



Oakland Public Safety Planning and Oversight Commission (OPSPOC)

Oakland Community and Emergency Response Act (Measure NN)

SPECIAL MEETING AGENDA Monday, July 21, 2025, at 6:00pm

**1 Frank H. Ogawa Plaza, Oakland, CA 94612
Oakland City Hall, Council Chambers, 3rd Floor**

Oversight Commission Members:

Billy Dixon, Eric Karsseboom, Julia Owens,
Yoana Tchoukleva, **VACANT** (Mayoral)

The Oakland Public Safety Planning and Oversight Commission encourages public participation in their board meetings. The public may observe and/or participate in this meeting in several ways.

**You may appear in person on Monday, July 21, 2025, at 6:00pm at
1 Frank H. Ogawa Plaza, Oakland, CA 94612 in Council Chambers**

OR

**To observe, the public may view the televised meeting by viewing
KTOP channel 10 on Xfinity (Comcast) or ATT Channel 99 and locating
City of Oakland KTOP – Channel 10**

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**CITY OF OAKLAND
OAKLAND PUBLIC SAFETY PLANNING AND OVERSIGHT COMMISSION**

**SPECIAL MEETING AGENDA
MONDAY, July 21, 2025 at 6:00 PM**

**1 Frank H. Ogawa Plaza, Oakland CA 94612
Oakland City Hall, Council Chambers, 3rd Floor**

After calling any of these phone numbers, if you are asked for a participant ID or code, press #.

Instructions on how to join a meeting by phone are available at:

<https://support.zoom.us/hc/enus/articles/201362663>, which is a webpage entitled "Joining a Meeting by Phone."

PUBLIC COMMENT:

The Oversight Commission welcomes you to its meetings and your interest is appreciated.

- If you wish to speak before the Oversight Commission, please fill out a speaker card and hand it to the Oversight Commission Staff.
- If you wish to speak on a matter not on the agenda, please sign up for Open Forum and wait for your name to be called.
- If you wish to speak on a matter on the agenda, please approach the Commission when called, give your name, and your comments.
- Please be brief and limit your comments to the specific subject under discussion. Only matters within the Oversight Commission's jurisdictions may be addressed. Time limitations shall be at the discretion of the Chair.
- Comment in advance. To send your comment directly to the Commissioner's and staff BEFORE the meeting starts, please send your comment, along with your full name and agenda item number you are commenting on, to Felicia Verdin at fverdin@oaklandca.gov.

Please note that eComment submissions close one (1) hour before posted meeting time. All submitted public comment will be provided to the Commissioners prior to the meeting.

If you have any questions about these protocols,
please e-mail Felicia Verdin at fverdin@oaklandca.gov.

Do you need an ASL, Cantonese, Mandarin or Spanish interpreter or other assistance to participate? Please email fverdin@oaklandca.gov or call (510) 238-3128 or (510) 238-2007 for TDD/TTY five days in advance.

¿Necesita un intérprete en español, cantonés o mandarín, u otra ayuda para participar? Por favor envíe un correo electrónico a fverdin@oaklandca.gov o llame al (510) 238-3128 o al (510) 238-2007 para TDD/TTY por lo menos cinco días antes de la reunión. Gracias.

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*Each person wishing to speak on items must complete a Speaker Card
Persons addressing the Safety and Services Oversight Commission may state their names and the
organization they are representing, if any.*

ITEM	TIME	TYPE	ATTACHMENTS
1. Call to Order	6:00 PM	AD	
2. Roll Call	1 Minute	AD	
3. Open Forum – For items not listed on the Agenda	5 Minutes	I	
4. Adoption of Bylaws a. The Commission will review, discuss and take possible action to approve their bylaws.	15 Minutes	A	Attachment
5. OPD Presentation and Questions a. OPD will provide an update on the staffing report, crime reports, and questions provided by the OPSPOC. The Commission may take possible action on this item.	35 Minutes	A	Attachments
6. Adoption of Workplan. The Commission may take possible action on this item.	60 Minutes	A	Attachment
7. Public Ethics Commission Findings re: OPD Travel Expenditure Discussion on the PEC findings from the complaint submitted by the former chair of the Public Safety and Services Oversight Commission. The OPSPOC may choose to take action on the findings.	15 minutes	A	Attachment
8. New Business	3 Minutes	I	
9. Adjournment	1 Minutes	I	

A = Action Item / I = Informational Item / AD = Administrative Item /

Oakland Public Safety Planning & Oversight Commission (Measure NN)

Draft Bylaws

Note to Commissioners

Please review this draft work plan and come prepared to propose changes at the June 16th SPOC meeting.

ARTICLE I: Establishment and Governing Law

1. Name

Oakland Public Safety Planning & Oversight Commission (“OPSPOC”)

2. Authority, Statutory Requirements: and Other Laws and Policies

The voters of the City of Oakland adopted the Oakland Community Violence and Emergency Response Act of 2024, also known as Measure NN, in the November 5, 2025 General Municipal Election to raise revenue solely to pay for the development, implementation, and evaluation of a holistic, results driven approach to the prevention and reduction of violent crime in Oakland. This approach balances investments in community violence prevention, police, and fire services; creates a citywide Community Violence Reduction Plan designed to achieve specific violence reduction targets; and empowers a citizens’ planning and oversight commission and an independent budget auditor to monitor and account for the proper and effective use of revenue raised from this measure. The taxes imposed under this Ordinance are solely for these purposes and to pay for certain administrative expenses related to the funded programs.

Formed under the authority of Measure NN, the Oakland Public Safety Planning & Oversight Commission (“OPSPOC” or “Commission”) shall also comply with all applicable laws, including, but not limited to, the City of Oakland Charter, the Establishing Ordinance and membership ordinance, the Oakland Sunshine Ordinance (Ordinance No. 11957 C.M.S., adopted January 14, 1997), the Ralph M. Brown Act (Government Code sections 54950 et seq.), the Political Reform Act

of 1974 (Government Code sections 81000 et seq.), the Public Records Act (Government Code sections 6250 et seq.), and the Oakland Conflict of Interest Code (Ordinance No. 11979 C.M.S., as amended). If any conflict exists between any of the foregoing laws and these bylaws, the applicable law shall control over the bylaws.

ARTICLE II: Duties, Functions, and Commissioner Appointments

1. Duties and Functions

The Commission shall fulfill duties and functions as set forth in the Oakland Community Violence and Emergency Response Act of 2024:

- a. Develop and approve a Four-Year Community Violence Reduction Plan.
- b. Recommend to the City Council the adoption of the Four-Year Community Reduction Plan which the Council may approve or reject but not modify; if the Council rejects the Plan, it will return it to the Commission with recommended changes and the Commission will submit a new Plan to the Council which the Council may accept or reject but not modify.
- c. Evaluate the implementation and impact of the Community Violence Reduction Plan, and, at the Commission's discretion, retain an independent consultant to assist such evaluation.
- d. Review the seven hundred (700) floor number for sworn police officers, the eight hundred (800) number governing layoffs for police, and the four hundred eighty (480) number governing layoffs for firefighters set in Sections 5(A) and (B) below in 2029 for the City 2030 budget. Upon such review based upon the Four Year Community Reduction Plan, any analysis of the performance of the actions authorized by the Act and other crime factors and statistics, the Commission may recommend a different number for each category to the City Council and the Council may approve or reject the new number; if the Council rejects the recommendation, the number shall remain unchanged.
- e. Monitor the allocation and use of all revenues generated by this Act;

- f. Submit any policy recommendations to the Mayor and City Council to ensure the City of Oakland's compliance with the purpose and intent of this Act, including recommendations for corrective actions, if any.
- g. Review and provide comments on all non-confidential reports and recommendations concerning potential suspension and/or reduction of the number of law enforcement personnel and suspension of the tax.
- h. At least every three (3) years, the department head or his/her designee of each City department receiving and/or disbursing funds generated by this Act shall present to the Commission a priority spending plan for funds received from this Act. The priority spending plan shall include proposed expenditures, strategic rationales for those expenditures and intended measurable outcomes and metrics expected from those expenditures, all of which shall be incorporated into the Four-Year Community Violence Reduction Plan. The first presentation shall occur within 120 days of the effective date of this Act. Twice each year, the Commission shall receive a report from a representative of each City department receiving funds from this Act on the status of the priority spending plans and the demonstrated progress towards the desired outcomes.
- i. Submit reports to the public that the Commission determines are appropriate to serve its purposes.

2. Number, Appointing Authority and Qualifications:

The OPSPOC Commission membership shall be as described in the Oakland Community Violence and Emergency Response Act of 2024, Part 1. Section 4.A.1, which specifies as follows:

- a. The Commission shall consist of five (5) members.
- b. Commissioners shall be appointed by the Mayor and confirmed by the Council pursuant to Section 601 of the Charter.
- c. The composition of the Commission should be reflective of the diversity of Oakland and shall include members who have expertise in criminal justice, public safety, public health, social services, emergency services, and community violence intervention and prevention programs and/or research, finance and evaluations in those areas. At least one member shall have lived experience with service-eligible populations, and one member shall have professional law enforcement experience,

preferably at a command officer level, and/or academic expertise in law enforcement.

- d. As established in [Ordinance 13303 C.M.S.], Commission members shall be appointed to one-, two-, three-year staggered terms and shall be limited to no more than three (3) consecutive terms.
- e. Vacancies and Holdover Status on the OPSPOC shall be conducted according to Section
- f. As established in [Ordinance 13303 C.M.S., Section 2.E.], a member may be removed pursuant to Section 601 of the City Charter. Among other things, conviction of a felony, misconduct, incompetence, inattention to or inability to perform duties, or absence from three (3) consecutive regular meetings except on account of illness or when absent from the City by permission of the OPSPOC, shall constitute cause for removal.

3. Compensation

Members of the OPSPOC shall serve without compensation.

4. Oath of Public Office

Acceptance of the Oath of Public Office constitutes a Commission member's sworn responsibility of public trust. Members are required to serve well and to faithfully discharge their duties and responsibilities diligently and consistently with the laws of the City of Oakland and all pertinent state and federal laws.

5. Rules, Regulations and Procedures; Voting Requirements

Except for the two-thirds vote requirement in Article IX hereof, all actions by the OPSPOC shall be by a majority vote of those present at a meeting at which a quorum exists. Rules, regulations, and procedures for the conduct of OPSPOC business shall be established by a vote of the members. The Commission must vote to adopt any motion or resolution.

6. Conflict of Interest

All members shall adhere to the requirements stated in the Oakland Community Violence and Emergency Response Act, Section 4.A.2 related to conflicts of interest. No member of the Commission shall cast a vote on or participate in a decision-making capacity on the provision of services by that member or any organization that the member directly represents, on any matter which would provide a direct financial benefit to such member or a member of his or her immediate family, or on any other matter which would result in the member violating any conflict of interest law or regulation.

ARTICLE III: Officers

Officers shall be a Chairperson and Vice Chairperson chosen from members of the SSOC.

1. Chairperson

The Chairperson shall preside at all OPSPOC meetings and shall submit such agenda, recommendations and information at such meetings as are reasonable and proper for the conduct of the business affairs and policies of the OPSPOC. The Chairperson shall sign all documents necessary to carry out the business of the OPSPOC.

2. Vice Chairperson

The Vice Chairperson shall assist the Chairperson as directed and shall assume all the obligations and authority of the Chairperson in the absence or refusal of the Chairperson.

3. Election of Officers

The Officers shall initially be elected by vote from among the members of the Commission at the Commission's first regular meeting after adoption of these bylaws, or as soon thereafter as possible.

4. Removal of Chairperson

An affirmative vote of the OPSPOC members can remove any Officer from office.

5. Officers' Terms of Office

The Officers shall hold office for one year. Their terms shall expire one year and one meeting after their election. No person shall be elected as an Officer for longer than their OPSPOC term of office.

Officer Vacancies

If the office of the Chairperson becomes vacant, the Vice Chairperson shall become Chairperson. If the office of the Vice Chairperson becomes vacant for any reason, the OPSPOC shall vote to elect a successor from among the OPSPOC members at the next regular meeting, and such office shall be held for the unexpired term of said office.

ARTICLE IV: Planning and Oversight Staff

1. City Administrator

The Commission shall receive staff support from the City Administrator's Office, as determined by the City Administrator.

2. Legal Advisor

The Oakland Office of the City Attorney (“OCA”) is the Commission's legal advisor. The OCA shall provide the Commission with legal assistance as determined by the OCA. Any member of the Commission may consult informally with any OCA attorney assigned by the OCA to the Commission on any matter related to OPSPOC business. However, a request from a OPSPOC member for assistance from the OPSPOC's assigned attorney requiring significant legal research, a substantial amount of time and attention, or a written response, may be made only through the Commission Chairperson with the designated OPSPOC staff member or by a vote of the OPSPOC.

3. Commission Staff

Commission members may consult staff of the City Administrator's Office informally, but any request for substantial assistance or a written report must be authorized by a vote of the OPSPOC.

4. Custodian of Records

Pursuant to section 20.020.240 of the Sunshine Ordinance, the Commission shall maintain a public records file that is accessible to the public during normal business hours. The City Clerk shall be the official custodian of these public records, which shall be maintained in the manner consistent with records kept by the City Clerk on behalf of all other standing Commissions. If authorized by the City Administrator, a designated member of City staff shall act as Custodian of Records to the Commission. The Custodian of Records shall keep the records of the Commission, shall record all votes, and shall prepare minutes and keep a record of the meetings in a journal of the proceedings.

ARTICLE V: Ad Hoc Committees

1. Ad Hoc Committees

The Chairperson may establish ad hoc committees to perform specific tasks. An ad hoc committee shall dissolve when the task is completed and the final report is given. Any ad hoc committee may not have more than 4 OPSPOC members.

ARTICLE VI: Meetings

1. Quorum

Ordinance B303 C.M.S. designated quorum for the OPSPOC as four (4) members. A quorum shall be called for prior to any official business being

conducted at the meeting. If there is no quorum at that time, no official action may be taken at that meeting. In the event that a quorum is not established within thirty (30) minutes of the noticed start time of the meeting, the Chairperson may allow the meeting to take place without any official action being taken at the meeting without a quorum.

2. Voting

Each member of the Commission shall have one vote. A motion shall be passed or defeated by a simple majority of those members present and voting at a meeting where a quorum has been established.

3. Public Input

a. Public Input on Items Officially Noticed for the Agenda

- i. At every regular meeting, members of the public shall have an opportunity to address the OPSPOC on matters within the OPSPOC subject matter jurisdiction. Public input and comment on matters on the agenda, as well as public input and comment on matters not otherwise on the agenda, shall be made during the time set aside for public comment. Members of the public wishing to speak and who have filled out a speaker's card, shall have two (2) minutes to speak unless the chairperson otherwise limits the total amount of time allocated for public discussion on particular issues and/or the time allocated for each individual speaker.

b. Public Input on Items Not Officially Noticed for the Agenda (Open Forum)

- i. Matters brought before the Commission at a regular meeting which were not placed on the agenda of the meeting shall not be acted upon or discussed by the OPSPOC at that meeting unless action or discussion on such matters is permissible pursuant to the Brown Act and the Sunshine Ordinance. Those non-agenda items brought before the OPSPOC which the OPSPOC determines will require consideration and action and where action at that meeting is not so authorized shall be placed on the agenda for the next regular meeting.

c. Identification of Speaker

- i. Persons addressing the OPSPOC shall be asked to state their names and the organization they represent, if any. They shall be asked to confine their remarks to the subject under discussion, unless they speak during the Open Forum portion of the agenda.

4. Regular Meetings

The Commission shall meet regularly on the third Monday of each month, at the hour of 6:30 pm, in Oakland, California. In the event that the regular meeting date shall be a legal holiday, then any such regular meeting shall be rescheduled at least two meetings prior to the meeting for a business day thereafter that is not a legal holiday. A notice, agenda, and other necessary documents shall be delivered to the members, personally or by mail, at least seventy-two hours prior to the meeting.

5. Notice and Conduct of Regular Meetings

Notices and agendas of all regular OPSPOC meetings requiring notice shall be posted in the City Clerk's Office and on an exterior bulletin board accessible twenty-four hours a day. Notice of regular meetings shall be posted at least seventy-two hours before the meeting. Action may only be taken on items for which notice was provided in compliance with the Sunshine Ordinance and the Brown Act.

6. Minutes

Minutes shall be taken at every OPSPOC meeting. Minutes shall be prepared in writing by the Custodian of Records. Copies of the minutes of each OPSPOC meeting shall be made available to each member of the SSOC and the City. Approved minutes shall be filed in the official OPSPOC file.

7. Remote participation

- a. Members
- b. The public

ARTICLE VII: Agenda Requirements

1. Agenda Preparation

The agenda is prepared through the joint effort of the Chairperson and OPSPOC Staff, with appropriate legal review. At the outset of a OPSPOC meeting, the Commission may remove items from the posted agenda, but may not add items to the posted agenda or otherwise modify it. Nothing in this Article VII shall change the requirements for agenda noticing and modification to the agenda as required by the Brown Act, Sunshine Ordinance or other applicable law.

ARTICLE VIII: Parliamentary Authority

1. Robert's Rules of Order, Ronr, Eleventh Edition

The business of the OPSPOC shall be conducted, to the extent possible, in accordance with parliamentary rules as contained in Robert's Rules of Order, Ronr, Eleventh Edition, except as modified by these rules and in accordance with State open meeting laws and local open meeting laws, including, without limitation, the Brown Act, the Oakland Sunshine Ordinance, and the Establishing Ordinance. Failure of compliance with Robert's Rules of Order, Ronr, Eleventh Edition, shall not constitute cause for invalidation of any OPSPOC action of which a majority of OPSPOC members clearly expressed approval.

2. Representation of the Safety and Services Oversight Committee

Any official representations on behalf of the OPSPOC before the City Council or any other public body shall be made by a member of the OPSPOC specifically so designated by vote of the OPSPOC.

ARTICLE IX: Amendment of Bylaws

The Commission may adopt bylaws amendments at any regular meeting of the OPSPOC by vote of two-thirds of the members present at which a quorum exists; provided such proposed amendments are circulated in writing to all OPSPOC members at least ten (10) calendar days prior to such meeting, and three (3) calendar days' public notice shall be posted.

Note for the City Attorney's Office: Here is an amendment to the SSOC bylaws that I suggested and the SSOC adopted toward the end of the term of the commission. Can you please review and incorporate hopefully more succinct language about remote participation to the SPOC bylaws?

5) Remote Participation Via Teleconference

Commissioners may participate remotely in meetings of the SSOC under the circumstances authorized by: (1) the traditional teleconference rules of the Brown Act (California Government Code section 54953(b)(3)), as interpreted prior to March 4, 2020; and (2) the new teleconference rules put into effect by Assembly Bill ("AB") 2449.

This provision of the SSOC Bylaws summarizes guidance provided to all City of Oakland legislative bodies by the City Attorney's Office on March 30, 2023.

(a) Under the traditional Brown Act rules, Commissioners may participate via teleconference if:

- (i) Notices and agendas are posted for each teleconference location from which Commissioners intend to participate;
- (ii) Each teleconference location is identified in the notice and agenda of the meeting;
- (iii) Each teleconference location is accessible to the public, including persons with disabilities;
- (iv) The public could participate in the meeting from each teleconference location;
- (v) A quorum of the Commission participates from locations in Oakland.

Commissioners who wish to use the traditional rules for remote participation need to coordinate with the SSOC staff liaison to ensure that all Brown Act requirements are met. No limit exists on the number of times a Commissioner may participate via teleconference using the traditional Brown Act teleconference rules. All votes during the meeting must be by roll call.

(b) Under the provisions of AB 2449, Commissioners may participate via teleconference for “just cause” and “emergency circumstances” regardless of whether a state of emergency exists and without providing notice of or public access to the teleconference location.

If Commissioners invoke the “Just Cause” basis for remote participation, they have to comply with the following requirements:

- (i) “Just cause” remote participation is allowed for any of the following:
 - (A) A childcare or caregiving need of a child, parent, grandparent, grandchild, sibling, spouse, or domestic partner that requires them to participate remotely;
 - (B) A contagious illness that prevents a Commissioner from attending in person.
 - (C) A need related to a physical or mental disability not otherwise accommodated.
 - (D) Travel while on official business of the Commission or another state or local agency.
- (ii) Timing of Notice: The Commissioner must notify the SSOC of their need to participate remotely at the earliest opportunity possible, up to the commencement of the meeting.
- (iii) What to include in the Notice: The notice must provide a general description of the circumstances relating to their need to appear remotely at the given meeting.
- (iv) No action by Commission required: Invoking the just cause exception is self-executing and no further action by the body is required.
- (v) Per-meeting notice is not required: Unlike the emergency circumstances exception, it does not appear that separate notices are required for participating remotely under the just cause exception. Thus, a member could provide notice of remote participation for just cause for up to two meetings—the maximum number of times just cause can be used—if the member is aware of the need in advance, such as for childcare or official travel.

If Commissioners invoke the “Emergency Circumstances” basis for remote participation, they have to comply with the following:

- (i) “Emergency circumstance” entails a physical or family medical emergency that prevents a Commissioner from attending in person.
- (ii) Timing of Request: The Commissioner must request that the SSOC allow them to participate in the meeting remotely due to emergency circumstances as soon as possible, preferably with enough time to place the proposed action on the posted agenda for the meeting for which the request was made. However, if the timing of the request does not allow sufficient time to post the matter on the agenda, the Commission may take action at the beginning of the meeting.
- (iii) What to include in the Request: The Commissioner need not provide any additional information at the time of the request, but they do need to provide a general description at the time of the meeting of the circumstances relating to their need to appear remotely. The general description need not exceed 20 words and shall not require the member to disclose any medical diagnosis or disability, or any personal medical information that is already exempt under existing law.
- (iv) Action by legislative body is required: the Commission may approve a member’s request by a majority vote.
- (v) Per meeting request is required: A member must make a separate request for each meeting in which they seek to participate remotely.

In addition to these requirements, AB 2449 imposes strict limits on the use of its provisions:

- (i) Each Commissioner can request to use AB 2449 up to two times per calendar year, regardless of the basis for remote participation (just cause or emergency circumstances).
- (ii) AB 2449 can be used only when members of the public are also allowed to participate remotely (i.e. to listen/observe and provide comment). AB 2449 does not apply and cannot be used for meetings that are only offered in-person or that are in-person with teleconference options set to “observation only” such that the public cannot provide comment via teleconference.
- (iii) AB 2449 can be used only if a quorum of Commissioners participate in person from the same location within the City, and location must be clearly identified on the agenda and open to the public.
- (iv) Commissioners participating remotely under AB 2449 must participate both on camera and via audio.
- (v) Additionally, before any action is taken, Commissioners participating remotely must disclose if anyone 18 or older is in the room at the remote location with them, and the general nature of the relationship with the person or persons.
- (vi) The agenda must identify the call-in option, internet-based service option and the in-person location of the meeting.
- (vii) All votes must be by roll call.

(viii) In the event of a disruption that prevents the Commission from broadcasting the meeting to members of the public, or in the event of disruption within the agency's control that prevents members of the public from offering public comment, the Commission must not take further action on items appearing on the meeting agenda until public access to the meeting is restored. In-person public comment and discussion by the Commission may continue, and the Commission may pause the meeting while technical difficulties are resolved.



AGENDA REPORT


TO: Jestin D. Johnson
City Administrator

FROM: Darren Allison
Interim Chief of Police

SUBJECT: OPD Biannual Staffing Report

DATE: November 29, 2023

City Administrator Approval


Jestin Johnson (Dec 4 2023 17:40 PST)

Date: Dec 4, 2023

RECOMMENDATION

Staff Recommends That The City Council Receive An Informational Report Of The Oakland Police Department's 2023 Biannual Staffing Levels As of September 30, 2023.

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, the 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, 2023.

ANALYSIS AND POLICY ALTERNATIVES

This report advances the Citywide priority of **responsive, trustworthy government** as it gives the public data for OPDs staffing, hiring, attrition, and recruitment efforts.

Over a five-year timespan, OPD sworn staffing levels have fluctuated between 749 filled positions on January 1, 2019, to the lower recent level of 696 filled positions as of January 1, 2023. The authorized and funded staffing level based on the Council-adopted Fiscal Year (FY) 2023-24 Budget is 712 sworn positions. This 712-officer staffing level includes 51.72 positions funded by the 2014 Oakland Public Safety and Services Act (Measure Z)¹ and 15 officer positions from the 2022 U.S. Department of Justice (DOJ) Community Oriented Policing Services (COPS) Hiring Grant.

