



MEMORANDUM

TO: HONORABLE MAYOR &
CITY COUNCIL

FROM: LeRonne L. Armstrong
Chief of Police

SUBJECT: Quarterly Police Staffing Report
(3rd Quarter)

DATE: October 15, 2021

City Administrator
Approval

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Date

Nov 9, 2021

INFORMATION

This memorandum is from the **Oakland Police Department (OPD)** and contains information on **Recruiting And Sworn Staffing Levels As Of September 30, 2021 for the 3rd Quarter of 2021.**

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 addresses recruitment activities and assignments for both categories, as of September 30, 2021.

ANALYSIS AND POLICY ALTERNATIVES

Overview

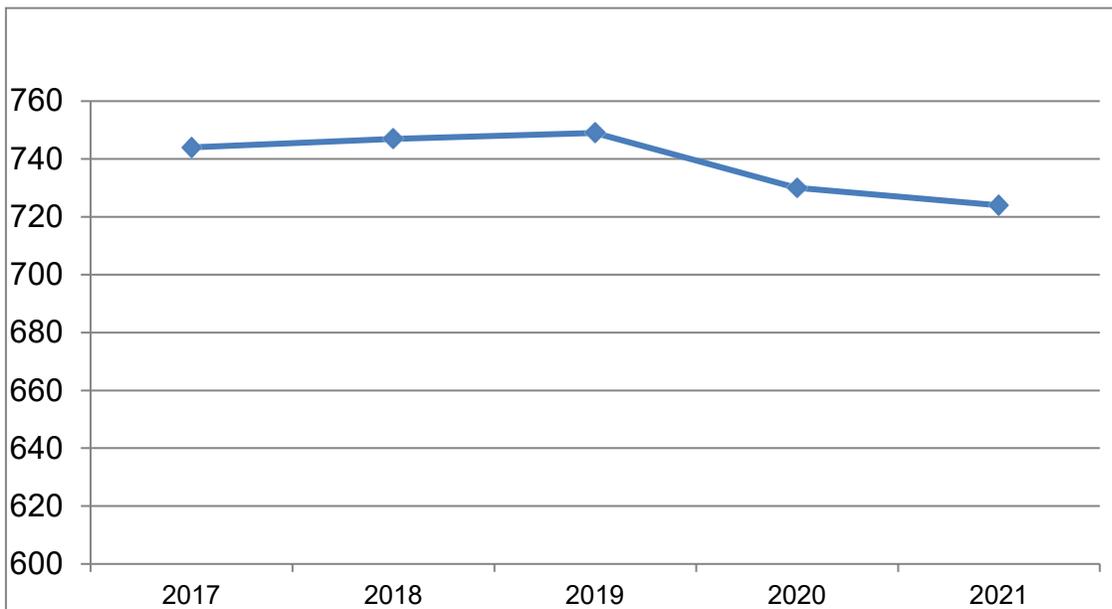
Over a five-year timespan, OPD sworn staffing levels have fluctuated between 744 filled positions on January 1, 2017 to 723 filled positions as of January 1, 2021. There were 695 filled positions on September 30, 2021. The funded authorized staffing level per the adopted Fiscal Year (FY) 2021-22 Budget is 737 sworn positions. The 737 funded authorized positions include 48.95 sworn 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: 2017 – 2021

	2017	2018	2019	2020	2021
Sworn Staffing Levels as of January 1 of each year	744	747	749	730	723

Figure 1: Sworn Staffing on January 1, 2017 through January 1, 2021



Tables 2a, 2b, and 2c below show the average OPD Communications (911) dispatch response time to calls for service. The data shows the average monthly response time for the months of quarter 1, quarter 2 and quarter 3 (January – September) for the last five years. The data is divided into separate tables for Priority 1, Priority 2 and Priority 3 type calls.

