

Office of the City Manager

April 13, 2021

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 (HHCS) Director;
- Human Resources Director;
- Police Chief; and
- Public Works Director.

Weekly coordinating meetings have been established, as well as an organizational structure that will enable city staff 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 March 30, 2021 City Council Meeting*)

The following provides a brief overview of what has been accomplished since the last update to City Council on March 9, 2021.

- City Auditor calls-for-service and budget analysis
 - City staff continue to meet with the City Auditor to coordinate and respond to any questions or needs that arise.
 - It is anticipated that the City Auditor will present the results of the calls-for-service analysis to the Reimagining Public Safety Task Force at a special meeting of the Task Force on April 29, 2021.
- Priority Dispatching
 - No new updates at this time.

- Specialized Care Unit (SCU)
 - The steering committee convened on March 23, 2021, to review the detailed project plan and timeline developed by Resource Development Associates (RDA), review an extensive list of stakeholder groups to reach out to, and to finalize core questions that will be asked in the community engagement process.
 - RDA is developing a landing page on its website where the public will be able to access information about the SCU, sign up for participation in community engagement meetings, and access multiple ways in which they can participate.
 - Representatives of the SCU project met with the Police Re-imagining consultant NICJR to coordinate their outreach plans to reduce duplication of effort and to honor and respect the time and wisdom of community members providing input.
- Analysis of Claims and Settlements
 - No updates to report.
- Public safety and Police Re-imagining Community Engagement
 - (Background) On December 15, 2020, the City Council authorized the City Manager to enter into a contract with the [National Institute of Criminal Justice Reform](#) (NICJR) to conduct research, analysis, and use its expertise to develop reports and recommendations for community safety and police reform as well as plan, develop, and lead an inclusive and transparent community engagement process to help the City achieve a new and transformative model of positive, equitable and community-centered safety for Berkeley.
 - City staff from the City Manager's Office are meeting regularly with NICJR with a focused effort on coordinating the various elements of the reimagining public safety initiative that are being implemented throughout the organization.
 - NICJR and their team has developed an initial draft community survey that is being reviewed by city staff. It is anticipated that the community survey will be reviewed and discussed at the upcoming meeting of the Reimagining Public Safety Task Force that is scheduled for April 8, 2021. Once the survey is completed, there will be a strong push to solicit input from the entire community and City Council will be asked to help promote the survey.
 - NICJR is also making progress on their initial report addressing new and emerging models of community safety and policing, which is anticipated to be presented to the Task Force at a special meeting on April 29, 2021.

- [Reimagining Public Safety Task Force \(Task Force\)](#)¹
 - (Enabling legislation for background only) On January 19, 2021, the City Council adopted [revisions to the enabling legislation for the Reimagining Public Safety Task Force](#)².
 - City staff assigned to the Task Force have been reaching out to each Task Force member and scheduling time for formal introductions, to understand their priorities/interests, to discuss the roles and responsibilities of the Task Force, and to address any questions that have arisen in early meetings of the Task Force.
 - In response to questions and concerns raised in these meetings, at the April 8, 2021 Task Force meeting, city staff will present for discussion purposes a schedule of upcoming meetings over the next few months and a document designed to facilitate a discussion on the pivotal role of the Task Force in the reimagining public safety process.
- With respect to the Task Force, their last meeting occurred on March 11, 2021. The minutes from the meeting along with video from the meeting is available on the City's [website](#)³. At the March 11, 2021, meeting, the Task Force took the following action / discussed the following items:
 - Selected a Chair and Vice Chair. Nathan Mizell was selected as the Chair and boon cheema was selected as the Vice Chair.
 - Established the 2nd Thursday of the month as a regular meeting date.
 - Discussed a presentation providing an overview of the Public Safety Reimagining process, which has been attached.
 - Discussed the National Institute for Criminal Justice Reform's contract and scope of work. NICJR's presentation has been attached.
 - Received and discussed a presentation on the community engagement process, which has been attached.
- BerkDoT
 - No new updates at this time.

¹ <https://www.cityofberkeley.info/RIPST.aspx>.

