

DISTRIBUTION DATE: February 28, 2023



## MEMORANDUM

**TO:** HONORABLE MAYOR &  
CITY COUNCIL

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

**SUBJECT:** Quarterly Police Staffing Report  
(4<sup>th</sup> Quarter)

**DATE:** February 1, 2023

City Administrator  
Approval

A handwritten signature in black ink, appearing to be "G. Johnson", written over a horizontal line.

Date Feb 28, 2023

### INFORMATION

This memorandum is from the Oakland Police Department (OPD) and contains information on recruiting and sworn staffing levels as of December 31, 2022 for the 4<sup>th</sup> 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 December 31, 2022.

**ANALYSIS AND POLICY ALTERNATIVES**

***Overview***

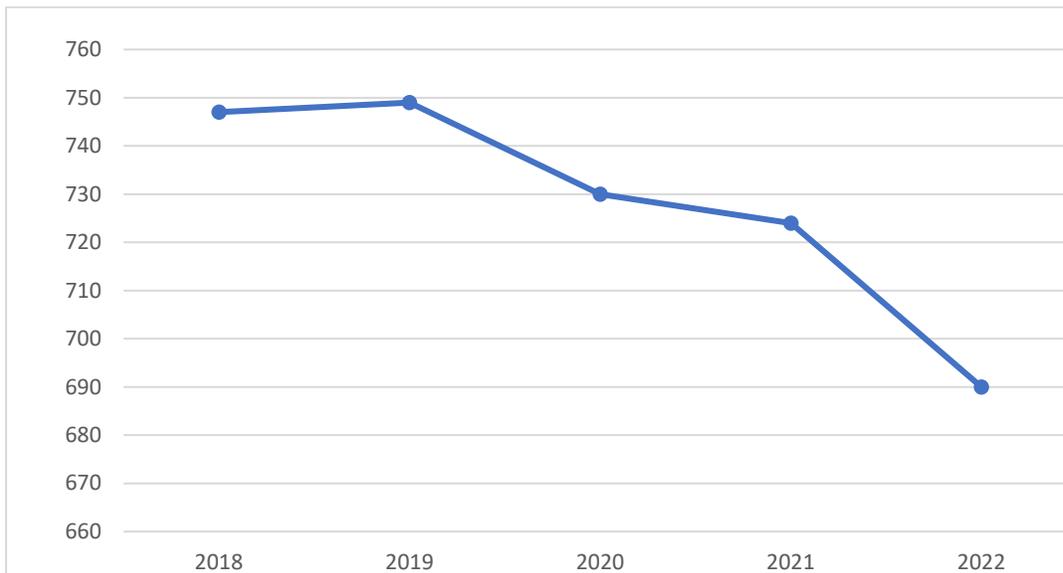
Over a five-year timespan, OPD sworn staffing levels have fluctuated between 747 filled positions on January 1, 2018 to the lower recent level of 690 filled positions as of January 1, 2022. The authorized and funded staffing level based on the Council-adopted Fiscal Year (FY) 2022-23 Budget is 726 sworn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

**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: 2018 – 2022***

	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>
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 261,133 calls for service (2,837 per day) during the three-month 4<sup>th</sup> Quarter period of 2022 and maintains a goal of first answering these calls with dispatchers and operators within

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

**HONORABLE MAYOR AND CITY COUNCIL**Subject: 2022 4<sup>th</sup> Quarter Police Staffing Report

Date: February 1, 2023

Page 3

15 seconds (for 95 percent of these calls<sup>2</sup>). 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 calls<sup>3</sup>.

