



Reimagining Public Safety, Phase II

May, 2022



Refer up to \$5.3M to the 2022 Budget Process for staffing and/consulting services and community investments as priority reimagining initiatives



Staff Costs

Budget	Purpose	Rationale
\$315,000	Assistant City Manager to lead Office of Equity and Diversity	<p>Recommendation supported by City Manager, Task Force and City Council</p> <p>The development of the Office should take into account the recommendations from the Reimagining Task Force. Particular attention from the Office of Equity should be paid to language access, which has been identified repeatedly as a barrier to trust and adequate services delivered by the City across departments.</p>
\$315,000	Assistant City Manager to serve as Reimagining Project Coordinator	The responsibilities of project management have fallen under the already heavy burden of the existing Deputy City Manager, with part-time support from a Management Analyst. To effectively coordinate the ongoing work, a full-time senior level staff person is required.
\$100,000	Fair and Impartial Policing (FIP) Training	Recommendation to implement and prioritize FIP has been supported by City Manager, City Council and Task Force
\$100,000	Grant Writer	Recommended by City Manager to access grant funds to support reimagining efforts

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Staff Costs continued...

Budget	Purpose	Rationale
Up to \$1.5 Million	1 Supervisor - CSO Unit; Up to 9 Community Services Officers	Launch a pilot Community Services Officer unit using Police salary savings. Positions would be project based for two-years. Evaluate pilot after two-year period to align with the FY 25-26 Budget Process and determine the appropriate location of the CSO unit within a new Public Safety Department and the role for other non-sworn responders.
\$175,000	Vision Zero Staff Position	Approve a new Vision Zero staff position in Public Works' Division of Transportation to conduct collision analysis. This will promote the City's Vision Zero approach by boosting the City's capacity to analyze collision data collected by the Police Department, and, with Police input, propose

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Consulting Costs

Budget	Purpose	Rationale
\$300,000	Continue BerkDOT process to plan for a civilian traffic enforcement unit, both by informing the content of state law changes to enable such a unit, and by developing two implementation plans: 1) if state law changes to accommodate, and 2) if state law does not change	Recommendation supported by the City Manager and Task Force.
\$70,000 or more	Analysis of BPD Staffing and Beat Structure (<i>See details in Attachment 1 section A</i>)	Recommended by City Manager and supported by City Council
Approximately \$250,000	Support an organizational design process to create an umbrella Department of Community Safety	See below, rationale part 3

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Consulting Costs (continued)

Budget	Purpose	Rationale
\$150,000	Review Municipal Code for proposed changes to increase equity and racial justice in City's transportation fines and fees, and explore the civilianialization of the municipal code	Recommendation is supported by the City Manager and Task Force
\$200,000	Consulting costs requested by City Manager to support continued analysis of prioritized dispatch and development of an implementation plan	Recommendation is supported by City Manager. Developing a new model for dispatch was identified as critical by both SCU steering committee and Task Force

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Community Investments - Violence Prevention and Youth Services

Violence Prevention:

- \$50,000 for McGee Avenue Baptist Church, Voices Against Violence
- \$200,000 for Berkeley Ceasefire
- \$160,000 for Berkeley Youth Alternatives: \$125,000 to support their counseling center and \$35,000 for the Summer Jam Day Camp

Alternatives to Sanctions/Fines

- \$150,000 to expand hearing officer resources in the City Manager's Office to provide alternative referrals to community service and social services for parking and other infractions
- \$50,000 to expand downtown streets team as placement for low-level violations (e.g. vehicular camping/parking and sidewalk ordinance infractions)

Community Mental Health, Behavioral and Crisis Response

- \$100,000 for a Behavioral Health, Crisis Response, and Crisis-related Services Needs and Capacity Assessments
- \$350,000 for Youth Peers Mental Health response as proposed by the Berkeley High School student-led plan for mental health services

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Community Investments - Violence Prevention and Youth Services

Respite from Gender Violence

- Up to \$500,000 to increase the capacity of community-based orgs. Provide services and housing leads for victims of Gender Violence (see Reimagining Task Force Report and page 223 of NICJR Final Report Packet for details)
 - Additionally, request staff to work with county partners to clarify which services should be provided by county vs the city.

