

CONSENT CALENDAR

APRIL 29, 2025

To: Honorable Mayor Ishii and Members of the City Council
From: Office of the Director of Police Accountability (ODPA)
Submitted by: Hansel A. Aguilar, Director of Police Accountability (DPA)
Subject: Adjustment to Police Accountability Board Stipend Cap Following AAO #1 Carryover Approval

RECOMMENDATION

Adopt a resolution temporarily increasing the stipend cap for Police Accountability Board (PAB) members to ensure the distribution of previously approved funds and provide compensation for meetings that exceeded the existing monthly cap.

SUMMARY

PAB members currently receive stipends of \$110 per meeting, up to four meetings per month, as established by Resolution No. 69,739-N.S., adopted on March 9, 2021. On November 19, 2024, the City Council allocated \$12,000 in FY 2024 carryover funds for “PAB Committee + Training Stipends Adjustments” as part of the Annual Appropriations Ordinance #1 (AAO#1).¹ These funds were intended to compensate PAB members for their expanded workload in 2024, including increased participation in subcommittees and training sessions. A temporary adjustment to the stipend cap is necessary to equitably distribute these funds in accordance with the Berkeley City Charter. While the ODPA secured additional stipend funding in the amount of \$12,000 through AAO#1, implementation of a stipend increase requires City Council action via resolution, per Berkeley City Charter Section 125(11)(b).²

CURRENT SITUATION AND ITS EFFECTS

Berkeley City Charter Section 125(11)(b) authorizes the City Council to adjust Board member stipends no more than once per fiscal year, and not in excess of the Bay Area cost-of-living increase as measured by official U.S. economic reports. Berkeley City Charter Section(11)(b) states:

Adjustments to Board member stipends shall occur no more than once in a fiscal year and in no event shall an increase in Board

¹ November 19, 2024 City Council Annotated Agenda: https://berkeleyca.gov/sites/default/files/city-council-meetings/2024-11-19%20Annotated%20Agenda%20-%20Council_0.pdf

² Berkeley City Charter Section(11)(b): [https://berkeley.municipal.codes/Charter/125\(11\)\(b\)](https://berkeley.municipal.codes/Charter/125(11)(b))

member stipends exceed the change in the cost of living for the San Francisco Bay Area...

The City Clerk clarified in a March 7, 2025 correspondence that any increase in the stipend cap requires Council action through a submitted report and resolution:

To set the new rates, the ODPa can submit an item to Council showing the authority and calculations for the new amounts. The increase should be adopted in a Council Resolution that you include with the report.

This step is necessary even though the Council approved the associated funding via the AAO#1 carryover process.

BACKGROUND

The current stipend structure was set in Resolution No. 64,831-N.S, which established a per-meeting stipend of \$100 and authorized CPI-based annual increases.³ This structure applies to the Police Accountability Board and a small number of other bodies.

The Board's 2024 Workplan included oversight responsibilities and initiatives requiring time-intensive engagement beyond regular meetings, including:

- Implementation of an Early Intervention System (EIS)
- Finalization of the PAB's and ODPa's Regulations for Handling Investigations and Complaints⁴
- Extensive review of operational manuals and policies, including updates to the BPD's Vehicle Pursuit Policy, Body-Worn Camera Policy, and other key policies.

To reflect the sustained increase in workload experienced during FY 2024, the ODPa successfully secured \$12,000 in carryover funds under AAO#1 to support increased stipend costs. These funds, combined with existing budget authority, will enable the City to equitably compensate Board members once a new resolution is adopted.

³ March 9, 2021 Referral Response: Commission Low-Income Stipend Reform:

<https://berkeleyca.gov/sites/default/files/documents/2021-03-09%20Item%2003%20Referral%20Response%20Commission%20Low-Income.pdf>

⁴ Berkeley Charter Section 125(18)(a) requires that the Director of Police Accountability and Board adopt regulations for handling complaints filed with the Director of Police Accountability by any member of the public alleging misconduct by sworn employees of the Police Department and undertake investigations of complaints as they deem warranted. The regulations shall include the following: (1) What constitutes a complaint; and (2) A provision for voluntary mediation of complaints in lieu of an investigation.

