

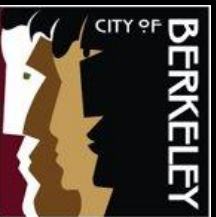
# CITY OF BERKELEY

## Reimagining Public Safety



***Spring 2024 Status Update and Report Out***

May 14, 2024



# Reimagining Public Safety Status Update Presentation

- Reimagining Public Safety Background
  - Team
  - Timeline
  - Recommended Actions
- Status of Reimagining Public Safety Initiatives
  - Reimagine
  - Improve
  - Reinvest
- Considerations and Next Steps
  - Considerations/Challenges
  - Budget Process & Timeline
  - Next Steps

**Closing Remarks & Thank You**

Overview

An aerial photograph of a city, likely San Francisco, showing a dense urban area with a bay in the background and mountains in the distance. The image is overlaid with a semi-transparent orange filter.

# The Team



*Dee Williams-Ridley  
City Manager*



*LaTanya Bellow  
Deputy City Manager*



*Anne Cardwell  
Deputy City Manager*



*Sharon Friedrichsen  
Budget Manager*



*Rex Brown  
Diversity, Equity, and  
Inclusion (DEI) Officer*



*Carianna "Cari" Arredondo  
Assistant to the City Manager  
Reimagining Public Safety*



*Jennifer Louis  
Berkeley Police  
Department (BPD)  
Chief*



*David Sprague  
Berkeley Fire  
Department (BFD)  
Chief*



*Terrance Davis  
Public Works (PW)  
Director*



*Scott Gilman  
Health, Housing, and  
Community Services (HHCS)  
Interim Director*



*Farimah Brown  
City Attorney*



*Brendan Darrow  
Assistant City Attorney*

# The Team (Continued)



*Matthew McGee  
Lieutenant, BPD*



*Keith May  
Deputy Fire Chief, BFD*



*Wahid Amiri PE  
Deputy Director, Engineering  
& Transportation, PW*



*Hamid Mostowfi  
Transportation Manager,  
PW*



*Katherine Hawn  
Senior Management  
Analyst, HHCS*



*Nancy Meléndez  
Administrative Assistant,  
DEI*



*Arlo Malmberg  
Data and Policy Analyst, BPD*



*Shanalee Gallagher  
Program Manager, BFD*



*Eric Anderson  
Principal Transportation  
Planner, PW*



*Janney Lockman  
Associate Planner, PW*



*Sasha Gayle-Schneider  
Community Services  
Specialist II, HHCS*

ONE CITY, ONE TEAM

# Phased Timeline & Deliverables

## Completed

### Staffing Hires:

- Reimagining Public Safety Coordinator
- Diversity, Equity, and Inclusion Officer
- DEI Administrative Assistant
- Vision Zero Coordinator
- Community Services Specialist II

### Milestones:

- SCU Development (Phase I)
- Dispatch Needs Assessment (Phase I)
- Dispatch Needs Assessment Validation

### Milestones Nearing Completion:

- Crisis Response Bridge Services (Phase I)
- Violence Prevention and Youth Services
- Youth Peers Mental Health Response
- Police Staffing Assessment
- Wellness Funding
- Collision Analysis
- Language Equity

## In Progress

- Specialized Care Unit *Implementation* (Phase I)
- Crisis Needs Assessment
- Respite from Gender Violence
- Fair and Impartial Policing (Phase I)
- Staffing (CSO & Dispatchers)
- BerkDOT *Development* (Phase I)
- Office of Equity
- Grant Assistance
- Transportation Fines/Fees Analysis
- Gun Violence Prevention Program *Implementation*

## To Be Initiated/Pending Funding

- Department of Community Safety
- Expand Downtown Streets Teams
- Alternatives to Sanctions/Fines
- BerkDOT *Implementation*