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-December)**

Priority One Calls					
	2018	2019	2020	2021	2022
<b>Jan</b>	7.97	13.59	11.07	16.24	18.43
<b>Feb</b>	24.79	10.45	12.9	18.87	12.64
<b>Mar</b>	10.13	10.8	11.44	17.25	15.46
<b>Apr</b>	9.43	10.71	11.07	18.11	21.38
<b>May</b>	11.04	11.81	12.9	19.13	23.24
<b>Jun</b>	11.15	12.23	11.44	19.39	20.22
<b>Jul</b>	11.26	8.84	15.10	20.36	23.02
<b>Aug</b>	17.93	13.22	14.86	20.04	24.53
<b>Sep</b>	17.33	10.74	12.56	22.78	27.11
<b>Oct</b>	12.06	10.69	23.93	17.82	18.23
<b>Nov</b>	13.85	8.26	12.01	20.94	13.67
<b>Dec</b>	9.01	14.63	11.67	19.17	12.18

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

Priority Two Calls					
	2018	2019	2020	2021	2022
<b>Jan</b>	89.04	155.41	147.63	167.82	180.52
<b>Feb</b>	86.12	115.53	216.65	158.34	156.38

<sup>2</sup> 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.

<sup>3</sup> 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.

**HONORABLE MAYOR AND CITY COUNCIL**Subject: 2022 4<sup>th</sup> Quarter Police Staffing Report

Date: February 1, 2023

Page 4

<b>Priority Two Calls</b>					
	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>
<b>Mar</b>	137.59	135.58	159.67	190.56	229.17
<b>Apr</b>	118.22	135.32	145.32	169.36	308.25
<b>May</b>	129.33	128.27	166.86	226.79	332.53
<b>Jun</b>	154.99	155.00	299.29	231.22	320.34
<b>Jul</b>	127.59	139.40	240.53	309.43	318.88
<b>Aug</b>	159.77	215.86	250.29	236.98	320.45
<b>Sep</b>	215.90	214.94	212.25	290.53	418.62
<b>Oct</b>	159.04	161.64	250.10	305.17	207.28
<b>Nov</b>	123.62	138.83	181.18	291.18	132.97
<b>Dec</b>	132.93	156.81	147.30	193.04	153.01

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

<b>Priority Three Calls</b>					
	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>
<b>Jan</b>	232.59	322.34	382.94	369.34	372.27
<b>Feb</b>	232.59	240.73	475.53	384.8	375.08
<b>Mar</b>	230.4	313.79	414.43	460.74	496.92
<b>Apr</b>	319.16	316.26	461.01	427.29	527.98
<b>May</b>	352.78	359.64	433.33	485.11	617.04
<b>Jun</b>	384.32	465.85	740.46	540.47	616.48
<b>Jul</b>	321.26	423.31	638.51	678.82	636.32
<b>Aug</b>	353.24	465.07	680.22	542.86	650.95
<b>Sep</b>	436.29	590.20	593.92	634.81	868.21
<b>Oct</b>	433.69	444.05	654.39	619.62	323.49
<b>Nov</b>	280.15	395.56	419.68	587.54	296.29
<b>Dec</b>	333.10	419.91	346.25	378.91	318.46

**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.

**HONORABLE MAYOR AND CITY COUNCIL**

Subject: 2022 4<sup>th</sup> Quarter Police Staffing Report

Date: February 1, 2023

**Table 3: Part 1 Crimes in Oakland, January – December 31: 2018-2022**

Part 1 Crimes	01-01-2018 through 12-31-2018	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
<b>Homicide – 187(a)</b>	67	75	102	123	118
<b>Homicide – all other**</b>	8	3	7	11	2
<b>Aggravated Assault</b>	2,650	2,745	3,319	3,609	3,188
<b>* with Firearm</b>	276	287	498	602	452
<b>Rape</b>	233	205	220	170	170
<b>Robbery</b>	2,568	2,817	2,420	2,727	2,653
<b>Burglary Total</b>	10,612	14,989	8,706	10,580	11,734
<b>* Auto</b>	8,229	12,364	6,231	8,477	9,130
<b>* Residential</b>	1,615	1,809	1,251	1,104	1,013
<b>* Commercial</b>	606	623	962	757	1,344
<b>* Other/Unknown</b>	162	193	262	242	247
<b>Motor Vehicle Theft</b>	6,209	6,477	8,737	9,349	9,964
<b>Larceny</b>	6,630	7,774	5,985	6,587	8,016
<b>Arson</b>	196	152	194	173	164
<b>Total Part 1 Crimes</b>	29,173	35,237	29,690	33,329	36,018

