

BUDGET

Fiscal Year 2022

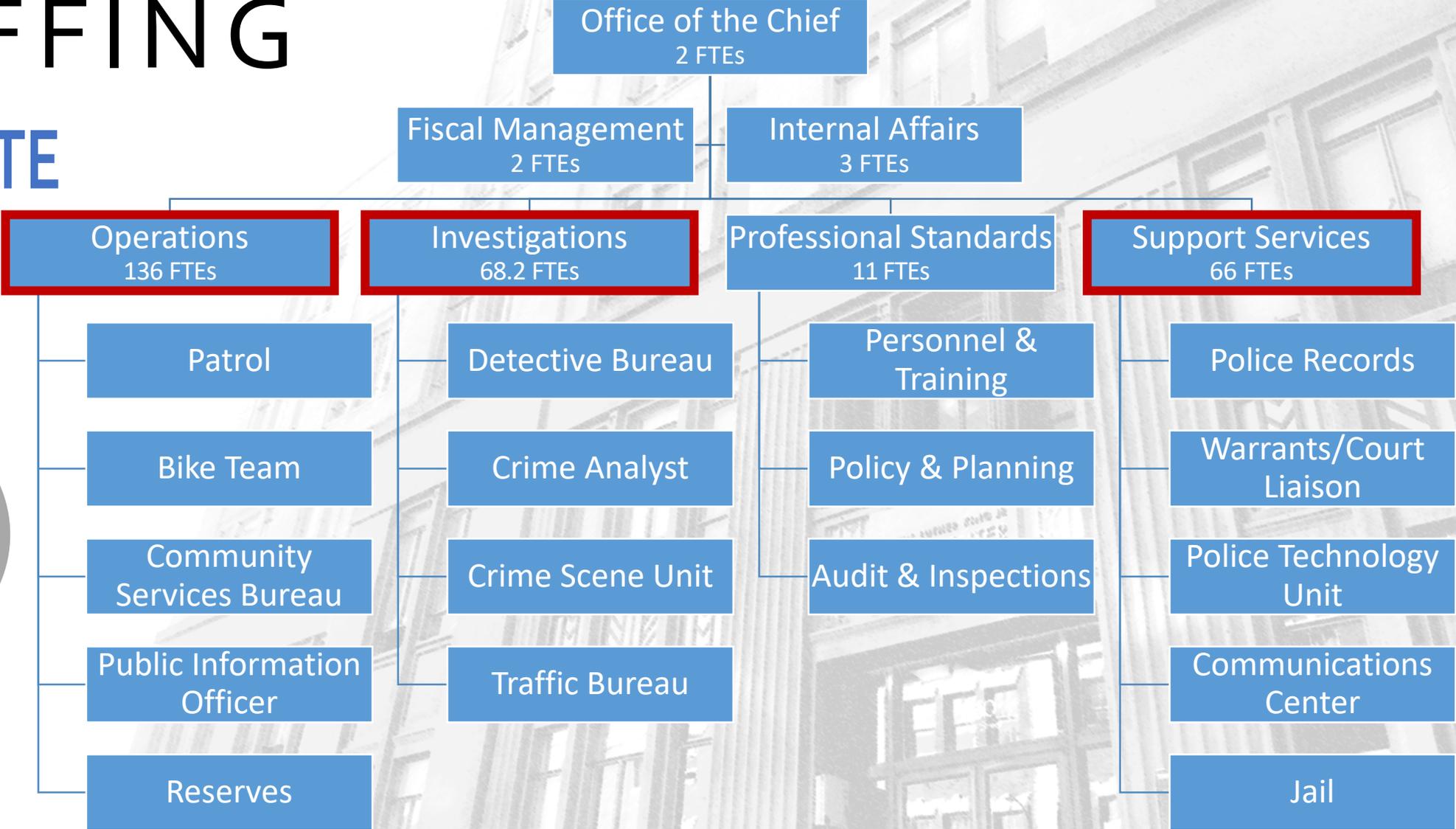
POLICE

MARTIN LUTHER KING JR
CIVIC CENTER

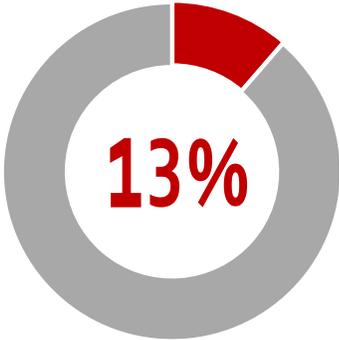