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

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Table 2a: Average Response Time (in seconds) to Priority 1 Calls: 2017-2021 (January-September)

Priority 1 Calls					
	2017	2018	2019	2020	2021
Jan	22.63	7.97	13.59	11.07	16.24
Feb	12.16	24.79	10.45	12.9	18.87
Mar	12.59	10.13	10.8	11.44	17.25
Apr	10.57	9.43	10.71	11.07	18.11
May	9.01	11.04	11.81	12.9	19.13
Jun	13.76	11.15	12.23	11.44	19.39
Jul	10.58	11.26	8.84	15.10	20.36
Aug	7.62	17.93	13.22	14.86	20.04
Sep	13.09	17.33	10.74	12.56	22.78

Table 2b: Average Response Time (in seconds) to Priority 2 Calls: 2017-2021 (January-September)

Priority 2 Calls					
	2017	2018	2019	2020	2021
Jan	107.35	89.04	155.41	147.63	167.82
Feb	115.21	86.12	115.53	216.65	158.34
Mar	128.78	137.59	135.58	159.67	190.56
Apr	139.7	118.22	135.32	145.32	169.36
May	118.45	129.33	128.27	166.86	226.79
Jun	128.73	154.99	155	299.29	231.22
Jul	145.54	127.59	139.40	240.53	309.43
Aug	116.43	159.77	215.86	250.29	236.98
Sep	129.45	215.90	214.94	212.25	290.53

Table 2c: Average Response Time (in seconds) to Priority 3 Calls: 2017-2021 (January-September)

Priority 3 Calls					
	2017	2018	2019	2020	2021
Jan	261.17	232.59	322.34	382.94	369.34
Feb	250.78	232.59	240.73	475.53	384.8
Mar	295.74	230.4	313.79	414.43	460.74
Apr	295.99	319.16	316.26	461.01	427.29
May	215.37	352.78	359.64	433.33	485.11
Jun	285.63	384.32	465.85	740.46	540.47
July	289.88	321.26	423.31	638.51	678.82
Aug	267.66	353.24	465.07	680.22	542.86
Sep	343.27	436.29	590.20	593.92	634.81

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Table 3 below shows Part 1 (more serious and violent crimes) for January 1 through September 30, 2021.

Table 3: Part 1 Crimes in Oakland, January – June: 2017-2021

Part 1 Crimes	01-01-2017 through 09-30-2017	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
Homicide – 187(a)	49	51	56	74	98
Homicide – all other**	2	6	3	5	6
Aggravated Assault	2,017	2,070	2,173	2,509	2,804
* with Firearm	225	212	234	350	477
Rape	190	183	161	178	109
Robbery	1,990	1,937	2,173	1,755	2,027
Burglary Total	10,097	7,766	10,739	7,348	7,145
* Auto	8,035	5,933	8,701	5,295	5,709
* Residential	1,596	1,235	1,394	1,031	776
* Commercial	297	462	504	828	438
* Other/Unknown	169	136	140	194	222
Motor Vehicle Theft	5,534	4,673	5,014	6,926	6,629
Larceny	4,782	5,199	5,745	4,893	4,239
Arson	106	133	114	151	137
Total Part 1 Crimes	24,767	22,018	26,178	23,839	23,194

* 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.

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 4** below provides actual and projected sworn staffing for a 12-month period. The future months contain an estimated attrition rate of seven officers per month, based on attrition rates from the previous 12-month period and projected staffing. This data is accurate as of September 30, 2021.

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Table 4: Actual Sworn Staffing (as of September 30, 2021) and Sworn Staffing Projections

	Actual Staffing									Projected Staffing		
Year	2021											
Month	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Authorized	786	786	786	788*	788	788	737**	737	737	737	737	737
Filled	724	722	719	714	711	725	715	706	700	695	688	681
Attrition	(2)	(4)	(5)	(3)	(9)	(10)	(9)	(6)	(5)	(7)	(7)	(7)
Hires	0	1	0	0	23	0	0	0	0	0	0	26
Ending Filled***	722	719	714	711	725	715	706	700	695	688	681	700
Over (Under) Authorized	(64)	(67)	(72)	(77)	(63)	(73)	(31)	(37)	(42)	(49)	(56)	(37)
New POT Hiring Pipeline							186 th Academy (Started Jul 2021 and ends Dec 2021)			187 th Academy (Starts Nov 2021)		

*City Council Resolution No. 88574 increased the funded authorized sworn staffing by two in April 2021.