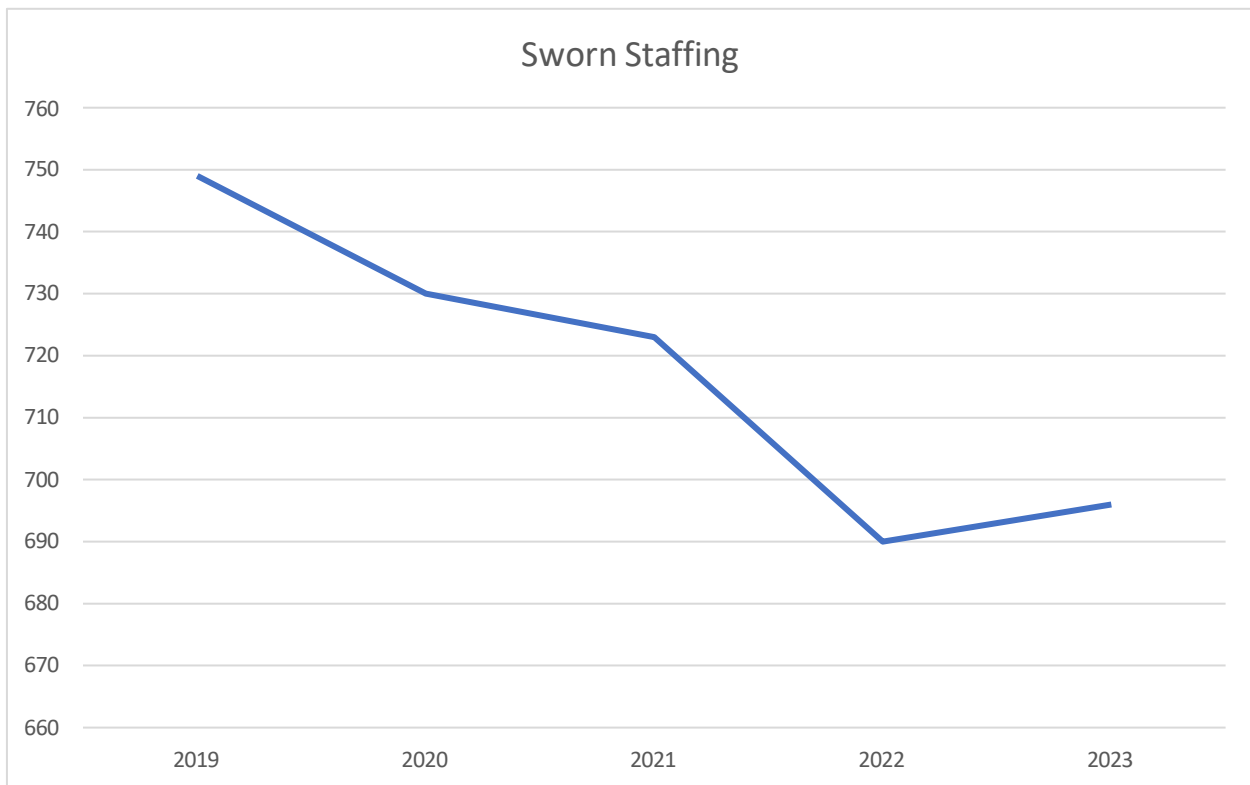
Table 1 below provides the sworn staffing data numerically on January 1st of each year, and **Figure 1** below, does so visually.

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

Table 1: Actual Staffing Levels on January 1 of Each Year: 2019 – 2023

	2019	2020	2021	2022	2023
Sworn Staffing Levels as of January 1 of each year	749	730	723	690	696

Figure 1: Sworn Staffing on January 1, 2019 through January 1, 2023



Tables 2a, 2b, and 2c below show the average OPD Communications (911) dispatch response time to calls for service. This data shows the time OPD takes to respond to each request with an officer or other personnel. OPD received 692,820 calls for service (3,786 per day) during the April 1 – September 30 period of 2023. The data shows the average monthly response time for the last five years. The data is divided into tables for Priority One, Priority Two, and Priority Three type calls².

² Priority Call Types:

- One = Situations involving imminent injury to persons and for prevention of violent crime and incidents involving a weapon.

The data in each cell in the tables below show minutes and seconds. For example, the first cell for January 2019 for Priority One Calls shows “13.59.” This number means that the call was responded to by OPD’s Bureau of Field Operations in 13 minutes and 59 seconds.

Table 2a: Average Response Time (in minutes and seconds) to Priority One Calls: 2019-2023 (January-September)

Priority One Calls					
	2019	2020	2021	2022	2023
Jan	13.59	11.07	16.24	18.43	14.58
Feb	10.45	12.9	18.87	12.64	12.36
Mar	10.8	11.44	17.25	15.46	15.19
Apr	10.71	11.07	18.11	21.38	25.78
May	11.81	12.9	19.13	23.24	61.72
Jun	12.23	11.44	19.39	20.22	36.32
Jul	8.84	15.10	20.36	23.02	51.80
Aug	13.22	14.86	20.04	24.53	49.36
Sep	10.74	12.56	22.78	27.11	46.73

Table 2b: Average Response Time (in minutes and seconds) to Priority Two Calls: 2019-2023 (January-September)

Priority Two Calls					
	2019	2020	2021	2022	2023
Jan	155.41	147.63	167.82	180.52	168.49
Feb	115.53	216.65	158.34	156.38	224.59
Mar	135.58	159.67	190.56	229.17	158.40
Apr	135.32	145.32	169.36	308.25	317.12
May	128.27	166.86	226.79	332.53	656.93
Jun	155.00	299.29	231.22	320.34	377.89
Jul	139.40	240.53	309.43	318.88	620.60
Aug	215.86	250.29	236.98	320.45	600.45
Sep	214.94	212.25	290.53	418.62	387.93

- 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.

Table 2c: Average Response Time (in minutes and seconds) to Priority Three Calls: 2019-2023 (January-September)

Priority Three Calls					
	2019	2020	2021	2022	2023
Jan	322.34	382.94	369.34	372.27	415.20
Feb	240.73	475.53	384.8	375.08	554.23
Mar	313.79	414.43	460.74	496.92	358.65
Apr	316.26	461.01	427.29	527.98	682.30
May	359.64	433.33	485.11	617.04	1134.98
Jun	465.85	740.46	540.47	616.48	919.04
Jul	423.31	638.51	678.82	636.32	1205.01
Aug	465.07	680.22	542.86	650.95	1081.88
Sep	590.20	593.92	634.81	868.21	842.45

Table 3 below shows Part 1 crimes (more serious and violent) from January 1 through September 30 each year. These statistics are based on the date the crimes occurred. Statistics can be affected by late reporting, the geocoding³ process, reclassification, or unfounded crimes.

Table 3: Part 1 Crimes in Oakland: 2019-2023 (January – September 30)

Part 1 Crimes	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	01-01-2023 through 09-30-2023
Homicide – 187(a)	56	74	96	94	94
Homicide – all other**	3	5	8	2	2
Aggravated Assault	59	79	104	96	96
* with Firearm	2,100	2,409	2,784	2,424	2,754
Rape	223	332	469	362	394
Robbery	158	173	115	143	146
Burglary Total	2,099	1,702	1,998	2,094	2,845
* Auto	10,294	7,206	7,275	9,742	13,652
*Residential/ Commercial	8,328	5,204	5,826	7,660	10,981
Motor Vehicle Theft	1,348	994	791	863	1,010
Larceny	5,506	4,764	4,554	6,487	5,811
Arson	109	145	138	133	84

³ Geocoding is the process of converting addresses (like a street address) into geographic coordinates (like latitude and longitude), which you can use to place markers on a map or position the map.

Part 1 Crimes	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	01-01-2023 through 09-30-2023
Total Part 1 Crimes	25,155	23,216	23,726	28,442	36,742

* 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 is sourced via Coplink Analytics.

Table 4 below shows the total number of homicides and the cleared rate from January 1 through September 30 each year.

Table 4: Homicides Total Cleared Rate: 2019-2023 (January 1 – September 30)

Date	TOTAL CLEARED	TOTAL HOMICIDES	TOTAL CLEARED RATE
Jan – Sep 2019	36	59	61%
Jan – Sep 2020	44	79	56%
Jan – Sep 2021	44	104	42%
Jan – Sep 2022	35	97	36%
Jan – Sep 2023	47	96	49%

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 analyze 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, 2023.

Table 5: Actual Sworn Staffing (as of September 30, 2023) and Sworn Staffing Projections

	Actual Staffing									Projected Staffing		
Year	2023											
Month	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Authorized	726	741*	741	741	741	741	712**	712	712	712	712	712
Filled	695	694	709	706	706	722	719	715	710	713	709	705
Attrition	(3)	(3)	(3)	(0)	(3)	(3)	(4)	(5)	(1)	(4)	(4)	(4)
Hires	2	18	0	0	19	0	0	0	4	0	0	24
Ending Filled***	694	709	706	706	722	719	715	710	713	709	705	725

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	Actual Staffing									Projected Staffing		
Year	2023											
Over (Under) Authorized	(32)	(32)	(35)	(35)	(19)	(22)	3	(2)	1	(3)	(7)	13
New POT Hiring Pipeline	190 th Academy (Started Aug 2022, ended Feb 2023)											
	191 st Academy (Started Nov 2022, ended May 2023)					192 nd Academy (Started Jun 2023, ends Dec 2023)						

**In February 2023, the Department of Justice/Community Oriented Policing Services Hiring Grant increased the authorized sworn staffing numbers by 15 Police Officers.*

***The Fiscal Year 2023-2025 budget decreased sworn staffing by 3 Sergeants and 26 Police Officers, totaling 29 sworn personnel effective July 1, 2023.*

****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, 2023)

Type	Budget Authorized Position	Authorized	Filled	+/-
Sworn	Chief of Police	1	0	-1
	Assistant Chief	1	1	0
	Deputy Chief	4	4	0
	Captain	10	9	-1
	Lieutenant	27	23	-4
	Sergeants	118	117	-1
	Police Officers	551	559	8
	Total Sworn	712	713	1
Professional Staff (Full-time and Part-time)		*342.50	265	-77.5
Total Personnel		1,054.50	978	-76.5

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 shows the total of sworn employees currently on long term leave.

Table 7: Sworn Employees on Long Term Leave (as of September 30, 2023)

Type of leave	Number of sworn employees
Medical ⁴	46
Administrative ⁵	24
Military ⁶	2
Total	72

Table 8 below provides information on OPDs authorized sworn permanent staffing.

Table 8: Funded Authorized Sworn Permanent Assignments within OPD

	Chief	Asst. Chief	Deputy Chief	Captain	Lieutenant	Sergeant	Officer	Total
Office of the Chief	1	1					4	6
Public Information Office							1	1
Internal Affairs Division				1	2	14	4	21
Office of Internal Accountability			1		1	2	2	6
Intelligence Unit						1	6	7
Special Victims Section					1	4	28	33
Research & Planning Unit							2	2
Bureau of Investigations/CID Administration			1	1		1	3	6
Homicide Section					1	8	14	23
Burglary, General Crimes & Task Forces Section					1	3	18	22

⁴ On-Duty Illness/Injury: An illness/injury defined generally as a health condition that is a result of an on-duty injury or exposure and which restricts members or employees from performing their regularly assigned duties.

Off-Duty Illness/Injury: An illness/injury defined generally as a health condition that is not a result of an on-duty injury or exposure, but which restricts members or employees from performing their regularly assigned duties.

Extended Illness/Injury: Any on-/off-duty illness/injury defined as the status of a member or employee absent from duty for 15 consecutive calendar days or more.

⁵ Temporarily suspends an employee of their job responsibilities. The employee is asked to remain at home during regular work hours but continues to receive regular pay and benefits.

⁶ An employee taking a leave of absence to perform military performance. Commences upon receiving notification of military mobilization or orders at active duty.

	Chief	Asst. Chief	Deputy Chief	Captain	Lieutenant	Sergeant	Officer	Total
Robbery & Felony Assault Section					1	2	10	13
Violent Crime Operations Center				1	2	6	29	38
Youth Outreach Unit						1	3	4
Bureau of Services Administration					1			1
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	0	2
Special Operations						3	21	24
Bureau of Field Ops: Administration			2		2			4
Patrol Area 1				1	2	13	78	94
Patrol Area 2				1	2	11	55	69
Patrol Area 3				1	2	10	57	70
Patrol Area 4				1	2	11	56	70
Patrol Area 5				1	2	11	54	68
Patrol Area 6				1	2	6	48	57
Ceasefire				1	1	5	30	37
Total Sworn	1	1	4	10	27	118	551	712

Table 9 below shows OPD professional staff vacancies, and the status of work being done to fill the vacancies.

Table 9: Professional Staff Vacancies

Classification	Vacancies	FTE Authorized	Status
Account Clerk II	1	6	Four (4) positions frozen. One (1) candidate referred to backgrounds on 14 Sep 23.
Accountant II	1	2	The Department of Human Resources Management (DHRM) is developing the job announcement to be listed simultaneously w/Accountant III.
Administrative Analyst II	2	18	One (1) vacancy in Fiscal. Candidate referred to backgrounds 25 Oct 23. One (1) vacancy in the Human Resources Section. Interviews were scheduled for 15 Nov 23.
Administrative Services Manager II	1	1	DHRM is working with the union to update the job specifications.
Crime Analyst	5	7	Three (3) candidates referred to backgrounds on 16 Aug 23.
Criminalist II	2	17	Requested from DHRM to use Criminalist I eligible list to underfill for the remaining two (2) positions.
Criminalist III	1	6	The requisition was submitted to DHRM on 3 Aug 22 to begin the recruitment process. Recruitment is not in the top 5 hiring priorities.
Fleet Compliance Coordinator	1	1	DHRM is currently reviewing the job specification.
Forensic Technician	2	2	Interviews were scheduled for 7 Nov 23.
Grants Coordinator	1	1	Waiting for DHRM to assign an analyst to the recruitment.
Latent Print Examiner II	1	5	One (1) position frozen. Position filled with Temporary Contract Services Employee (TCSE) until recruitment is complete.

Classification	Vacancies	FTE Authorized	Status
Management Assistant	1	1	One (1) candidate referred to backgrounds 27 Oct 23.
Police Cadet, PT	3.5(FTE)	9 (FTE)	Job announcement open until 1 Dec 23. One (1) candidate will start on 11 Nov 23.
Police Communications Dispatcher ⁷	16	86	The job announcement is open continuously. 29 candidates in the background process. Four (4) candidates will start on 11 Nov 23.
Police Evidence Technician	5	20	DHRM is working with the union to update the job specification.
Police Property Specialist	1	6	DHRM and the hiring manager are working on the job announcement.
Police Property Supervisor	1	1	DHRM is working on the recruitment timeline and exam.
Police Records Specialist	12	55	Two (2) vacancies in Internal Affairs Division (IAD), one (1) in Personnel Assessment System (PAS) Unit, one (1) Bureau of Field Operations (BFO) Admin Unit, one (1) in Traffic and seven (7) Records. Ten (10) candidates referred to backgrounds for IAD, BFO Admin, PAS, and Records on 6 Oct 23. Additional interviews are scheduled for the week of 6 Nov 23 for IAD and Traffic.
Police Records Supervisor	1	5	DHRM is reviewing supplemental questions.
Police Services Manager I – Research & Planning	1	1	The position is temporarily filled with an Exempt Limited Duration Employee (ELDE). Interviews were held on 1 Nov 23.
Police Services Manager I – Human Resources Section	1	5	Pre-recruitment documents were sent to DHRM on 26 Oct 23.

⁷ FTE authorized includes 10 positions

Classification	Vacancies	FTE Authorized	Status
Police Services Technician II	4	41	One (1) candidate will start on 11 Nov 23. New recruitment is needed to fill the remaining vacancies. Recruitment not in top 5 hiring priorities.
Program Analyst II	1	1	The position is filled with a Limited Duration Employee by grant funding.
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.

Sworn Staffing by Area and Patrol Detail

Table 10 provides information on beats by area and patrol data.

Table 10: 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: 327	Total 56	Total 54	Total 49	Total 59	Total 51	Total 58
Number of officers assigned as Community Resource Officers BFO 1 and BFO 2	BFO 1 Total - 11			BFO 2 Total - 10		
Number of officers assigned to the Crime Reduction Teams (under direction from BOI and VCOC)	26					

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, 2023, 65 sworn members (9.12%) were Oakland residents. **Table 11** below details 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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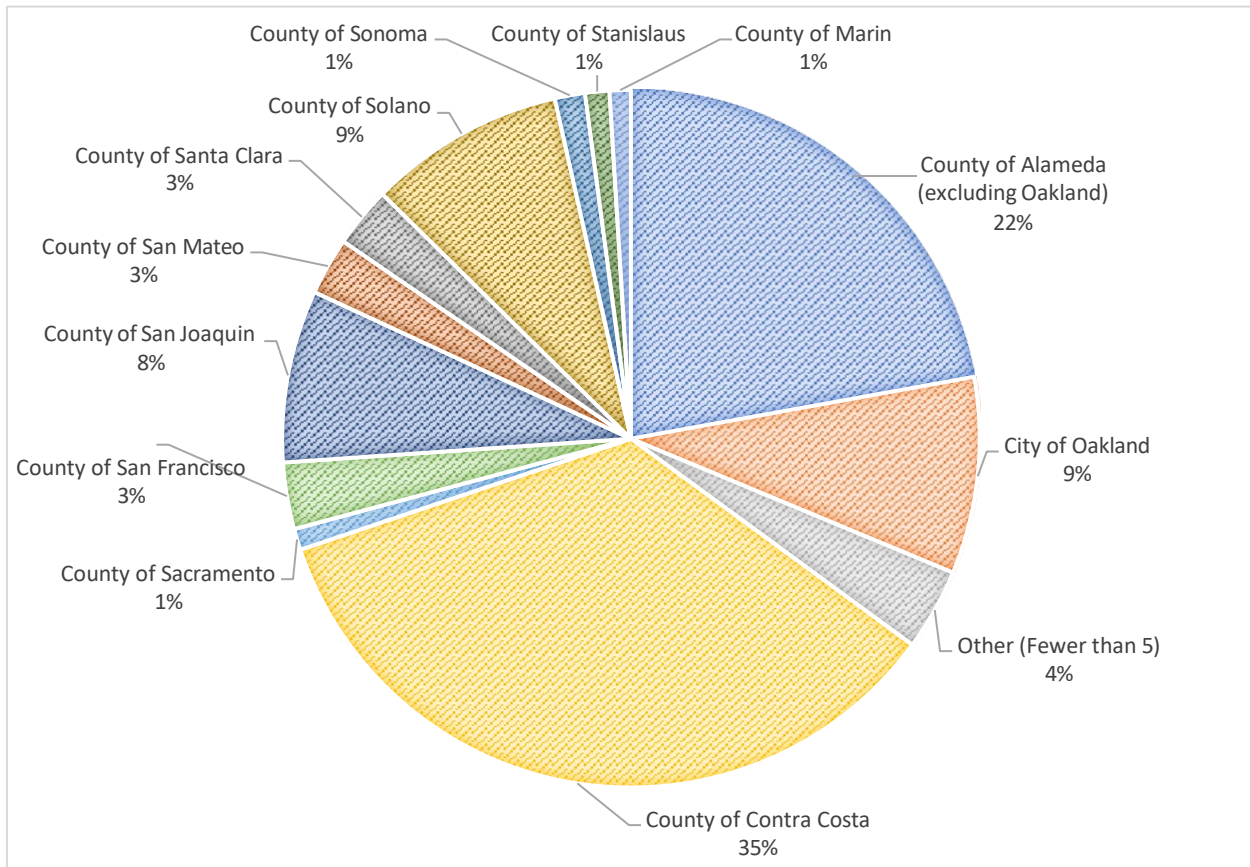


Table 11: Residency by Top 10 Locations of Sworn OPD Members

City	Count	Department Percentage	City	Count	Department Percentage
Oakland	65	9.12%	Brentwood	24	3.37%
Concord	37	5.19%	Oakley	24	3.37%
Hayward	31	4.35%	Castro Valley	22	3.09%
Antioch	29	4.07%	Fairfield	22	3.09%
San Leandro	26	3.65%	San Francisco	22	3.09%
Total				302	42.39%

Tables 12A and 12B below provide demographic information for all OPD sworn and professional staff by Race/Ethnicity and Gender, **Table 12A** represents OPD sworn staff and **Table 12B** represents OPD professional staff.

Table 12A: Race/Ethnicity and Gender – OPD Sworn Staff as of September 30, 2023

Race/Ethnicity	Female		Male	
Asian	8	7.7%	101	16.58%
Black or African-American	24	23.09%	126	20.69%
Filipino	2	1.9%	29	4.76%
Hispanic or Latino	40	38.46%	167	27.42%
Native American	1	0.96%	2	0.33%
Undeclared-Other	4	3.85%	21	3.45%
White or Caucasian	25	24.04%	163	26.77%
Total	104	100%	609	100%

Table 12B: Race/Ethnicity and Gender – OPD Professional Staff as of September 30, 2023

Race/Ethnicity	Female		Male	
Asian	27	13.37%	15	23.81%
Black or African-American	92	45.54%	16	21.04%
Filipino	2	0.99%	1	1.59%
Hispanic or Latino	37	18.32%	17	26.98%
Native American	0	0%	0	0%
Undeclared-Other	5	2.48%	2	3.17%
White or Caucasian	39	19.3%	12	19.05%
Total	202	100%	63	100%

Table 13 below provides current and past demographic information for OPD sworn staff.

Table 13: Race*/Ethnicity* by Year – OPD Sworn Staff as of September 30, 2023

Race/ Ethnicity	US 2022 Census- Oakland Pop. ⁸	OPD 2020	OPD 2021	OPD 2022	OPD 2023
Asian	10.5%	18.1%	18.55%	15.23%	19.64%
Black or African- American	24.9%	16.7%	18.70%	20.55%	21.03%
Hispanic	45.3%	28.2%	27.97%	28.59%	29.03%
Other	1.7%	3.0%	3.33%	3.30%	3.51%
White	34.5%	34.0%	31.45%	28.30%	26.37%

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

Table 14 below shows the gender breakdown of OPD sworn staff and provides a national comparison.

Table 14: OPD Gender Percentages by Year Compared With 2022 National Percentage⁹

Gender	National Percentage 2022	OPD 2020	OPD 2021	OPD 2022	*OPD 2023
Female	13.94%	14.6%	15.65%	14.92%	14.59%
Male	86.06%	85.4%	84.35%	85.08%	85.41%

**2023 figure shows all OPD sworn staff as of September 30, 2023,*

Attrition

As noted in **Table 15** below, OPD has experienced an average attrition of 3 officers per month (34 officers) over the past 12-month period, which is current with the actual attrition. However, this does not include the actual and projected attrition rate, which is 4 officers per month.

⁸ 2021 data: population by race in the city of Oakland. Source: United States Census Bureau. Quick Facts Oakland city, California 2022.

⁹ 2022 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, 2022.

Table 15: Sworn Attrition Data: October 1, 2022, through September 30, 2023

	2022			2023									Total
	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	
Disability Retirement				2	1						1		4
Resignation (not during Field Training)		1	2										3
Resignation during Field Training	2		2	1		1				2			8
Resignation (to other agency)						1		1	1	1	1		5
Service Retirement	1		1		2	1		2	2	1	3	1	14
Discharged													
Removed from Probation during Field Training													
Grand Total	3	1	5	3	3	3	0	3	3	4	5	1	34

In September 2021, the preceding Chief 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 reasons for voluntary separation from January 1 through September 30, 2023:

1. Dissatisfaction with City Leadership
2. Family
3. Lack of Communication
4. Physical Requirements of Job

Recruitment

From April to September 2023, OPD hosted and/or attended 59 events. Five (5) events were online, 54 were in person, and 31 were in Oakland. During these events, OPD interacted with applicants interested in the Police Officer Trainee (POT) and other positions and provided

information about available jobs. OPD has also maintained a social media and online presence on the following platforms:

- OPD Jobs Website – <http://www.opdjobs.com/>
- Instagram – http://www.instagram.com/opd_jobs
- Facebook – <http://www.facebook.com/opdcareers>
- Additional Websites:
Campuspride.org
Prodivnet.com (Professional Diversity Network)

Table 16 below provides additional details regarding recruitment and outreach events.