² https://www.cityofberkeley.info/Clerk/City_Council/2021/01_Jan/Documents/2021-01-19_Item_18_Revisions_to_Enabling_Legislation_for_Reimagining.aspx

³ <https://www.cityofberkeley.info/RIPST.aspx>

Page 5
April 13, 2021
Re: Update on Re-Imagining Public Safety

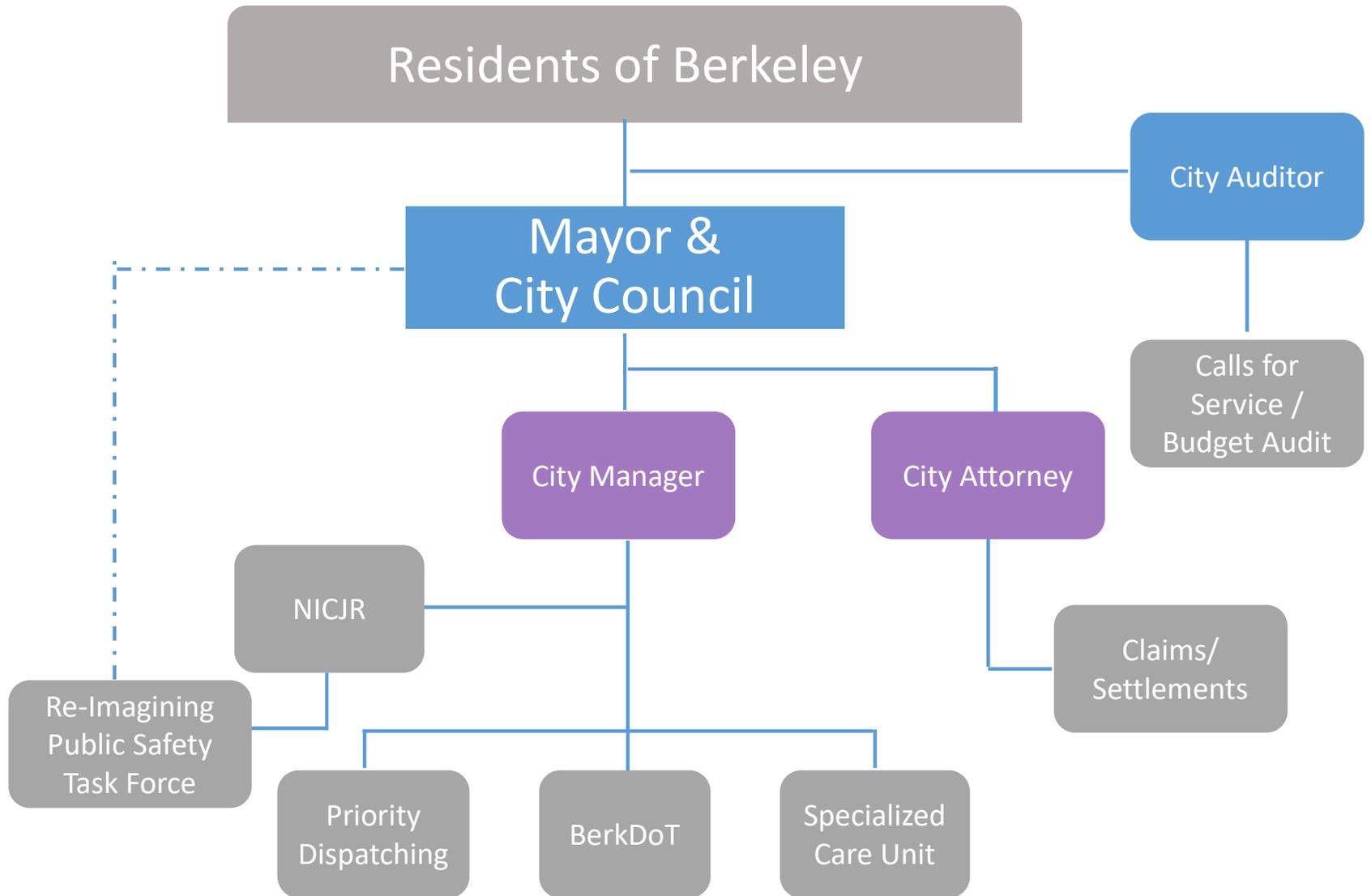
Attachments:

1. Reimagining Public Safety Overview
2. NICJR Presentation Regarding Contract and Scope of Work
3. Public Safety Reimagining Community Engagement Plan Presentation

