



**CITY OF BERKELEY**  
*Police Department*

***Annual Report***

March 12, 2024



# 2023 Annual Report

## Workload

*Staffing*

*Calls for Service*

## Crime & Investigations

*Crime Reports*

*Clearance Rates*

## Road Safety & Collisions

*Collision Intersections*

*Primary Collision Factors*

## Accountability

*Stops*

*Use of Force*

## Audits & Oversight

*City Auditor Reports*

*Fair & Impartial Policing Working Group*





# Workload

*Despite a high workload, our department has sought to enhance efficiency and service quality. Through innovative recruitment and retention strategies, community engagement, and performance analytics, we have continued to strengthen our operational effectiveness.*

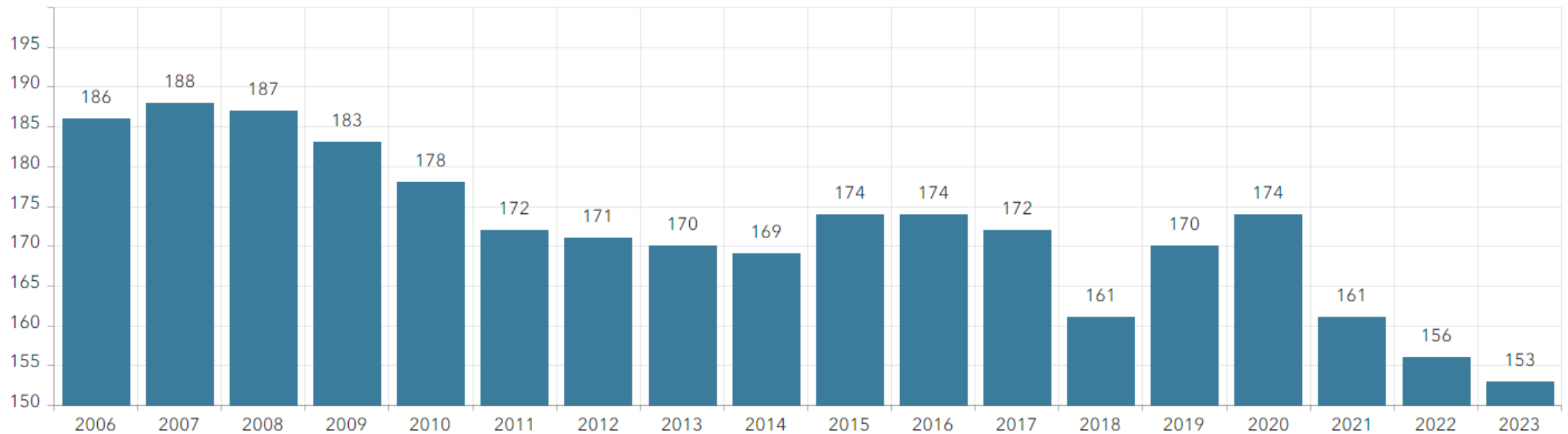
# Workload Staffing

## *Yearly Review and Where We Go From Here*

- Sworn decline continues in spite of strong year for hiring
- Staying true to our values and standards
- Future forecast

### Sworn Staff

Annual Peak Staffing Levels



# Workload | Staffing

## *Recruitment and Retention Strategies*

- Police officer hiring remains elusive
- Meeting public safety expectations to reimagine public safety
- A pivot in recruiting strategies

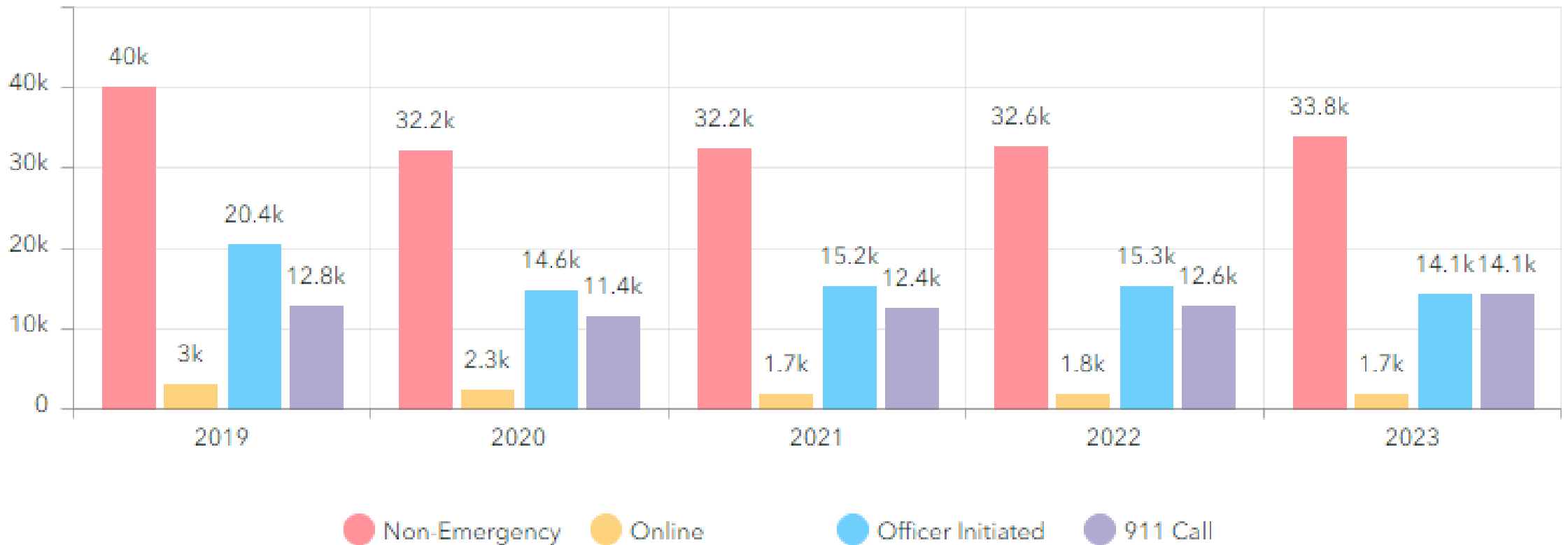


# Workload Calls for Service

*In 2023, 911 calls reached their highest level in 6 years.*

- A higher percentage calls for service resulted in a case report than in any year since 2010.

Total Calls by Call Source

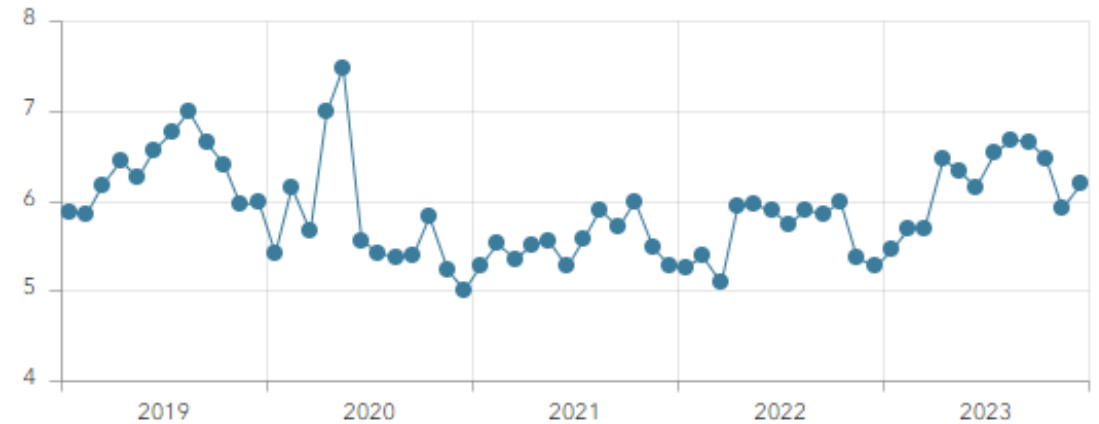


# Workload Calls for Service

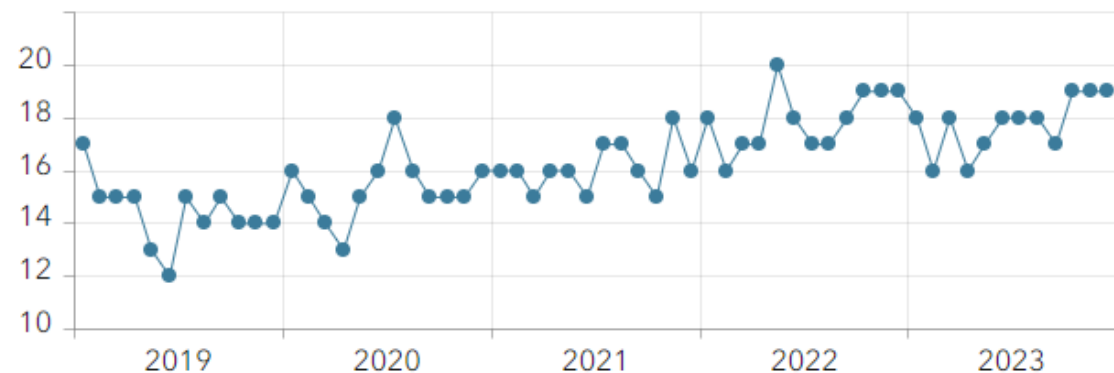
*Workload, as measured here, has increased steadily over the last 5 years.*