Table 16: Current Recruitment – Outreach and Media Activity

Date	Event	Location	Attendees	Inquiries: # And Type
3-Apr-23	Career Event	Travis Airforce Base 690 Airman Drive Fairfield, CA 94535	35	5 POT 3 Dispatcher 1 PET
6-Apr-23	Eggstravaganza	Arroyo Viejo Park 7701 Krause Ave. Oakland, CA 94605	300	1 POT 3 Dispatcher 3 Cadet
17-Apr-23	Career Event	Travis Airforce Base 690 Airman Drive Fairfield, CA 94535	32	3 POT 2 Dispatcher 1 PET
19-Apr-23	Oakland Summer Jobs for Youth	Castlemont High School 8601 MacArthur Blvd. Oakland, CA 94605	5	2 Cadet
19-Apr-23	OPD Zoom Workshop	Online	20	20 POT
22-Apr-23	Practice Physical Ability Test	Merritt College 12500 Campus Drive Oakland, CA 94619	15	5 POT 2 Dispatcher
22-Apr-23	Santa Clara Convention Center	5001 Great America Pkwy. Santa Clara, CA 95054	65	20 POT 5 Dispatcher
23-Apr-23	Oral Board Workshop	Police Administration Building 455 7th Street Oakland, CA 94607	7	7 POT
24-Apr-23	Career Event	Travis Airforce Base 690 Airman Drive Fairfield, CA 94535	45	5 POT 3 Dispatcher
26-Apr-23	Criminal Justice Career Fair	Merritt College 12500 Campus Drive Oakland, CA 94619	35	9 POT 6 Dispatcher
29-Apr-23	Open House & Career Expo	Laney College 900 Fallon Street Oakland, CA 94607	20	5 POT
19-May-12	Greek Festival	Greek Orthodox Cathedral 4700 Lincoln Ave. Oakland, CA 94602	3000	4 POT 29 Dispatcher 1 Cadet
20-May-23	Practice Physical Ability Test	Merritt College 12500 Campus Drive Oakland, CA 94619	4	4 POT
20-May-23	Greek Festival	Greek Orthodox Cathedral 4700 Lincoln Ave. Oakland, CA 94602	2000	100 POT 25 Dispatcher 50 Cadet
21-May-23	Greek Festival	Greek Orthodox Cathedral 4700 Lincoln Ave. Oakland, CA 94602	2000	50 POT 100 Dispatcher 50 Cadet

26-May-23	Career Event	Native American Health Center 3124 International Blvd. Oakland, CA 94601	20	1 POT 4 Dispatcher 1 Cadet
31-May-23	Let's BUILD Career Fest	Aspire Golden State Preparatory High School 1009 66th Ave. Oakland, CA 94621	200	12 Cadet
1-Jun-23	Interview Now Police Cadet Career Fair	Online	10	1 Cadet
5-Jun-23	Career Event	Travis Airforce Base 690 Airman Drive Fairfield, CA 94535	35	3 POT 4 Dispatcher
8-Jun-23	Black Women Thrive Summit	Jack London Square 225 2nd Street Oakland, CA 94607	250	8 POT 10 Dispatcher 4 PET
14-Jun-23	Diversity Employment Career Fair	Lions Gate Hotel 3410 Westover Street Sacramento, Ca 95652	300	25 POT 30 Dispatcher 5 PET
17-Jun-23	Practice Physical Ability Test	Merritt College 12500 Campus Drive Oakland, CA 94619	3	3 POT
21-Jun-23	OPD Zoom Workshop	Online	26	26 POT
24-Jun-23	HBCU Family Day	Middle Harbor Shoreline 2777 Middle Harbor Road Oakland, CA 94607	75	2 POT 3 Dispatcher 10 Cadet
25-Jun-23	Women's Physical Training Workshop	Parking Lot 600 Jefferson Oakland, CA 94607	3	3 POT
28-Jun-23	OPD Community Tour	Verdese Carter Park 9600 Sunnyside Street Oakland, CA 94612	150	40 POT 50 Dispatcher 25 Cadet
30-Jun-23	Town Nights	Elmhurst Park 9800 B Street Oakland, CA, 94603	200	50 Cadet
30-Jun-23	Diversity Employment Virtual Career Fair	Online	30	1 POT
3-Jul-23	Crunch Fitness Event	Crunch Fitness 1500 Oliver Road Fairfield, CA 94534	50	15 POT 5 Dispatcher
8-Jul-23	Bill Pickett Invitational Rodeo	Rowell Ranch Rodeo 9711 Dublin Canyon Road Hayward, CA	2000	20 POT 30 Dispatcher 3 PET

9-Jul-23	Bill Pickett Invitational Rodeo	Rowell Ranch Rodeo 9711 Dublin Canyon Road Hayward, CA	2000	18 POT 17 Dispatcher 7 PET
10-Jul-23	Career Event	Travis Airforce Base 690 Airman Drive Fairfield, CA 94535	30	7 POT 4 Dispatcher 2 PET
12-Jul-23	OPD Community Tour	DeFremery Park 1700 Adeline Street Oakland, CA 94607	150	20 POT 17 Dispatcher 15 Cadet
12-Jul-23	OPD Tour	250 Frank Ogawa Plaza, Suite D Oakland, CA 94607	6	6 Explorer
14-Jul-23	Town Nights	Elmhurst Park 9700 C Street Oakland, CA 94612	200	20 POT 1 Dispatcher 50 Cadet
15-Jul-23	Practice Physical Ability Test	Merritt College 12500 Campus Drive Oakland, CA 94619	5	5 POT
15-Jul-23	The Veranda,	2075 Diamond Blvd Suite H-142 Concord, CA 94520	45	10 POT 8 Dispatcher 8 Cadet
16-Jul-23	Oral Board Workshop	Police Administration Building 455 7th Street Oakland, CA 94607	7	7 POT
21-Jul	Town Nights	Lincoln Square Recreation Center 250 10th Street Oakland, CA 94607	1000	50 POT 50 Dispatcher 50 Cadet
24-Jul-23	Career Event	Travis Airforce Base 690 Airman Drive Fairfield, CA 94535	30	5 POT 2 Dispatcher 1 PET
31-Jul-23	Career Event	Travis Airforce Base 690 Airman Drive Fairfield, CA 94535	20	2 POT 4 Dispatcher
8/1/2023	NAPOA Training Symposium & Exhibition	San Diego Marriott 8757 Rio San Diego Drive San Diego, CA 92108	350	12 POT 5 Dispatcher
1-Aug-23	OPD Community Event	Police Administration Building 455 7th Street Oakland, CA 94607	2000	100 POT 30 Dispatcher 50 Cadet
12-Aug-23	Practice Physical Ability Test	Merritt College 12500 Campus Drive Oakland, CA 94619	12	12 POT
13-Aug-23	Oral Board Workshop	Police Administration Building 455 7th Street Oakland, CA 94607	10	10 POT
16-Aug-23	OPD Zoom Workshop "Life in the Academy"	Online	27	27 POT

21-Aug-23	Career Event	Travis Airforce Base 690 Airman Drive Fairfield, CA 94535	35	4 POT 3 Dispatcher
26-Aug-23	Chinatown Street Fest	Chinatown 800 Webster Street Oakland, CA 94607	2000	12 POT 15 Dispatcher
27-Aug-23	Chinatown Street Fest	Chinatown 800 Webster Street Oakland, CA 94607	2000	18 POT 5 Dispatcher
2-Sep-23	Scottish Highland Gathering and Games	Alameda County Fairgrounds 4501 Pleasanton Ave. Pleasanton, CA 94566	2500	20 POT 7 Dispatcher 25 Cadet
3-Sep-23	Scottish Highland Gathering and Games	Alameda County Fairgrounds 4501 Pleasanton Ave. Pleasanton, CA 94566	2500	10 POT 5 Dispatcher 3 PET
14-Sep-23	Business and Public Service Career & Internship Fair	UC Berkeley University Ave. & Oxford Street Berkeley, CA 94720	2000	7 POT 12 Dispatcher
17-Sep-23	Art & Soul Afro ComicCon 2023	1 Frank Ogawa Plaza Oakland, CA 94612	2000	10 POT 10 Dispatcher
20-Sep-23	Recruit Military	Camp Pendleton Job Fair 202850 San Jacinto Road Camp Pendleton, CA 92055	3000	23 POT 4 Dispatcher 2 PET
21-Sep-23	Naval Base San Diego	Naval Base 3455 Senn Road San Diego, CA 92136	100	9 POT 5 Dispatcher
23-Sep-23	California Capital Airshow	Sacramento Mather Airport 10425 Norden Avenue Mather, CA 95655	30000	50 POT 50 Dispatcher
24-Sep-23	California Capital Airshow	Sacramento Mather Airport 10425 Norden Avenue Mather, CA 95655	30000	75 POT 50 Dispatcher
28-Sep-23	San Francisco State Fall 2023 Career & Internship Fair	San Francisco State University 1600 Holloway Ave. San Francisco, CA 94132	1500	15 POT 25 Dispatcher 3 PET
30-Sep-23	Oral Board Workshop	Police Administration Building 455 7th Street Oakland, CA 94607	12	12 POT

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.

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

ACTION REQUESTED OF THE CITY COUNCIL

Staff Recommends That The City Council Receive An Informational Report Of The Oakland Police Department's 2023 Biannual Staffing Levels As of September 30, 2023.

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

Respectfully submitted,

A handwritten signature in black ink, appearing to read 'Darren Allison', with a long horizontal flourish extending to the right.

Darren Allison
Interim Chief of Police
Oakland Police Department

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

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

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

City Council
December 19, 2023



AGENDA REPORT

TO: Jestin D. Johnson
City Administrator

FROM: Floyd Mitchell
Chief of Police

SUBJECT: OPD Biannual Staffing Report

DATE: August 22, 2024

City Administrator Approval

Jestin Johnson (Sep 6, 2024 08:53 PDT)

Date:

RECOMMENDATION

Staff Recommends That The City Administrator Receive An Informational Report Of The Oakland Police Department's 2024 Biannual Staffing Levels As of June 30, 2024.

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 the 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, 2024.

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ANALYSIS AND POLICY ALTERNATIVES

This report advances the Citywide priority of responsive, trustworthy government by providing the public with data on OPD staffing, recruitment, hiring efforts, and attrition.

Over a five-year timespan, OPD sworn staffing levels have fluctuated between 730 filled positions on January 1, 2020, to the lower recent level of 712 filled positions as of January 1, 2024. Based on the Council-adopted Fiscal Year (FY) 2023-24 Budget, the authorized and funded staffing level is 712 sworn positions, which includes 51.72 positions funded by the 2014 Oakland Public Safety and Services Act (Measure Z)¹ and 15 officer positions from the 2022 U.S. Department of Justice (DOJ) Community Oriented Policing Services (COPS) Hiring Grant.

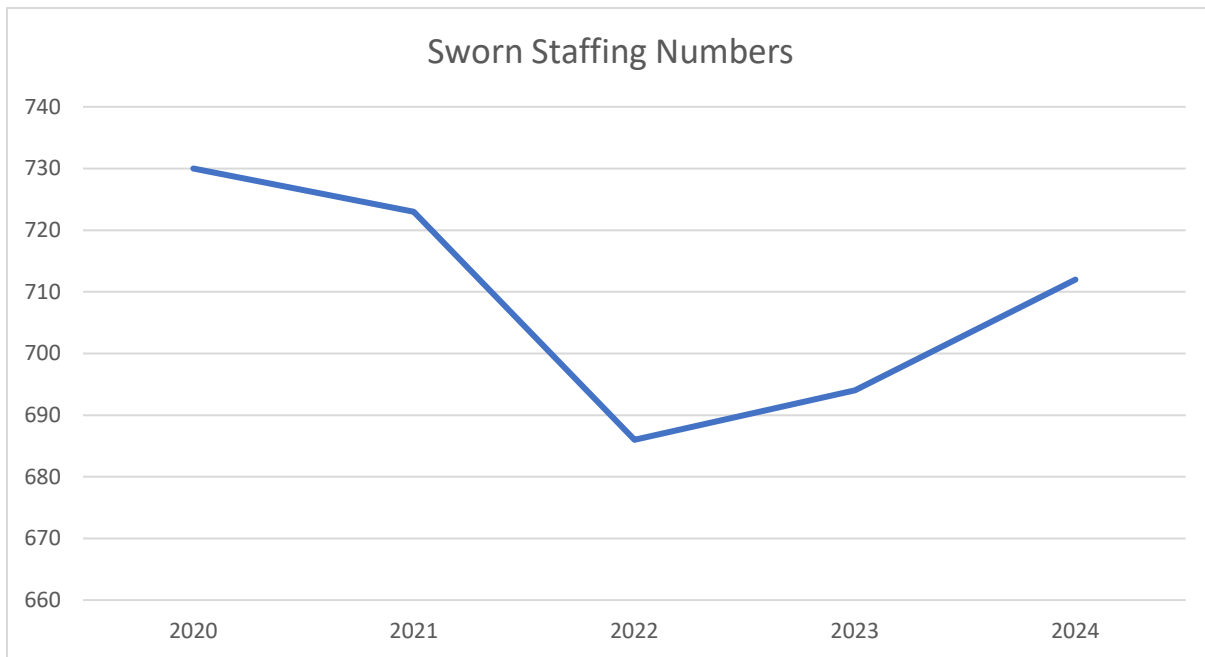
Table 1 below provides the sworn staffing data numerically on January 1st of each year, and **Figure 1** below, does so visually.

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

Table 1: Actual Staffing Levels on January 1 of Each Year: 2020 – 2024

	2020	2021	2022	2023	2024
Sworn Staffing Levels as of January 1 of each year	730	723	686	694	712

Figure 1: Sworn Staffing on January 1, 2020 through January 1, 2024



Tables 2a, 2b, and 2c below show the average OPD Communications 911 dispatch response time to calls for service. This data shows the time OPD took to respond to each request with an officer or other personnel. OPD received 377,375 calls for service (an average of 2,085 daily) from January 1 – June 30, 2024. The data shows the average monthly response time for the last five years. The data is divided into tables for Priority One, Priority Two, and Priority Three type calls².

The data in each cell in the tables below show minutes and seconds. For example, the first cell for January 2020 for Priority One Calls shows “11.07.” This number means that OPD’s Bureau of Field Operations responded to the call in 11 minutes and 07 seconds.

² 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 2a: Average Response Time (in minutes and seconds) to Priority One Calls: 2020-2024 (January-June)

Priority One Calls					
	2020	2021	2022	2023	2024
Jan	11.07	16.24	18.43	14.58	47.60
Feb	12.9	18.87	12.64	12.36	40.17
Mar	11.44	17.25	15.46	15.19	38.98
Apr	11.07	18.11	21.38	25.78	40.88
May	12.9	19.13	23.24	61.72	61.45
Jun	11.44	19.39	20.22	36.32	32.51

Table 2b: Average Response Time (in minutes and seconds) to Priority Two Calls: 2020-2024 (January-June)

Priority Two Calls					
	2020	2021	2022	2023	2024
Jan	147.63	167.82	180.52	168.49	291.03
Feb	216.65	158.34	156.38	224.59	312.75
Mar	159.67	190.56	229.17	158.40	421.18
Apr	145.32	169.36	308.25	317.12	459.15
May	166.86	226.79	332.53	656.93	491.90
Jun	299.29	231.22	320.34	377.89	466.98

Table 2c: Average Response Time (in minutes and seconds) to Priority Three Calls: 2020-2024 (January-June)

Priority Three Calls					
	2020	2021	2022	2023	2024
Jan	382.94	369.34	372.27	415.20	1108.83
Feb	475.53	384.8	375.08	554.23	1003.59
Mar	414.43	460.74	496.92	358.65	983.61
Apr	461.01	427.29	527.98	682.30	1089.55
May	433.33	485.11	617.04	1134.98	1025.95
Jun	740.46	540.47	616.48	919.04	905.98

Table 3 below shows Part 1 crimes (serious and violent) from 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 of unfounded crimes.

Table 3: Part 1 Crimes in Oakland: 2020-2024 (January – June 30)

Part 1 Crimes <i>All totals include attempts except homicides</i>	01-01-2020 through 06-30-2020	01-01-2021 through 06-30-2021	01-01-2022 through 06-30-2022	01-01-2023 through 06-30-2023	01-01-2024 through 06-30-2024
Homicide - 187(a)	34	60	52	49	44
Homicide - all other*	3	6	2	3	3
Subtotal - 187(a) + all other	37	66	54	52	47
Aggravated Assault	1,523	1,826	1,563	1,788	1,643
• With Firearm	182	314	249	248	177
Rape	114	72	84	109	97
Robbery	1,218	1,396	1,414	1,744	1,607
Burglary Total	5,522	4,193	6,371	9,720	4,531
• Auto	4,106	3,266	5,079	7,905	3,155
• Residential	675	521	571	748	552
• Commercial	606	281	604	854	544
• Other/Unknown	135	125	117	213	280
Motor Vehicle Theft	4,412	4,565	4,784	7,556	6,736
Larceny	3,472	2,867	4,259	4,842	3,076
Arson	92	98	91	58	54
Total Part 1 Crimes	16,390	15,083	18,620	25,869	17,791

* All totals include attempts except homicides.

**Justified, accidental, fatal, or manslaughter by negligence. Traffic collision fatalities are not included in this report. Homicides are sourced from the Crime Analysis Section homicide log. All other data is 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.

Table 4: Homicides Total Cleared Rate: 2020-2024 (January 1 – June 30)

Date	TOTAL CLEARED	TOTAL HOMICIDES	TOTAL CLEARED RATE
Jan – Jun 2020	3	11	27%
Jan – Jun 2021	1	9	11%
Jan – Jun 2022	2	8	25%
Jan – Jun 2023	10	9	111%
Jan – Jun 2024	3	11	27%

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Actual and Projected Sworn Staffing

On December 10, 2013, the City Council passed [Resolution No. 84767 C.M.S.](#), which requires the OPD staffing report to analyze 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 month contains 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 June 30, 2024.

Table 5: Actual Sworn Staffing (as of June 30, 2024) and Sworn Staffing Projections

	Actual Staffing											Proje cted Staffi ng
Year	2023			2024								
Month	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep
Authorized	712	712	712	712	712	712	712	712	712	*678	678	678
Filled	706	703	696	712	710	708	705	699	708	705	699	689
Attrition	(3)	(7)	(7)	(2)	(2)	(3)	(6)	(4)	(3)	(6)	(10)	(4)
Hires	0	0	23	0	0	0	0	13	0	0	0	0
Ending Filled**	703	696	712	710	708	705	699	708	705	699	689	685
Over (Under) Authorized	(9)	(16)	(0)	(2)	(4)	(7)	(13)	(4)	(7)	21	11	7
New POT Hiring Pipeline	192 nd Academy (Started Jun 2023, ended Dec 2023)			193 rd Academy (Started Jun 2024, ends Dec 2024)								

*In July 2024, the sworn authorized staffing will decrease by 34 positions, which includes the reduction of 8 Sergeants and 27 Police Officers and the addition of 1 Lieutenant.

**The "Ending Filled" row reflects the actual sworn staffing numbers at the end of each month.

Table 6 below provides an overview of authorized and filled positions within OPD.

Table 6: OPD Positions - Authorized and Filled Positions (as of June 30, 2024)

Type	Budget Authorized Positions	Authorized	Filled	+/-
Sworn	Chief of Police	1	1	0
	Assistant Chief	1	1	0
	Deputy Chief	4	1	-3
	Captain	10	7	-3

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	Lieutenant	27	27	0
	Sergeants	121	117	-4
	Police Officers	548	552	4
	Total Swor	712	706	-6
Professional Staff (Full-time and Part-time)		340.50	270	-70.5
Total Personnel		1,052.50	976	-76.5

**In February 2024, 3 Sergeant positions were added, and 3 Police Officer positions were deleted to ensure proper supervisory coverage and span of control.*

Table 7 below shows the total number of sworn employees currently on long-term leave.

Table 7: Sworn Employees on Long Term Leave (as of June 30, 2024)

Type of leave	Number of sworn employees
Medical ³	48
Administrative ⁴	33
Military ⁵	1
Total	82

Length of Time	Medical Leave	Administrative Leave	Military
2 + Years	5	1	
1-2 Years	10	11	
6 months - 1 Year	9	8	1
2-6 months	16	11	
Less than 2 Months	8	2	
TOTAL	48	33	1

Table 8 below provides information on OPD's authorized permanent sworn staffing.

³ On-Duty Illness/Injury: An illness/injury defined generally as a health condition that is a result of an on-duty injury or exposure and which restricts members or employees from performing their regularly assigned duties.
Off-Duty Illness/Injury: An illness/injury defined generally as a health condition that is not a result of an on-duty injury or exposure, but which restricts members or employees from performing their regularly assigned duties.
Extended Illness/Injury: Any on/off-duty illness/injury defined as the status of a member or employee absent from duty for 15 consecutive calendar days or more.

⁴ Temporarily suspends an employee of their job responsibilities. The employee is asked to remain at home during regular work hours but continues to receive regular pay and benefits.

⁵ An employee taking a leave of absence to perform military performance. Commences upon receiving notification of military mobilization or orders at active duty.

Table 8: Funded Authorized Sworn Permanent Assignments within OPD

	Chief	Asst. Chief	Deputy Chief	Captain	Lieutenant	Sergeant	Officer	Total
Office of the Chief	1	1					4	6
Public Information Office							1	1
Internal Affairs Division				1	2	14	4	21
Office of Internal Accountability			1		1	2	2	6
Intelligence Unit						1	6	7
Special Victims Section					1	4	28	33
Research & Planning Unit							2	2
Bureau of Investigations/CID Administration			1	1		1	3	6
Homicide Section					1	8	14	23
Burglary, General Crimes & Task Forces Section					1	3	18	22
Robbery & Felony Assault Section					1	2	10	13
Violent Crime Operations Center				1	2	6	29	38
Youth Outreach Unit						1	3	4
Bureau of Services Administration					1			1
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	0	2
Special Operations						3	21	24
Bureau of Field Ops: Administration			2		2			4
Patrol Area 1				1	2	13	78	94
Patrol Area 2				1	2	11	55	69
Patrol Area 3				1	2	10	57	70

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	Chief	Asst. Chief	Deputy Chief	Captain	Lieutenant	Sergeant	Officer	Total
Patrol Area 4				1	2	11	56	70
Patrol Area 5				1	2	11	54	68
Patrol Area 6				1	2	6	48	57
Ceasefire				1	1	5	30	37
Total Sworn	1	1	4	10	27	118	551	712

Table 9 below outlines OPD professional staff vacancies and the current status of efforts to fill them.

Table 9: Professional Staff Vacancies

Classification	Vacancies	FTE Authorized	Status as of June 30
Accountant II	2	2	Two (2) candidates referred to backgrounds on 22 Mar 24. Waiting on approval from Budget to hire.
Administrative Analyst II	3	18	Eligible list has been established. Approval from Budget is needed to hire.
Administrative Services Manager II	1	1	Department of Human Resources Management (HRM) is working with the union to update the job specifications.
Crime Analyst	3	7	Positions frozen.
Criminalist II	2	17	Positions frozen.
Criminalist III	1	6	Position frozen.
Executive Assistant to the Director	1	1	Job Announcement open until 4 Sep 24.
Fleet Compliance Coordinator	1	1	OPD/HRM is working on updating the job specification.
Forensic Technician	2	2	Position frozen.
Grants Coordinator	1	1	Interviews scheduled for the week of 26 Aug 24.

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Classification	Vacancies	FTE Authorized	Status as of June 30
Latent Print Examiner II	1	5	New recruitment needed to fill remaining vacancy.
Management Assistant	1	1	Eligible list has been established. Approval from Budget is needed to hire.
Police Cadet, PT	4.5(FTE)	9 (FTE)	Job announcement open continuously.
Police Communications Dispatcher	10	78	Job announcement is open continuously. 49 candidates in the background process.
Police Evidence Technician	6	20	Positions frozen.
Police Performance Auditor	1	3	Position frozen.
Police Personnel Operations Specialist	1	3	Eligible list has been established. Approval from Budget is needed to hire.
Police Property Specialist	1	6	Subject Matter Experts are piloting the written exam.
Police Records Specialist	10	55	Eligible list established; requisition is pending approval from HRM.
Police Services Manager I - Records	1	1	Interviews scheduled for the week of 26 Aug 24.
Program Analyst III	1	1	HRM is finalizing the job announcement.
Public Information Officer I	1	1	Interviews scheduled for week of 26 Aug 24.

Sworn Staffing by Area and Patrol Detail

Table 10 provides information on beats by area and patrol data.

Table 10: Police Beat Patrol Data

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	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: 309	Total 59	Total 49	Total 47	Total 50	Total 51	Total 53
Vacancies	0	1	0	0	1	0
Number of officers assigned as Community Resource Officers BFO 1 and BFO 2	BFO 1 Total – 9 9 Filled 0 Vacant			BFO 2 Total – 8 8 Filled 0 Vacant		
Number of officers assigned to the Crime Reduction Teams (under direction from BFO 1 and 2)	21 Filled 3 Vacant					

Demographics – Oakland Residents

OPD has prioritized recruiting a racially diverse, multilingual, and qualified workforce, focusing on attracting Oakland residents through varied strategic efforts. As of June 30, 2024, 63 sworn members (8.92%) were Oakland residents, as shown in Figure 2 below. Table 11 details the top ten cities where officers reside, with Oakland being the most common city of residence.

