




MEMORANDUM

TO: HONORABLE MAYOR &
CITY COUNCIL

FROM: LeRonne L. Armstrong
Chief of Police

SUBJECT: Quarterly Police Staffing Report
(3rd Quarter)

DATE: November 7, 2022

City Administrator 
Approval

Date Dec 13, 2022

INFORMATION

This memorandum is from the Oakland Police Department (OPD) and contains information on Recruiting And Sworn Staffing Levels As Of September 30, 2022 for the 3rd Quarter of 2022.

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 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, 2022.

ANALYSIS AND POLICY ALTERNATIVES***Overview***

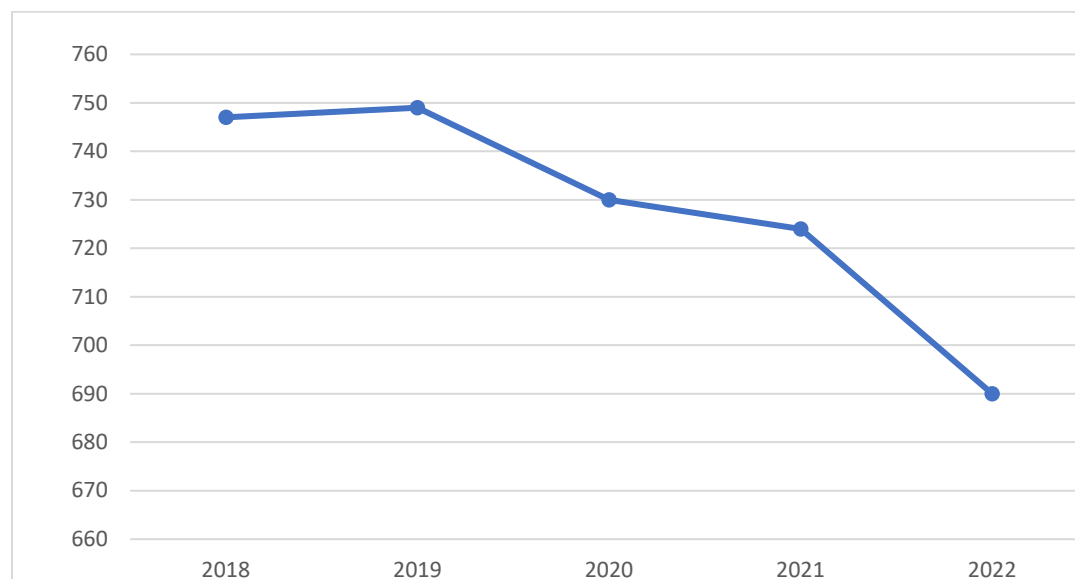
Over a five-year timespan, OPD sworn staffing levels have fluctuated between 747 filled positions on January 1, 2018 to the lower recent level of 690 filled positions as of January 1, 2022. The authorized and funded staffing level based on the Council-adopted Fiscal Year (FY) 2022-23 Budget is 726 sworn positions. This 726-officer staffing level includes 51.72 positions funded by the 2014 Oakland Public Safety and Services Act (Measure Z)¹.

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

Table 1: Actual Staffing Levels on January 1 of Each Year: 2018 – 2022

	2018	2019	2020	2021	2022
Sworn Staffing Levels as of January 1 of each year	747	749	730	723	690

Figure 1: Sworn Staffing on January 1, 2018 through January 1, 2022



Tables 2a, 2b, and 2c below show the average OPD Communications (911) dispatch response time to calls for service. This data shows the time it takes OPD to respond with an officer or other personnel to each request. OPD received 275,742 calls for service (3,002 per day) during the three-month 3rd Quarter period of 2022 and maintains a goal of first answering these calls with dispatchers and operators within

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

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15 seconds (for 95 percent of these calls²). The data shows the average monthly response time for the last five years. The data is divided into separate tables for Priority One, Priority Two and Priority Three type calls³.

The data in each cell in the tables below show minutes and seconds. For example, the first cell for January 2018 for Priority One Calls shows “7.97.” This number means that the call was responded to by OPD’s Bureau of Field Operations in 7 minutes and 97 seconds.

