



Office of the City Manager

CONSENT CALENDAR

November 15, 2022

To: Honorable Mayor and Members of the City Council

From: Dee Williams-Ridley, City Manager

Submitted by: LaTanya Bellow, Deputy City Manager

Subject: Appointment of the Chief of Police

RECOMMENDATION

Adopt a Resolution confirming the appointment of Jennifer Louis as the Chief of Police to be effective November 27, 2022 at an annual salary of \$256,125.22.

FISCAL IMPACTS OF RECOMMENDATION

The salary and benefits for the Chief of Police are included in the Fiscal Years 2023-2024 Department budget. The position is paid 100% from the General Fund (Budget Code: 011-71-701-801-0000-000-421-511120).

CURRENT SITUATION AND ITS EFFECTS

Jennifer Louis has served the City of Berkeley community as a law enforcement professional for over 23 years. Jennifer began as a Patrol Officer with the Berkeley Police Department in February 1999, and through the years was promoted to Field Training Officer, Police Sergeant, Police Lieutenant, Police Captain of both Operations and Support Services, and most recently, Interim Chief of Police, the position in which she has served for the past 19 months. Jennifer graduated cum laude with a Juris Doctor degree (with a Public Interest Law Certificate) from Santa Clara University, and possesses a Bachelor of Science in Criminal Justice and a minor in Sociology from California State University, Hayward.

The City retained Avery Associates, an executive search firm, to conduct an extensive search for a new Chief of Police. The recruitment process was designed to be a nationwide search, collaborative and inclusive in nature while considering the needs and priorities of the community, the Police Department, and the City Council.

Avery and Associates, as part of their development of the recruitment brochure:

- Had several status update discussions with the Hiring Steering Committee where additional
- input and feedback were incorporated into the recruitment profile and recruitment process;
- Conducted a community survey which was designed to get community input that would help

- shape the recruitment profile and define core competencies to identify, screen, and evaluate
- candidates. The community provided a robust response of 273 participants providing written
- comments;
- In-person interviews with members of the Police Accountability Board (PAB);
- In-person interviews with the mayor and each councilmember; and
- In-person interviews with members of the City of Berkeley's executive team.

The City conducted a competitive interview process consisting of two interview panels made up of community members, City of Berkeley representatives and third panel made up of members from the Police Accountability Board. Top candidates were recommended for final interviews that were conducted by the City Manager,

In accordance with the City Charter, Section 28(b) of Article VII, I am submitting my selection for the Chief of Police to the City Council for confirmation. I have selected Jennifer Louis for appointment to the Chief of Police position, to be appointed with an annual salary of \$256,125.22. I am requesting confirmation of this appointment so that I may formally offer this regular at-will benefited department head position to Jennifer Louis, effective November 27, 2022.

### BACKGROUND

The new Chief of Police for the City of Berkeley Police Department (BPD) will provide leadership for 281 FTEs, including 181 sworn officers of all ranks. The department includes the four divisions of Operations, Investigations, Professional Standards, and Support Services. The BPD mission is to safeguard our diverse community through proactive law enforcement and problem solving, treating all people with dignity and respect.

The Police Department is organized into five divisions to deliver the following baseline services:

**Office of the Chief:** The Office of the Chief provides overall leadership and administrative oversight for the Police Department. The Office includes the Chief of Police, the Internal Affairs Bureau, and the Fiscal Services Unit.

**Operations Division:** The Division supports the department's mission by responding to calls for service, conducting initial criminal investigations, making arrests, issuing citations, and providing crime prevention services and proactive problem-solving efforts, all focused on safeguarding the community. The Operations Division includes Patrol Teams, Bicycle Officers, Community Services Bureau (i.e., the Area Coordinators, Public Information Officer, Police Reserve Program, Special Events Coordinator, and Crisis Intervention Training Coordinator), the Special Response Team, and the Explosive Ordinance Disposal Team. Bicycle Officers supplement the beat officers in some of the city's most heavily populated areas, including downtown and south campus business districts, but also provide data-driven focused enforcement throughout the city.

