

OVERVIEW

REIMAGINING
PUBLIC SAFETY
PROCESS

On July 14, 2020, the Berkeley City Council (Council) made a historic commitment to reimagine the City's approach to public safety with the passage of an omnibus package of referrals, resolutions, and directives known as The George Floyd Community Safety Act.

Direction was given to the City Manager to collaborate with the Mayor and select Councilmembers to:

- Inform City of Berkeley (City) investments and reallocations to be incorporated into future Budget processes
- To contract with independent subject matter experts to analyze the scope of work and community needs addressed by the Berkeley Police Department (BPD)
- To identify a more limited role for law enforcement, and to identify elements of police work that could be achieved through alternative programs, policies, systems, and community investments.

Concurrent Berkeley Public Safety Reform Initiatives:

- Reimagining Public Safety consultant team (NICJR)
 - Research, Community Engagement, issue series of reports, participate in Taskforce
- Reimagining Public Safety Taskforce
- Specialized Care Units (SCUs)
- Berkeley Department of Transportation (BerkDOT)
- Mayor's Working Group on Fair and Impartial Policing
- Police Review Commission transition to Police Accountability Board (July 2021)
 - Hire a full-time Director of Police Accountability
- Disaster and Fire Safety Commission - Measure FF

NICJR has completed:

Each report was submitted as a draft to the CM's office and each draft was to the TF. We received written feedback and questions from TF members for each report, made adjustments and edits as warranted and then presented the updated draft report again to the TF. Each report had at least 2 iterations with feedback/edits from the TF prior to this Final Report.

- New and Emerging Models of Community Safety and Policing report
- Calls for Service analysis
- Alternative Responses report
- Community Engagement
- Reimagining Public Safety website
- Draft Final Report and Implementation Plan





RECOMMENDATIONS



Reduce
Improve
Reinvest

INFOGRAPHIC SUMMARY

Reduce

- Implement Tiered Dispatch & CERN model, thereby reducing BPD patrol duties
- End pre-text stops
- Eliminate BPD vacant positions through attrition
- Creation of BerkDOT

Improve

- Implement Highly Accountable Learning Organization (HALO)
- Launch new Progressive Police Academy
- New Police Accountability Board
- Implement BPD improvement measures

Reinvest

- Launch Guaranteed Income program
- Launch Community Beautification Employment Program
- Increase funding to CBOs for "fundamental cause" services
- Poverty
- Homelessness
- Education
- Substance abuse
- Unemployment and underemployment
- Implement Advance Peace program

REDUCE

To achieve the goal of a smaller law enforcement footprint and to reallocate a portion of the BPD budget towards more community supports, NICJR recommends the following measures:

RECOMMENDATIONS:

REDUCE

- 1.** **NICJR recommends the establishment of a Tiered Dispatch/CERN Pilot Program**, focused on a subset of the Tier 1 call types that can be used in the pilot phase in order to work out logistical and practical challenges prior to scaling up the program
- 2.** **NICJR recommends contracting with local Community Based Organizations (CBOs)** who are best prepared to successfully navigate and leverage local resources, services, and supports, to respond to the pilot Tier 1 calls.

RECOMMENDATIONS:
REDUCE

1



CERN Dispatched Only

Non-Criminal

2



CERN + Officers Present

Misdemeanors

CERN + Officers arrive:

- ✓ Low potential for violence
- ✓ Arrest unnecessary or unlikely

3



Officers Leave

Officers Leave



Non-violent Felony

Officers + CERN arrive:

- ✓ Low potential for violence
- ✓ Arrest unnecessary or unlikely

4



Officers Leave

Officers Leave



Serious Violent Felony

IMPROVE

This section focuses on how BPD and the public safety system in Berkeley can improve its quality, increase its accountability, and become more transparent. NICJR recommends the following improvement strategies:

RECOMMENDATIONS:
IMPROVE



HALO

Highly Accountable Learning Organization

- 3.** NICJR recommends that the Berkeley Police Department become a Highly Accountable Learning Organization.
 - a.** **BPD should join the ABL program** to receive training and technical assistance and use the new Quality Assurance and Training Bureau discussed below to ensure the department adheres to the training, principles and practices of the program.
 - b.** NICJR recommends that the **EIS should also be expanded** to assess all Use of Force incidents, complaints, and information gleaned from the Body Worn Camera (BWC) footage reviewed by the Quality Assurance and Training Bureau.
 - c.** NICJR recommends that **BPD transfer five officers from the patrol division and two civilian staff into what is now the Personnel and Training Bureau and rename it the Quality Assurance and Training Bureau** and amend the duties of those officers to achieve the above goals.
 - d.** BPD should provide semi-annual reports to the public on stops, arrests, complaints, and uses of force, including totals, by race and gender, by area of the city, and other aggregate outcomes.

RECOMMENDATIONS:

IMPROVE

- 4.** **NICJR recommends that the preceding information be used to develop a Bay Area Progressive Police Academy** built on adult learning concepts and focused on helping recruits develop the psychological skills and values necessary to perform their complex and stressful jobs in a manner that reflects the guardian mentality.
- 5.** **NICJR recommends that BPD's Use of Force policies be revised to limit any use of deadly force as a last resort to situations where a suspect is clearly armed with a deadly weapon and is using or threatening to use the deadly weapon against another person.** All other force must be absolutely necessary and proportional.

