



Office of the City Manager

March 4, 2021

To: Honorable Mayor and Members of the City Council

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

Re: Retirement of Police Chief Andrew R. Greenwood

I want to let you know that Chief Andrew R. Greenwood will be retiring from the City of Berkeley. His last day in the office will be Friday, March 12, 2021. Captain Jen Louis will be Interim Chief, leading the department forward as the City conducts a national search for his replacement.

A lifelong Berkeley resident and department member for 35 years, Chief Greenwood is actively engaged with our community, the department and all aspects of the legislative process, from commissions to the City Council. He entered this role in a time when the department was struggling. He brought stability and did it with purpose. When the department headed toward a historic low in staffing, Chief Greenwood implemented a range of strategies to pull the department out. He strengthened morale, improved focus on employee wellness and resilience, and sought hires and promotions that reflected the community's values and diversity.

Chief Greenwood is a steady leader in every way, leading with integrity, heart and sound judgement. I am proud of his service to the Berkeley community. His care, compassion and thoughtful leadership for our community, peers and elected officials is commendable.

I want to thank him for the many accomplishments, including a broad range of important legislative measures. A few examples: body worn cameras, racial identity and profiling data, the SB 1421 release of records, AB 748 release of videos, as well as his community outreach efforts in participating in Town Halls, launching "Coffee With A Cop" events and hosting community advisory meetings.

In accomplishing all this, family is often the sacrifice. I know that Chief Greenwood gave of himself and his time with his family. While we will dearly miss him, I am grateful that he will now get a chance to spend some of his valuable time with his family and loved ones. I send a special thank-you to his family for their support.

Page 2
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As we transition, I am encouraged and confident that our community and staff will continue to have exceptional leadership in Captain Jen Louis. A Bay Area native, Captain Louis started as an officer with the Berkeley Police Department in 1999. She has worked in patrol, as an investigator and supervisor in the Special Victims Unit, as a member, team leader and commander of the Special Response Team, and currently serves as the Commander of the Support Services Division. Captain Louis has experience in labor relations and contract negotiations with both sworn and professional staff, and recently led the Department's response to the COVID-19 pandemic. Health and wellness of the Department and the community has always been a cornerstone of her service, and I am fully confident in her abilities to move the department forward.

I will keep you updated on next steps as they develop. I envision a community-engaged search process.

cc: Senior Leadership Team
Captain Jen Louis, Police Department