POLICE

STAFFING

288.2 FTE



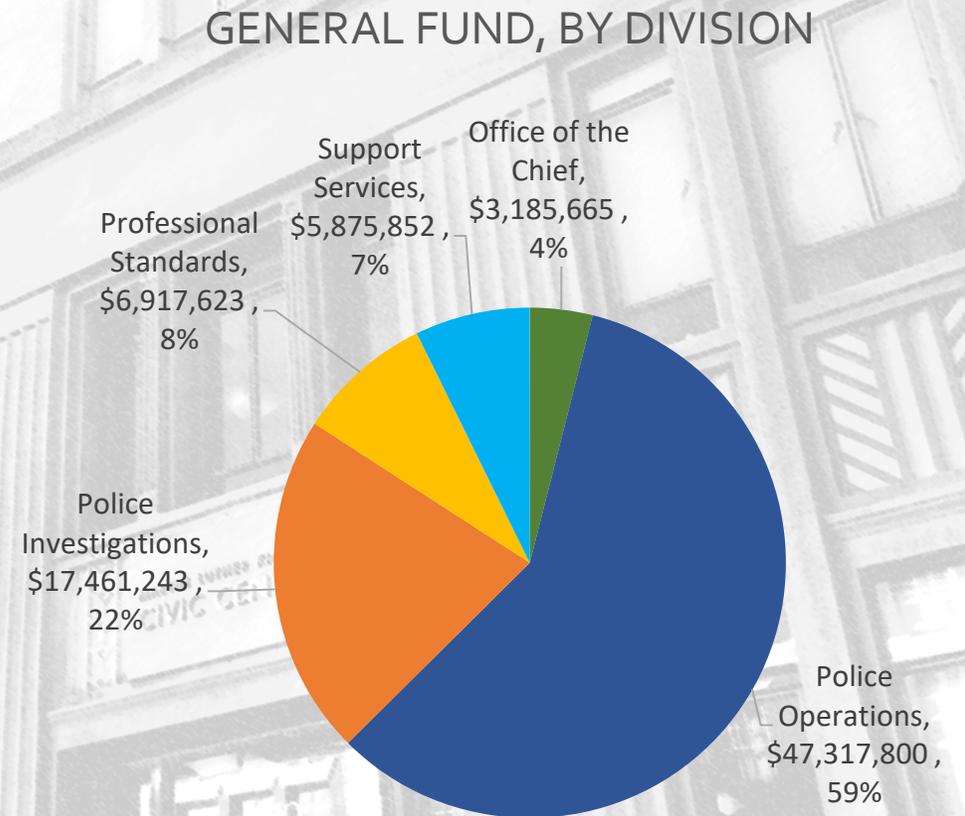
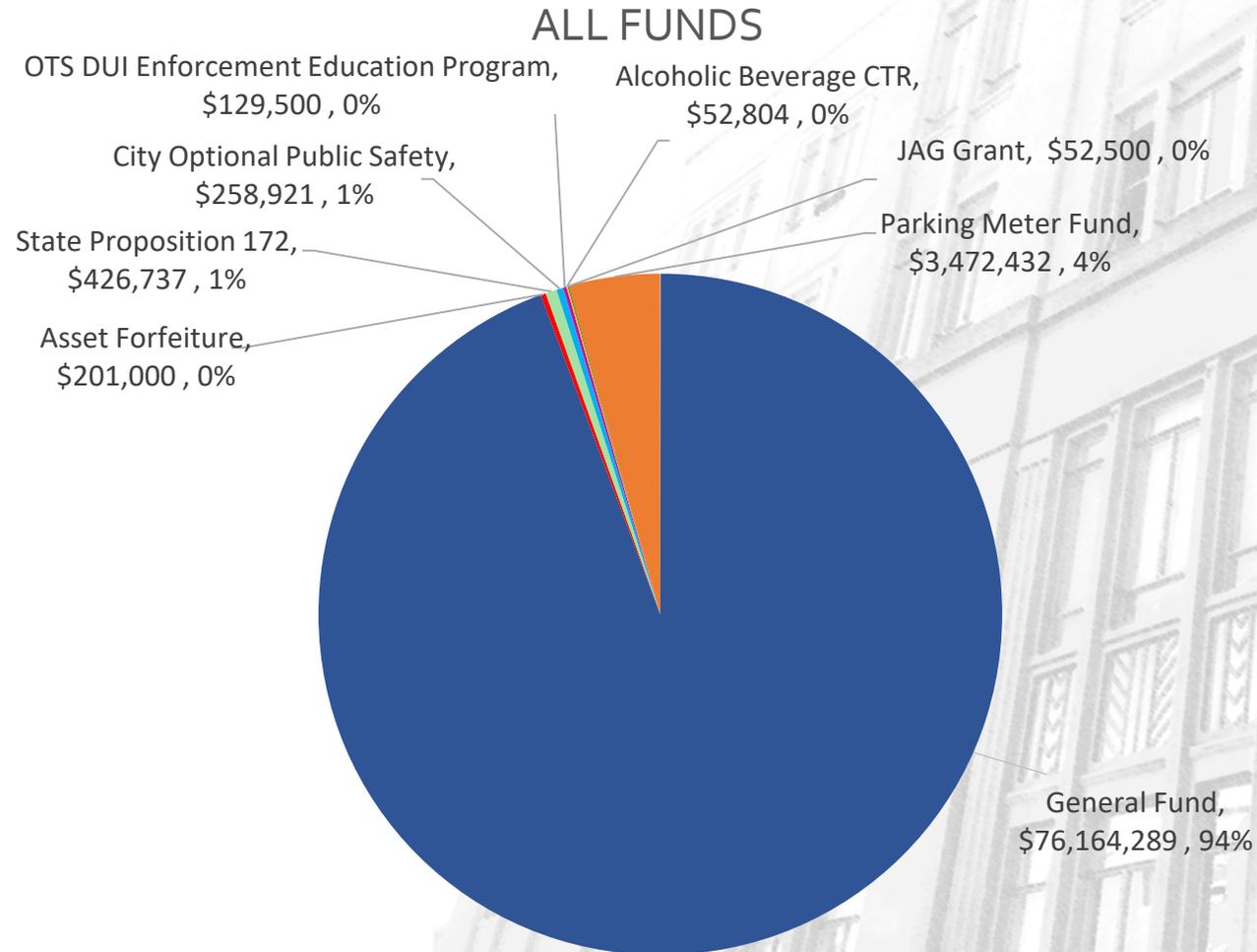
Vacancy Rate