- The average calls per officer per shift has rebounded steadily since 2020.
- In 2022 & 2023, the median on scene time was the highest it has been in the last 13 years.
- These measures reflect the twin trends of low staffing and an increasingly complex service demand.

Average Calls Handled per Officer per Shift  
Non-Officer-Initiated Calls



Median Officer Time On Scene per Call  
Non-Officer-Initiated Calls



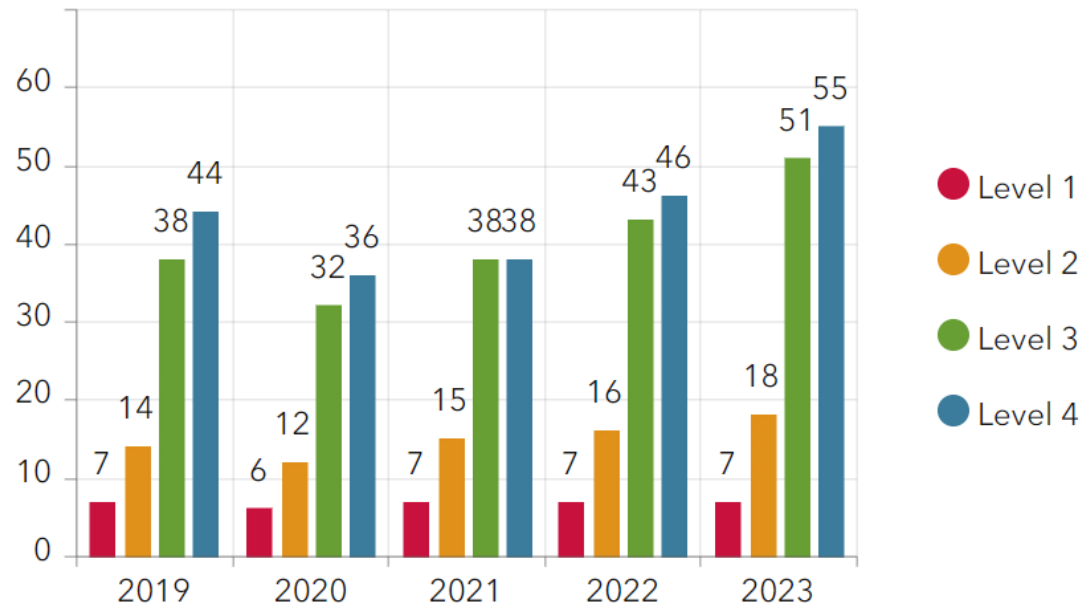
# Workload

## How We're Doing

*Our median response time for Priority 1 calls was 7 minutes, meeting regional standards.*

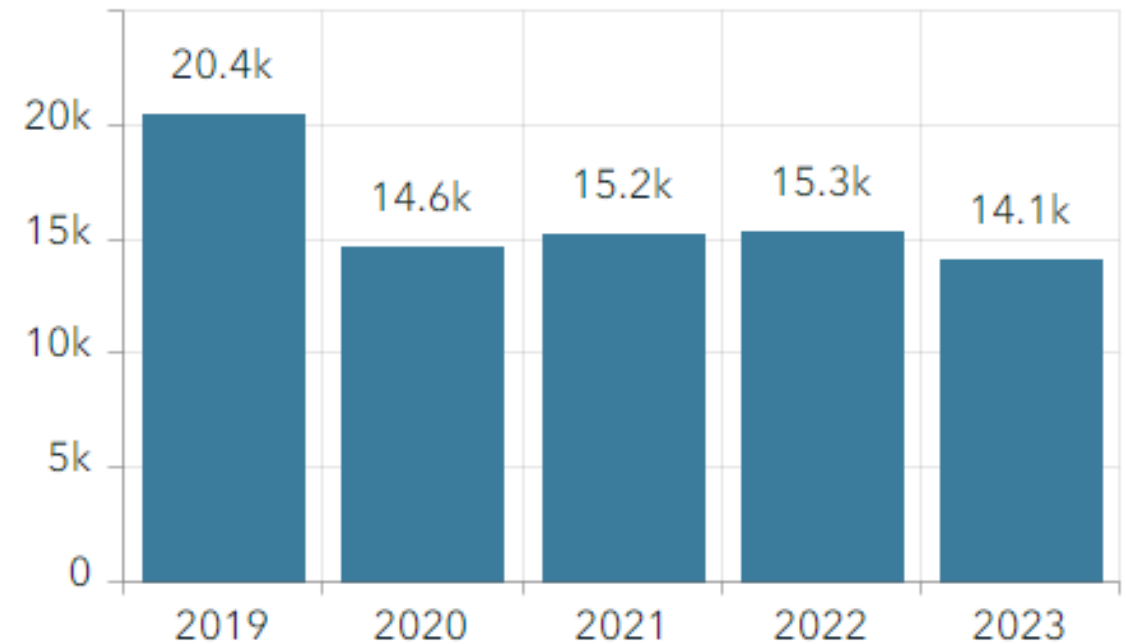
- Officer-initiated calls for service have declined since 2019.

Median Response Times  
First Unit, Minutes



\*Excludes Officer Initiated calls and call types: Audible Alarms and Traffic Stop

Calls for Service by Year, 2019-2023  
Officer-Initiated Calls





# Workload What We've Done

*In the face of challenging staffing levels coupled with an increasing workload, we have taken steps to prioritize our efforts and enhance organizational efficiency.*

Department Priorities

Updated Beat Structure

Community Engagement

# Workload What's Next

*As we adapt to the needs of our community, we are focused on strategic initiatives that enhance our operational capabilities and foster community trust.*

Sworn Staffing Study

Strategic Analysis

# Crime & Investigations

*Amid increasing crime rates, our department employs creative, problem-oriented solutions. Our robust clearance rates, competitive on a regional scale, underscore our commitment to delivering first-class police work from start to finish.*



# Crime & Investigations

## Part I Crimes

*Increases were reported in most categories*

- Crime totals are returning to or surpassing Pre-Pandemic levels
- Robbery and Auto Theft numbers are significant factors in the overall increase

<b>Part I Crimes</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>% Diff</b>
<b>Homicide</b>	3	1	2	1	1	0	5	0	3	<b>1</b>	<b>-66.7%</b>
<b>Sexual Assault</b>	35	44	54	83	65	74	47	57	89	<b>97</b>	<b>+9.0%</b>
<b>Robbery</b>	263	330	361	364	353	369	274	265	292	<b>386</b>	<b>+32.2%</b>
<b>Aggravated Assault</b>	130	155	185	218	167	175	210	210	282	<b>282</b>	<b>+0.0%</b>
<b>Total Violent Crimes</b>	431	530	602	666	586	618	536	532	666	<b>766</b>	<b>+15.0%</b>
<b>Burglary</b>	932	1,090	805	843	829	771	797	803	1,036	<b>1,228</b>	<b>+18.5%</b>
<b>Larceny</b>	3,615	4,099	3,965	4,556	4,004	4,993	3,933	3,736	4,611	<b>4,532</b>	<b>-1.7%</b>
<b>Auto Theft</b>	555	717	650	621	548	492	805	1,098	836	<b>1,350</b>	<b>+61.5%</b>
<b>Total Property Crimes</b>	5,102	5,906	5,420	6,020	5,381	6,256	5,535	5,637	6,483	<b>7,110</b>	<b>+9.7%</b>
<b>Arson</b>	15	22	24	30	31	17	52	72	52	<b>84</b>	<b>+61.5%</b>
<b>Total</b>	5,548	6,458	6,046	6,716	5,998	6,891	6,123	6,241	7,201	<b>7,960</b>	<b>+10.5%</b>