Since the implementation of Measure II, the PAB and ODPa have been handling complaints through the Interim Regulations for Handling Complaints Against Sworn Officers of the Police Department Approved by the City Council October 5, 2021.

ENVIRONMENTAL SUSTAINABILITY AND CLIMATE IMPACTS

There are no environmental sustainability or climate impacts associated with this item.

POSSIBLE FUTURE ACTION

The ODPA will submit a Council item including a resolution authorizing a temporary increase in the monthly PAB stipend cap for FY 2026 should carryover funds be available. In parallel, ODPA will conduct an internal assessment of member workload and meeting demands to determine whether future workplans require a permanent stipend cap adjustment. If such a determination is made, ODPA will return to Council with a recommendation supported by a budget adjustment and appropriate legislative action in the subsequent budget review process.

FISCAL IMPACTS OF POSSIBLE FUTURE ACTION

Approving this cap adjustment has no fiscal impact, as the carryover funds were already approved for this purpose by the Council during the AAO process at its November 19, 2024, Regular Meeting.

CONTACT PERSON

Hansel A. Aguilar, Director of Police Accountability

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Attachments:

1. Resolution AUTHORIZING A TEMPORARY ADJUSTMENT TO THE POLICE ACCOUNTABILITY BOARD STIPEND CAP FOR FISCAL YEAR 2025 PURSUANT TO BERKELEY CITY CHARTER SECTION 125(11)(b)
2. 2024 PAB Stipend History
3. FY24 Carryover Approval – AAO#1 Excerpt
4. 2025 Police Accountability Board Workplan

RESOLUTION NO. ##,###-N.S.

AUTHORIZING A TEMPORARY ADJUSTMENT TO THE POLICE ACCOUNTABILITY BOARD STIPEND CAP FOR FISCAL YEAR 2025 PURSUANT TO BERKELEY CITY CHARTER SECTION 125(11)(b)

WHEREAS, Berkeley City Charter Article XVIII, Section 125(11)(b) authorizes the City Council to adjust the stipends paid to Police Accountability Board (PAB) members no more than once in a fiscal year and not in excess of the annual change in the cost of living for the San Francisco Bay Area, as measured by official United States economic reports; and

WHEREAS, Resolution No. 69,739-N.S., adopted on March 9, 2021, established a stipend of \$100 per meeting for PAB members, not to exceed four meetings per month, with future adjustments tied to the Consumer Price Index (CPI); and

WHEREAS, on November 19, 2024, the City Council approved Resolution 7,940 N.S. which authorized \$12,000 in carryover funding through the FY 2024 Annual Appropriations Ordinance #1 (AAO#1) to fund additional compensation for increased participation by PAB members in subcommittee meetings and training during Fiscal Year 2025; and

WHEREAS, the Board's 2024 Workplan included oversight responsibilities and initiatives that required time-intensive engagement beyond regular meetings, including the implementation of an Early Intervention System (EIS), the finalization of the PAB's and ODPA's Regulations for Handling Investigations and Complaints, and an extensive review of operational manuals and policies, such as updates to the BPD's Vehicle Pursuit Policy, Body-Worn Camera Policy, and other key policies.

WHEREAS, the Office of the Director of Police Accountability confirms that sufficient appropriations are available in the FY 2025 budget to support this temporary stipend cap adjustment.

NOW THEREFORE, BE IT RESOLVED that the Council of the City of Berkeley temporarily increases the monthly stipend cap for eligible Police Accountability Board members to \$600 for Fiscal Year 2025 only. This amount covers regular, special, and subcommittee meetings. Additionally, stipends will be retroactively adjusted for work completed during Fiscal Year 2025 if the previous \$300 monthly cap was exceeded.

BE IT FURTHER RESOLVED that this stipend cap adjustment shall expire automatically at the close of Fiscal Year 2025 on June 30, 2025, unless otherwise extended or modified by further Council action.

BE IT FURTHER RESOLVED that this stipend cap adjustment shall expire automatically at the close of Fiscal Year 2025 on June 30, 2025, unless otherwise extended or modified by further Council action.