** The Fiscal Year 2021-2022 budget decreased sworn staffing by 6 Sergeants and 45 Police Officers totaling 51 sworn personnel effective July 1, 2021.

*** Numbers in the "Ending Filled" row provide actual sworn staffing numbers at the close of each month.

Table 5 below provides a listing of authorized and filled positions in OPD.

Table 5: OPD Positions - Authorized and Filled Positions (as of September 30, 2021)

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	8	-2
	Lieutenant	27	23	-4
	Sergeants	123	118	-5
	Police Officers	571	540	-31
	Total Sworn		737	695
Professional Staff (Full-time and Part-time)		*382.50	259.50	-123
Total Personnel		1,119.50	954.50	-165

*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.

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Attrition

As noted in **Table 6** below, OPD has experienced an average attrition of **5.75** officers per month (69 officers) over the past 12-months. OPD has maintained an average attrition of five officers per month from 2016-2020. However, since January 2021 the average attrition rate has been 5.8 officers per month and is projected to increase to 6.6 officers by the end of October.

Table 6: Sworn Attrition Data: October 31, 2020 through September 30, 2021

	2020			2021									
	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Total
Disability Retirement						2		1		1			4
Resignation (not during Field Training)	2	3	1	1	3	1			2	4		1	18
Resignation during Field Training													
Resignation (to other agency)	1							5	6	2	3	3	20
Service Retirement		4	4	1		1		3	2		3	1	19
Discharged	1				1		2			1			5
Removed from Probation during Field Training						1	1						2
Deceased										1			1
Grand Total	4	7	5	2	4	5	3	9	10	9	6	5	69

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. Dissatisfaction with OPD leadership
2. Lack of support from City leadership
3. Heavy discipline
4. Family

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, 2021, 65 sworn members (9.35%) were Oakland residents. **Table 7** 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

