Reimagining Public Safety
A Guide for City Discussion

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Introduction
Overview

• Reimagining Public Safety Background
• Guiding Principles (Reimagine, Improve, Reinvest)
• Recommendations
  o BerkDOT
  o Priority Dispatch
  o Police
  o SCU
• Budget
• Closing Remarks
Background

Reimagining Public Safety
## Community Engagement and Project Coordination

<table>
<thead>
<tr>
<th>Event</th>
<th># of Meetings</th>
</tr>
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<tbody>
<tr>
<td>Internal Working Group Coordination</td>
<td>43</td>
</tr>
<tr>
<td>National Institute for Criminal Justice Reform Coordination</td>
<td>18</td>
</tr>
<tr>
<td>Reimagining Public Safety Task Force Meetings</td>
<td>19</td>
</tr>
<tr>
<td>Reimagining Public Safety Coordination Meetings</td>
<td>26</td>
</tr>
<tr>
<td>Community Engagement</td>
<td>12</td>
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GUIDING PRINCIPLES

REIMAGINE
Redesign public safety from a traditional police department to one that is focused on the diverse needs of the community it serves.

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.

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

Recommendations & Implementation Plan
MEANINGFUL COMMUNITY ENGAGEMENT

Develop BPD and community-based organization engagement and collaboration structures

Implement formal BPD community engagement unit

DEVELOPMENT OF NON-ENFORCEMENT FOCUSED APPROACHES

Expand capacity to provide non-sworn responses to parking enforcement and emergency traffic response

Develop additional resources to meet public safety goals with appropriate response

Explore redirecting enforcement responsibilities where appropriate including those specifically related to traffic and bicycle safety
ACCOUNTABILITY

Address disparities in traffic and other enforcement stops and use of force incidents

Support expanding dispatch responsibilities and expertise

Conduct regular data analysis to ensure alignment with Fair and Impartial Policing

Conduct ongoing training in support of Fair and Impartial Policing concepts

Conduct departmental staffing assessment
OFFICER SAFETY AND WELLNESS

Continue to support employee health and wellness

Continue to support employee training and professional development

Ensure public and employee safety through recruitment efforts

TRANSPARENCY

Launch public facing transparency hub (data dashboards)

Build deeper relationships with community groups to support best possible outcomes
VALUE PUBLIC SAFETY AND VICTIM SUPPORT

Strengthen investigation capabilities and victim support network

Expand problem-oriented teams to support community needs and address violent crime

Promote traffic and pedestrian safety through data analysis, education and enforcement where appropriate.
Support implementation of violence prevention programs
## Priority Dispatch

<table>
<thead>
<tr>
<th>Models Considered</th>
<th>Pros</th>
<th>Cons</th>
</tr>
</thead>
<tbody>
<tr>
<td>Current Model</td>
<td>Simplicity, easier staffing</td>
<td>Inefficient, delays for callers, expansive resources sent to call</td>
</tr>
<tr>
<td>Criteria Based Dispatch</td>
<td>Affordable, flexible, trusts well-trained dispatchers</td>
<td>Non-standard, not used by neighboring agencies</td>
</tr>
<tr>
<td>Medical Priority Dispatch System</td>
<td>Standard system, used by neighboring agencies</td>
<td>Expensive licensing, inflexible, heavily scripted</td>
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</table>
# Priority Dispatch

## Federal Engineering Scope of Work

<table>
<thead>
<tr>
<th>Phase I</th>
<th>Analyze and Recommend Dispatch System</th>
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<tbody>
<tr>
<td></td>
<td>• Analyze Current Operations and perform a needs assessment</td>
</tr>
<tr>
<td></td>
<td>• Recommend a dispatch system that would best serve the City of Berkeley</td>
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</table>

<table>
<thead>
<tr>
<th>Phase II</th>
<th>Implementation Plan Report</th>
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<tbody>
<tr>
<td></td>
<td>• Implementation Plan</td>
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</table>
BerkDOT | Recommendations
Berkeley Department of Transportation (BerkDOT)

- Review of national and local context
  - Few cities of Berkeley’s size have a stand-alone DOT
  - Existing Division of Transportation has more breadth than most cities

