

## Lee, Katherine

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**From:** Louis, Jennifer A.  
**Sent:** Tuesday, December 7, 2021 5:48 PM  
**To:** Lee, Katherine  
**Subject:** Materials and response for PAB inquiry regarding implementation of FIP recommendations  
**Attachments:** Ltr to Chief from PAB re F&IP 2021-10-29.pdf; Information Report on Implementation of FIP Recommendations (final).pdf; GO E-13\_08Mar17.pdf; current consent search form-001.pdf

Good evening,

I would like to take to this opportunity provide some background materials and comments in response to the PAB letter (attached) and in advance of the December 8<sup>th</sup>, 2021 PAB meeting. May I ask you to please share this email and attachments with the Police Accountability Board members?

### *Collaboration and engagement*

The department is committed to a collaborative partnership with all of the involved stakeholders and has been engaged in the Fair and Impartial Policing (FIP) task force work since 2019. The Mayor's FIP recommendations were approved by Council on February 23<sup>rd</sup>, 2021. Over the course of the summer and fall of 2021, the department met on numerous occasions with members of Council, Mayor Arreguin, PAB Commissioners, and FIP task force members to discuss key recommendations in greater detail so that as the department moved to implementation we could incorporate key concepts with a better understanding of intent. At the conclusion of those meetings the City Manager directed the Police Department to continue our work focusing on the implementation phase.

### *Reporting Period and timelines*

The Council referral calls for quarterly updates on our progress towards implementation. The first quarterly update was provided to council on June 15<sup>th</sup>, 2021 and the second occurred on October 19<sup>th</sup>, 2021. Both presentations are available to watch on the City Council webpage or via these links:  
[Regular City Council Meeting - 6 p.m. - Jun 15th, 2021 \(granicus.com\)](#)  
[Special Meeting City Council Meeting - 6:00 p.m. - Oct 19th, 2021 \(granicus.com\)](#)

I have also attached the submitted Council Agenda item from June 15<sup>th</sup> (Attachment titled "information Report on Implementation") that contains the details that were presented which included notes as to what recommendations were and general timelines. The link to the October 19<sup>th</sup> quarterly update is [2021-10-19 Item 01 BPD Annual Report.pdf](#) and the FIP specific updates can be found starting on page 18.

I expect to bring the next update to Council in early February of 2022. As we have provided quarterly updates we have identified recommendations that have been completed and also attempted to set general timelines that we expect for accomplishing other recommendations. The February update will include general timelines as well. As work proceeds towards implementation those timelines can be affected by changing or unexpected conditions, limited staff time, or the need to allow other processes to occur. This does not mean that the community does not have the right to demand that the department move towards implementation at a reasonable rate. That has been and will continue to be the case.

### *Staff Capacity*

Our staffing is at a record low, and we are both committed to keeping our community safe while moving forward in our transformation into an even better Police organization. Meeting all of our responsibilities around reporting, training, and implementation requires substantial staff time and prioritization not just for FIP recommendations but updated Use of Force, Crime data, collision data, technology use, special equipment reporting and other Council referrals. BPD understands the value of active participation in subcommittee processes, task force work, and listening sessions. At the same time, we must remain cognizant of process and capacity.

### *Meet and Confer process*

I understand your focus with the status of the Early Intervention System policy. The Berkeley Police Department has an Early Warning System policy which has been in place since 2008. The existing policy does provide supervisors the authority to achieve the goals of the FIP recommendation, however in line with suggestions developed during our collaboration this summer, BPD staff have developed a plan to make a two-pronged approach to adding focus and clarity of the EIS policy. This would involve a policy change to more clearly expand the duties of our supervisors, followed by a longer-term project to check the feasibility of an automated or dashboard solution for use in a portion of this policy. These changes require careful considerations with regards to the Peace Officer Bill of Rights, personnel files, meet & confer obligations and definitions of certain aspects among other issues still being considered.

The recommendation regarding consent search forms involves the amendment of policy 311, the search and seizure policy, and a new draft consent search form has been created. Currently any request for, and granting of, consent is captured via Body Worn Camera and the current written consent forms were in place prior to the issuing of Body Worn Cameras. I have attached the current consent form for review.

As part of our normal internal processes to update policy, both the EIS policy (General Order E-13) and the amended policy 311 with the new consent form were provided to the Berkeley Police Association (BPA) for review and consideration. On November 1<sup>st</sup>, 2021 the BPA formally requested a Meet and Confer process on both policies. I have attached the current version of E-13 for your review. I would again note that the existing policy does give the department the ability to intervene and address on the issues that are of the most importance to the FIP task force, but that the proposed updates would more formally identify and list those areas, and potentially provide a more formal method for review.