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

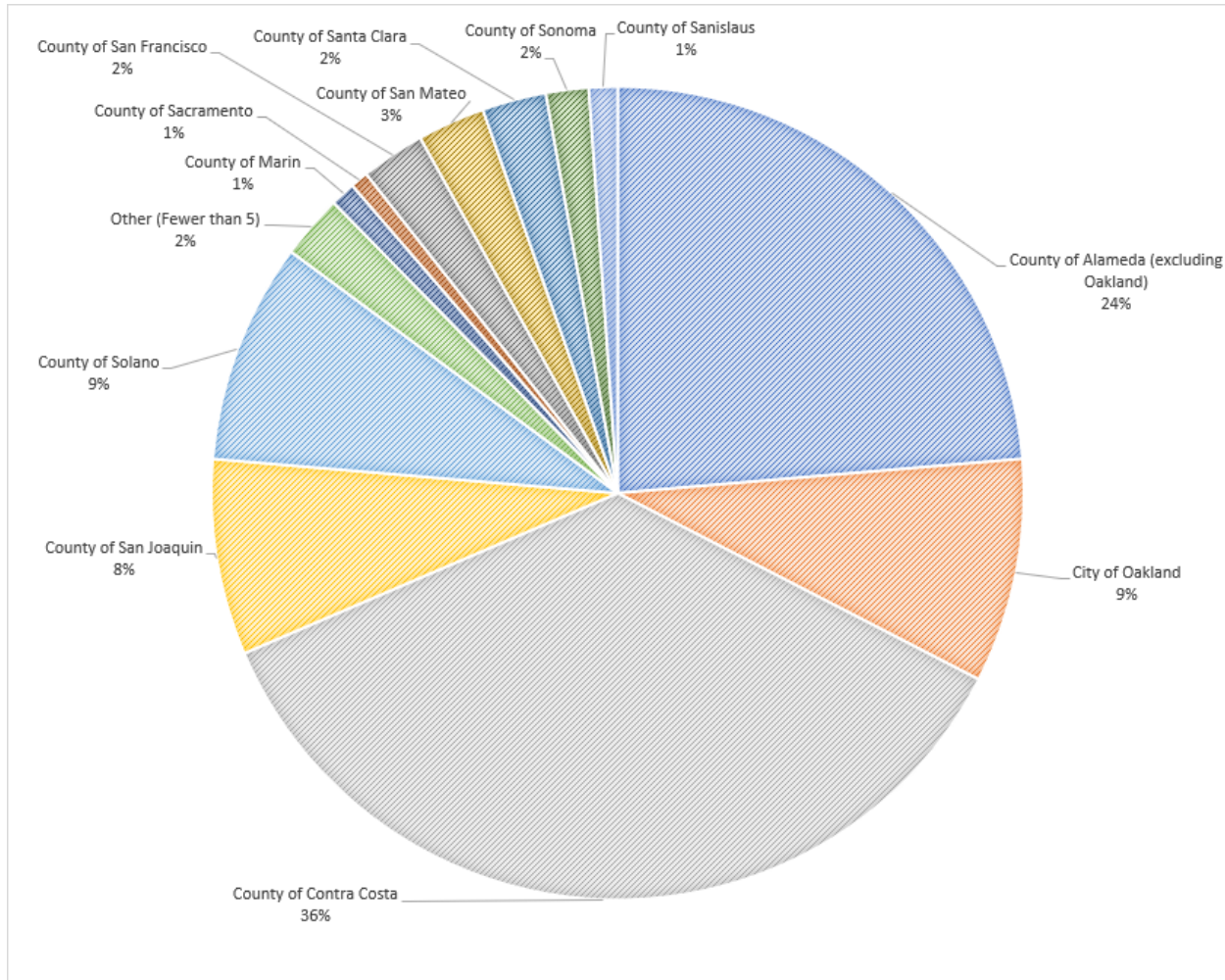


Table 11: Residency by Top 10 Locations of Sworn OPD Members

City	Count	Department Percentage	City	Count	Department Percentage
Oakland	63	8.92%	San Leandro	26	3.68%
Concord	39	5.52%	Oakley	22	3.12%
Hayward	32	4.53%	Vacaville	21	2.97%
Antioch	30	4.25%	Castro Valley	20	2.83%
Brentwood	27	3.82%	Tracy	20	2.83%
Total				300	42.47%

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Tables 12A and 12B below provide demographic information for OPD sworn and professional staff by race/ethnicity and gender. **Table 12A** details the demographics of OPD sworn staff, while **Table 12B** covers the demographics of OPD professional staff.

Table 12A: Race/Ethnicity and Gender – OPD Sworn Staff as of June 30, 2024

Race/Ethnicity	Female		Male	
Asian	10	9.8%	103	17.05%
Black or African-American	25	24.51%	127	21.02%
Filipino	2	1.96%	29	4.80%
Hispanic or Latino	37	36.27%	166	27.48%
Native American	1	0.98%	2	0.33%
Undeclared-Other	4	3.92%	21	3.48%
White or Caucasian	23	22.56%	156	25.84%
Total	102	100%	604	100%

Table 12B: Race/Ethnicity and Gender – OPD Professional Staff as of June 30, 2024

Race/Ethnicity	Female		Male	
Asian	29	13.61%	15	24.19%
Black or African-American	97	45.54%	14	22.58%
Filipino	1	0.47%	1	1.62%
Hispanic or Latino	42	19.72%	16	25.81%
Native American	1	0.47%	0	0%
Undeclared-Other	5	2.35%	2	3.22%
White or Caucasian	38	17.84%	14	22.58%
Total	213	100%	62	100%

Table 13 below provides current and past demographic information for OPD sworn staff.

Table 13: Race*/Ethnicity* by Year – OPD Sworn Staff as of June 30, 2024

Race/ Ethnicity	US 2022 Census- Oakland Pop. ⁶	OPD 2021	OPD 2022	OPD 2023	OPD 2024
Asian	15.9%	18.55%	19.23%	19.72%	20.40%
Black or African- American	21.8%	18.70%	20.52%	21.40%	21.53%
Hispanic	26.6%	27.97%	28.55%	28.95%	28.75%
Other	3.40%	3.33%	3.44%	3.92%	3.96%
White	32.3%	31.45%	28.26%	26.01%	25.36%

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

Table 14 below shows the gender breakdown of OPD sworn staff and includes a national comparison.

Table 14: OPD Gender Percentages by Year Compared With 2022 National Percentage⁷

Gender	National Percentage 2022	OPD 2021	OPD 2022	OPD 2023	*OPD 2024
Female	13.94%	15.65%	14.92%	14.59%	14.48%
Male	86.06%	84.35%	85.08%	85.41%	85.52%

**2023 figure shows all OPD sworn staff as of June 30, 2024*

Attrition

As noted in **Table 15** below, OPD experienced an average attrition rate of 4.16 officers per month (50 officers over the 12-month period), which is consistent with the projected rate of 4 officers per month.

⁶ 2022 data: population by race in the city of Oakland. Source: United States Census Bureau. Quick Facts Oakland city, California 2022.

⁷ 2022 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, 2022.

Table 15: Sworn Attrition Data: July 1, 2023, through June 30, 2024

	2023						2024						Total
	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	
Disability Retirement		4	1		1			1	1				8
Resignation (not during Field Training)					1								1
Resignation during Field Training	2			1									3
Resignation (to another agency)	1	1		1			2		2	2	1		10
Service Retirement	1	3	1	1	2	6				3	3	3	23
Deceased						1							1
Removed from Probation during Field Training					3			1					4
Grand Total	4	8	2	3	7	7	2	2	3	5	4	3	50

In September 2021, the preceding Chief 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 reasons for voluntary separations from January 1 through June 30, 2024:

1. Heavy Discipline
2. Family
3. Lack of Communication
4. Insufficient resources

Recruitment

From January 1 – June 30, 2024, OPD hosted or attended 62 events. Six (6) events were online, 56 were in person, and 32 were in Oakland. During these events, OPD interacted with

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applicants interested in the Police Officer Trainee (POT) and other positions and provided information about available jobs. OPD has also maintained a social media and online presence on the following platforms:

- OPD Jobs Website – www.opdjobs.com
- Instagram – www.instagram.com/opd_jobs
- Facebook – www.facebook.com/opdcareers
- Additional Websites:
Campuspride.org
Prodivnet.com (Professional Diversity Network)

Table 16 below provides additional details regarding recruitment and outreach events.

Date	Event	Location	Attendees	Inquiries: # And Type
13-Jan-24	Practice Physical Ability Test	Merritt College 12500 Campus Drive Oakland, CA 94619	8	8 POT
14-Jan-24	Oral Board Workshop	Police Administration Building 455 7th Street Oakland, CA 94607	15	15 POT
17-Jan-24	Career Fair	Oakland Marriott 1001 Broadway Oakland, CA 94607	50	15 Dispatcher 5 POT
17-Jan-24	OPD Zoom Workshop "Hiring Process"	Online	15	15 POT
27-Jan-24	Oakland Chinatown Bazaar	Oakland Chinatown Bazaar 1100 Webster Street Oakland, CA 94607	1000	30 POT 7 Dispatcher 10 Cadet
28-Jan-24	Oakland Chinatown Bazaar	Oakland Chinatown Bazaar 1100 Webster Street Oakland, CA 94607	1000	28 POT 15 Dispatcher 5 Cadet
3-Feb-24	Practice Physical Ability Test	600 Jefferson Street Oakland, CA 94607	15	15 POT
4-Feb-24	Oral Board Workshop	Police Administration Building 455 7th Street Oakland, CA 94607	18	18 POT
15-Feb-24	University of Reno Job Fair	1664 N Virginia Street Reno, NV 89557	1000	60 POT 20 Dispatcher
17-Feb-24	Black College Expo	Oakland Marriot 1001 Broadway Oakland, Ca 94607	10,000	200 POT 200 Dispatcher 200 Cadet

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Date	Event	Location	Attendees	Inquiries: # And Type
				300 Criminalist
17-Feb-24	Mixed Martial Arts Expo	Scottish Rite Center 1547 Lakeside Drive Oakland, CA 94607	300	5 POT 3 Cadet 2 PST
18-Feb-24	Chinatown Parade	900 Jackson Street Oakland, CA 94607	500	2 Dispatcher 2 Cadet
21-Feb-24	OPD Zoom Workshop "Hiring Process"	Online	15	15 POT
23-Feb-24	Career Fair	Urban Promise Academy 3031 E. 18th Street Oakland, CA 94601	30	30 Cadet
26-Feb-24	Travis Air Force Base Career Event	690 Airmen Drive Travis Air Force Base, CA 94535	35	5 POT
28-Feb-24	Hiring Our Heroes Job Fair	Travis Air Force Base 400 Brennan Circle Fairfield, CA 94535	2000	20 POT 15 Dispatcher 4 PET
4-Mar-24	Travis Air Force Base Career Event	690 Airmen Drive Travis Air Force Base, CA 94535	32	3 POT 2 Dispatcher
13-Mar-24	Job Fair	Diablo Valley College 321 Golf Club Road Pleasant Hill, CA 94523	300	20 POT 10 Dispatcher 30 Cadet
16-Mar-24	Practice Physical Ability Test	Merritt College 12500 Campus Drive Oakland, CA 94619	12	12 POT
17-Mar-24	Oral Board Workshop	Police Administration Building 455 7th Street Oakland, CA 94607	10	10 POT
20-Mar-24	OPD Zoom Workshop "Hiring Process"	Online	15	15 POT
22-Mar-24	City of Oakland Career & Resource Expo	Frank H. Ogawa Plaza Oakland, CA 94607	260	15 POT 23 Dispatcher 2 Cadet
25-Mar-24	Patten Academy Career Event	2430 Coolidge Avenue Oakland, CA 94601	15	2 Cadet
25-Mar-24	Travis Air Force Base Career Event	690 Airmen Drive Travis Air Force Base, CA 94535	12	3 POT 1 Dispatcher

Date	Event	Location	Attendees	Inquiries: # And Type
27-Mar-24	Job Fair	Menlo College 1000 El Camino Real Atherton, CA 94027	400	12 POT 8 Dispatcher 4 Cadet
30-Mar-24	Spartan Race	Woodward Reservoir Regional Park 14528 26 Mile Road Oakdale, CA 95361	5000	100 POT 50 Dispatchers 10 Cadet
31-Mar-24	Spartan Race	Woodward Reservoir Regional Park 14528 26 Mile Road Oakdale, CA 95361		200 POT 40 Dispatchers 15 Cadet
3-Apr-24	Job Fair	Contra Costa College 2600 Mission Bell Drive San Pablo, CA 94806	500	5 POT 15 Dispatcher
8-Apr-24	Travis Air Force Base Career Event	690 Airmen Drive Travis Air Force Base, CA 94535	25	3 POT 2 Dispatcher
10-Apr-24	Career Fair	Diablo Valley College (San Ramon Campus) 1690 Watermill Road San Ramon, CA 94582	60	5 POT 12 Dispatcher
11-Apr-24	Solano Job Fair	4000 Suisun Valley Road Fairfield, CA 94534	300	10 POT 32 Dispatcher 8 Cadet
13-Apr-24	Practice Physical Ability Test	600 Jefferson Street Oakland, CA 94607	15	15 POT
14-Apr-24	Oral Board Workshop	Police Administration Building 455 7th Street Oakland, CA 94607	12	12 POT
15-Apr-24	Travis Air Force Base Career Event	690 Airmen Drive Travis Air Force Base, CA 94535	29	4 POT 1 Dispatcher
17-Apr-24	OPD Zoom Workshop "Hiring Process"	Online	15	15 POT
17-Apr-24	Imagine Job Fair	401 W. Country Club Road Brentwood, CA 94513	200	4 POT 8 Dispatcher 3 Cadet
18-Apr-24	Career Panel	College of Marin 835 College Avenue Kentfield, CA 94904	50	7 POT 2 Dispatcher 1 PST 4 Cadet

Date	Event	Location	Attendees	Inquiries: # And Type
20-Apr-24	Evo Sports Club Fit Expo	2790 El Camino Real Santa Clara, CA 95051	2000	35 POT 50 Dispatcher 20 PST
22-Apr-24	Criminal Justice Class	St. Mary's College 1928 St. Mary's Road Moraga, CA 94575	8	1 POT 1 Dispatcher 3 PST
25-Apr-24	Job Fair	7000 Coliseum Way Oakland, CA 94612	1500	25 POT 30 Dispatcher 3 Cadet
29-Apr-24	Travis Air Force Base Career Event	690 Airmen Drive Travis Air Force Base, CA 94535	25	4 POT 3 Dispatcher
1-May-24	Job Fair	Merritt College 12500 Campus Drive Oakland, CA 94619	250	25 POT 17 Dispatcher
2-May-24	Job Fair	Diablo Valley College, 321 Golf Club Road Pleasant Hill, CA 94523	200	15 POT 29 Dispatcher
4-May-24	Community Event	Oakland Chinatown Improvement Council 900 Franklin Street Oakland, CA 94607	500	4 POT 8 Dispatcher
4-May-24	Practice Physical Ability Test	Merritt College 12500 Campus Drive Oakland, CA 94619	8	8 POT
5-May-24	Community Event	Oakland Chinatown Improvement Council 900 Franklin Street Oakland, CA 94607	500	20 POT 9 Dispatcher
5-May-24	Oral Exam Workshop	Police Administration Building 455 7th Street Oakland, CA 94607	12	12 POT
6-May-24	Travis Air Force Base Career Event	690 Airmen Drive Travis Air Force Base, CA 94535	32	3 POT 2 Dispatcher
8-May-24	OPD Zoom Workshop "Hiring Process"	Online	14	14 POT
13-May-24	Travis Air Force Base Career Event	690 Airmen Drive Travis Air Force Base, CA 94535	29	3 POT 4 Dispatcher
17-May-24	Greek Fest	Ascension Cathedral 4700 Lincoln Avenue Oakland, CA 94602	250	12 POT 25 Dispatcher

Date	Event	Location	Attendees	Inquiries: # And Type
18-May-24	Greek Fest	Ascension Cathedral 4700 Lincoln Avenue Oakland, CA 94602	500	30 POT 30 Dispatcher 30 Cadet
18-May-24	100 Black Men	Oakland Marriot 1001 Broadway Oakland, CA 94605	200	25 POT 25 Cadet 20 Dispatcher
19-May-24	Greek Fest	Ascension Cathedral 4700 Lincoln Avenue Oakland, CA 94602	600	20 POT 19 Dispatcher 20 Cadet
25-May-24	Practice Physical Ability Test	Merritt College 12500 Campus Drive Oakland, CA 94619	5	5 POT
26-May-24	Oral Exam Workshop	Police Administration Building 455 7th Street Oakland, CA 94607	8	8 POT
30-May-24	Military Base Career Event	Twenty Nine Palms Marine Corp Base 1502 5th Street Twentynine Palms, CA 92278	600	40 POT 20 Dispatcher
19-Jun-24	OPD Zoom Workshop "Hiring Process"	Online	8	8 POT
22-Jun-24	Cadet Physical Training Test	Police Administration Building 455 7th Street Oakland, CA 94607	3	3 Cadet
22-Jun-24	Practice Physical Ability Test	Merritt College 12500 Campus Drive Oakland, CA 94619	8	8 POT
23-Jun-24	Oral Exam Workshop	Police Administration Building 455 7th Street Oakland, CA 94607	12	12 POT
24-Jun-24	Travis Air Force Base Career Event	690 Airmen Drive Travis Air Force Base, CA 94535	20	2 POT
Date	Event	Location	Attendees	Inquiries: # And Type
13-Jan-24	Practice Physical Ability Test	Merritt College 12500 Campus Drive Oakland, CA 94619	8	8 POT
14-Jan-24	Oral Board Workshop	Police Administration Building 455 7th Street Oakland, CA 94607	15	15 POT

Date	Event	Location	Attendees	Inquiries: # And Type
17-Jan-24	Career Fair	Oakland Marriott 1001 Broadway Oakland, CA 94607	50	15 Dispatcher 5 POT
17-Jan-24	OPD Zoom Workshop "Hiring Process"	Online	15	15 POT
27-Jan-24	Oakland Chinatown Bazaar	Oakland Chinatown Bazaar 1100 Webster Street Oakland, CA 94607	1000	30 POT 7 Dispatcher 10 Cadet
28-Jan-24	Oakland Chinatown Bazaar	Oakland Chinatown Bazaar 1100 Webster Street Oakland, CA 94607	1000	28 POT 15 Dispatcher 5 Cadet
3-Feb-24	Practice Physical Ability Test	600 Jefferson Street Oakland, CA 94607	15	15 POT
4-Feb-24	Oral Board Workshop	Police Administration Building 455 7th Street Oakland, CA 94607	18	18 POT
15-Feb-24	University of Reno Job Fair	1664 N Virginia Street Reno, NV 89557	1000	60 POT 20 Dispatcher
17-Feb-24	Black College Expo	Oakland Marriot 1001 Broadway Oakland, Ca 94607	10,000	200 POT 200 Dispatcher 200 Cadet 300 Criminalist
17-Feb-24	Mixed Martial Arts Expo	Scottish Rite Center 1547 Lakeside Drive Oakland, CA 94607	300	5 POT 3 Cadet 2 PST
18-Feb-24	Chinatown Parade	900 Jackson Street Oakland, CA 94607	500	2 Dispatcher 2 Cadet
21-Feb-24	OPD Zoom Workshop "Hiring Process"	Online	15	15 POT
23-Feb-24	Career Fair	Urban Promise Academy 3031 E. 18th Street Oakland, CA 94601	30	30 Cadet
26-Feb-24	Travis Air Force Base Career Event	690 Airmen Drive Travis Air Force Base, CA 94535	35	5 POT
28-Feb-24	Hiring Our Heroes Job Fair	Travis Air Force Base 400 Brennan Circle Fairfield, CA 94535	2000	20 POT 15 Dispatcher 4 PET

Date	Event	Location	Attendees	Inquiries: # And Type
4-Mar-24	Travis Air Force Base Career Event	690 Airmen Drive Travis Air Force Base, CA 94535	32	3 POT 2 Dispatcher
13-Mar-24	Job Fair	Diablo Valley College 321 Golf Club Road Pleasant Hill, CA 94523	300	20 POT 10 Dispatcher 30 Cadet
16-Mar-24	Practice Physical Ability Test	Merritt College 12500 Campus Drive Oakland, CA 94619	12	12 POT
17-Mar-24	Oral Board Workshop	Police Administration Building 455 7th Street Oakland, CA 94607	10	10 POT
20-Mar-24	OPD Zoom Workshop "Hiring Process"	Online	15	15 POT
22-Mar-24	City of Oakland Career & Resource Expo	Frank H. Ogawa Plaza Oakland, CA 94607	260	15 POT 23 Dispatcher 2 Cadet
25-Mar-24	Patten Academy Career Event	2430 Coolidge Avenue Oakland, CA 94601	15	2 Cadet
25-Mar-24	Travis Air Force Base Career Event	690 Airmen Drive Travis Air Force Base, CA 94535	12	3 POT 1 Dispatcher
27-Mar-24	Job Fair	Menlo College 1000 El Camino Real Atherton, CA 94027	400	12 POT 8 Dispatcher 4 Cadet
30-Mar-24	Spartan Race	Woodward Reservoir Regional Park 14528 26 Mile Road Oakdale, CA 95361	5000	100 POT 50 Dispatchers 10 Cadet
31-Mar-24	Spartan Race	Woodward Reservoir Regional Park 14528 26 Mile Road Oakdale, CA 95361		200 POT 40 Dispatchers 15 Cadet
3-Apr-24	Job Fair	Contra Costa College 2600 Mission Bell Drive San Pablo, CA 94806	500	5 POT 15 Dispatcher
8-Apr-24	Travis Air Force Base Career Event	690 Airmen Drive Travis Air Force Base, CA 94535	25	3 POT 2 Dispatcher
10-Apr-24	Career Fair	Diablo Valley College (San Ramon Campus) 1690 Watermill Road San Ramon, CA 94582	60	5 POT 12 Dispatcher

Date	Event	Location	Attendees	Inquiries: # And Type
11-Apr-24	Solano Job Fair	4000 Suisun Valley Road Fairfield, CA 94534	300	10 POT 32 Dispatcher 8 Cadet
13-Apr-24	Practice Physical Ability Test	600 Jefferson Street Oakland, CA 94607	15	15 POT
14-Apr-24	Oral Board Workshop	Police Administration Building 455 7th Street Oakland, CA 94607	12	12 POT
15-Apr-24	Travis Air Force Base Career Event	690 Airmen Drive Travis Air Force Base, CA 94535	29	4 POT 1 Dispatcher
17-Apr-24	OPD Zoom Workshop "Hiring Process"	Online	15	15 POT
17-Apr-24	Imagine Job Fair	401 W. Country Club Road Brentwood, CA 94513	200	4 POT 8 Dispatcher 3 Cadet
18-Apr-24	Career Panel	College of Marin 835 College Avenue Kentfield, CA 94904	50	7 POT 2 Dispatcher 1 PST 4 Cadet
20-Apr-24	Evo Sports Club Fit Expo	2790 El Camino Real Santa Clara, CA 95051	2000	35 POT 50 Dispatcher 20 PST
22-Apr-24	Criminal Justice Class	St. Mary's College 1928 St. Mary's Road Moraga, CA 94575	8	1 POT 1 Dispatcher 3 PST
25-Apr-24	Job Fair	7000 Coliseum Way Oakland, CA 94612	1500	25 POT 30 Dispatcher 3 Cadet
29-Apr-24	Travis Air Force Base Career Event	690 Airmen Drive Travis Air Force Base, CA 94535	25	4 POT 3 Dispatcher
1-May-24	Job Fair	Merritt College 12500 Campus Drive Oakland, CA 94619	250	25 POT 17 Dispatcher
2-May-24	Job Fair	Diablo Valley College, 321 Golf Club Road Pleasant Hill, CA 94523	200	15 POT 29 Dispatcher
4-May-24	Community Event	Oakland Chinatown Improvement Council 900 Franklin Street Oakland, CA 94607	500	4 POT 8 Dispatcher

Date	Event	Location	Attendees	Inquiries: # And Type
4-May-24	Practice Physical Ability Test	Merritt College 12500 Campus Drive Oakland, CA 94619	8	8 POT
5-May-24	Community Event	Oakland Chinatown Improvement Council 900 Franklin Street Oakland, CA 94607	500	20 POT 9 Dispatcher
5-May-24	Oral Exam Workshop	Police Administration Building 455 7th Street Oakland, CA 94607	12	12 POT
6-May-24	Travis Air Force Base Career Event	690 Airmen Drive Travis Air Force Base, CA 94535	32	3 POT 2 Dispatcher
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13-May-24	Travis Air Force Base Career Event	690 Airmen Drive Travis Air Force Base, CA 94535	29	3 POT 4 Dispatcher
17-May-24	Greek Fest	Ascension Cathedral 4700 Lincoln Avenue Oakland, CA 94602	250	12 POT 25 Dispatcher
18-May-24	Greek Fest	Ascension Cathedral 4700 Lincoln Avenue Oakland, CA 94602	500	30 POT 30 Dispatcher 30 Cadet
18-May-24	100 Black Men	Oakland Marriot 1001 Broadway Oakland, CA 94605	200	25 POT 25 Cadet 20 Dispatcher
19-May-24	Greek Fest	Ascension Cathedral 4700 Lincoln Avenue Oakland, CA 94602	600	20 POT 19 Dispatcher 20 Cadet
25-May-24	Practice Physical Ability Test	Merritt College 12500 Campus Drive Oakland, CA 94619	5	5 POT
26-May-24	Oral Exam Workshop	Police Administration Building 455 7th Street Oakland, CA 94607	8	8 POT
30-May-24	Military Base Career Event	Twenty Nine Palms Marine Corp Base 1502 5th Street Twentynine Palms, CA 92278	600	40 POT 20 Dispatcher
19-Jun-24	OPD Zoom Workshop "Hiring Process"	Online	8	8 POT

Public Safety Committee
October 8, 2024

Date	Event	Location	Attendees	Inquiries: # And Type
22-Jun-24	Cadet Physical Training Test	Police Administration Building 455 7th Street Oakland, CA 94607	3	3 Cadet
22-Jun-24	Practice Physical Ability Test	Merritt College 12500 Campus Drive Oakland, CA 94619	8	8 POT
23-Jun-24	Oral Exam Workshop	Police Administration Building 455 7th Street Oakland, CA 94607	12	12 POT
24-Jun-24	Travis Air Force Base Career Event	690 Airmen Drive Travis Air Force Base, CA 94535	20	2 POT
Date	Event	Location	Attendees	Inquiries: # And Type
13-Jan-24	Practice Physical Ability Test	Merritt College 12500 Campus Drive Oakland, CA 94619	8	8 POT
14-Jan-24	Oral Board Workshop	Police Administration Building 455 7th Street Oakland, CA 94607	15	15 POT
17-Jan-24	Career Fair	Oakland Marriott 1001 Broadway Oakland, CA 94607	50	15 Dispatcher 5 POT
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27-Jan-24	Oakland Chinatown Bazaar	Oakland Chinatown Bazaar 1100 Webster Street Oakland, CA 94607	1000	30 POT 7 Dispatcher 10 Cadet
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3-Feb-24	Practice Physical Ability Test	600 Jefferson Street Oakland, CA 94607	15	15 POT
4-Feb-24	Oral Board Workshop	Police Administration Building 455 7th Street Oakland, CA 94607	18	18 POT
15-Feb-24	University of Reno Job Fair	1664 N Virginia Street Reno, NV 89557	1000	60 POT 20 Dispatcher
17-Feb-24	Black College Expo	Oakland Marriot 1001 Broadway Oakland, Ca 94607	10,000	200 POT 200 Dispatcher 200 Cadet

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17-Feb-24	Mixed Martial Arts Expo	Scottish Rite Center 1547 Lakeside Drive Oakland, CA 94607	300	5 POT 3 Cadet 2 PST
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25-May-24	Practice Physical Ability Test	Merritt College 12500 Campus Drive Oakland, CA 94619	5	5 POT
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24-Jun-24	Travis Air Force Base Career Event	690 Airmen Drive Travis Air Force Base, CA 94535	20	2 POT

FISCAL IMPACT

This report is for informational purposes only and has no 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 Safety Committee
October 8, 2024

PUBLIC OUTREACH / INTEREST

OPD continues to actively recruit candidates for police officer trainee positions. Throughout the testing and selection process, recruitment efforts focus on selective language candidates, diversity, and Oakland residency.