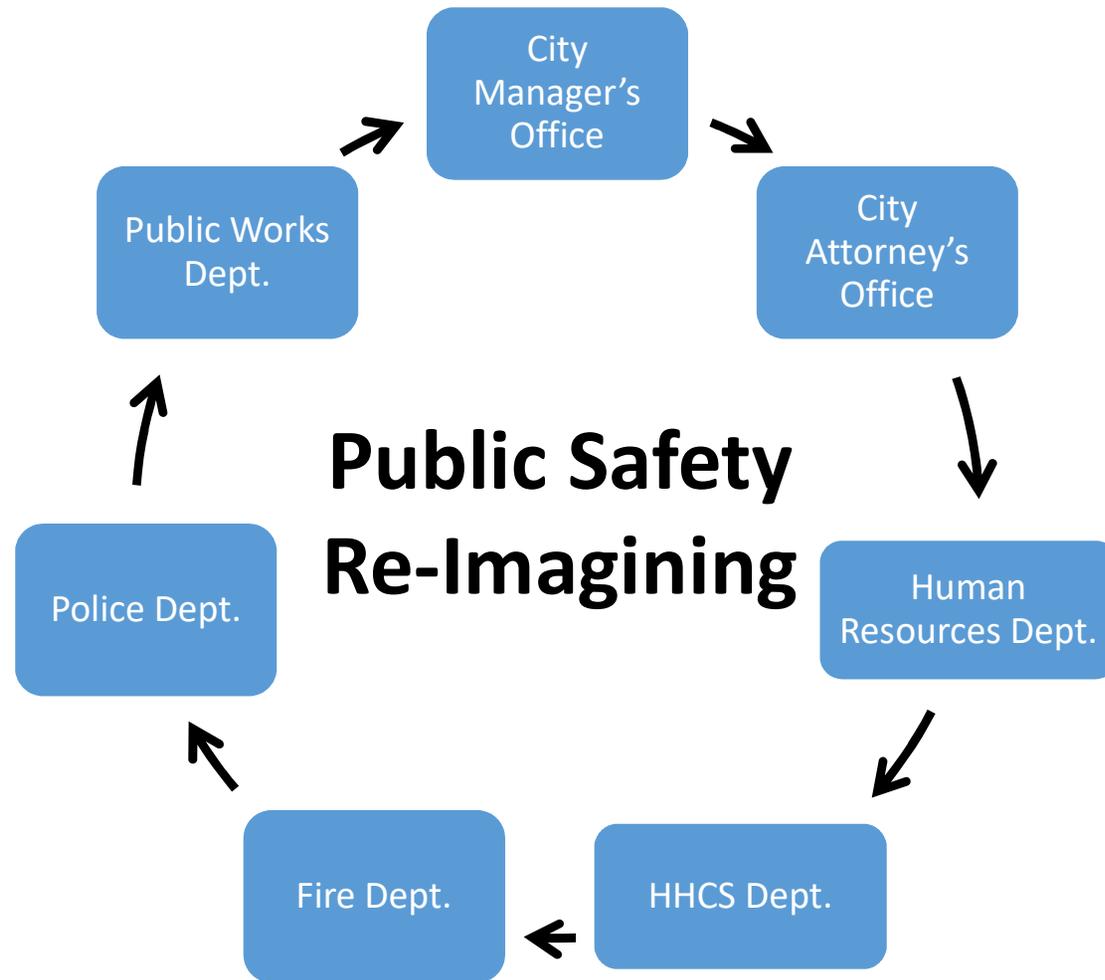
cc: Paul Buddenhagen, Deputy City Manager
David White, Deputy City Manager
Jenny Wong, City Auditor
Farimah Brown, City Attorney
Mark Numainville, City Clerk
David Brannigan, Fire Chief
Lisa Warhuus, Director of Health, Housing & Community Services
LaTanya Bellow, Director of Human Resources
Jen Louis, Interim Chief of Police
Liam Garland, Public Works Director
Matthai Chakko, Assistant to the City Manager

Re-Imagining Public Safety





Interdepartmental Coordination



Residents of Berkeley

Mayor &
City Council

City Manager

NICJR

Re-Imagining
Public Safety
Task Force

Council
Appt.'s (9)

PRC

Youth
Commission

Mental
Health

BCSC

ASUC

At-Large (3)

Task Force Purpose:

- Serve as the hub for a broad, deep and representative process
- Uplift the community's input into a new positive, equitable, anti-racist system of community safety

Task Force Work:

- Review calls for service analysis
- Provide input /participate in community engagement
- Discuss new and emerging models of community safety
- Shape / provide input into recommendations that go to City Council
- Review / provide input on Final Report & Implementation Plan

