CITY OF BERKELEY
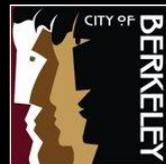## *Police Department*

2025 Annual Report

March 24, 2026

The Story of 2025

BPD continues to operate well below authorized staffing. Rather than asking staff to absorb more with less, we invested in the tools and partnerships that let us match the right resources to the right problems.

The Numbers

Where we stand: staffing, crime, outcomes

Community Connection

The people and programs driving prevention

Technology

Tools that multiply the impact of every officer

01

The Numbers

Staffing, workload, crime trends,
and accountability in 2025

Staffing

Operating below authorized strength across all categories

Sworn
154 Filled
144 Available
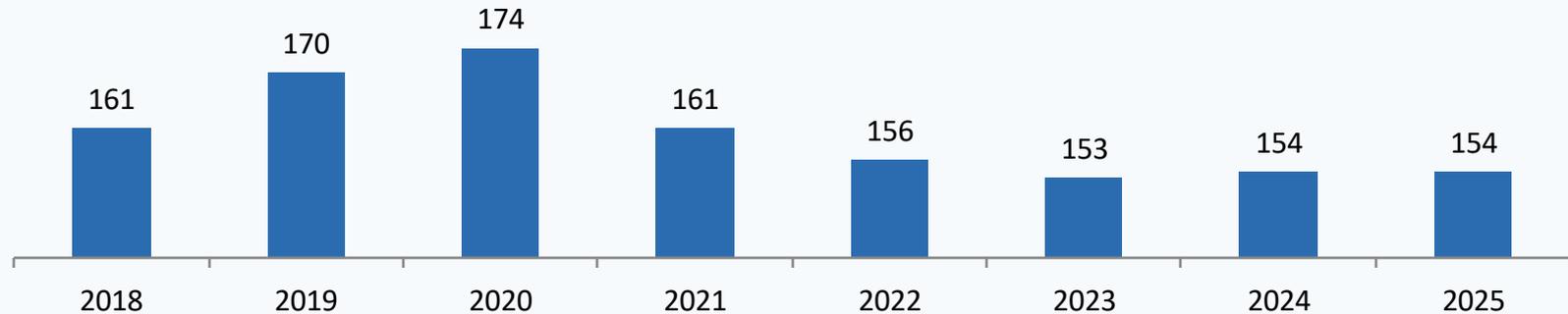174 Authorized

Dispatch
20 Filled
15 Available
32 Authorized

CSOs
24 Filled
22 Available
27 Authorized

161	170	174	161	156	153	154	154
2018	2019	2020	2021	2022	2023	2024	2025

Sworn staffing, calendar year max

Calls for Service

60,374

Total Calls for Service in 2025

Slight decrease of ~2% from 2024

16,255 **911 Calls**
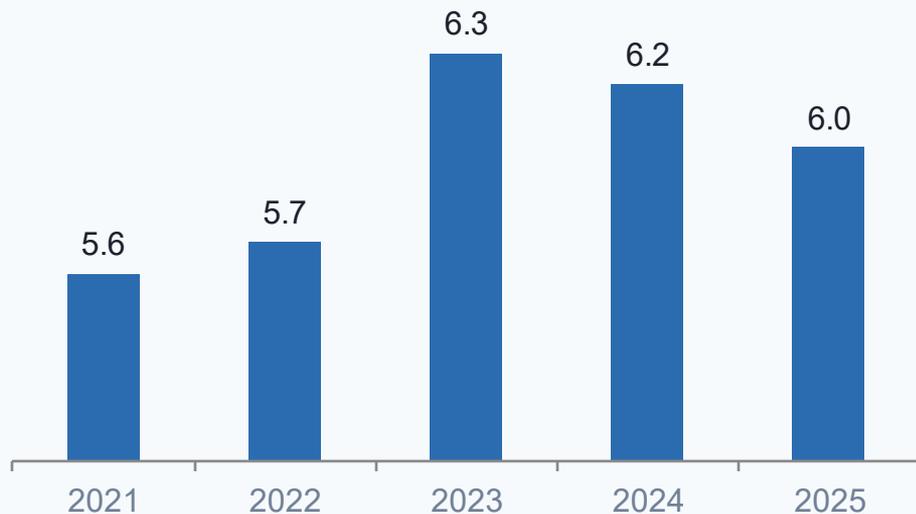Up 6% — highest in years

15,543 **Officer-Initiated**
Down ~3%

27,341 **Non-Emergency**
Down 5%

Thousands (k)

Legend: 911 | Officer Init. | Non-Emergency

Workload Per Patrol Officer Is Improving

For the first time in years, the trend is moving in the right direction

Bar chart showing workload per patrol officer:
- 2021: 5.6
- 2022: 5.7
- 2023: 6.3
- 2024: 6.2
- 2025: 6.0

What's driving the improvement:

CSO Patrol Program
Taking non-emergency calls for service

Bike Unit
Presence in area of high call volume

Flex Team
Data-driven operations

Response Time: Priority 1 median of 7 minutes. Meeting regional benchmarks.