Table 2a: Average Response Time (in minutes and seconds) to Priority One Calls: 2018-2022 (January-September)

Priority One Calls					
	2018	2019	2020	2021	2022
Jan	7.97	13.59	11.07	16.24	18.43
Feb	24.79	10.45	12.9	18.87	12.64
Mar	10.13	10.8	11.44	17.25	15.46
Apr	9.43	10.71	11.07	18.11	21.38
May	11.04	11.81	12.9	19.13	23.24
Jun	11.15	12.23	11.44	19.39	20.22
Jul	11.26	8.84	15.10	20.36	23.02
Aug	17.93	13.22	14.86	20.04	24.53
Sep	17.33	10.74	12.56	22.78	27.11

Table 2b: Average Response Time (in minutes and seconds) to Priority Two Calls: 2018-2022 (January-September)

Priority Two Calls					
	2018	2019	2020	2021	2022
Jan	89.04	155.41	147.63	167.82	180.52
Feb	86.12	115.53	216.65	158.34	156.38
Mar	137.59	135.58	159.67	190.56	229.17
Apr	118.22	135.32	145.32	169.36	308.25
May	129.33	128.27	166.86	226.79	332.53

² In 2021 OPD was able to first answer each call within 15 seconds for between 57 percent and 72 percent of the calls on average each month. OPD was able to answer each call within the first 16-20 seconds for between 63 percent and 80 percent each month.

³ 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.

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Priority Two Calls					
	2018	2019	2020	2021	2022
Jun	154.99	155.00	299.29	231.22	320.34
Jul	127.59	139.40	240.53	309.43	318.88
Aug	159.77	215.86	250.29	236.98	320.45
Sep	215.90	214.94	212.25	290.53	418.62

Table 2c: Average Response Time (in minutes and seconds) to Priority Three Calls: 2018-2022 (January-September)

Priority Three Calls					
	2018	2019	2020	2021	2022
Jan	232.59	322.34	382.94	369.34	372.27
Feb	232.59	240.73	475.53	384.8	375.08
Mar	230.4	313.79	414.43	460.74	496.92
Apr	319.16	316.26	461.01	427.29	527.98
May	352.78	359.64	433.33	485.11	617.04
Jun	384.32	465.85	740.46	540.47	616.48
Jul	321.26	423.31	638.51	678.82	636.32
Aug	353.24	465.07	680.22	542.86	650.95
Sep	436.29	590.20	593.92	634.81	868.21

Table 3 below shows Part 1 crimes (more serious and violent) for January 1 through September 30 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, January – September: 2018-2022

Part 1 Crimes	01-01-2018 through 09-30-2018	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
Homicide – 187(a)	51	56	74	96	94
Homicide – all other**	6	3	5	8	2
Aggravated Assault	1,962	2,100	2,407	2,780	2,398
* with Firearm	201	224	332	469	361
Rape	183	158	172	113	134
Robbery	1,860	2,099	1,700	1,999	2,078
Burglary Total	7,488	10,291	7,199	7,266	8,757
* Auto	5,720	8,326	5,199	5,821	6,805
* Residential	1,189	1,347	993	788	783
* Commercial	446	484	818	461	959

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Part 1 Crimes	01-01-2018 through 09-30-2018	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
* Other/Unknown	133	134	189	196	210
Motor Vehicle Theft	4,483	4,830	6,734	6,756	7,221
Larceny	5,007	5,504	4,759	4,520	5,262
Arson	128	109	145	138	132
Total Part 1 Crimes	21,168	25,150	23,195	23,676	26,078

* 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 September 30 of each year.

Table 4: Homicides Total Cleared Rate January 1 – September 30: 2018-2022

Quarter Year	TOTAL CLEARED	TOTAL HOMICIDES	TOTAL CLEARED RATE
Jan – Sep 2018	27	57	47%
Jan – Sep 2019	37	60	62%
Jan – Sep 2020	43	79	54%
Jan – Sep 2021	44	104	42%
Jan – Sep 2022	35	96	36%

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 September 30, 2022.