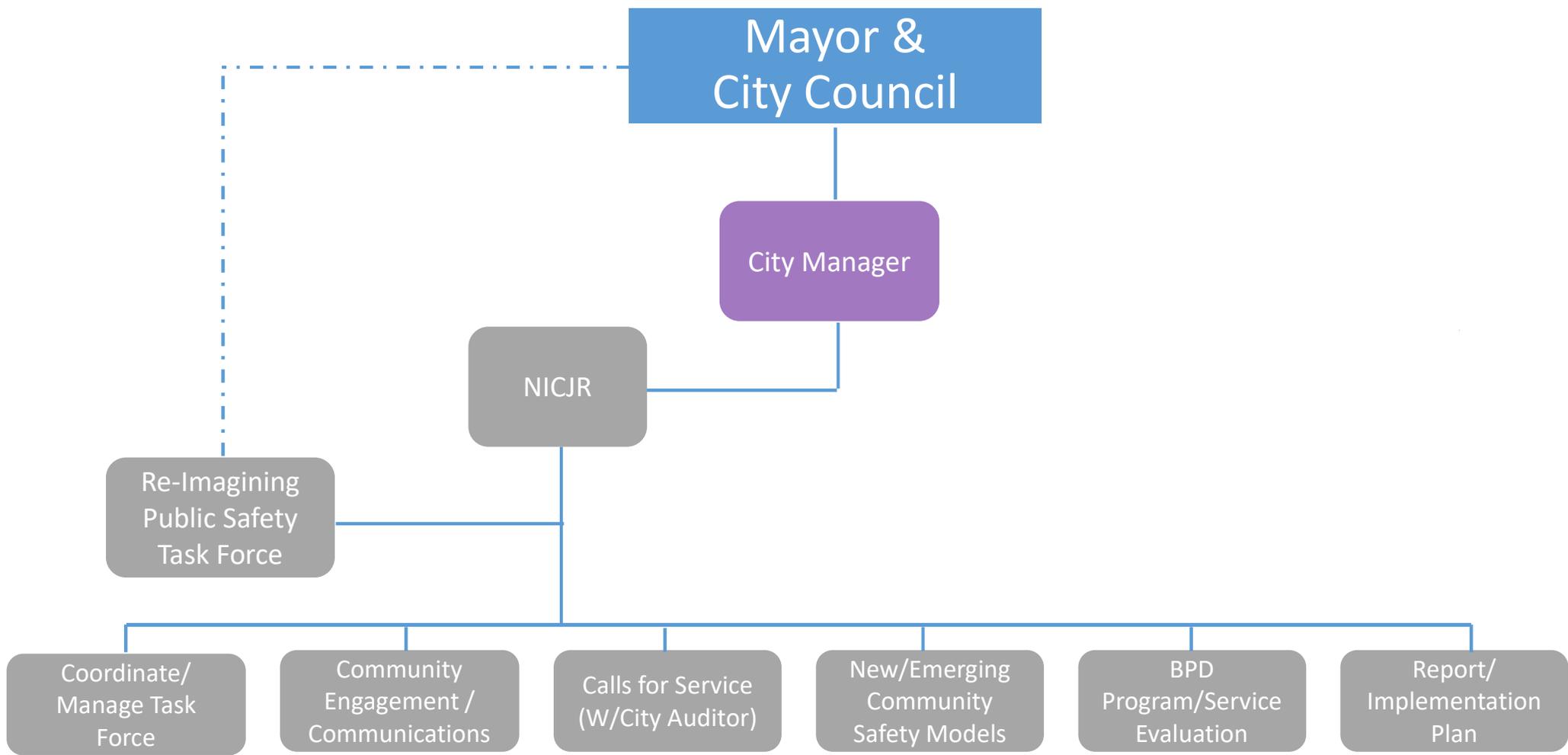
National Institute for Criminal Justice Reform (NICJR)

Purpose:

Manage and Lead a Community Engagement Process to Develop a New Paradigm of Public Safety in Berkeley

