

REIMAGINING PUBLIC SAFETY TASK FORCE

Berkeley Police Department

June 30, 2021

All new BPD officers are assigned to the full 18 week training program, regardless of prior law enforcement experience.

New officers receive daily written evaluations, constant supervision and training.

New officers are progressively given more responsibility and decision making, relying less and less on their trainers.

A new officer trains intensively with at least 4 training officers.

Additional training time may be needed and we will extend an officer's training so long as they are progressing towards a "solo-officer standard".

The success rate over time is approximately 75-80%.

At the end of the Field Training Program, recruit officers have been training and receiving daily evaluation and mentoring for approximately 10 months.

To become a solo officer requires successfully completing each phase of training.



FIELD TRAINING PROGRAM

- All officers have a 2 year probationary period.
- During that time, new officers are assigned to a patrol team and as their training continues as a solo officer, their performance is monitored.
- They will receive performance evaluations during probation.
- If an officer does not satisfy the organization's standards, they will be released from probation.
- Regardless of staffing issues, the Department is committed to releasing probationary officers who do not meet our standards or values.

PROBATIONARY PERIOD

Formal:

Berkeley voters created Police review Commission (PRC) in 1973 to work as an independent, civilian oversight agency to BPD.

In 2020 Berkeley voters approved the creation of the Police Accountability Board (PAB) to replace the PRC as a modernization and expansion of oversight in the 21st Century.

The Berkeley Police Department acknowledges the importance and value in community oversight to provide legitimacy and build trust with our community.

The Chief and Command representative attends regular meetings of the PRC (soon PAB) to share information and hear community concerns.

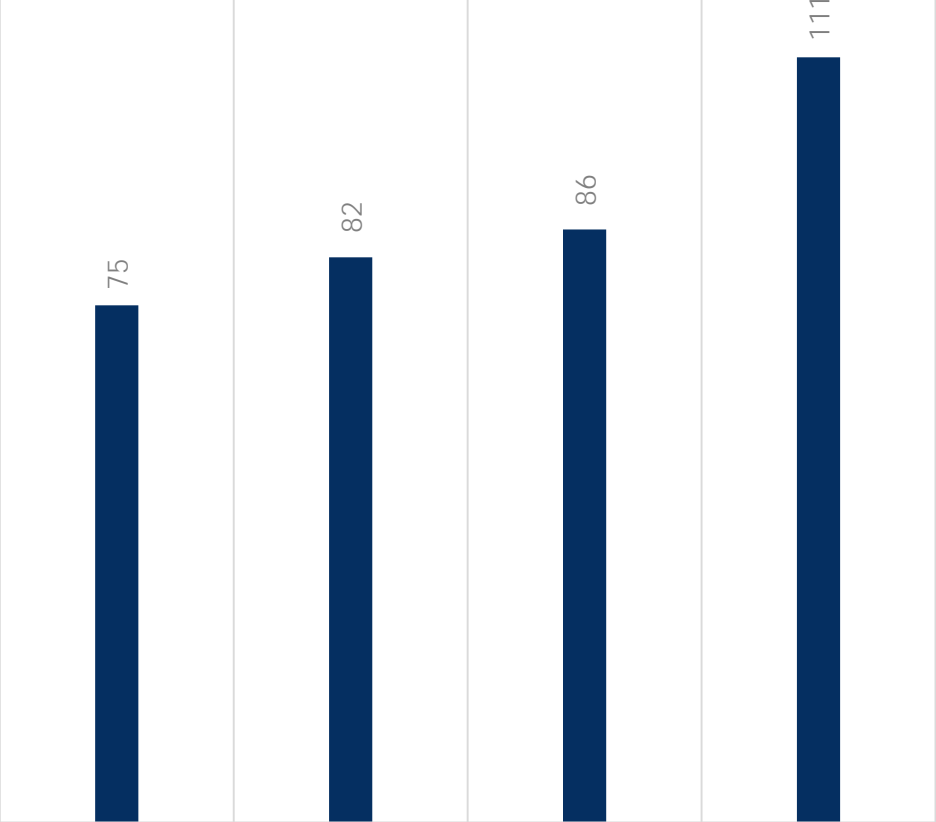
Department and PRC/PAB collaborate on issues of community concern, policy reviews and police reform.

Informal:

BPD seeks broad community input and welcomes feedback. This occurs via day to day interactions, community events, email correspondence, and out reach efforts.

SUPPORTING COMMUNITY OVERSIGHT

EXTERNAL COMMENDATIONS



CY 2017

CY 2018

CY 2019

CY 2020

■ Commendations



General Order E-13 (Early Warning System)

This policy is designed to have supervisors identify any outliers in various categories.

