as of February 28, 2026**

Race/ Ethnicity	Female		Male	
	Count	Percentage	Count	Percentage
Asian	25	14.20%	14	24.56%
Black or African-American	79	44.89%	13	22.81%
Filipino	2	1.14%	1	1.75%
Hispanic or Latino	35	19.89%	14	24.56%
Native American	1	0.57%	0	0
Undeclared-Other	3	1.71%	2	3.51%
White or Caucasian	31	17.6%	13	22.81%
<b>Total</b>	<b>176</b>	<b>100%</b>	<b>57</b>	<b>100%</b>

Table 9 below provides current and past demographic information for OPD sworn staff.

**Table 9: Race\*/Ethnicity\* by Year – OPD Sworn Staff as of February 28, 2026**

Race/ Ethnicity	US 2025 Census- Oakland Pop. <sup>5</sup>	OPD 2023	OPD 2024	OPD 2025	OPD 2026
Asian	15.8%	19.72%	20.67%	21.07%	21.46%
Black or African-American	20.2%	21.40%	21.11%	20.73%	20.16%
Hispanic	28.7%	28.95%	29.40%	29%	29.92%
Other	5.7%	3.92%	4.22%	4.54%	4.72%
White	29.6%	26.01%	24.60%	24.66%	23.74%

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

<sup>5</sup> 2025 data: population by race in the city of Oakland. Source: United States Census Bureau. Quick Facts Oakland city, California 2025.

**Table 10** below shows the gender breakdown of OPD sworn staff and includes a national comparison.

**Table 10: OPD Gender Percentages by Year Compared With 2022 National Percentage<sup>6</sup>**

Gender	National Percentage 2022	OPD 2023	OPD 2024	OPD 2025	OPD 2026
Female	13.94%	14.59%	14.70%	15.13%	14.96%
Male	86.06%	85.41%	85.30%	84.87%	85.04%

*\*2025 figure shows all OPD sworn staff as of February 28, 2026*

**Attrition**

As noted in **Table 11** below, OPD experienced an average attrition rate of 6 officers per month (78 officers over the 12-month period), which is consistent with the projected rate of 6 officers per month.

**Table 11: Sworn Attrition Data: March 1, 2025, through February 28, 2026**

	2025										2026		Total
	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	
Disability Retirement	1		1	1	1	1	1	1	1				8
Resignation (not during Field Training)	2					1				1			4
Resignation during Field Training													
Resignation (to another agency)	4	6	3		3	1	2		2	3	3	1	28

<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.

	2025										2026		Total
	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	
Service Retirement	1		1	1	1	3	2	2	3	6	1	1	22
Discharged			1		1	1	2	2	4		1	1	13
Deceased										1			1
Removed from Probation during Field Training				1						1			2
<b>Grand Total</b>	<b>8</b>	<b>6</b>	<b>6</b>	<b>3</b>	<b>6</b>	<b>7</b>	<b>7</b>	<b>5</b>	<b>11</b>	<b>11</b>	<b>5</b>	<b>3</b>	<b>78</b>

Per Departmental policy, all personnel who voluntarily separate from OPD (excluding service retirements) must 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 August 1, 2025, through February 28, 2026:

1. Heavy Discipline
2. Commute
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 August 1, 2025 – January 31, 2026, OPD hosted or attended 45 events. Five (5) events were online, 40 were in person, and 20 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 12** below provides additional details regarding recruitment and outreach events.

**Table 12: Recruitment and Outreach Events**

Date	Event	Location	Attendees	Inquiries: # And Type
1-Aug-25	Popsicle with a Cop	1651 Adeline St. Oakland, CA 94607	89	3 POT, 8 Dispatchers
5-Aug-25	National Night Out	Oakland	150	4 Pot, 3 Dispatchers
9-Aug-25	Chinatown Health Fair	80 Jackson St., Oakland, Ca 94607	300	2 Pot, 1 Dispatcher
10-Aug-25	PT workshop	600 Jefferson St. Oakland, Ca 94607	6	6 POT
16-Aug-25	Empowerment Girls	3700 Macarthur Blvd. Oakland, Ca 9416	25	3 POT, 6 Dispatchers
20-Aug-25	OPD Zoom Workshop "Hiring Process"	Online	25	25 POT
23-Aug-25	Chinatown Street Festival	800 Jackson St. Oakland, Ca 94607	500	1 POT, 3 dispatchers
24-Aug-25	Chinatown Street Festival	800 Jackson St. Oakland, Ca 94607	500	4 Dispatchers
30-Aug-25	Highland Games	4501 Pleasanton Ave, Pleasanton, Ca 94566	2000	15 POT, 10 dispatchers
31-Aug-25	Highland Games	4501 Pleasanton Ave, Pleasanton, Ca 94566	2000	7 POT, 4 dispatchers
2-Sep-25	Women Leaders in Law Enforcement	San Diego, Ca	1000	All laterals
2-Sep-25	Oakland Ballers	1800 Campbell St. Oakland, Ca 94607	3600	9 POT, 12 dispatchers
7-Sep-25	Pride Fest	Thomas L. Berkeley, Oakland	4000	7 POT, 15 dispatchers

