



Reimagining Public Safety: BerkDOT

Agenda

1. Why BerkDOT?
2. Process and Input to Date
3. Organization and Staffing
4. Approaches to BerkDOT and Racial Justice Lens
5. Getting input

Why BerkDOT?

1. Racial Justice in services, staffing, and outcomes
2. Equitable Mobility regardless of race, age, gender, wealth, or ability
3. Safety from traffic/institutional/economic violence
4. Public and Environmental Health

Advancing BerkDOT

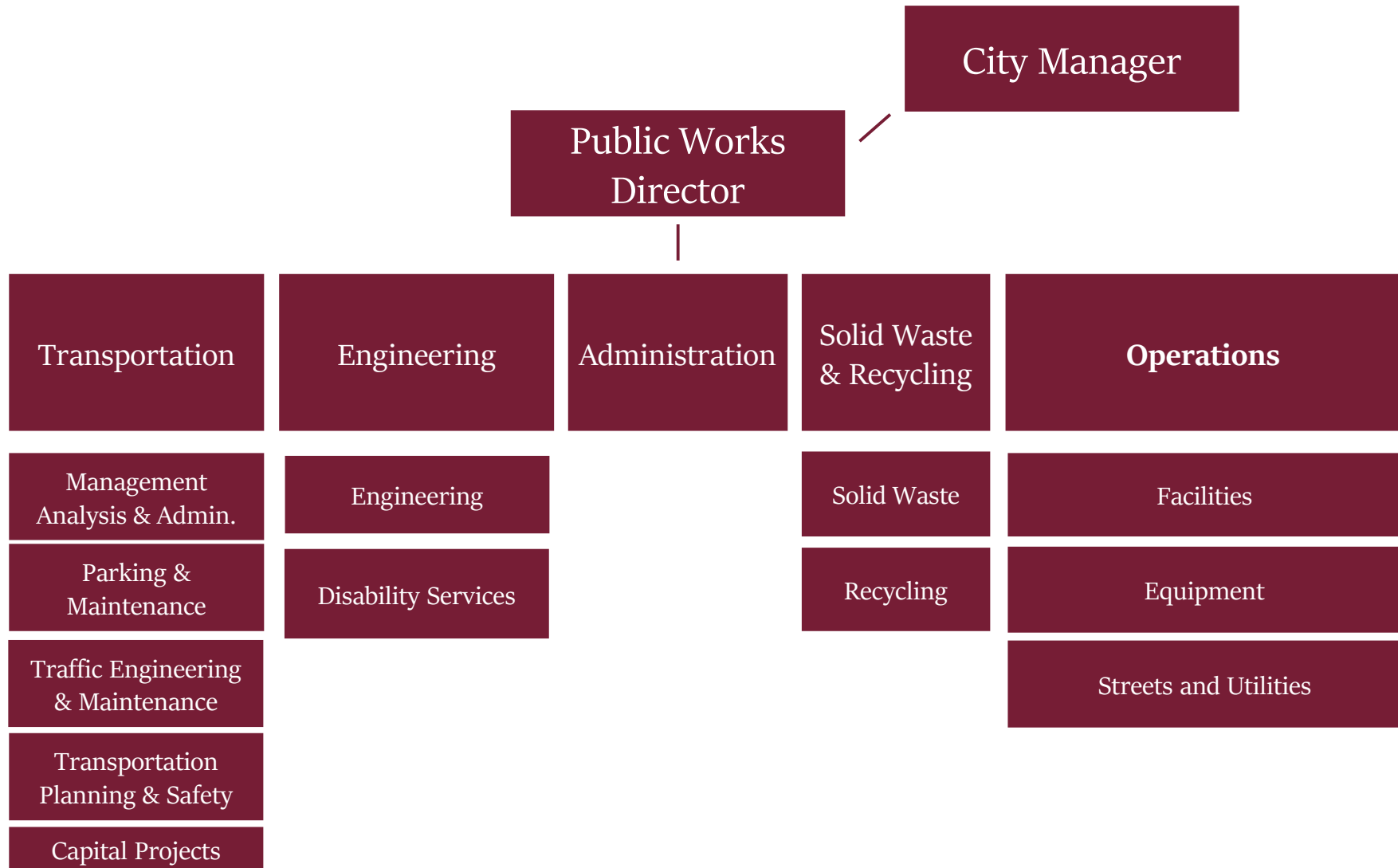
1. Consider existing transportation functions and their organization
2. Leadership and vision
3. Reduce silos and align goals and responsibilities between transportation functions
4. Don't lose what is already working