Employee behavior or performance that is subject to EWS review includes, ***but is not limited to:***

- (a) Poor attendance and/or abusive use of leave;
 - (b) Multiple formal sustained or not sustained complaints;
 - (c) Multiple informal complaint inquiries;
 - (d) Multiple use of force incidents;
 - (e) Multiple obstructing/resisting arrest incidents;
 - (f) Multiple vehicle collisions; and,
 - (g) Substandard conduct/performance concerns observed by a superior officer.
- Currently working to review and revise policy to ensure best practices. This work is being done in collaboration with the FIP Task Force.

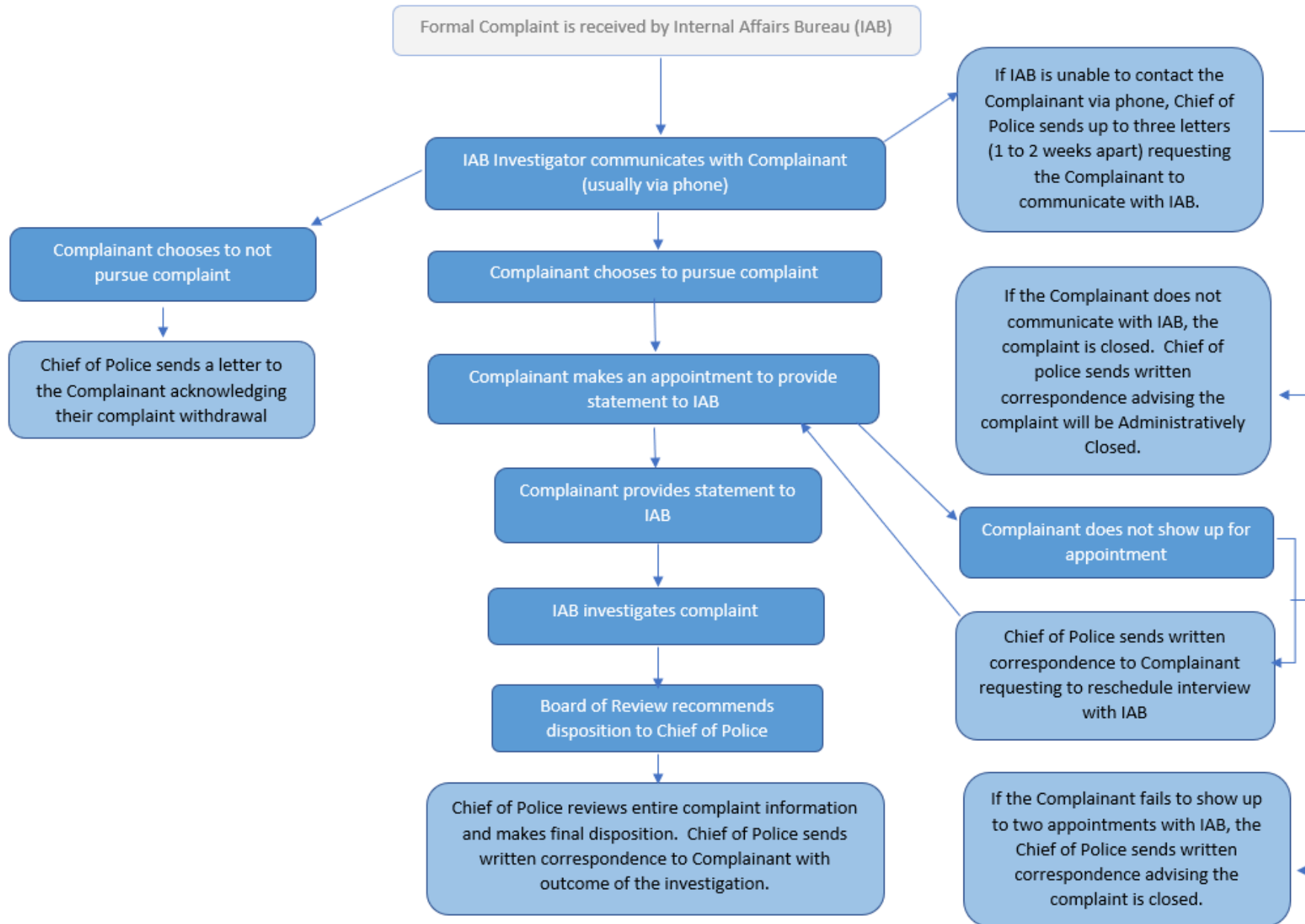
INTERNAL AFFAIRS BUREAU

SERGEANT CUMMINGS & SERGEANT JONES



- Report directly to the Chief of Police.
- Investigate complaints alleging misconduct by Police Department personnel.
- Assist the City Attorney's Office in the investigation of civil claims against the Police Department and/or Police employees.
- Act as liaison with the City Attorney and the Police Review Commission.
- Advise the Chief of Police on matters relating to issues of liability and training as they relate to the disciplinary process.

