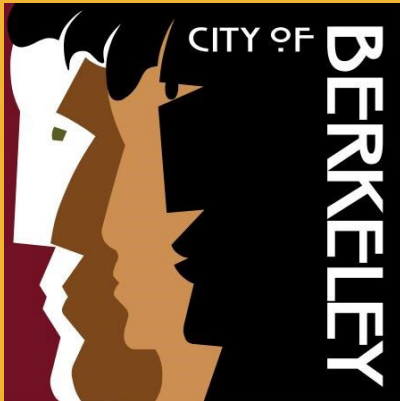


# Reimagining Public Safety

A Guide for City Discussion

April 21, 2022



CITY MANAGER'S  
OFFICE



# Our Team



**Dee Williams-Ridley**  
City Manager



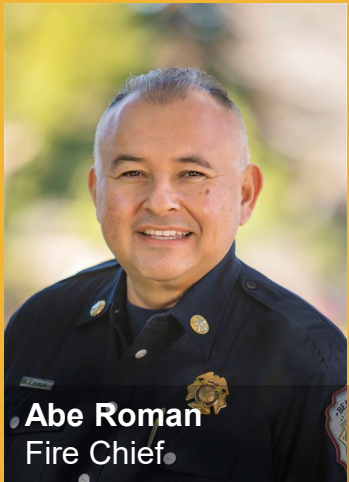
**LaTanya Bellow**  
Deputy City Manager



**Jen Louis**  
Interim Police Chief



**Shamika Cole**  
Sr. Management Analyst



**Abe Roman**  
Fire Chief



**Dr. Lisa Warhuus**  
HHCS Director



**Liam Garland**  
Public Works Director



# Introduction



# Overview

- **Reimagining Public Safety Background**
- **Guiding Principles**  
(Reimagine, Improve, Reinvest)
- **Recommendations**
  - **BerkDOT**
  - **Priority Dispatch**
  - **Police**
  - **SCU**
- **Budget**
- **Closing Remarks**



# Background

Reimagining Public Safety



# Community Engagement and Project Coordination

## City Manager's Office Coordination and Meeting Schedule

Event	# of Meetings
Internal Working Group Coordination	43
National Institute for Criminal Justice Reform Coordination	18
Reimagining Public Safety Task Force Meetings	19
Reimagining Public Safety Coordination Meetings	26
Community Engagement	12

# GUIDING PRINCIPLES



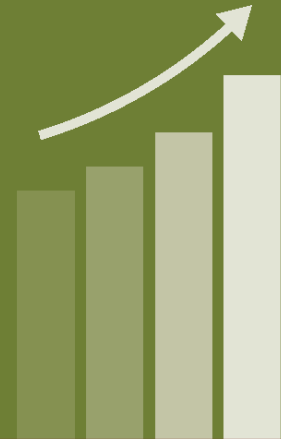
## REIMAGINE

Redesign public safety from a traditional police department to one that is focused on the diverse needs of the community it serves.



## IMPROVE

Improve the City of Berkeley's public safety system for residents and communities that have experienced the greatest harm from the existing public safety model.



