



Office of the City Manager

November 12, 2020

To: Honorable Mayor and Members of the City Council

From: *DWR* 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 Director;
- 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 November 10, 2020 City Council Meeting*)

The following provides an overview of what has been accomplished in advancing City Council's omnibus package to re-imagine public safety and policing in the City of Berkeley:

- City Auditor calls-for-service and budget analysis
 - City staff continues to coordinate with the City Auditor and respond to any questions or needs that arise.
- Specialized Care Unit (SCU)
 - A Specialized Care Unit steering committee consisting of city staff and community members has been established. Two community members from the Berkeley Community Safety Coalition are part of the SCU steering committee. City staff includes members from the HHCS and Fire departments. City staff will be working with steering committee members to determine if additional members are needed, and to also make sure that there are multiple paths to community participation in this work since many have expressed interest.

- A vendor was identified through an RFP process with a similar scope and a community review process that had started in January 2020. Their work will be guided by the steering committee and will involve deep community engagement. HHCS is working bring a contract to City Council on December 1, 2020, to advance this work.
- The Mental Health Commission, who have been working on this issue for some time, was briefed on the process to date and are considering ways in which they might actively support it.
- Priority Dispatching
 - The Fire Department has completed focus group with employees and labor groups and a plan is coming together.
 - Relevant commissions will be engaged in January/February 2021.
 - The goal is to have an implementation plan prepared by late February/early March 2021 for City Council consideration to align with the budget process.
- Analysis of litigation claims and settlements
 - The City Attorney's Office continues to make progress identifying and analyzing claims involving the Police Department over the past ten years.
 - After reviewing additional data, the City Attorney's Office has identified one hundred and fifteen (115) claims involving automobile related police claims and forty seven (47) claims involving alleged police misconduct 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 Request for Proposal that was due to the City on October 6, 2020.
 - The City convened a team consisting of 12 members that includes city staff, community and other stakeholders to discuss and evaluate the proposals that were submitted to the City.
 - ◆ The proposal review team met on two occasions.
 - At the first meeting, the proposal review team discussed the proposals that were submitted to the City and ultimately selected four (4) out of the six (6) teams that submitted proposals to be interviewed. Interviews are scheduled to occur on Thursday, November 12, 2020.
 - At the second meeting, the proposal review team convened to discuss the format of the interviews and develop a set of questions that will be asked of each of the teams invited to participate in the interviews. Each team that was

invited to participate in the interviews was asked to provide a 10-minute presentation to the review panel that will be followed up by a question and answer session.

- ◆ Subsequent to the interviews conducted by the proposal review team, the recommended team(s) will meet with the City Manager.
 - ◆ It is currently anticipated that a recommendation to award a contract to a firm will be presented to the City Council on December 15, 2020.
- BerkDoT
- An interdepartmental BerkDoT project team has been convened and continues meeting every two weeks.
 - Staff have scheduled a subsequent meeting with community stakeholders to solicit input and discuss the proposed BerkDoT.
 - City staff is anticipating that it will receive a scope of work and cost proposal from a consultant to perform best practices research and to assist the City in developing a successful organizational model. City Council is being asked to approve resources for this work as part of the AAO process.
 - It is anticipated that in January 2021, staff will commence meetings with various commissions (Public Works, Transportation, etc.) to solicit input and discuss City Council's BerkDoT referral.

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