



AGENDA REPORT

TO: Jestin D. Johnson
City Administrator

FROM: James Beere
Interim Chief, Oakland
Police Department

SUBJECT: SUPPLEMENTAL - OPD Staffing
Report

DATE: March 18, 2026

City Administrator Approval


Michelle Phillips (Mar 19, 2026 10:00:56 PDT)

Date: Mar 19, 2026

RECOMMENDATION

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

REASON FOR SUPPLEMENTAL

Councilmember Wang submitted a few questions to OPD regarding the bi-annual staffing report. Below are the questions and OPD's responses:

The report mentions "selective language candidates" as a recruitment priority. What strategies are being used to recruit these candidates?

OPD remains committed to increasing bilingual capacity and is actively collaborating with the Recruiting and Background Unit to expand targeting recruitment efforts to bilingual candidates. Recognizing Oakland's diverse community, OPD highlights the importance of language proficiency and cultural competency as critical assets in serving a multilingual and multicultural community. Recruitment materials, both digital and print, now emphasize the bilingual pay incentive as part of OPD's commitment to attract and retain officers who can effectively engage with diverse populations.

The Department will continue to participate in recruitment events at local, state, and national colleges and universities, with a strategic emphasis on institutions that serve a high percentage of bilingual students, including those with ESL programs and ethnic studies departments. OPD will also strengthen partnerships with academic institutions to promote careers in law enforcement as both viable and rewarding, with a focused effort to engage students of color, individuals from diverse cultural backgrounds, and underrepresented populations.

OPD lost 28 officers to other agencies over the 12-month period, the single largest attrition category. Which agencies are they going to, and what are those departments offering that OPD isn't?

After a review of exit interviews, separation letters, and the tracking log documenting outside law enforcement agencies that have conducted background investigations on OPD personnel, the Department was able to conclude that sworn employees are separating due to opportunities with other agencies that are geographically closer to their residences and/or offer more competitive compensation packages. These packages often include higher base salaries and lateral signing bonuses.

The data indicates that nearby agencies, including the Richmond Police Department, Hayward Police Department, Antioch Police Department, Tracy Police Department, and San Francisco Police Department, represent OPD's greatest competition. This trend suggests that both compensation and commute considerations are significant factors influencing employee attrition. It is important to note that of these members who resigned, two have since been rehired and four are currently in the process of reemployment with OPD, indicating continued interest in returning to the Department. Additionally, five of the separated members joined agencies that do not participate in CalPERS, which may further influence long-term considerations related to retirement and post-employment medical benefits.

Of the 20 recruitment events held in Oakland between August 2025 and January 2026, how many resulted in candidates who advanced to backgrounds or the academy?

Of the 20 events, approximately 23 candidates advanced to the background process for the Police Officer Trainee position.

ACTION REQUESTED OF THE CITY COUNCIL

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

Respectfully submitted

James P Beere
James P Beere (Mar 19, 2026 08:22:08 PDT)

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