



MEMORANDUM

TO: HONORABLE MAYOR &
CITY COUNCIL

FROM: LeRonne L. Armstrong
Chief of Police

SUBJECT: Quarterly Police Staffing Report
(2nd Quarter)

DATE: September 23, 2022

City Administrator
Approval

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

Date Sep 23, 2022

INFORMATION

This memorandum is from the Oakland Police Department (OPD) and contains information on Recruiting And Sworn Staffing Levels As Of June 30, 2022 for the 2nd 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 June 30, 2022.

ANALYSIS AND POLICY ALTERNATIVES

Overview

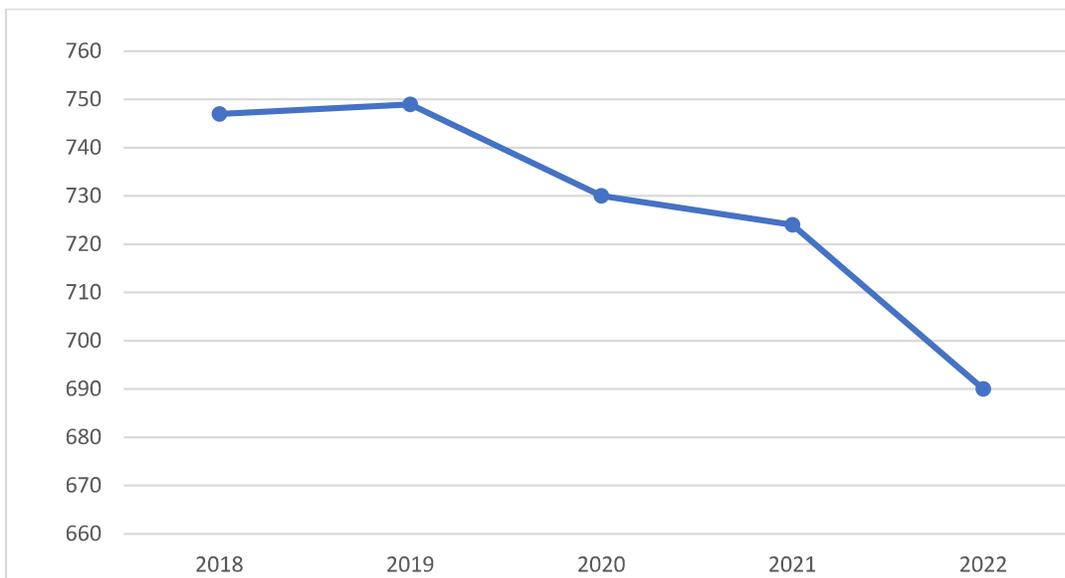
Over a five-year timespan, OPD sworn staffing levels have fluctuated between 747 filled positions on January 1, 2018 to the lower recent level of 690 filled positions as of January 1, 2022. The authorized and funded staffing level based on the Council-adopted Fiscal Year (FY) 2021-22 Budget is 737 sworn positions. This 737-officer staffing level includes 48.95 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 – 2021

	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, 2021



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 248,841 calls for service (2,765 per day) during the three-month 2nd 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-June)

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

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

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
Jun	154.99	155.00	299.29	231.22	320.34

² In 2011 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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Table 2c: Average Response Time (in minutes and seconds) to Priority Three Calls: 2018-2022 (January-June)

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

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

Part 1 Crimes	01-01-2018 through 06-30-2018	01-01-2019 through 06-30-2019	01-01-2020 through 06-30-2020	01-01-2021 through 06-30-2021	01-01-2022 through 06-30-2022
Homicide – 187(a)	29	17	35	60	52
Homicide – all other**	6	3	3	6	2
Aggravated Assault	1,247	1,397	1,519	1,823	1,485
* with Firearm	129	144	182	313	240
Rape	118	104	113	70	71
Robbery	1,193	1,317	1,218	1,397	1,369
Burglary Total	4,519	6,499	5,514	4,187	5,330
* Auto	3,360	5,249	4,102	3,262	4,192
* Residential	773	856	673	519	484
* Commercial	299	315	605	281	496
* Other/Unknown	87	82	134	125	158
Motor Vehicle Theft	3,069	3,252	4,408	4,560	4,535
Larceny	3,206	3,417	3,467	2,839	3,088
Arson	81	62	92	98	88
Total Part 1 Crimes	13,468	16,088	16,369	15,040	16,020

* 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 June 30 of each year.