**Investigations Division:** The Division supports the Department's mission through the work of several Bureaus and Units. The Detective Bureau conducts follow-up investigations on felony crimes, including homicides, felony assaults, robberies, sexual assaults, domestic violence assaults, sexual assaults on children and minors, residential and commercial burglaries, identity theft, fraud, forgery, and elder abuse, among other offenses. The Traffic and Parking Enforcement Bureau consists of two Units: The Traffic Unit's Motorcycle Officers focus on community safety through enforcement of traffic laws, investigation of serious injury traffic collisions including fatalities, driving under the influence (DUI) enforcement, and coordinating grant funded focused enforcement efforts. The Parking Unit's Parking Enforcement Officers (PEO) enforce applicable state and local codes which regulate parking in the City of Berkeley, and further provide traffic control and support as needed for other Department Divisions (e.g., through working on planned Special Events, or in assisting with major incident scene management). The Crime Analysis Unit provides Department personnel with relevant data and analysis skills to inform enforcement and problem-solving efforts. The Crime Scene Unit is responsible for properly identifying, seizing, and documenting forensic crime scene evidence.

**Professional Standards Division:** The Division supports the Department's mission through the administration of its hiring and training efforts, policy review and maintenance, and systems review, auditing, and project coordination. The Division includes the Personnel and Training Bureau, Policy Sergeant, and Audit Sergeant, as well as professional administrative staff. The Professional Standards Division, through Personnel and Training, facilitates and coordinates all training needs for sworn and non-sworn staff. This includes training that is mandated by law as well as training required for employee development.

**Support Services Division:** The Division supports the Department's mission through a variety of essential operational and administrative activities. The Support Services Division comprises the Public Safety Communications Center (which receives and dispatches calls for Police, Fire, and Medical services), the Berkeley City Jail, Records, and Front Counter Units, the Property and Evidence Unit, Public Safety Technology System Unit, Warrant Unit and Court Liaison Officer. The Division provides fundamental structural support across all Department Divisions.

#### ENVIRONMENTAL SUSTAINABILITY AND CLIMATE IMPACTS

There are no identifiable environmental effects or opportunities associated with the subject of this report.

#### RATIONALE FOR RECOMMENDATION

Jennifer Louis has been selected to serve the Berkeley community as its next Chief of Police due to her demonstrated dedication as a progressive and visionary leader. Since February 1999, Jennifer has served in various leadership roles and most recently, Interim Chief of Police for the past 19 months. Jennifer will utilize her extensive law enforcement experience, educational background in criminal justice and law,

institutional knowledge of the department, and understanding of the evolving nature of community issues and calls for police reform to support the City of Berkeley's culturally rich, ethnically diverse, multi-faceted, and historic community, as well as be a unifying force in engaging and transforming public safety efforts to provide fair and equitable services towards providing a safe environment for all constituents.

ALTERNATIVE ACTIONS CONSIDERED

None.

CONTACT PERSON

Dee Williams-Ridley, City Manager, City Manager's Office (510) 981-7000

Attachment:

1: Resolution

RESOLUTION NO. ##,###-N.S.

CONFIRMING THE APPOINTMENT OF JENNIFER LOUIS AS CHIEF OF POLICE

WHEREAS, Jennifer Louis is currently working as the Interim Chief of Police with the City of Berkeley and has over twenty-three years of experience working in law enforcement including Field Training Officer, Police Sergeant, Police Lieutenant, Police Captain of both Operations and Support Services, and most recently, Interim Chief of Police, the position in which she has served for the past 19 months; and

WHEREAS, Ms. Louis brings law enforcement experience from across a number of ranks and divisions, over two decades worth of knowledge and meaningful relationships with the Berkeley community, including additional experience as a Firearms Training Unit Instructor, Detective in the Domestic Violence Prevention Unit, Special Response Team Leader, Sergeant of Operations, Special Victims Unit Investigation Division; and

WHEREAS, Ms. Louis possesses educational background related to law enforcement, having graduated cum laude with a Juris Doctor degree (with a Public Interest Law Certificate) from Santa Clara University, as well as a Bachelor of Science in Criminal Justice and a minor in Sociology from California State University, Hayward; and

WHEREAS, in her role as Interim Chief of Police, has led initiatives including directing and organizing the department towards achieving the overall departmental mission, ensuring compliance with laws and policies, developing an annual budget, managing personnel needs and resource allocation, and ensuring that service needs of the community are met through engagement, education, prevention and equitable enforcement as appropriate. Responsible for supporting both internal morale and wellness as well as ensuring strong relationships with community and city partners.

NOW THEREFORE, BE IT RESOLVED by the Council of the City of Berkeley that it hereby confirms the City Manager's appointment of Jennifer Louis as the Chief of Police with an annual salary of \$256,125.22 on the same terms and conditions as other regular at-will employees effective November 27, 2022.