## PHASE I

July 2020 – July 2022  
*Community Process & Research*

## PHASE 2

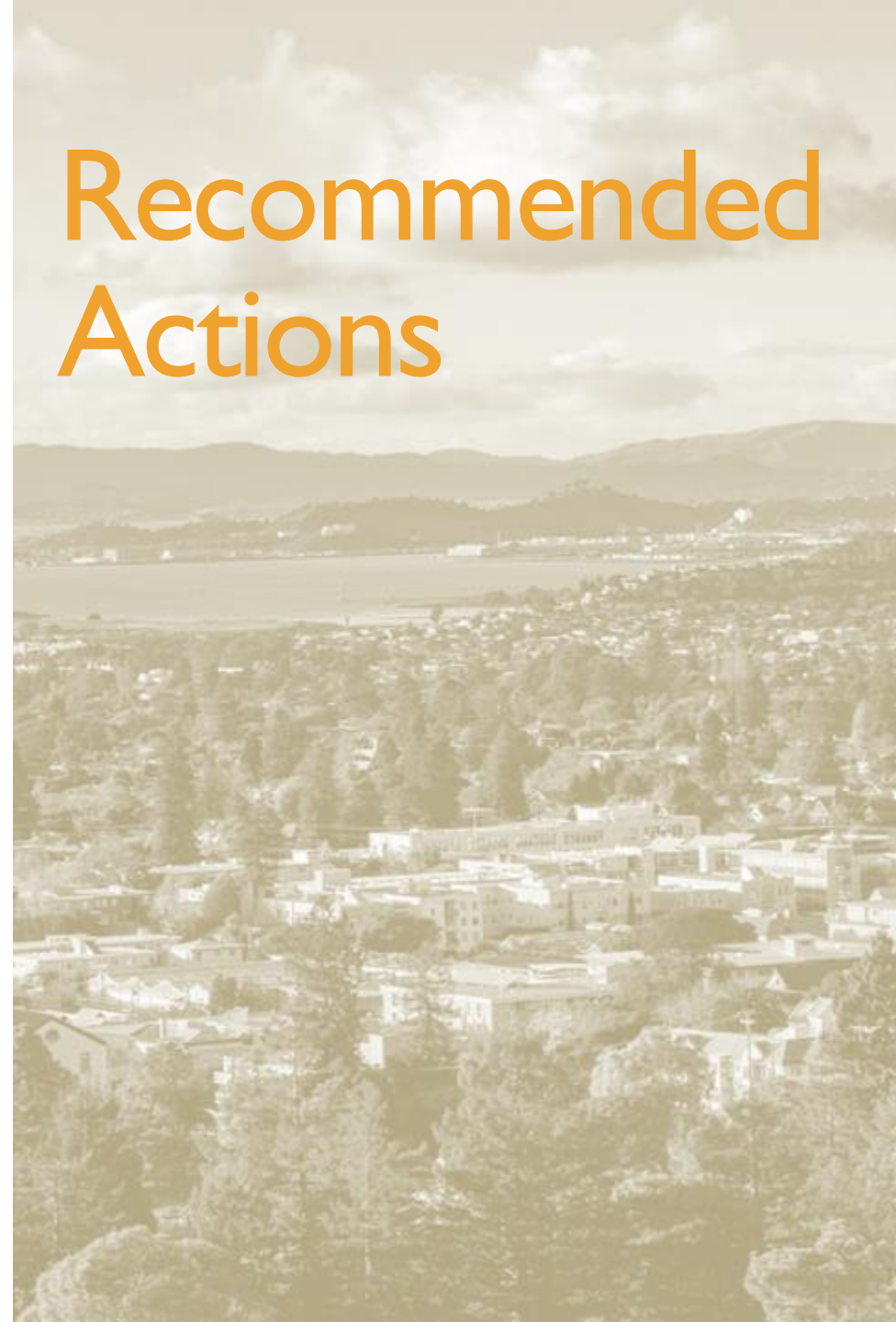
July 2022 – July 2024  
*Continued Analysis & Implementation*

## PHASE 3

July 2024 – July 2026  
*Continued Implementation & Expansion*

- ***Review and discuss the provided status report*** from the City Manager with the goal of demonstrating transparency and facilitating informed council discussion towards the advancement of the Reimagining Public Safety initiative in Berkeley.