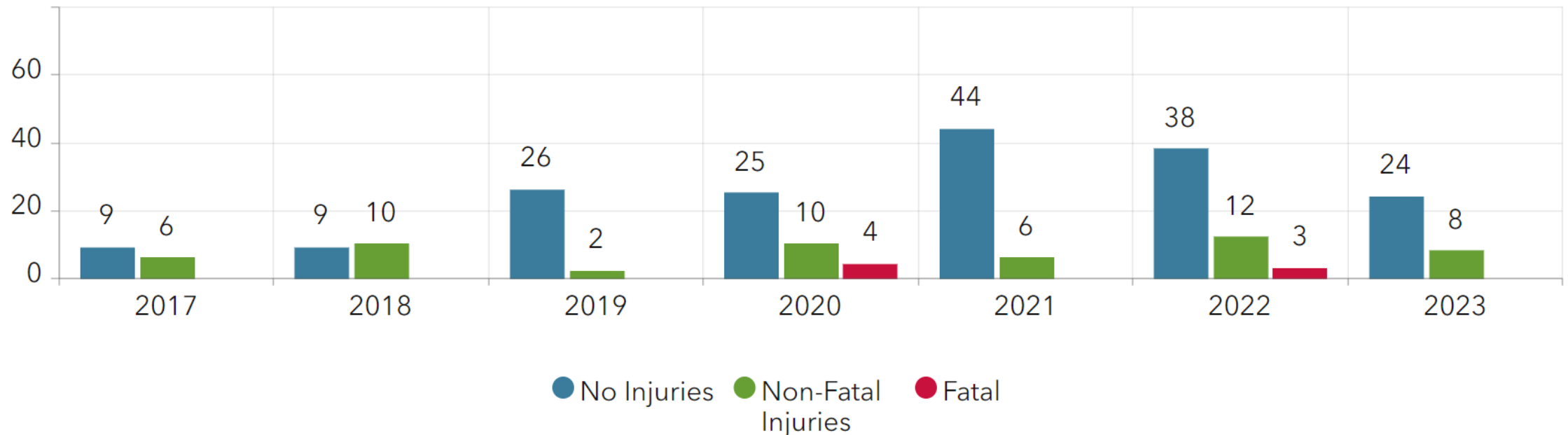
# Crime & Investigations

## Crimes of Interest

*Shooting numbers have decreased since 2022*

- The total remains substantially higher than the fifteen reported in 2017,

Shootings by Type



# Crime & Investigations

## Crimes of Interest

*Robbery reports have increased.*

- Pedestrian robberies are close to pre-pandemic levels.
- There were only twenty-nine takeover commercial robberies, the rest were Estes robberies.
- Carjackings have increased as stolen autos are often used to commit other crimes.

<b>Robberies</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>
<b>Pedestrian</b>	229	247	131	119	148	205
<b>Commercial</b>	108	97	117	118	117	135
<b>Home Invasion</b>	5	4	8	8	8	5
<b>Bank</b>	3	2	5	6	4	2
<b>Carjacking</b>	10	14	13	14	15	39
<b>Total</b>	355	364	274	265	292	386
<b>By Gun</b>	82	74	46	74	69	111
<b>(% of total)</b>	(23%)	(20%)	(17%)	(28%)	(24%)	(29%)

# Crime & Investigations

## Crimes of Interest

*Felony Sexual Assault Reports have increased.*

- The pre-pandemic increase which resurged in 2022, continued in 2023.
- Misdemeanor sexual assaults decreased in 2023, returning to pre-pandemic levels.

<b>Sexual Assault</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>
<b>Felony</b>	65	74	47	57	89	97
<b>Misdemeanor</b>	31	64	38	50	81	62
<b>Total</b>	96	138	85	107	170	159

# Crime & Investigations

## Crimes of Interest

*Property crime reports have increased.*

- The commercial burglary increase can be attributed to an increase in organized retail thefts that are charged as burglaries.
- Catalytic converter thefts declined once a major arrest was made by a multi-agency taskforce in June.
- Vehicle thefts increased as a result of the exploited Kia and Hyundai vulnerabilities.

<b>Property Crimes of Interest</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>
<b>Commercial Burglaries</b>	275	307	324	316	435	574
<b>Vehicle Thefts</b>	548	492	805	1098	836	1350
<b>Catalytic Converter Thefts</b>	35	186	586	573	847	457



# Crime & Investigations

## Crimes of Interest

*Hate crime reports have increased.*

- Race and ethnicity/nationality remains the largest category of reported hate crimes.
- Religion and sexual orientation tied for the second largest category.

<i>Hate Crimes</i>	2018	2019	2020	2021	2022	2023
<b>Race/ Ethnicity/ Nationality</b>	11	5	7	29	24	<b>27</b>
<b>Religion</b>	3	1	2	11	3	<b>9</b>
<b>Sexual Orientation</b>	3	2	1	2	11	<b>9</b>
<b>Gender</b>	1	0	2	0	0	<b>0</b>
<b>Disability</b>	0	0	0	0	0	<b>1</b>
<b>Total</b>	18	8	12	42	38	<b>46</b>

<i>Hate Incidents</i>	2021	2022	2023
<b>Race/ Ethnicity/ Nationality</b>	16	22	<b>24</b>
<b>Religion</b>	1	5	<b>19</b>
<b>Sexual Orientation</b>	4	4	<b>7</b>
<b>Gender</b>	0	0	<b>0</b>
<b>Disability</b>	1	0	<b>0</b>
<b>Total</b>	22	31	<b>50</b>

# Crime & Investigations What We've Done

● Firearm Recoveries

● Gun Violence Intervention & Prevention

● Tailored Response to Hate Crimes

● Automated Security Checks

● Catalytic Converter Engravings

# Crime & Investigations

## How We're Doing

- Berkeley: **64 violent crimes** per 10,000 residents and **598 property crimes** per 10,000 residents in 2023.
- Santa Clara: **31 violent crimes** and **360 property crimes** in 2022.
- San Leandro: **58 violent crimes** and **490 property crimes** in 2022.
- Richmond: **88 violent crimes** and **272 property crimes** in 2022.

Clearance Rates	2020 SCPD	2020 SLPD	2020 RPD	2020 BPD	2021 SCPD	2021 SLPD	2021 RPD	2021 BPD	2022 SCPD	2022 SLPD	2022 RPD	2022 BPD	2020 BPD	2021 BPD	2022 BPD
Homicide	100%	14%	25%	<b>33%</b>	-	100%	25%	<b>100%</b>	0.0%	0.0%	35%	<b>67%</b>	100%	100%	100%
Sexual Assault	23%	27%	9.1%	<b>6.4%</b>	15%	17%	67%	<b>5.3%</b>	27%	0.0%	17%	<b>7.9%</b>	22%	10%	15%
Robbery	39%	20%	19%	<b>21%</b>	35%	19%	26%	<b>26%</b>	24%	12%	10%	<b>31%</b>	30%	29%	32%
Agg. Assault	57%	32%	27%	<b>37%</b>	65%	38%	44%	<b>44%</b>	64%	41%	34%	<b>43%</b>	57%	61%	46%
Burglary	7.6%	5.0%	7.6%	<b>11%</b>	6.4%	4.7%	17%	<b>16%</b>	10%	5.2%	11%	<b>15%</b>	12%	15%	10%
Larceny	5.5%	4.1%	2.6%	<b>6.8%</b>	4.0%	4.2%	1.5%	<b>4.8%</b>	8.5%	4.1%	1.1%	<b>5.4%</b>	7.3%	7.0%	6.6%
Auto Theft	4.3%	2.7%	11%	<b>3.7%</b>	3.7%	2.7%	7.4%	<b>4.3%</b>	6.7%	2.4%	2.5%	<b>6.1%</b>	9.3%	8.2%	11%
Arson	20%	20%	6.1%	<b>15%</b>	47%	4.5%	17%	<b>19%</b>	29%	8.3%	17%	<b>15%</b>	25%	32%	27%

# Crime & Investigations

## What's Next

● Gun Violence Restraining Orders

● Automated License Plate Readers

● Fixed Surveillance Cameras

● Regional Collaboration



# Road Safety & Collisions

*Leveraging detailed collision data and community insights, our department has strategically enhanced traffic safety through targeted initiatives and enforcement. As we move forward, our partnership with Vision Zero promises to further deepen our dedication to efficient and effective traffic safety solutions.*

# Road Safety Totals

*2023 was the first year with no fatal collisions since 2011.*

- Total collisions increased by 23, or 2.6% from 2022
- Non-injury collisions increased by 3.6% and fatal collisions decreased to 0
- Injury collisions decreased by 6.2%
- DUI collisions increased by 3.7%.

