

2024 Annual Report

This report is being presented to the Berkeley City Council on November 18, 2025, in accordance with Section 125(16) of the Berkeley City Charter.



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PURPOSE OF THE PAB & ODPA

Purpose of the PAB

“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 §125(1)

Purpose of the ODPA

“The purpose of the Director of Police Accountability is to investigate complaints filed against sworn employees of the Berkeley Police Department, to reach an independent finding as to the facts and recommend corrective action where warranted. The Director of Police Accountability may also serve as the Secretary to the Police Accountability Board and assist the Board in carrying out its duties.”
– Berkeley City Charter §125(1)“

PAB Powers and Duties

Charter	Under Charter Section 125(3)(a)(1)–(7), the PAB is vested with several powers and duties.
Advise and recommend on	Advise and recommend on BPD operations, including policies, practices, and procedures (125(3)(a)(1))
Review and recommend	Review and recommend approval of all mutual-aid, information-sharing, and interagency agreements or policies (125(3)(a)(2))
Receive and consider	Receive and consider DPA findings on public complaints and recommend discipline for sustained misconduct (125(3)(a)(3))
Participate in	Participate in the hiring process for the Chief of Police (125(3)(a)(4))
Access	Access City records, compel employee attendance, and use subpoena power as needed (125(3)(a)(5))
Adopt	Adopt rules and regulations necessary to conduct Board business (125(3)(a)(6))
Exercise	Exercise additional powers and duties assigned by City Council ordinance (125(3)(a)(7))

ODPA Powers and Duties

Under Charter Section 125(14)(a) – (m), the ODPA is vested with several powers and duties, including but not limited to:

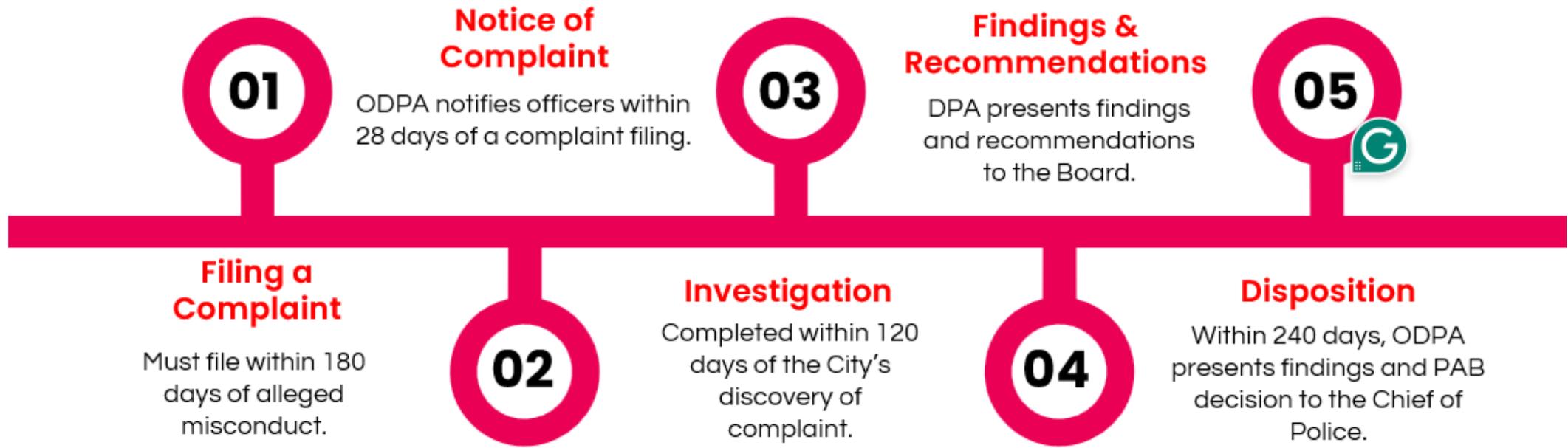
“The Director of Police Accountability shall carry out the work of the Board as described herein, which may include the day-to-day operations of the Board office and staff, and performance appraisals and discipline of all subordinate employees of the Board.” (125(14)(b))