Table 5: Actual Sworn Staffing (as of September 30, 2022) and Sworn Staffing Projections

	Actual Staffing									Projected Staffing		
Year	2022											
Month	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Authorized	737	737	737	737	737	737	726*	726	726	726	726	726
Filled	690	682	669	663	669	660	658	653	685	678	678	674
Attrition	(8)	(13)	(6)	(20)	(9)	(2)	(6)	(0)	(8)	(3)	(4)	(4)
Hires	0	0	0	26	0	0	1	32	1	3	0	0

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	Actual Staffing									Projected Staffing		
Year	2022											
Ending Filled**	682	669	663	669	660	658	653	685	678	678	674	670
Over (Under) Authorized	(55)	(68)	(74)	(68)	(77)	(79)	(73)	(41)	(48)	(48)	(52)	(56)
New POT Hiring Pipeline	187 th Academy (Started Nov 2021 and ended Apr 2022)											
			188 th Academy (Started Mar 2022 and ended Aug 2022)									
						189 th Academy (Started Jun 2022 and ends Oct 2022)						
								190 th Academy (Started Aug 2022)				
										191 st Academy (Starts Oct 2022)		

* *The Fiscal Year 2022-2023 budget decreased sworn staffing by 2 Sergeants and 9 Police Officers totaling 11 sworn personnel effective July 1, 2022.*

** *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, 2022)

Type	Budget Authorized Positions	Authorized	Filled	+/-
Sworn	Chief of Police	1	1	0
	Assistant Chief	1	1	0
	Deputy Chief	4	3	-1
	Captain	10	10	0
	Lieutenant	27	27	0
	Sergeants	121	112	-9
	Police Officers	562	524	-38
	Total Sworn	726	678	-48
Professional Staff (Full-time and Part-time)		*349.50	277.50	-72
Total Personnel		1,075.50	955.50	-120.00

* *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 provides information on OPDs authorized sworn permanent staffing.

Table 7: Funded Authorized Sworn Permanent Assignments within OPD

	Chief	Asst. Chief	Deputy Chief	Captain	Lieutenant	Sergeant	Officer	Total
Office of the Chief	1	1					2	4
Public Information Office							1	1
Internal Affairs Division				1	2	12	2	17

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	Chief	Asst. Chief	Deputy Chief	Captain	Lieutenant	Sergeant	Officer	Total
Office of the Inspector General					1		1	2
Intelligence Unit						1	7	8
Property & Evidence Unit						1		1
Special Victims Section					1	5	33	39
Research & Planning							1	1
Bureau of Investigations/CID Administration			1	1		1	3	6
Homicide Section					1	5	10	16
Burglary, General Crimes & Task Forces Section					1	3	25	29
Robbery & Felony Assault Section					1	3	18	22
Violent Crime Operations Center				1	2	6	32	41
Youth Outreach Unit						1	5	6
Bureau of Services Administration			1		1			2
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	7	9
Special Operations						4	26	30
Bureau of Field Ops: Administration			2		2	2		6
Patrol Area 1				1	2	12	59	74
Patrol Area 2				1	2	12	53	68
Patrol Area 3				1	2	13	58	74
Patrol Area 4				1	2	11	55	69
Patrol Area 5				1	2	12	58	73
Patrol Area 6				1	2	6	48	57
Ceasefire				1	1	5	30	37
Total Sworn	1	1	4	10	27	121	562	726

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Table 8 below shows OPD professional staff vacancies and the status of work being done to fill the vacancies.