Communications Center Initiatives

Building a sustainable dispatch operation for the long term

9 **New dispatchers**
Net gain of 3 after attrition

1,197 **Candidates**
Reached via Virtual Recruiting Events

4 **Quarterly VREs held**
Plus All Star partnership

Key Initiatives

CritiCall Assessment
Pre-employment test candidates complete on their own time. Directs resources toward strongest candidates.

Call Taker Position
New entry-level role gives recruits a manageable starting point. Early results show higher training completion rates.

Protocol-Based Dispatching
Standardized call-handling procedures being finalized to improve training, reduce stress, and increase efficiency.

Virtual Agent Exploration
Exploring AI triage for non-emergency calls to reduce routine volume for dispatchers.

2025 Crime Highlights

Total Group A offenses fell 11%

↓ **40%**
Fewer Shootings
25 → 15; zero fatal or injury shootings

↓ **20%**
Fewer Robberies
221 → 177; below pre-COVID levels

↓ **48%**
Fewer Vehicle Thefts
1,053 → 567; lowest since 2021

↓ **31%**
Fewer Commercial Burglaries
396 → 274

Areas of Concern

+23%
Sexual Assaults
Felony sexual assaults rose to 96

+16%
Aggravated Assaults
Increased from prior year

50
Hate Crimes
Highest five-year total

Clearance Rates

Percentage of cases closed within one year of being reported

	2021	2022	2023	2024	2025	CA Avg
Homicide	100%	100%	100%	100%	**100%**	*64%*
Felony Sexual Assault	22%	32%	31%	33%	**32%**	*27%*
Robbery	36%	39%	30%	34%	**49%**	*30%*
Felony Assault	62%	53%	49%	52%	**63%**	*50%*
Burglary	12%	8%	9%	10%	**12%**	*11%*
Theft	11%	11%	10%	17%	**20%**	*11%*
Stolen Vehicle	9%	12%	11%	12%	**11%**	*6%*
Arson	30%	30%	29%	33%	**41%**	*30%*

BPD exceeds the California state average in every category.

Road Safety

784
Total Collisions
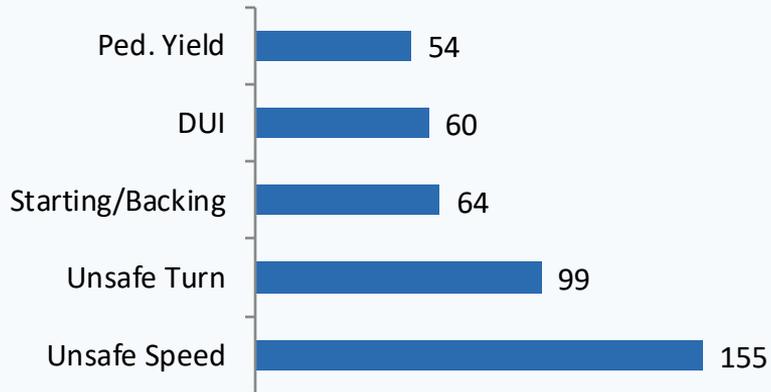Down 11% from 877

5
Fatal Collisions
Up from 4 in 2024

499
Injury Collisions
Down from 559

Primary Collision Factors

Factor	Value
Ped. Yield	54
DUI	60
Starting/Backing	64
Unsafe Turn	99
Unsafe Speed	155

Enforcement Alignment

Strong overlap between the violations officers enforce and the behaviors causing collisions.

In 2026, BPD is acquiring 5 new LIDAR units and expanding speed enforcement training into patrol to increase coverage at high-collision intersections.

Accountability

Equitable, transparent, and accountable policing practices

Use of Force

0.46%

of calls involved any force

0.07% involved Level 3 or 4 force (45 incidents)

93% of all force was Level 1 or 2

Tests for Bias

✅ **Collision Demographics:** Strong alignment with stops

✅ **Veil of Darkness:** Consistent across light/dark

✅ **Yield Rate Analysis:** 61% overall; no indications of bias

✅ **Force Rate by Race:** Consistent across groups

Stop Data Highlights

4,587
Total stops

61%
Discretionary

61%
Search yield rate

93rd
Percentile in CA

The Takeaway

We can't hire our way out of the staffing gap overnight. But we can match the right resources to the right problems.