Staff continues to solicit input from community members and explore targeted marketing strategies to enhance public awareness of OPD recruitment and hiring opportunities. Additionally, they are collaborating with community organizations to conduct hiring workshops and gather input on maintaining visibility and accessibility 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.

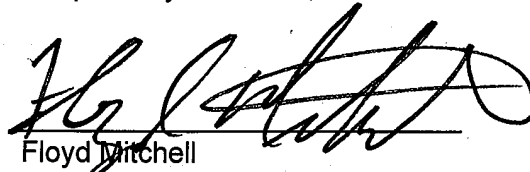
Race and Equity: The Oakland Police Department has implemented enhanced recruitment efforts, outlined in this informational report, designed to address disparities in the hiring process related to race and gender, to create an inclusive workforce that represents Oakland's diversity.

ACTION REQUESTED OF THE CITY COUNCIL

Staff Recommends That The City Administrator Receive An Informational Report Of The Oakland Police Department's 2024 Biannual Staffing Levels As of June 30, 2024.

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

Respectfully submitted,

A handwritten signature in black ink, appearing to read 'Floyd Mitchell', is written over a horizontal line.

Floyd Mitchell
Chief of Police
Oakland Police Department

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

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

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

Public Safety Committee
October 8, 2024

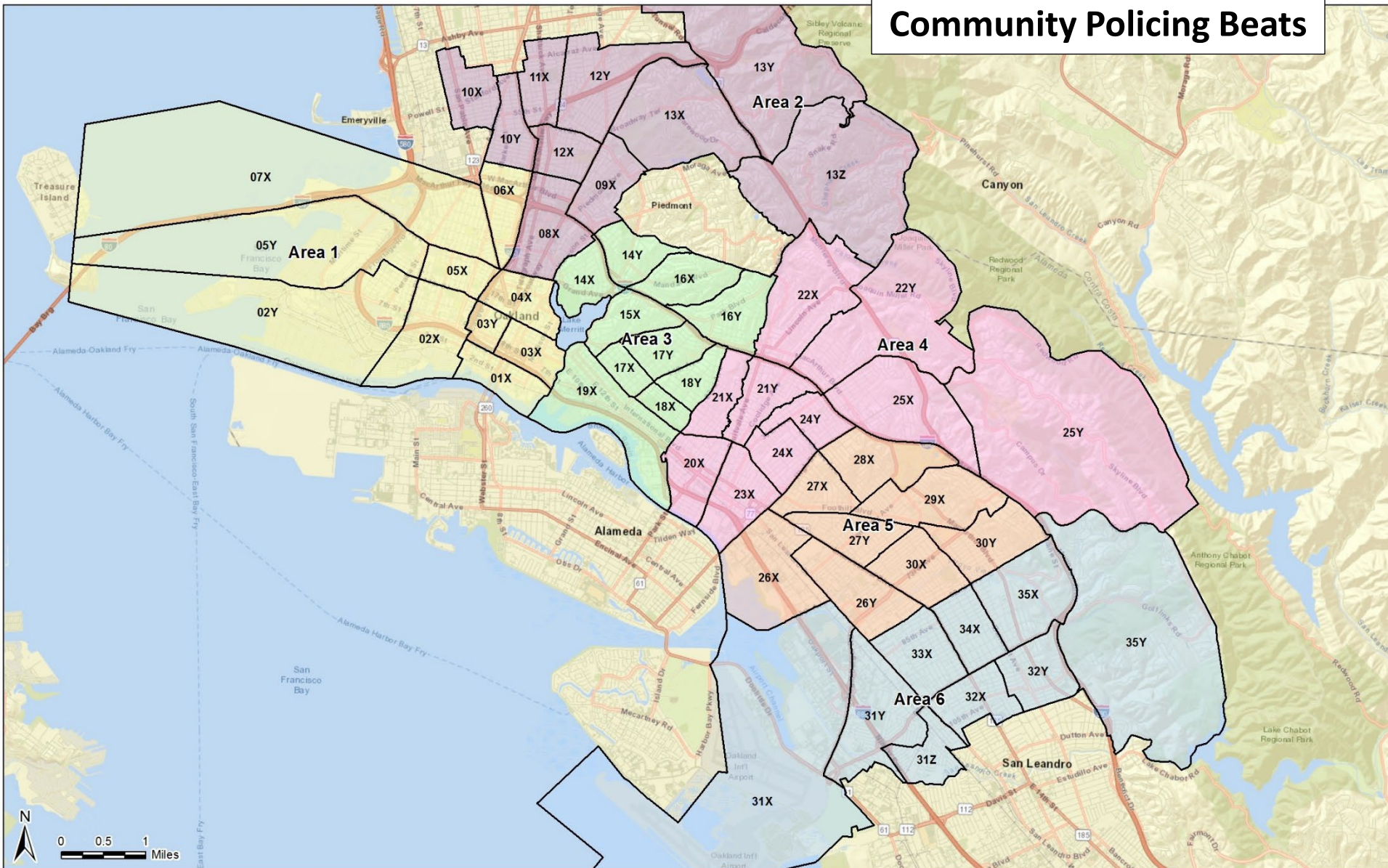
Oakland Police Department Crime Report

**October 2024-March 2025 Biannual
Report**

Presentation to the
Public Safety Committee
May 13, 2025



Police Areas and Community Policing Beats



Citywide Crime Stats – Six-Month Comparison

Part 1 Crimes <i>All totals include attempts except homicides</i>	10-01-2023 through 03-31-2024	10-01-2024 through 03-31-2025	% Change 2024 vs. 2025	3-Year Average	2025 vs. 3-Year Average
Homicide - 187(a)	43	37	-14%	43	-15%
• Homicide - all other *	5	2	-60%	3	-40%
Subtotal - 187(a) + all other	48	39	-19%	47	-16%
Aggravated Assault	1,766	1,368	-23%	1,564	-13%
• With Firearm	217	128	-41%	179	-28%
Rape	101	61	-40%	86	-29%
Robbery	1,824	1,157	-37%	1,412	-18%
Burglary Total	7,060	4,211	-40%	6,647	-37%
• Auto	5,278	2,976	-44%	5,052	-41%
• Residential	709	553	-22%	635	-13%
• Commercial	842	557	-34%	775	-28%
• Other	168	101	-40%	154	-35%
Motor Vehicle Theft	6,785	3,685	-46%	5,597	-34%
Larceny	4,620	3,599	-22%	4,647	-23%
Arson	56	59	5%	57	4%
Total Part 1 Crimes	22,260	14,179	-36%	20,058	-29%

This report is hierarchy based. Crime totals reflect one offense (the most severe) per incident.

These statistics are drawn from the Oakland Police Dept. database. They are unaudited and not used to figure the crime numbers reported to the FBI's Uniform Crime Reporting (UCR) program. This report is run by the date the crimes occurred. Statistics can be affected by late reporting, the geocoding process, or the reclassification or unfounding of crimes. Because crime reporting and data entry can run behind, all crimes may not be recorded.

PNC = Percentage not calculated — [Percentage cannot be calculated.](#)

* Justified, accidental, foetal, 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.

Citywide Crime Stats – Crime by Area

Part 1 Crimes <i>All totals include attempts except homicides</i>	Area 1 01 Oct to 31 Mar	Area 2 01 Oct to 31 Mar	Area 3 01 Oct to 31 Mar	Area 4 01 Oct to 31 Mar	Area 5 01 Oct to 31 Mar	Area 6 01 Oct to 31 Mar
Homicide - 187(a)	7	6	6	3	9	6
• Homicide - all other *	0	0	1	0	0	1
Subtotal - 187(a) + all other	7	6	7	3	9	7
Aggravated Assault	308	121	214	200	234	257
• With Firearm	28	2	24	20	25	25
Rape	15	5	9	7	7	7
Robbery	176	122	203	275	166	189
Burglary Total	957	1,318	575	506	264	264
• Auto	685	1,018	395	297	139	144
• Residential	85	179	89	83	59	41
• Commercial	154	104	74	102	55	60
• Other	27	12	15	21	9	14
Motor Vehicle Theft	683	535	661	620	579	515
Larceny	681	606	608	592	464	465
Arson	13	3	9	13	10	9
Total Part 1 Crimes	2,840	2,716	2,286	2,216	1,733	1,713

This report is hierarchy based. Crime totals reflect one offense (the most severe) per incident.

These statistics are drawn from the Oakland Police Dept. database. They are unaudited and not used to figure the crime numbers reported to the FBI's Uniform Crime Reporting (UCR) program. This report is run by the date the crimes occurred. Statistics can be affected by late reporting, the geocoding process, or the reclassification or unfounding of crimes. Because crime reporting and data entry can run behind, all crimes may not be recorded.

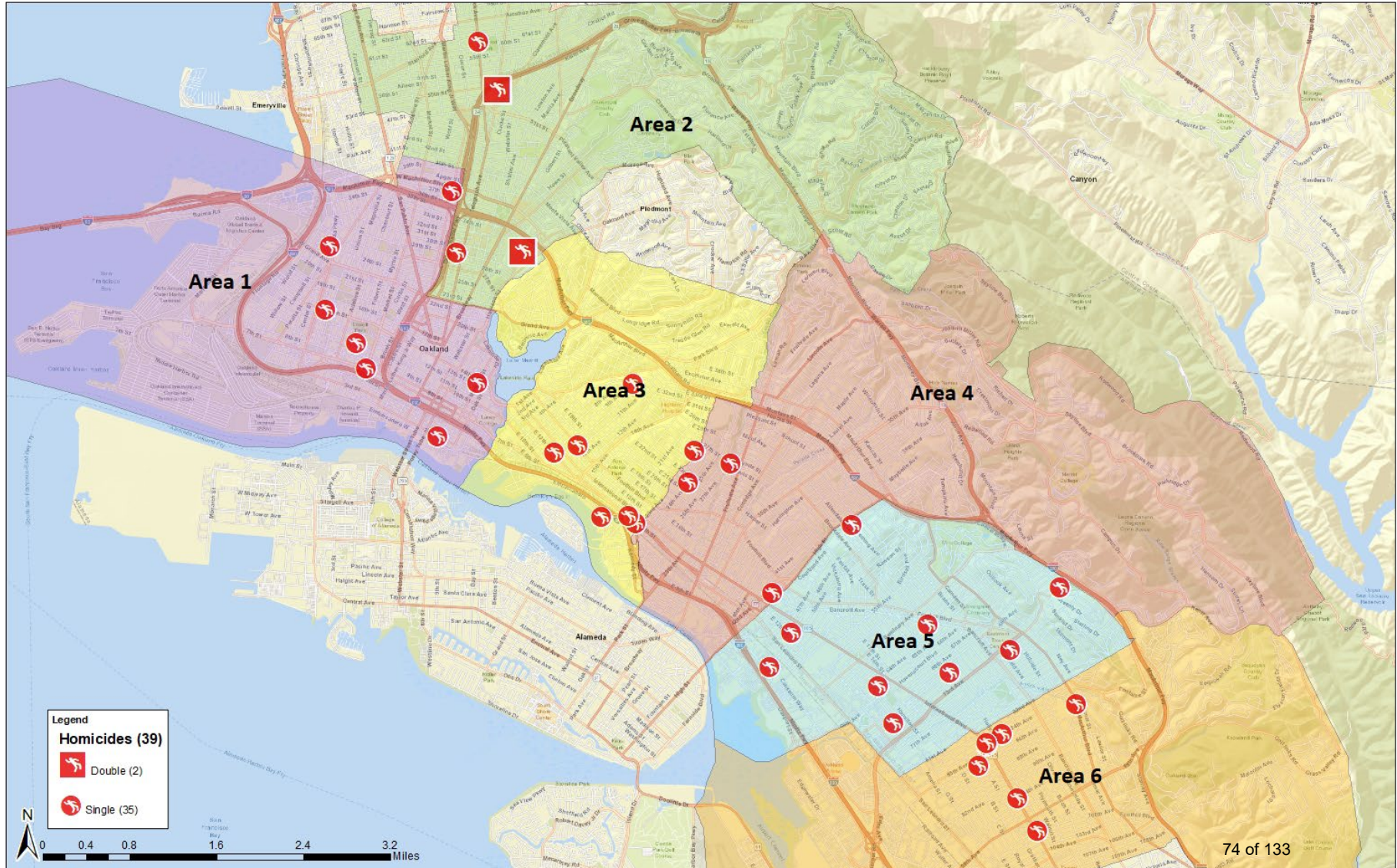
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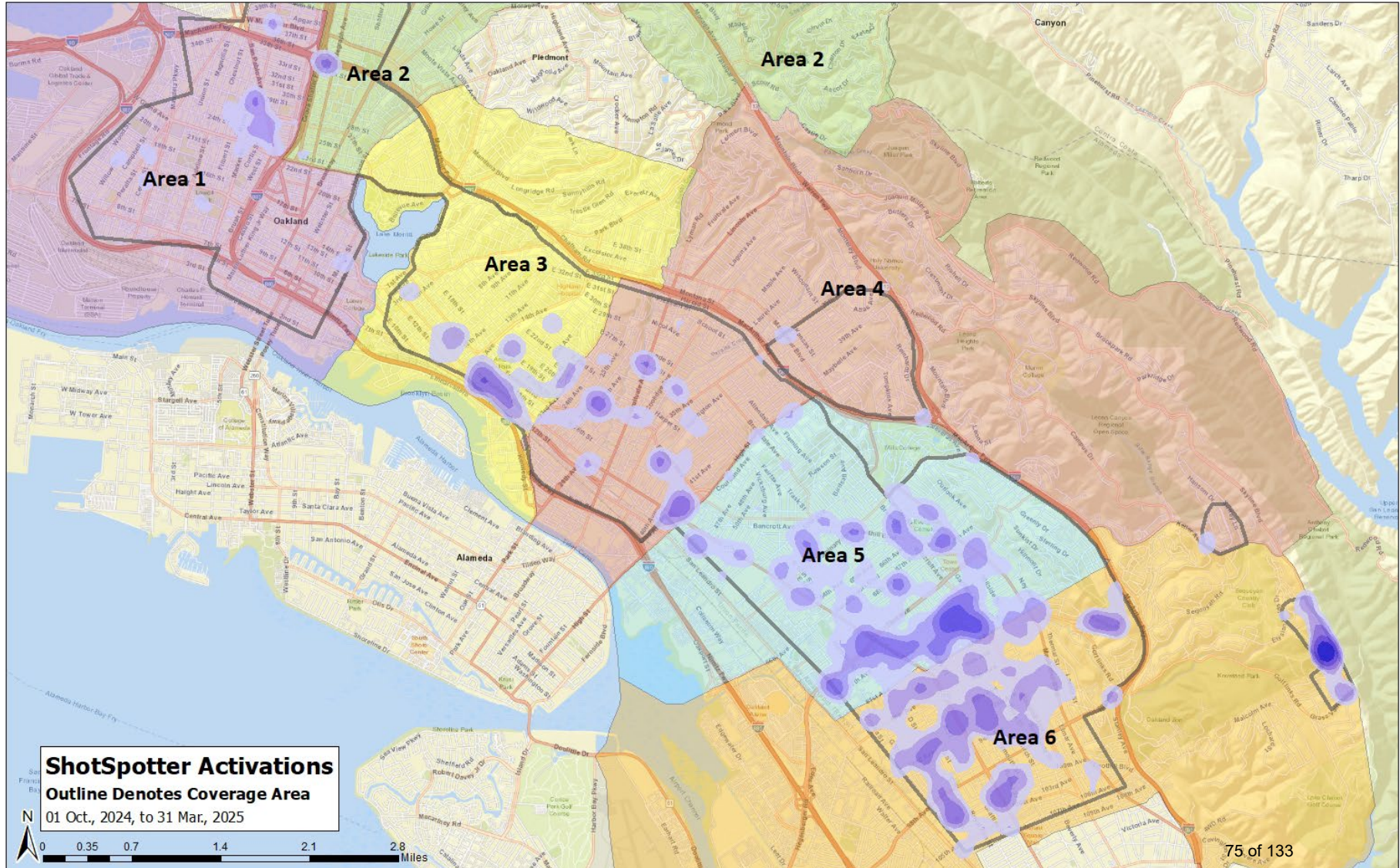
Citywide Homicides – All Investigated Incidents

01 October, 2024, to 31 March, 2025

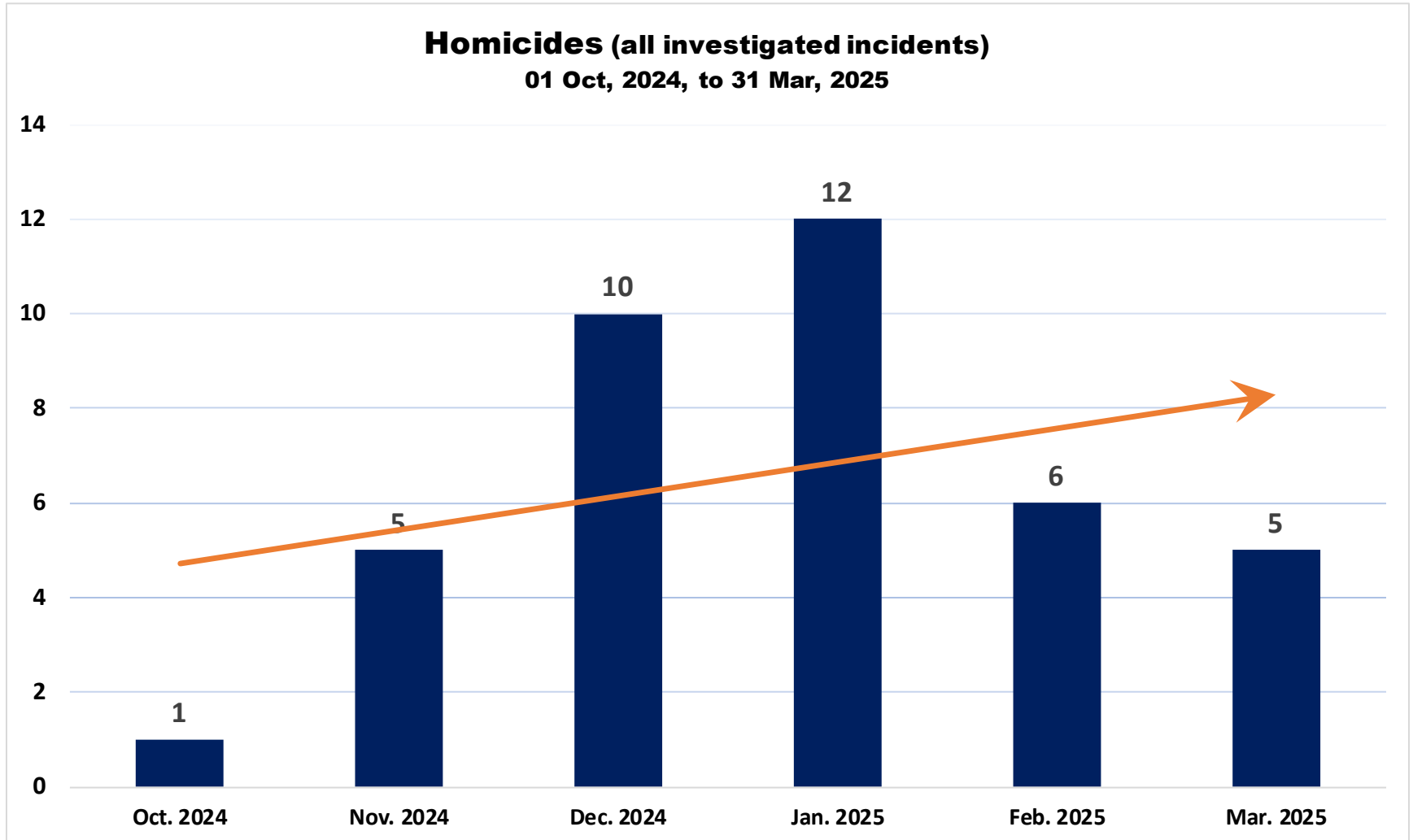


Citywide ShotSpotter Activations

01 October, 2024, to 31 March, 2025



Citywide Trend Graphs – Year-to-Date

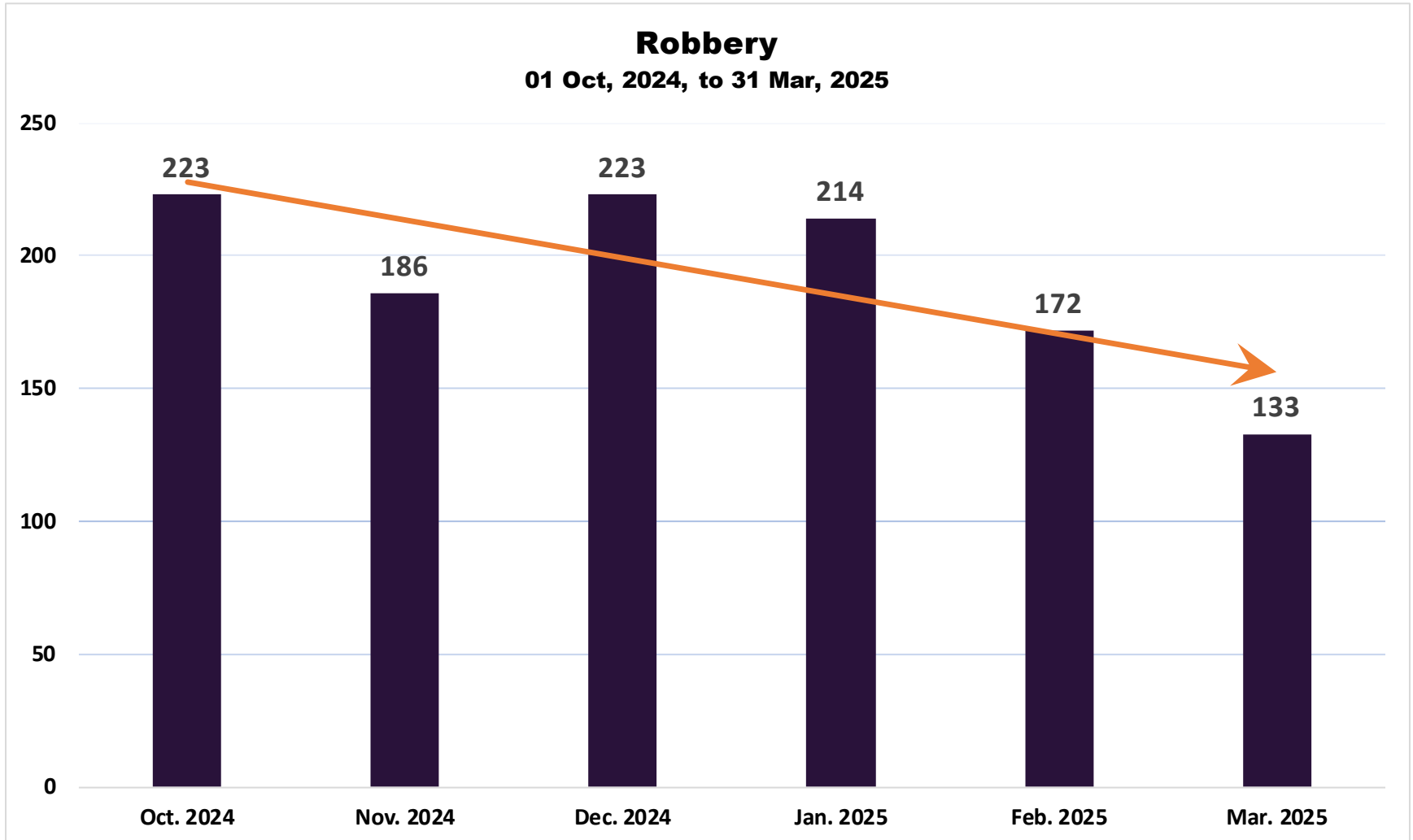


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Homicides sourced from the Crime Analysis Section homicide log. Traffic collision fatalities are not included in this report.