BE IT FURTHER RESOLVED that the Office of the Director of Police Accountability may assess the ongoing workload and obligations of the Police Accountability Board as outlined in current and future workplans to determine whether a permanent adjustment to the stipend cap is warranted, and if so, shall return to Council with a proposal supported by a budget adjustment and legal authority.

Reporting Period		Jan-Mar 2024								
Meeting	Meeting Type	Calavita (52951)	Harris (52946)	Leftwich (52881)	Moore (52849)	Wilson (54365)	Blackaby (54479)	Cayetano (54495)	Moses (54766)	
01-05-2024 Off-Duty Conduct Subcommittee	Subcommittee	\$ -	\$ 20.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 20.00	\$ -
01-10-2024 PAB Regular Meeting	Regular or Special Meeting	\$ 110.00	\$ 110.00	\$ 110.00	\$ 110.00	\$ 110.00	\$ 110.00	\$ 110.00	\$ 110.00	\$ 110.00
01-24-2024 PAB Regular Meeting	Regular or Special Meeting	\$ 110.00	\$ 110.00	\$ 110.00	\$ 110.00	\$ 110.00	\$ 110.00	\$ 110.00	\$ 110.00	\$ 110.00
Total for January		\$ 220.00	\$ 240.00	\$ 220.00	\$ 220.00	\$ 220.00	\$ 220.00	\$ 220.00	\$ 240.00	\$ 220.00
02-01-2024 Commendations Subcommittee	Subcommittee	\$ -	\$ 20.00	\$ -	\$ 20.00	\$ -	\$ -	\$ 20.00	\$ -	\$ -
02-05-2024 Lexipol Policy Subcommittee	Subcommittee	\$ -	\$ -	\$ 20.00	\$ -	\$ -	\$ -	\$ -	\$ 20.00	\$ 20.00
02-05-2024 Conflict of Interest Subcommittee	Subcommittee	\$ -	\$ 20.00	\$ 20.00	\$ -	\$ 20.00	\$ -	\$ -	\$ -	\$ -
02-06-2024 Lexipol Policy Subcommittee	Subcommittee	\$ -	\$ -	\$ 20.00	\$ -	\$ -	\$ -	\$ -	\$ 20.00	\$ 20.00
02-07-2024 Body-Worn Camera Subcommittee	Subcommittee	\$ -	\$ 20.00	\$ 20.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
02-07-2024 PAB Regular Meeting	Regular or Special Meeting	\$ 110.00	\$ 110.00	\$ 110.00	\$ -	\$ 110.00	\$ 110.00	\$ 110.00	\$ 110.00	\$ 110.00
02-27-2024 Lexipol Policy Subcommittee	Subcommittee	\$ -	\$ -	\$ 20.00	\$ -	\$ -	\$ -	\$ -	\$ 20.00	\$ 20.00
02-28-2024 PAB Regular Meeting	Regular or Special Meeting	\$ 110.00	\$ 110.00	\$ 110.00	\$ 110.00	\$ 110.00	\$ 110.00	\$ 110.00	\$ 110.00	\$ 110.00
Total for February		\$ 220.00	\$ 280.00	\$ 320.00	\$ 130.00	\$ 240.00	\$ 240.00	\$ 280.00	\$ 280.00	\$ 280.00
03-01-2024 Off-Duty Conduct	Subcommittee	\$ -	\$ 20.00	\$ -	\$ -	\$ -	\$ -	\$ 20.00	\$ -	\$ -
03-02-2024 Strategic Planning Session (Retreat)	Regular or Special Meeting	\$ 110.00	\$ -	\$ 110.00	\$ -	\$ 110.00	\$ 110.00	\$ 110.00	\$ 110.00	\$ 110.00
03-04-2024 Body-Worn Camera Subcommittee	Subcommittee	\$ -	\$ -	\$ 20.00	\$ -	\$ -	\$ -	\$ 20.00	\$ -	\$ -
03-11-2024 Lexipol Policy Subcommittee	Subcommittee	\$ -	\$ -	\$ 20.00	\$ -	\$ -	\$ -	\$ 20.00	\$ 20.00	\$ 20.00
03-13-2024 PAB Regular Meeting	Regular or Special Meeting	\$ 110.00	\$ -	\$ 110.00	\$ 110.00	\$ -	\$ 110.00	\$ 110.00	\$ 110.00	\$ 110.00
03-20-2024 FIP Subcommittee Meeting	Subcommittee	\$ 20.00	\$ -	\$ -	\$ -	\$ 20.00	\$ -	\$ -	\$ -	\$ -
03-27-2024 PAB Regular Meeting	Regular or Special Meeting	\$ 110.00	\$ 110.00	\$ 110.00	\$ 110.00	\$ 110.00	\$ 110.00	\$ 110.00	\$ -	\$ 110.00
Total for March		\$ 350.00	\$ 130.00	\$ 370.00	\$ 220.00	\$ 240.00	\$ 330.00	\$ 280.00	\$ 350.00	\$ 350.00
Grand Total	<i>Values adjusted to \$300.00 monthly cap.</i>	\$ 740.00	\$ 650.00	\$ 820.00	\$ 570.00	\$ 700.00	\$ 760.00	\$ 800.00	\$ 800.00	\$ 800.00