- Three options for BerkDOT organizational structure: stand-alone Department, Department of Transportation and Infrastructure (BerkDOTI), or consolidated Division

- A first-of-its-kind scientific survey (and listening sessions) found:
  - support for shifting traffic enforcement, including routine traffic stops, from police to specially trained staff
  - acknowledgement of the role race can play in interactions with the police, with Black residents particularly aware
  - women more likely to rate the safety of getting around Berkeley negatively
Continue legislative advocacy for changes in state law to grant cities the authority for non-sworn civilian traffic enforcement, and automated enforcement for speeding/red lights.

Move crossing guards from the Police to Public Works’ Division of Transportation.

Continue to plan for a civilian traffic enforcement unit once state law does change.

Review Berkeley Municipal Code for proposed changes to increase equity and racial justice in the City’s existing transportation fines and fees.

After assessing progress in equity, mobility, Vision 2050, and Vision Zero (or setting new vision) in transportation, determine best organizational structure: a stand-alone Berkeley Department of Transportation, Department of Transportation and Infrastructure (BerkDOTI), or Division of Transportation.

Approve new Vision Zero staff member to conduct collision analysis.

Continue consolidation of transportation functions.
SCU | Recommendations
### Specialized Care Unit (SCU)

- Comprehensive community engagement process to design the SCU
  - Engage consultant (Research Development Associates)
  - Create Steering Committee to oversee process
- 3 comprehensive reports
  - Crisis Response Models Report
  - Mental Health Crisis Response Services & Stakeholder Perspectives Report
  - Specialized Care Unit Crisis Response Recommendations
Specialized Care Unit (SCU) ctd.

• 25 recommendations for design for a 24/7 mobile crisis response for behavioral health crises by category
  • The SCU Mobile Team
  • Assessing the SCU Crisis Response: Dispatch & Alternative Phone Number
  • Implement a Comprehensive 24/7 Mental Health Crisis Response Model
  • Administration & Evaluation
  • Promoting Public Awareness
• Steering Committee adopts RDA recommendations with additional analysis
• SCU pilot with intention to implement long term
Specialized Care Unit (SCU)

- Implement the Specialized Care Unit Pilot using all of the recommendations from Research Development Associates (RDA) and the SCU Steering Committee as a roadmap.
- Evaluate SCU Pilot.
- Continue to partner with SCU Steering Committee, Mental Health Commission, and community members in implementation.
- Develop and implement a finance strategy for SCU long-term stability.
As part of the FY23-24 budget process, additional funding sources available to support the reimagining public safety process include the City Manager’s proposal to defer five (5) Sworn Officer positions, resulting in $1.6M in addition to other salary savings from vacancies.
# Important Matters to Consider

<table>
<thead>
<tr>
<th>CHALLENGES</th>
<th>CERN MODEL</th>
<th>CONSIDERATIONS</th>
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<tbody>
<tr>
<td>Ongoing funding</td>
<td>Underdeveloped and needed additional data</td>
<td>Honoring our MOU’s as it relates to contracting</td>
</tr>
<tr>
<td>Staffing considerations</td>
<td>Needs more work and components may be effective to implement as we move forward with the reimagining process</td>
<td>Moving Dispatch to the Fire Department</td>
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<tr>
<td>State Law to changes around traffic enforcement</td>
<td></td>
<td>Labor Issues</td>
</tr>
<tr>
<td>Timeline could be 3-5 years for full implementation of all items</td>
<td></td>
<td>Community Services Officers to be housed in Neighborhood Services</td>
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Closing Remarks

If Council decide to move forward with recommendations in this report, it is necessary to:

1. **Analyze our dispatch system** to make changes to support a system with greater triage capabilities.
2. **Implement the SCU Pilot.**
3. **Implement greater BPD community engagement** to build relationships with community groups.
4. **Establish the Office of Race Equity and Diversity.**
5. Complete **Police Staffing Assessment** and **Beat Structure Analysis.**
6. **Seek funding opportunities** to support the reimagining public safety process for Berkeley.
Thank you.