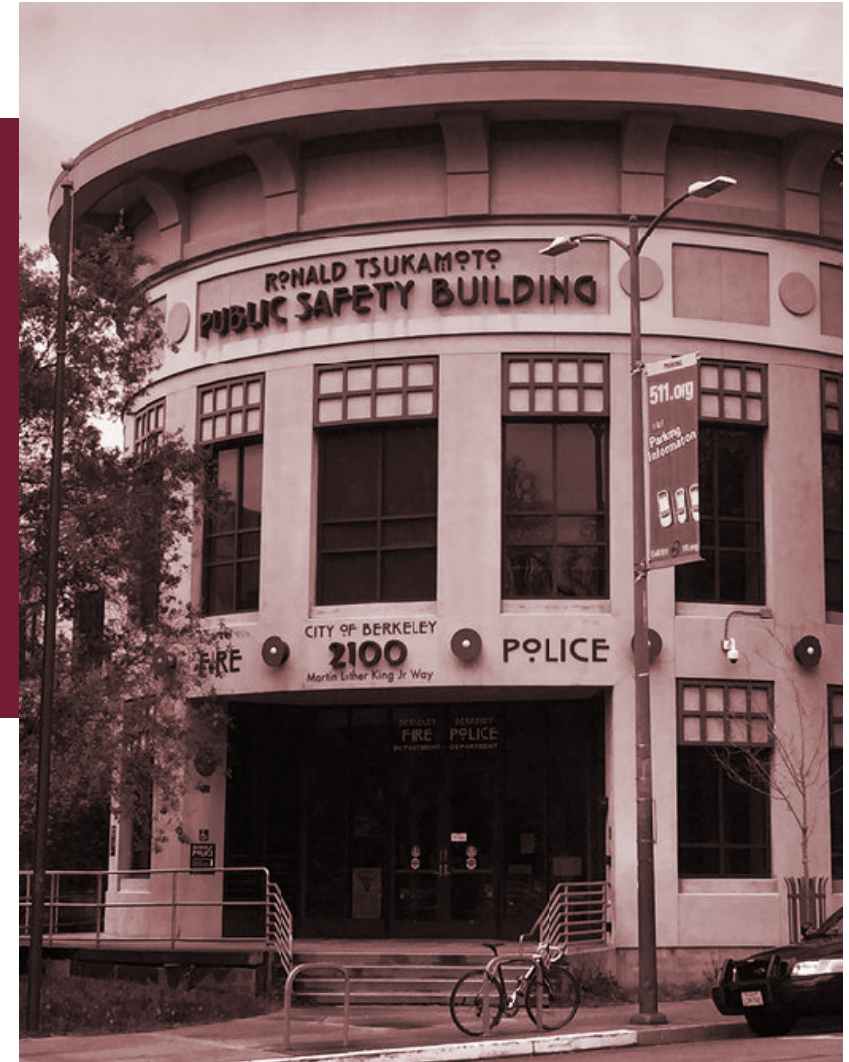
## REINVEST

Increase equitable investment in vulnerable communities and for those who have been historically marginalized.



# Recommendations

## Recommendations & Implementation Plan





# Police | Recommendations



# Police



## ***MEANINGFUL COMMUNITY ENGAGEMENT***

Develop BPD and community-based organization engagement and collaboration structures

Implement formal BPD community engagement unit

## ***DEVELOPMENT OF NON-ENFORCEMENT FOCUSED APPROACHES***

Expand capacity to provide non-sworn responses to parking enforcement and emergency traffic response

Develop additional resources to meet public safety goals with appropriate response

Explore redirecting enforcement responsibilities where appropriate including those specifically related to traffic and bicycle safety

# Police (continued)



## ***ACCOUNTABILITY***

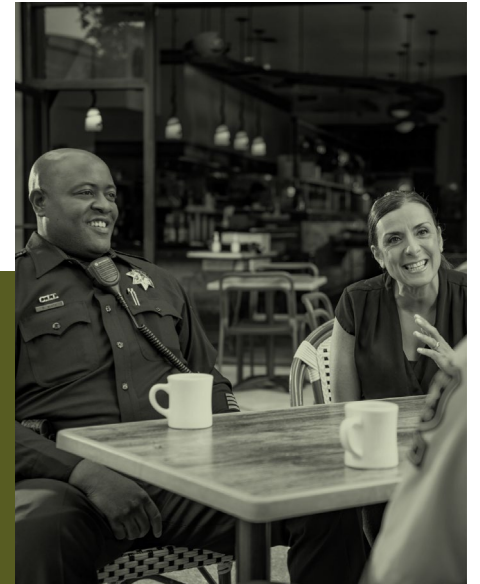
Address disparities in traffic and other enforcement stops and use of force incidents

Support expanding dispatch responsibilities and expertise

Conduct regular data analysis to ensure alignment with Fair and Impartial Policing

Conduct ongoing training in support of Fair and Impartial Policing concepts

Conduct departmental staffing assessment



# Police (continued)



## ***OFFICER SAFETY AND WELLNESS***

Continue to support employee health and wellness

Continue to support employee training and professional development

Ensure public and employee safety through recruitment efforts

## **TRANSPARENCY**

Launch public facing transparency hub (data dashboards)

Build deeper relationships with community groups to support best possible outcomes