Language Equity

- \$15,000 to publish victim resources in plain language and in multiple languages. See Task Force gender violence report for details

Prioritize Programmatic Recommendations for Phase 1 of Reimagining Implementation during next 12-24 months



- Adopt the report, City of Berkeley Specialized Care Unit Crisis Response Recommendations by Resource Development Associates(Attachment XX) and implement the pilot Specialized Care Unit (SCU)
- Continue development and implementation of prioritized dispatch, pursuant to the RDA report.
- **Develop an implementation plan to expand alternative response from civilian responders beyond the proposed pilot for SCU for other low-level calls that includes but is not limited to: Community Service Officers for only those calls that necessitate police, code enforcement, fire inspectors or city-hired community mediators**
- Transition collision analysis and crossing guards from BPD to Public Works until a Department of Transportation is developed.
- Continue consolidating transportation functions as recommended by staff
- Complete the implementation of Fair and Impartial Policing Recommendations
- Complete Auditor Recommendations on overtime and calls for service
- Fully implement the Ceasefire violence intervention program
- Analyze the establishment of a crisis stabilization center and/or expand access to existing centers so that people in crisis have a safe and supportive alternative to jail or emergency rooms.
- Implement recommendations from the Reimagining Task Force relating to Gender Violence, LGBTQIA and PEERS as feasible. (Attachment X)