My ability to share draft policies is guided in part by the Charter Amendment language indicating that the PAB "and their respective agents, assigns, employees and representatives shall have no authority to restrict, modify, supersede, negate, supplant or contravene the authority granted to the City Manager and/or Chief of Police by way of the City Charter or operation of state or federal law to engage in collective bargaining activities or enter into agreements or understandings with the designated bargaining unit representative or representatives of the sworn employees of the Police Department." The department will be working through the meet and confer process per our normal protocols as we move towards policy update. This process has an effect on our ability to lay out hard timelines. Once the policy is finalized, in line with the Charter, these policies will be shared with the PAB no later than within thirty (30) days of implementation.

### *Continued collaboration:*

We will continue to provide updates to the PAB at least quarterly in line with Council reporting. When there are agenda items on the PAB subcommittees that we are able to speak to, we are happy to attend. When there are items that we are able to collaborate on without violating any other procedures I welcome the opportunities to share ideas, thoughts, and constraints.

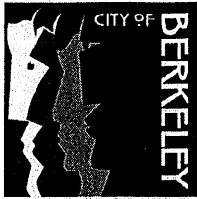
I can assure you that we are at the juncture in which our focus is highly directed towards continued implementation. I thank you for connecting regarding our progress on the FIP recommendations and I look forward to speaking more at the meeting on December 8<sup>th</sup>.

Jen

Jen Louis  
Interim Chief of Police  
Berkeley Police Department

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VIA EMAIL ONLY TO [JLOUIS@CITYOFBERKELEY.INFO](mailto:JLOUIS@CITYOFBERKELEY.INFO)

October 29, 2021

Interim Police Chief Jennifer Louis  
City of Berkeley  
2100 Martin Luther King, Jr. Way  
Berkeley, CA 94704

Re: Fair & Impartial Policing Implementation

Dear Interim Chief Louis,

Police Accountability Board Members followed closely your October 19, 2021 report to City Council, which included a brief overview of the BPD's progress in implementing the directives from City Council on Fair and Impartial Policing (FIP).

As you know, the City Council, in passing the FIP recommendations on February 23, 2021, established that the Police Accountability Board (PAB) would be responsible for the "long-term monitoring and assessment" of the FIP implementation. The PAB sincerely hopes that this will be a collaborative effort, with the Department and the PAB and its Implementation Subcommittee—chaired by Board Member Calavita—engaging in productive dialogue that moves implementation forward in a transparent and efficient way.

To that end, the PAB invites you to a PAB meeting to provide us with a detailed update on implementation progress. We would especially appreciate a focus on the following:

- The Early Intervention System (EIS), including specifics on the policy language, how it will be operationalized, and expected completion date
- Revised search consent forms, including draft language and expected completion date
- Business cards to be distributed after each officer/civilian encounter, including (for now) stickers with information about filing a complaint with the PAB and/or making an officer commendation

The PAB is eager to collaborate with the BPD on all FIP items. The EIS seems especially central to our mutual concerns for policing that is fair and impartial. Board Members have expressed a strong desire to be involved upfront as the new EIS system and policy language is developed. With the transition to Lexipol policy language and on other issues, it is enormously useful to collaborate as things develop as opposed to waiting until a final product is in place. We sincerely hope to develop collegial

Interim Chief Jennifer Louis  
October 29, 2021  
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approaches. A first step in that direction is to have a full progress report and subsequently a series of meetings with you or your delegates and the Board and its Subcommittee.

While we understand that it is unrealistic to set hard and fast timelines, we would hope that through collaboration, the EIS might be up and running early in the new year. The search consent forms and business cards (which I informally understand have already been developed) would seem more straightforward.

For now, then, two requests. First, we ask that you attend a PAB meeting to give us a detailed report on FIP implementation progress. Related, we ask that you share with the PAB and its Subcommittee any early policy drafts for the EIS. We are looking forward to fruitful collaboration on all fronts.

The members of the Police Accountability Board voted unanimously at its October 27, 2021 meeting to send this memorandum to you.

