



Office of the City Manager

CONSENT CALENDAR

April 4, 2017

To: *DWR* Honorable Mayor and Members of the City Council
 From: Dee Williams-Ridley, City Manager
 Subject: Appointment of Police Chief

RECOMMENDATION

Adopt a Resolution confirming the appointment of Andrew Greenwood as Police Chief to be effective April 9, 2017.

FISCAL IMPACTS OF RECOMMENDATION

The salary and benefits for the Police Chief are included in the Fiscal Year 2017 Department Budget. The position is paid 100% from the General Fund (budget code 010-6901-420.11-01). The monthly salary is \$19,192.

CURRENT SITUATION AND ITS EFFECTS

In September 2016, former Police Chief Michael Meehan announced his retirement from the Berkeley Police Department after almost seven years of service. On September 25, 2016, I appointed Captain Andrew Greenwood as Interim Police Chief.

In accordance with the City Charter, Section 28(b) of Article VII, I am submitting my selection for the Police Chief to the City Council for confirmation. I have selected Andrew Greenwood for appointment to the vacant Police Chief position, to be appointed with a monthly salary of \$19,192. I am requesting confirmation of this appointment so that I may formally offer this regular at-will benefited department head position to Mr. Greenwood to be effective April 9, 2017.

BACKGROUND

The Police Chief is responsible for overall policy development, program planning, fiscal management, administration, and operations of the Police Department. The Police Department has a long history as one of the most progressive and innovative law enforcement agencies in the country. The Police Chief, through subordinate division heads, directs all City police functions, including: crime investigation, community services, Internal Affairs, operation of the City jail, Communications Center, maintenance of police records and related support services. The Police Department implemented Community Involved Policing in 1994 and continues to use the philosophy of engaging the community in crime prevention and law enforcement. The Department currently employs 172 sworn and 84 non-sworn personnel and has a current annual operating budget of approximately \$65.8 million. The Office of the Chief

oversees the four major Department Divisions: Operations, Investigations, Professional Standards, and Support Services.

RATIONALE FOR RECOMMENDATION

Andrew Greenwood has dedicated 31 years to serving the Berkeley community with the Berkeley Police Department, beginning his law enforcement career in 1986 as a Police Trainee and rising through the ranks to Police Captain, to his current appointment as Interim Police Chief. He became a Police Officer in 1987 and served on various Patrol Teams before becoming a Detective, and then a Field Training Officer. He was promoted to Police Sergeant in 1994, and his assignments included supervision of the Field Training Program, which oversees the training of all new police officers, the Fleet and Equipment Division, and the Communications Center. In 2006, he was promoted to Police Lieutenant and oversaw the Community Services Bureau, which is responsible for crime prevention efforts and community engagement. As a Lieutenant, he was also a Patrol Watch Commander, responsible for managing various Patrol Teams. In 2012, he was promoted to Police Captain and oversaw the Operations and Investigations Divisions. In his tenure, he has held different assignments within the department and served as the Project Manager of several new projects, involved in planning and implementing new applications and systems used within the department. He is an exceptional commander and is well-respected by his peers.

In the last six months as Interim Police Chief, he led the Command Staff Team to develop new Mission, Vision, and Values Statements and included the community in discussions of the department's strategic priorities. He has been proactive in his efforts to increase and improve communication with the public and with internal staff. He reorganized the Department Divisions and the Patrol Beats to increase efficiency. He continues to demonstrate the highest professionalism, leadership skills, dedication and commitment to the Berkeley community.

In addition to his extensive law enforcement experience, Andrew Greenwood obtained his B.A. in Social Science with an emphasis in Criminal Justice from San Francisco State University and is a graduate of the Sherman Block Supervisory Leadership Institute, the California Commission on Peace Officer Standard and Training (POST) Command College, and the Police Executive Research Foundation's Senior Management Institute for Police. He has also attended numerous POST trainings and seminars to further develop his abilities.

Andrew Greenwood is a life-long Berkeley resident, who attended Berkeley Public Schools. He is deeply connected to Berkeley and understands the unique public safety issues facing our community. His extensive public safety background, history of success, and many years of experience in serving the Berkeley community makes him well suited for this leadership role in the Police Department. I am confident in his ability to lead the Police Department in the permanent position.

Appointment of Police Chief

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ENVIRONMENTAL SUSTAINABILITY

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

ALTERNATIVE ACTIONS CONSIDERED

None.

CONTACT PERSON

Dee Williams-Ridley, City Manager, City Manager's Office, 981-7000

Sarah Reynoso, Director of Human Resources, 981-6800

Attachment:

1: Resolution

RESOLUTION NO. ##,###-N.S.

CONFIRMING THE APPOINTMENT OF ANDREW GREENWOOD AS POLICE CHIEF

WHEREAS, Andrew Greenwood has 31 years of law enforcement experience with the Berkeley Police Department, beginning his law enforcement career as a Police Trainee and rising through the ranks to Police Captain, and is currently serving as Interim Police Chief for the past six months; and

WHEREAS, Andrew Greenwood has extensive public safety experience having commanded several units and Divisions of the Berkeley Police Department including Operations, Investigations, Support Services; and

WHEREAS, as Interim Police Chief, Andrew Greenwood led the Command Staff Team to develop new goals and has improved communication with the public and internal staff, as well as reorganized the department to improve efficiencies; and

WHEREAS, Andrew Greenwood continues to perform exceptionally well as the Interim Police Chief and exhibits the highest professionalism, leadership skills, dedication and commitment to the Berkeley community; and

WHEREAS, in addition to his extensive law enforcement experience, Mr. Greenwood has obtained a Bachelor of Arts in Social Science with an emphasis in Criminal Justice from San Francisco State University and is a graduate of the Sherman Block Supervisory Leadership Institute, POST Command College, and the Police Executive Research Foundation's Senior Management Institute for Police.

NOW THEREFORE, BE IT RESOLVED by the Council of the City of Berkeley that it hereby confirms the City Manager's appointment of Andrew Greenwood as the Police Chief with a monthly salary of \$19,192 on the same terms and conditions as other, regular at will employees, as set forth in the Unrepresented Employee Manual effective April 9, 2017.