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

Quarter Year	TOTAL CLEARED	TOTAL HOMICIDES	TOTAL CLEARED RATE
Jan – Jun 2018	22	35	63%
Jan – Jun 2019	27	41	66%
Jan – Jun 2020	22	37	59%
Jan – Jun 2021	28	66	42%
Jan – Jun 2022	26	54	48%

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 9 officers per month, based on attrition rates from the previous 12-month period and projected staffing. This data is accurate as of June 30, 2022.

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

Year	Actual Staffing									Projected Staffing		
	2021			2022								
Month	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep
Authorized	737	737	737	737	737	737	737	737	737	726*	726	726
Filled	695	682	676	690	682	669	663	669	660	658	652	683
Attrition	(13)	(6)	(11)	(8)	(13)	(6)	(20)	(9)	(2)	(6)	(0)	(9)
Hires	0	0	25	0	0	0	26	0	0	0	31	0
Ending Filled***	682	676	690	682	669	663	669	660	658	652	683	674
Over (Under) Authorized	(55)	(61)	(47)	(55)	(68)	(74)	(68)	(77)	(79)	(74)	(43)	(52)
New POT Hiring Pipeline	186 th Academy (Ended Dec 2021)			187 th Academy (Started Nov 2021 and ended Apr 2022) 188 th Academy (Started Mar 2022 and ends Aug 2022) 189 th Academy (Started Jun 2022) 190 th Academy (Starts Aug 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.

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Table 6: OPD Positions - Authorized and Filled Positions (as of June 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	6	-4
	Lieutenant	27	24	-3
	Sergeants	123	111	-12
	Police Officers	571	512	-59
	Total Sworn	737	658	-79
Professional Staff (Full-time and Part-time)		*352.50	270.50	-50
Total Personnel		1,089.50	928.50	-129.00

*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
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	2	18	21
Violent Crime Operations Center				1	2	6	32	41

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	Chief	Asst. Chief	Deputy Chief	Captain	Lieutenant	Sergeant	Officer	Total
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						3	18	21
Special Operations						4	26	30
Bureau of Field Ops: Administration			2		2	2		6
Patrol Area 1				1	2	12	54	69
Patrol Area 2				1	2	12	52	67
Patrol Area 3				1	2	13	59	75
Patrol Area 4				1	2	11	55	69
Patrol Area 5				1	2	12	58	73
Patrol Area 6				1	2	8	51	62
Ceasefire				1	1	5	30	37
Total Sworn	1	1	4	10	27	123	571	737

*ABAT = Alcohol and Beverage Action Team

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 ⁴ for Hiring	Status
Account Clerk I	1	1	----	Position frozen
Account Clerk II	1	6	10/22/21	Requisition submitted to HRM to begin recruitment process.
Accountant II	1	2	2/1/22	Candidate referred to backgrounds on 11 Aug 22.
Accountant III	1	1	2/1/22	Candidate referred to backgrounds on 22 Jul 22.

⁴ DHRM = Department of Human Resources and Management

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Classification	Vacancies	FTE Authorized	Date Assigned to DHRM⁴ for Hiring	Status
Administrative Analyst II	2	18	1/14/22	Two (2) candidates referred to backgrounds on 10 May 22.
Administrative Assistant I	1	2	3/28/21	Requisition submitted to HRM on 3 Aug 22 to receive eligible list.
Complaint Investigator II	4	4	---	Positions frozen
Complaint Investigator III	1	1	---	Position frozen
Crime Analyst	2	8	3/23/22	Requisition submitted to HRM on 26 Apr 22 to begin recruitment process. Recruitment will be assigned to CPS consulting once the spec revisions are complete.
Criminalist II	5	17	12/15/21	Two (2) candidates referred to backgrounds on 08 Jun 22 for Forensic Chemistry. One (1) candidate to start effective 17 Sep 22 in Drug Analysis. One (1) candidate referred to backgrounds on 16 Jun 22 for Forensic Firearms.
Criminalist III	2	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.
Intake Technician	1	6	--	Interviews scheduled for the week of 22 Aug 22.
Latent Print Examiner II	1	6	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.
Payroll Personnel Clerk III	0	2	--	Position frozen
Police Cadet, PT	8 (FTE)	9 (FTE)	--	Three (3) candidates referred to backgrounds on 20 Jun 22. Job announcement open from 25 Jul 22 until 23 Sep 22.
Police Communications Dispatcher ⁵	17	86	8/12/20	Job announcement is open continuously. 31 candidates are in the background process.