Sincerely,



Izzy Ramsey  
Chairperson, Police Accountability Board

cc: Police Accountability Board Members

## BERKELEY POLICE DEPARTMENT

DATE ISSUED: March 17, 2008

GENERAL ORDER E-13

SUBJECT: EARLY WARNING SYSTEM

### PURPOSE

- 1 - The purpose of this Order is to establish policy and procedures for an informal performance review and intervention program, the "Early Warning System" (EWS). The program monitors employee performance that may be inconsistent with professional police conduct and cooperatively engages employees to resolve areas of concern. The goal of EWS is early identification of employee performance issues and correction of these issues through constructive counseling sessions rather than the formal disciplinary process.

### POLICY

- 2 - All employees shall participate in the EWS program and comply with the guidelines set forth in this Order.
- 3 - Participation in the EWS program shall not be deemed punitive, nor a formal disciplinary process.
  - (a) Notwithstanding the initiation of the EWS process, the Department retains its right and responsibilities with regard to investigation of policy violation and enforcement of employee discipline.

### PROCEDURES

- 4 - 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.
- 5 - Supervisors, commanders and managers shall monitor the activity of their subordinate employees to identify actual or perceived unprofessional behavior and/or substandard performance that is subject to EWS review, and if identified, communicate such information to the Chief of Police via the Chain of Command.

## BERKELEY POLICE DEPARTMENT

DATE ISSUED: March 17, 2008

GENERAL ORDER E-13

- 6 - Personnel assigned to the Internal Affairs Bureau (IAB) shall monitor all formal and informal allegations of employee misconduct received by their office for behavior or performance that is subject to EWS review, and if identified, communicate such information to the Chief of Police.
- 7 - Personnel assigned to the Support Services Division Report Review Detail shall forward to the Chief of Police copies of all reports pertaining to:
  - (a) Obstruction/resisting arrests cases (i.e., Penal Code §§148, 69, etc.)
- 8 - Administrative reports regarding use of force shall be forwarded to the Chief of Police as directed in General Order U-2.

### Management of Program Records

- 9 - The Office of the Chief of Police shall be responsible for aggregation and administrative management of information, data and records associated with the EWS program.
  - (a) The administrative assistant assigned to the Office of the Chief of Police shall be responsible for preparing a quarterly report summarizing information and activities associated with the EWS program for use in administrative review.
- 10 - Information, data and records associated with the EWS program are used for personnel purposes. Accordingly, they are confidential personnel files and not public records.
- 11 - Documents, data and records shall be maintained by the Office of the Chief of Police for a period of two (2) years.
- 12 - Access to EWS records shall be restricted to the supervisor, commander and/or manager involved in the monitoring of a particular employee, subject to the approval of the Chief of Police.
  - (a) An individual employee may be granted access to EWS records that pertain to him/her.

### Administrative Review Board

- 13 - The Chief of Police will convene a quarterly Review Board comprised of all Division Commanders to review program records to determine if initiation of the EWS Program is recommended.
- 14 - Upon consideration of the Review Board's recommendation, the Chief of Police may direct an employee to participate in the EWS program.

## BERKELEY POLICE DEPARTMENT

DATE ISSUED: March 17, 2008

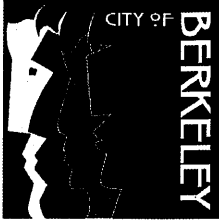
GENERAL ORDER E-13

### Initiation of EWS Program

- 15 - Upon the direction of the Chief of Police, an informal counseling meeting will be held that may include:
  - (a) The subject employee;
  - (b) The employee's supervisor;
  - (c) An Internal Affairs Bureau sergeant;
  - (d) The employee's Lieutenant; and,
  - (e) The employee's Division Commander, who shall preside over the meeting.
- 16 - Unless impractical, the counseling meeting shall be held during the employee's regularly scheduled working hours.
  - (a) If the meeting cannot be scheduled during the employee's regularly scheduled working hours, personnel participating while off-duty shall be compensated with compensatory time (minimum time as may be authorized by the employee's MOU) or, with Division Commander approval, allowed to flex an equal amount of time within that same work week.
- 17 - The subject employee may have one fellow employee accompany him/her to the counseling meeting.
  - (a) The accompanying employee's presence is allowed to offer general support to the subject employee, not to be an active participant in the counseling meeting.
- 18 - As in general supervisor counseling meetings, the employee shall be informed of the behavioral and/or performance concern(s) at issue, and he/she shall be allowed an opportunity to offer a response.
- 19 - The subject employee may be given information regarding the City of Berkeley Employee Assistance Program.
- 20 - No formal document will be generated referencing this meeting, and the meeting shall not be deemed a punitive or disciplinary proceeding against the employee. There shall be no permanent record of the meeting.