Governing Authority
 City Charter Section 11(a): Each Board member is entitled to receive a stipend of \$110 for each regular/special Board meeting attended, and \$20 per hour for each hour of training attended as provided in Section 12 and each subcommittee meeting attended as a member of a subcommittee. **Excluding participation in trainings, the total stipend paid may not exceed \$300 per month per Board member.**

Reporting Period		Apr - Jun 2024							
Meeting	Meeting Type	Calavita (\$2951)	Leftwich (\$2881)	Moore (\$3249)	Wilson (\$4365)	Blackaby (\$4479)	Cayetano (\$4489)	Mozes (\$4766)	
4/17/2024 Regular Meeting	Regular	\$ -	\$ 110.00	\$ 110.00	\$ 110.00	\$ 110.00	\$ 110.00	\$ 110.00	
4/24/2024 Special Meeting	Special	\$ 110.00	\$ 110.00	\$ 110.00	\$ 110.00	\$ 110.00	\$ 110.00	\$ 110.00	
4/3/2024 PAB Policy Review Subcommittee	Subcommittee		\$ 20.00	\$ -	\$ -	\$ -	\$ 20.00	\$ 20.00	
4/8/2024 PAB Policy Review Subcommittee	Subcommittee	\$ -	\$ 20.00	\$ -	\$ -	\$ -	\$ 20.00	\$ 20.00	
4/18/2024 PAB Policy Review Subcommittee	Subcommittee	\$ -	\$ 20.00	\$ -	\$ -	\$ -	\$ 20.00	\$ 20.00	
4/25/2024 PAB Policy Review Subcommittee	Subcommittee	\$ -	\$ 20.00	\$ -	\$ -	\$ -	\$ 20.00	\$ 20.00	
Total for April		\$ 110.00	\$ 300.00	\$ 220.00	\$ 220.00	\$ 220.00	\$ 300.00	\$ 300.00	
5/8/2024 Regular Meeting	Regular	\$ 110.00	\$ 110.00	\$ 110.00	\$ 110.00	\$ 110.00	\$ 110.00	\$ 110.00	
5/22/2024 Regular Meeting	Regular	\$ 110.00	\$ 110.00	\$ 110.00	\$ 110.00	\$ 110.00	\$ 110.00	\$ 110.00	
5/1/2024 PAB Policy Review Subcommittee	Subcommittee	\$ -	\$ 20.00	\$ -	\$ -	\$ -	\$ 20.00	\$ 20.00	
5/15/2024 PAB Policy Review Subcommittee	Subcommittee	\$ -	\$ 20.00	\$ -	\$ -	\$ -	\$ 20.00	\$ 20.00	
5/23/2024 PAB Policy Review Subcommittee	Subcommittee		\$ 20.00	\$ -	\$ -	\$ -	\$ 20.00	\$ 20.00	
5/30/2024 PAB Policy Review Subcommittee	Subcommittee	\$ -	\$ 20.00	\$ -	\$ -	\$ -	\$ 20.00	\$ 20.00	
Total for May		\$ 220.00	\$ 300.00	\$ 220.00	\$ 220.00	\$ 220.00	\$ 300.00	\$ 280.00	
6/5/2024 Regular Meeting	Regular	\$ 110.00	\$ 110.00	\$ -	\$ 110.00	\$ 110.00	\$ 110.00	\$ 110.00	
6/26/2024 Regular Meeting	Regular	\$ -	\$ 110.00	\$ 110.00	\$ 110.00	\$ -	\$ 110.00	\$ -	
6/5/2024 PAB Policy Review Subcommittee	Subcommittee	\$ -	\$ 20.00	\$ -	\$ -	\$ -	\$ 20.00	\$ -	
6/17/2024 PAB Policy Review Subcommittee	Subcommittee	\$ -	\$ 20.00	\$ -	\$ -	\$ -	\$ 20.00	\$ -	
6/27/2024 PAB Policy Review Subcommittee	Subcommittee	\$ -	\$ 20.00	\$ -	\$ -	\$ -	\$ 20.00	\$ -	
Total for June		\$ 110.00	\$ 280.00	\$ 110.00	\$ 220.00	\$ 110.00	\$ 280.00	\$ 110.00	
Grand Total	<i>Values adjusted to \$300.00 monthly cap.</i>	\$ 440.00	\$ 880.00	\$ 550.00	\$ 660.00	\$ 550.00	\$ 880.00	\$ 690.00	