“In addition to the duties prescribed, upon receipt of a complaint by the Police Accountability Board, the Director of Police Accountability shall ensure a timely, thorough, complete, objective and fair investigation into the complaint.” (125(14)(f))

“The Director of Police Accountability shall meet periodically with stakeholders, including but not limited to employee organizations representing officers, organizations promoting civil rights and liberties, and organizations representing communities of color, and solicit from them input regarding the work of the Police Accountability Board and the Office of the Director of Police Accountability.” (125(14)(m))

INVESTIGATIVE PROCESSES, PROCEDURES, AND COMPLAINT DATA





Investigative Process and Procedure

COMPLAINTS
RECEIVED
AND
INVESTIGATED
IN 2024

53

Complaints Received

459

Allegations Investigated

51

Complaints Closed

OVERVIEW OF COMPLAINT AGREEMENT BETWEEN PAB-ODPA & BPD/ CITY MANAGER

Number of Allegations Reviewed	Number of Allegations Sustained by PAB	Number of Allegations Sustained by Chief	Agreement Rate Between Chief and PAB
97	6	1	16.67%

Number of Allegations Submitted to City Manager	Number of Allegations Sustained by City Manager	Agreement Rate Between City Manager and PAB
7	3	42.86%

Sources: BPD Internal Affairs & ODPA Complaint Data

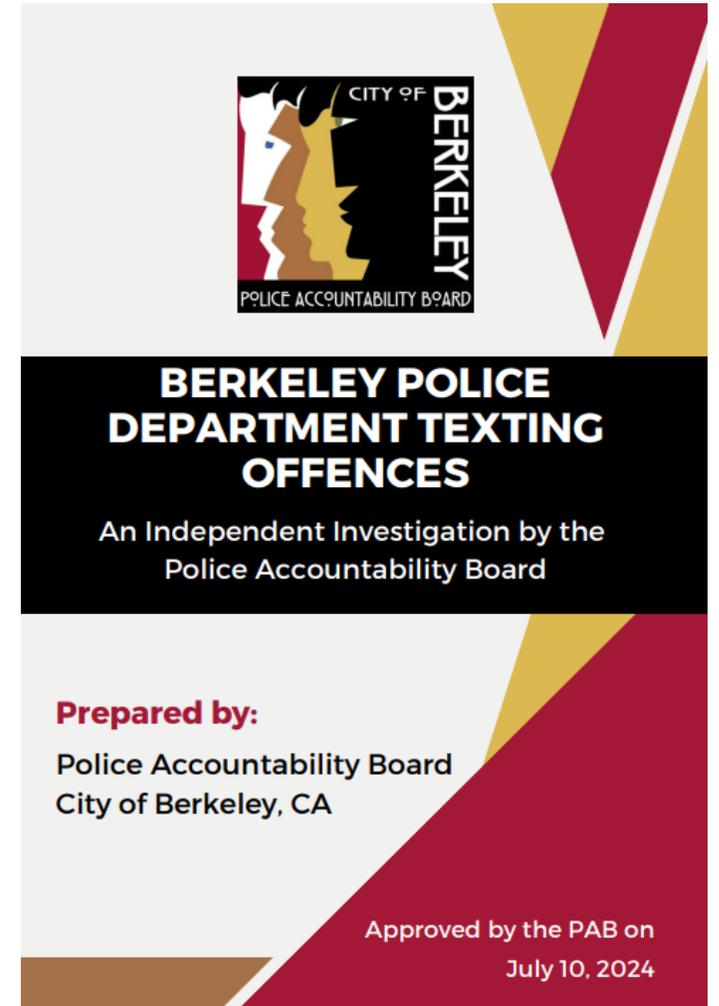
OVERVIEW OF THE PAB'S POLICY, PRACTICES, PROCEDURES WORK

SUBCOMMITTEE NAME	PURPOSE	BOARD MEMBERS*	STATUS OF COMMITTEE AS OF 12/31/2024
Regulations	Serve as the PAB's liaison in the meet-and-confer process to develop permanent PAB-ODPA regulations for handling complaints against sworn officers.	Kitty Calavita, Juliet Leftwich	Active
Fair & Impartial Policing Implementation	Monitor and assess BPD's implementation of the City Council's Fair and Impartial Policing initiatives.	Kitty Calavita Leah Wilson	Active
Surveillance Technology Policy	Review BPD's surveillance technology acquisition reports in accordance with BMC 2.99.030(2).	Kitty Calavita John Moore	Active
Policies and Practices Relating to the Downtown Task Force and Bike Unit Allegations	Review BPD policies, practices, and procedures related to the Downtown Task Force and Bike Unit inappropriate text messages allegations.	Kitty Calavita John Moore	Active
Body-Worn Camera Policy	Review BPD Policy 425 and Policy 1300 regarding the use and oversight of body-worn cameras.	Joshua Cayetano Juliet Leftwich	Active
Conflict of Interest	Explore legal questions concerning potential conflicts of interest arising from the PAB and BPD both being represented by the City Attorney's Office.	Juliet Leftwich Leah Wilson	Active

SUBCOMMITTEE NAME	PURPOSE	BOARD MEMBERS	STATUS OF COMMITTEE AS OF 12/31/2024
