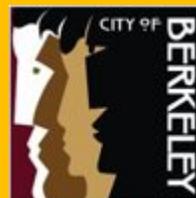


REIMAGINING PUBLIC SAFETY



Status Update and Report Out

City Manager's Office

Fall 2023

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EXECUTIVE SUMMARY

This section provides an overview of Berkeley's work towards Reimagining Public Safety, highlighting key milestones and the city's commitment to creating an equitable and effective model for all residents.

Introduction

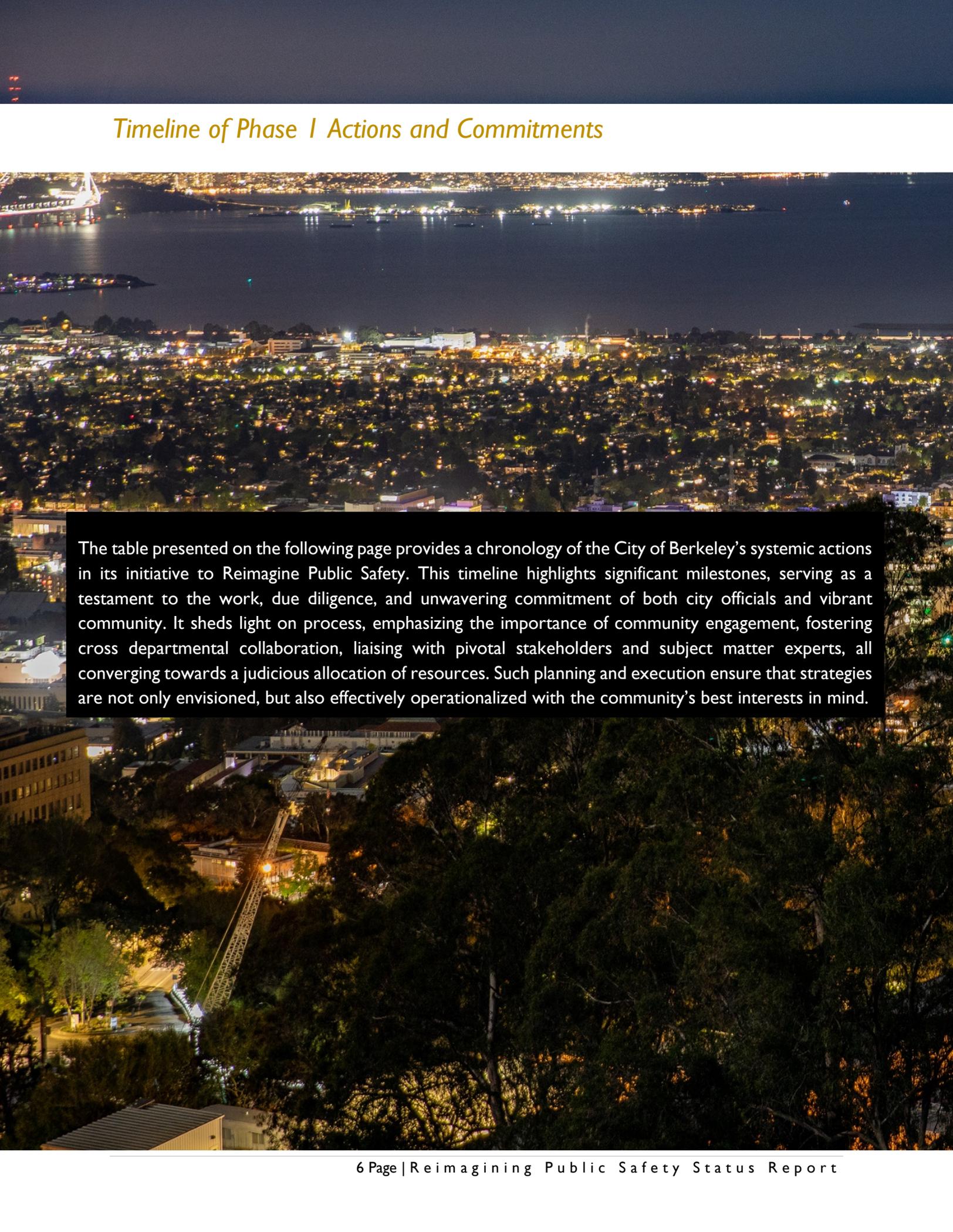
The dialogue surrounding public safety in the United States shifted in 2020. National events starkly highlighted that trust in law enforcement and public safety mechanisms had been deeply eroded for many, especially within marginalized communities. The tragic and unjust deaths of George Floyd, Breonna Taylor, and many others underscored the pressing need to address systemic inequities and to deeply reconsider the tenets of public safety. On June 6, 2020, over 7,000 Berkeley residents marched in the streets to call for transformative change in law enforcement. The City of Berkeley, aware of its role and responsibilities in this national context, promptly heeded this call for introspection and reform.