\* 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 January 1 – December 31: 2018-2022**

Quarter Year	TOTAL CLEARED	TOTAL HOMICIDES	TOTAL CLEARED RATE
Jan – Dec 2018	31	75	41%
Jan – Dec 2019	51	79	65%
Jan – Dec 2020	55	109	50%
Jan – Dec 2021	64	134	48%
Jan – Dec 2022	43	122	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

**HONORABLE MAYOR AND CITY COUNCIL**

Subject: 2022 4<sup>th</sup> Quarter Police Staffing Report

Date: February 1, 2023

months contain an estimated attrition rate of 4 officers per month, based on attrition rates from the last 6-month period and projected staffing. This data is accurate as of December 31, 2022.

**Table 5: Actual Sworn Staffing (as of December 31, 2022) and Sworn Staffing Projections**

Year	Actual Staffing									Projected Staffing		
	2022									2023		
Month	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
<b>Authorized</b>	737	737	737	726*	726	726	726	726	726	741**	741	741
<b>Filled</b>	663	669	660	658	653	685	678	700	699	697	693	708
<b>Attrition</b>	(20)	(9)	(2)	(6)	(0)	(8)	(3)	(1)	(5)	(4)	(4)	(4)
<b>Hires</b>	26	0	0	1	32	1	25	0	3	0	19	0
<b>Ending Filled***</b>	669	660	658	653	685	678	700	699	697	693	708	704
<b>Over (Under) Authorized</b>	(68)	(77)	(79)	(73)	(41)	(48)	(26)	(27)	(29)	(48)	(33)	(37)
<b>New POT Hiring Pipeline</b>	187 <sup>th</sup> Academy (ended Apr 2022) 188 <sup>th</sup> Academy (ended Aug 2022) 189 <sup>th</sup> Academy (Started Jun 2022, ended Oct 2022)							190 <sup>th</sup> Academy (Started Aug 2022, ends Feb 2023) 191 <sup>st</sup> Academy (Started Oct 2022, ends May 2023)				

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

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

\*\*\* 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, 2022)**

Type	Budget Authorized Positions	Authorized	Filled	+/-
Sworn	Chief of Police	1	1	0
	Assistant Chief	1	1	0
	Deputy Chief	4	4	0
	Captain	10	9	-1
	Lieutenant	27	27	0
	Sergeants	121	112	-9
	Police Officers	562	543	-19
	Total Sworn		726	697
Professional Staff (Full-time and Part-time)		*349.50	278.00	-71.5
<b>Total Personnel</b>		<b>1,075.50</b>	<b>975.00</b>	<b>-100.50</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.

**HONORABLE MAYOR AND CITY COUNCIL**Subject: 2022 4<sup>th</sup> Quarter Police Staffing Report

Date: February 1, 2023

Page 7

**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
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

**HONORABLE MAYOR AND CITY COUNCIL**Subject: 2022 4<sup>th</sup> Quarter Police Staffing Report

Date: February 1, 2023

Page 8

	Chief	Asst. Chief	Deputy Chief	Captain	Lieutenant	Sergeant	Officer	Total
Patrol Area 5				1	2	12	58	73
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>121</b>	<b>562</b>	<b>726</b>

**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 DHRM <sup>4</sup> for Hiring	Status
Account Clerk I	1	1	----	Position Frozen.
Account Clerk II	1	6	10/22/21	Pre-recruitment documents provided to DHRM 9 Nov 22. Pending DHRM analyst assignment.
Accountant II	1	2	2/1/22	Requested DHRM to survey the Accountant III eligible list for interested candidates.
Administrative Analyst II	2	18	1/14/22	Two (2) Vacancies - requested to use a near list from DHRM to fill the remaining vacancies.
Administrative Assistant I	1	2	3/28/21	Followed-up with hiring manager on 26 Jan 23 about scheduling interviews.
Complaint Investigator II	4	4	---	Positions frozen.
Complaint Investigator III	1	1	---	Position frozen.
Crime Analyst	3	8	3/23/22	Recruitment assigned to CPS Consulting. Recruitment meeting scheduled on 10 Jan 23. Job announcement scheduled to open on 24 Jan 22.
Criminalist II	6	17	12/15/21	One (1) candidate hired effective 6 Feb 22 Forensic Biology. One (1) candidate referred to backgrounds 8 Dec 22 for Forensic Chemistry. Criminalist I list will be used to underfill remaining vacancies.