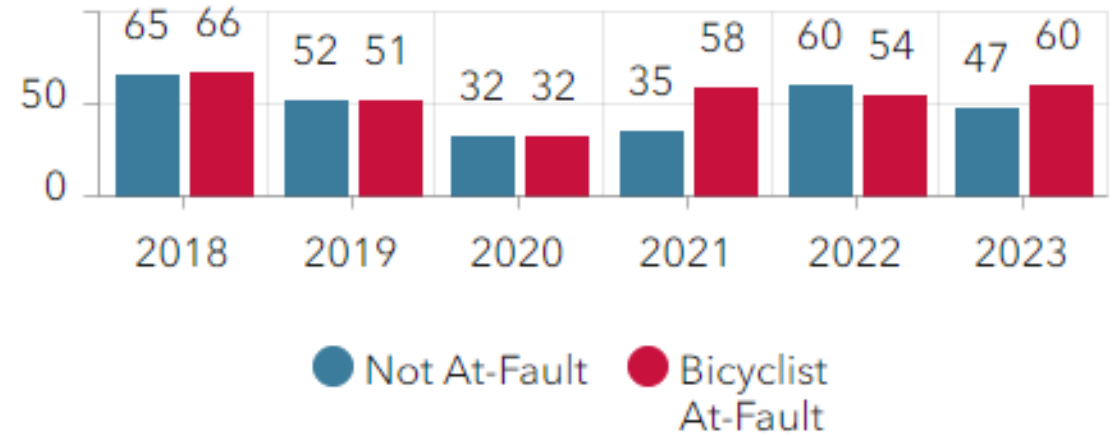
<b>Collisions</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>
<b>Fatal Collisions</b>	4	2	7	2	0
<b>Injury Collisions</b>	520	316	431	548	514
<b>Non-Injury Collisions</b>	405	271	351	346	359
<b>Total</b>	929	589	789	896	873

# Road Safety Totals

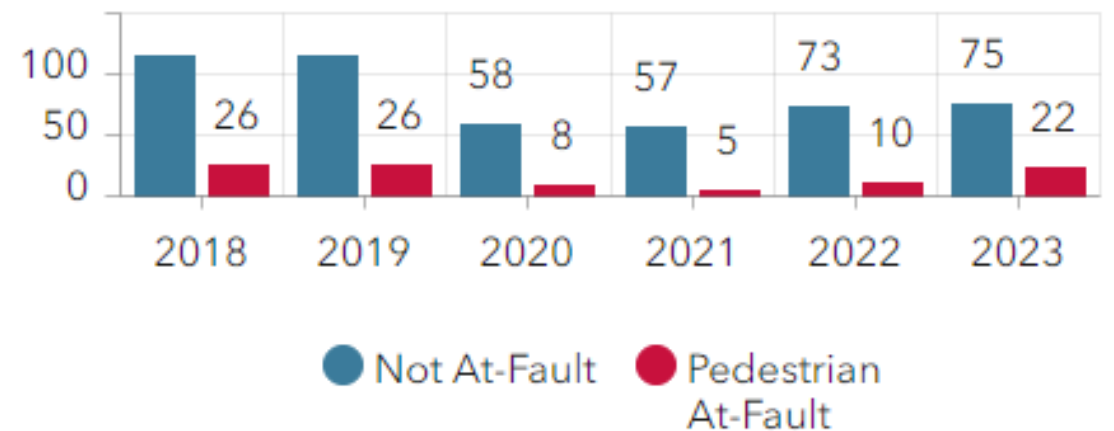
*Bicyclists (107) and Pedestrians (97) accounted for 39.7% of all injury collisions.*

- PCF attributed to bicyclist in 56% of collisions
- PCF attributed to driver of vehicle in 31.8% of bike collisions (29.4% were opening car door)
- PCF attributed to driver of vehicle in 76.3% of vehicle vs. pedestrian collisions

## Bicyclist-Involved Collisions Injury Collisions



## Pedestrian-Involved Collisions Injury Collisions

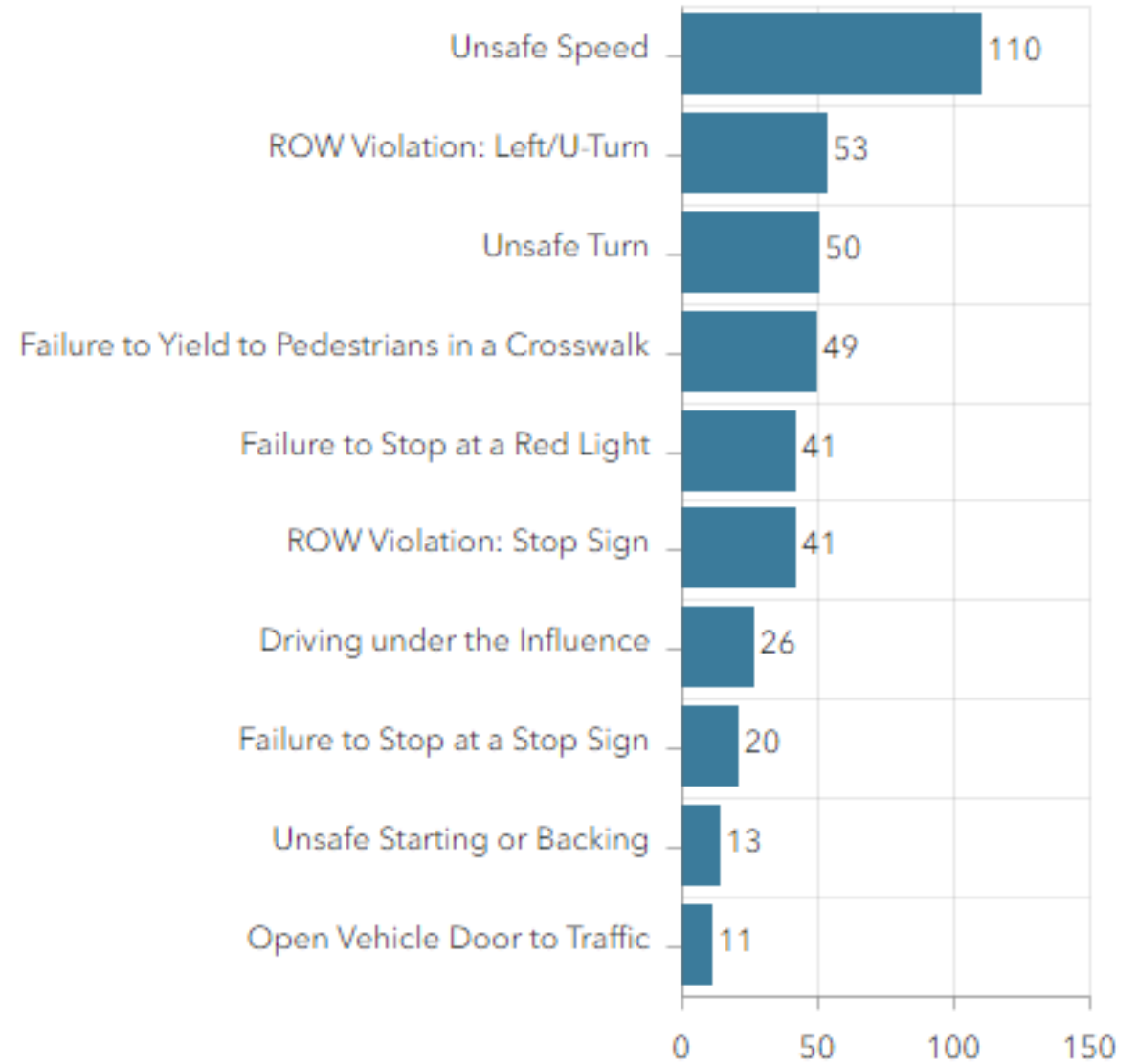


# Road Safety Primary Collision Factors

*Speeding remains the most common primary collision factor.*

- "Right of way" (ROW) violations, including "Failure to Yield to Pedestrians in a Crosswalk" combined to account for 143 injury collisions.
- "Failure to stop" violations combined to account for 69 injury collisions.