Citywide Trend Graphs – Year-to-Date



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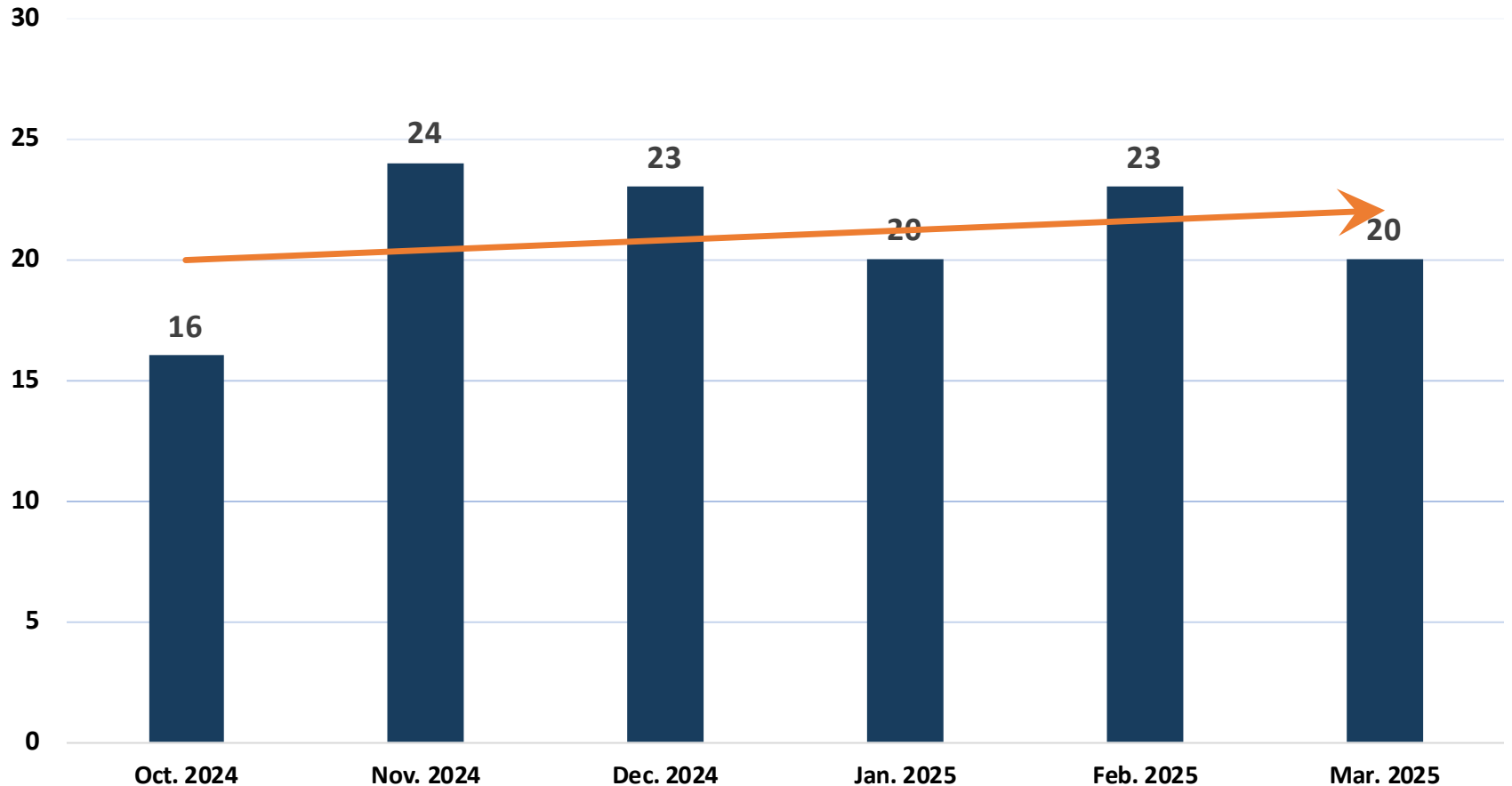
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All data sourced via Coplink Analytics. All totals include attempts except homicides.

Citywide Trend Graphs – Year-to-Date

Assault with a Firearm

01 Oct, 2024, to 31 Mar, 2025



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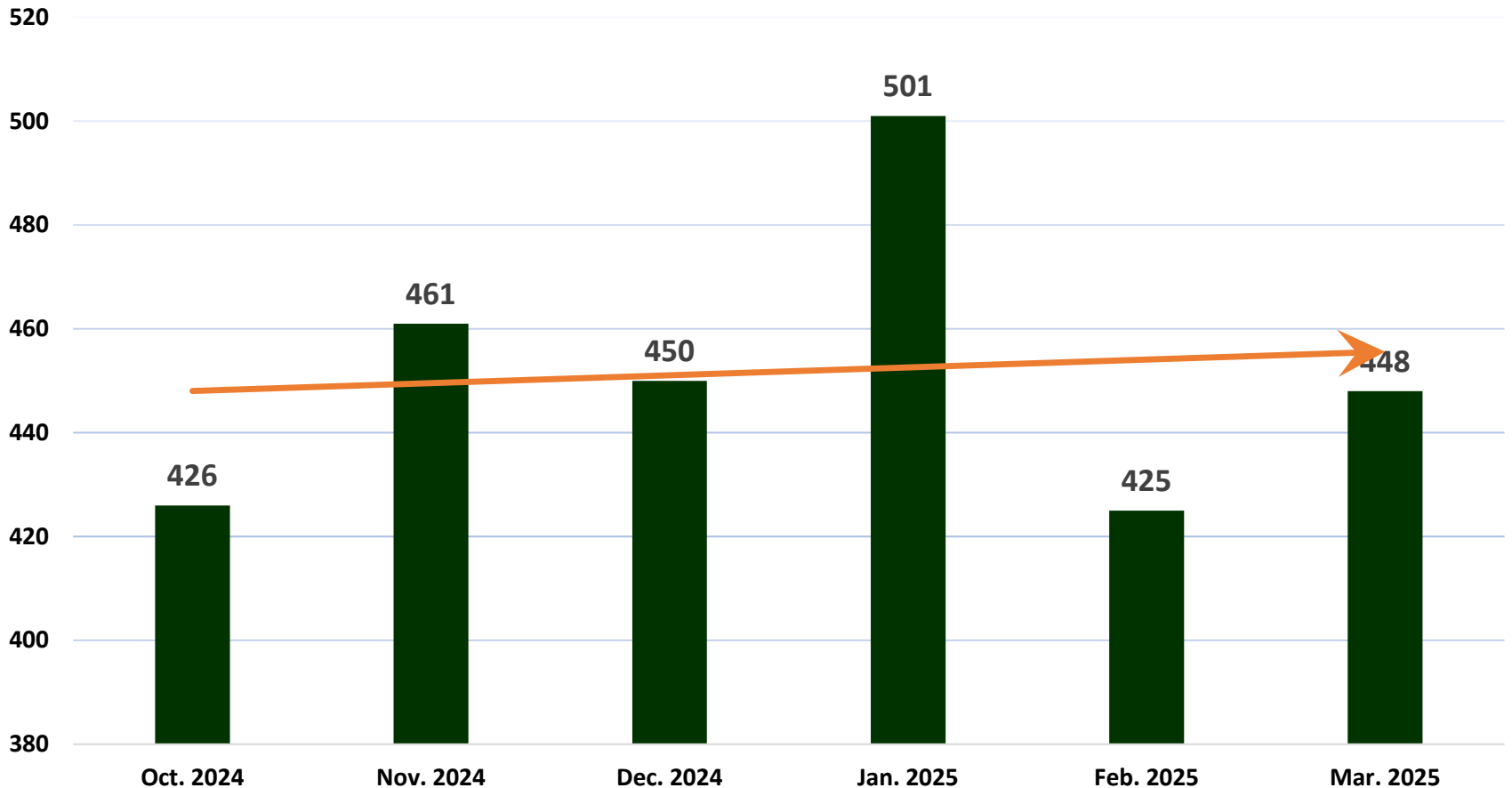
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All data sourced via Coplink Analytics. All totals include attempts except homicides.

Citywide Trend Graphs – Year-to-Date

ShotSpotter Activations

01 Oct, 2024, to 31 Mar, 2025



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Area 1 — A/Captain Steve Toribio

Part 1 Crimes <i>All totals include attempts except homicides</i>	10-01-2023 through 03-31-2024	10-01-2024 through 03-31-2025	% Change 2024 vs. 2025	3-Year Average	2025 vs. 3-Year Average
Homicide - 187(a)	8	7	-13%	9	-22%
• Homicide - all other *	1	0	-100%	0	-100%
Subtotal - 187(a) + all other	9	7	-22%	9	-25%
Aggravated Assault	311	308	-1%	319	-4%
• With Firearm	31	28	-10%	30	-8%
Rape	14	15	7%	17	-12%
Robbery	271	176	-35%	211	-17%
Burglary Total	1,793	957	-47%	1,764	-46%
• Auto	1,489	685	-54%	1,429	-52%
• Residential	79	85	8%	92	-7%
• Commercial	183	154	-16%	200	-23%
• Other	28	27	-4%	36	-25%
Motor Vehicle Theft	1,139	683	-40%	937	-27%
Larceny	846	681	-20%	879	-23%
Arson	15	13	-13%	13	0%
Total Part 1 Crimes	4,398	2,840	-35%	4,150	-32%

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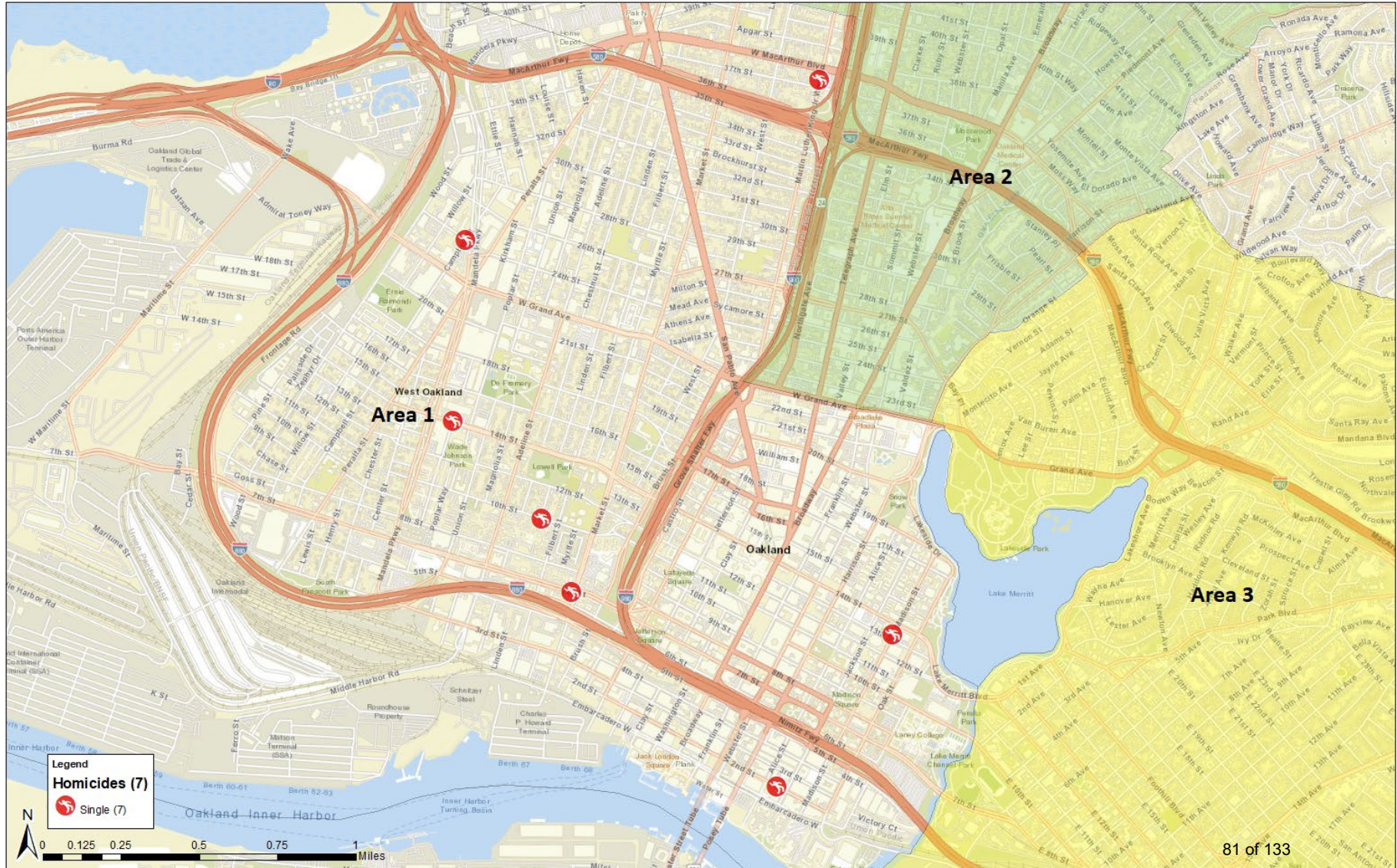
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Homicides sourced from the Crime Analysis Section homicide log. All other data sourced via Coplink Analytics.

Area 1 Homicides – All Investigated Incidents

01 October 2024, to 31 March, 2025



Area 1- Acting Captain Steve Toribio

Public Safety Update and Strategic Collaborative Efforts

Crime Trends

- Rates for homicide (-13%), aggravated assault involving a firearm (-10%), robbery (-35%), burglary (-47%), and auto theft (-40%) have all decreased when compared to the year-to-date stats in 2024. Rates for all of the above are also lower when compared to the three-year average.

Community Partnerships

- We continued to build close relationships with our various neighborhood/business districts to further abate crime and the fear of crime through both enforcement and non-enforcement efforts.
- Our Community Resource Vehicle was deployed in Chinatown during Chinese New Year, helping to abate both violent and property crimes.

Area 1- Acting Captain Steve Toribio

Community Partnerships

- Through collaboration with the Uptown Downtown Oakland Community Benefit Districts, we have leveraged Uptown Downtown technology to expedite the acquisition and processing of video evidence, leading to suspect identification and subsequent criminal arrests.
- Partnering with various district ambassador groups has improved community-police communication, allowing for more efficient abatement of criminal activity and quality-of-life issues.

Interdepartmental Collaboration

- Working with our Community Resource Officers, Foot Patrol Unit, Motors Division, and Ceasefire Section, we have engaged in targeted enforcement and conducted special operations across the Area 1 to address a variety of crime, including gang violence.

Area 2 — Captain Aaron Smith

Part 1 Crimes <i>All totals include attempts except homicides</i>	10-01-2023 through 03-31-2024	10-01-2024 through 03-31-2025	% Change 2024 vs. 2025	3-Year Average	2025 vs. 3-Year Average
Homicide - 187(a)	2	6	200%	4	64%
• Homicide - all other *	0	0	PNC	0	PNC
Subtotal - 187(a) + all other	2	6	200%	4	64%
Aggravated Assault	177	121	-32%	146	-17%
• With Firearm	18	2	-89%	13	-85%
Rape	26	5	-81%	14	-64%
Robbery	204	122	-40%	146	-17%
Burglary Total	1,679	1,318	-22%	1,731	-24%
• Auto	1,245	1,018	-18%	1,334	-24%
• Residential	154	179	16%	176	2%
• Commercial	230	104	-55%	182	-43%
• Other	40	12	-70%	33	-64%
Motor Vehicle Theft	1,043	535	-49%	844	-37%
Larceny	752	606	-19%	797	-24%
Arson	5	3	-40%	6	-47%
Total Part 1 Crimes	3,888	2,716	-30%	3,687	-26%

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Homicides sourced from the Crime Analysis Section homicide log. All other data sourced via Coplink Analytics.

Area 2 Homicides – All Investigated Incidents

01 October 2024, to 31 March, 2025



Area 2- Captain Aaron Smith

Public Safety Update and Strategic Collaborative Efforts

- Area 2 experienced increases in crimes against our businesses and their patrons in the final quarter of 2024. Using detailed crime data, paired with collaborative work with our residents, business partners, business improvement districts, OPD has worked to diminish these crimes, thereby enhancing public safety.
- This work continues by leveraging the use of technology, like the recovering of video from high quality surveillance cameras in the Business Improvement Districts and neighborhoods, Crime Prevention Through Environmental Design (CPTED), and working closely with other City partners like OakDOT, Public Works, The Department of Violence Prevention and the Encampment Management Team.
- Internal OPD partners include Criminal Investigations Division, the Real Time Crime Operations Center (RTOC) and the Crime Guns Intelligence Center.

Area 2- Captain Aaron Smith

Public Safety Update and Strategic Collaborative Efforts

- **Crime Trends Overview:**

- **Homicide:** There has been an increase in our homicides year over year. All loss of human life is tragic and unacceptable. For Area 2, we have seen 4 additional homicides compared to this same time last year. A mass shooting that occurred in January contributed to this increase, where two people were murdered.
- As the Area 2 Captain, I have worked with the Homicide Section, Ceasefire, and the Crime Gun Intelligence Center on each homicide and these interdepartmental partners are working diligently to solve these crimes.
- **Commercial Burglaries:** During the reporting period, commercial burglaries have decreased 55%, from 230 this time last year incidents to 104 to date. This is as a direct result of strategically redeploying our resources based on crime data and educating our business and retail partners on effective crime prevention.

Area 2- Captain Aaron Smith

Public Safety Update and Strategic Collaborative Efforts

Crime Trends Overview:

- **Residential Burglaries:** During this reporting period, there has been an increase in residential burglary by 16%. Based on the crime data, we believe this is potentially part of a series. As such, I've worked closely with the Criminal Investigations Division (Burglary)
- **Robberies:** During this reporting period, there has been a 40% decrease in robberies. I believe this reduction reflects the effective use of crime data, deploying resources based on said data, and working closely with the Real Time Crime Operations Center and the Criminal Investigations Division (Robbery) to rapidly apprehend those responsible for these robberies.

Area 3 — Captain Alan Yu

Part 1 Crimes <i>All totals include attempts except homicides</i>	10-01-2023 through 03-31-2024	10-01-2024 through 03-31-2025	% Change 2024 vs. 2025	3-Year Average	2025 vs. 3-Year Average
Homicide - 187(a)	9	6	-33%	8	-22%
• Homicide - all other *	1	1	0%	1	50%
Subtotal - 187(a) + all other	10	7	-30%	8	-16%
Aggravated Assault	249	214	-14%	218	-2%
• With Firearm	40	24	-40%	30	-20%
Rape	23	9	-61%	17	-46%
Robbery	371	203	-45%	258	-21%
Burglary Total	1,116	575	-48%	913	-37%
• Auto	807	395	-51%	647	-39%
• Residential	150	89	-41%	119	-25%
• Commercial	121	74	-39%	120	-38%
• Other	26	15	-42%	22	-32%
Motor Vehicle Theft	1,140	661	-42%	951	-30%
Larceny	754	608	-19%	740	-18%
Arson	8	9	13%	8	8%
Total Part 1 Crimes	3,671	2,286	-38%	3,114	-27%

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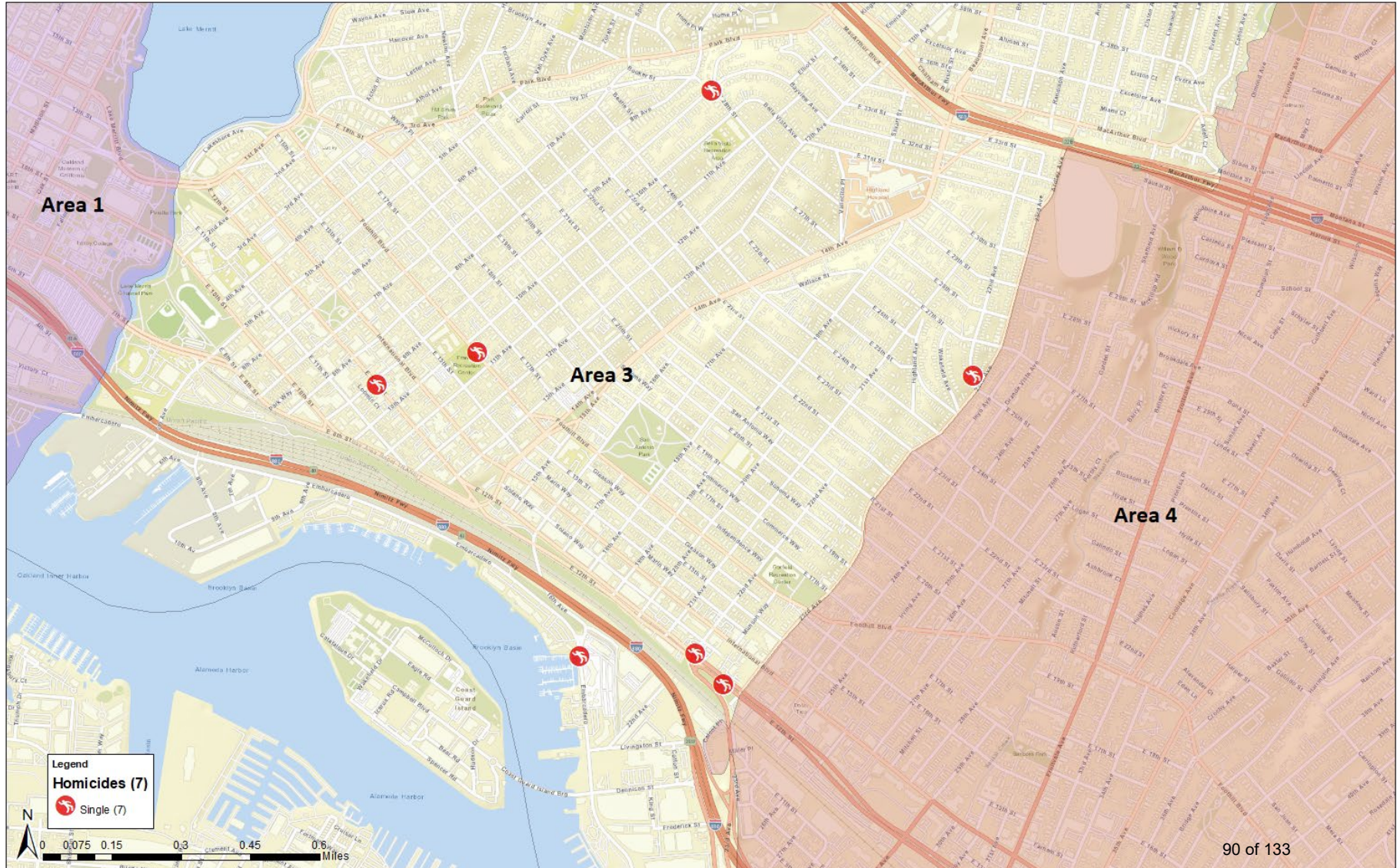
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Area 3 Homicides – All Investigated Incidents

01 October 2024, to 31 March, 2025



Area 3- Captain Alan Yu

Public Safety Update and Strategic Collaborative Efforts

- We remain committed to a comprehensive and collaborative approach to reducing gun-related violence, robberies, and human trafficking in our community. Through close partnerships with the Department of Violence Prevention, Department of Transportation, Vice Unit, U.S. Marshals, FBI Task Force, and community stakeholders, we continue to implement intelligence-led policing strategies focused on enhancing public safety.
- **Crime Trends Overview:**
 - **Homicides:** During the reporting period, homicides decreased by 33%, from 9 incidents to 6, reflecting progress in our violence reduction efforts.
 - **Robberies:** Robberies experienced a significant 45% decrease over the same six-month period, indicating the effectiveness of targeted enforcement and community-based strategies below.