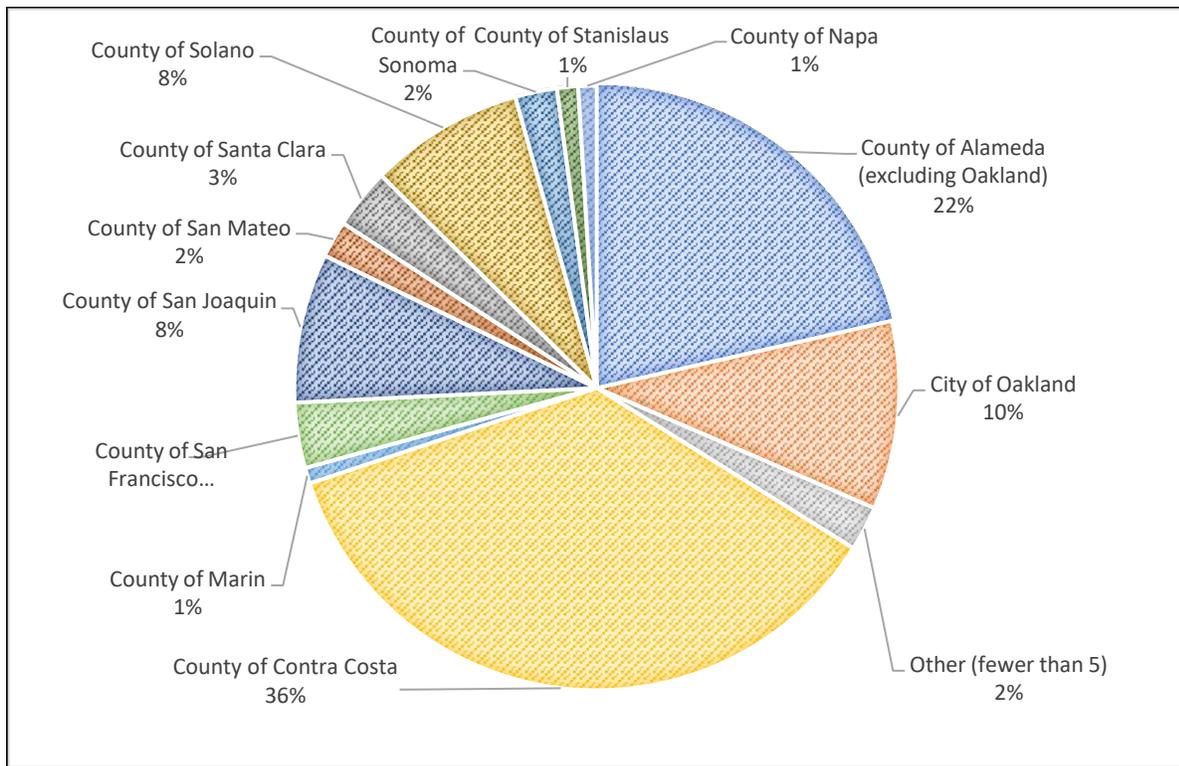


Table 7: Residency by Top 10 Locations of Sworn OPD Members

City	Count	Department Percentage	City	Count	Department Percentage
Oakland	65	9.35%	Hayward	24	3.45%
Concord	32	4.60%	Castro Valley	23	3.31%
San Leandro	29	4.17%	San Francisco	23	3.31%
Oakley	28	4.03%	Tracy	22	3.17%
Brentwood	27	3.88%	Walnut Creek	20	2.88%
Total				293	42.15%

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Tables 8A and 8B below provide demographic information for all OPD sworn and professional staff by Race/Ethnicity and Gender, **Table 8A** represents OPD sworn staff and **Table 8B** represents OPD professional staff.

Table 8A: Race/Ethnicity and Gender – OPD Sworn Staff as of September 30, 2021

Race/Ethnicity	Female		Male	
Asian	9	8.57%	90	15.25%
Black or African-American	20	19.05%	107	18.14%
Filipino	2	1.90%	26	4.41%
Hispanic or Latino	36	34.29%	155	26.27%
Native American	1	.95%	2	.34%
Undeclared-Other	4	3.81%	15	2.54%
White or Caucasian	33	31.43%	195	33.05%
Total	105	100%	590	100%

Table 8B: Race/Ethnicity and Gender – OPD Professional Staff as of September 30, 2021

Race/Ethnicity	Female		Male	
Asian	29	14.08%	15	27.27%
Black or African-American	91	44.17%	10	18.18%
Filipino	2	.97%	1	1.82%
Hispanic or Latino	33	16.02%	14	25.45%
Native American	1	.49%	0	0
Undeclared-Other	4	1.94%	2	3.64%
White or Caucasian	46	22.33%	13	23.64%
Total	206	100%	55	100%

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

Table 9: Race*/Ethnicity* by Year – OPD Sworn Staff as of September 30, 2021

Race/ Ethnicity	US 2019 Census- Oakland Pop.²	OPD 2018	OPD 2019	OPD 2020	OPD 2021
Asian	15.7%	16.8%	13.3%	18.1%	18.27%
Black or African- American	23.6%	16.9%	16.8%	16.7%	18.27%
Hispanic	26.9%	25.2%	26.9%	28.2%	27.48%
Other	--.6	2.7%	6.6%	3.0%	3.16%
White	36.1%	38.4%	36.4%	34.0%	32.81%

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

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

Table 10: OPD Gender Percentages by Year Compared With 2019 National Percentage³

Gender	National Percentage 2019	OPD 2018	OPD 2019	OPD 2020	*OPD 2021
Female	12.8%	13.0%	13.9%	14.6%	15.11%
Male	87.2%	87.0%	86.1%	85.4%	84.89%

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

Recruitment

During the July – September 2021 quarter, OPD hosted and/or attended 34 events. Ten events were online, 24 events were in person, and 14 events were in Oakland. Recruiting staff also visited various locations on 12 occasions and distributed recruitment flyers. During these events, OPD interacted with applicants interested in the Police Officer Trainee (POT) and other positions and provided information about the jobs.