Primary Collision Factors, 2023  
Injury Collisions





# Road Safety Intersections

*Ashby Ave. saw more collisions than any other corridor.*

- Additional high-injury corridors of concern:
  - Martin Luther King Jr. Way
  - San Pablo Ave.
  - Shattuck Ave.
  - University Ave.

<b>High Collision Intersections</b>	<b>Total Collisions</b>	<b>Injury Collisions</b>	<b>People Injured</b>	<b>Serious Injury*</b>
<b>University / Acton</b>	11	9	14	2
<b>Ashby / San Pablo</b>	11	7	11	0
<b>Ashby / Shattuck</b>	11	4	5	0
<b>Ashby / College</b>	10	6	7	1
<b>University / San Pablo</b>	9	4	8	1
<b>University / MLK Jr</b>	9	5	5	0
<b>Ashby Ave / MLK Jr</b>	8	7	12	4
<b>San Pablo / Gilman</b>	8	7	10	0
<b>Shattuck / Channing</b>	7	4	4	0
<b>Shattuck / University</b>	7	4	4	0
<b>MLK Jr / Blake</b>	6	6	9	0
<b>Sacramento / Alcatraz</b>	6	5	9	0

# Road Safety

## What We've Done

### **Three Prong Approach**

Primary Collision Factors: *Automated Security Checks*

Community Reports: *Submit a Traffic Concern*

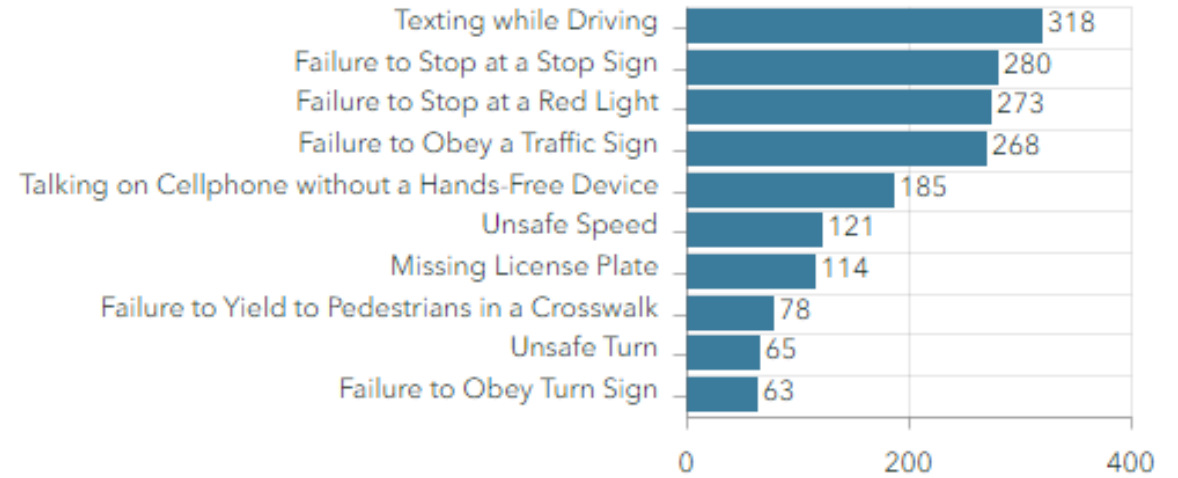
Community Caretaking: *DUI Checkpoints & Community Education*

# Road Safety How We're Doing

*In 2023, violations associated with vehicle stops correlate closely with primary collision factors as well as other serious traffic safety violations geared toward community caretaking.*

- Texting and cellphone violations are often considered “secondary collision factors”
- Missing license plate violations are often linked to stolen vehicles and other crimes

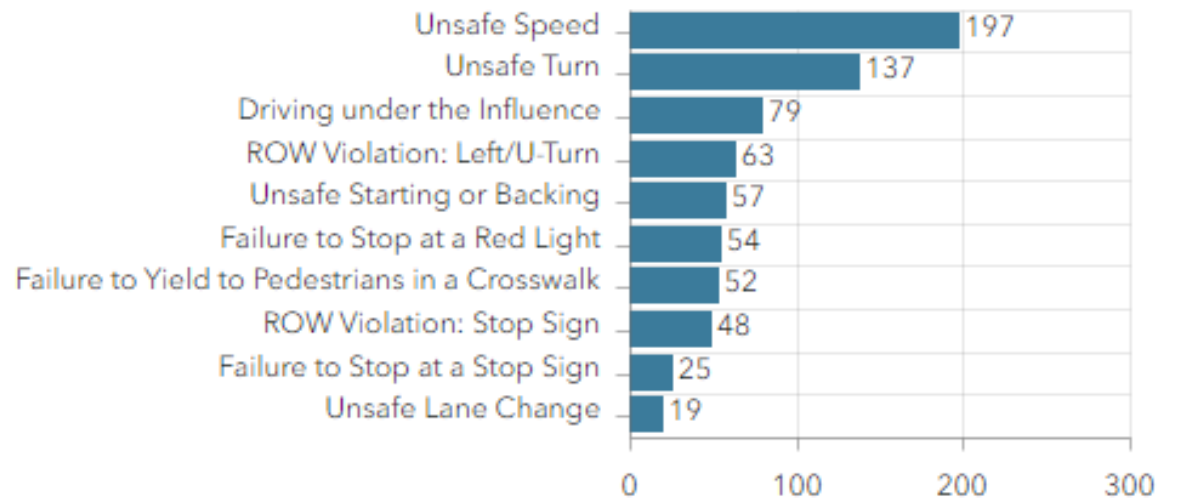
Most frequent vehicle violations, 2023



\*Excludes stops made in response to calls for service and information-based stops

Primary Collision Factors, 2023

All Collisions





# Road Safety What's Next

Drive Safer, Drive Longer Classes

DUI Checkpoints

Vision Zero Collaboration

# Accountability

*Our department's thorough review of stop data and use of force incidents underscores our commitment to moving forward efforts supporting Fair and Impartial Policing. Performance metrics and tests for bias help ensure our practices don't perpetuate societal inequities.*



# Accountability

## Stop Data

### Discretion

- Moments of discretion are when implicit bias is most likely to manifest itself.
- Therefore tests for bias focus on discretionary stops and searches.