■ Vacant

POLICE

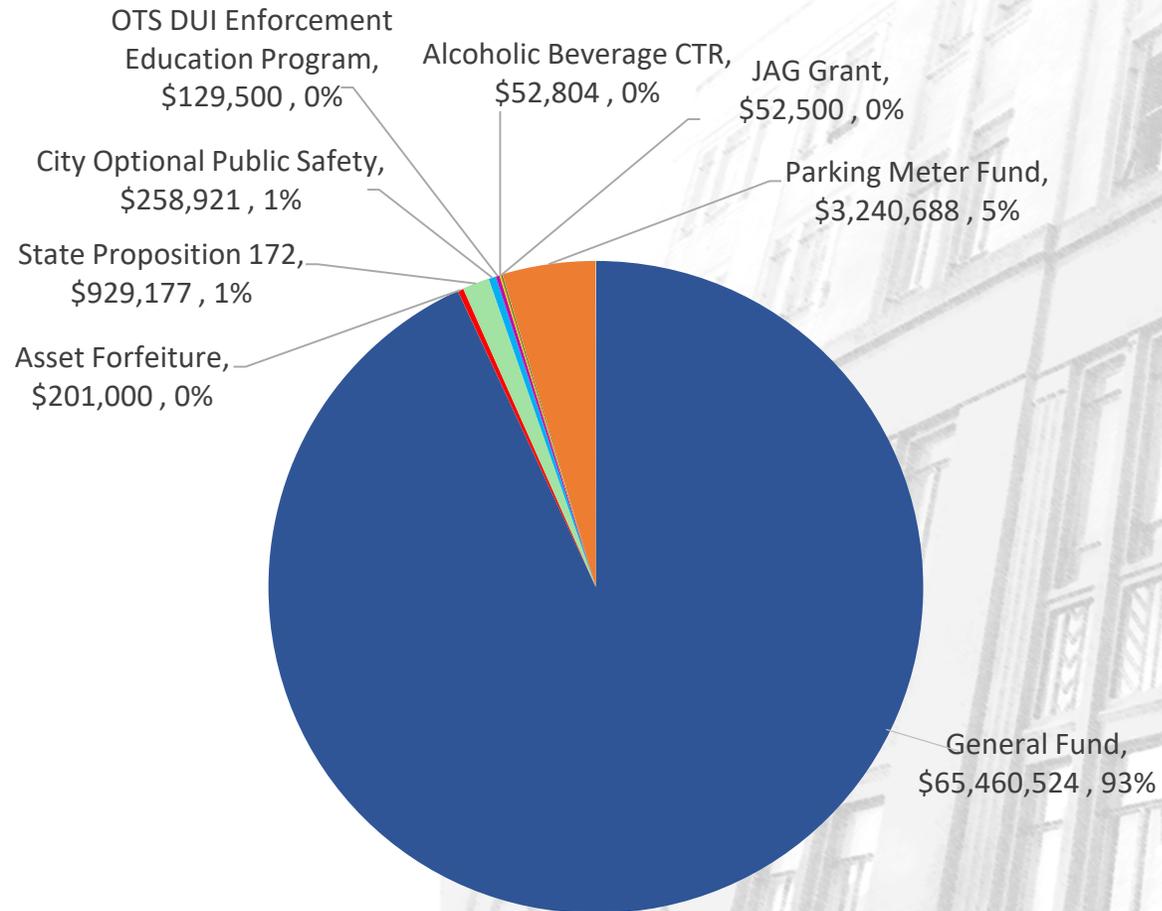
FINANCIALS: FY22 EXPENDITURES



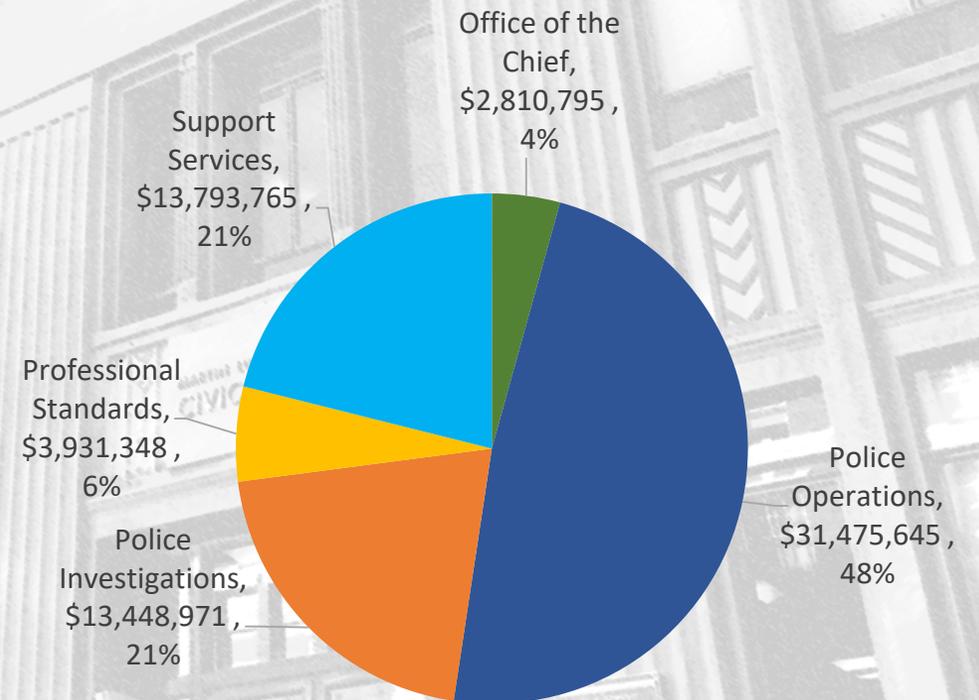
POLICE

FINANCIALS: FY21 EXPENDITURES

ALL FUNDS



GENERAL FUND, BY DIVISION



POLICE

ADJUSTED BUDGET VS ACTUALS

GENERAL FUND ADJUSTED BUDGET VS ACTUAL EXPENDITURES



■ Total FY Adjusted Budget
■ Total FY Actual Expenditures

FY18
62,446,964
62,628,514

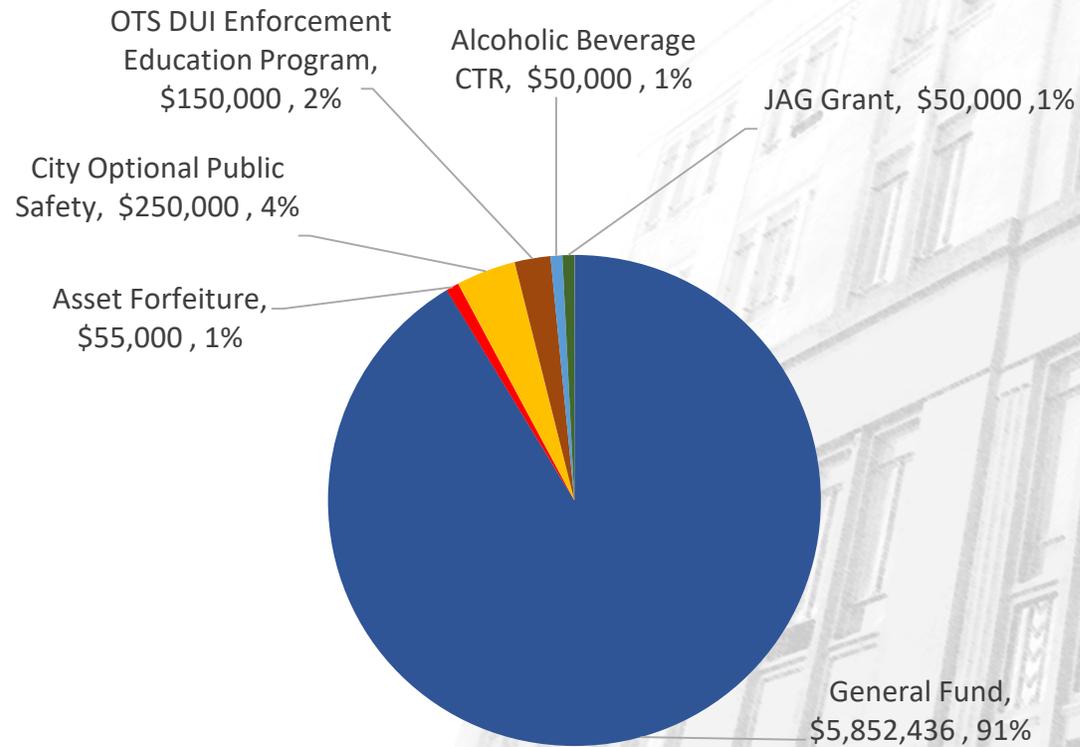
FY19
62,339,098
64,982,951

FY20
70,972,023
75,283,898

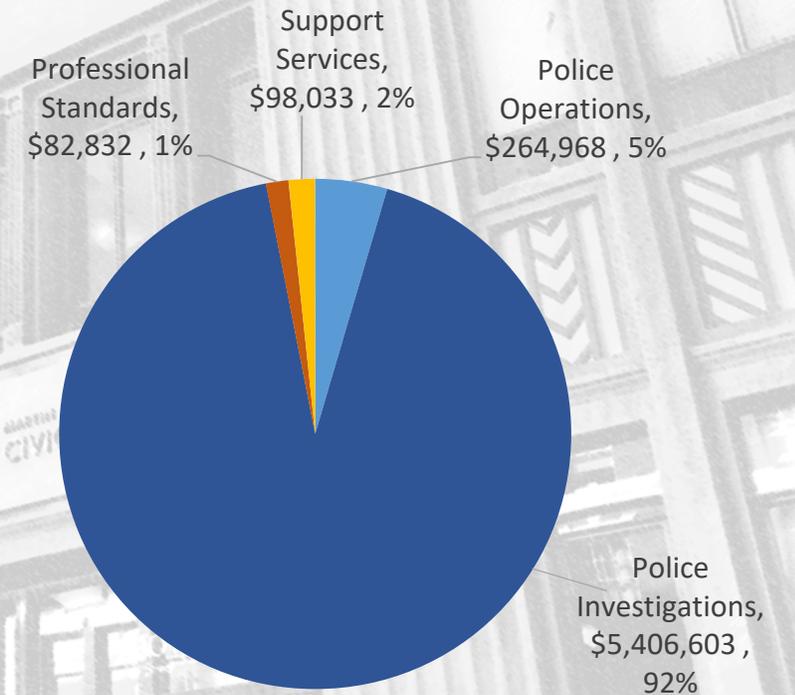
POLICE

FINANCIALS: FY21 REVENUES

ALL FUNDS



GENERAL FUND, BY DIVISION



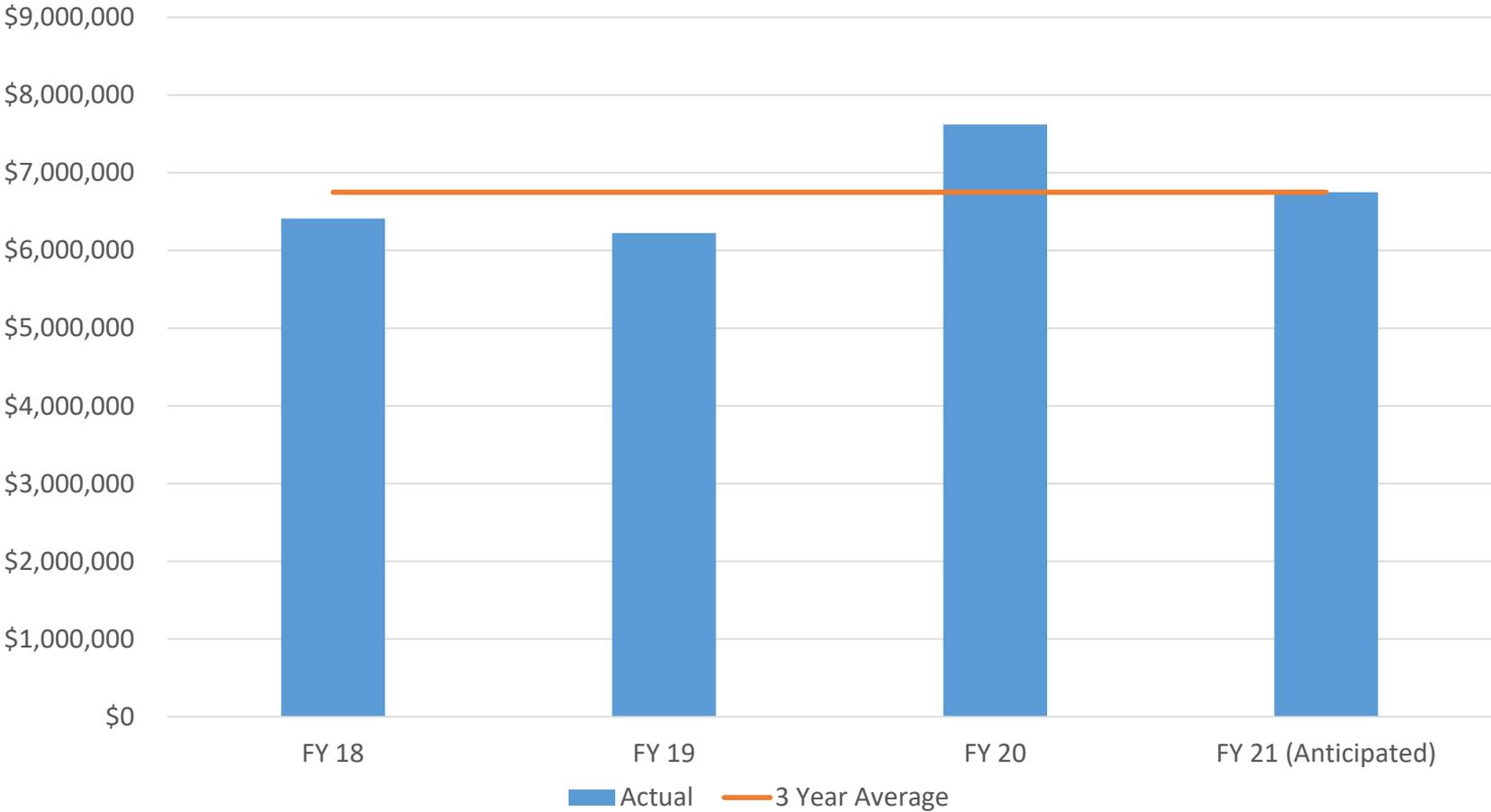
OVERTIME BUDGET

FY 21	
Total Amount Allocated to Overtime (Excluding Reserve)	\$5,264,641
Less: Total Overtime Incurred through February 2021	4,213,264
Remaining Budget For FY 21	\$1,051,377
Amount Reserved for Overtime	\$1,000,000
Less: Amount Allocated to Downtown Bike Patrol (7 Days/Week)	180,000
Remaining Overtime Reserve Allocation	\$820,000

OVERTIME BUDGET

FY 21 Actions BPD Management Implemented to Reduce OT Expenditures	Date Implemented