OPD is currently recruiting for the 187th and 188th police academies. In addition to resuming in person outreach, OPD has maintained a social media 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

² 2019 data: population by race in the city of Oakland. Source: United States Census Bureau. Quick Facts Oakland city, California 2019.

³ 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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Table 11 below provides additional details regarding recruitment and outreach events.

Table 11: Current Recruitment – Outreach and Media Activity

Date	Event	Location	Attendees	Inquiries: # And Type
6-Jul-21	OPD Instagram Live Recruiting Event	Online	25	POT 10 Dispatcher 15 Cadet 0 Explorer 0
10-Jul-21	Midnight Basketball	31 4th Street, Oakland	75+	POT 10 Dispatcher 0 Cadet 5-10 Explorer 0
14-Jul-21	Emeryville High School	1100 47th Street, Emeryville	50+	POT 0 Dispatcher 0 Cadet 30 Explorer 0
16-Jul-21	Power of Girls	Online	100	POT 10-15 Dispatcher 0 Cadet 3-5 Explorer 0
21-Jul-21	Law Enforcement Hiring Expo	111 Holger Way, San Jose	10	POT 0 Dispatcher 0 Cadet 0 Explorer 0
29-Jul-21	Welcome Back Event	4300 San Pablo Ave, Emeryville	50+	POT 0 Dispatcher 0 Cadet 20 Explorer 0
30-Jul-21	Recruiting Presentation	2277 Napa Vallejo Hwy, Napa	60	POT 25 Dispatcher 15 Cadet 0 Explorer 0
30-Jul-21	Car Seat Inspection	4610 Foothill Blvd, Oakland	20	POT 0 Dispatcher 0 Cadet 0 Explorer 0
31-Jul-21	Practice PAT	Merritt College - 12500 Campus Dr, Oakland	20	POT 20 Dispatcher 0 Cadet 0 Explorer 0
31-Jul-21	OPD Instagram Live Recruiting Event	Online	55	POT 45 Dispatcher 0 Cadet 10 Explorer 0

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Date	Event	Location	Attendees	Inquiries: # And Type
1-Aug-21	Oral Board Workshop	Police Administration Building 455 Seventh Street, Oakland	25	POT 25 Dispatcher 0 Cadet 0 Explorer 0
4-Aug-21	OPD Instagram Live Recruiting Event	Online	40	POT 35 Dispatcher 5 Cadet 0 Explorer 0
5-Aug-21	NYPD Recruiters Forum	Online	250	POT 20 Dispatcher 20 Cadet 0 Explorer 0
6-Aug-21	Lao Family 26th Youth Celebration	2325 E 12th St, Oakland	60	POT 5 Dispatcher 0 Cadet 10 Explorer 0
12-Aug-21	MilitaryX	Online	30	POT 5 Dispatcher 5 Cadet 0 Explorer 0
11-Aug-21	Las Vegas Career Fair	4949 N. Rancho Dr, Las Vegas	100+	POT 25 Dispatcher 25 Cadet 0 Explorer 0
18-Aug-21	Emeryville High School Sports Clinic	1100 47th St, Emeryville	60-70	POT 0 Dispatcher 0 Cadet 20 Explorer 0
18-Aug-21	St. Leo's Welcome Back	4238 Howe St, Oakland	20	POT 0 Dispatcher 0 Cadet 0 Explorer 0
18-Aug-21	Salon Talk Forum	2024 MacArthur Blvd, Oakland	30-35	POT 3 Dispatcher 2 Cadet 0 Explorer 0
19-Aug-21	ECSU Eastbay	25800 Carlos Bee Blvd, Hayward	25	POT 5 Dispatcher 5 Cadet 5 Explorer 0
21-Aug-21	Practice PAT	12500 Campus Dr, Oakland	15	POT 15 Dispatcher 0 Cadet 0 Explorer 0