### Baselines

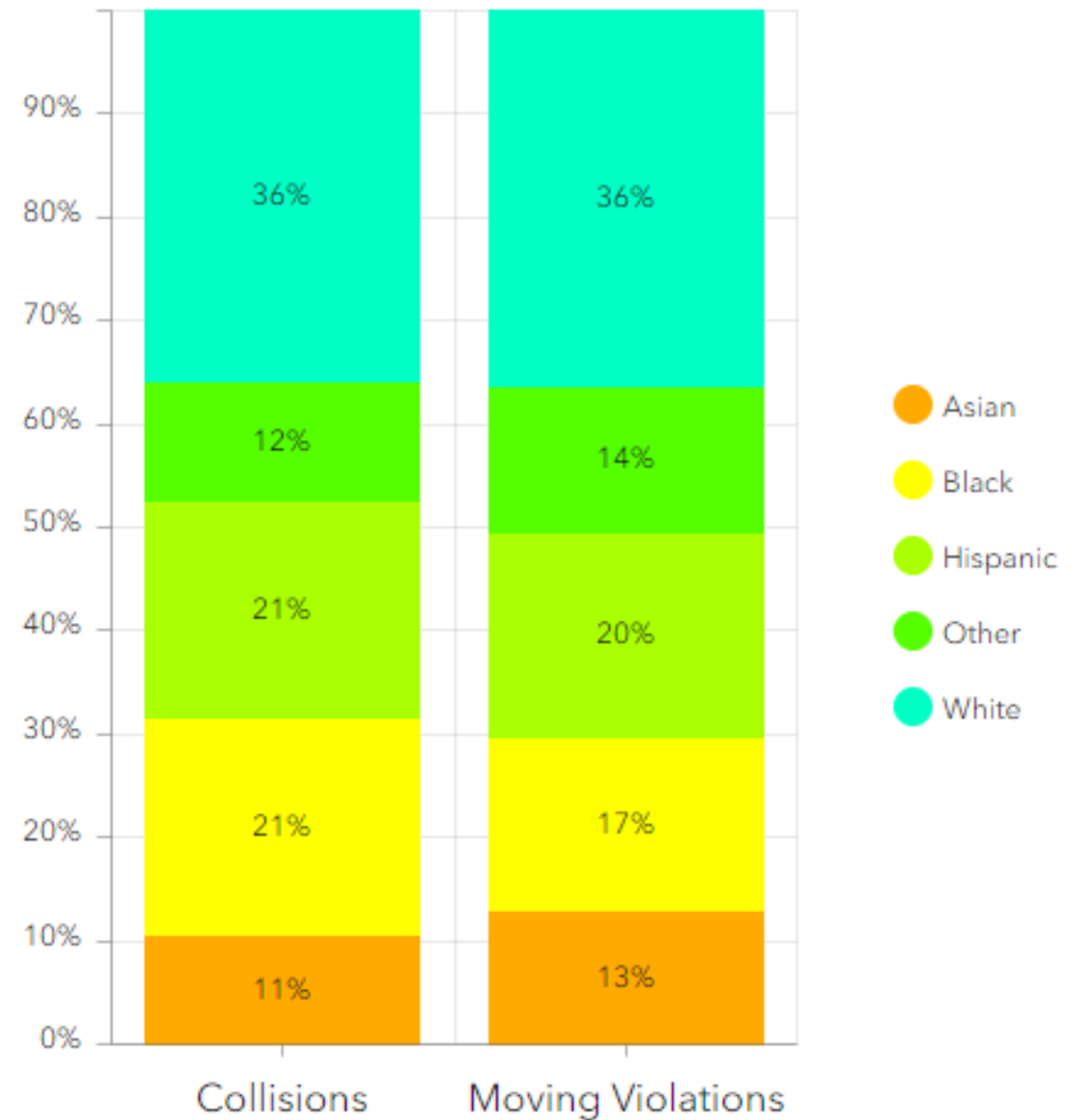
- Officer decisions should reflect race-neutral public safety concerns.
- Therefore tests for bias employ baselines that are directly relevant to policing.

# Accountability Stop Data

*The demographics of at-fault drivers in collisions and those stopped for moving violations are closely aligned.*

- Collision data gives us a representative sample of who drives in Berkeley.
- If officers are making race-neutral decisions to stop, we would expect demographics of those stopped for moving violations to align with demographics of drivers in Berkeley.

At-Fault Collision & Discretionary Moving Violation Demographics, 2023

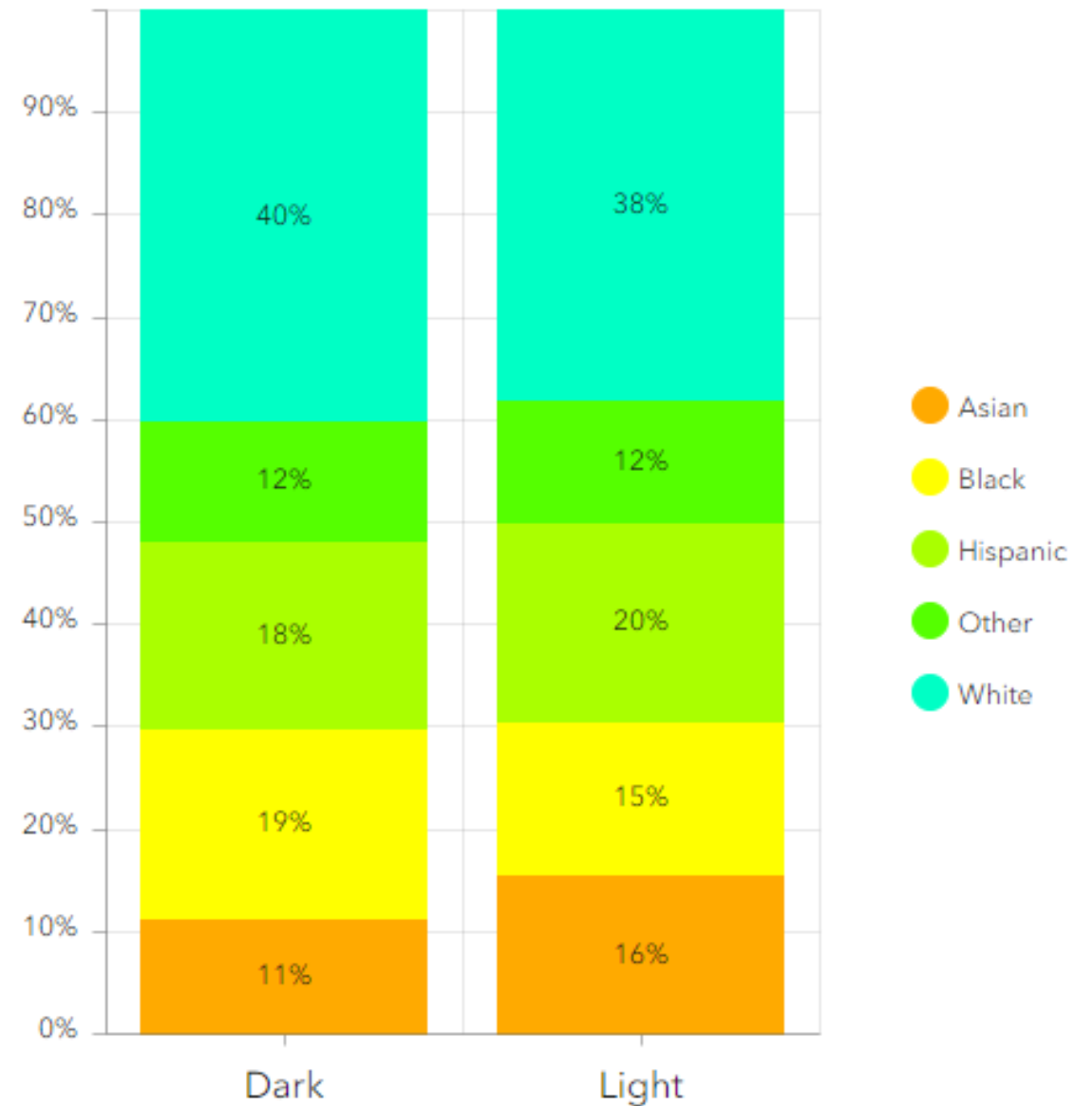


# Accountability Stop Data

*The demographic profiles of discretionary stops in the light and in the dark are consistent.*

- By focusing on times when it can be either light or dark across different seasons, the test aims to isolate the effect of visibility of race on stop demographics.
- If officers are making race-neutral decisions to stop, we would expect demographics of those stopped in the dark to align with demographics of those stopped in the light.