➤ Ensure OT is required and OT approved by each level of supervision	Increased Emphasis March 2021
➤ Ensure OT is coded to the most appropriate category and assess whether resources could be deployed differently	
➤ Balance revenue generating / non-essential OT opportunities with mandatory or critical needs	
➤ Managers no longer covering supervisory gaps	
➤ Manager OT not utilized if enough other supervision is present or during hours when other managers are present	

OVERTIME BUDGET



Requesting total OT Budget Allocation of \$6,751,000 based on historical review and continued reduced staffing levels. Includes potential wildfire response, Public Safety Power Shutoffs, demonstrations, facilitating peaceful protests, and the reemergence of special events.

POLICE

DEFERRALS

	FY 21	FY 22
Personnel	\$6,647,633	\$6,467,020
Non-Personnel	\$500,000	
Special Fund Offsets	\$1,600,000	
Vehicle Replacement Fund	\$412,483	
Gun Buyback Project	\$60,000	
	13% Reduction \$9,220,116	8.5% Reduction \$6,467,020

Holding 23 sworn and 7 nonsworn vacancies during reimagining process. Maintaining full staffing levels for Public Safety Dispatchers and Police Officers positions as necessary to maintain deferred staffing level of 157.

POLICE

STRATEGIC PLAN

Funded

Title	New/Continuing	Estimated Budget
Comprehensive Police Department Policy Review	Continuing	Staff time
Retaining and Recruiting Personnel	New	Varies based on need

POLICE

STRATEGIC PLAN

Requesting Funding

Title	New/Continuing	Estimated Budget
Develop Resources & Programs for Employee Resilience	Continuing	\$50,000
Community Safety During Demonstrations (Additional equipment, training)	Continuing	\$50,000
Improve Open Data Portal Data Sets (Audit Response)*	New	\$40,000
Officer Development Training Programs	New	\$150,000
Portable Radio Replacement*	New	\$600,000 (\$4.2M total, 7-year lease)
		TOTAL \$890,000

*Also a Technological Need.

POLICE

TECHNOLOGICAL NEEDS*

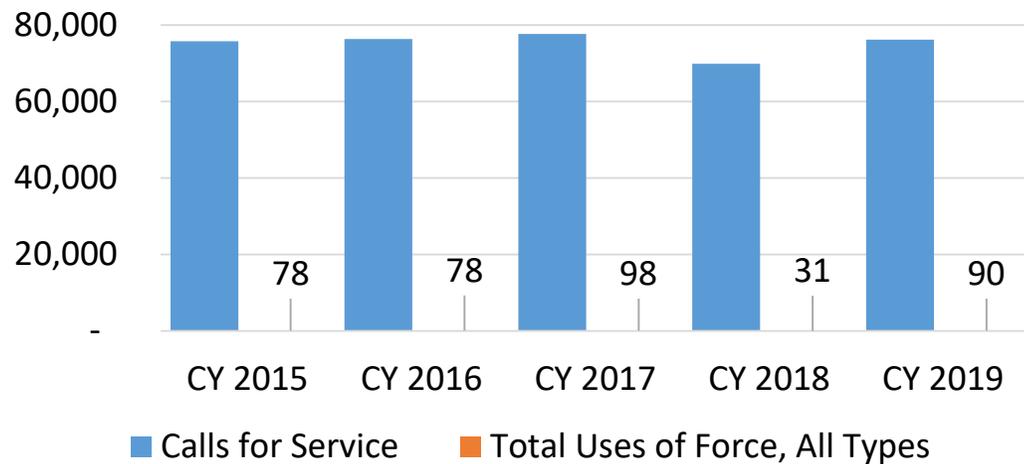
Project	FY22 Funding Request
Time Keeping Software	\$80,000
Information Sharing Platform (Crime Forum)	\$3,200
Records Digitization (RMS, Tiburon/Crims)	\$70,000
E-Ticketing Printers	\$30,000
	TOTAL \$183,200