⁵ FTE authorized includes 10 positions

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Classification	Vacancies	FTE Authorized	Date Assigned to DHRM ⁴ for Hiring	Status
Police Communications Dispatcher Senior	1	4	10/29/22	Requisition referred to HRM on 29 Oct 22 to begin recruitment process. Position is not in the top 5 on priority list.
Police Evidence Technician	2	21	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	One (1) candidate in backgrounds for Records. New recruitment needed once remaining background is complete.
Police Services Technician II	4	52	11/8/21	Ten (10) candidates referred to backgrounds on 27 Jun 22
Program Analyst II-Victim Liaison (GFLDA)	1	1	--	Pre-recruitment work sent to hiring manager on 23 Aug 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	---	Job announcement open until 6 Sep 22.

Sworn Staffing by Area and Patrol Detail

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

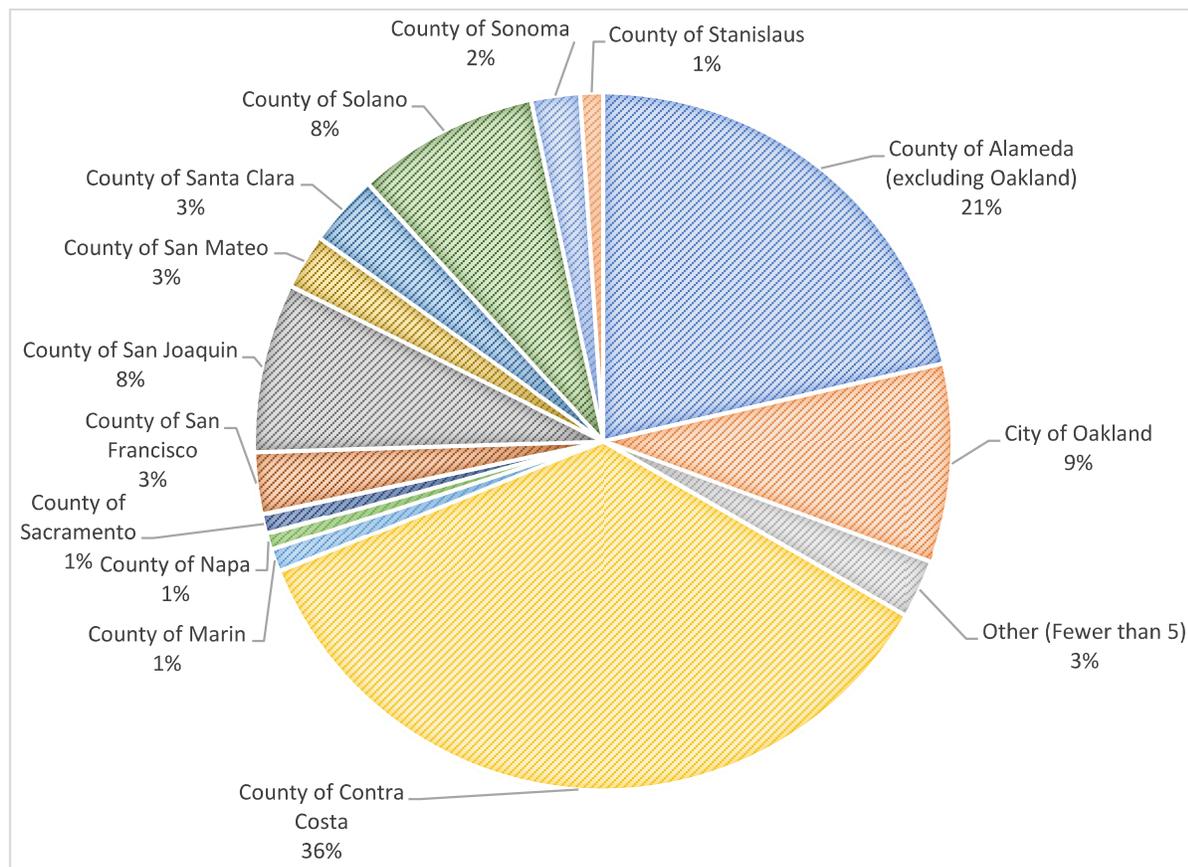
Table 9: Police Beat Patrol Data

	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: 294	Total 56	Total 47	Total 43	Total 50	Total 50	Total 48
Number of officers assigned as Community Resource Officers – BFO 1 and BFO 2	BFO 1 Total - 11			BFO 2 Total - 7		
Number of officers assigned to the Crime Reduction Teams (under direction from BOI and VCOC)	20					