This report delineates the systematic and strategic steps -- grounded in equity, transparency, and community engagement -- taken by the City of Berkeley since 2020 to reimagine and recalibrate its approach to public safety.

As Berkeley progresses in its mission, the City remains committed to fashioning a public safety paradigm that is both reflective of community aspiration and is robustly equipped to address emergent challenges through holistic measures. With a blend of strategic financial investments, stakeholder collaboration, and a dedication to innovation, Berkeley is diligently working to set a standard for community-focused public safety.

This report and status update on Reimagining Public Safety underscores the City of Berkeley's dedication to serving its residents. It provides a comprehensive review of the City's progress and efforts thus far towards the Reimagining Public Safety initiative. The City remains determined to develop a comprehensive, fair, and inclusive approach to public safety that benefits every member of the community. The City remains committed to these efforts and will continue to collaborate with the community and engage with experts in the field towards designing and implementing a new public safety model that aligns with an expansive approach towards public safety, encompassing areas from traditional policing to mental health and crisis intervention, and disaster preparedness (e.g., managing climate change).

Timeline of Phase I Actions and Commitments



The table presented on the following page provides a chronology of the City of Berkeley's systemic actions in its initiative to Reimagine Public Safety. This timeline highlights significant milestones, serving as a testament to the work, due diligence, and unwavering commitment of both city officials and vibrant community. It sheds light on process, emphasizing the importance of community engagement, fostering cross departmental collaboration, liaising with pivotal stakeholders and subject matter experts, all converging towards a judicious allocation of resources. Such planning and execution ensure that strategies are not only envisioned, but also effectively operationalized with the community's best interests in mind.

Phase I: Community Process and Research

Date	Milestone Description	References
June 16, 2020	A rapid response to the evolving national dialogue was evidenced with the introduction of the “Urgency Item: Safety for All,” a directive that set the stage for the Omnibus motion, and comprehensive deliberations on public safety.	<ul style="list-style-type: none"> • Annotated Agenda
July 14, 2020	With the approval of the Omnibus motion, Berkeley signaled its intention to undertake substantive and meaningful reforms.	<ul style="list-style-type: none"> • See Action Calendar: Items 18a-18e • Annotated Agenda
December 15, 2020	Recognizing the need for expert input, a partnership and contract with the National Institute of Criminal Justice Reform (NICJR) was established.	<ul style="list-style-type: none"> • See Consent Calendar: Item 7 • Annotated Agenda
January 19, 2021	Institutionalizing community and stakeholder engagement, the Reimagining Public Safety Task Force was instituted, ensuring that diverse voices were actively included in the reimagining process.	<ul style="list-style-type: none"> • See Consent Calendar: Item 18 • Annotated Agenda
March 10, 2022	The culmination of research analysis, and community dialogue was manifested in the comprehensive reports from NICJR, the Task Force, and Specialized Care Unit (SCU).	<ul style="list-style-type: none"> • See Action Calendar: Item 1-2 • Annotated Agenda
April 21, 2022	A presentation by the City Manager’s Office served as a synthesis of the work done, offering an in-depth view of Berkeley’s roadmap and strategic vision.	<ul style="list-style-type: none"> • See Action Calendar: Item 1 • Annotated Agenda
May 5, 2022	<p>The Mayor presented a plan to the City Council from which a final framework was adopted:</p> <ol style="list-style-type: none"> 1. Allocating up to \$5.3 million for FY 2023-2024, aimed at reinforcing staff/consultant resources, and critical community investments to complete the Reimagining Public Safety Initiatives. 2. Prioritization of Phase I programmatic recommendations for the next two years (2022-2024). 3. A mandate for designing an innovative and comprehensive public safety agency or Department of Community Safety within the City of Berkeley administration, and return with recommendations to the City Council by May 2024 to align with the FY 2025-2026 Biennial Budget process. 4. Forward-looking plans for further reforms, designated for inclusion in the FY 2025-2026 Biennial Budget. 	<ul style="list-style-type: none"> • See Action Calendar: Item 1a-1c • Annotated Agenda
June 28, 2022	The Biennial Budget adoption was emblematic of Berkeley’s strategic foresight, weaving in financial judiciousness with transformative public safety objectives.	<ul style="list-style-type: none"> • See Action Calendar: Item 44 • Annotated Agenda