Table 8: Professional Staff Vacancies

Classification	Vacancies	FTE Authorized	Date Assigned to DHRM⁴ for Hiring	Status
Account Clerk I	1	1	----	Exempt Limited Duration Employee (ELDE) hired 03 Sep 22.
Account Clerk II	1	6	10/22/21	Pre-recruitment documents provided to hiring manager on 10 Oct 22. Working with the Human Resources Management Department (HRM) to begin a new recruitment.
Accountant II	1	2	2/1/22	Interviews conducted on 14 Oct 22, awaiting interview results.
Accountant III	1	1	2/1/22	Candidate hired effective 29 Oct 22.
Administrative Analyst II	2	18	1/14/22	Applications provided to hiring manager the week of 17 Oct 22. Waiting on interviews and results.
Administrative Assistant I	1	2	3/28/21	Applications provided to hiring manager on 30 Sep 22. Waiting on interviews and results.
Complaint Investigator II	4	4	---	Positions frozen.
Complaint Investigator III	1	1	---	Position frozen.
Crime Analyst	3	8	3/23/22	Pre-recruitment documents provided to HRM on 21 Sep 22. Recruitment assigned to CPS Consulting. Working with HRM and CPS Consulting to begin new recruitment.
Criminalist II	8	17	12/15/21	Two (2) candidates referred to backgrounds on 23 Aug 22 for Forensic Biology. Applications provided to hiring manager the week of 3 Oct 22 for Forensic Firearm. Waiting on interviews and results.
Criminalist III	1	6	12/15/21	Requisition submitted to HRM on 3 Aug 22 to begin recruitment process. Position is not in top 5 priority list.
Fleet Compliance Coordinator	1	1	10/18/22	Requisition submitted to HRM on 18 Oct 21 to begin recruitment process. Position is not in top 5 priority list.

⁴ DHRM = Department of Human Resources and Management

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Classification	Vacancies	FTE Authorized	Date Assigned to DHRM⁴ for Hiring	Status
Grants Coordinator	1	1	--	ELDE hired effective 15 Oct 22.
Intake Technician	1	6	--	Requisition submitted to HRM on 6 Oct 22 to begin recruitment process. Position is not in top 5 on priority list.
Latent Print Examiner II	1	5	3/4/22	One (1) position frozen. Requisition submitted to HRM on 4 Mar 22 to begin new recruitment. Recruitment will be assigned CPS Consulting.
Management Assistant	1	1	--	Requisition submitted to HRM on 12 Oct 22 to begin new recruitment. OPD will use ELDE to temporarily fill this position.
Payroll Personnel Clerk III	0	2	--	Positions frozen.
Police Cadet, PT	8 (FTE)	9 (FTE)	--	Job announcement open until 18 Nov 22. Three (3) candidates referred to backgrounds on 12 Oct 22.
Police Communications Dispatcher ⁵	12	86	8/12/20	Job announcement is open continuously. 32 candidates are in the background process. One (1) candidate hired effective 15 Oct 22.
Police Communications Dispatcher Senior	1	4	10/29/22	Requisition referred to HRM on 29 Oct 21 to begin recruitment process. Position is not in the top 5 on priority list.
Police Evidence Technician	2	20	4/15/22	Requisition submitted to HRM on 15 Apr 22 to begin recruitment process. Position is not in top 5 on priority list.
Police Records Specialist	9	55	10/25/19	Requested new recruitment from HRM on 15 Sep 22. Four (4) ELDE started effective 31 Oct 22.
Police Services Manager I – Research & Planning	1	5	--	Position currently filled with an ELDE.
Police Services Manager I – Fiscal	1	5	9/15/22	Position currently filled with an ELDE. Received pre-recruitment documents from the HRM on 15 Sep 22.

⁵ FTE authorized includes 10 positions

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Classification	Vacancies	FTE Authorized	Date Assigned to DHRM ⁴ for Hiring	Status
				Add/delete will be submitted to modify this classification.
Police Services Technician II	2	42	11/8/21	Candidates referred to backgrounds on 27 Jun 22. One (1) hired effective 29 Oct 22.
Program Analyst II-Victim Liaison (GFLDA)	1	1	9/15/22	Pre-recruitment documents returned to HRM on 15 Sep 22. Working with HRM to begin a new recruitment.
Program Analyst II	1	1	8/29/22	Requisition submitted to HRM on 29 Aug 22 to fill with Temporary Contract Services Employee.
Program Analyst III	1	1	--	Candidate referred to backgrounds on 21 Sep 22. Hired effective 29 Oct 22.
Public Information Officer I	1	1	---	Received pre-recruitment documents from HRM on 22 Nov 21 to begin new recruitment. Recruitment not in top 5 hiring priorities.
Student Trainee	1	1	---	Applications provided to hiring manager the week of 03 Oct 22. Waiting on interviews and results.

Sworn Staffing by Area and Patrol Detail

Table 9 provide information on beats by area and patrol data.