***Open Data Portal & Portable Radio** projects (\$640,000 funding need) listed under Strategic Plan.

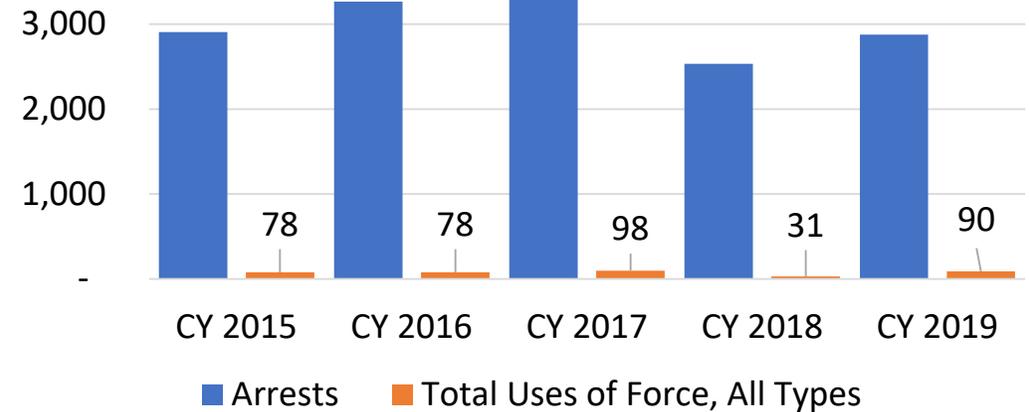
POLICE

PERFORMANCE MEASURES

Uses of Force in Comparison to
Calls for Service

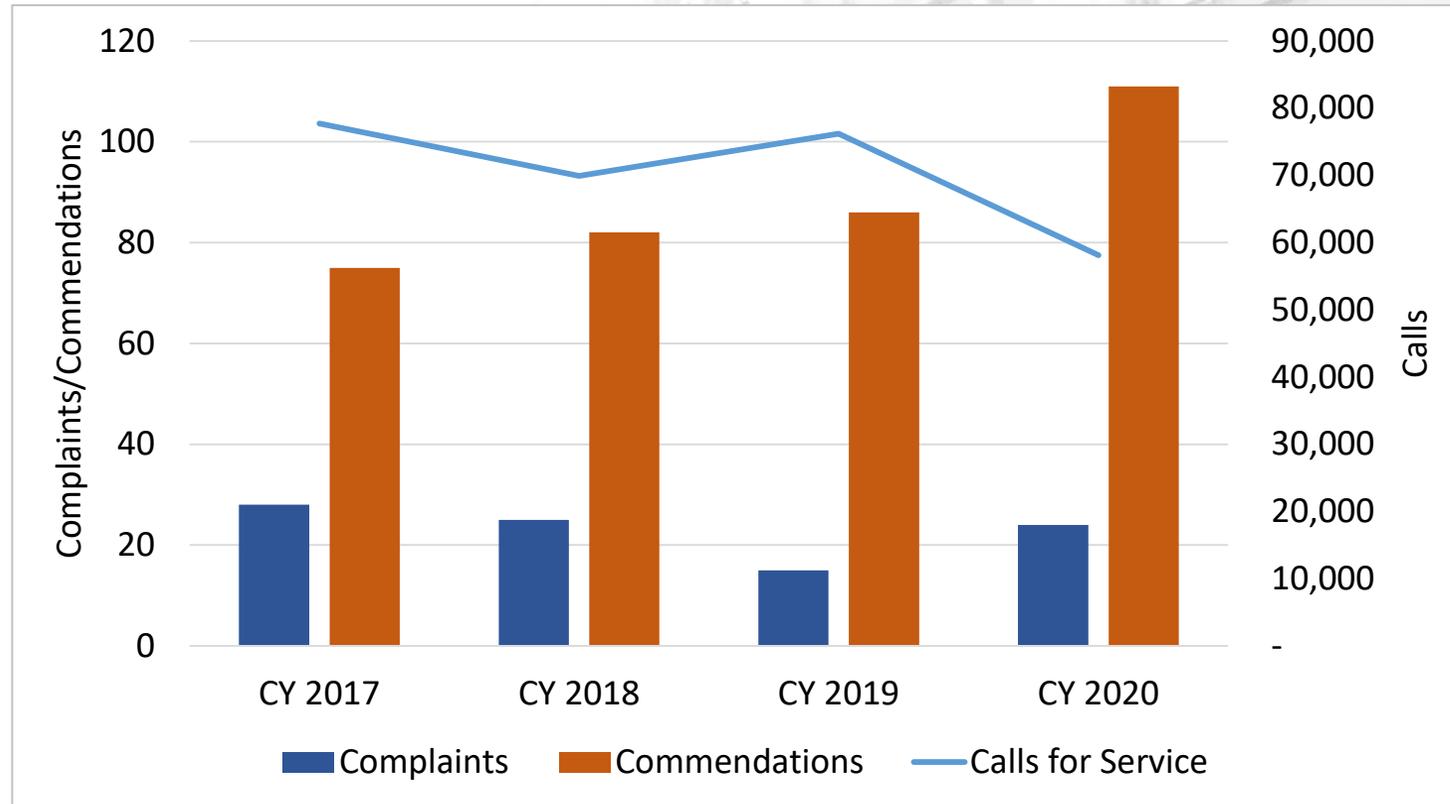


Uses of Force in Comparison to
Arrests



POLICE

PERFORMANCE MEASURES



POLICE

KEY FOCUS

Reimagining Public Safety

Adequate Staffing &
Excellent Recruiting

Fair & Impartial
Policing

POLICE

REIMAGINING PUBLIC SAFETY

- Supporting the **Reimagining Public Safety Task Force**
 - Providing data and information
 - Listening, participating, and providing input
 - Assisting subcommittees
 - Preparing for anticipated recommendations