# Police (continued)

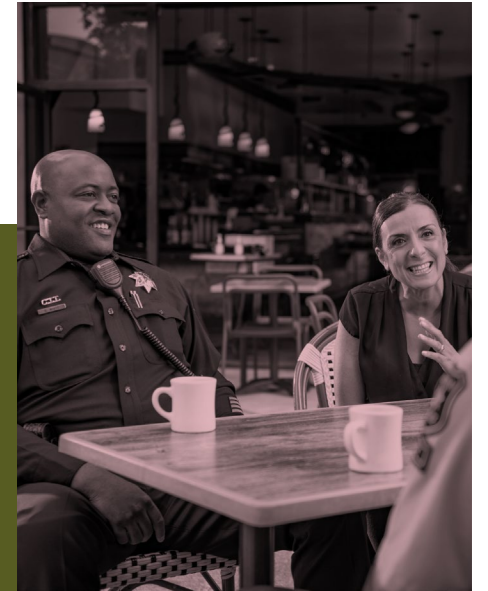


## VALUE PUBLIC SAFETY AND VICTIM SUPPORT

Strengthen investigation capabilities and victim support network

Expand problem-oriented teams to support community needs and address violent crime

Promote traffic and pedestrian safety through data analysis, education and enforcement where appropriate.



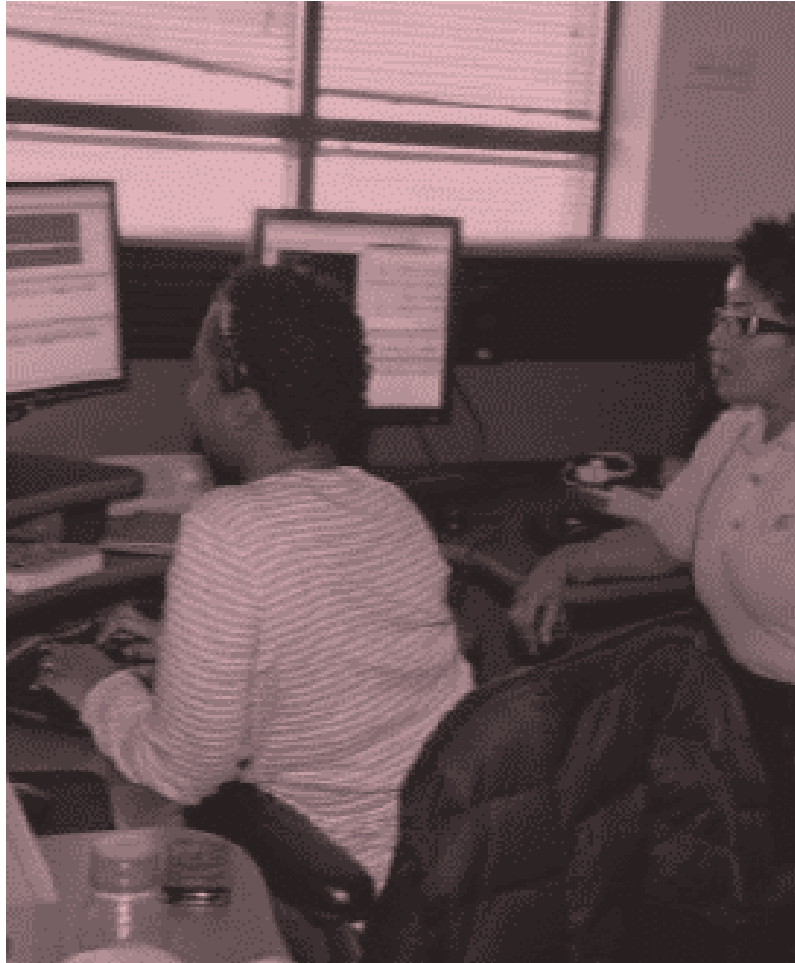
# Police (continued)



Support implementation of violence prevention programs



# Priority Dispatch | Recommendations



# Priority Dispatch

Possible Priority Dispatch Models		
Models Considered	Pros	Cons
Current Model	Simplicity, easier staffing	Inefficient, delays for callers, expansive resources sent to call
Criteria Based Dispatch	Affordable, flexible, trusts well-trained dispatchers	Non-standard, not used by neighboring agencies
Medical Priority Dispatch System	Standard system, used by neighboring agencies	Expensive licensing, inflexible, heavily scripted



# Priority Dispatch

## Federal Engineering Scope of Work

### Phase I

### Analyze and Recommend Dispatch System

- Analyze Current Operations and perform a needs assessment
- Recommend a dispatch system that would best serve the City of Berkeley