References: General Orders P-26, P-28, R-3 and U-2





Office of the City Manager

## INFORMATION CALENDAR

June 15, 2021

To: Honorable Mayor and Members of the City Council  
From: Dee Williams-Ridley, City Manager  
Submitted by: Jennifer Louis, Interim Chief of Police  
Subject: Update on the Implementation of FIP Task Force Recommendations

### INTRODUCTION

The Berkeley City Council referred the recommendations from the Mayor's Fair and Impartial Policing (FIP) Task Force to the Berkeley Police Department for implementation.

### CURRENT SITUATION AND ITS EFFECTS

This report provides the first quarterly update on the implementation of the Task Force recommendations from the February 23<sup>rd</sup>, 2021 City Council Special meeting. The Police Department was asked to implement the recommendations provided by the FIP Task Force.

On May 13, 2021 the City Manager and I met with the Mayor, Councilmember Harrison, additional staff and many of the FIP Task Force members. The current progress towards implementation described below was shared and discussed at this meeting. BPD is committed to continued collaboration with, and feedback from, the Task Force as we move towards full implementation.

The implementation of the FIP Task Force recommendations is a priority of the Berkeley Police Department. Lieutenant McGee of the Community Services Bureau and Sergeants Ledoux and Lee of the Professional Standards Bureau have been assigned to oversee the project of implementing the recommendations. The following outlines the Task Force recommendations and the respective progress:

#### Implement a New Evidence-Base Traffic Enforcement Model

- Focusing the basis for traffic stops on safety and not just low-level offenses &
- Minimize or de-emphasize as a lowest priority, stops for low-level offenses

*A working group has been established comprising of employees working in every division of the Berkeley Police Department and a representative of the Berkeley Police Association leadership. The working group is tasked with identifying what low-level offenses are applicable while balancing the necessity of traffic safety and the Berkeley Vision Zero initiative. Additionally, the working group will look to identify any mitigating*

*factors such as grant eligibility, or conflicts with existing MOUs. The working group will meet minimally biweekly and will present recommended policy language as well as analysis of risk or unintended outcomes of implementation no later than the next quarterly update to Council in Fall of 2021.*

Status: In progress

- Reaffirming and clarifying that the Berkeley Police Department will use a clear, evidence-based definition for stops of criminal suspects.

*The Police Department is establishing a precision based policing model that considers data and public safety. This model aims to reduce the number of stops that studies have shown had minimal impact on public safety.*

*Data driven-tools that enables close to real-time dashboard tracking of calls for service demands have been provided to the Community Services Bureau and Patrol Watch Commanders. This tool provides crucial data that assist Area Coordinators and Watch Commanders explore different deployment strategies.*

*The Police Department is working to provide data-driven tools to patrol officers to incorporate into their daily briefings and to train officers to collect data in a comprehensive manner. The goal is to have data-driven approaches to violence prevention programs and real time crime and call analysis for patrol deployment strategies.*

Status: In Progress

- Reaffirming and clarifying that the Berkeley Police Department will only use race and ethnicity as determining factors in stops only when paired with clear, evidence-based criteria.

*Penal code 13519.4 is existing California law that prohibits racial profiling. Policy 401 (Fair and Impartial Policing) also prohibits racial profiling.*

*Section 401.2 explicitly states, "Officers shall not consider race, ethnicity, national origin, gender, age, religion, sexual orientation/identity or socio-economic status in establishing either reasonable suspicion or probable cause, or when carrying out other law enforcement activities..."*

*The above policies were reviewed in light of the task force recommendations and found to affirm and clarify police officer responsibilities in stops.*

Status: Completed

Implement Procedural Justice Reforms

- Refer amendments to existing BPD policy and the creation of an Early Intervention System (EIS) related to traffic, bike and pedestrian stops;  
*Existing Berkeley Police general order E-13 (Early Warning System) is being amended and a draft of new language is being crafted by a working group comprised of several employees. Anticipated completion date: August 2021*

Status: In progress

- Adopt a policy to require written consent for all vehicle and residence searches and update the consent search form in alignment with best practice and community feedback;  
*Policy 311 (Search and Seizure) will be amended to create a section requiring written consent for searches. A revised written consent form has been drafted and is pending further review. Anticipated completion date: August 2021*

Status: In progress

- Limit warrantless searches of individuals on supervised release status such as Post Release Community Supervision (PRCS), probation, or parole;  
*Refer to Policy 311. On 02/10/21 sections 311.5 and 311.6 were modified to reflect the above limitations to warrantless searches. The above policies were reviewed and modified in line with the task force recommendations.*