Governing Authority
 City Charter Section 11(a): Each Board member is entitled to receive a stipend of \$110 for each regular/special Board meeting attended, and \$20 per hour for each hour of training attended as provided in Section 12 and each subcommittee meeting attended as a member of a subcommittee. *Excluding participation in trainings, the total stipend paid may not exceed \$300 per month per Board member.*

Reporting Period		July - September 2024								
Meeting	Meeting Type	Calavita (52951)	Lefwich (52881)	Moore (52849)	Wilson (54865)	Blackaby (54479)	Cayetano (54485)	Moses (54769)	Williams (55174)	
Wednesday, July 10, 2024	Regular	\$ 110.00	\$ 110.00	\$ 110.00	\$ 110.00	\$ 110.00	\$ 110.00	\$ 110.00	\$ 110.00	
Wednesday, July 24, 2024	Regular	\$ 110.00	\$ 110.00	\$ 110.00	\$ 110.00	\$ 110.00	\$ 110.00	\$ -	\$ 110.00	
Monday, July 8, 2024	PAB Policy Subcommittee	\$ -	\$ 20.00	\$ -	\$ -	\$ -	\$ -	\$ 20.00	\$ -	
Wednesday, July 10, 2024	PAB Policy Subcommittee	\$ -	\$ 20.00	\$ -	\$ -	\$ -	\$ -	\$ 20.00	\$ -	
		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
Total for July		\$ 220.00	\$ 260.00	\$ 220.00	\$ 220.00	\$ 220.00	\$ 220.00	\$ 150.00	\$ 110.00	
No Meetings		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
Total for August		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
Wednesday, September 11, 2024		\$ 110.00	\$ 110.00	\$ 110.00	\$ 110.00	\$ 110.00	\$ 110.00	\$ 110.00	\$ 110.00	
Wednesday, September 25, 2024		\$ 110.00	\$ 110.00	\$ 110.00	\$ 110.00	\$ 110.00	\$ 110.00	\$ 110.00	\$ 110.00	
		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
Total for September		\$ 220.00	\$ 220.00	\$ 220.00	\$ 110.00	\$ 220.00	\$ 220.00	\$ 220.00	\$ 110.00	
Grand Total	<i>Values adjusted to \$300.00 monthly cap, if applicable.</i>	\$ 440.00	\$ 480.00	\$ 440.00	\$ 330.00	\$ 440.00	\$ 370.00	\$ -	\$ 220.00	

Governing Authority
 City Charter Section 11(a): Each Board member is entitled to receive a stipend of \$110 for each regular/special Board meeting attended, and \$20 per hour for each hour of training attended as provided in Section 12 and each subcommittee meeting attended as a member of a subcommittee. **Excluding participation in trainings, the total stipend paid may not exceed \$300 per month per Board member.**