Discretionary Stop Demographics during Inter-twilight Period, 2023



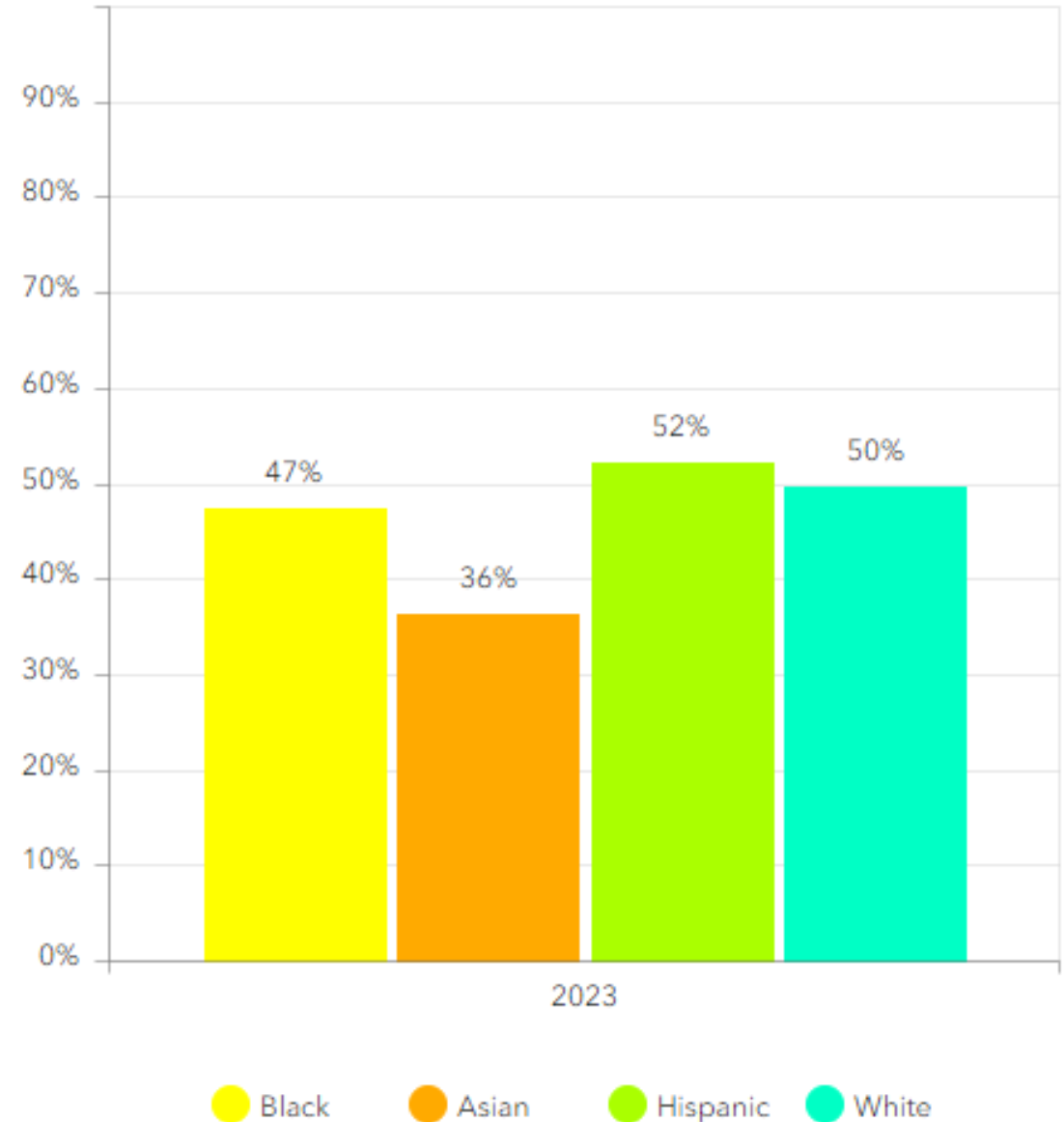


# Accountability Stop Data

*Search yield rates across racial groups are nearly equal.*

- Yield rate comparisons use all searches as a baseline to compare which searches yield contraband more often.
- If officers are making race-neutral decisions to search, we would expect yield rates to be similar across racial groups.

Discretionary Yield Rate by Race, 2023

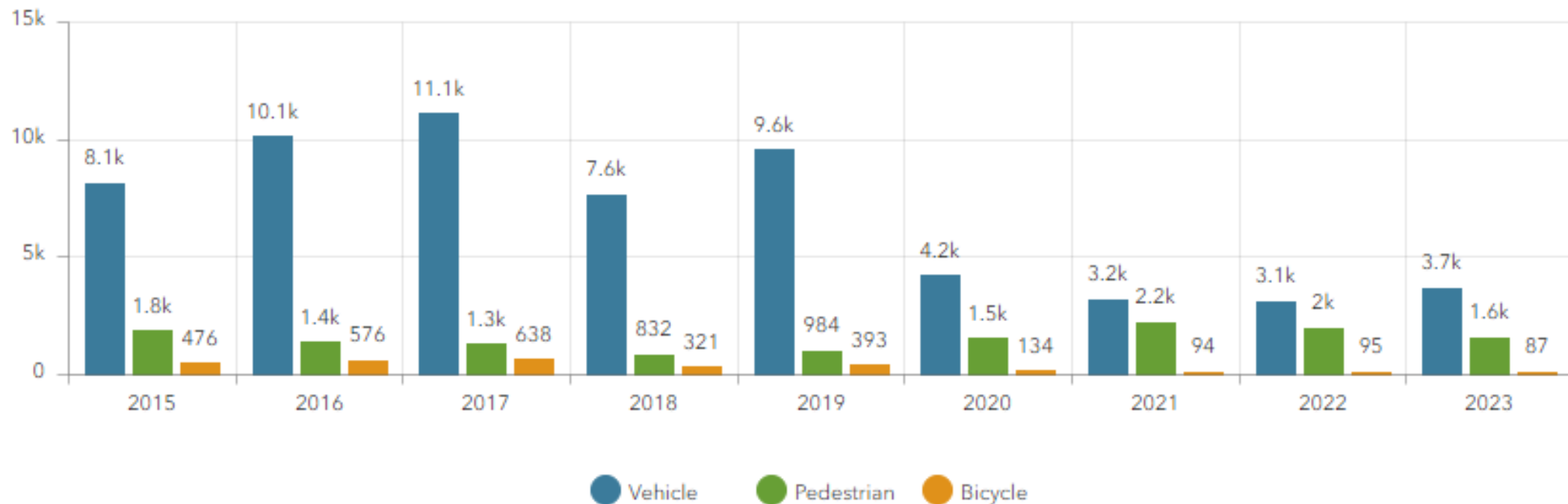


# Accountability Stop Data

*Vehicle stops increased in 2023 but remain far below historical levels.*

- Pedestrian stops are below the 8-year average while bicycle stops are at their lowest level in that timeframe.