Policy Reviews	Oversee the conversion of general orders to Lexipol-format policies, updates to BPD policies, and other reviews requested by the PAB.	Joshua Cayetano Juliet Leftwich Alexander Mozes	Active
Budget & Metrics	Analyze the budgets of the PAB and BPD and develops metrics to assess desired outcomes.	Joshua Cayetano Leah Wilson	Active
Outreach & Engagement	Develop the PAB-ODPA outreach and engagement strategy and reviews commendations.	John Moore Alexander Mozes	Active
Off-Duty Conduct	Review BPD Policy 344 concerning off-duty law enforcement actions.	Joshua Cayetano Juliet Leftwich	Active
Operations & Processes	Assess ODPA-PAB operations and processes to ensure efficient execution of their work.	Alexander Mozes Leah Wilson	Active
BPD Policies 1010 & 1034	Review BPD Policy 2020 and 1034 concerning the procedures for reviewing personnel complaints.	John Moore David Williams	Active
2024 Strategic Planning Retreat	Plan the PAB's 2024 Strategic Planning Retreat	Juliet Leftwich Alexander Mozes	Dissolved.

Berkeley Police Department Texting Offences Report

- In March 2024, PAB voted to subpoena the City for access to records stemming from the text message scandal.
- July 10, 2024, the Downtown Task Force Report was unanimously approved by the PAB.
- On April 15, 2025, City Council issued a Resolution "condemn[ing] any and all racism and misconduct, affirm[ing] the City Council's opposition to arrest quotas, and ask[ing] the California Legislature to extend the prohibition on arrest quotas, which are currently limited to the California Vehicle Code."



Fair and Impartial Policing Report

- Fair and Impartial Policing Report approved by the PAB on April 24, 2024.
 - Black Berkeley residents were 6.55 times as likely to be stopped as White Berkeley residents
 - Black individuals were 10.5 times as likely to be searched as White individuals
- BPD implemented a number of strategies around traffic enforcement designed to improve equity in stop outcomes.
 - Council should measure the effectiveness of BPD's three-pronged approach.
- Council affirmed implementation of a reinvigorated Early Intervention System



2024

Police Accountability Board Report
Fair and Impartial Policing
Implementation



Approved* by the Police Accountability Board
April 24, 2024

*(6 Aye Votes and 1 Nay Vote)

Meeting Link:
<https://tinyurl.com/PAB-FIP-Report>

Regulations Negotiations in 2024

- April 2023: PAB unanimously passes final draft regulations
- June - November 2023: PAB and BPA meet-and-confer through first labor negotiator.
- March 2024: The City retains a second labor negotiator and extensive internal City stakeholder negotiations begin.
- March 2024 - Present: internal City stakeholder negotiations continue.