Table 9: 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: 297	Total 57	Total 45	Total 44	Total 51	Total 51	Total 49
Number of officers assigned as Community Resource Officers – BFO 1 and BFO 2	BFO 1 Total - 11			BFO 2 Total - 8		
Number of officers assigned to the Crime Reduction Teams (under direction from BOI and VCOC)	22					

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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, 2022, 66 sworn members (9.71%) were Oakland residents. **Table 10** 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

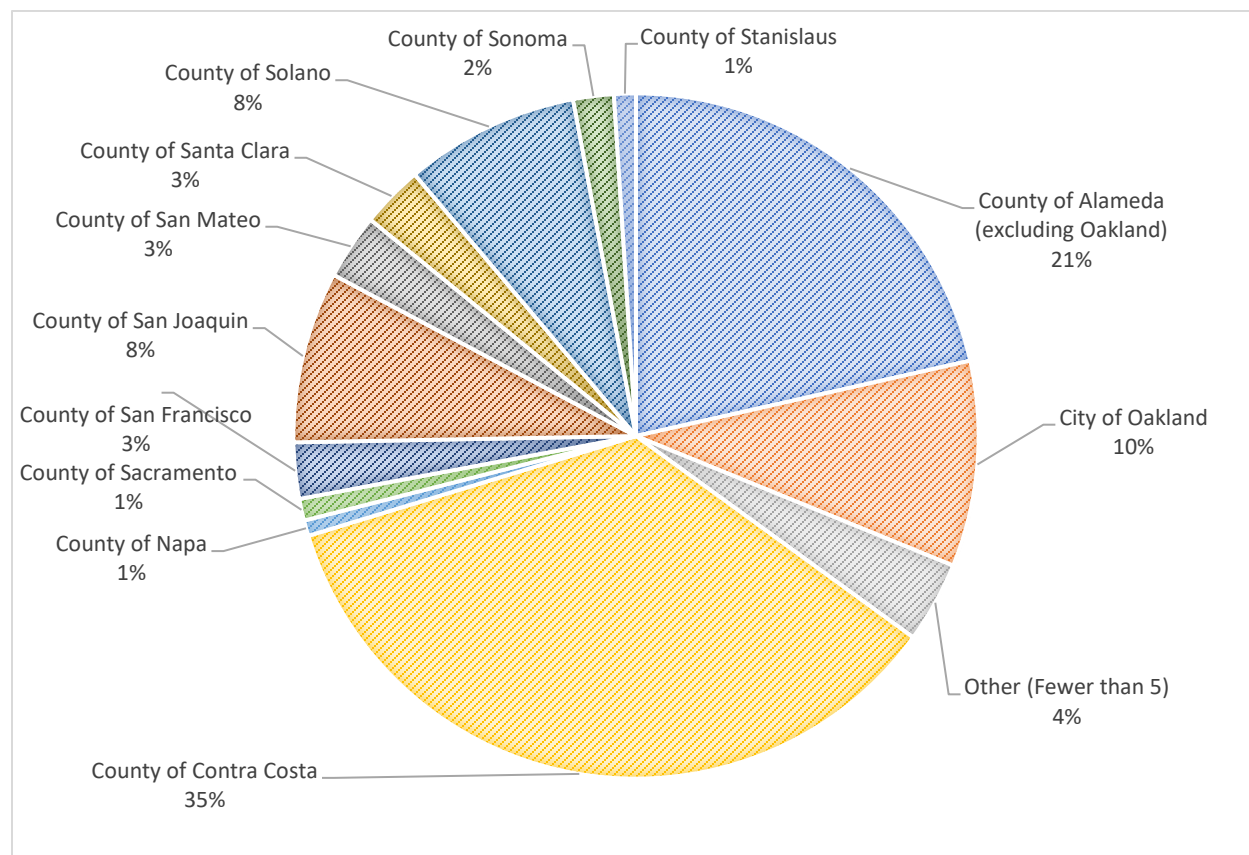


Table 10: Residency by Top 10 Locations of Sworn OPD Members

City	Count	Department Percentage	City	Count	Department Percentage
Oakland	66	9.71%	Brentwood	24	3.53%
Concord	32	4.71%	Tracy	21	3.09%
Hayward	28	4.12%	Oakley	21	3.09%
Antioch	25	3.68%	Castro Valley	21	3.09%
San Leandro	24	3.53%	Fairfield	19	2.79%
Total				281	41.34%

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Tables 11A and 11B below provide demographic information for all OPD sworn and professional staff by Race/Ethnicity and Gender, **Table 11A** represents OPD sworn staff and **Table 11B** represents OPD professional staff.