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Date	Event	Location	Attendees	Inquiries: # And Type
22-Aug-21	Oral Board Workshop	455 Seventh St, Oakland	25	POT 25 Dispatcher 0 Cadet 0 Explorer 0
13-Sep-21	OPD Instagram Live Recruiting Event	Online	50-60	POT 10 Dispatcher 10 Cadet 0 Explorer 0
15-Sep-21	OPD Instagram Live Recruiting Event	Online	65	POT 10 Dispatcher 0 Cadet 0 Explorer 0
17-Sep-21	Uptown Downtown	1724 Broadway, Oakland	15	POT 0 Dispatcher 0 Cadet 0 Explorer 0
20-Sep-21	OPD Instagram Live Recruiting Event	Online	35	POT 15 Dispatcher 0 Cadet 0 Explorer 0
22-Sep-21	Oakland A's game	7000 Coliseum Way, Oakland	1,000+	POT 2 Dispatcher 0 Cadet 0 Explorer 0
22-Sep-21	UC Davis & Napa College	1 Shields Ave, Davis	50+	POT 5 Dispatcher 10 Cadet 0 Explorer 0
24-Sep-21	B'Moore Fit Gym / Bootcamp	2134 Market St, Oakland	30	POT 4 Dispatcher 5 Cadet 0 Explorer 0
25-Sep-21	Oakland A's game	7000 Coliseum Way, Oakland	1000+	POT 3 Dispatcher 0 Cadet 0 Explorer 0
28-Sep-21	Elite Fitness Studio	377 MacArthur Blvd, San Leandro	40	POT 2 Dispatcher 6 Cadet 0 Explorer 0
28-Sep-21	OPD Family Night	Online Zoom Meeting	25	POT 25 Dispatcher 0 Cadet 0 Explorer 0

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Date	Event	Location	Attendees	Inquiries: # And Type
29-Sep-21	UC Berkeley Alumni Meeting	2650 Durant Ave, Berkeley	60	POT 5 Dispatcher 5 Cadet 0 Explorer 0
30-Sep-21	Corinthian Church Community Meeting	928 Castro St. Oakland	10	POT 0 Dispatcher 0 Cadet 0 Explorer 0

Table 12 below provides information on OPDs authorized sworn permanent staffing.

Table 12: Authorized Sworn Permanent Assignments within OPD

	Chief	Asst. Chief	Deputy Chief	Captain	Lieutenant	Sergeant	Officer	Total
Office of the Chief	1	1			1		2	5
Public Information Office							1	1
Internal Affairs Division				1	3	12	2	18
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
Youth Outreach Unit						1	5	6
Bureau of Services Administration			1		1			2
Training Division					1	3	18	22

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	Chief	Asst. Chief	Deputy Chief	Captain	Lieutenant	Sergeant	Officer	Total
Information Technology							2	2
Recruiting and Backgrounds Unit						1	8	9
Support Operations Division				1	1			2
Traffic Operations						3	18	21
Special Operations						4	26	30
Bureau of Field Ops: Administration			2		2	2		6
Patrol Area 1				1	2	13	64	80
Patrol Area 2				1	2	14	64	81
Patrol Area 3				1	2	14	64	81
Patrol Area 4				1	2	13	67	83
Patrol Area 5				1	2	14	70	87
Ceasefire				1	1	5	30	37
Total Sworn	1	1	4	10	27	123	571	737

*ABAT = Alcohol and Beverage Action Team

Table 13 below shows OPD professional staff vacancies and the status of work being done to fill those vacancies. Please note, DHRM stands for Department of Human Resource Management.