Stops by Year and Type

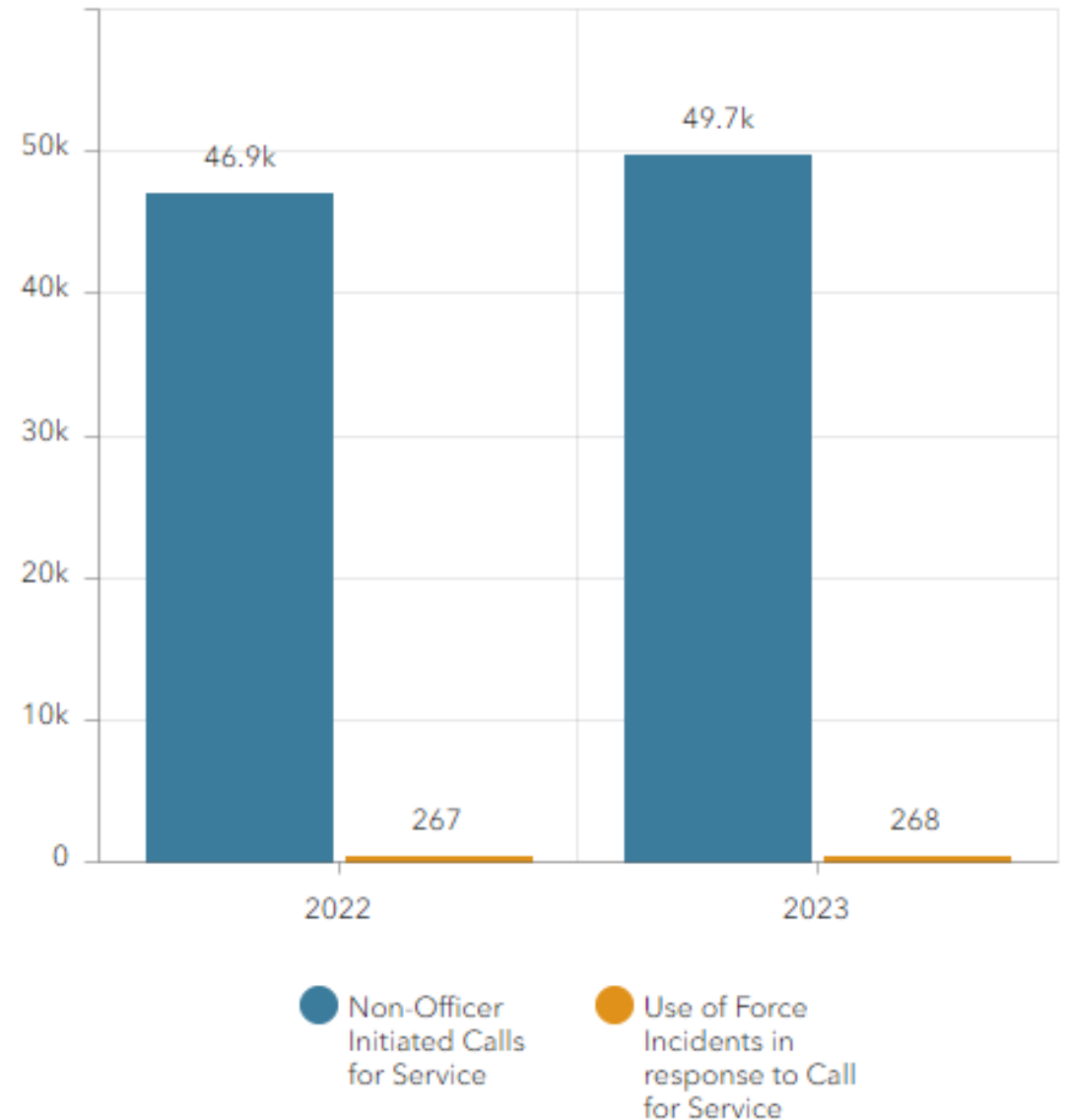


# Accountability Use of Force

*In 2023, out of 49,703 calls to BPD, 0.06% resulted in a use of force including more than a minor complaint of pain or where a weapon was used (Level 3 and 4).*

- 0.54% resulted in any use of force.
- 77.46% of our use of force incidents occurred when officers responded to calls for service from the community.

Calls for Service and Use of Force Incidents

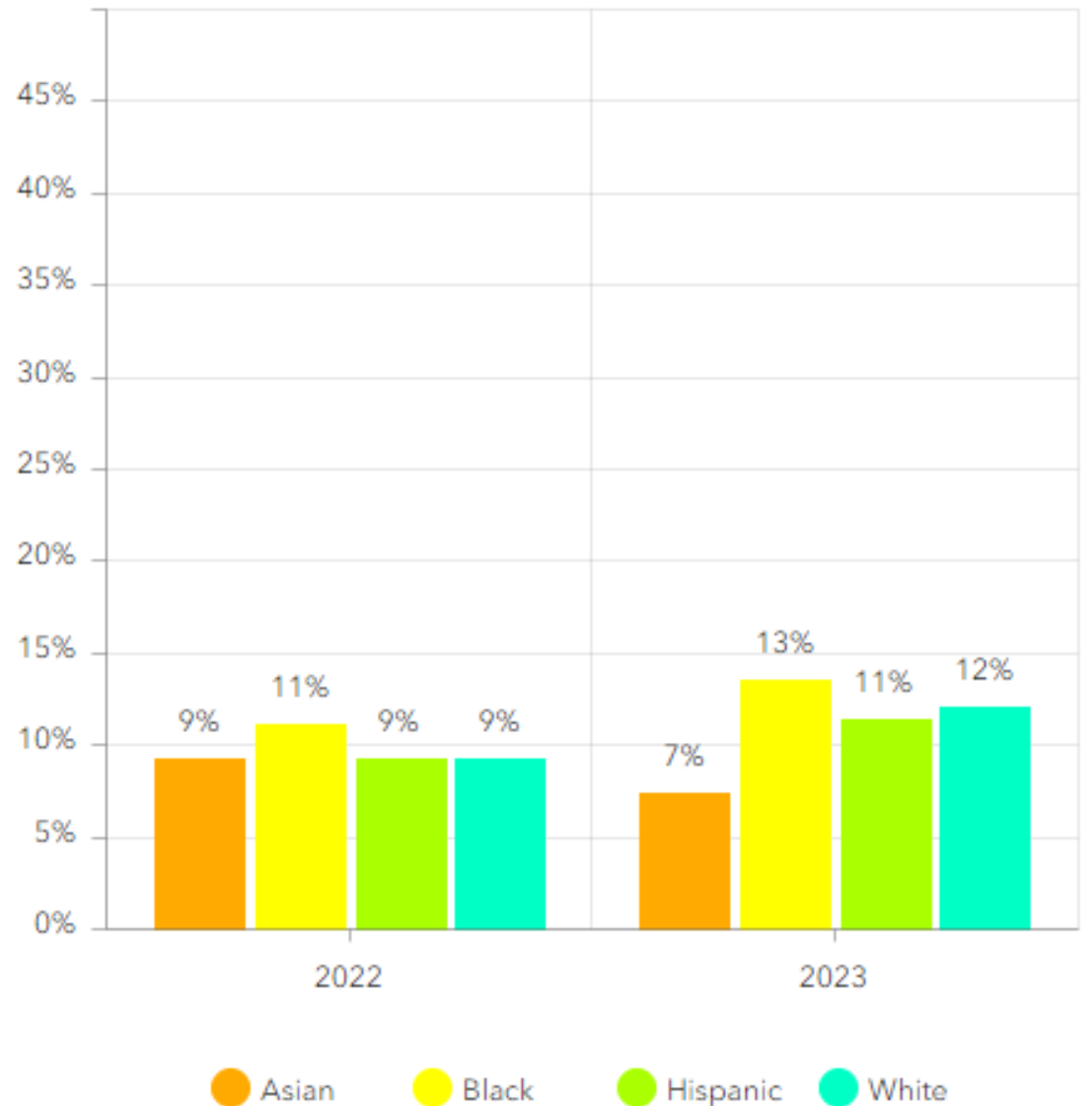


# Accountability Use of Force

*Use of force rates across racial groups are nearly equal.*

- By using arrests as a baseline, we can isolate the act of arrest as a variable and make a direct comparison across different racial groups.
- If officers are making race-neutral decisions to use force, we would expect use of force rates in an arrest situation to be similar across racial groups.

Arrest Use of Force Rates  
All Use of Force Levels





# Audits & Oversight

*In 2023, the Berkeley Police Department significantly advanced towards fulfilling oversight directives, completing key reports, audits, and policy reviews, while actively engaging in training and collaborative efforts to ensure fair and impartial policing.*

# Audits City Auditor Reports

*Of the three PD-related audits that were open in 2023, two have been fully completed.*

- 10 of 12 recommendations from the remaining audit have been fulfilled.
- The remaining 2 recommendations will be completed with Citygate's report.



**COMPLETE**

**911 Dispatchers:**  
Understaffing  
Leads to  
Excessive  
Overtime and  
Low Morale



**COMPLETE**

**Data Analysis**  
of Berkeley's  
Police  
Response



**IN PROGRESS**

Berkeley Police:  
Improvements  
Needed to  
Manage  
**Overtime**  
and **Security**  
**Work** for  
Outside  
Entities

# Oversight

## Fair and Impartial Policing Working Group Recommendations

Referred by Council 2/23/21

### FIP Recommendations

#### Police Department

*Implement a new evidence-based traffic enforcement model*

*Implement procedural justice reforms*

#### Reimagine Public Safety

*Create a formalized feedback system to gauge community response to ongoing reforms  
– assigned to PAB*

*Fund and implement a specialized care unit (SCU) for mental health crises  
– assigned to HHCS*

# Fair and Impartial Policing Working Group Recs March '24 Update

## Early Intervention System

- RFP process at selection phase
- Collaboration with PAB
- Ongoing audits and utilization

## ABLE Training

- Promotes police culture in which officers routinely intervene and accept interventions from their peers
- Guides agencies and communities on concrete measures

## Citygate Capacity and Service Study

- Data and information collection phase is complete
- Conducted interviews with staff, Council, Director of Police Accountability and other city departments
- On track to complete project by May 2024





***Closing Remarks & Thank You***