### Phase II

### Implementation Plan Report

- Implementation Plan

# BerkDOT | Recommendations



# Berkeley Department of Transportation (BerkDOT)

- Review of national and local context
  - Few cities of Berkeley's size have a stand-alone DOT
  - Existing *Division* of Transportation has more breadth than most cities
- Three options for BerkDOT organizational structure: stand-alone Department, Department of Transportation and Infrastructure (BerkDOTI), or consolidated Division
- A first-of-its-kind scientific survey (and listening sessions) found:
  - support for shifting traffic enforcement, including routine traffic stops, from police to specially trained staff
  - acknowledgement of the role race can play in interactions with the police, with Black residents particularly aware
  - women more likely to rate the safety of getting around Berkeley negatively

# BerkDOT

Continue legislative advocacy for changes in state law to grant cities the authority for non-sworn civilian traffic enforcement, and automated enforcement for speeding/red lights



Move crossing guards from the Police to Public Works' Division of Transportation

Continue to plan for a civilian traffic enforcement unit once state law does change

Review Berkeley Municipal Code for proposed changes to increase equity and racial justice in the City's existing transportation fines and fees

After assessing progress in equity, mobility, Vision 2050, and Vision Zero (or setting new vision) in transportation, determine best organizational structure : a stand-alone Berkeley Department of Transportation, Department of Transportation and Infrastructure(BerkDOTI), or Division of Transportation



Approve new Vision Zero staff member to conduct collision analysis

Continue consolidation of transportation functions

# SCU | Recommendations



# Specialized Care Unit (SCU)

- Comprehensive community engagement process to design the SCU
  - Engage consultant (Research Development Associates)
  - Create Steering Committee to oversee process
- 3 comprehensive reports
  - Crisis Response Models Report
  - Mental Health Crisis Response Services & Stakeholder Perspectives Report
  - Specialized Care Unit Crisis Response Recommendations

# Specialized Care Unit (SCU) ctd.

- 25 recommendations for design for a 24/7 mobile crisis response for behavioral health crises by category
  - The SCU Mobile Team
  - Assessing the SCU Crisis Response: Dispatch & Alternative Phone Number
  - Implement a Comprehensive 24/7 Mental Health Crisis Response Model
  - Administration & Evaluation
  - Promoting Public Awareness
- Steering Committee adopts RDA recommendations with additional analysis
- SCU pilot with intention to implement long term

# Specialized Care Unit (SCU)



Implement the Specialized Care Unit Pilot using all of the recommendations from Research Development Associates (RDA) and the SCU Steering Committee as a road map

Evaluate SCU Pilot



Continue to partner with SCU Steering Committee, Mental Health Commission, and community members in implementation