Status: Completed

- Address Profiling by Proxy (PAB Policy Development, Dispatcher Training);  
*The Communications Center Operation Manual has been amended to address, in writing, profiling by proxy. All dispatchers have reviewed the amended manual and are instructed to be cognizant and screen for profiling by proxy calls. BPD intends to continue to educate and train dispatchers, officers and all departmental employees on how to identify and address biased based reporting.*

Status: Completed

- Fire racist police officers identified through social media and other media screens;  
*The following existing policies dictate procedures for investigating employees in this area; these policies adhere to due process and Government Section 3300:*

*Policy 1029 (Employee Speech, Expression and Social Networking) provides accountability to employee personal social media posts. Section 1029.4(b) states "Speech or expression that, while not made pursuant to an official duty, is significantly link to, or related to, the Berkeley Police Department and tends to compromise or damage the mission, function, or reputation of professionalism of the Berkeley police Department or its employee.*

*PR 232 (Controversial Discussion), PR 235 (Acts –Statements-By employees), PR 238 (Organizational Membership), and PR 250 (enforcement of Law, Impartiality) are also policies that provide accountability for any racist behaviors.*

*The above policies were reviewed in light of the task force recommendations found to provide necessary authority to investigate allegations of racism. Departmental policy clearly identifies discrimination based upon a person's race as misconduct, and requires reporting and prompt investigating of any allegation of racism. Any employee who becomes aware of or observes any discrimination on the basis of a protected class is required to notify a supervisor by the end of their shift or within 24 hours if they are off duty.*

Status: Completed, however the BPD is committed to continuing to explore additional methods to identify and address potentially racist behaviors or actions by our members.

- Require regular analysis of BPD stop, search, and use of force data;  
*The Open Data Portal (ODP) is a public facing website that gives the public access to police data and is accessible through the City's website. This allows for open and independent analysis and review to foster police accountability and transparency.*

*ODP is operational and the data is updated approximately every 60 days. The data that is provided to ODP includes calls for service, arrests, bookings, and stop data (RIPA) which is updated monthly.*

*The Police Department is in the process of expanding the call for service dataset to include all types of calls and eliminate the 180 day time range that currently exist to allow for searches several years into the past. Anticipated completion date is dependent on the technological needs and contract process as this dataset is updated, but work is anticipated to be completed within six months.*

*Amendments to Berkeley Police general order E-13 (Early Warning System) will further address this recommendation.*

Status: Partially completed

- Make resources on police-civilian encounters more publicly available such as through RAHEEM.org;
- For any individual detained, BPD officers shall provide a business card with information on the commendation and complaint process with the Police Accountability Board and the Berkeley Police Department, Internal Affairs Bureau.

*A new business card has been drafted with information on the commendation and complaint process that includes a QR code to the Police Department Internal Affairs website. This business card is pending review.*

*Pending the approval and arrival of new business cards, the Berkeley Police Department has printed approximately 3000 labels for officers to affix on the backside of existing business cards containing the phone numbers to Internal Affairs and the Police Review Commission. The label also contains a QR code to the Berkeley Police Department's website containing information on how to file a complaint through Internal Affairs and PRC as well as a link to resources on police-civilian encounters. This website will be designed to ensure broad accessibility and ease of use for all members of our community, including those whose primary language may not be English.*

*Officers are being instructed to provide business cards to all detained individuals, and these instructions will be memorialized in Policy in the near future. All future BPD business cards will have the aforementioned printed on the backside of cards.*

*Berkeley Police Department is ready to modify the labels to include the link for the survey that's being created by the Reimagine Public Safety Task Force, and once completed BPD can quickly print new labels for officers to hand out as outlined in this recommendation. Anticipated completion date: June 2021*

Status: Partially completed

Refer the following recommendations summarized below to the Reimagine Public Safety process

- Create a formalized feedback system to gauge community response to ongoing reforms and ensure this constructive input system is institutionalized

with the Police Review Commission or its successor and includes a basic report card and quarterly neighborhood check-ins.

