



PAB-ODPA BUDGET REQUEST

STAFF REPORT FROM THE OFFICE OF THE DIRECTOR OF POLICE ACCOUNTABILITY PRESENTED TO THE CITY COUNCIL OF BERKELEY BUDGET COMMITTEE

PRESENTED BY DIRECTOR HANSEL AGUILAR

JUNE 08, 2023

INTRODUCTION

Purpose of the presentation:

To present the PAB recommendation of the resolution for funding the Director of Police Accountability (DPA) to hire additional Office of the Director of Police Accountability (ODPA) staff.

Proposed positions:

- 1 investigator (FTE) and;
- 1 communications specialist (FTE)

FISCAL IMPACTS OF RECOMMENDATION

Investigator salary range: \$104,291.20- \$125,673.60 annually + benefits (approx. \$56,806.47).

Communications Specialist salary range: \$101,400.00- \$120,286.40 annually + benefits (approx. \$56,806.47).

BACKGROUND

Transformation from the Police Review Commission (PRC) to the Police Accountability Board (PAB) & Office of the Director of Police Accountability (ODPA) oversight model.

Previous funding requests for data analyst and second investigator positions.

CURRENT SITUATION AND ITS EFFECTS

Limited permanent staffing and Board member vacancies have negatively impacted the ODPA's and PAB's work.

Additional permanent staffing is needed to ensure parity with the IAB (for investigations) and sustain an outreach and communications program.

RATIONALE FOR RECOMMENDATION

Overview of department workload and ongoing tasks:

- Board member training (Charter)
- Monitor implementation of fair and impartial policing recommendations (ongoing) (Council)
- Review Impact Statements under the Police Equipment & Community Review Ordinance (Ordinance)
- Outreach activities (Charter)
- Commendation program (Charter)
- Review of policies converted to the Lexipol format (Board and BPD)

RATIONALE FOR RECOMMENDATION

Importance of maintaining parity with the BPD's IAB and adapting to the increased complexity of investigations.

- Enhances legitimacy and credibility.
- Ensures timely processing of complaints as contemplated by the Charter.
- Enhances the capacity to do more thorough investigations.

RATIONALE FOR RECOMMENDATION

Benefits of an additional investigator:

- Timelier review of body-worn camera footage.
- Reduced facilitation time for Board members.
- Enhanced community outreach.
- Mitigation of inactive cases.
- Implication of a hierarchy within the investigative unit. (see Section 125(14)(i) of the Charter)

RATIONALE FOR RECOMMENDATION

Benefits of a communications specialist:

- Development and coordination of outreach programs.
- Addressing issues and misinformation.
- Informing and promoting ODPA/PAB and City activities through various channels and to different audiences.

ALTERNATIVE ACTIONS CONSIDERED

- Funding part-time employees.
- Creating a reserve for temporary staffing.
- Establishing a robust internship program.

SUPPORT FROM PAB: RESOLUTION



RESOLUTION NO. 2023-0001

RESOLUTION OF THE POLICE ACCOUNTABILITY BOARD OF THE CITY OF BERKELEY EXPRESSING SUPPORT FOR THE OFFICE OF THE DIRECTOR OF POLICE ACCOUNTABILITY'S REQUEST FOR A BUDGET ALLOCATION FOR ADDITIONAL STAFF

WHEREAS, the Office of the Director of Police Accountability (ODPA) is responsible for investigating complaints against sworn employees of the Berkeley Police Department and provides support to the Police Accountability Board in carrying out its duties; and

WHEREAS, the ODPA has experienced an overall increase in workload, resulting in understaffing and potential delays in the handling of cases and PAB requests; and

WHEREAS, the ODPA has previously requested a budget allocation for additional investigative staff to address the workload and ensure timely and effective investigations of complaints; and

WHEREAS, the ODPA and the PAB have roles in engaging the public and various stakeholders through outreach activities and meetings; and

WHEREAS, the ODPA and the PAB currently do not have any assigned staff for these specific duties; and

WHEREAS, the proposed budget allocation for additional staff will cost approximately \$359,572.94 annually;

NOW, THEREFORE, BE IT HEREBY RESOLVED, that the Police Accountability Board of the City of Berkeley expresses its full support for the Office of the Director of Police Accountability's request for a budget allocation for additional staff, as it will improve the ODPA's ability to investigate complaints of police misconduct in a timely and effective manner, enhance the ODPA's and PAB's ability to engage in meaningful community outreach, and ultimately enhance the accountability and transparency of the Berkeley Police Department.

Adopted on April 26, 2023.

RESOLUTION VOTING RESULTS

Board member	Aye	Nay	Abstain	Absent
Calavita				x
Harris				x
Leftwich	x			
Levine	x			
Moore	x			
Owens	x			
Total	4	0	0	2

CERTIFICATION

I, John "Chip" Moore III, as Chair of the Police Accountability Board, hereby certify the accuracy of the voting results contained in this document.

May 1, 2023

Date

May 1, 2023

Date

A handwritten signature in blue ink, appearing to read "John Moore III".

John "Chip" Moore III,
Chair of the Police Accountability Board

A handwritten signature in blue ink, appearing to read "Hansel A. Aguilar".

Hansel A. Aguilar,
Director of Police Accountability &
Secretary to the Police Accountability
Board