Progress Overview

Phase I

Community Process and Research

On July 14, 2020, in Resolution No. 69,501-N.S., City Council passed a package of items providing direction for the development of a new paradigm of public safety in Berkeley. As part of the items that were adopted, City Council adopted Item [18c](#) (“Referral to City Manager to Re-imagine Policing Approaches to Public Safety Using a Process of Robust Community Engagement, to Develop a Path Forward to Transforming Public Safety and Policing in Berkeley”) and Item [18d](#) (“Transform Community Safety and Initiate a Robust Community Engagement”), which directs the City Manager to engage a qualified firm(s) or individual(s) to lead a robust, inclusive, and transparent community engagement process with the goal of achieving a new and transformative model of positive, equitable and community centered safety for Berkeley.

Partnerships & Collaborations

As outlined in the City Manager’s April 2022 report, the City has embraced a holistic and integrated community engagement process. This initiative aims to lead the community toward a transformative model of equity and community-centered safety (See [Companion Appendix A, pp. 2-17 of City Manager’s Report](#)).

National Institute for Criminal Justice Reform (NICJR) Partnership and Community Engagement

On December 15th 2020, the City Council authorized a contract with NICJR to enhance community safety and police reform strategies. NICJR, selected due to their recognized expertise and alignment with Berkeley’s ethos,

worked hand-in-hand with City teams, stakeholders, and community to ensure comprehensive strategies for Reimagining efforts.

Reimagining Public Safety Task Force and Departmental Presentations

On January 19, 2021, the City Council adopted revisions to the enabling legislation for the Reimagining Public Safety (RPS) Task Force. The RPS Task Force’s work centered on providing input and making recommendations to NICJR and City Staff on a set of recommended programs, structures and initiatives incorporated into a final report and implementation plan developed by NICJR to guide future decision making in upcoming budget processes for FY 2022-23 and, as a second phase advanced, in the FY 2024-2026 budget process. The Public Safety / Police Re-Imagining and community engagement process was led initially by Deputy City Manager David White and then Deputy City Manager LaTanya Bellow who provided overall project management support to the team.

City departments responsible for executing Reimagining Public Safety directives engaged with the Reimagining Public Safety Task Force to shed light on the comprehensive nature of their operations. Through these informative interactions, the Task Force was better positioned to form recommendations. Working in tandem with the Mayor’s Office and City Council, the RPS Task Force served as a central pillar of Berkeley’s community engagement strategy, ensuring that diverse perspectives are considered as we continue to shape the future of public safety in Berkeley.