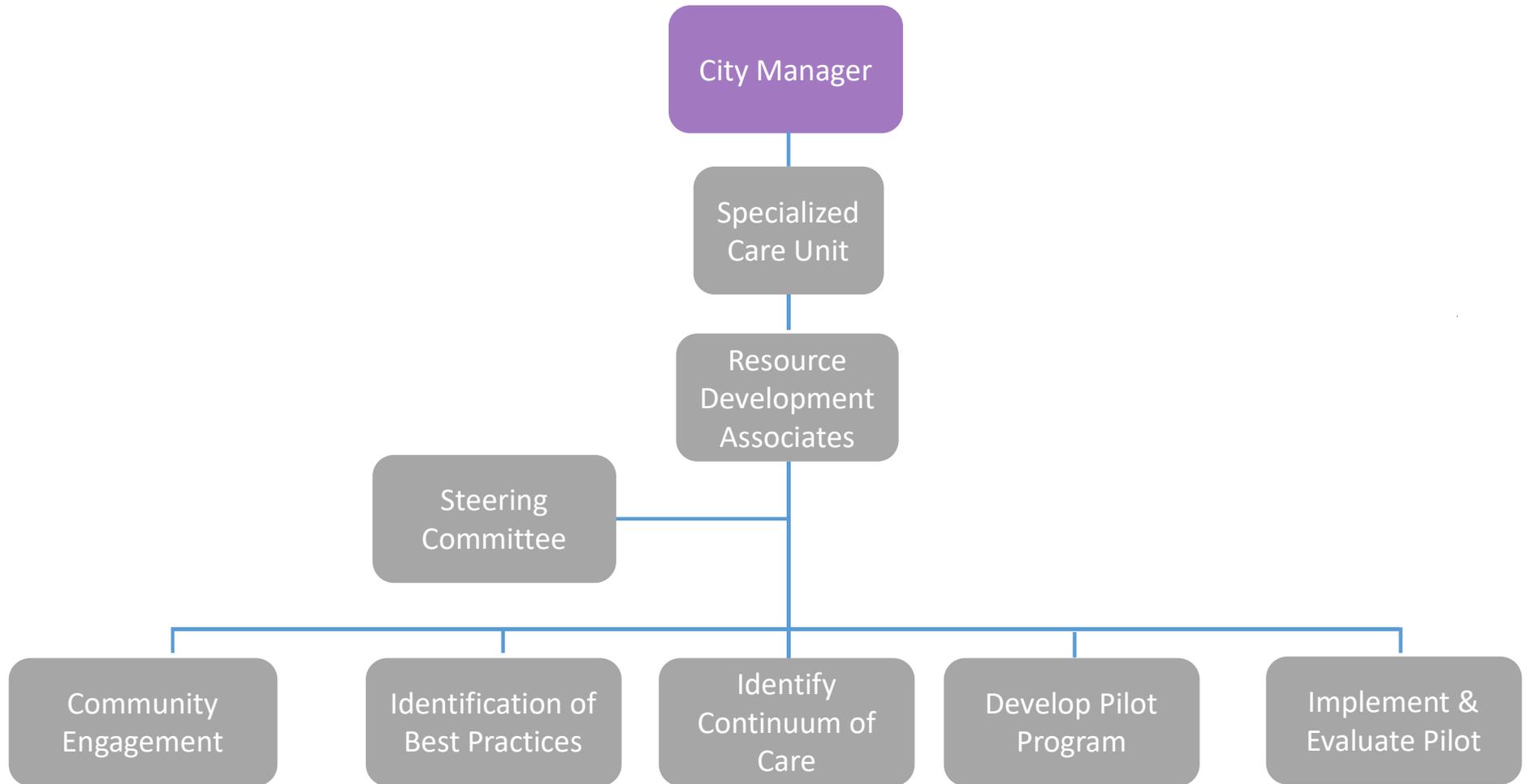
NICJR's work includes:

- Coordinate and manage the Re-Imagining Public Safety Task Force
- Calls for Service Analysis (*in collaboration with the City Auditor*)
- Research new and emerging models of community safety
- Coordinate with the City Manager's Office for administrative assistance and organizational point of contact
- Develop and implement a communications strategy to ensure that the community is well informed
- Design and lead a robust community engagement process
- Identify programs and/or services that are currently provided by the Berkeley Police Department that can be provided by other City departments and / or organizations
- Final report and Implementation Plan