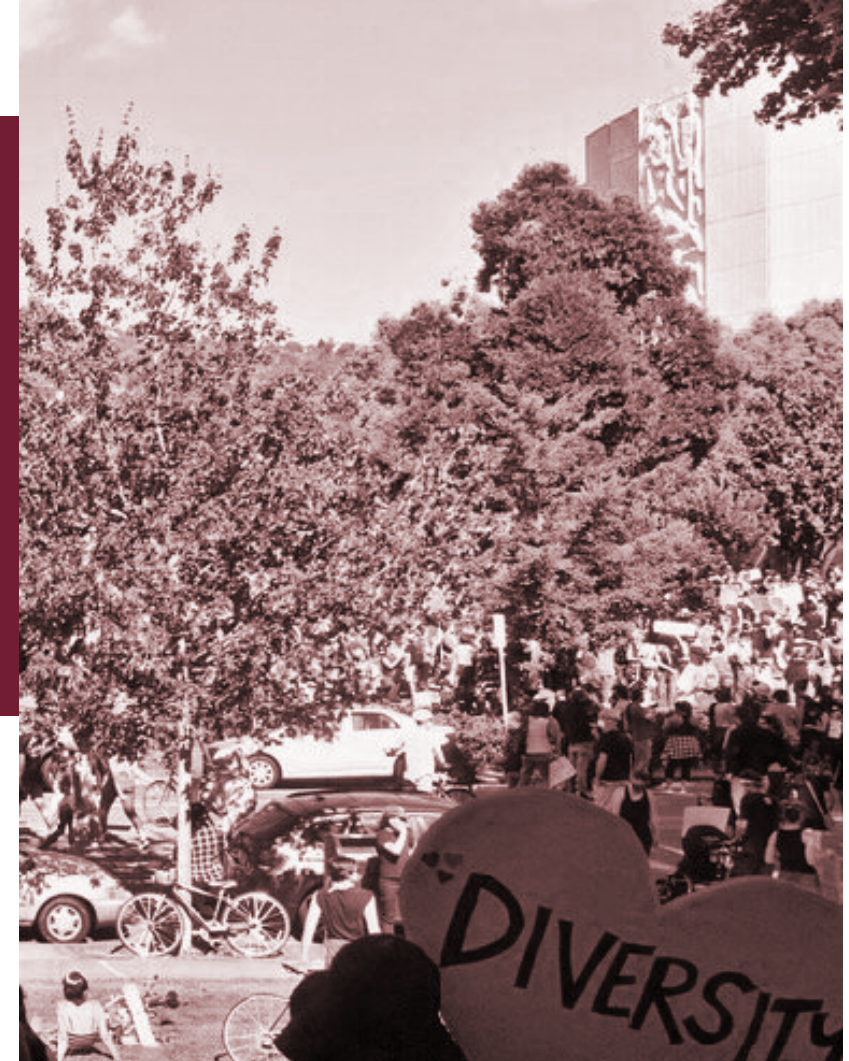


Develop and implement a finance strategy for SCU long-term stability



# Budget

Funding Reimagining Work



# FY23-24 Reimagining Public Safety Budget Analysis

As part of the FY23-24 budget process, additional funding sources available to support the reimagining public safety process include the City Manager's proposal to defer five (5) Sworn Officer positions, resulting in \$1.6M in addition to other salary savings from vacancies.



REIMAGINE	REQUESTED FUNDING
Consulting Services - BerkDoT, Priority Dispatch	\$ 650,000
City Staffing/Additional Positions	\$3,106,911
Sworn Officer positions (1) *deferred	(\$ 293,334)
Community Services Officer positions (10)	
Community Services Officer Supervisor positions (1)	
Parking Enforcement Officers (5)	
Parking Enforcement Officer Supervisor positions (1)	
Assistant to the City Manager positions (1)	
Specialized Care Unit (1yr Pilot Program—already budgeted)	(\$5,700,000)
Specialized Care Unit (Ongoing)	TBD
<b>Subtotal</b>	<b>\$3,756,911</b>



IMPROVE	REQUESTED FUNDING
Consulting Services - BerkDoT, Grant Writer, PD Training, PD Wellness	\$ 170,000
City Staffing/Additional Positions	\$8,275,258
Associate Planner (1)	
Public Safety Dispatcher II positions (8)	
Supervising Public Safety Dispatcher (1)	
Sworn Officer positions (7) *deferred	(\$6,453,348)
Community Services Officer positions (1)	
Training	\$ 250,000
<b>Subtotal</b>	<b>\$ 8,695,258</b>



REINVEST	REQUESTED FUNDING
City Staffing/Additional Positions	(\$293,334)
Sworn Officer positions (1) *deferred	
<b>Subtotal</b>	<b>(\$293,334)</b>

FY 23-24 TOTAL FUNDING REQUEST*	REQUESTED FUNDING
<b>TOTAL</b>	<b>\$12,452,169</b>

# Important Matters to Consider

CHALLENGES	CERN MODEL	CONSIDERATIONS
Ongoing funding	Underdeveloped and needed additional data	Honoring our MOU's as it relates to contracting
Staffing considerations	Needs more work and components may be effective to implement as we move forward with the reimagining process	Moving Dispatch to the Fire Department
State Law to changes around traffic enforcement		Labor Issues
Timeline could be 3-5 years for full implementation of all items		Community Services Officers to be housed in Neighborhood Services

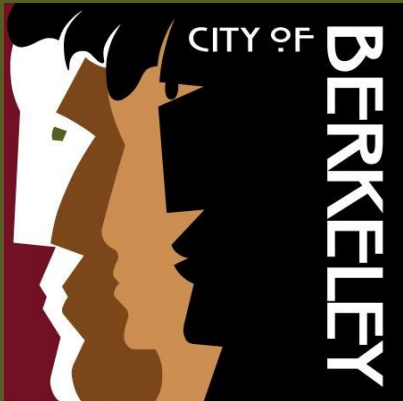
# Closing Remarks

If Council decide to move forward with recommendations in this report, it is necessary to:

1. **Analyze our dispatch system** to make changes to support a system with greater triage capabilities.
2. **Implement the SCU Pilot.**
3. **Implement greater BPD community engagement** to build relationships with community groups.
4. **Establish the Office of Race Equity and Diversity.**
5. Complete **Police Staffing Assessment** and **Beat Structure Analysis.**
6. **Seek funding opportunities** to support the reimagining public safety process for Berkeley.



Thank you.



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