



Office of the City Manager

December 2, 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 (HHCS) 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 Public Safety / 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 December 1, 2020 City Council Meeting*)

The following provides a brief overview of what has been accomplished since the last update to City Council on November 17, 2020.

- 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.
- Priority Dispatching
 - A community engagement team consisting of members of the Fire Department and Police Department including the communications center is being assembled.
 - Scheduling meetings with the Police Review Commission, Disaster and Fire Safety Commission, and Mental Health Commission to discuss plans.

- Specialized Care Unit (SCU)
 - Created an initial SCU steering committee consisting of city staff and community members. Two community members are representing the Berkeley Community Safety Coalition. City staff include members from the departments of Health, Housing, and Community Services and Fire. The committee is working with other critical stakeholders to add two or three additional members and identifying additional paths for participation as there are many community members who have expressed interest in this project.
 - A vendor was identified through a Request for Proposal process with a similar scope and a community review process that had started in January 2020. The item is before City Council this evening. The vendor's work will be guided by the steering committee and will involve deep community engagement, including crisis response system users.
 - The Mental Health Commission, who have been working on this issue for some time, was briefed on the process to date and will receive regular on-going briefings per their request over the course of the project.
- Analysis of Claims and Settlements
 - No new updates at this time.
- Public safety and Police Re-imagining Community Engagement
 - Of the four firms interviewed by a review panel consisting of city staff, community, and other stakeholders on Friday, November 20, 2020, the City Manager met with the top two firms that were well-regarded by the review panel.
 - Based on the strength of its team, subject matter expertise, familiarity with the City, and robust community engagement process, the National Institute for Criminal Justice Reform and the team that they have assembled is being recommended to the City Council to lead the community engagement effort. This recommendation will be on the December 15, 2020, City Council Agenda.
 - Should City Council authorize the City Manager to enter into a contract with the National Institute for Criminal Justice Reform, city staff will finalize the scope of work and budget with the goal of completing the contract so the project can begin in earnest in January 2021.
- Berk DoT
 - An interdepartmental BerkDoT project team continues meeting every two weeks.
 - City staff continue regular meetings with community stakeholders to solicit input and discuss the proposed BerkDoT.

- A consultant has been engaged and is collecting organizational charts from various Department of Transportations across the county, and arranging staff-to-staff interviews with those departments in December 2020.
- Staff has conducted an initial inventory of functions to be considered as part of a new BerkDoT. The functions include parking enforcement, traffic enforcement, accident investigation, crossing guards, Vision Zero implementation, transportation and streets planning, street and sidewalk repair, and streetlights. These functions involve approximately 93 existing full time positions and budgets of more than \$40 million.
- In January and February 2021, city staff will seek input from various commissions (i.e., Public Works, Transportation, etc.) on the summary of initial research, best practices, and preliminary recommendations

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