REINVEST

NICJR recommends that the City take the following measures to increase investment in vulnerable communities and fundamental cause issues:

RECOMMENDATIONS:

REINVEST

- 6. Berkeley should launch a Guaranteed Income pilot program** similar to other cities in the region. The pilot program should select a subpopulation of 200 Black and Latinx families that have children under 10 years of age and have household incomes below \$50,000. Each family should receive \$750 per month.
- 7. Launch a Community Beautification Employment Program.** NICJR recommends that the City launch a crew-based employment program, or expand an existing program that employs formerly incarcerated people to help beautify their own neighborhood. Hire and train no less than 100 formerly incarcerated Berkeley residents to conduct Community Beautification services, including: blight abatement, tree planting, plant and maintain community gardens, make and track 311 service requests, and other community beautification projects.

RECOMMENDATIONS:

REINVEST

- 8. Increase Funding for Community Based Organizations:** CBOs that provide services to those who are unhoused, live in poverty, have mental health challenges, have substance abuse challenges, are system-involved, and/or are LGBTQ should receive an increase in funding using Reinvest dollars.

- 9. The City of Berkeley should increase funding to Community Based Organizations in one of Two Ways:**
 - a.** An across the board 25% increase of grant amounts to currently funded CBOs

 - b.** Create a local government agency to be the centralized point of coordination, such as a Department of Community Development to develop a detailed plan to increase the investment in local CBOs that provide services to address fundamental cause issues.

RECOMMENDATIONS:

REINVEST

- 10. Implement Advance Peace Program:** to provide resources including life skills training and mentoring to individuals who are at greatest risk of being involved in gun violence. This would include implementing Neighborhood Change Agents (NCAs) and the Peacemaker Fellowship.



IMPLEMENTATION PLAN

REDUCE

Recommendation	Estimated Cost	Funding Source	Timeline
Establishment of a Tiered Dispatch/CERN Pilot Program.	\$2,532,000, plus some costs associated with training for Dispatch.	Current BPD vacant positions.	Issue RFP 30 days after City Council approval, select vendors 90-120 days afterward, and begin pilot six months after City Council approval.
Contracting with local Community-Based Organizations (CBOs).			
Full Implementation of Tiered Dispatch/CERN Pilot Program and reduction of BPD patrol division of 50%.	\$7,596,000	Reduction of BPD Patrol Division by 50%.	Two years after implementation of the pilot initiative.

IMPROVE

Recommendation	Cost	Funding Source	Timeline
Berkeley Police Department should become a Highly Accountable Learning Organization (HALO).			
BPD should join the ABLE program to receive training and technical assistance and use the new Quality Assurance and Training Bureau discussed below to ensure the department adheres to the training, principles, and practices of the program.	Joining ABLE is free of cost.	N/A	Within six months of approval from City Council.
Expand the Early Intervention System to assess all Use of Force incidents, complaints, and information gleaned from the Body Worn Camera (BWC) footage reviewed by the Quality Assurance and Training Bureau.	No additional costs.	N/A	Within six months of approval from City Council.
Transfer five officers from the patrol division and two civilian staff into what is now the Personnel and Training Bureau. Rename it the Quality Assurance and Training Bureau and amend the duties of those officers to achieve the above goals.	No additional costs.	N/A	Within six months of approval from City Council.
BPD should provide semi-annual reports to the public on stops, arrests, complaints, and uses of force, including totals, by race and gender, by area of the city, and other aggregate outcomes.	Internal re-organization can achieve this goal without additional costs.	N/A	First report should be issued July 1, 2022.

Develop a Bay Area Progressive Police Academy (BAPPA).	An analysis of police academies throughout the Bay Area found that the cost per student range is roughly \$4,300 - \$4,600 per student, with a significant proportion of costs eligible for reimbursement through the Commission on Peace Officers Standards and Training (POST.) The development of the BAPPA would include certification through POST in order to satisfy State requirements. NICJR recommends that collaboration with Albany and potentially Oakland be explored.	Reduced BPD budget through eliminating patrol positions through attrition, revenue from partner law enforcement agencies.	Launch two years after City Council approval.
Revise BPD's Use of Force policies to limit any use of deadly force as a last resort to situations where a suspect is clearly armed with a deadly weapon and is using or threatening to use the deadly weapon against another person.	Training costs.	Savings from eliminating patrol positions through attrition.	Within six months of approval from City Council.

REINVEST

Recommendation	Cost	Funding Source	Timeline
Launch a Guaranteed Income pilot program.	\$1,800,000	General Fund; federal funding already received or forthcoming, from the Infrastructure Bill; or raised through philanthropy akin to the approach in other cities.	Launch within six months of approval from City Council.
Launch a Community Beautification Employment Program.	\$1,250,000	5% of County Criminal Justice Realignment funds allocated to community services for Berkeley residents.	Launch one year after approval from City Council.
Increase Funding for Community-Based Organizations.	\$25,605,492.50	Measure W funds, when the BPD's budget is gradually reduced; the Infrastructure Bill; and concerted efforts to increase philanthropic dollars.	FY 22-23.
Launch the Advance Peace Program	\$500,000	General fund	Launch in first quarter of FY 2023, on going for at least three years.



QUESTION AND ANSWER