Table 11A: Race/Ethnicity and Gender – OPD Sworn Staff as of September 30, 2022

Race/Ethnicity	Female		Male	
Asian	7	7.62%	96	16.70%
Black or African-American	23	21.90%	114	19.83%
Filipino	2	1.90%	27	4.70%
Hispanic or Latino	38	36.19%	155	26.96%
Native American	1	.95%	1	.17%
Undeclared-Other	3	3.81%	16	2.78%
White or Caucasian	29	27.63%	166	28.86%
Total	103	100%	575	100%

Table 11B: Race/Ethnicity and Gender – OPD Professional Staff as of September 30, 2022

Race/Ethnicity	Female		Male	
Asian	28	12.33%	22	20.18%
Black or African-American	104	45.81%	29	26.61%
Filipino	3	1.32%	6	5.50%
Hispanic or Latino	41	18.06%	26	23.85%
Native American	1	.44%	1	.92%
Undeclared-Other	4	1.78%	5	4.59%
White or Caucasian	46	20.26%	20	18.35%
Total	231	100%	73	100%

Table 12 below provides current and past demographic information for OPD sworn staff.

Table 12: Race*/Ethnicity* by Year – OPD Sworn Staff as of September 30, 2022

Race/Ethnicity	US 2021 Census-Oakland Pop.⁶	OPD 2019	OPD 2020	OPD 2021	OPD 2022
Asian	15.8%	13.3%	18.1%	18.55%	19.55%
Black or African-American	22.7%	16.8%	16.7%	18.70%	20.15%

⁶ 2021 data: population by race in the city of Oakland. Source: United States Census Bureau. Quick Facts Oakland city, California 2021.

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Race/ Ethnicity	US 2021 Census- Oakland Pop.⁶	OPD 2019	OPD 2020	OPD 2021	OPD 2022
Hispanic	27%	26.9%	28.2%	27.97%	28.38%
Other	0.1%	6.6%	3.0%	3.33%	3.24%
White	34.4%	36.4%	34.0%	31.45%	28.68%

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

Table 13 below shows the gender breakdown of OPD sworn staff and provides a national comparison.

Table 13: OPD Gender Percentages by Year Compared With 2019 National Percentage⁷

Gender	National Percentage 2019	OPD 2019	OPD 2020	OPD 2021	*OPD 2022
Female	12.8%	13.9%	14.6%	15.65%	15.44%
Male	87.2%	86.1%	85.4%	84.35%	84.56%

**2022 figure shows all OPD sworn staff as of September 30, 2022*

Attrition

As noted in **Table 14** below, OPD has experienced an average attrition of 9 officers per month (102 officers) over the past 12-months. OPD maintained an average attrition of five officers per month from 2016-2020. However, in 2021 the projected attrition rate increased to an average of 9 officers per month. Since the beginning of 2023 fiscal year

Table 14: Sworn Attrition Data: October 1, 2021 through September 30, 2022

	2021			2022									Total
	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	
Disability Retirement		2	1	2		1	3	1				2	12
Resignation (not during Field Training)	1	1	1	2	3	1	2	2	1	2		4	20
Resignation during Field Training					1					1			2
Resignation (to other agency)	10	1	5	2	8	3	3	1	1	1		1	36
Service Retirement	2	2	3	2		1	5	3		2		1	21

⁷ 2019 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, 2019.