Timeline



Current Public Works Department Structure



Staffing: ~100 Positions, \$50M

Function	Staffing
Transportation	43 FTEs in PW
Traffic Bureau	4 motor officers, 1 Lt., 1 Sgt, 1 Admin Analyst in PD
Crossing Guards	3.7 FTEs = 15 part timers in PD
Parking Enforcement	24 FTES in PD
Engineering/paving	2.5 FTEs in PW
Streets/lights/sidewalks	19.75FTEs in PW

Three Organizational Approaches to BerkDOT

Infrastructure

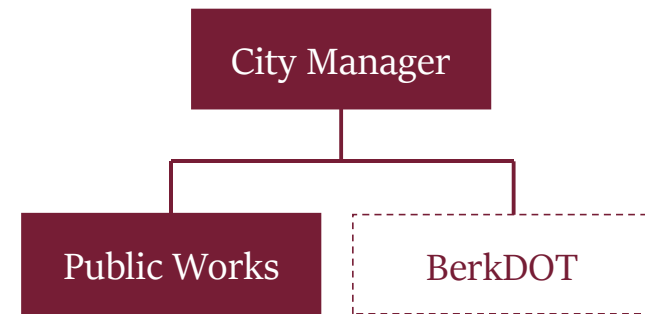
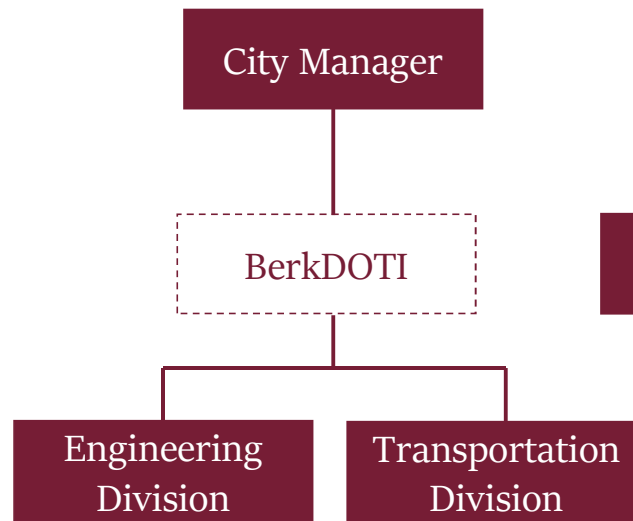
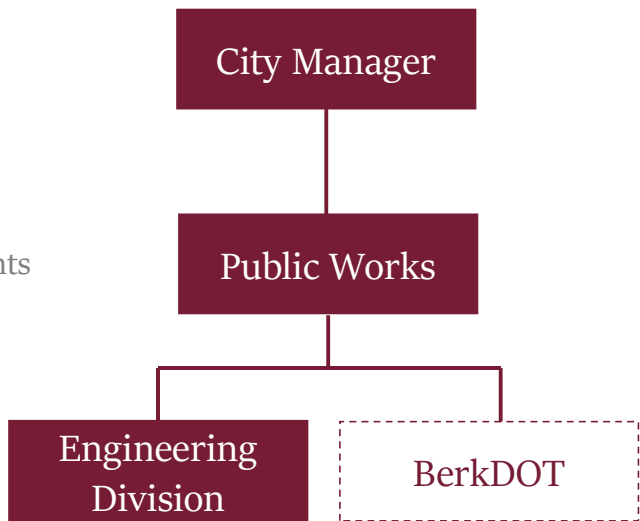
A BerkDOT Division in Public Works