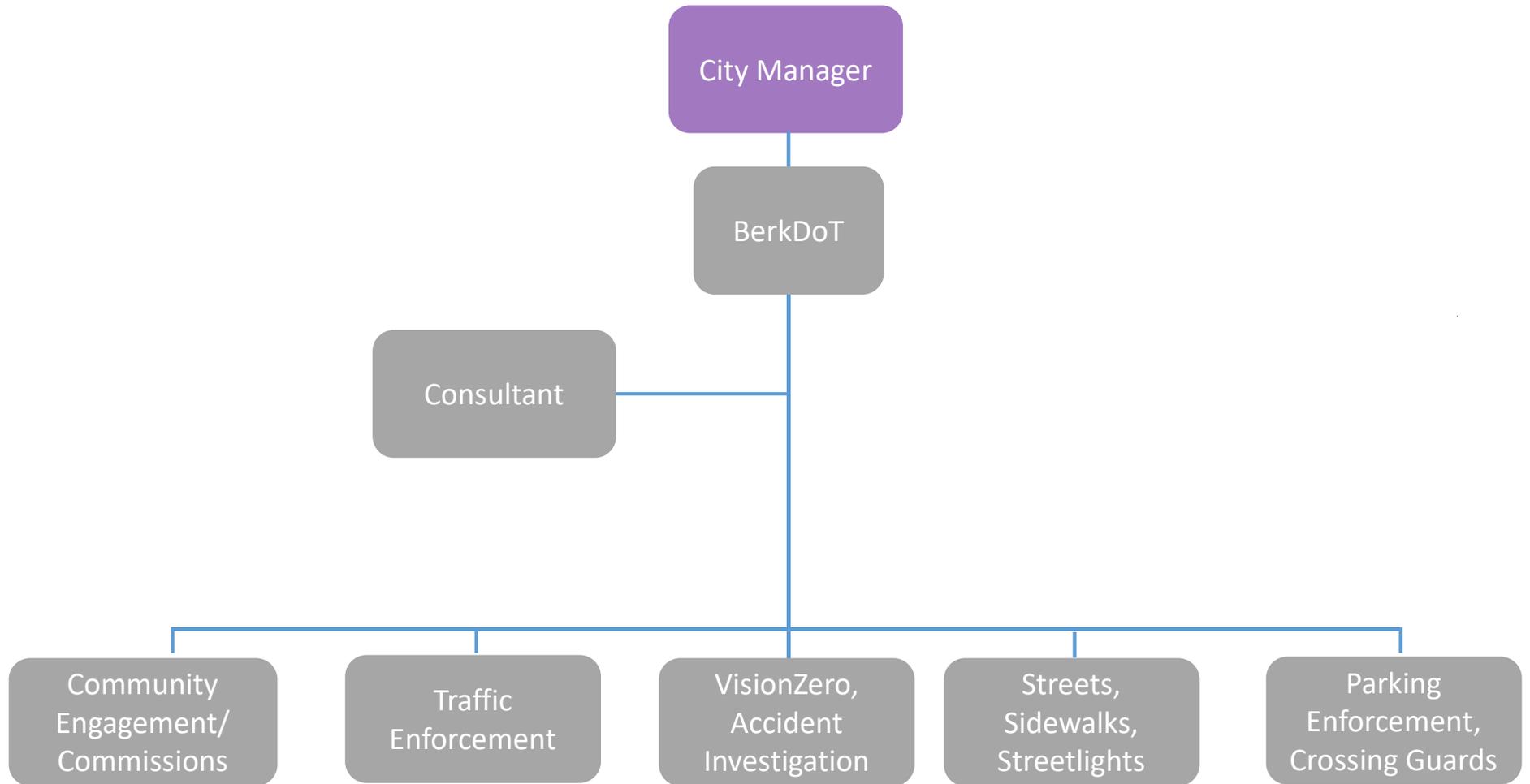
Specialized Care Unit

- Analyze and develop a pilot program to re-assign non-criminal police service calls to a Specialized Care Unit (SCU)
- Analyze the current mental health crisis system, engage community members in visioning an improved system, research best practice models and gather local data
- Develop a pilot model that will inform long term implementation of the program