<sup>4</sup> DHRM = Department of Human Resources and Management

**HONORABLE MAYOR AND CITY COUNCIL**Subject: 2022 4<sup>th</sup> Quarter Police Staffing Report

Date: February 1, 2023

Page 9

Criminalist III	1	6	12/15/21	Requisition submitted to DHRM 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 DHRM on 18 Oct 21 to begin recruitment process. Position is not in top 5 priority list.
Grants Coordinator	1	1	--	Exempt Limited Duration Employee (ELDE) hired effective 15 Oct 22.
Intake Technician	1	6	--	Requisition submitted to DHRM 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. Position filled with Temporary Contract Services Employee (TCSE) until recruitment is complete. Recruitment will be assigned to CPS Consulting.
Management Assistant	1	1	--	Position filled with ELDE. Job posting closed 15 Dec 22. DHRM is securing exam materials/testing vendor.
Payroll Personnel Clerk III	0	2	--	Positions frozen.
Police Cadet, PT	8 (FTE)	9 (FTE)	--	Job announcement open until 20 Jan 23.
Police Communications Dispatcher <sup>5</sup>	12	86	8/12/20	Job announcement is open continuously. 20 candidates in the background process.
Police Communications Dispatcher Senior	1	4	10/29/22	Requisition referred to DHRM 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 DHRM 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	Job announcement open until 1 Feb 23.
Police Services Manager I – Research & Planning	1	5	--	Position temporarily filled with an ELDE.
Police Services Manager I – Fiscal	1	5	9/15/22	Requisition submitted to DHRM on 6 Jan 23 to begin recruitment process.
Police Services Technician II	2	42	11/8/21	One (1) candidate is in backgrounds.

<sup>5</sup> FTE authorized includes 10 positions

**HONORABLE MAYOR AND CITY COUNCIL**

Subject: 2022 4<sup>th</sup> Quarter Police Staffing Report

Date: February 1, 2023

Program Analyst II- Victim Liaison (GFLDA)	1	1	9/15/22	DHRM is screening applications.
Program Analyst II	1	1	8/29/22	TCSE candidate referred to backgrounds eff 9 Nov 22.
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.
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***

	<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: 316	Total 59	Total 50	Total 48	Total 53	Total 51	Total 55
Number of officers assigned as Community Resource Officers – BFO 1 and BFO 2	BFO 1 Total - 12			BFO 2 Total - 8		
Number of officers assigned to the Crime Reduction Teams (under direction from BOI and VCOC)	22					

