



Office of the City Manager

October 28, 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. 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;
- Health, Housing and Community Services;
- 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, is leading the work to develop a Specialized Care Unit pilot program.
- Fire Chief, David Brannigan, is leading the work to develop a plan for priority dispatching.
- City Attorney, Farimah Brown, is managing 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 our Public Works Director, Liam Garland.

Current Updates (*for the October 27, 2020 City Council Meeting*)

At the October 13, 2020 City Council meeting, I provided an update on the work that City staff had accomplished in advancing the City Council's omnibus package to re-imagine public safety and policing in the City of Berkeley. At that meeting, I indicated that I would provide regular updates to the City Council and the community. The following provides an overview of what has been accomplished since the last City Council meeting:

- City Auditor calls-for-service and budget analysis
 - City staff is working hard to respond to the totality of the City Auditor's requests in order to support her and her team in performing the calls-for-service and budget analysis requested by City Council. More specifically, the following work has been completed:
 - Staff from the Department of Information Technology were reassigned for two days last week to work with the Police Department to generate a dataset for the City Auditor that consists of more than 780,000 rows of incidents. The dataset covers the time period January 1, 2015 to September 30, 2020.

- The Police Department has been working with our software vendor to provide data dictionaries to assist the City Auditor in interpreting the data and has provided additional documents regarding stop demographic codes.
- Provided the City Auditor with a contact in HHCS/Mobile Crisis to support audit questions regarding the Mobile Crisis Team.
- Provided Use of Force data and a contact for Internal Affairs to provide information as needed on Use of Force data.
- Scheduled a meeting with the Center for Policing Equity to discuss their ongoing work with the City and how best to align their research with the City Auditor.
- In order to ensure coordination and collaboration with the City Auditor, Deputy City Manager White and Police Department have established regular, recurring meetings.
- Specialized Care Unit
 - The Project Plan was updated to allow for a deeper community engagement process that reflects a crisis response continuum of care.
 - A steering committee consisting of city staff and community members was established. City staff will include members from HHCS and Fire. Two community members are part of the Berkeley Community Safety Coalition. HHCS is working to add one or two additional community members to the committee. Also, HHCS has added a UC Berkeley Graduate Student Intern to the team who can lend additional assistance and research to the project.
 - A vendor was identified through an RFP process with a similar scope that had started January 2020. HHCS is working to determine if the vendor can fulfill a revised scope of work reflecting direction provided by City Council and the community and if they can do so in less traditional ways that invoke deeper community engagement in a culturally responsive way.
 - The Mental Health Commission was briefed on the process to date and are considering ways in which they might actively support it.
- Priority Dispatching
 - The Fire Department continues to meet with employees to solicit input and feedback.
 - The Fire Department is in the preliminary stages of developing a report that will outline the framework for implementing priority dispatching.

- Analysis of litigation claims and settlements
 - The City Attorney's Office is making progress identifying and analyzing claims involving the Police Department over the past ten years.
 - To date, the City Attorney's Officer has identified a total of 120 claims (37 not related to auto cases and 83 claims involving automobiles) between the years of January 1, 2010 to present.
- Police Re-Imagining and Community Engagement
 - The City received six (6) proposals in response to the RFP that was due on October 6, 2020.
 - 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 review team will begin meeting in early November 2020 to identify the most qualified proposals.
 - Interviews of qualified firms will take place during November 2020, with the goal of providing a recommendation to City Council once the review process is complete.

This timeline is a bit lengthier than originally anticipated by city staff but is the result of providing individuals more time to select a firm and to have a more inclusive review process.

- BerkDot
 - An interdepartmental BerkDoT project team has been convened and is meeting every two weeks.
 - Public Works and the Police Department are coordinating with the City Attorney's Office to perform legal research on state law implications on BerkDoT.
 - Staff met with Walk Bike Berkeley and received a briefing on the research that they have performed to date.
 - City staff is developing a project plan and scope of work for a consultant to perform best practices research.
- General Update
 - In addition to the work outlined above, city staff is developing a short presentation that will provide an overview of the city's implementation of City Council's omnibus package including key deliverables and project timelines.

Page 5

October 28, 2020

Re: Update on Re-Imagining Public Safety

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