# Recommended Actions

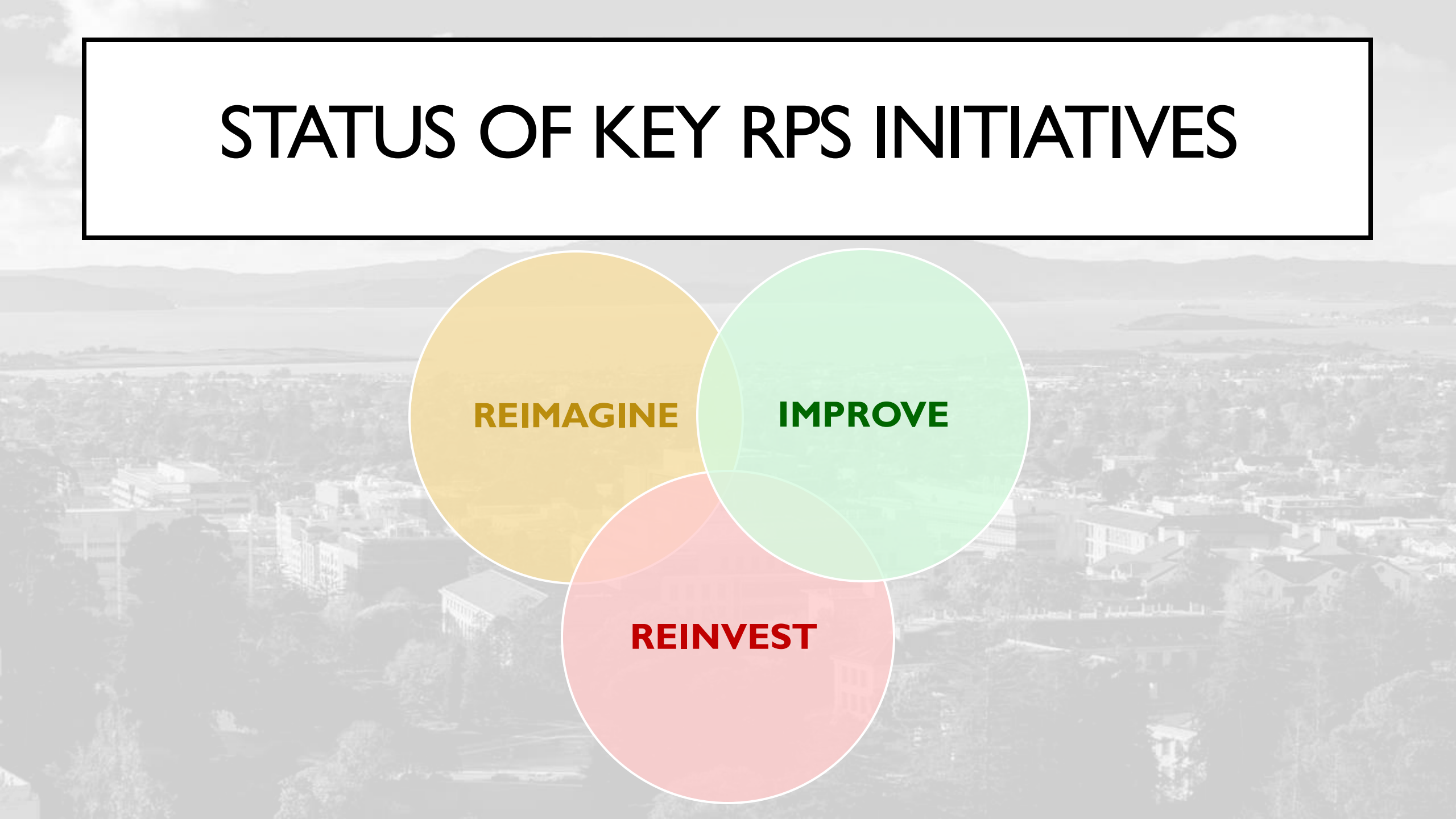


# STATUS OF KEY RPS INITIATIVES

**REIMAGINE**

**IMPROVE**

**REINVEST**



# REIMAGINE

Pilot Units /  
Staffing

**Specialized Care Unit**

Community Service Officer Unit

Departments /  
Divisions

Berkeley Department of Transportation

Department of Community Safety

**Office of Diversity, Equity, and  
Inclusion**

Project  
Coordination

Reimagining Public Safety Assistant to  
the City Manager

***Redesign  
public safety from  
a traditional Police-  
Centered Model to  
one that is focused  
on the diverse needs  
of the community  
it serves.***



# Specialized Care Unit

## Overview & Implementation Progress

### **Deliverable/Recommendation:**

Implement the Specialized Care Unit --Berkeley's first independent crisis response team (See pp. 29-30 of the RPS Status Report).