***Demographics – Oakland Residents***

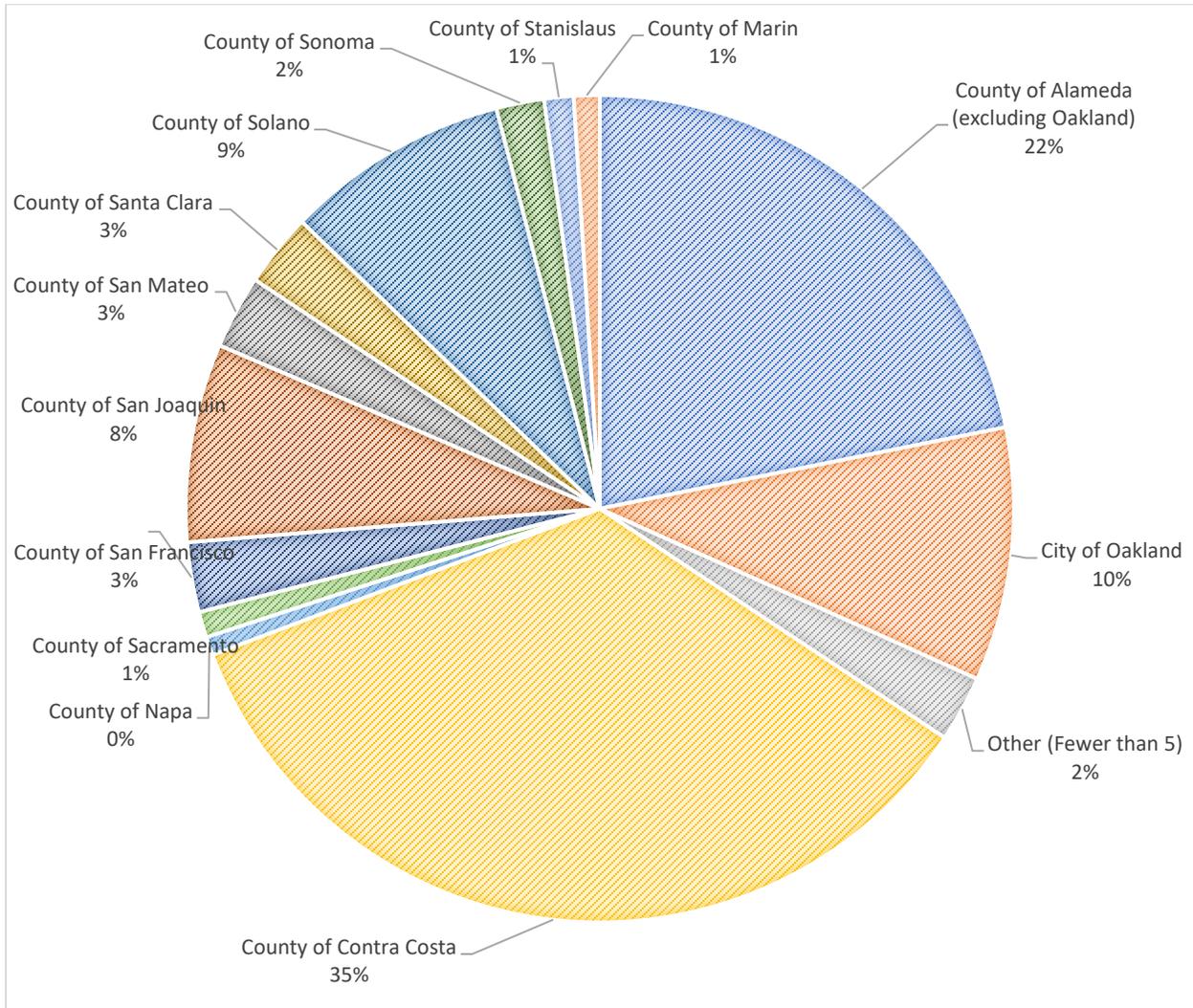
OPD has prioritized attracting, through varied strategic recruiting efforts, a racially diverse and multilingual workforce of qualified officers that includes Oakland residents. **Figure 2** below shows that as of December 31, 2022, 69 sworn members (9.90%) were Oakland residents. **Table 10** below provides details about the top ten cities where officers live (Oakland being the largest city of residence for officers).

**HONORABLE MAYOR AND CITY COUNCIL**

Subject: 2022 4<sup>th</sup> Quarter Police Staffing Report

Date: February 1, 2023

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



**HONORABLE MAYOR AND CITY COUNCIL**

Subject: 2022 4<sup>th</sup> Quarter Police Staffing Report

Date: February 1, 2023

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

City	Count	Department Percentage	City	Count	Department Percentage
Oakland	69	9.90%	San Leandro	25	3.59%
Concord	32	4.59%	Oakley	24	3.44%
Hayward	30	4.30%	Castro Valley	21	3.01%
Antioch	26	3.73%	Tracy	20	2.87%
Brentwood	26	3.73%	Fairfield	19	2.73%
<b>Total</b>				<b>292</b>	<b>41.89%</b>