Reporting Period		October - February 2025								
Meeting	Meeting Type	Calawita (\$2951)	Lefwich (\$2891)	Moore (\$2849)	Wilson (\$4385)	Blackaby (\$4479)	Cayetano (\$4485)	Mores (\$4766)	Williams (\$5174)	
Wednesday, October 9, 2024	Regular	\$ 110.00	\$ 110.00	\$ 110.00	\$ 110.00	\$ 110.00	\$ 110.00	\$ 110.00	\$ 110.00	\$ 110.00
Wednesday, October 30, 2024	Regular	\$ 110.00	\$ 110.00	\$ 110.00	\$ 110.00	\$ 110.00	\$ 110.00	\$ 110.00	\$ 110.00	\$ 110.00
Wednesday, October 9, 2024	Policy Review Subcommittee	\$ -	\$ 20.00	\$ -	\$ -	\$ -	\$ 20.00	\$ -	\$ -	\$ -
Tuesday, October 22, 2024	Policy Review Subcommittee	\$ -	\$ 20.00	\$ -	\$ -	\$ -	\$ 20.00	\$ -	\$ -	\$ -
Thursday, October 24, 2024	Policy Review Subcommittee	\$ -	\$ 20.00	\$ -	\$ -	\$ -	\$ 20.00	\$ -	\$ -	\$ -
Total for Oct		\$ 220.00	\$ 280.00	\$ 220.00	\$ 220.00	\$ 220.00	\$ 280.00	\$ 220.00	\$ 220.00	\$ 220.00
Wednesday, November 13, 2024	Regular	\$ 110.00	\$ 110.00	\$ 110.00	\$ 110.00	\$ 110.00	\$ 110.00	\$ 110.00	\$ 110.00	\$ 110.00
Thursday, November 21, 2024	Policy Review Subcommittee	\$ -	\$ 20.00	\$ -	\$ -	\$ -	\$ 20.00	\$ -	\$ -	\$ -
Tuesday, November 26, 2024	Policy Review Subcommittee	\$ -	\$ 20.00	\$ -	\$ -	\$ -	\$ 20.00	\$ -	\$ -	\$ -
Total for Nov		\$ 110.00	\$ 150.00	\$ 110.00	\$ 110.00	\$ 110.00	\$ 150.00	\$ 110.00	\$ 110.00	\$ 110.00
Wednesday, December 11, 2024	Regular	\$ 110.00	\$ 110.00	\$ 110.00	\$ -	\$ -	\$ 110.00	\$ -	\$ 110.00	\$ 110.00
Tuesday, December 3, 2024	Policy Review Subcommittee	\$ -	\$ 20.00	\$ -	\$ -	\$ -	\$ 20.00	\$ -	\$ -	\$ -
Total for Dec		\$ 110.00	\$ 130.00	\$ 110.00	\$ -	\$ -	\$ 130.00	\$ -	\$ 110.00	\$ 110.00
Wednesday, January 8, 2025	Regular	\$ 110.00	\$ 110.00	\$ 110.00	\$ 110.00	\$ -	\$ 110.00	\$ 110.00	\$ -	\$ -
Wednesday, January 22, 2025	Regular	\$ -	\$ 110.00	\$ 110.00	\$ 110.00	\$ -	\$ 110.00	\$ 110.00	\$ 110.00	\$ 110.00
Total for Jan 2025		\$ 110.00	\$ 220.00	\$ 220.00	\$ 220.00	\$ -	\$ 220.00	\$ 220.00	\$ 220.00	\$ 110.00
Wednesday, February 5, 2025	Regular	\$ 110.00	\$ 110.00	\$ -	\$ 110.00	\$ -	\$ 110.00	\$ 110.00	\$ 110.00	\$ -
Saturday, February 1, 2025	Special	\$ -	\$ 110.00	\$ -	\$ 110.00	\$ -	\$ 110.00	\$ -	\$ 110.00	\$ 110.00
Wednesday, February 19, 2025	Regular	\$ 110.00	\$ 110.00	\$ -	\$ 110.00	\$ -	\$ 110.00	\$ -	\$ 110.00	\$ -
Tuesday, February 11, 2025	Policy Review Subcommittee	\$ -	\$ 20.00	\$ -	\$ -	\$ -	\$ 20.00	\$ -	\$ -	\$ -
Total for Feb 2025		\$ 220.00	\$ 350.00	\$ -	\$ 330.00	\$ -	\$ 350.00	\$ 110.00	\$ 110.00	\$ 110.00
CAP Adjustment for Feb 2025			\$ 300.00		\$ 300.00		\$ 300.00			
Grand Total		\$ 770.00	\$ 1,080.00	\$ 660.00	\$ 850.00	\$ 330.00	\$ 1,080.00	\$ 660.00	\$ 660.00	\$ 660.00