Area 3- Captain Alan Yu

Public Safety Update and Strategic Collaborative Efforts

- **Focused Enforcement Initiatives:** Community Resource Officers (CROs) remain actively engaged in combating human trafficking and street-level prostitution—both of which are closely linked to incidents of robbery and gun violence. These efforts are essential in addressing root causes and enhancing overall neighborhood safety.
- **Addressing Gambling-Related Violence:** Illicit gambling establishments continue to contribute to violent crime in the area. CROs have executed search warrants at multiple locations, leading to the recovery of over 30 firearms. We are working closely with the City Attorney's Office to hold property owners accountable and eliminate these high-risk operations from our neighborhoods

Area 4 — A/Captain William Febel

Part 1 Crimes <i>All totals include attempts except homicides</i>	10-01-2023 through 03-31-2024	10-01-2024 through 03-31-2025	% Change 2024 vs. 2025	3-Year Average	2025 vs. 3-Year Average
Homicide - 187(a)	7	2	-71%	4	-54%
• Homicide - all other *	0	0	PNC	0	-100%
Subtotal - 187(a) + all other	7	2	-71%	5	-57%
Aggravated Assault	279	200	-28%	241	-17%
• With Firearm	34	20	-41%	26	-23%
Rape	14	7	-50%	11	-36%
Robbery	453	275	-39%	360	-24%
Burglary Total	676	506	-25%	544	-7%
• Auto	337	297	-12%	287	3%
• Residential	157	83	-47%	108	-23%
• Commercial	138	102	-26%	118	-13%
• Other	34	21	-38%	27	-21%
Motor Vehicle Theft	1,112	620	-44%	920	-33%
Larceny	656	592	-10%	685	-14%
Arson	8	13	63%	9	39%
Total Part 1 Crimes	3,205	2,215	-31%	2,775	-20%

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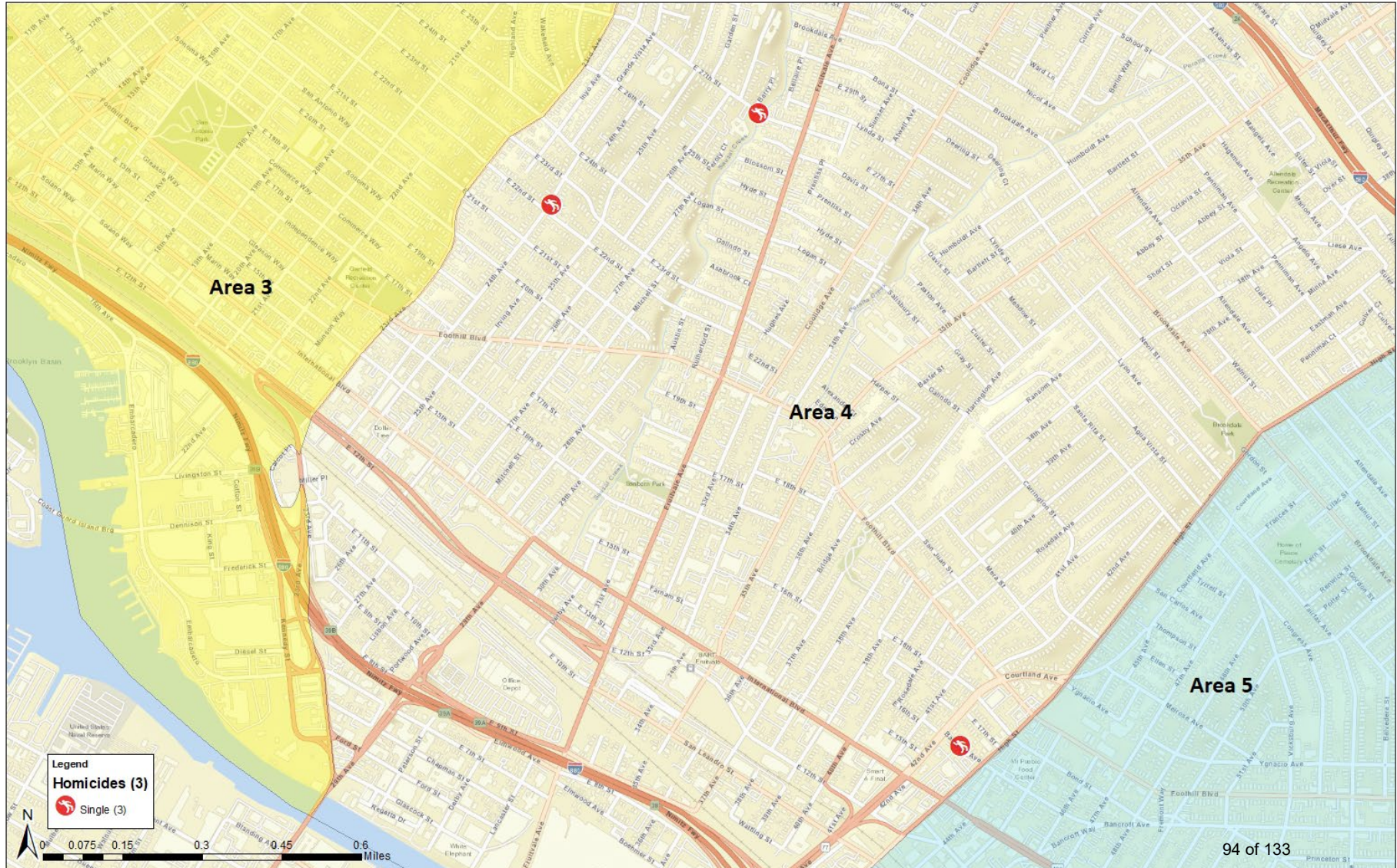
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Area 4 Homicides – All Investigated Incidents

01 October 2024, to 31 March, 2025



Area 4 — A/Captain William Febel

Public Safety Update and Strategic Collaborative Efforts

Part 1 crimes for Q1 from 2024 to 2025: The largest increases and decreases:

- Homicides noted a 0% increase from 2024.
- The Violent Crime Index overall 43% decrease from 2024.
- Aggravated assaults with a firearm were down by 29%.

In response, Area 4 staff deployed the following measures in an attempt to continue further reducing violence:

- Continued Data intelligence to identify possible groups or gangs escalating violence.
- Continued partnership with DVP (Department of Violence Prevention) who assist with reaching out to involved parties to prevent further violence.
- Conduct robust preliminary investigations to identify suspects involved in criminal activity.

Area 4 — A/Captain William Febel

Public Safety Update and Strategic Collaborative Efforts

- Worked closely with SRS East and Ceasefire which will continue to focus on individuals driving the violence in robberies and assaults.
- Prioritized Ceasefire strategies and referrals with requests for outreach and prevention.
- Engage in meetings with all stakeholders, law enforcement partners and city leaders to include Councilmembers Jenkins and Gallo.
- Reviewed ShotSpotter activity while gathering intelligence and deploying available resources to those areas.
- Engage merchants to identify recent crime trends.
- Partner with Project Dignity and Public Works to reduce blight and increase community quality of life.

Area 4 — A/Captain William Febel

- When possible, have tac units engage in robbery and Violence Suppression to focus on identified locations with increased robberies and aggravated assaults.
- Continue to enforce thorough preliminary investigations (Patrol Officers) while working with our Criminal Investigations Division on follow-up request.
- Work closely with the Special Victims Unit to ensure sexual assault investigations are investigated to the fullest extent possible and make arrests when necessary.
- Ensure continuous community engagement with our CRO's and Foot Patrol officers to identify the concerns and needs of the community in a timely manner.
- Leverage modern technology to assist in the identification of suspects involved in criminal activities.

Area 5 — A/Captain James Pulsipher

Part 1 Crimes <i>All totals include attempts except homicides</i>	10-01-2023 through 03-31-2024	10-01-2024 through 03-31-2025	% Change 2024 vs. 2025	3-Year Average	2025 vs. 3-Year Average
Homicide - 187(a)	8	9	13%	10	-7%
• Homicide - all other *	0	0	PNC	0	-100%
Subtotal - 187(a) + all other	8	9	13%	10	-10%
Aggravated Assault	397	234	-41%	319	-27%
• With Firearm	58	25	-57%	40	-38%
Rape	10	7	-30%	9	-25%
Robbery	287	166	-42%	202	-18%
Burglary Total	419	264	-37%	343	-23%
• Auto	198	139	-30%	171	-19%
• Residential	85	59	-31%	69	-14%
• Commercial	95	55	-42%	78	-30%
• Other	28	9	-68%	19	-53%
Motor Vehicle Theft	1,306	579	-56%	1,025	-44%
Larceny	558	494	-11%	556	-11%
Arson	12	10	-17%	10	3%
Total Part 1 Crimes	2,997	1,763	-41%	2,475	-29%

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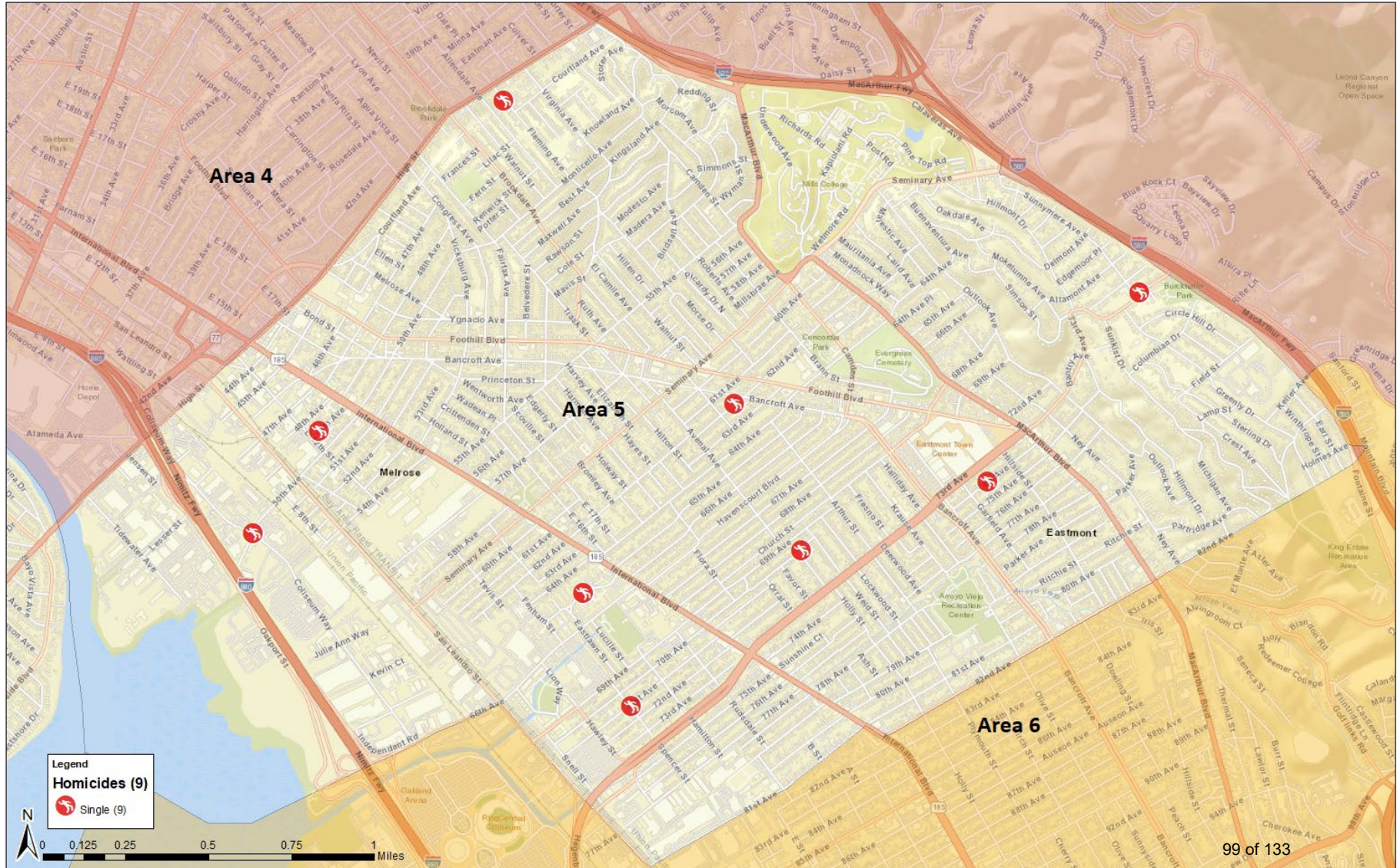
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Area 5 Homicides – All Investigated Incidents

01 October 2024, to 31 March, 2025



Area 5 – Captain Kevin Kaney

Public Safety Update and Strategic Collaborative Efforts

- Area 5's main focus is preventing violent crime, primarily Murders, Shootings, and Robberies.
- Currently Area 5 is up 13% in murders, from 8 last year at this time to 9 this year.
- Area 5 is currently down 41% in Aggravated Assault and 42% in Robberies.
- In response, Area 5 staff deployed the **following measures** to continue to reduce the increase in Shootings and Robberies:
 - Continued intelligence briefings to identify possible groups or gangs escalating violence.
 - Continued Patrol briefings to ensure all stakeholders have timely and relevant information of the conflicts driving the violence in Area 5.

Area 5 – Captain Kevin Kaney

Public Safety Update and Strategic Collaborative Efforts

- Reviewed ShotSpotter activity while gathering intelligence and deploying available resources to those areas.
- Proactive collaboration with DVP (Department of Violence Prevention) who assists with reaching out to involved parties to prevent further violence.
- Prioritized Ceasefire strategies and referrals with requests for outreach and prevention.
- Ensure quality preliminary investigations are being completed in the field and in partnership with CID (Criminal Investigations Division).
- Request assistance from CHP to monitor our high injury network areas.
- Request assistance from OPD Motors to address traffic concerns in designated areas.

Area 6 — Captain Gordon Dorham

Part 1 Crimes <i>All totals include attempts except homicides</i>	10-01-2023 through 03-31-2024	10-01-2024 through 03-31-2025	% Change 2024 vs. 2025	3-Year Average	2025 vs. 3-Year Average
Homicide - 187(a)	9	6	-33%	9	-31%
• Homicide - all other *	3	1	-67%	2	-40%
Subtotal - 187(a) + all other	12	7	-42%	10	-32%
Aggravated Assault	345	257	-26%	290	-11%
• With Firearm	43	25	-42%	34	-27%
Rape	12	7	-42%	11	-38%
Robbery	269	189	-30%	216	-13%
Burglary Total	854	264	-69%	892	-70%
• Auto	696	144	-79%	749	-81%
• Residential	71	41	-42%	56	-27%
• Commercial	72	60	-17%	71	-15%
• Other	11	14	27%	13	8%
Motor Vehicle Theft	1,088	515	-53%	837	-38%
Larceny	836	465	-44%	768	-39%
Arson	11	9	-18%	11	-16%
Total Part 1 Crimes	3,427	1,713	-50%	3,036	-44%

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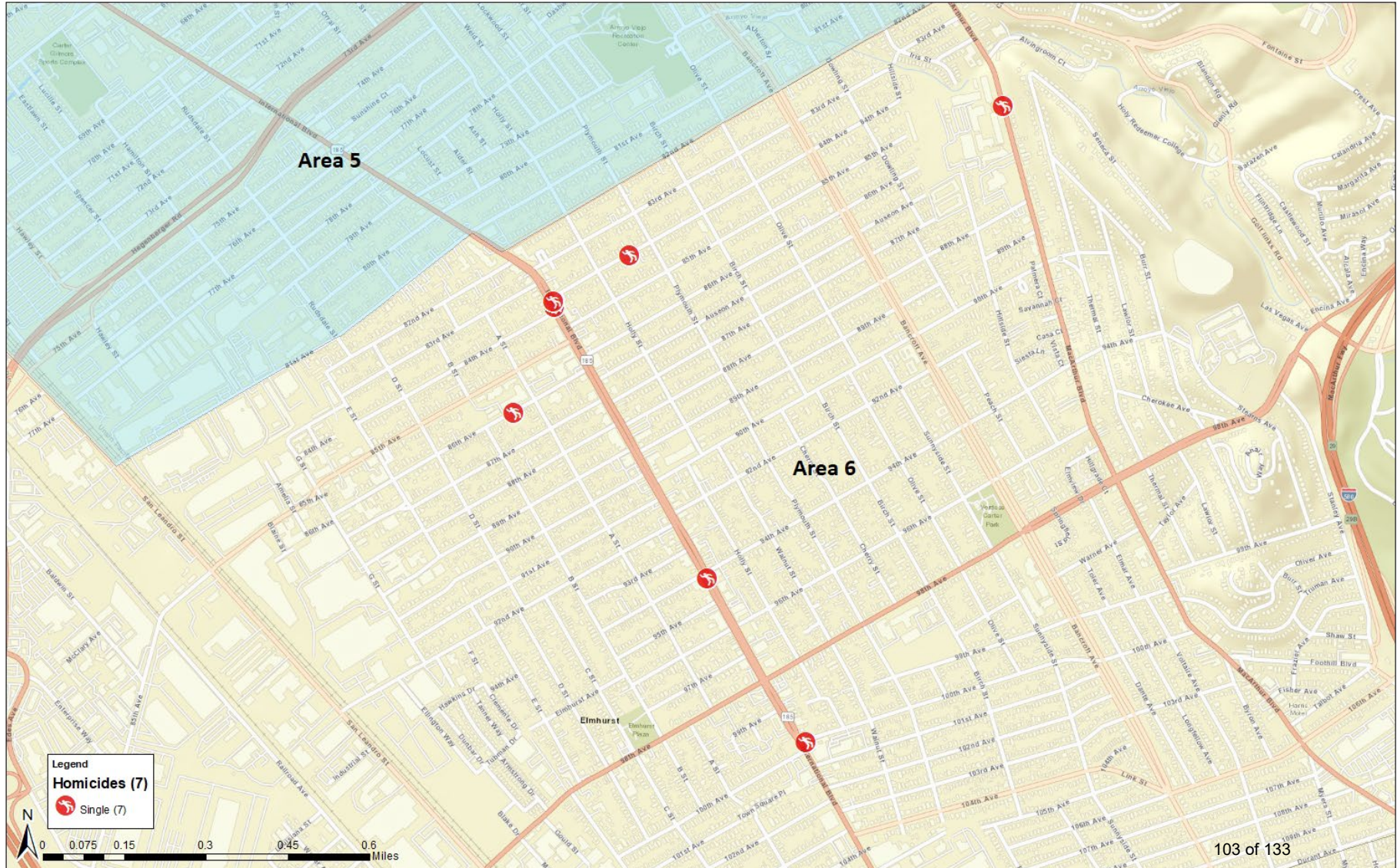
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Area 6 Homicides – All Investigated Incidents

01 October 2024, to 31 March, 2025



Area 6 – Captain Gordon Dorham

- **Public Safety Update and Strategic Collaborative Efforts**
- Area 6's primary focus is preventing violent crime and supporting local merchants with focused resource deployments.
- Area 6 is experiencing an overall decrease of 50% in Part 1 Crimes.
- Auto Burglaries are down by 79% compared to 2024.
- Robberies are down 30% compared to 2024.
- Aggravated assaults with a firearm are down 42% compared to 2024.
- Homicides are down by 42% compared to 2024.
- In response, Area 6 staff deployed the following measures to continue to reduce violent and Part 1 Crimes:
- Continued Data intelligence to identify possible groups or gangs escalating violence.
- Worked closely with the SRS East Teams and Ceasefire, which will continue to focus on individuals driving the violence.

Area 6 – Captain Gordon Dorham

- **Public Safety Update and Strategic Collaborative Efforts**
- Prioritized Ceasefire strategies and referrals with requests for outreach and prevention.
- Increased partnership with DVP (Department of Violence Prevention), who will assist with reaching out to involved parties to prevent further violence.
- Conducted weekly meetings with all stakeholders, law enforcement partners, and city leaders.
- Work with local merchants and stakeholders to conduct CPTED evaluations for long-term burglary mitigation solutions.
- Reviewed ShotSpotter activity while gathering intelligence and deploying available resources to those areas.
- Continue to enforce thorough preliminary investigations (Patrol Officers) while working with our Criminal Investigations Division on follow-up requests.
- Worked with Oakland Department of Public Works and the Encampment Management Policy to clean and clear unhoused encampments in accordance with City policies and the law.

Ceasefire – Director Davis-Howard

Ceasefire conducted 149 direct communications with individuals at the highest risk for violence or their family members in Q4 2024- Q1 2025:

- 131 by custom notifications
- 18 individuals at call-ins

Ceasefire held two (2) call-In meetings during this time frame:

- November 21, 2024
- February 20, 2025

There have been 5 community engagement events with 9 partners.



2252 - Measure Z - Violence Prevention and Public Safety Act of 2014
FY24-25 Oakland Police Department (OPD) Spending Plan

Category	Description	FY24-25 Budget Total
Operation & Maintenance (O&M)		369,742
Services & Supplies	Supplies to support intelligence-based violence suppression operations, including surveillance, field interviews, and undercover activities. Additionally to purchase computer hardware, software and safety vests essential for officer safety during operations.	109,742
Contract Services	Enterprise Rental Cars Online Database Special Services Group (Trackers)	175,000
Travel & Education		85,000
Personnel & OH		17,793,200
Civilian Salaries	2 Budgeted: 2 Filled	295,095
Civilian Retirement & Benefits		237,936
Sworn Salaries	54.39 Budgeted: 43 Filled	8,385,391
Sworn Retirement, Benefits, Allowances & Premiums		8,874,778
Budget CF - Per & OH	Misc. Personnel Adjustments	(9,410)
Utilities		164,551
Services & Supplies	Cell phones	164,551
Grand Total		18,318,083

TO: OPD Deputy Chief A. Tedesco
FROM: Oakland Public Safety Planning and Oversight Commission (OPSPOC)
DATE: July 15, 2025
RE: Questions for OPD in advance of July 21, 2025 OPSPOC Meeting

Thank you so much, Deputy Chief Tedesco, for your memo and relevant materials. Since you requested we submit questions to you in advance, we have compiled the list below from all the commissioners. We realize we have many questions, so please prepare to answer as many as possible during the July 21st meeting and let us know which ones you will answer at a later meeting. We thank you in advance for your time.

Response Times

1. What response time range is OPD aiming for at each priority level?
2. What percentage of 911 calls are placed on hold?
3. What is the average wait time for calls that are placed on hold prior to connecting with a dispatcher?
4. How often do response times impact the responses of other first responders, such as OFD and Falck, who may not be able to enter a scene until it has been cleared?
5. What is the unit utilization rate (UUR) for OPD patrol officers? What is the target UUR for patrol?

Spending Plans

6. How do you explain the difference between the 2024-2025 spending plan and the 2025-2026 spending plan given that Measure NN requires the following?

Section 5 - "Through Fiscal Year 2025-2026, all annual revenue from this Act shall be allocated in a manner that continues and extends the 2014 Oakland Public Safety and Services Violence Prevention Act funding allocations."

7. Can we get a full breakdown of the "Services & Supplies" and "Contracted Services" line items in the 2025 spending plan?

Overtime

8. What is the process for requesting overtime?
9. How far in advance are overtime shifts scheduled and approved?
10. What are the union regulations regarding overtime?
11. Is there any cap on overtime to prevent officer burnout and exhaustion, similar to how firefighters and EMS personnel have mandatory rest periods?
12. In the Oaklandside article from June 25th, entitled [*Does Oakland's new budget fix police overspending on overtime?*](#), the president of the Oakland Police Officers Association pointed to the following conditions for why OPD consistently exceeds its overtime budget: the city's high crime rate, low police officer staffing levels, and the level of services city leaders demand of OPD.
 - a. Specifically, which services does OPD feel exceeds its resources or responsibility?
 - b. How much overtime accounts for the provision of these services?
 - c. Which services do you feel could be better handled by another city department or community-based organization?
13. The same article states "Oakland's city administration said they were building a new digital scheduling system for the police department and that this system would be up and running by December 2024", and that "no progress had been made on the project", citing a "contractual issue".
 - a. Please describe the nature of this contractual delay.
 - b. Is the City seeking to partner with an outside data management service?
 - c. What resources or support is needed to complete this project in a timely manner?
 - d. Please describe the current process for tracking overtime.
14. Oakland recently approved a City budget that provides \$72 million in overtime spending over two years, a record high allocation.
 - a. Do you anticipate that OPD will be able to stay on budget with the current overtime budget of 72 million over the next two years?

- b. What are your plans for ensuring that OPD does not exceed this budget?

Staffing Levels & Training

15. In attachment 1, on page 3, you show the huge decline in the number of sworn officers from 2019 to 2022. Other than COVID, what factors do you think contributed to that decline? What changed in 2023 when you started to see an increase in the number of sworn officers?
16. How much does it cost to run an academy?
17. What has OPD's experience been relying on outside academies?
18. What are the primary obstacles to effective outreach and recruitment of new officers? How does OPD plan to navigate these challenges?
19. Is OPD trying to increase recruitment from Oakland? Thus far, it appears only 9% of OPD officers live in Oakland.
20. Is OPD open to updating and expanding the current mental/behavioral health training provided in academies and during ongoing training to all officers?
21. How is OPD addressing the reasons officers cite for leaving the department?
- Review of previous exit interview data suggest that heavy discipline, family, lack of communication, and insufficient resources have been cited as the top areas of concern. (Tedesco Memo, p 2-3, June 9, 2025)
22. Please describe the staffing, training, and equipment needs of the OPD dispatchers?

OPSPOC Information Support

23. Would OPD be open to providing members of the commission with a variety of opportunities to better understand the needs of the department, such as ride alongs with patrol, shadowing dispatchers, key informant interviews and focus groups?
24. Would OPD be willing to participate in workshops related to the development of the Four-Year Community Violence Reduction Plan?

25. What opportunities for collaboration do you see with other Oakland city departments and community-based organizations to make progress toward the objectives outlined in Measure NN?

Oakland Public Safety Planning & Oversight Commission

Draft Work Plan, June 2025

Note to Commissioners

Please review this draft work plan and come prepared to propose changes at the June 16th SPOC meeting.

OPSPOC Objectives

1. Reduce homicides, robberies, car jackings and break-ins, domestic violence, and other gun-related violence;
2. Reduce response time for 911 emergency calls for service, and improve the quality of response; and
3. Reduce the incidence of human trafficking, including the sexual exploitation of minors.

OPSPOC Four-Year Violence Reduction Plan

Each Four-Year Community Violence Reduction Plan shall describe:

1. problems/needs to be addressed in this Act's three-goal areas as stated herein, using multiple data sources;
2. specific four-year impact goals and outcome metrics for each goal area
3. theory-of-change or strategy, informed by data and evidence-based practices, designed to achieve the specific four-year impact goals and outcome metrics;
4. formal resource leveraging of and programmatic coordination with other city, county, school district, state, federal, and philanthropic resources to maximize the Four-Year Community Violence Reduction Plan's capacity to achieve four-year impact goals and outcome metrics;

5. four-year budget and spending plan for the Community Violence Reduction Plan; and
6. specific roles and relationships of the City's Violence Prevention Department, Police Department, Fire Department, and other City departments in the development and implementation of each Four-Year Community Violence Reduction Plan.

Proposed Data Collection Methods

Focus Groups

- Focus groups with direct service staff/non-ranked employees with the core agencies (Police, Fire, DVP)
- Focus groups with community leaders and CBO leadership (CBOs that have previously received Measure Z funds, and those seeking Measure NN funds)

Community Survey

- The community survey would provide opportunity for community input on public safety priorities, especially for those who are not able to attend regular meetings or Community Events.
- The survey would need to be designed to reduce the risk of bot responses, and include both likert scale questions and brief open response question options. This effort would require strong collaboration with City public information officers to ensure broad promotion. This survey would remain open for several months before closing for analysis.

