



Office of the City Manager

October 14, 2020

To: Honorable Mayor and Members of the City Council

From: *Dee* Dee Williams-Ridley, City Manager

Re: Update on Re-Imagining Public Safety

On July 14, 2020, City Council adopted an omnibus package to re-imagine public safety and policing in the City of Berkeley. This is an important City Council referral and I would like to offer you and the community an update on the status of that referral along with my intention to provide regular updates at City Council meetings, as best as possible.

The omnibus package consisted of numerous elements including, but not limited to the following:

- Having the City Auditor perform an analysis of City's emergency 9-1-1 calls-for-service and responses, as well as analysis of the Berkeley Police Department's (BPD) budget.
- Analyzing and developing a pilot program to re-assign non-criminal police service calls to a Specialized Care Unit.
- Creating plans and protocols for calls for service to be routed and assigned to alternative preferred responding entities and consider placing dispatch in the Fire Department or elsewhere outside the Police Department.
- Analyzing litigation outcomes and exposure for City departments in order to guide the creation of City policy to reduce the impact of settlements on the General Fund.
- Engaging a qualified firm(s) or individual(s) to lead a robust, inclusive, and transparent community engagement process with the goal of achieving a new and transformative model of positive, equitable and community-centered safety for Berkeley.

- Pursuing the creation of a Berkeley Department of Transportation (“BerkDoT”) to ensure a racial justice lens in traffic enforcement and the development of transportation policy, programs and infrastructure, and identify and implement approaches to reduce and/or eliminate the practice of pretextual stops based on minor traffic violations.

Subsequent to the adoption of the omnibus package, the City established a multi-department working group to oversee and implement various components of the package. The working group consists of the following:

- City Manager;
- Deputy City Managers;
- City Attorney;
- Fire Chief;
- Human Resources Director;
- Police Chief; and
- Public Works Director.

We have established weekly meetings and have developed an organizational structure that will enable us to advance the various referrals in the omnibus package at the same time.

Our work to advance the omnibus package has been organized in the following manner:

- HHCS Director Lisa Warhuus will be leading the work to develop a Specialized Care Unit pilot program.
- Fire Chief David Brannigan will lead the work to develop a plan for priority dispatching.
- City Attorney Farimah Brown will manage the analysis of litigation claims and settlements.
- The Police Re-Imagining and community engagement process will be led by Deputy City Manager David White. Deputy City Manager White will also be supporting the City Manager by providing overall project management support to the team.
- BerkDoT will be led by Public Works Director Liam Garland.

Our initial work has been focused on assigning roles and responsibilities, vetting the omnibus package adopted by City Council and clarifying the work, and developing project workplans.

The following provides some specific updates for the City Council and the community on this important assignment:

- City Auditor calls-for-service and budget analysis
 - City staff have participated in an entrance meeting with the City Auditor and have started to provide the City Auditor with data that the Auditor's office has requested.
 - Of note, the Police Department has provided the City Auditor with calls-for-service data from 2012-2018 and is working to develop the 2019 dataset.
 - In addition, the Police Department has provided the City Auditor with various policies and other background information that will be helpful to her and her team in performing the work requested by City Council.
 - It is currently anticipated that the City Auditor will have a classification of calls-for-service data available by February 2021 to inform the Police Re-Imagining process.
- Specialized Care Unit
 - Drafted a project plan that defines the assignment, final work product, key questions that will be answered, key milestones and deliverables, a project timeline, resource needs, and a City staff team that will be devoted to this work.
 - Dr. Warhuus has met with the Mental Health Commission and other stakeholders to discuss the assignment and has received important feedback that will shape a steering committee to work with staff and inform a deep community engagement process.
 - A consultant has been selected to lead this work and the team is working to refine the scope of work to be able to bring a recommendation forward to City Council in December 2020. The consultant that is selected will be not only helping the City develop a pilot Specialized Care Unit but also taking a deep look into how the City responds to mental health calls.
- Priority Dispatching
 - Drafted a project plan that outlines key questions that need to be addressed, a timeline, resource needs, internal working group, key stakeholders, and community engagement.

- To date, the Fire Department has convened focus groups with employees in the Fire Department and Dispatch to solicit input and feedback.
- In developing the project plan, the Fire Chief has determined that resources estimated at \$83,000 will be needed to pay for the overtime of staff assigned to this project, community engagement, and hiring a third-party consultant to assist in designing the dispatch system.
- Analysis of litigation claims and settlements
 - The City Attorney is working with her team to develop a dataset that consists of all of the litigation claims and settlements over the past 10 years. This data will form the basis for her work.
 - In evaluating the referral more closely, the City Attorney has estimated that she will need resources estimated at \$25,000 to engage subject matter experts. This request will be incorporated into the November AAO.
- Police Re-Imagining and Community Engagement
 - A request for proposal was developed and issued on September 8, 2020. A pre-bid conference was held on September 15, 2020.
 - Responses to the RFP were due to the City on Tuesday October 6, 2020, and the City has received six (6) proposals.
 - The City has put together a team consisting of City staff, community and other stakeholders to evaluate and review the proposals that were submitted to the City. The purpose of the review is to determine the extent to which the proposals are responsive to the evaluation criteria outlined in the RFP firms and to determine the firm and/or individuals that should be interviewed.
 - The review team will also be responsible for performing interviews of those firms and/or individuals that submitted proposals that are deemed to be most responsive and qualified.
 - It is anticipated that the proposal review process will occur during the months of October and a portion of November 2020 and a recommendation to City Council will be on the City Council agenda once the review process is complete. This timeline is a bit more lengthy than originally anticipated by City staff but is the result of providing firms and/or individuals more time to respond to the RFP and to have a more inclusive review process.

- BerkDot
 - Convened interdepartmental BerkDoT project team that is meeting every two weeks.
 - Drafted a project plan that involves a) taking a look at other cities' best practices and b) eliciting input from our community, commissions, and Council.
 - Initiated legal research on state law implications on BerkDoT.
 - In evaluating the scope of the referral, it has been determined that resources estimated at \$75,000 will be needed to solicit outside resources to help perform best practices research.

cc: Paul Buddenhagen, Deputy City Manager
David White, Deputy City Manager
Jenny Wong, City Auditor
Farimah Brown, City Attorney
Mark Numainville, City Clerk
David Brannigan, Fire Chief
Lisa Warhuus, Director of Health, Housing & Community Services
LaTanya Bellow, Director of Human Resources
Andrew Greenwood, Chief of Police
Liam Garland, Public Works Director
Matthai Chakko, Assistant to the City Manager