**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 December 31, 2022**

Race/Ethnicity	Female		Male	
	Count	Percentage	Count	Percentage
Asian	8	7.69%	98	16.53%
Black or African-American	24	23.08%	119	20.07%
Filipino	2	1.92%	26	4.38%
Hispanic or Latino	38	36.54%	161	27.15%
Native American	1	.96%	2	.34%
Undeclared-Other	3	2.88%	18	3.04%
White or Caucasian	28	26.93%	169	28.49%
<b>Total</b>	<b>104</b>	<b>100%</b>	<b>593</b>	<b>100%</b>

**Table 11B: Race/Ethnicity and Gender – OPD Professional Staff as of December 31, 2022**

Race/Ethnicity	Female		Male	
	Count	Percentage	Count	Percentage
Asian	30	12.82%	25	22.12%
Black or African-American	107	45.73%	31	27.43%
Filipino	3	1.28%	5	4.42%
Hispanic or Latino	45	19.23%	28	24.78%
Native American	1	.43%	1	.88%
Undeclared-Other	4	1.71%	5	4.42%
White or Caucasian	44	18.80%	18	15.95%
<b>Total</b>	<b>234</b>	<b>100%</b>	<b>113</b>	<b>100%</b>

**HONORABLE MAYOR AND CITY COUNCIL**

Subject: 2022 4<sup>th</sup> Quarter Police Staffing Report

Date: February 1, 2023

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

**Table 12: Race\*/Ethnicity\* by Year – OPD Sworn Staff as of December 31, 2022**

Race/ Ethnicity	US 2021 Census- Oakland Pop. <sup>6</sup>	OPD 2019	OPD 2020	OPD 2021	OPD 2022
Asian	15.8%	13.3%	18.1%	18.55%	15.23%
Black or African- American	22.7%	16.8%	16.7%	18.70%	20.55%
Hispanic	27%	26.9%	28.2%	27.97%	28.59%
Other	0.1%	6.6%	3.0%	3.33%	3.30%
White	34.4%	36.4%	34.0%	31.45%	28.30%

\*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 Percentage<sup>7</sup>**

Gender	National Percentage 2019	OPD 2019	OPD 2020	OPD 2021	*OPD 2022
Female	12.8%	13.9%	14.6%	15.65%	14.92%
Male	87.2%	86.1%	85.4%	84.35%	85.08%

\*2022 figure shows all OPD sworn staff as of December 31, 2022

**Attrition**

As noted in **Table 14** below, OPD has experienced an average attrition of 7 officers per month (81 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. Based on the last 8-month period, OPDs attrition rate has decreased to 4 officers per month.

**Table 14: Sworn Attrition Data: January 1, 2022 through December 31, 2022**

	2022												Total
	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	
Disability Retirement	2		1	3	1				2				9
Resignation	2	3	1	2	2	1	2		4		1	2	20

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

<sup>7</sup> 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.

**HONORABLE MAYOR AND CITY COUNCIL**Subject: 2022 4<sup>th</sup> Quarter Police Staffing Report

Date: February 1, 2023

Page 14

	2022												Total
	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	
(not during Field Training)													
Resignation during Field Training		1					1			2		2	6
Resignation (to other agency)	2	8	3	3	1	1	1		1				20
Service Retirement	2		1	5	3		2		1	1		1	16
Discharged		1		7	2								10
Removed from Probation during Field Training													0
<b>Grand Total</b>	<b>8</b>	<b>13</b>	<b>6</b>	<b>20</b>	<b>9</b>	<b>2</b>	<b>6</b>	<b>0</b>	<b>8</b>	<b>3</b>	<b>1</b>	<b>5</b>	<b>81</b>

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 December 31, 2022:

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

***Recruitment***

During the October - December 2022 quarter, OPD hosted and/or attended 18 events. Three (3) events were online, 17 events were in person, and 11 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](http://www.opdjobs.com)
- Facebook – <https://m.facebook.com/opdjobs/>
- Twitter – <https://twitter.com/opdjobs>
- Instagram – [www.instagram.com/opd\\_jobs](http://www.instagram.com/opd_jobs)