Community Connection

GVIPP/GVROs → zero fatal/injury shootings

CSOs → 1,500 calls off patrol's plate

Flex Team + retailers → 141 arrests

Vision Zero → 11% fewer collisions

Leveraging Technology

ALPRs → 58 arrests, 37 recoveries

Real-time intel → better decisions

Clearance rates up across the board

More in the next presentation

02

Community Connection

The people, programs, and collaborations that drive prevention and public safety

Gun Violence Accountability & Prevention

0 Fatal or injury shootings in 2025
First time in at least a decade

Gun arrests up 31% | 114 firearms recovered | Shootings down 40%

A dual approach: prevention meets enforcement

GVIPP
Life coaching, mentorship, and direct support for at-risk individuals. Scene response and hospital visits after incidents.

Live Free
Community-based organization providing violence intervention and community mediation.

NICJR
National Institute for Criminal Justice Reform — strategic advisors and evaluation.

BPD works with GVIPP to connect impacted individuals and families to support services and hold offenders accountable while investing in the community conditions that prevent violence.

Reimagining Public Safety

Community Service Officers in Patrol

The CSO patrol program shifts work that doesn't require a sworn officer is one of the most concrete examples of Reimagining Public Safety in practice.

1,500+ calls handled by 3 patrol CSOs in their first year

What's Next

- Additional CSOs transferring to patrol in 2026
- Expanding CSO roles into investigations (evidence collection, report prep)

Part of a Bigger Picture

The CSO program builds a more community-centered approach. The core goal: shifting work that doesn't require a sworn officer to more appropriate resources. Their results in 2025 show the model works.

Flex Team & Retail Partnerships

Data-driven operations targeting organized retail theft

23
Operations

141
Arrests

72%
Faced additional charges

~$1M
Reported shrinkage reduction

How It Works

The Flex Team uses crime data and partnerships with local businesses and loss prevention teams to run proactive operations that catch suspects during the act. Apprehending people in the act significantly increases the likelihood of successful prosecution.

Beyond Retail Theft

- Identity additional crimes
- Outstanding warrants for kidnapping, carjacking
- 2 illegally possessed firearms recovered
- 42% on probation/parole or Prop 36 eligible

In 2026, BPD is allocating 3 dedicated officer positions to the Flex Team.

Vision Zero & Traffic Safety Partnerships

Multi-Agency Enforcement

High Intensity Traffic Team (HITT) operations brought together 11 local law enforcement agencies, 17 officers and produced 185 citations.

Expanded DUI Checkpoints

Increased frequency and visibility of DUI checkpoints using OTS grant funding, guided by collision data.

Drive Safer, Drive Longer

Four classes at North and South Berkeley Senior Centers, helping aging drivers maintain mobility and independence while staying safe.

Data-Driven Strategy

Collision data from the Transparency Hub and the Traffic Concern Survey guides where and when enforcement resources are deployed. Community input directly shapes our operational priorities.

Result: Total collisions down 11% (877 → 784)

03

Leveraging Technology

Tools that multiply the resources providing public safety,
create space and time for de-escalation and
increase precision and data based policing

Automated License Plate Readers

First full year of citywide deployment

58	**37**	**121**	**621**
Arrests	Stolen vehicles recovered	Cases supported	Stolen vehicle alerts

For Patrol

Real-time alerts when stolen or felony-linked vehicles enter the city. Officers respond with confirmed information rather than suspicion. More targeted stops, less risk for everyone.

For Investigations

Historical plate data lets detectives track vehicle movements, build timelines, and link cases across incidents.

Regional Networks

Historical plate data lets detectives track vehicle movements, build timelines, and link cases across incidents.

Robbery clearance rate: 34% → 49%, reflecting the impact of ALPR-supported investigations.

What's Next: Public Safety Technology

A comprehensive, integrated public safety technology program presented in detail in the next agenda item.

Real-Time Information Center
Centralized hub where camera feeds, plate data, and aerial footage are monitored and relayed to officers in the field.

66% better clearance odds

Fixed Video Cameras
Solar-powered PTZ cameras at high-pedestrian intersections. Objective video evidence and real-time awareness.

16 Additional locations

Drone as First Responder
Eyes on scene in minutes. Aerial video before officers arrive enables better decisions and safer outcomes.

~2 min response

Full details, use policies, acquisition reports, and privacy protections follow in the next presentation.

Looking Forward

When our officers have better tools and better information, outcomes improve. These gains came from putting the right technology and strategy behind the people we already have.

- ☑ Sustain gun violence prevention through GVIPP and enforcement partnerships

- ☑ Expand CSO patrol program and Flex Team with dedicated positions

- ☑ Continue building a sustainable Communications Center

- ☑ Deepen Vision Zero collaboration and traffic safety enforcement

- ☑ Advance public safety technology: ALPR renewal, cameras, DFR program

Technology supports this work; it does not replace it.