Hold the organization accountable to a high level of integrity and quality service.



COMPLAINT PROCESS

COMPLAINT INVESTIGATION

Investigation is complete, fair & objective

The Complainant is interviewed

All physical evidence is preserved and analyzed

All witnesses are contacted and interviewed

All subject employees are interviewed

BWC video, audio evidence is reviewed

Written report is documented

Complete case goes to Board of Review

Chief of Police makes final disposition

Subject employee(s) are notified of the Chief's decision

Complainant is notified of the complaint disposition



Termination
Suspension
Written Reprimand
Written Advice

LEVELS OF DISCIPLINE

The Chief of Police determines the discipline

Discipline is progressive and based on set precedence

Government Code 3300-3311 is used as the foundation for complaint investigations, punitive action and subsequent proceedings

DISCIPLINE

Information Captured in Blue Team

Type of contact

Reason for contact

Date, time, location

Involved Employees

Witness Employees

Involved community members

Witness community members

- Types of force used (Levels)
- Reason Force was used
- Resistance type
- CIT and De-escalation Techniques used
- Equipment used (Wraps, spit hoods, handcuffs)
- Disposition for Officer (Hospital, 5150 Eval, injuries)
- Disposition of subjects (Arrest, Hospital, 5150 Eval, injuries)

BLUE TEAM

*As of early 2021 we now capture information on additional levels and uses of force to increase transparency and understanding.

Internal Affairs Professional is the software that the Internal Affairs Bureau uses to track :

Informal Inquiries

Internal Complaints

External Complaints (includes complaints to the Police Review Commission)

Use of Force

Statistical Reports

IA PRO

358,226 Calls For Service (2016-2020)

359 Uses of Force

133 IA complaints

97 PRC Complaints**

5 Sustained by PRC

0 Sustained Excessive Force Complaints *(By Internal Affairs or PRC)

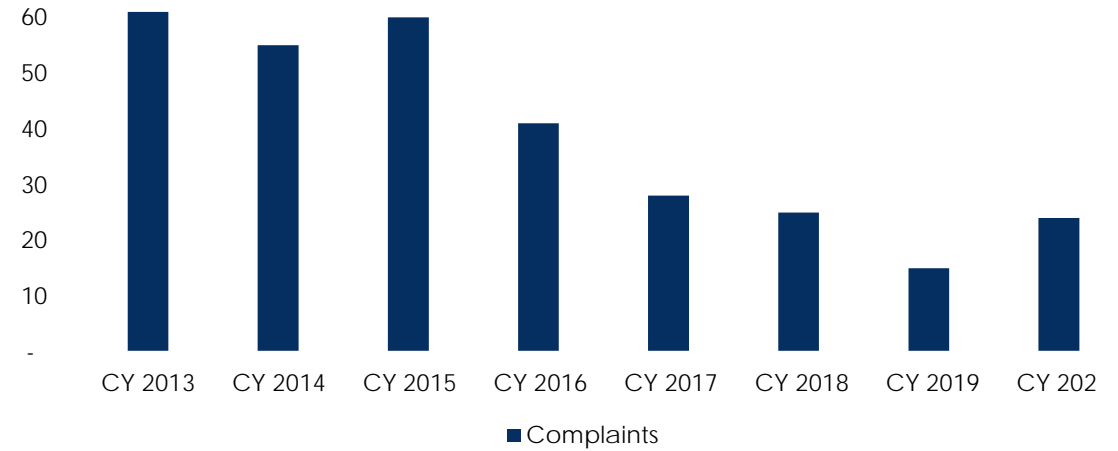
0 Sustained Discrimination Complaints *(By Internal Affairs or PRC)

3 sustained Discourtesy*

1 sustained Improper Procedure*

1 sustained Improper investigation*

Complaints



OVER THE PAST FIVE YEARS

*SOURCE: PRC 2020 Annual Report

**Any PRC complaint automatically generates an internal affairs investigation. (133 includes the 97 that PRC also investigated)

Direction on Traffic Enforcement

Implementation and collaboration on FIP Recommendations

Proposal for Strategic & Forensic Analysts

Officer Wellness

Enhanced Community Engagement

Bringing together a collaborative city team for Hate Crime referrals

RECENT PROGRESS

Thank You

- Questions?

The Berkeley Police Department remains committed to continued collaboration with the FIP Task Force, the Reimagining Public Safety Task Force and our community as a whole, as we undertake this important work to identify best steps to provide fair and inclusive public safety.