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 June 30, 2022, 63 sworn members (9.75%) 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



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

City	Count	Department Percentage	City	Count	Department Percentage
Oakland	63	9.75%	Antioch	22	3.34%
Concord	31	4.71%	Tracy	21	3.19%
Hayward	27	4.10%	Oakley	20	3.04%
Brentwood	25	3.80%	Castro Valley	19	2.89%
San Leandro	25	3.80%	San Francisco	19	2.89%
Total				272	41.51%

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 June 30, 2022

Race/Ethnicity	Female		Male	
	Count	Percentage	Count	Percentage
Asian	7	6.86%	93	16.73%
Black or African-American	21	20.59%	110	19.78%
Filipino	2	1.96%	26	4.68%
Hispanic or Latino	39	38.24%	146	26.26%
Native American	1	.98%	2	.36%
Undeclared-Other	4	3.92%	16	2.88%
White or Caucasian	28	27.45%	163	29.31%
Total	102	100%	556	100%

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

Race/Ethnicity	Female		Male	
	Count	Percentage	Count	Percentage
Asian	32	13.85%	18	24.66%
Black or African-American	109	47.19%	17	23.29%
Filipino	4	1.73%	1	1.37%
Hispanic or Latino	33	14.29%	19	26.03%
Native American	1	.43%	1	1.37%
Undeclared-Other	4	1.73%	2	2.74%
White or Caucasian	48	20.78%	15	20.54%
Total	231	100%	73	100%

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

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

Race/ Ethnicity	US 2019 Census- Oakland Pop. ⁶	OPD 2019	OPD 2020	OPD 2021	OPD 2022
Asian	15.7%	13.3%	18.1%	18.55%	19.45%
Black or African- American	23.6%	16.8%	16.7%	18.70%	19.91%
Hispanic	26.9%	26.9%	28.2%	27.97%	28.12%
Other	--.6	6.6%	3.0%	3.33%	3.50%
White	36.1%	36.4%	34.0%	31.45%	29.02%

*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%	15.50%
Male	87.2%	86.1%	85.4%	84.35%	84.50%

*2021 figure shows all OPD sworn staff as of June 30, 2022

Attrition

As noted in **Table 14** below, OPD has experienced an average attrition of 9 officers per month (108 officers) over the past 12-months. OPD maintained an average attrition of five officers per month from 2016-2020. However, the projected attrition rate has increased to an average of 9 officers per month.

Table 14: Sworn Attrition Data: July 31, 2021 through June 30, 2022

	2021						2022						Total
	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	
Disability Retirement	1				2	1	2		1	3	1		11
Resignation (not during Field Training)	4		1	1	1	1	2	3	1	2	2	1	19

⁶ 2019 data: population by race in the city of Oakland. Source: United States Census Bureau. Quick Facts Oakland city, California 2019.

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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Resignation during Field Training								1					1
Resignation (to other agency)	2	3	3	10	1	5	2	8	3	3	1	1	42
Service Retirement		3	1	2	2	3	2		1	5	3		22
Discharged	1					1		1		7	2		12
Removed from Probation during Field Training													
Deceased	1												1
Grand Total	9	6	5	13	6	11	8	13	6	20	9	2	108

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. The top four reasons for separation are:

1. Heavy discipline
2. Insufficient staffing
3. Overtime
4. Negotiated Settlement Agreement (NSA) Oversight

Recruitment

During the April - June 2022 quarter, OPD hosted and/or attended 31 events. Five events were online, 26 events were in person, and 17 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. There was an increase of in person outreach. 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
 - Blackcareernetwork.com
 - Pridecareers.net
 - Ihispano.com (Hispanic Career Network)
 - Acareers.net (Asian Career Network)
 - www.womenscareerchannel.com