**HONORABLE MAYOR AND CITY COUNCIL**Subject: 2022 4<sup>th</sup> Quarter Police Staffing Report

Date: February 1, 2023

Page 15

**Table 15** below provides additional details regarding recruitment and outreach events.

**Table 15: Current Recruitment – Outreach and Media Activity**

<b>Date</b>	<b>Event</b>	<b>Location</b>	<b>Attendees</b>	<b>Inquiries: # And Type</b>
1-Oct-22	Oaktober Fest	3401 Fruitvale Ave. Oakland Ca, 94602	200	POT 15 Dispatcher 4 Cadet 3
2-Oct-22	Oaktober Fest	3401 Fruitvale Ave. Oakland Ca, 94602	200	POT 5 Dispatcher 2 Cadet 2
4-Oct-22	Criminal Justice Career Fair	25800 Carlos Bee Blvd. Hayward, Ca 94542	200	POT 30 Dispatcher 15 Cadet 10
8-Oct-22	Black College Expo	NRG Park 1 Fannin Street Houston, TX 77054	600	POT 25 Dispatcher 3 Cadet 2
13-Oct-22	Travis Airforce Base Career Event	690 Airman Drive Fairfield, CA 94535	300	POT 5 Dispatcher 1 Cadet 0
16-Oct-22	Practice Physical Ability Test	Merritt College 12500 Campus Drive Oakland, Ca 94619	15	POT 15 Dispatcher 0 Cadet 0
16-Oct-22	OPD Board Workshop	Police Administration Bldg. 455 7th Street Oakland, Ca 94607	10	POT 10 Dispatcher 0 Cadet 0
19-Oct-22	OPD Recruiting Zoom Webinar	Online	70	POT 70 Dispatcher 0 Cadet 0
22-Oct-22	Recruiting Event	Crossfit Gym 2411 Old Crow Canyon Road San Ramon, Ca 94583	30	POT 10 Dispatcher 0 Cadet 0
31-Oct-22	Halloween Trunk or Treat	Verdese Carter Park 96th & Sunnyside Oakland Ca 94603	700	POT 25 Dispatcher 25 Cadet 13
5-Nov-22	Asian Cultural Fair	Lincoln Square Recreation Center 250 10th Street Oakland, Ca. 94607	200	POT 3 Dispatcher 2 Cadet 4
12-Nov-22	Black College Expo	Sacramento State University 6000 J Street Sacramento, CA 95834	500	POT 10 Dispatcher 2 Cadet 0

**HONORABLE MAYOR AND CITY COUNCIL**Subject: 2022 4<sup>th</sup> Quarter Police Staffing Report

Date: February 1, 2023

Page 16

<b>Date</b>	<b>Event</b>	<b>Location</b>	<b>Attendees</b>	<b>Inquiries: # And Type</b>
13-Nov-22	Oral Board Workshop	455 7th Street Oakland, Ca 94607	10	POT 7 Dispatcher 0 Cadet 0
1-Dec-22	Recruit Military Event	Scottish Rite Center 1895 Camino Del Rio Street San Diego, Ca 92108	1000	POT 30 Dispatcher 25 Cadet 6
3-Dec-22	Oakland Chinatown Improvement Council Winter Festival	8th & Franklin Street Oakland, Ca 94607	200	POT 10 Dispatcher 3 Cadet 4
4-Dec-22	Oakland Chinatown Improvement Council Winter Festival	8th & Franklin Street Oakland, Ca 94607	350	POT 20 Dispatcher 8 Cadet 6
11-Dec-22	Physical Training Workshop	6th and Jefferson Street Oakland, Ca 94607	8	POT 8 Dispatcher 0 Cadet 0
22-Dec-22	Toys for the Town Giveaway	455 7th Street Oakland, Ca 94607	2500	POT 3 Dispatcher 4 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.

***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



Darren Allison  
Acting Chief of Police  
Oakland Police Department

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

Lynette Hart, Human Resources Manager  
OPD, Human Resources Section

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

Prepared by:  
Amber Fuller, Human Resources Supervisor  
OPD, Human Resources Section