

# Reimagining Public Safety Task Force

## FINAL REPORT RECOMMENDATIONS

### REDUCE

To achieve the goal of a smaller law enforcement footprint and to reallocate a portion of the BPD budget towards more community supports, NICJR recommends the following measures:

1. **NICJR recommends the establishment of a Tiered Dispatch/CERN Pilot Program**, focused on a subset of the Tier 1 call types that can be used in the pilot phase in order to work out logistical and practical challenges prior to scaling up the program

**Task Force Response:** More Analysis Needed

2. **NICJR recommends contracting with local Community Based Organizations (CBOs)** who are best prepared to successfully navigate and leverage local resources, services, and supports, to respond to the pilot Tier 1 calls.

**Task Force Response:** More Analysis Needed

DOES NOT RECOMMEND Officer Layoffs - Reject

End Pretextual stops - Reject

Berk DOT - Conditional Approval

### IMPROVE

This section focuses on how BPD and the public safety system in Berkeley can improve its quality, increase its accountability, and become more transparent. NICJR recommends the following improvement strategies:

3. **NICJR recommends that the Berkeley Police Department become a Highly Accountable Learning Organization.**
  - a. **BPD should join the ABLE program** to receive training and technical assistance and use the new Quality Assurance and Training Bureau discussed below to ensure the department adheres to the training, principles and practices of the program.

**Task Force Response: Reject**

- b. NICJR recommends that the EIS should also be expanded to assess all Use of Force incidents, complaints, and information gleaned from the Body Worn Camera (BWC) footage reviewed by the Quality Assurance and Training Bureau.**

**Task Force Response: Reject**

- c. NICJR recommends that BPD transfer five officers from the patrol division and two civilian staff into what is now the Personnel and Training Bureau and rename it the Quality Assurance and Training Bureau and amend the duties of those officers to achieve the above goals.**

**Task Force Response: Reject**

- d. BPD should provide semi-annual reports to the public on stops, arrests, complaints, and uses of force, including totals, by race and gender, by area of the city, and other aggregate outcomes.**

**Task Force Response: Conditional Approval**

- 4. NICJR recommends that the preceding information be used to develop a Bay Area Progressive Police Academy built on adult learning concepts and focused on helping recruits develop the psychological skills and values necessary to perform their complex and stressful jobs in a manner that reflects the guardian mentality.**

**Task Force Response: Reject**

- 5. NICJR recommends that BPD's Use of Force policies be revised to limit any use of deadly force as a last resort to situations where a suspect is clearly armed with a deadly weapon and is using or threatening to use the deadly weapon against another person. All other force must be absolutely necessary and proportional.**

**Task Force Response: Reject**

## REINVEST

NICJR recommends that the City take the following measures to increase investment in vulnerable communities and fundamental cause issues:

- 6. Berkeley should launch a Guaranteed Income pilot program** similar to other cities in the region. The pilot program should select a subpopulation of 200 Black and Latinx families that have children under 10 years of age and have household incomes below \$50,000.

Task Force Response: Conditional Approval

- 7. Launch a Community Beautification Employment Program.** NICJR recommends that the City launch a crew-based employment program, or expand an existing program that employs formerly incarcerated people to help beautify their own neighborhood. Hire and train no less than 100 formerly incarcerated Berkeley residents to conduct Community Beautification services, including: blight abatement, tree planting, plant and maintain community gardens, make and track 311 service requests, and other community beautification projects.

Task Force Response: Conditional Approval

- 8. Increase Funding for Community Based Organizations:** CBOs that provide services to those who are unhoused, live in poverty, have mental health challenges, have substance abuse challenges, are system-involved, and/or are LGBTQ should receive an increase in funding using Reinvest dollars.

Task Force Response: Conditional Approval

- 9. The City of Berkeley should increase funding to Community Based Organizations in one of Two Ways:**

- a. An across the board 25% increase of grant amounts to currently funded CBOs

Task Force Response: Conditional Approval

- b. Create a local government agency to be the centralized point of coordination, such as a Department of Community Development to develop a detailed plan to increase the investment in local CBOs that provide services to address fundamental cause issues.

Task Force Response: Conditional Approval