Other Subcommittee Work

Policy Subcommittee

- Met for nine (9) months with BPD representatives to revise BPD 307 "Vehicle Pursuits"
 - BPD formally issued a revised Vehicle Pursuit Policy in December 2024, incorporating many of the PAB's suggestions
 - PAB issued a recommendation to the City Manager to revise BPD policy governing "forcible pursuit intervention techniques"

Budget Subcommittee

Met with BPD, City Manager's Office, and Budget Director over the course of three months to discuss BPD budget

- Issued formal recommendations to Council in May 2024
- PAB recommended that BPD develop a strategic plan, operational metrics, and service-level goals to drive staffing decisions.
- PAB also recommended a more transparent budget process. 99% of BPD's baseline budget is not reviewed every fiscal year because the annual budget report focuses on new requests.

PAB & ODPA OUTREACH AND ENGAGEMENT ACTIVITIES





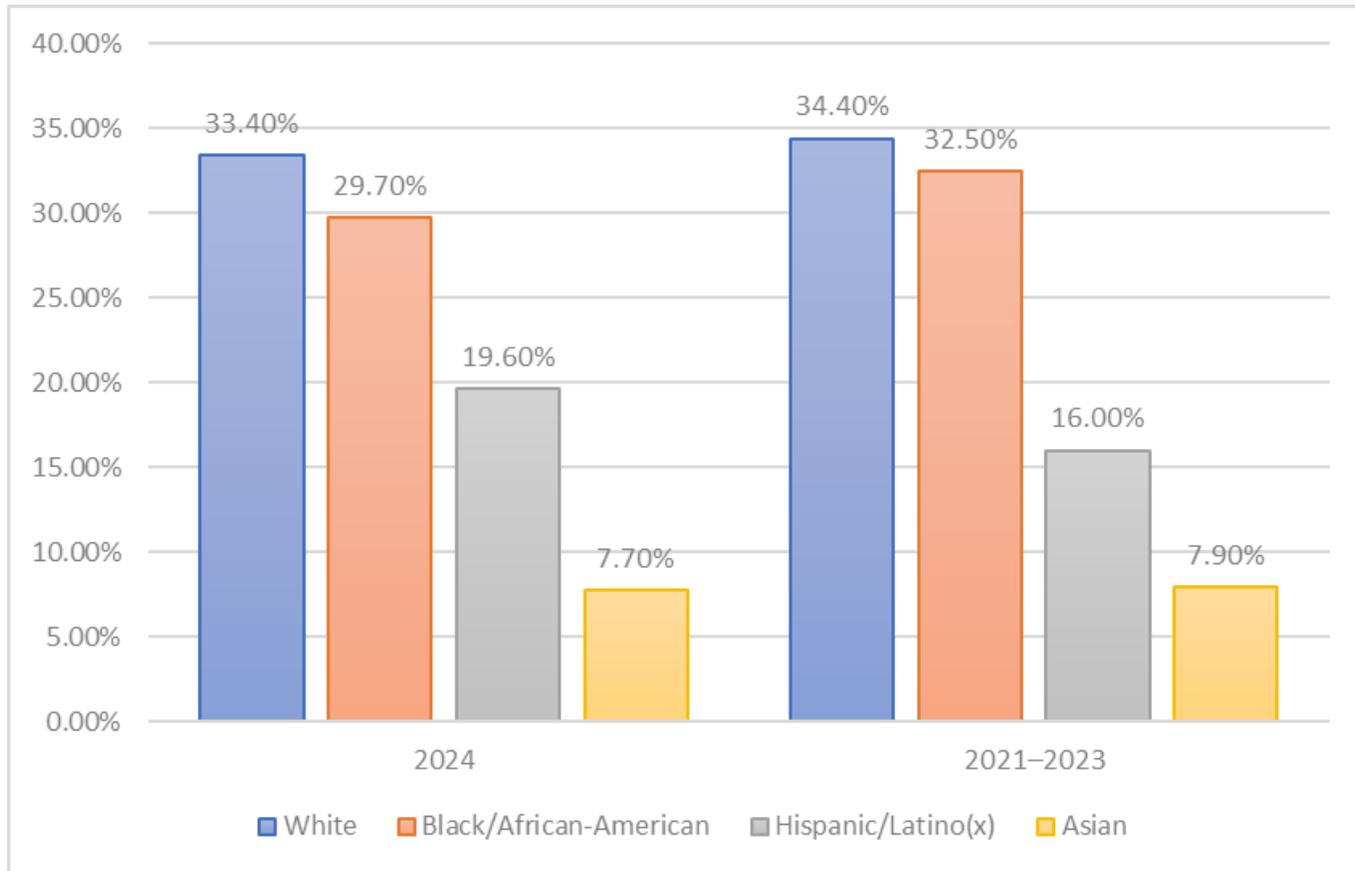
Community Engagement Highlights

- Celebrated 50 years of civilian oversight
- Hosted three public forums on BPD's Use of Force Policy
- Participation in key regional and national conferences
- Expanded trauma-informed outreach through therapy animal, Lucky, featured by POST for equity-focused training work

BPD TRENDS AND
PATTERNS IN
VEHICLE AND
PEDESTRIAN STOPS,
AND OTHER
ENFORCEMENT
ACTIVITIES



Racial Distribution of BPD Stops (2024 vs. Triennial Reporting)



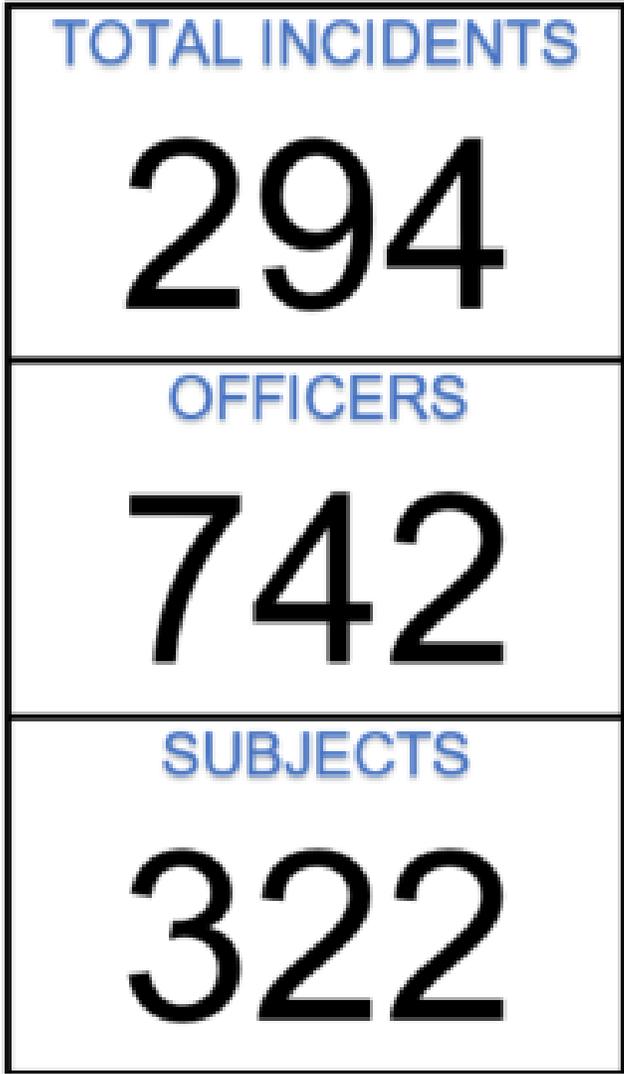
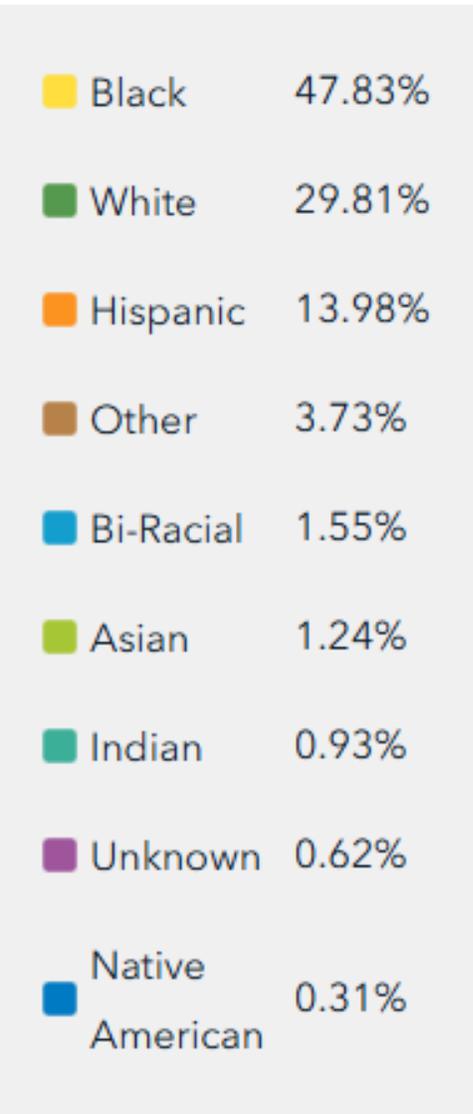
Stop Data Analysis Overview