### **Goals/Outcomes:**

Ensure responsive crisis intervention, promoting community well-being, and enhancing public safety.

Milestone	Status
SCU Design Process (Phase I)	<b>Complete</b>
Hiring and Training of initial SCU Staff.	<b>Complete</b>
Community Engagement.	<b>In Progress</b> February 2023 – ongoing
Soft launch of SCU with alternative number.	<b>In Progress</b> September 2023
Ongoing Staff Recruitment to start 24/7 Operations.	<b>In Progress</b> Fall 2023 – ongoing

# Office of Diversity, Equity, and Inclusion (ODEI)

## Overview & Implementation Progress

### **Deliverable/Recommendation:**

Establish an Office of Diversity, Equity, and Inclusion (ODEI).

### **Goals/Outcomes:**

Execute initiatives in alignment with Berkeley's mission for inclusivity and equity.

Milestone	Status
DEI Officer Hired.	<b>Complete</b>
DEI Administrative Assistant Hired.	<b>Complete</b>
Onboarding of DEI Officer.	<b>In Progress</b> Winter 2024 – ongoing
Employee and Community Engagement.	<b>In Progress</b> Winter 2024 – ongoing
Preliminary planning of DEI strategic plan	<b>In Progress</b> Winter 2024 – ongoing

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Assessments /  
Analysis

**Dispatch Needs Assessment**

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Crisis Needs Assessment

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**BPD Staffing Assessment**

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**Vision Zero Program**

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Transportation Fines & Fees Analysis

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Training/  
Resources

Fair and Impartial Policing

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Wellness Funds

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Expand Downtown Streets Teams

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Expand Hearing Officer Resources  
(Alternatives to Sanctions & Fines)

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**IMPROVE**

***Improve the City of Berkeley's public safety system for residents and communities that have experienced the greatest harm from the existing public safety model.***

# Dispatch Needs Assessment

## Overview & Implementation Progress

### Deliverable/Recommendation:

Assessment to examine existing dispatch capabilities and the City's goals to develop a gap analysis and path forward (See pp. 44-47 of the RPS Status Report).

### Goals/Outcomes:

Enhance the City's Dispatch center:

- to allow for the **systematic triage** of emergency calls,
- to provide **pre-arrival emergency medical instructions** to callers, and,
- to create the opportunity to **send alternate resources** like an alternative mobile health unit (BFD Advanced Medical Unit) or the Specialized Care Unit (SCU).

Milestone	Status
Dispatch Needs Assessment (DNA).	Complete
Validation Report Complete.	Complete
Assessment Validation report and staff presentations.	In Progress Spring 2024
Discussion with City project stakeholders of reports to determine next steps for the DNA.	Anticipated Spring 2024

# Staffing Assessment

## Overview & Implementation Progress

### Deliverable/Recommendation:

Analyze BPD Staffing and Beat Structure (See pg. 41 of the RPS Status Report).

### Goals/Outcomes:

Conduct an in-depth study of the Berkeley Police Department to ultimately contribute to:

- *Enhanced **organizational structure**,*
- *Optimized **resource allocation**,*
- *Improved **patrol boundaries**,*
- *and other **actionable recommendations**.*

Milestone	Status
Contract with Citygate for Staffing Assessment Initiated.	<b>Complete</b>
Citygate Staffing Assessment data collection.	<b>Complete</b> August 2023 – January 2024
Stakeholder Interviews.	<b>Complete</b> October 2023 – January 2024
Review of Organizational Functions and Workload.	<b>In Progress</b> November 2023 – December 2023
Final report delivered to Department.	<b>Anticipated</b> June 2024

# Vision Zero Program & Collision Analysis

## Overview & Implementation Progress

### Recommendation:

Hire Vision Zero staffer to conduct collision analysis and support the City's Vision Zero Action Plan.