Table 13: 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	2	4	--	Positions frozen.
Account Clerk III	1	1	7/20/20	Testing complete on 7 Sep 21, awaiting the eligible list from HRM.
Accountant II	1	2	12/17/20	Requisition submitted on 30 Sep 21 to begin new recruitment.
Accountant III	1	1	2/5/20	Requisition submitted on 30 Sep 21 to begin new recruitment.
Administrative Assistant I	1	2	6/5/19	Position frozen.
Administrative Assistant II	1	1	8/24/21	Interviews held on 9/30/21.
Complaint Investigator II	4	4	---	Positions frozen.

⁴ DHRM = Department of Human Resources and Management

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Classification	Vacancies	FTE Authorized	Date Assigned to DHRM⁴ for Hiring	Status
Complaint Investigator III	1	1	---	Position frozen.
Crime Analyst	4	8	8/24/21	Hiring manager is scheduling interviews for November.
Criminalist II	6	17	8/4/18	One (1) candidate referred to backgrounds on 21 Sep 21. Two (2) positions frozen. Requisition submitted to begin recruitment.
Criminalist III	4	6	6/13/19	One (1) candidate to start 10/2/21. One (1) position frozen. Requisition submitted to begin recruitment.
Fleet Compliance Coordinator	1	1	---	Requisition submitted to begin recruitment on 18 Oct 21.
Intake Technician	2	6	8/13/21	One (1) candidate referred to backgrounds on 14 Sep 21. Interviews scheduled for the remaining vacancy the week of 4 Oct 21.
Latent Print Examiner II	2	5	4/28/18	One (1) Position frozen, interviews conducted for remaining vacancy on 26 Sep 21.
Payroll Personnel Clerk III	1	2	2/1/20	Position frozen.
Police Communications Dispatcher ⁵	25	86	4/12/17	Job announcement is open continuously and there are 54 candidates in the background process.
Police Evidence Technician	4	21	3/11/19	One (1) position frozen. One (1) candidate referred to backgrounds on 2 Aug 21. Interviews held on 9/28/21.
Police Records Specialist	9	55	10/17/19	Three candidates in the background process. One candidate to start on 10/16/21.
Police Services Manager I – Human Resources	1	1	4/8/21	Job Announcement open 9/20/21 - 10/15/2021.
Police Services Manager I – Research & Planning	2	2	---	Requisition submitted to begin recruitment on 18 Oct 21.

⁵ FTE authorized includes 10 positions

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Classification	Vacancies	FTE Authorized	Date Assigned to DHRM⁴ for Hiring	Status
Police Services Technician II	13	52	8/28/20	Requisition submitted to begin recruitment on 14 Jun 21.
Police Information Officer I	1	1	7/1/20	Eligible list provided to hiring manager on 29 Sept 21.

Sworn Staffing by Area and Patrol Detail

Table 14 provide information on beats by area and patrol data.

Table 14: Police Beat Patrol Data

	Area 1	Area 2	Area 3	Area 4	Area 5
Police Beats by Area	1-7	8-14	15-22	23-28	29-35
Number of officers assigned to patrol: 305	Total 59	Total 64	Total 58	Total 55	Total 69
Number of officers assigned as Community Resource Officers	4	5	6	4	6
Number of officers assigned to the Crime Reduction Teams	9	7	7	4	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

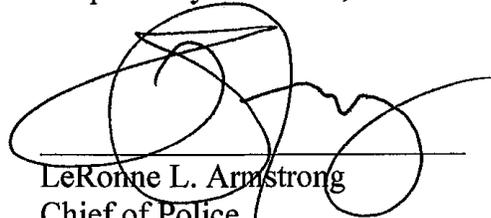
Economic: There are no economic opportunities associated with this report.

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 Amber Fuller, Acting Human Resources Manager, OPD Human Resources Section, at (510) 238-3733.

Respectfully submitted,



LeRonne L. Armstrong
Chief of Police
Oakland Police Department

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

Bruce Stoffmacher, Legislation + Privacy Manager
OPD, Research and Planning Unit

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

Prepared by:
Amber Fuller, Acting Human Resources Manager
OPD, Human Resources Section