Date	Event	Location	Attendees	Inquiries: # And Type
8-Sep-25	Travis Air Force Base, TAPS class,	690 Airmen Dr. Travis AFB, Ca, 94535	22	2 POT, 1 Dispatcher
12-Sep-25	Reliant Job Fair, San Jose Law enforcement Hiring Expo	111 Holger Way, San Jose, Ca 95134	50	3 POT, 1 Dispatcher
13-Sep-25	Chinatown Night Market	800 Jackson St. Oakland, Ca 94607	400	10 POT, 2 dispatchers
15-Sep-25	Travis Air Force Base, TAPS class	690 Airmen Dr. Travis AFB, Ca, 94535	20	1 POT
21-Sep-25	PT workshop	600 Jefferson St. Oakland, Ca 94697	6	6 POT
23-Sep-25	Chabot Public Safety Night	25555 Hesperian Blvd, Hayward, CA 94545	50	11 POT, 12 Dispatchers
25-Sep-25	Chabot College Job Fair	25555 Hesperian Blvd, Hayward, CA 94545	200	8 POT, 10 Dispatcher
29-Sep-25	Travis Air Force Base, TAPS class	690 Airmen Dr. Travis AFB, Ca, 94535	23	2 Pot
4-Oct-25	PT Workshop	600 Jefferson St. Oakland, Ca 94607	6	6 POT
10-Oct-25	Fleet Week	Crissy Field San Francisco, Ca 94129	7000	25 POT, 20 Dispatchers
11-Oct-25	Fleet Week	Crissy Field San Francisco, Ca 94129	7000	18 POT, 11 Dispatchers
15-Oct-25	OPD Zoom Workshop "Hiring Process"	Online	25	25 POT
18-Oct-25	Chinatown Safety Fair	800 Jackson St. Oakland, Ca 94607	300	2 POT, 4 dispatchers
20-Oct-25	Travis Air Force Base, TAPS class	690 Airmen Dr. Travis AFB, Ca, 94535	20	3 POT

Date	Event	Location	Attendees	Inquiries: # And Type
27-Oct-25	Travis Air Force Base, TAPS class	690 Airmen Dr. Travis AFB, Ca, 94535	21	5 Dispatcher
29-Oct-25	OBOA Trunk or Treat	9161 Edes Ave. Oakland, Ca 94621	200	1 POT, 2 dispatchers
31-Oct-25	Trunk or Treat	9200 Sunnyside St. Oakland, Ca 94612	400	3 POT, 2 Dispatcher
3-Nov-25	Travis Air Force Base, TAPS class	690 Airmen Dr. Travis AFB, Ca, 94535	22	1 POT, 2 Dispatchers
5-Nov-25	Reno Job Fair	1664 N Virginia St, Reno, NV 89503	500	12 POT, 7 Dispatchers
8-Nov-25	PT workshop	600 Jefferson St. Oakland, Ca 94607	5	5 POT
17-Nov-25	Travis Air Force Base, TAPS class	690 Airmen Dr. Travis AFB, Ca, 94535	21	3 Dispatchers
18-Nov-25	Laney College	900 Fallon St. Oakland, Ca 94607	100	1 POT, 2 Dispatchers
19-Nov-25	OPD Zoom Workshop "Hiring Process"	Online	25	25 POT
1-Dec-25	Travis Air Force Base, TAPS class	690 Airmen Dr. Travis AFB, Ca, 94535	23	4 POT, 1 Dispatcher
6-Dec-25	Alameda County Fairgrounds Boxing event	4501 Pleasanton Ave, Pleasanton 94566	400	8 POT, 10 dispatchers
7-Dec-25	PT workshop	600 Jefferson St. Oakland, Ca 94607	14	14 POT
8-Dec-25	Travis Air Force Base	TAPS class, 690 Airmen Dr. Travis AFB, Ca, 94535	21	4 POT, 2 Dispatcher
17-Dec-25	OPD Zoom Workshop "Hiring Process"	Online	25	25 POT
21-Dec-25	Practice PAT workshop & Oral exam workshop	455 7th St. Oakland, Ca 94607	14	14 POT

Date	Event	Location	Attendees	Inquiries: # And Type
21-Jan-26	OPD Zoom Workshop "Hiring Process"	Online	20	20 POT
29-Jan-26	Santa Clara Diversity Job Fair	111 Holger Way, San Jose, CA 95134	300	20 POT, 13 dispatchers
31-Jan-26	Oakland Chinatown Lunar New Year	800 Jackson St. Oakland, Ca 94607	500	3 POT, 2 dispatchers

### **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.

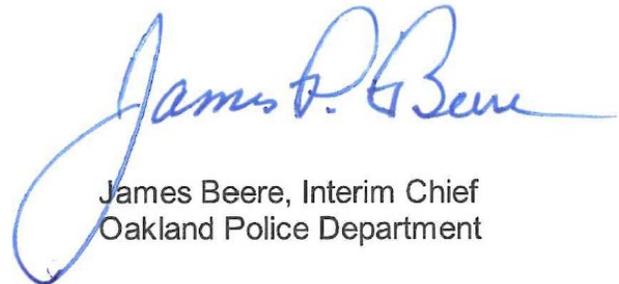
**Race and Equity:** The Oakland Police Department has implemented enhanced recruitment efforts, outlined in this informational report, designed to address disparities in the hiring process related to race and gender, to create an inclusive workforce that represents Oakland's diversity.

**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



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