BerkDot

Prioritized Dispatching

Specialized Care Unit

Community Engagement

Increased Transparency



POLICE

REIMAGINING PUBLIC SAFETY

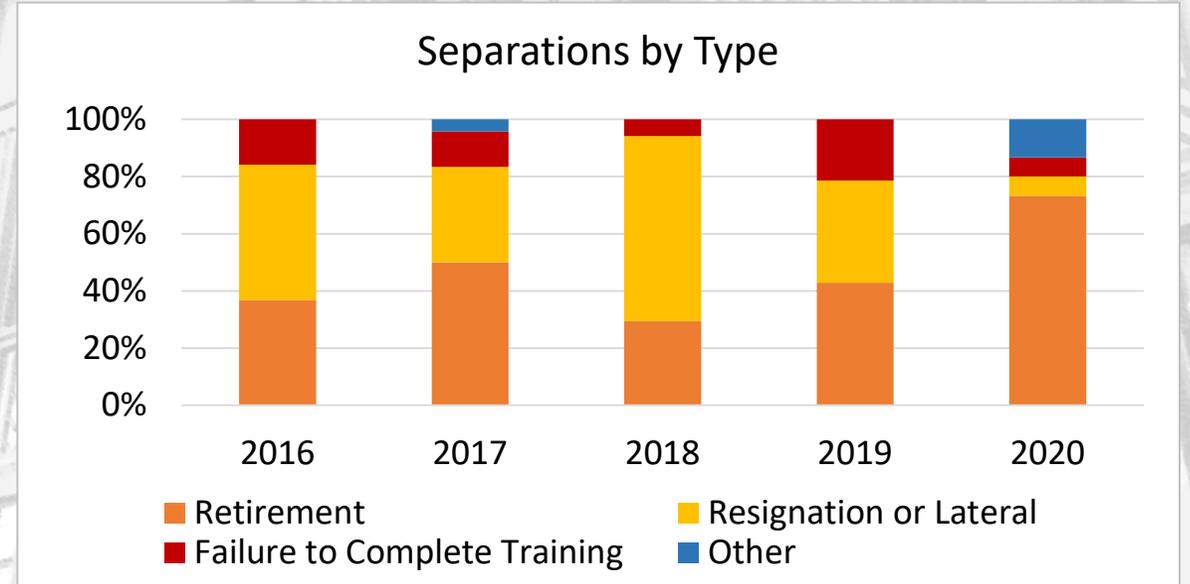
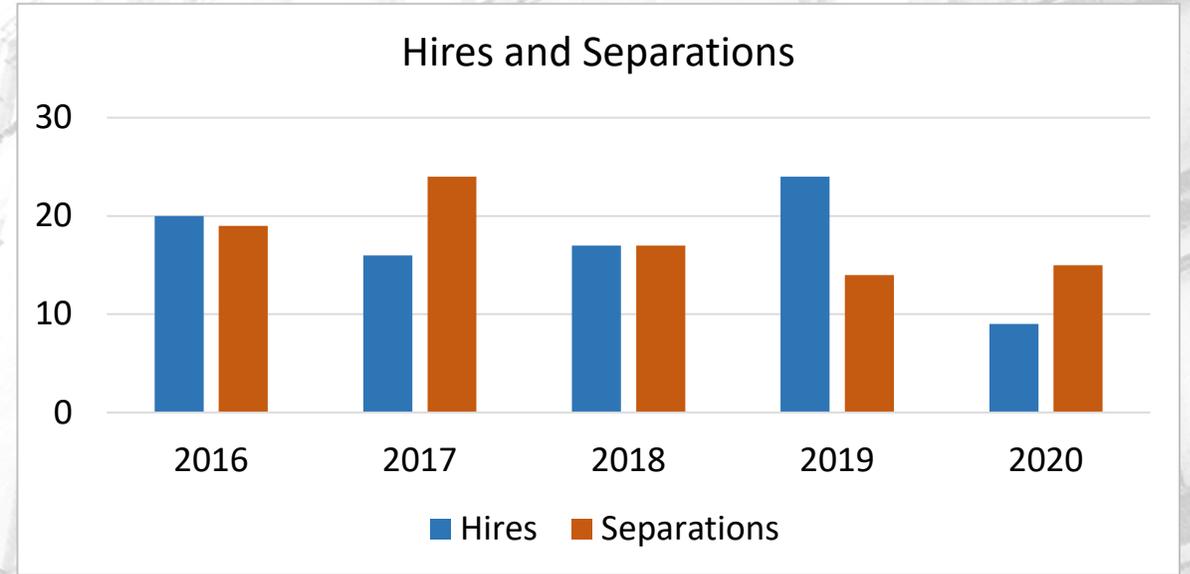
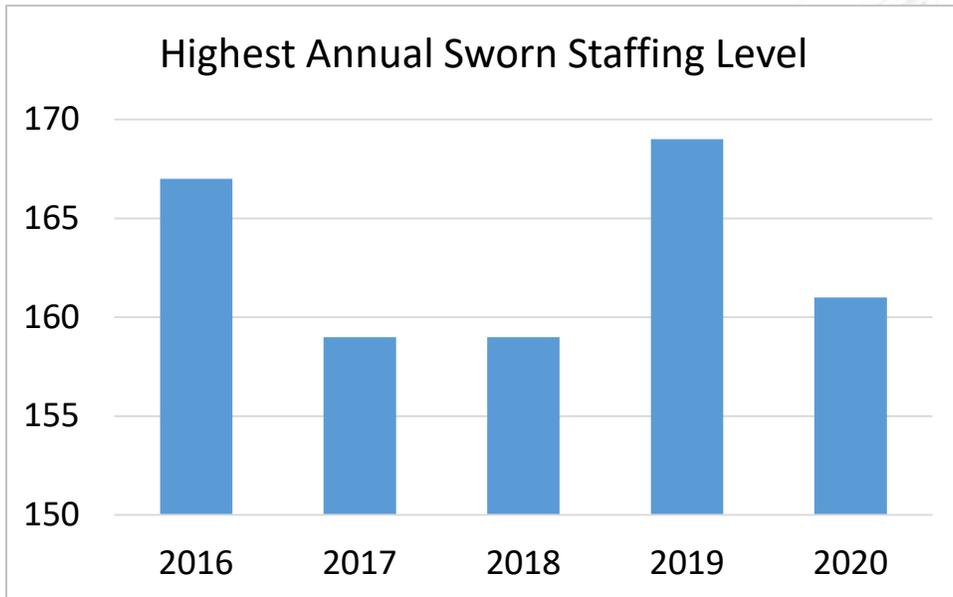
🛡️ POLICE ACCOUNTABILITY BOARD

