



Office of the City Manager

June 28, 2024

To: Honorable Mayor and Members of the City Council

From:  Dee Williams-Ridley, City Manager

Re: Introducing the Office of Strategic Planning and Accountability (OSPA)

The Berkeley Police Department is proud to announce the establishment of the Office of Strategic Planning and Accountability (OSPA). The OSPA is composed of a dedicated manager leading a team of analysts and reports directly to the Chief of Police. The office will be led by Arlo Malmberg, who will serve as the Strategic Planning and Accountability Manager. Crime Analyst Rita Delucchi has been appointed as the first analyst to join the team. The department is currently in the process of hiring a second analyst to support the office's operations.

The primary mission of the OSPA is to support the development of policies and strategies that promote equity, efficiency, and effectiveness in our public safety efforts. At the same time, the OSPA will focus on optimizing our operations, ensuring departmental accountability, and managing risk. By leveraging data and technology, the OSPA will support our officers and the community we serve in making informed decisions and solving complex problems. Key objectives of the OSPA include:

*Strategic Planning:*

- Providing officers with data-driven insights to support long-term problem solving and effective policing strategies
- Optimizing the allocation of personnel and equipment resources to maximize our impact and better serve our community, including areas that have been traditionally underserved
- Harnessing intelligence and data to strategically deploy resources, reduce the harms of crime, and ensure fair and impartial policing
- Facilitating regional collaboration to address cross-jurisdictional issues and share best practices
- Utilizing cutting-edge technology to enhance public safety and officer safety while protecting individual privacy rights

*Accountability:*

- Strengthening inspection and audit protocols to build efficiency, monitor effectiveness, and ensure the best use of department resources
- Managing and improving our Early Intervention System to proactively identify and address potential issues, supporting officer wellness and professional development
- Collaborating with officers to develop policies and procedures that meet training needs, achieve desired outcomes, and align with community standards and best practices
- Supporting the Department's partnership with the Police Accountability Board (PAB) and the Office of the Director of Police Accountability (ODPA) by providing essential data and insights to demonstrate how departmental policy is developed, applied and reviewed.

The establishment of the OSPA represents the Berkeley Police Department's ongoing commitment to innovation, evidence-based, data-driven, and problem-oriented policing. Through this new office, we aim to enhance public safety, strengthen community trust, and provide our officers with the tools and support they need to serve our community with the highest standards of accountability and professionalism.

cc: LaTanya Bellow, Deputy City Manager  
Anne Cardwell, Deputy City Manager  
Jenny Wong, City Auditor  
Mark Numainville, City Clerk  
Jennifer Louis, Chief of Police  
Matthai Chakko, Assistant to the City Manager  
Farimah Brown, City Attorney