*Lieutenant McGee's work on the Reimagine Public Safety Task Force is on-going and no formalized systems are in place at this time.*

Status: In Progress

- Conduct a baseline community survey  
*A community survey from the Reimagine Task Force is imminent. The City has contracted with the National Institute for Criminal Justice Reform (NICJR) to devise, disseminate, and subsequently analyze the survey. An additional community survey is being prepared specifically tailored to the Specialized Care Unit and covering topics around law enforcement engagement with mental health related calls.*

Status: In progress

Acknowledge and reaffirm the following recommendations summarized below and detailed in full in Attachment 1 that are already underway

- BPD released stop, arrest, calls for service and use of force data from 2012 to present to the Working Group;  
*The police department released the data in December of 2020*

Status: Completed

- Fund and implement a specialized care unit for mental health crises;  
*The City has contracted with a consulting firm who has already started work on this project.*

Status: In progress

- Conduct a Capacity Study of police calls and responses and use of officer time outside of case work.  
*The City's Auditor's report was recently released which analyzed Computer Aided Dispatch data.*

Status: Partially completed

Refer the following training recommendations summarized below to the Police Review Commission, to be taken up by the Police Accountability Board when it is established, and consider the resources required to implement this expanded training

- Refer to the Police Review Commission

Refer \$50,000 to the FY 2022 budget process for a consultant to assist the City Manager/Police Department in the implementation of these recommendations and other minor costs the Department may confer; and also refer to the FY 2022 budget process a line item for police training for the new evidence-based stop program (costs to be determined by BPD).

- The Police Department will be collaborating with the City Manager to determine the best use for the budget allocation in aiding our implementation process of these recommendations
- Refer to the Budget Office/City Manager

### BACKGROUND

On February 23, 2021 the Berkeley City Council voted unanimously to implement of the recommendations from the Mayor's Fair and Impartial Policing Task Force. The Police Department has begun implementing the recommendations. The Police Department has committed to quarterly progress updates on the movement towards the implementation of the recommendations.

Sgt. Lee and Sgt. Ledoux have been assigned to coordinate and track the implementation of the recommendations. Both sergeants have established a working group that consists of employee from every division/unit and a representative from the Berkeley Police Association leadership. Lt. McGee is participating on the Reimagine Public Safety Task Force. Meetings with the Reimagine Public Safety and working group will continue to further implement the remaining recommendations.

### ENVIRONMENTAL SUSTAINABILITY

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

### POSSIBLE FUTURE ACTION

The Police Department will continue to work toward the full implementation of the Task Force recommendations.

### FISCAL IMPACTS OF POSSIBLE FUTURE ACTION

Staff time and additional training time to be determined at a later date.

### CONTACT PERSON

Jennifer Louis, Interim Chief of Police, (510) 981-5700

Attachments:

1: Berkeley Police Policy 401

[https://www.cityofberkeley.info/uploadedFiles/Police/Level 3 - General/401%20Fair and Impartial Policing\(1\).pdf](https://www.cityofberkeley.info/uploadedFiles/Police/Level 3 - General/401%20Fair and Impartial Policing(1).pdf)

2: Berkeley Police Policy 311

<https://www.cityofberkeley.info/uploadedFiles/Police/Level 3 - General/Search and Seizure.pdf>

3: California Legislative Information

[https://leginfo.legislature.ca.gov/faces/codes\\_displaySection.xhtml?lawCode=PEN&sectionNum=13519.4](https://leginfo.legislature.ca.gov/faces/codes_displaySection.xhtml?lawCode=PEN&sectionNum=13519.4).

4. Berkeley Police Policy 1029

<https://www.cityofberkeley.info/uploadedFiles/Police/Level 3 - General/1029%20Employee Speech Expression and Social Networking.pdf>

5. Berkeley Police Regulation Chapter 2

[https://www.cityofberkeley.info/uploadedFiles/Police/Level 3 - General/PR%20Ch2\\_08Mar17.pdf](https://www.cityofberkeley.info/uploadedFiles/Police/Level 3 - General/PR%20Ch2_08Mar17.pdf)



**BERKELEY POLICE DEPARTMENT**

**CONSENT SEARCH FORM**

Date:

I, \_\_\_\_\_,

have been informed of my constitutional right not to have a search made of the premises and/or vehicle hereinafter mentioned, or my person, without a search warrant and of my right to refuse to consent to such a search. I hereby authorize

Officer(s):

of the Berkeley Police Department, and any other law enforcement agent, to conduct a complete search of my person, residence located at

Location(s):

and the following vehicles:

Vehicle(s):

I authorize these agents to take from the above locations and vehicles any letters papers, materials, or other property which they may desire.

I give this written permission to the above named police officers voluntarily. No threats or promises of any kind have been made to me.

(Signed) \_\_\_\_\_

Witness: \_\_\_\_\_

Witness: \_\_\_\_\_

Witness: \_\_\_\_\_