B BerkDOTI Department

C BerkDOT Department

Departments

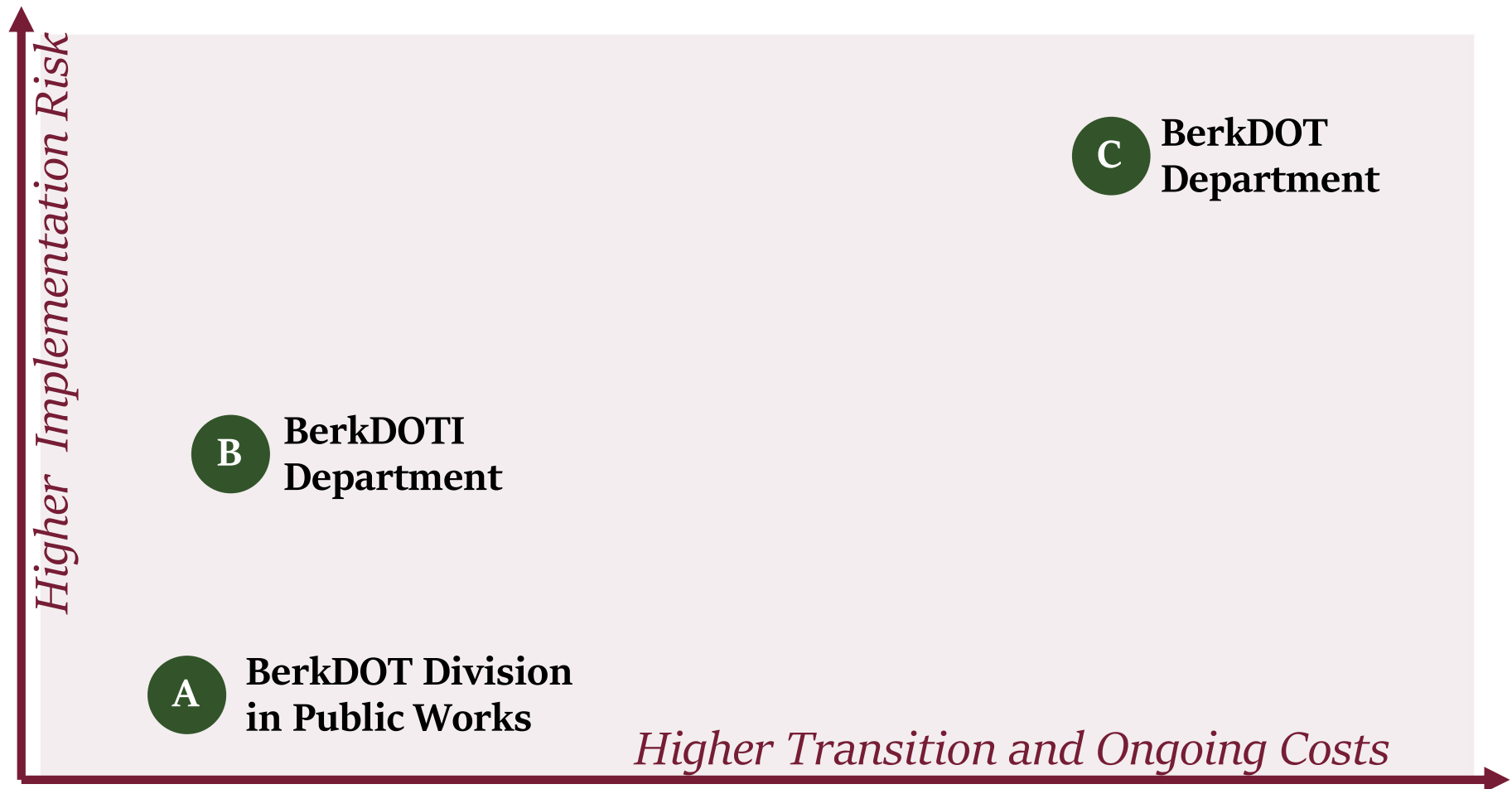
Divisions



Evaluating the Approaches

- Racial Justice:** Do any of these approaches uniquely advance our transportation policy, programs, and infrastructure to advance racial justice and equity?
- Mission/Vision:** Do any of the options present an opportunity clarify departmental mission or advance strategic priorities?
- Prioritization/Coordination:** Which approach balances these two important principles?
- Shifting Functions:** Do any of these approaches facilitate function shifting well?
- Costs and Implementation:** Next page