### Goals/Outcomes:

Prioritize Vision Zero action items, including the collision analysis, with an equity-focused, data-driven effort to eliminate traffic deaths and severe injuries on Berkeley's city streets by 2028.

Milestone	Status
Vision Zero Program Coordinator (Associate Planner Hired October 2023).	<b>Complete</b>
Associate Planner supporting the implementation of programmatic and capital project delivery elements of the Vision Zero Action Plan, including collision analysis.	<b>In Progress</b> October 2023 – onwards
Martin Luther King Jr Way Vision Zero Quick Build construction.	<b>In Progress</b> Fall 2023 – Summer 2024
Southside Complete Streets Project construction.	<b>In Progress</b> December 2023 – Early 2025
Recruitment for Vision Zero Program Manager (Senior Planner).	<b>In Progress</b> January 2024 – August 2024

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Resource  
Optimization

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Grant Assistance

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**Respite from Gender Violence**

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Language Equity

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Community  
Investments

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Youth Peers Mental Health Response

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Violence Prevention & Youth Services

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**Gun Violence Intervention and  
Prevention**

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Public Safety/Crime Prevention for  
Women

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**REINVEST**

***Increase equitable investment in vulnerable communities and for those who have been historically marginalized.***

# Gun Violence Intervention and Prevention

## Overview & Implementation Progress

### Deliverable/Recommendation:

Design and implement a Gun Violence Prevention Program in the City of Berkeley.

### Goals/Outcomes:

Address Berkeley shootings by developing evidence-based gun violence prevention strategies, drawing insights from successful programs in mid-sized cities across the nation.

Milestone	Status
Preliminary recommendation stages of Project Ceasefire. (Phase I)	Complete
Completion of GVP Report.	Complete
Hiring of A to CM – RPS Project Coordinator.	Complete
Preliminary research, stakeholder engagement, and steering committee formation.	Complete
Request for Proposals Process.	In Progress March 2023 – May 2024
Preliminary Implementation Planning and Soft Launch of GVI/P Program.	To Be Initiated Summer – Fall 2024



# Respite from Gender-Based Violence

## Overview & Implementation Progress

### **Deliverable/Recommendation:**

Perform systems analysis concerning respite from gender violence and its intersections with other pertinent crisis response systems.

### **Goals/Outcomes:**

Increase the community's knowledge about respite resources, understand their strengths and challenges, and to identify gaps that can be addressed.

Milestone	Status
Temporary Community Services Specialist II hired.	<b>Complete</b>
Preliminary and continued research and evaluation to identify resources (local, state, and federal).	<b>In Progress</b> Fall 2023 – ongoing
Community-based needs assessment to determine alignment between researched best practices and local survivors' experience.	<b>Complete</b>
Internal-external stakeholder meetings with service providers, city departments, including the Commission on the Status of Women to gather feedback on drafted recommendations.	<b>In Progress</b> January 2024 – ongoing
Incorporate feedback from various stakeholders to revise recommendations prior to releasing final recommendations.	<b>In Progress</b> March 2024 – ongoing

An aerial, grayscale photograph of a university campus. In the foreground, there are several large, multi-story buildings with classical architectural features, surrounded by dense trees. In the background, a range of mountains stretches across the horizon under a sky filled with scattered clouds. A white rectangular box with a black border is centered horizontally across the middle of the image, containing the text "CONSIDERATIONS AND NEXT STEPS" in a bold, black, sans-serif font.

# CONSIDERATIONS AND NEXT STEPS

## ***Ongoing Funding***

- **Challenge:** Managing budgets and grant uncertainties.
- **Proactive Efforts:** Effective grants management with RPS allocation.

## ***Implementation Timeline***

- **Challenge:** Navigating the dynamic timeline.
- **Proactive Efforts:** Strategic project management and assessment time.

## ***Staffing Vacancies and Attrition***

- **Challenge:** High turnover for a stable workforce.
- **Proactive Efforts:** Employer of Choice initiative.

## ***Regulatory Compliance***

- **Challenge:** Meeting all-level regulations.
- **Proactive Efforts:** Ongoing partnership with the City Attorney's Office.

