



Office of the City Manager

October 12, 2022

To: *DWR* Honorable Mayor and Members of the City Council

From: Dee Williams-Ridley, City Manager

Subject: Progress Update on Violence Intervention Initiative (Berkeley Ceasefire)

**BACKGROUND:**

On June 28, 2022, the City of Berkeley ratified a budget for FY 2023 & FY 2024 with an allocation of funds dedicated to addressing the increase in gun violence that the city of Berkeley has experienced in recent years. The budget item, titled “Ceasefire”, is predicated on prior discussions on potential community-based violence prevention strategies.

For purposes of the FY 23/FY 24 budget process, funding allocations were identified as follows:

- Full time Director: \$120,000-\$140,000
- Program Manager/Supervisor: \$80,000-90,000
- 5 Life Coaches: \$70,000 each for a total of \$350,000
- 3 Outreach Workers - \$62,000 each for a total of \$186,000
- Fringe (25%): \$190,250
- Gun Violence Problem Analysis: \$35,000

Based on the estimated costs of the positions noted above, a Ceasefire program will cost approximately \$1 million annually. We anticipate that the services provided by the various positions could be delivered by community-based organizations, with the exception of the Director position which would be a City staff position.

Community-based violence prevention strategies with trained and qualified life coaches invest in the community by building constructive relationships with mentors who have lived experience. The Berkeley Police Department recognizes that such programs by their very nature must deeply engage the community and empower those community members that already have meaningful ties to the community in need. The department will play a role in the successful implementation and success of violence intervention

initiatives by supporting the overall program efforts, collaborating and assisting where appropriate, and sharing data to inform engagement decisions.

#### PROGRESS TO DATE:

- Berkeley Police Department (BPD) has established an internal team to engage in the implementation process. The team is conducting preliminary analyses and connecting regularly with other early-phase stakeholders. The department continues to build out the Transparency Hub with data and analysis designed to support the Ceasefire process and inform our community of our efforts in this space. Soon, we will publish a dashboard that details information about shooting trends and other efforts to address gun violence.
- Council Member Taplin has coordinated two advisory group meetings inviting a number of community stakeholders and experts in violence reduction programs. These meetings included faith leaders and community-based organizations in our City. The meetings involved identifying current systems and other stakeholders who should be engaged in the process as well as discussions as to what strategies would work best in Berkeley.
- Developing an overall network in support of violence intervention and reduction is crucial to treating violence as a public health issue. To that end, BPD is actively exploring other resources and support for these programs. This involves reviewing and considering grant proposals and other funding sources for violence intervention approaches.
- This public health issue is developing an overall network in support of violence intervention and reduction.
- BPD will expand its partnership with UC Berkeley (currently we are working with data science students on a parallel project) to include a collaboration with the Goldman School of Public Policy to design a program evaluation plan including the definition of success metrics and independent analysis thereof.
- BPD currently engages with Ceasefire programs in surrounding cities and other violence prevention programs when there are Berkeley connections to crime in other jurisdictions.

The City Manager's Office will oversee the management of the community-based violence prevention strategies by way of an Assistant to the City Manager that will be responsible for the Reimagining Public Safety initiative. Recruitment for this position is planned to occur prior to the end of the year with recruitment for the remaining positions to occur in 2023. The City Manager's office is particularly well-placed to manage the program because of its pre-existing relationships with non-profit organizations in the community.

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NEXT STEPS:

Work is underway to develop City-specific and appropriate violence prevention strategies (Berkeley Ceasefire) with the goals of intervening in conflicts and reducing retaliation or escalation, and in a more general sense, diverting people away from the criminal justice system. Next steps include:

- BPD will continue to work with the City Manager's Office to identify who should lead on next steps and implementation to ensure that forward progress continues.
- BPD will conduct a preliminary analysis of gun violence in Berkeley.
- BPD will build automated data visualization tools for violence prevention program stakeholders to track relevant statistics through the duration of the program.
- BPD and the City Manager's office will identify a broader local stakeholder group to include faith-based, school and youth-focused community groups as well as county probation.

cc: Jennifer Louis, Interim Chief of Police  
Mark Numainville, City Clerk