Community Events

- Community events would be intended to gather qualitative data regarding the public safety priorities of the community and desired strategies to address public safety concerns. This data, along with focus group data and survey data would inform OPSPOC's development of the Four-Year Violence Reduction Plan required by Measure NNs. The

Community Events would include brief orientation to Measure NN requirements before transitioning into a structured discussion through a town hall format. Members of core agencies and City leadership would also be encouraged to attend.

- Option 1: One Community Event for each district, for a total of seven (7), with the District 6 Community Event serving as the At-Large event.
- Option 2: One Community Event for two neighboring districts, for a total of four (4), with District 6 serving as the At-Large event.
- The number of community events depends on the level of available city staff to support, available budget for reserving event spaces, and the capacity of Commissioners.
 - Option 1: One Community Event per month from July to January.
 - Option 2: Two Community Events per month from July to October.

Core Questions for Presentations at OPSPOC Regular Meetings

- A core set of questions, and supplementary questions designed for different service areas, would provide a framework for presenting parties. It would also allow Commissioners to compare answers to core questions during the development of the Strategic Plan.

Criteria for Formal Requests for Funds

- Criteria and Formal Requests for Funds to be included as an appendix in the Strategic Plan for public information, transparency and accountability
- Criteria would include the following, as applicable;
 - Oversight plans to prevent waste/misuse of funds
 - A clear level of specificity for requests (e.g., funded positions should specify rank, and station/unit, type of training and impact)
 - Demonstration of previous community impact/efficacy
 - Logic Model and Theory of Change (e.g., the intended purpose and plan of execution for efforts funded by Measure NN)
 - Evaluation plans and methodology
 - Data management strategies

- Fiscal sustainability plans

Key Informant Interviews

- Meetings with leadership of core agencies to discuss potential strategies to improve violence mitigation, best practice research, and findings from the Community Engagement & Information Gathering phase.
- Meetings would also serve as an opportunity for technical assistance and collaboration on the development of formal requests for funds.

Proposed Ad Hocs

- Ad Hocs could be organized by task type (e.g., community engagement & information gathering) or focus area (Police, Fire, DVP, CBOs)Proposed

Proposed Standing Agenda for Regular Meetings

1. Call to Order
2. Roll Call
3. Open Forum – For Items not listed on the Agenda
4. OPSPOC Business (45 – 60 minutes)
 - a. Dedicated time for Commissioners to provide updates on Ad Hoc subcommittee activities, discuss logistics for various OPSPOC community activities, discuss updates on work progress from City staffers, and independent consultants.
5. Reserved Time for Presentations from Core Agencies, Local Leaders, CBOs, etc. (60-90 minutes)

Proposed Independent Consultant Role Responsibilities

- Best practice research (peer reviewed, and/or with a focus on strategies that can build on existing work in the community)
- Qualitative analysis of focus group, key informant interviews, community event data
- Quantitative analysis of community survey data and various public safety data sources

- Experience with city-wide strategic planning, evaluation of crisis and public safety continuums, and strong facilitation skills for community facing events, report writing, and data management
- Writing of initial versions of Four-Year Violence Reduction Plan, including sections on goals, outcome metrics, Theory of Change, 4-year budget, 4-year spending plan, roles and relationships.

Proposed Work Plan, June 2025

Month, Year	Phase	Activities
June 2025		
	OPSPOC Framework Development & Admin	Define necessary Ad Hoc subcommittees
		Development of Consultant role description
		Review and Discussion of Bylaws
		Capacity/Availability Discussion
		Develop Core Questions for Presenters (add supplementary questions)
		Identify Standing Agenda Items
July 2025		
	OPSPOC Framework Development	Approve Bylaws
		Develop Core Questions for Presenters (add supplementary questions)
		Discuss independent consultant job description, finalize changes.
		Publish job description for Independent Consultants to support OPSPOC activities
	Information Gathering & Community Engagement	Develop Informational Materials for Community Events
		Coordinate with local leaders and City officials to schedule events, reserve spaces, schedule support staff etc.
		Coordinate with local leaders and City officials to promote events, ensure accessibility, and other event needs

		Develop a focus group protocol for community leaders in Oakland
		Develop a focus group protocol for core agencies (Fire, Police, DVP, CBOs), to be conducted with service delivery staff
		Discuss required information for formal requests for funds from core agencies and CBOs
August 2025		
	OPSPOC Framework Development & Admin	Interview independent consultants, determine hiring preferences or if a second round of applications is needed
		Define independent consultant management strategy and meeting cadence
		Finalize Core Questions for Presenters
	Community Engagement & Information Gathering	Finalize focus group protocols
		Schedule focus groups, identify and invite attendees, reserve necessary support staff
		Develop a community-wide public safety survey
		Finalize required information for formal requests for funds from core agencies and CBOs
		Distribute notice for formal requests for funds for required information guidance to core agencies, CBOs, and the general public, to be submitted by the end of the year

		Conduct Best Practice Research regarding OPSPOC objectives
September 2025		
	Community Engagement & Information Gathering	Finalize public safety survey
		Publish and promote community wide public safety survey
		Conduct community engagement events
		Conduct core agencies focus groups
		Conduct community leaders focus groups
		Schedule Key Informant Interviews
October 2025		
	Community Engagement & Information Gathering	Conduct community engagement events
		Conduct core agencies focus groups
		Conduct community leaders focus groups
		Discuss themes + initial findings from September community events and focus groups
		Conduct Key Informant Interviews
November 2025		
	Community Engagement & Information Gathering	Conduct remaining community engagement events and focus groups (early November)
		Close the Community Survey
		Conduct Key Informant Interviews

	Information Analysis	Conduct comprehensive qualitative and quantitative analysis of focus groups, community events, and the community survey
December 2025		
	Information Analysis	Present initial themes and findings from analysis for qualitative for OPSPOC review and discussion
	Strategic Plan Drafting	Develop template for Strategic Plan
January 2026		
	Strategic Plan Drafting	Develop outline of goals, strategies, activities, budget, spending plans, roles
February 2026		
	Strategic Plan Drafting	Continue Drafting
March 2026		
	Strategic Plan Drafting	Complete Draft & Begin Public Comment Period
April 2026		
	Strategic Plan Finalization	Incorporate public comment as necessary, Submit to City Council for review

Document Title Folder: City Public Safety Plans and Research	Author & Year
Baltimore Violence Prevention Plan	City of Baltimore, 2021
Chicago Community Safety Plan Brief	Mayor's Office of Community Safety
Effective Community Based Violence Reduction Strategies	National Institute for Criminal Justice Reform
Healthy, Wealthy & Wise: Cognitive Behavioral Therapy and Transformative Credible Messenger Mentoring to Reduce Violence and Justice System Involvement	National Institute for Criminal Justice Reform, 2020
Intensive Life Coaching: A Community Violence Intervention Approach	National Institute for Criminal Justice Reform, 2025
Framework for Policy Innovation Exploring New Community-Engaged Models for Public Safety Reform	Possibility Lab, University of California, 2024
Oakland's Successful Gun Violence Reduction Strategy	National Institute for Criminal Justice Reform, 2018

Rethinking Violence Prevention in Oakland, CA "From the Voices of the People Most Impacted"	Urban Strategies Council, 2019
Promoting Peaceful Families and Communities: Maintaining Progress in Reducing Gun Violence in Alameda County	Public Health Department, Alameda County Health Department, 2025
Smarter Public Safety: A Roadmap for Oakland	Local 21, Local 1021 SEIU, IBEW 1245, 2025



Item 5 - Preliminary Review Memo (24-30)

ENFORCEMENT UNIT
1 FRANK H. OGAWA PLAZA, #104
OAKLAND, CA 94612
(510) 238-3593
TDD (510) 238-3254

PRELIMINARY REVIEW MEMO

PEC NO.: 24-30

Alleged Respondent(s) Name and Title: UNKNOWN

Complainant: Omar Farmer

Complaint Type: Formal

Relevant PEC Laws: Misuse of City Resources, GEA (2.25.060(A))(1)

Memo Written By: Treva Hadden, Investigator

Date Memo Submitted: January 28, 2025

FACTS AS STATED IN COMPLAINT

On September 24, 2024, we received the following complaint in the form of a formal complaint form from Omar Farmer:

“As the Chairperson of **the Public Safety and Services Oversight Commission (SSOC)** it was reported to us at our August 2024 meeting that eleven OPD officers used \$12k worth of Measure Z funds to go on a trip to the annual police officer’s memorial in Washington DC. Measure Z funds are restricted on being used to pay for costs related to or arising from efforts to reduce 911 response times and to reduce homicides, robberies, burglaries, and gun-related violence. We learned about this use of funds at our 8-26-2024 monthly meeting that can be found on the SSOC webpage under Item 8. We discussed it further during item 13. Page 89 of the agenda shows their report. I also had a meeting with the City Administrator’s Office on 08/27/2024 where Joe DeVries said that the funds would be returned. But I received an email this week from our SSOC staff person Felicia Verdin stating that the funds may not be returned. The City Administrator’s Office may have a copy of a video of that meeting if you would like to see it.”

PRELIMINARY REVIEW FINDINGS

According to their website, the **Public Safety and Services Oversight Commission (SSOC)** was established to ensure accountability, transparency, and effective implementation of the

programs and strategies funded by the Oakland Public Safety and Services Violence Prevention Act. Comprising nine members with expertise in criminal justice, public health, social services, and finance, the Commission monitors the use of funds, reviews annual evaluations and audits, and provides recommendations on funding priorities and strategies. The SSOC conducts regular meetings, holds public joint sessions with the City Council, and reports on the progress of efforts to reduce violent crime. Its role is essential in promoting transparency, fiscal accountability, and measurable outcomes for public safety and violence prevention initiatives in Oakland.

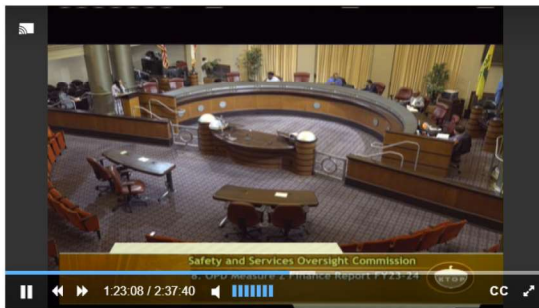
In an **SSOC meeting** which took place on **August 26, 2024**, at 6:30pm¹, it was reported that \$12k from Measure Z funds were used for travel expenses for 11 officers to attend the National Memorial for a fallen officer. The fallen Community Resources Officer (CRO), Officer Le, had his salary funded by Measure Z.

Recordings



At approximately the 1:21:37 mark, **Fiscal Services Manager I, LaRajia Marshall**, stated, “We also spent \$12k of the Measure Z funds for travel expenses. This allowed 11 officers to attend a memorial service in Washington, D.C.”

Recordings



Recordings



Meeting recording of Public Safety and Services Oversight Commission on August 26, 2024

At approximately the 1:23:08 mark, **Yoana Tchoukleva, SSOC Vice Chair**, stated, “I am sorry that somebody was lost, and what is - how is that a Measure Z expenditure?”

PSM I LaRajia Marshall was unable to answer; therefore, **Deputy Chief Anthony Tedesco** stepped in to provide some background.



At approximately the 1:23:42 mark, **DC Tedesco** stated, “I believe Measure Z covers travel and training for Measure Z officers. So, when a Measure Z funded officer (Officer Le) was killed in the line of duty this is travel expenditure related... this is a national memorial.”

The breakdown of Measure Z expenditures can be found in the **SSOC Agenda**, pages 89-92. **(Attachment 1)**

Item 5 - Preliminary Review Memo (24-30)

Preliminary Review Memo

Measure Z O&M Expenditure Breakdown:

Supplies and Equipment (\$36,579): Allocated to support intelligence-based violence suppression operations, including surveillance, field interviews, and undercover activities. The funds were used to purchase computer hardware and software and safety vests essential for officer safety during operations.

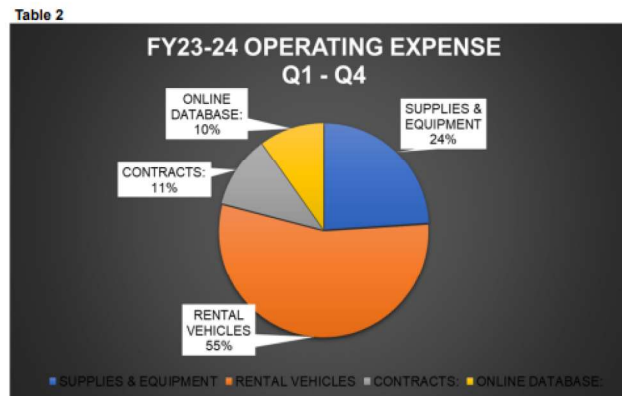
Rental Cars (\$83,809): A significant portion of the budget was spent on rental cars, which were crucial for conducting undercover and surveillance operations effectively aiding in violence suppression throughout the community.

Contract Expenditures (\$36,056): Primarily associated with the California Partnership for Safe Communities (CPSC), which provides ongoing technical assistance for the Ceasefire program. Community & Youth Outreach, Inc. (CYO) also received funding to provide direct services to individuals and families affected by homicides and shootings. CYO plays a critical role in violence prevention and helping community members access necessary resources and support. Clients often reside in areas of Oakland with high incidences of shootings and homicides and are frequently involved with gangs or similar groups.

● **Travel Expenses:** Measure Z funding covered travel expenses for approximately eleven officers to attend the California National Peace Officers' Memorial Service, honoring the fallen officers.

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Table 2: FY23-24 Operating Expenditures Q1-Q4



SUPPLIES & EQUIPMENT	36,579	24%
RENTAL VEHICLES	83,809	55%
CONTRACTS:	16,833	11%
ONLINE DATABASE:	15,223	10%

This summary clearly shows how Measure Z funds were strategically allocated to enhance public safety operations and support community engagement.

For questions regarding the information provided, please contact LaRajia Marshall at larajia.marshall@oaklandca.gov

Recordings



At approximately the 2:25:24 mark, **SSOC Chair Farmer** posed a question to SSOC staff person Felicia Verdin, stating, “I don’t see how that [memorial] is applicable to Measure Z funds so what if we disagree on this what’s our recourse? Put it in the joint meeting presentation or what do we do? Is there any way to recover those funds? We say for OPD to pay back those funds to the Measure Z account?”

Recordings



To which Felicia Verdin, at approximately the 2:26:23 mark stated, “That’s a good question. I would want to confer with the OPD Fiscal Manager and raise the concern also with Deputy

Chief Tedesco and if that's the request, a formal request from the SSOC that would be helpful as well."

Timestamp 2:26:41 - 2:28:50

SSOC Vice Chair Tchoukleva: "And I think what we need at this point is information in writing exactly explaining how funds were spent. They did say that it was to send a number of officers to a memorial, and I believe they said in Washington or in Washington D.C. A memorial for 11 officers out of state for who knows how long hotel and flights and everything its significant expenditure and that should be going toward work for the community so I'm sorry, but we need a clear explanation of where it's been spent first and then maybe we can discuss that at our next meeting and then we can make a request officially when we have quorum from the SSOC that those funds be returned.

SSOC Chair Farmer: "Yeah and that can also be an example that we use in the memo/resolution about a situation where we disagree with how the funds are spent and a recommendation on what we think should take place

SSOC Commissioner Michael Wallace: "I totally concur it definitely startled me when they made that statement, I would like to add maybe we should ask what did they base that decision on. Is there something in their policy?"

SSOC Chair Farmer: "He (being DC Tedesco) said that it had to do with training funds that are allotted to measure Z but maybe training for a geographical policing position like SVS, CRO, CRT, or something like that. Just because someone was probably more than likely partially funded through Measure Z... even if he was, what does that action have to do with how they spent those funds? It just doesn't add up to me."

SSOC Commissioner Michael Wallace: "Right; I guess my question would be what do they base that on? Also, why would it take \$12k to do that, and why would so many people have to go?"

It should be noted that on September 30, 2024, **Chairperson Omar Farmer** sent a memorandum titled "**MZ Expenses & Reports – OPD**" (**Attachment 2**) to Fiscal Services Manager **La Rajia Marshall**, Deputy Chief **Anthony Tedesco**, Assistant Chief **James Beere**, Deputy Director **Kiona Suttle** (Oakland Police Department), and **Joe DeVries** (City Administrator's Office), in which he stated, "We recommend returning the funds to the Measure Z account." He also requested responses to the following detailed inquiries:

- Date, location, and purpose of the expense.
- Who requested and approved use of Measure Z funds?
- Intended Measure Z outcome associated with this expense.
- The Measure Z objective or policy the expense was based on.

- A list of all relevant expenses, financial documents, and receipts.
- Names and number of officers who received these Measure Z funds.
- In which Measure Z financial report or budget was this approved?
- SSOC staff person **Felicia Verdin** was cc'ed on the memorandum.

On February 26, 2025, Enforcement Chief Tovah Ackerman spoke with SSOC staff member Felicia Verdin regarding the SSOC's request for the Oakland Police Department (OPD) to return Measure Z funds used for a travel expenditure. On March 5, 2025, I, Ethics Investigator Treva Hadden, followed up with Ms. Verdin via email at FVerdin@oaklandca.gov, and she advised that she would reach out to OPD to confirm whether the transaction had been completed. I followed up again on March 10, 2025, at which point Ms. Verdin recommended that I contact Acting Captain Bryan Hubbard directly. On March 13, 2025, I emailed Acting Captain Hubbard at BHubbard@oaklandca.gov to request a status update. On March 14, 2025, Acting Captain Hubbard responded with a pdf attachment titled "**10JLAFY2412.03 - signed** (Attachment 3)" and stated, "I've attached the completed BCR [budget change request], which moved the Travel Expense from Measure Z (2252 Fund) back to the GPF (1010 Fund)."

APPLICABLE LAW AND ANALYSIS

In determining whether to open an investigation or dismiss a complaint, our Complaint Procedures are silent as to how much evidence is needed to make this determination. Enforcement staff's general practice has been to (1) assume that the allegation is true, for purposes of resolving strictly legal questions as to whether we would have jurisdiction over the matter, and (2) use something akin to a reasonable suspicion standard for determining factual questions, including whether there is enough reliable evidence to open an investigation without further corroboration.

To the extent that a factual question cannot be resolved without contacting third-party witnesses for interviews or documents (i.e., people other than the complainant, the respondent, or people providing mere background information), we tend to prefer opening an investigation rather than taking such actions while a matter is in Preliminary Review. On the allegations and facts presented in the complaint and evidence gathered during preliminary review, the PEC violations that might be implicated here would be:

- 1) Misuse of City Resources (2.25.060(A)(1)) concerning \$12k Measure Z funds being used to send 11 OPD officers to a memorial service for fallen officers in Washington, D.C. Specifically, the law states the following:

Under GEA, a public servant may not use or permit others to use public resources for personal or non-City purposes not authorized by law.

Element 1: Public Servant

The applicability of this law is limited by the definition of “Public Servant” under GEA. The part of that definition of relevance to this complaint states that a “public servant” includes any full-time or part-time employee of the City. Here, there is no question that OPD officers are employees of the City; therefore, this element is met without dispute.

Element 2: “Public resource”

"Public resources" means any property or asset owned by the City, including but not limited to land, buildings, facilities, **funds**, equipment, supplies, telephones, computers, vehicles, **travel**, and City-compensated time.

The **public resource at issue in this case is Measure Z funding**, which was reportedly used to cover travel expenses including flights, lodging, and meals for eleven OPD officers to attend a national memorial honoring fallen officers in Washington, D.C. Because **Measure Z funds are City controlled**, this element is clearly satisfied.

Element 3: “Use”

"Use" means any use of public resources which is substantial enough to result in a gain or advantage to the user, or a loss to the City, for which a monetary value may be estimated. Here, **Measure Z funds** were reportedly used to **cover travel costs** for OPD officers attending a memorial service. This represents a **measurable monetary expenditure**, fulfilling the definition of "use" under the law. Therefore, this element is satisfied.

Element 4: Personal or Non-City Purposes

“Personal purpose” means activities for private gain or advantage, or an **outside endeavor not related to City business**. It does not include the incidental and minimal use of public resources, such as equipment or office space, for personal purposes, including an occasional telephone call.

The **alleged purpose** of the expenditure was to **attend a national memorial for officers from multiple law enforcement agencies** who were killed in the line of duty. Albeit a noble cause, it is **not directly related to the objectives of Measure Z**, which focus on reducing 911 response times, decreasing homicides, robberies, burglaries, gun-related violence, and implementing community violence prevention strategies. Since **traveling to a memorial does not further these Measure Z objectives**, it qualifies as an **"outside endeavor not related to City business."** Therefore, the element of “personal or Non-City purposes” would therefore be satisfied.

Element 5: Not Authorized by Law

To be a violation, the use of public resources must **not be authorized by law**. Measure Z strictly defines how its funds may be used, and **travel to a memorial service is not listed as an approved expenditure**. Additionally, Measure Z expenditures are subject to **audits and accountability measures** to prevent misuse.

The **SSOC Chairperson** has requested that OPD provide details regarding **when the funds were approved for travel purposes and by whom**. However, based on the established guidelines, there is **no legal provision authorizing the use of Measure Z funds for this purpose**. Therefore, this element is **satisfied** as part of the potential violation analysis.

After reviewing the **Measure Z, Use of Proceeds** documentation⁴, it appears that using Measure Z funds for travel expenses to attend a national memorial for an officer killed in the line of duty is not permissible under the ordinance. Measure Z funds are explicitly allocated for specific objectives outlined in Section 3(A), which include reducing violent crime, improving emergency response times, and investing in violence prevention strategies. Travel for a memorial service, while honorable, does not align with any of these objectives.

Additionally, Sections 3(B) and 3(C) of the ordinances restrict administrative expenses to activities such as audits, evaluations, and supporting the oversight commission. Memorial-related travel is not specified as an allowable expense under these provisions. Expenditures under Measure Z are further governed by rigorous audits and evaluations, as stipulated in Section 4 (Planning, Accountability, and Evaluation). Any spending outside the defined scope risks being flagged as misuse, which could undermine public trust in the administration of Measure Z funds.

The inconsistency in information provided to **SSOC Chair Farmer** also raises concerns. The complainant said that initially, **Joe DeVries** indicated that the funds would be returned, but that later, SSOC staff member **Felicia Verdin** suggested otherwise. However, PEC staff confirmed that the funds were returned.

Further questions for investigation or evidence needed if investigating further:

1. Who are the key people involved? Who authorized the expense, what was their reasoning (specifically, can they articulate a reason within the parameters of Measure Z?), who were the officers who traveled, what was their understanding of the reason for the trip, and what were all of the expenses (get an itemized list)?
2. Has any money been returned by the City to the Measure Z fund?
3. Obtain a copy of the email from Felicia Verdin to Chair Farmer, if we can get it directly from Farmer (I don't think it's worth doing an email search; we can find

out more about the status of the funds, and whether the money has been returned) by asking Verdin and DeVries directly).

RECOMMENDATION

Misuse of City Resources – OMC § 2.25.060(A)(1)

Based on the information reviewed, Enforcement Staff recommends **closing this complaint** without penalty, but issuing an **advisory letter** to the Oakland Police Department (OPD) to address concerns about how Measure Z funds are being used and to clarify the expectations moving forward.

The use of \$12,000 in Measure Z funds for travel to a national memorial for a fallen officer understandably raised questions about the appropriate use of Measure Z funding. Measure Z was created to support efforts to reduce emergency response times, address violent crime, and fund community-based prevention strategies. While honoring a fallen officer is a meaningful act, it doesn't clearly fall within the goals set out in the ordinance.

That said, there is no indication that the decision to spend these funds was made in bad faith or for personal benefit. It appears the decision was based on an internal misunderstanding of what was permissible, particularly because the officer being honored was funded through Measure Z. However, that interpretation does not align with the clear language of the ordinance, and the rationale was not formally documented or communicated in advance.

There were also mixed messages from City officials about whether the funds would be returned, which added to the confusion, however PEC staff did confirm that the funds were eventually returned to the Measure Z fund. In addition, at this point, there's no clear pattern of repeated misuse, and no evidence of intentional wrongdoing has emerged.

Based on these factors, an advisory letter to OPD leadership is appropriate. The letter should restate the legal boundaries of Measure Z funding, emphasize the need for proper documentation of expenditures, and encourage improved internal processes to avoid similar issues in the future. This recommendation acknowledges the challenges OPD may face, while still reinforcing the need for transparency, accountability, and better alignment with the law.

Item 5 - Preliminary Review Memo (24-30)

Preliminary Review Memo

Preliminary Review Conducted, and Recommendation Approved, By:

Treva Hadden
Treva Hadden (Jul 3, 2025 11:59 PDT)

Treva Hadden **Date**
Ethics Investigator

Tovah Ackerman
Tovah Ackerman (Jul 3, 2025 13:04 PDT)

Tovah Ackerman **Date**
Enforcement Chief

Recommendation Approved By:

Suzanne Doran
Suzanne Doran (Jul 3, 2025 11:12 PDT)

Suzanne Doran **Date**
Interim Executive Director

ATTACHMENTS

Attachment 1: SSOC-Agenda-Packet-for-August-26-2024-f

Attachment 2: MZ Expenses & Reports – OPD

Attachment 3: 10JLAFY2412.03 - signed