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	2021			2022									Total
	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	
Discharged			1		1		7	2					11
Removed from Probation during Field Training													
Grand Total	13	6	11	8	13	6	20	9	2	6	0	8	102

In September 2021, Chief Armstrong 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 separation from January 1 through September 30, 2022:

1. Heavy discipline
2. Insufficient staffing
3. Better Job
4. Insufficient resources

Recruitment

During the July - September 2022 quarter, OPD hosted and/or attended 17 events. Three events were online, 14 events were in person, and 9 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 the jobs. OPD has also maintained a social media and online presence on the following platforms:

- OPD Jobs Website – www.opdjobs.com
- Facebook – <https://m.facebook.com/opdjobs/>
- Twitter – <https://twitter.com/opdjobs>
- Instagram – www.instagram.com/opd_jobs
- Additional Websites:
 - Campuspride.org
 - Provident.com (Professional Diversity Network)

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Table 15 below provides additional details regarding recruitment and outreach events.**Table 15: Current Recruitment – Outreach and Media Activity**

Date	Event	Location	Attendees	Inquiries: # And Type
9-Jul-22	Bill Pickett Invitational Rodeo	Rowell Ranch Rodeo Ground 9711 Dublin Canyon Road Hayward, CA 94552	1000	POT 4 Dispatcher 2 Cadet 2
10-Jul-22	Bill Pickett Invitational Rodeo	Rowell Ranch Rodeo Ground 9711 Dublin Canyon Road Hayward, CA 94552	1000	POT 3 Dispatcher 0 Cadet 3
13-Jul-02	OPD Recruiting Zoom Webinar	Online	39	POT 34 Dispatcher 0 Cadet 0
27-Jul-22	OPD Block Party	San Antonio Park 1701 E 19th Street Oakland, CA 94606	300	POT 2 Dispatcher 1 Cadet 2
13-Aug-22	Laurel Street Fair	35th Ave & MacArthur Blvd Oakland, CA 94619	1000	POT 2 Dispatcher 1 Cadet 2
13-Aug-22	Recruiting Event	New Hope Baptist Church 892 36 th Street Oakland, CA 94608	200	POT 0 Dispatcher 0 Cadet 0
17-Aug-22	OPD Recruiting Zoom Webinar	Online	28	POT 28 Dispatcher 0 Cadet 0
20-Aug-22	Practice PAT	Merritt College 12500 Campus Drive Oakland, CA 94619	17	POT 17 Dispatcher 0 Cadet 0
20-Aug-22	Chinatown Street Fest	Oakland Chinatown 388 Ninth Street Oakland, CA 94607	200	POT 5 Dispatcher 1 Cadet 2
21-Aug-22	Chinatown Street Fest	Oakland Chinatown 388 Ninth Street Oakland, CA 94607	200	POT 3 Dispatcher 0 Cadet 0
31-Aug-22	Day of Action	85th Ave & International Blvd. Oakland, CA 94621	100	POT 1 Dispatcher 0 Cadet 0
3-Aug-22	Scottish Highland Gathering Games	Alameda Fairgrounds 4501 Pleasanton Ave, Pleasanton, CA 94566	1500	POT 12 Dispatcher 5 Cadet 30

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Date	Event	Location	Attendees	Inquiries: # And Type
4-Aug-22	Scottish Highland Gathering Games	Alameda Fairgrounds 4501 Pleasanton Ave, Pleasanton, CA 94566	1500	POT 20 Dispatcher 10 Cadet 22
4-Sep-22	Las Vegas Lowrider Super Show	Las Vegas Convention Center 3150 Paradise Road Las Vegas, NV 89109	2000	POT 0 Dispatcher 0 Cadet 0
10-Sep-22	Little Saigon Festival	7th & International Blvd. Oakland, CA 94606	200	POT 0 Dispatcher 0 Cadet 0
14-Sep-22	OPD Recruiting Zoom Webinar	Online	69	POT 69 Dispatcher 0 Cadet 0
17-Sep-22	Practice Physical Ability Test	Merritt College 12500 Campus Drive Oakland, CA 94619	10	POT 10 Dispatcher 0 Cadet 0

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 continues to seek input from community members. Staff is also researching targeted marketing strategies that will assist in ensuring the public is aware of recruitment and hiring opportunities within the organization. Staff continues 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.

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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.

For questions regarding this report, please contact Lynette Hart, Human Resources Manager, OPD Human Resources Section, at (510) 238-3731.

Respectfully submitted,



LeRonne L. Armstrong
Chief of Police
Oakland Police Department

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