Governing Authority
 City Charter Section 11(a): Each Board member is entitled to receive a stipend of \$110 for each regular/special Board meeting attended, and \$20 per hour for each hour of training attended as provided in Section 12 and each subcommittee meeting attended as a member of a subcommittee. **Excluding participation in trainings, the total stipend paid may not exceed \$300 per month per Board member.**

Fund #	Fund Name	Department	Recommended Carryover	Recommended Adjustment	Description/Project name	Budget Mod #	Updated? (Y or N)	To Budget Code	Mandated by Law	Authorized by Council	City Manager Request	Comments/Justification
011	General Fund	Office of the Director of Police Accountability	20,000		New Office Furniture (1X Expense)			011-14-000-000-0000-000-412-various-		X		Need to obtain quote based on approved office location space.
011	General Fund	Office of the Director of Police Accountability	20,000		New Office IT Reconfiguration (1X)			011-14-000-000-0000-000-412-various-		X		Carryover funding to pay for ODPAs IT reconfiguration for their new office
011	General Fund	Office of the Director of Police Accountability	20,000		New Office A/V and misc. cost			011-14-000-000-0000-000-412-various-		X		Tenant Improvement cost (AV)
011	General Fund	Office of the Director of Police Accountability	32,076		Stand-alone Website + social media program launch			011-14-000-000-0000-000-412-various-		X		Stakeholder engagement- 125(14)(m)
011	General Fund	Office of the Director of Police Accountability	58,118		VIRTRA-Virtual training simulator (1X Expense)			011-14-000-000-0000-000-412-various-		X		Training and maintaining confidentiality- 125(14)(m)
011	General Fund	Office of the Director of Police Accountability	12,000		PAB Committee + Training Stipends Adjustments			011-14-000-000-0000-000-412-various-		X		Board Member Stipends 125(11)(a)
011	General Fund	Office of the Director of Police Accountability	25,071		Outreach (Promotional materials)			011-14-000-000-0000-000-412-various-		X		Stakeholder engagement- 125(14)(m)
011	General Fund	Office of the Director of Police Accountability	24,250		Outreach (Community Engagement Meetings)			011-14-000-000-0000-000-412-various-		X		Stakeholder engagement- 125(14)(m)
011	General Fund	Office of the Director of Police Accountability	25,000		Public Safety Pulse Survey			011-14-000-000-0000-000-412-various-		X		Stakeholder engagement- 125(14)(m)
		Office of the Director of Police Accountability Total	236,516	-								



2025

PAB WORKPLAN

Police Accountability Board

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Mission Statement

“The purpose of the Police Accountability Board is to promote public trust through independent, objective, civilian oversight of the Berkeley Police Department, provide community participation in setting and reviewing Police Department policies, practices, and procedures, and to provide a means for prompt, impartial and fair investigation of complaints brought by members of the public against sworn employees of the Berkeley Police Department” (Berkeley City Charter Section 125(1)).

Guiding Authorities

The Police Accountability Board’s (PAB) work plan is guided by Berkeley City Charter Section 125¹, ordinances enacted by City Council², the City of Berkeley’s Commissioner’s Manual³, and the PAB’s adopted standing rules. These authorities define the PAB’s responsibilities, establish its procedural framework, and ensure alignment with city policies to promote effective civilian oversight of law enforcement.

Recurring Mandates

The Police Accountability Board has annual mandatory responsibilities outlined in the City Charter and the Berkeley Municipal Code.