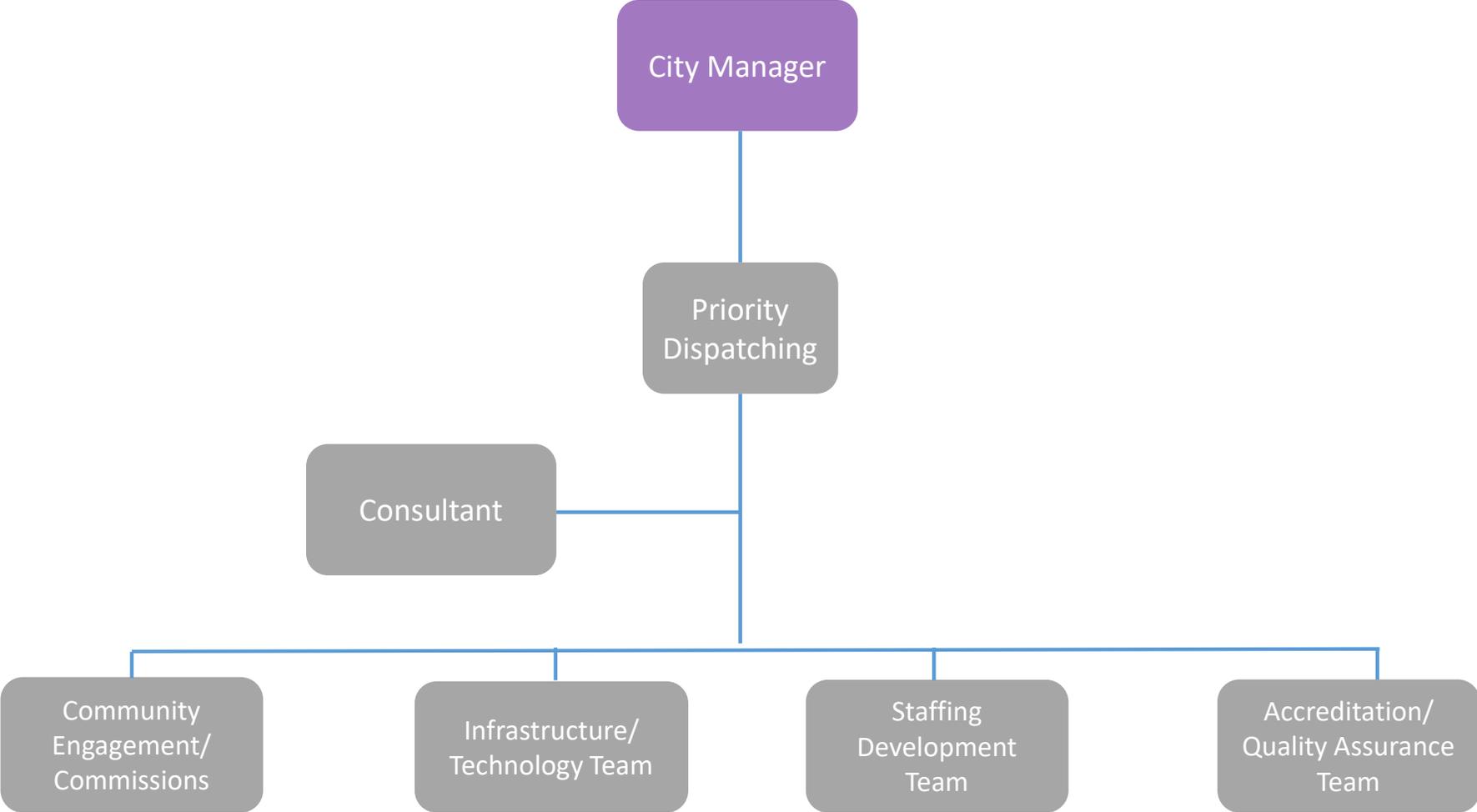
BerkDoT

- Pursue a Department of Transportation (BerkDoT) centered around a racial justice lens in traffic enforcement and the development of transportation policy, programs, & infrastructure
- Consider optimum placement of the following functions:
 - Parking enforcement
 - Traffic enforcement
 - Accident investigation
 - Crossing guards
 - Vision zero/traffic safety
 - Transportation/street planning/projects
- Identify & implement approaches to reduce and/or eliminate the practice of pretextual stops based on minor traffic violations



Priority Dispatching

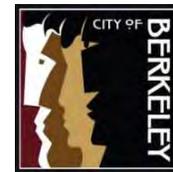
- Create plans and protocols for emergency/911 dispatch to send calls to the preferred responding entity
- Consider placing dispatch in the Fire Department or elsewhere outside the Police Department
- Achieve required accreditation for Emergency Medical Dispatch
- Create Continuous Quality Assurance/Improvement and training plans and protocols



Budget Overview

		Total Allocated
National Institute for Criminal Justice Reform		\$270,000
Resource Development Associates		185,000
Claims / Settlements Analysis		25,000
BerkDoT		75,000
Priority Dispatching		
Overtime		33,800
Consultant Services		50,000
Total		\$638,800

Reimagining Public Safety in **BERKELEY?**



NICJR ★
National Institute for
Criminal Justice Reform

Our Team



BYA

Pastor Michael Smith

Pastor Michael McBride



Why the NICJR Team

We have significant expertise and experience in **public safety initiatives**, **community outreach and engagement**, **police reform**, **legal analysis**, **government budgeting and relations**, and various other relevant areas.