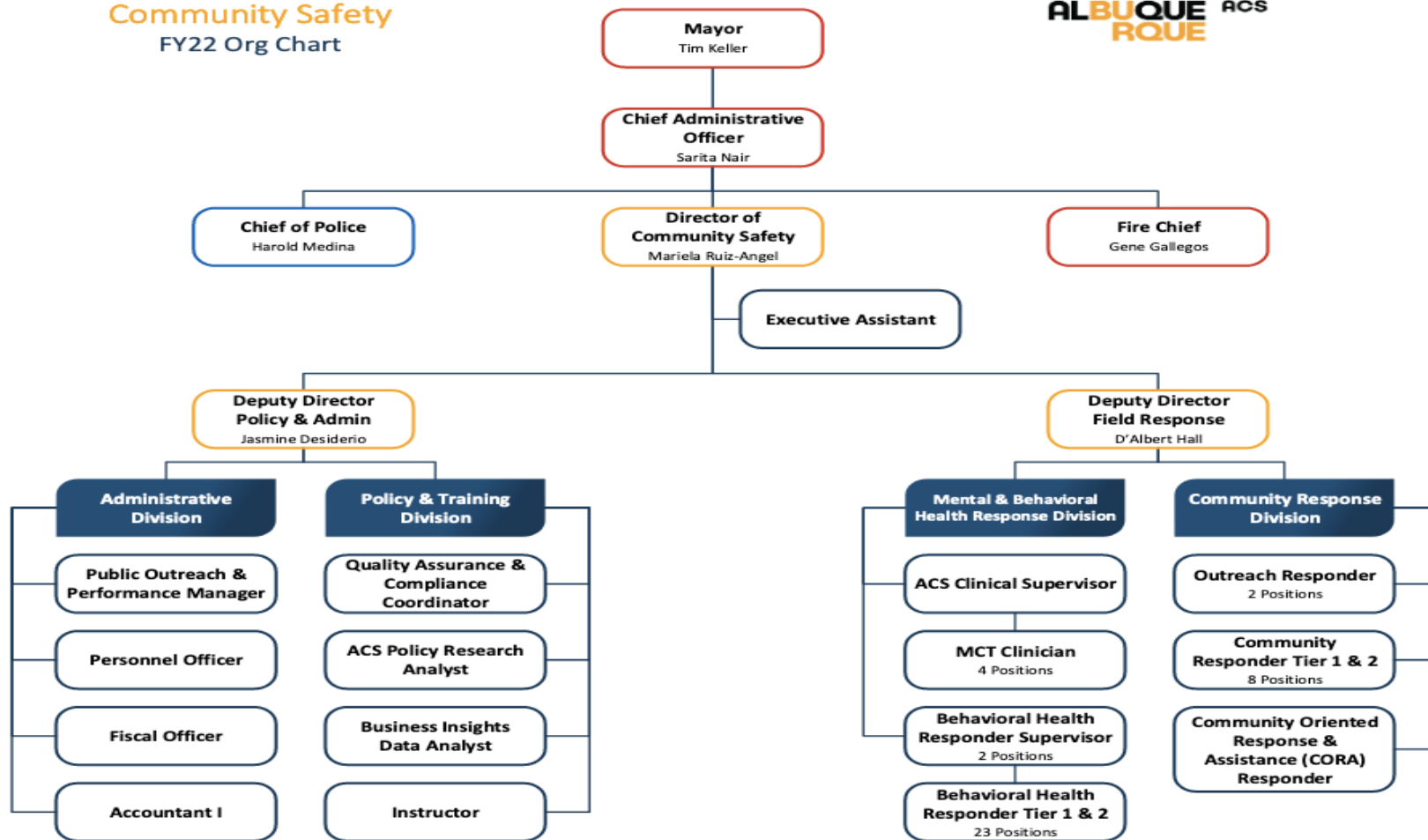
Introducing Community Safety Department



Why a Department of Community Safety could benefit Berkeley

- The goal of this initiative was to reimagine and redefine our understanding of public safety in Berkeley. The implementation of public safety programs needs to reflect a more holistic, long-term vision.
- Current efforts to reimagine are siloed and there is not a clear vision to integrate the many initiatives
- Dispatch needs to serve all branches of community responders equally (*see system recommendation in SCU report*).
- Community responders need to be prioritized and resourced with equal regard
- According to Auditor and NICJR analysis 81% of calls for service are for non-criminal calls, and police currently spend 53% of their time responding to these calls
 - A key goal of the reimagining process was to develop alternative responders to take on as many of these calls as possible without threatening the safety of the public or responders
 - SCU and the potential of BerkDOT and/or other community responders should be able to handle these calls, allowing police to focus more of their time on violent crime and proactive problem-oriented policing.

Albuquerque
Community Safety
FY22 Org Chart



Referral for consideration in the 2025- 2026 Budget Cycle



This referral expresses that by 2024, it is the City's goal to be prepared to make the following decisions and investments:

1. Create a permanent Specialized Care Unit pending positive pilot results and;
 - a. Conduct an evaluation of the training curriculum and review best practices from other similar emerging models (see Training and Community Institute Task Force Recommendation for inspiration)
 - b. Expand the community responder model to tackle a larger range of low-level calls for service based on implementation plan developed by staff.
2. Revise the BPD Budget and Staffing Structure to reflect results of staffing and beat analysis, and the development of alternative responders
3. Invest in a new Department of Transportation and have clarity on a vision and legal path to civilianized traffic enforcement
4. Invest in a new umbrella city organization for public safety
5. Launch a Universal Basic Income Pilot
 - a. The Mayor as a member of Mayor's for Guaranteed income will pursue state grants and philanthropic opportunities to initiate a pilot prior to this budget cycle
6. Continue expanding opportunities for alternatives to fines
7. Consider an Expanded Jobs Program
8. Evaluate BPD Training needs and make changes where needed

Summary of Phased Approach to Reimagining



Phase 1 July 2020 - July 2022

- Community Process
- Reimagining Task Force Report
- Consultant Work:
 - Resource Development Associates (Specialized Care Unit)
 - National Institute of Criminal Justice Reform
 - Dispatch
 - BerkDOT
- City Manager Report
- Mayor and Council Proposals

Phase 2 July 2022 - July 2024

- Launch SCU Pilot
- Continue BerkDOT process + transfer and expand key functions
- Office of Equity created
- Design Process for new public safety department
- Dispatch analysis
- Beat Study and staffing assessment
- Fines/Fees analysis and civilianization of municipal code
- Implement Violence intervention
- Additional community Investments

Phase 3 July 2024 - July 2026

- BerkDOT Implementation
- BPD budget and staffing reflects results of analysis
- First phase implementation of umbrella public safety department
- Implementation of dispatch redesign
- Expand SCU and launch second phase of civilian response pilots
- Launch Universal Basic Income program pilot