- Support transition from Police Review Commission
- Identify processes to revise/replace with transition
- Co-design transparency and compliance practices
- Align practices/procedures with Board, as appropriate
- Establish process to **identify and address transitional issues**
- Help form a Board-led **stakeholder working group**.



POLICE

STAFFING & RECRUITMENT



POLICE STAFFING & RECRUITMENT

🛡️ POLICE OFFICER CANDIDATE

Total applicants.....	208
Meeting eligibility requirements.....	150
Currently in background review.....	4
Soonest would be working as solo officers.....	May 2022
Current sworn eligible to retire.....	27
Applicants recruited via social media.....	74%
via department leads.....	14%



POLICE

STAFFING & RECRUITMENT

PUBLIC SAFETY DISPATCHER

Total applicants.....	168
Meeting eligibility requirements.....	94
Currently in background review.....	7
Soonest would be working solo.....	March 2022
Current dispatchers eligible to retire.....	9
Current vacancies.....	3
Applicants recruited via social media.....	47%
via job postings.....	46%
via department leads.....	14%



MARTIN LUTHER KING JR
CIVIC CENTER

POLICE

FAIR & IMPARTIAL POLICING

FAIR AND IMPARTIAL POLICING WORKING GROUP RECOMMENDATIONS

Evidenced Based Traffic Enforcement

- Focus on safety
- Minimize stops for low-level offenses
- Use evidence based criteria for stops

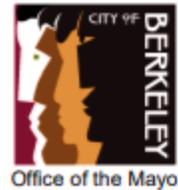
Procedural Justice

- Amend Early Warning System policy
- Limit warrantless searches
- Require written consent for searches
- Address profiling by proxy

POLICE

HATE CRIME REPORTING

- Develop a Hate Crime Reporting **Hotline**
- Explore adding Hate Crimes to online **reporting** system
- Launch a public information campaign about what constitutes a hate crime and how to report it Conduct proactive community **outreach** and messaging
- Develop a public-facing **mapping** tool
- Review other emerging policies and best practices



To: Honorable Mem
From: Mayor Jesse Ar
Wengraf (Co-Sp
Subject: Improving Hate C

RECOMMENDATION

Refer to the City Manager to r
systems for reporting and resp

- Develop a Hate Crimes District Attorney's hotlin a non-profit community those reporting hate cri report hate crimes or in including the City's 311 Reporting Hotline.
- Explore adding hate crimes to the BPD Online Crime Reporting System to allow individuals to report specific hate related criminal acts or incidents.
- Launch a public information campaign including the production of informational videos, posters, and ads in different languages about what is a hate crime and how to report it to Berkeley Police.
- Conduct proactive outreach and develop partnerships with religious leaders, community service providers and organizations that work with groups which have

BERKELEY
STANDS
UNITED
AGAINST
HATE

POLICE ACCOMPLISHMENTS

🛡️ UPDATED USE OF FORCE POLICY

POLICY 300

Years in the making.....	5
Training for sworn, hours.....	21
Scenario-based, hours.....	9

📌 Training on **de-escalation, policy application, and critical decision-making.**



DEVELOPED *TOGETHER*

POLICE REVIEW COMMISSION

SUBCOMMITTEE & BOARD • CITY COUNCIL

CITY ATTORNEY'S OFFICE

POLICE DEPARTMENT STAFF



ELECTRONIC REPORTING & REVIEW

POLICE

ACCOMPLISHMENTS

DATA TRANSPARENCY

- Report annually to US Department of Justice (Racial Identity & Profiling Act RIPA)
- Berkeley was an **early adopter** on October 1, 2020



City of Berkeley Open Data



Search

REPORTED MONTHLY

12:00 LTE

BPD Stop Data

Rego, Steven

1. Officer Assignment and Experience

Officer Years of Experience *

Officer Type of Assignment *

"Patrol" is default. Change as necessary.

Patrol, traffic enforcement, field operations

2. Time/Date and Location

Date of Stop

Time of Stop

Duration of Stop (in minutes)

Range: 1 - 1440

Stop Made in Response to Call for Service *

Yes

No

STANDARDIZED STOP DATA (AB 953)

POLICE

ACCOMPLISHMENTS

BIKE PATROLS

Bike officers in Downtown business districts

Tuesday-Friday.....6

Saturday-Monday.....2

why?

To address increased:

- theft,
- dangerous behaviors,
- random assaults, and
- other related safety concerns.

how?

By focusing on

- deterrence,
- security checks, and
- relationship building.



POLICE

CHALLENGES

- Moving traffic substation to Marina, associated costs and disruptions
- Retaining and recruiting staff
- Updating existing and developing new training (Fair & Impartial, Procedural Justice, Implicit Bias, Hate Crimes)



POLICE

QUESTIONS