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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
6-Apr-22	City College San Francisco Career Fair Event	50 Frida Kahlo Way San Francisco, CA 94112	200	POT 4 Dispatcher 2 Cadet 0
7-Apr-22	LGBTQ Community Center Visit	3207 Lakeshore Avenue Oakland, CA 94610	25	POT 1 Dispatcher 0 Cadet 0
9-Apr-22	Practice Physical Ability Test	Merritt College 12500 Campus Drive Oakland, CA 94619	5	POT 5 Dispatcher 0 Cadet 0
15-Apr-22	Diablo Valley College Pleasant Hill Campus Visit	321 Golf Club Road Pleasant Hill, CA 94523	24	POT 22 Dispatcher 2 Cadet 0
20-Apr-22	OPD Recruiting Zoom Webinar	Online	62	POT 23 Dispatcher 0 Cadet 0
20-Apr-22	Holy Names Career Fair	3500 Mountain Blvd. Oakland, CA 94619	16	POT 15 Dispatcher 0 Cadet 1
23-Apr-22	Physical Training Workshop	6th and Jefferson Street Oakland, CA 94607	10	POT 10 Dispatcher 0 Cadet 0
23-Apr-22	Public Safety Expo & Job Fair	Diablo Valley College 321 Golf Club Road Pleasant Hill, CA 94523	26	POT 25 Dispatcher 0 Cadet 1
30-Apr-22	100 Black Men of the Bay Area Event	Merritt College 12500 Campus Drive Oakland, CA 94619	200	POT 2 Dispatcher 0 Cadet 1
5-May-22	Oakland Private Industry Council (OPIC) - Fruitvale Transit Village	268 Grand Avenue Oakland, CA 94610	500	POT 30 Dispatcher 0 Cadet 2
7-May-22	Practice Physical Ability Test	Merritt College 12500 Campus Drive Oakland, CA 94619	7	POT 7 Dispatcher 0 Cadet 0
10-May-22	Travis Air Force Base Visit	690 Airmen Drive Travis AFB, CA 94535	4	POT 1 Dispatcher 3 Cadet 0
11-May-22	Coast Guard Island Visit	Bldg. 21, Rm 209 Coast Guard Island Alameda, CA 94501	3	POT 2 Dispatcher 1 Cadet 0

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Date	Event	Location	Attendees	Inquiries: # And Type
11-May-22	National College Resource Foundation (NCRF)	Online	30	POT 1 Dispatcher 0 Cadet 0
18-May-22	OPD Recruiting Zoom Webinar	Online	17	POT 17 Dispatcher 0 Cadet 0
14-May-22	Physical Training Workshop	6th and Jefferson Street Oakland, CA 94607	23	POT 23 Dispatcher 0 Cadet 0
16-May-22	Travis Air Force Base, Transitional Assistance Program (TAP)	690 Airmen Drive Travis AFB, CA 94535	30	POT 7 Dispatcher 2 Cadet 0
20-May-22	Greek Festival	4700 Lincoln Avenue Oakland, CA 94602	500	POT 2 Dispatcher 1 Cadet 0
21-May-22	Greek Festival	4700 Lincoln Avenue Oakland, CA 94602	500	POT 5 Dispatcher 2 Cadet 2
22-May-22	Greek Festival	4700 Lincoln Avenue Oakland, CA 94602	500	POT 4 Dispatcher 1 Cadet 1
25-May-22	University of Phoenix Career with a Cop	Online	100	POT 0 Dispatcher 1 Cadet 0
28-May-22	Physical Training Workshop	6th and Jefferson Street Oakland, CA 94607	22	POT 22 Dispatcher 0 Cadet 0
28-May-22	Practice Physical Ability Test	Merritt College 12500 Campus Drive Oakland, CA 94619	15	POT 15 Dispatcher 0 Cadet 0
6-Jun-22	Travis Airforce Base Visit	690 Airmen Drive Travis AFB, CA 94535	40	POT 7 Dispatcher 6 Cadet 1
13-Jun-22	In Shape Fitness Open House	4099 Lone Tree Way Antioch, CA 94531	25	POT 5 Dispatcher 1 Cadet 0
13-Jun-22	Travis Airforce Base Visit	690 Airmen Drive Travis AFB, CA 94535	42	POT 10 Dispatcher 0 Cadet 0
15-Jun-22	OPD Recruiting Zoom Webinar	Online	25	POT 25 Dispatcher 0 Cadet 0

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Date	Event	Location	Attendees	Inquiries: # And Type
18-Jun-22	Physical Training Workshop	6th and Jefferson Street Oakland, CA 94607	5	POT 5 Dispatcher 0 Cadet 0
22-Jun-22	Community Tour Block Party	Verdesse Carter Park 9600 Sunnyside Street Oakland, CA 94603	200	POT 5 Dispatcher 0 Cadet 0
26-Jun-22	Physical Training Workshop	6th and Jefferson Street Oakland, CA 94607	22	POT 22 Dispatcher 0 Cadet 0
30-Jun-22	Axon Roadshow	Middle Harbor Shoreline Park 2777 Middle Harbor Road Oakland, CA 94607	5	POT 5 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.

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

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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,



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