Culmination of Efforts and Adopted Framework

On March 10, 2022, the culmination of research, analysis, and community dialogue was manifested in the comprehensive reports from NICJR, the Reimagining Public Safety Task Force, and Resource Development Associates work on the Specialized Care Unit (SCU) design. During a City Council work session, these reports were shared, providing a detailed overview of suggested programs, structural changes, and new initiatives aimed to establish a community-centric safety paradigm. NICJR's approach and recommendations were rooted in the principles of *Reduce*, *Improve*, and *Reinvest*. The report from the Reimagining Public Safety Task force offered a response to NICJR's recommendations, including a historical context on public safety issues and steps to address community-centric approaches in Berkeley (See Companion Appendix A, pp. 861-1005 for Reimagining Public Safety Task Force Report). Additionally, the session included three reports specifically related to the design and implementation of the Specialized Care Unit (SCU) (See Companion Appendix E, pp. 2497-2701 for RDA SCU Reports).

On April 21, 2022, the City Manager provided the City Council with a report and presentation on the work accomplished in Phase I of the Reimagining Public Safety initiative. The report submitted included recommendations for advancing various critical initiatives within the Reimagining Public Safety Framework of *Reimagine*, *Improve*, and *Reinvest*:

- **Reimagine:** Redesign public safety from a traditional Police enforcement model to one that is focused on the diverse needs of the community it serves.
- **Improve:** Improve the City of Berkeley's public safety system for

residents and communities that have experienced the greatest harm from the existing public safety model.

- **Reinvest:** Increase equitable investment in vulnerable communities and for those who have been historically marginalized.

This encompassed proposals for transforming Berkeley's police force, enhancing priority dispatch, developing a Berkeley Department of Transportation (BerkDOT), and establishing a Specialized Care Unit (SCU). The report also included budget recommendations for these initiatives and highlighted important factors for the City Council to consider in the City's efforts to move forward with implementation (See Companion Appendix A, pp. 2-17 of City Manager's Report).

On May 5, 2022, a special City Council meeting was convened, wherein the Mayor's final framework for the next steps of the Reimagining Public Safety initiative was formally adopted (See Companion Appendix C, pp. 2287-2307). This framework was the culmination of years of diligent work from community members, officials and staff. The key decisions made were as follows:

1. Refer up to \$5.3 Million to the FY 2023-2024 Budget Process for staff and/or consulting services and community investments to complete the Priority Reimagining Public Safety Initiatives.
2. Direct the City Manager to prioritize over the next two years the programmatic recommendations for Phase I of Reimagining Implementation.
3. Direct the City Manager to initiate a design process for an innovative and comprehensive public safety agency or Department of Community Safety within the City of Berkeley administration, and return with recommendations to the City Council

by May 2024 to align with the FY 25-26 Biennial Budget process.

- 4. Except where resources may allow for expedited implementation, refer additional reforms to the FY 2025-2026 Biennial Budget.

On June 28, 2022, the City Council adopted the FY 2023-2024 city budget which included key Reimagining Public Safety Tier I items.

Ongoing Engagement

While in 2020, a collaborative strategy was set in motion, drawing on the expertise of multiple city departments, as well as the City Auditor, to ensure alignment with the City Council directives, this collaborative approach has remained. In ongoing efforts to maintain transparency and foster trust, the City’s team has held public forums, presented City Manager comments, and issued progress memos to the City Council and the community (See [Companion Appendix B, pp. 1899-2285 for City Manager’s Reimagining Public Safety Off-Agenda Memos](#)).

Deliverables & Status Update

Based on the recommendations listed in the omnibus package, **Phase I** of the Reimagining Public Safety Initiative, directed by City Leadership, consisted of numerous elements. The following pages provide a high-level overview of the Phase I recommendations and status updates. Additionally, the following legend offers an overview of the key Reimagining Public Safety departments leading the implementation of these priority initiatives. It is crucial to emphasize that this initiative is a city-wide effort, reliant on the active involvement of a variety of city staff and community-based subject matter experts throughout its phased implementation. This

team is uniquely situated to continue accomplishing this work. Their dedication, passion and leadership around this work is truly exceptional.

Lastly, please refer to the **Companion Appendix¹** online for a full scope of archival documentation related our efforts; the **Abbreviated Appendix** includes new items introduced.