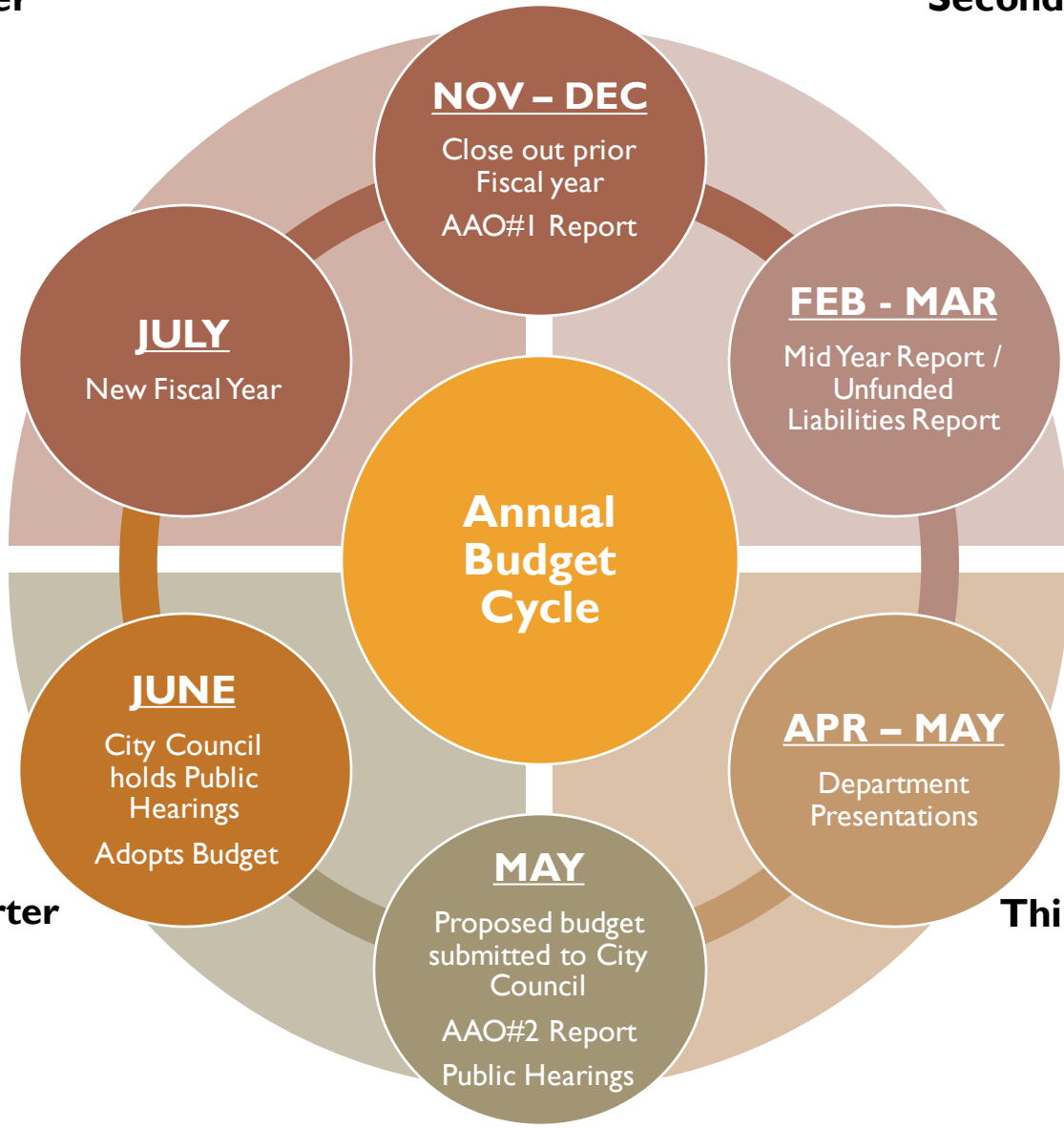
# Shared Considerations & Challenges



# Budget Process & Timeline

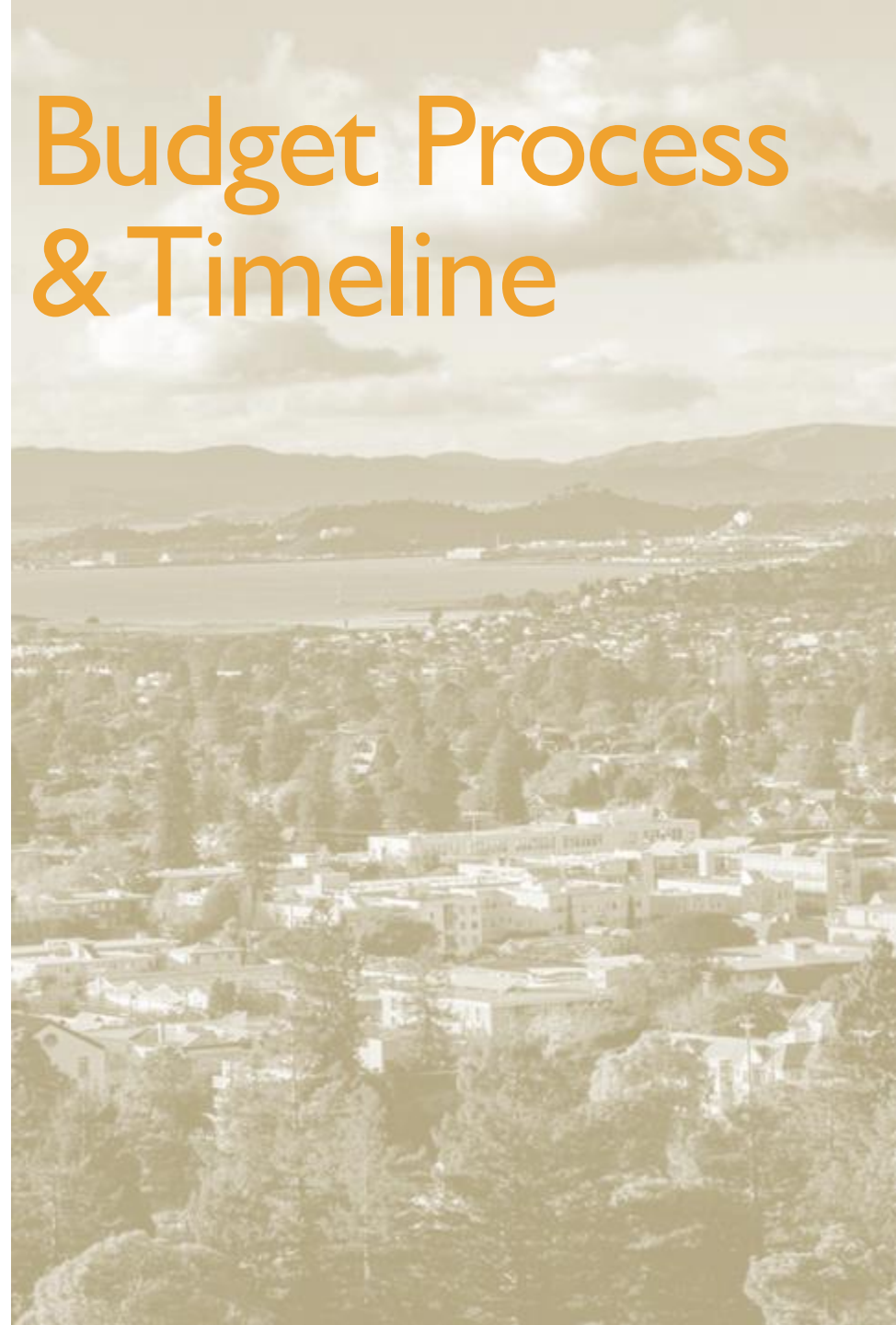
First Quarter

Second Quarter



Fourth Quarter

Third Quarter



## **Spring 2024**

- Second progress update on Reimagining Public Safety.
- Budgetary recommendations to inform FY 25-26.

## **Summer 2024**

- Continued Phase 2 work and engagement, transitioning to Phase 3.
- FY 25-26 Budget Adoption by the City Council.

## **Fall/Winter 2024**

- Third progress update on Reimagining Public Safety.

Next Steps



*Closing Remarks & Thank you*