Reimagining Public Safety Experience

- ✓ NICJR is the co-facilitator of the Oakland Reimagining Public Safety Taskforce
- ✓ NICJR was a consultant for the City of Fresno's Commission on Police Reform and wrote the Commission's final report
- ✓ NICJR is working with the cities of Oakland, Stockton, Portland, Indianapolis, and Washington, DC on violence reduction and police reform initiatives



BRG APPROACH TO COMMUNITY ENGAGEMENT

- **To evoke empathy** for the lived experience of program participants and communities among public systems, funders and decision-makers
- To create **forums for impacted communities to influence government** decisions
- To equip decision-makers with a **more fact-based understanding** of the lived experience, preferences, needs and priorities of target populations
- To support decision-makers in **aligning investments and initiatives with community needs** and preferences
- To inform program participants and communities of **funder priorities, constraints and process**



Our Work

-  **911/Calls for Service Analysis with the City Auditor**
-  **Facilitate Reimagining Public Safety Taskforce**
-  **Best Practices & Emerging Models of Community Safety and Policing**
-  **Alternatives Responses**
-  **Community Engagement**
-  **Final Report Implementation Plan**

Timeline



CITY OF BERKELEY REIMAGINING PUBLIC SAFETY

Community Engagement Plan

AGENDA

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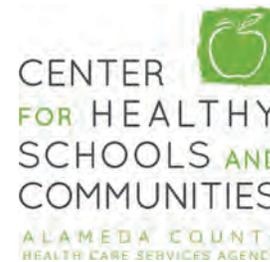
- The Community Engagement Team
- Goals of and Approach to Community Engagement
- Community Engagement Activities and Timeline
- Role of the Task Force In Community Engagement

ABOUT BRIGHT RESEARCH GROUP

3

We use the tools of community research, evaluation & capacity building to advance social and racial equity.

- Evaluation
- Community Engagement
- Capacity Building & Training



COMMUNITY ENGAGEMENT TEAM

4

Bright Research Group Consultant Team



Brightstar Ohlson



Holly Joshi



Allie Hu



Jesus Verduzco



Esteem Brumfield



Rod Dominguez



Vanetta Thomas

Additional Resident Input:

- Pastor Michael Smith and Pastor Michael McBride
- Youth Input: Berkeley Youth Alternatives

GOALS OF COMMUNITY ENGAGEMENT

5

- **To evoke empathy** for the lived experience of residents and communities among public systems, funders, task force members and decision-makers
- To create **forums for residents to influence government** decisions, leveraging faith based and community based organizations with strong community ties
- To equip decision-makers with a **more fact-based understanding** of the lived experience, preferences, needs and priorities of communities that stand most to gain from re-imagining public safety.
- To support decision-makers in **aligning investments and initiatives with resident needs** and preferences
- To inform program participants and communities of **City of Berkeley priorities, constraints, mandates, and decision-making**

GOALS OF REIMAGINING PUBLIC SAFETY COMMUNITY ENGAGEMENT

6

Community and Resident Insights

- Resident priorities for public safety
- Perceptions of law enforcement
- Goals for reimagining public safety
- Feedback on identified priorities and mandates from city council
- Feedback on alternative responses

Sharing Information from the City and the Task Force

- Current mandates
- The role and composition of the task force
- Key issues that the Task Force will be advising on
- What decisions the Task Force and City will make based on what they learn from Berkeley residents

COMMUNITY ENGAGEMENT ACTIVITIES AND TIMELINE

Activity	Target	March	April	May	June
Citywide Survey	Berkeley residents in all districts	Active	Active	Active	
Population Specific Workshops	Homeless Providers/Residents		Active	Active	
	Black residents		Active		
	Latino residents			Active	
	Crime survivors			Active	
Two Community Town Halls	Berkeley residents in all districts			Active	
Youth Input (BYA)	Young people in Berkeley		Active	Active	
Faith Based Community Meetings (Pastors Smith and McBride)	Black Residents	Active		Active	
Summary of Community Engagement					Active

ROLE OF THE TASK FORCE IN COMMUNITY ENGAGEMENT

8

- Ensure representation from their district and priority populations for:
 - ▣ Citywide survey
 - ▣ Citywide townhalls
- Attend town hall meetings
- Review and provide feedback on findings from the community engagement
- Make decisions based on what they learn from residents

QUESTIONS?

9

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Brightstar Ohlson, CEO

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