Evaluating the Approaches: Implementation Risk & Transition Costs



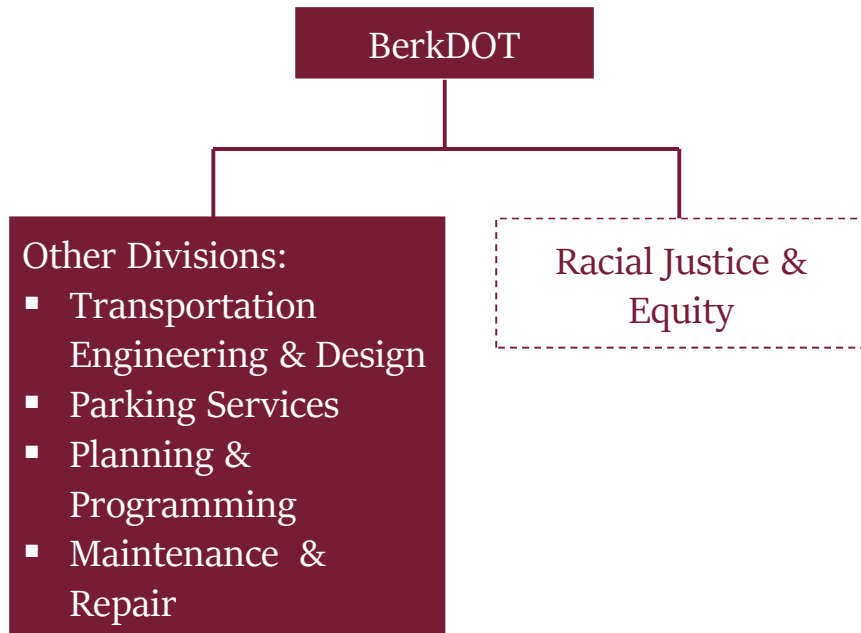
Racial Justice Lens

Working Definition

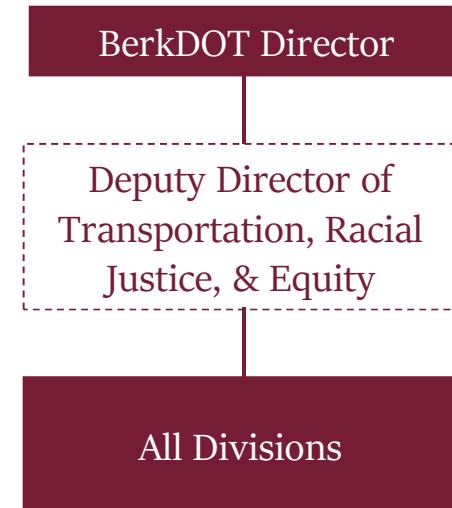
Ensuring a racial justice lens in transportation policy, programs, and infrastructure would mean that all decisions, procedures, and guidelines that govern transportation in this City would affirmatively work to reduce the burdens of racial inequities and mitigate structural harm put on people of color, and create streets where people are safe, experience belonging, and can thrive.

Racial Justice Lens in the Organizational Structure

A Racial Justice & Equity Division within BerkDOT



B Deputy Director of Transportation, Racial Justice, & Equity





Phase 1: July 1, 2021-June 30, 2022

Ongoing	Coordinate with PD on implementation of precision policing and major v. minor stops. Monitor state legislative proposals and be prepared to engage and advocate for automated enforcement.
Jun 2021	Proposed budget includes Deputy Director of Transportation, Racial Justice, and Equity.
Jul	Opinion and/or intercept surveys to solicit input on BerkDOT.
Dec	Submit budget request in AAO#1 for expert support on <i>Racial Justice and Equity Action Plan, Part 1</i> , focused on staff and career pathways.
Jan 2022	Berkeley <u>Division</u> of Transportation stood up as BerkDOT with lead Deputy Director of Transportation, Racial Justice, and Equity.
Jun	Potential budget proposals implementing various aspects of BerkDOT and submit request for new Vision Zero staff member to coordinate with PD on data sharing and collision analysis.

Phase 2: July 1, 2022-June 30, 2023

- Jul 2022 Report to City Council on results of legislative advocacy on civilian traffic enforcement and automated enforcement, and if automated enforcement on speeding enabled by change in state law, plan for implementing.
- Dec Council considers adoption of Vision Zero enforcement policy.
Complete *Racial Justice and Equity Action Plan, Part 1*.
- Jan 2023 City Council discusses possibility of creating civilian traffic unit. This discussion and deliverable is wholly dependent on state law changes permitting such action.
- Jun Report to Transportation Commission on equity of City's existing parking fines and rates, and possible revisions.

Phase 3: July 1, 2023-June 30, 2025

- Dec 2023 Complete *Racial Justice and Equity Action Plan, Part 2*, focused on programs, services, and projects.
- Jun 2024 Update to Council on progress to date and seeking direction on final BerkDOT organizational structure (enhanced division, BerkDOTI, or stand-alone BerkDOT), civilian traffic enforcement unit, and equity policies.
- Jun 2025 Final report closing BerkDOT referral.

Questions and Comments

1. What's missing?
2. Areas for future research or due diligence?
3. Which of the organizational approaches seem most likely to succeed?
4. Input on the [draft] phased plan?