- BPD conducted a total of 4,773 stops
- Racial disparities persisted
- Citations, arrests, and psychiatric holds consistent with prior years
- Stop locations concentrated around 1, 2, 3, and 4.

Use of Force Trends and Patterns

Of the 294 use-of-force incidents reported by BPD in 2024:

- Black individuals were involved in 154 incidents (47.83%)
- White individuals in 96 incidents (29.81%)
- Hispanic individuals in 45 incidents (13.98%)
- Asian, Bi-Racial, Native American, Indian, or Unknown: 16 incidents (5.44%)

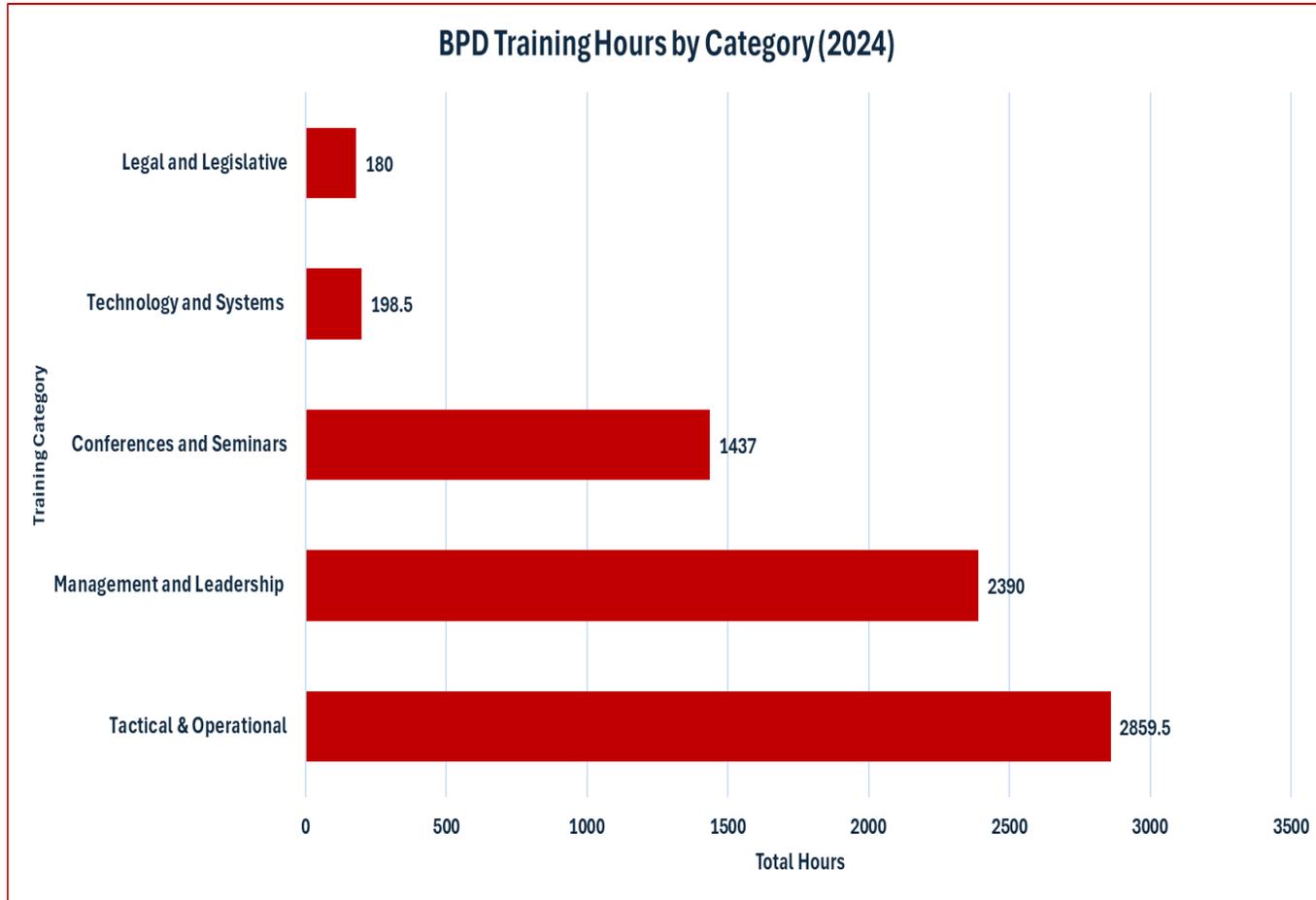


BPD Training

In calendar year 2024, Berkeley Police Department personnel completed a total of 7,065 hours of training.

Most frequent training topics included:

- Supervisory Skills – 2,228 hours
- Firearms Training – 728 hours
- Crisis Management and Response – 630 hours
- Specialized Equipment – 592 hours
- Traffic Enforcement – 556 hours
- Specialized Investigative Techniques – 438 Hours



THE PATH FORWARD: CHALLENGES AND RECOMMENDATIONS

PAB AND ODPA CHALLENGES

- In 2024, the PAB and ODPA faced several significant challenges that impacted the effective delivery of independent police oversight as envisioned by the Berkeley City Charter.
 - Incomplete implementation of charter initiatives
 - Disputes regarding the scope of authority
 - Operational constraints
 - Staffing and classification challenges
 - Infrastructure and IT delays

THE PATH FORWARD – PAB AND ODPA RECOMMENDATIONS

1. Finalize and adopt permanent oversight regulations
2. Address racial disparities in police stops and use of force
3. Enhance public engagement
4. Strengthen oversight of surveillance and specialized units
5. Support subcommittee engagement and policy reform capacity

ODPA RECOMMENDATIONS

Based on its independent observations and operational experience in 2024, the ODPA presents the following recommendations:

1. Establish oversight-specific civil service classifications
2. Enhance infrastructure and IT coordination for charter compliance
3. Adopt standardized complaint subcategorization and improve trend analysis
4. Ensure adequate resources for civilian oversight operations
5. Invest in youth engagement and inclusive outreach

Questions?

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Learn more about the PAB and ODPA at:

www.berkeleyca.gov/dpa