Charter Powers and Duties

The mandatory provisions for the PAB in the City Charter deal with the composition and procedures of the PAB. Many of the provisions deal with the requirements of individual board members such as the training requirement or term limits. The active actions the PAB, as a whole, is required to take in the City Charter are:

- approve the annual report from the DPA as outlined in the Charter (Berkeley City Charter Section 125(16)(c));
- reviewing and making recommendations on newly adopted policies submitted by the Chief of Police (Berkeley City Charter Section 125(17)(a));

¹ Berkeley City Charter Section 125: <https://berkeley.municipal.codes/Charter/125>

² Currently, Berkeley Municipal Code 2.99 and 2.100 assign the PAB with additional reviews not listed in the charter: <https://berkeley.municipal.codes/>

³ City of Berkeley’s Commissioner’s Manual: <https://berkeleyca.gov/sites/default/files/2022-03/Commissioners-Manual.pdf>

- adopt regulations for handling complaints filed with the DPA (Berkeley City Charter Section 125(18));
- consult with the City Manager for the hiring of a new Chief of Police during a vacancy (Berkeley City Charter Section 125(22));
- receiving information on any agreed contracts adopted by the City Council related to the PAB's work (Berkeley City Charter Section 125(25));
- creating a regular commendation program for sworn employees of the BPD (Berkeley City Charter Section 125(26)); and
- conducting a review of its internal processes every two years (Berkeley City Charter Section 125(28)).

The City Charter also puts mandatory limits of the PAB's power. The PAB is unable to limit the City Council, Chief of Police, or City Manager's authority derived from other provisions of the City Charter to act on policing matters. The PAB does not have the authority to supplant the authority of the City Manager or Chief of Police.

Requirements Under the Berkeley Municipal Code

According to Chapter 2.99 of the Berkeley Municipal Code, the PAB plays a role in reviewing the city's use of surveillance technology by:

- **Reviewing Surveillance Use Policy:** The City Manager must present a Surveillance Use Policy and report for each new surveillance technology to the PAB before it goes to the City Council for approval. ([Section 2.99.030\(2\)](#))
- **Providing Recommendations:** The PAB can then vote to recommend approval of the policy, object to it, suggest modifications, or take no action. However, their decision is not binding, and the City Council can still proceed with adopting the policy. ([Section 2.99.030\(2\)](#))

The Berkeley Municipal Code Chapter 2.100, titled "Police Equipment and Community Safety Ordinance," establishes the PAB's role in regulating the acquisition and use of "Controlled Equipment" by the police department. Here's how the PAB is involved:

- **Review and Recommendation:** Before the City Council approves the acquisition or use of any Controlled Equipment, the Police Department must submit a **Controlled Equipment Impact Report** and a **Controlled Equipment Use Policy** to the PAB for review and recommendation. ([Section 2.100.040\(A\)](#))
- **Specific Requirements:** The PAB is tasked with reviewing the proposed equipment and policy based on specific criteria, including:
 - Potential impact on the community, particularly on protected groups. ([Section 2.100.050\(A\)\(2\)\(a\)](#))
 - Whether alternative equipment or de-escalation tactics could achieve the same goal. ([Section 2.100.050\(A\)\(2\)\(b\)](#))
 - Consistency with the City's values and community policing principles. ([Section 2.100.050\(A\)\(2\)\(c\)](#))
- **Recommendation Outcome:** The PAB then issues a written recommendation to the City Council, which can be approval, disapproval, or suggestions for modification. However, the City Council has the final say on whether to approve the acquisition or use of the Controlled Equipment. ([Section 2.100.040\(A\)](#))

PAB Objectives for 2025

On February 1, 2025, the PAB held a strategic planning session at the Office of the Director of Police Accountability (ODPA). During the retreat, the Board reviewed its key strategic goals and priorities, identifying the following objectives for 2025:

<i>No.</i>	Objectives	Charter Section
1	Achieve full PAB staffing and enhance community participation through strengthened stakeholder engagement.	125(5)(a)
2	Oversee the effective implementation of the Early Intervention System (EIS).	125(17)(a)
3	Finalize an updated operations manual that aligns with the PAB’s operational needs.	125(3)(a)(6)
4	Catalog and prioritize pending policy reviews before the PAB.	125(17)(a)
5	Expand the PAB’s academic network to strengthen research capabilities and overall work product.	125(3)(a)(1)
6	Complete the review of the PAB's regulations for investigating personnel complaints.	125(18)(a)

2025 PAB Meeting Calendar

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