Reimagining Public Safety Deliverable Leads	
Color Code	Lead Department
Grey	City Manager’s Office (CMO)
Yellow	Health Housing and Community Services (HHCS)
Blue	Police
Red	Fire
Green	Public Works
Orange	City Auditor’s Office
Purple	City Attorney’s Office (CAO)



¹ <https://berkeleyca.gov/your-government/boards-commissions/reimagining-public-safety-task-force>

Health, Housing, and Community Services-led Deliverables		
Deliverable	Recommendation	Status Update
Specialized Care Unit (SCU) Development	Adopt the report, “City of Berkeley Specialized Care Unit Crisis Response Recommendations by Resource Development Associates” and implement the pilot Specialized Care Unit (SCU).	Complete. HHCS worked extensively with RDA, the Reimagining Public Safety Taskforce, the SCU Steering Committee, and other key community stakeholders in the Specialized Care Unit <i>development</i> process. The Specialized Care Unit Response Recommendations were shared with the City Council on March, 10, 2022 (See Companion Appendix E).
(Phase I) Community Crisis Response (CCR) Bridge Services	Implement the Community Crisis Response (CCR) services while the Specialized Care Unit is piloted and reaches full operations.	In Progress. Contracts with Alameda County Network of Mental Health Clients (Berkeley Drop-in Center), Options Recovery, and Women’s Daytime Drop-in Center renewed/amended.
Gender Violence Recommendations	Implement recommendations from the Reimagining Task Force relating to Gender Violence, LGBTQIA and PEERS as feasible.	In Progress. HHCS has hired a Community Services Specialist II to support with implementing these recommendations and preliminary steps of research are underway.

Fire-led Deliverable		
Deliverable	Recommendation	Status Update
Priority Dispatch Development	Continue development and implementation of prioritized dispatch, request staff return with a recommended plan.	In Progress. Federal Engineering, Inc. was contracted for the Dispatch Needs Assessment, a second opinion with another industry expert is underway.

City Manager’s Office-led Deliverables		
Deliverable	Recommendation	Status Update
Community/Consultant Engagement Process	Engaging a qualified firm(s) or individual(s) to lead a robust, inclusive, and transparent community engagement process with the goal of achieving a new and transformative model of positive, equitable and community-centered safety for Berkeley.	Complete. The City of Berkeley engaged with several key community stakeholders and field experts in the Reimagining Public Safety process. Recommendations shared include: the SCU Response Recommendation , Reimagining Public Safety Taskforce Recommendations (shared March 10, 2022), and City Manager’s Report and Recommendations (shared April 21, 2022) (See Companion Appendix A).
Alternative Response Implementation Plan	Develop an implementation plan to expand alternative response from civilian responders beyond the proposed pilot for SCU for other low-level calls that includes, but is not limited to: Community Service Officers for only those calls that necessitate police, code enforcement, environmental health, fire inspectors or city-hired community mediators.	To Be Initiated. Preliminary steps of research are underway.
Violence Intervention Program (GVP/Ceasefire)	Fully implement the Ceasefire Violence Intervention Program.	In Progress. Gun Violence Prevention analysis has been completed, the Assistant to the City Manager is outlining preliminary next steps for implementation.

City Auditor-led Deliverable		
Deliverable	Recommendation	Status Update
City Auditor Analysis	Have the City Auditor perform an analysis of City's emergency 9-1-1 calls-for service and responses, as well as analysis of the Berkeley Police Department's (BPD) budget.	Complete. The City Auditor Completed their report, Data Analysis of the City of Berkeley's Police Response , July 2, 2021 (See Companion Appendix A , pp. 521-600).

Public Works-led Deliverables		
Deliverable	Recommendation	Status Update
Berkeley Department of Transportation (BerkDOT) Development	Pursuing the creation of a Berkeley Department of Transportation ("BerkDoT") to ensure a racial justice lens in traffic enforcement and the development of transportation policy, programs and infrastructure, and identify and implement approaches to reduce and/or eliminate the practice of pretextual stops based on minor traffic violations.	In Progress. While the City Manager's Office Public Works Department continues to work with stakeholders and constituents in the BerkDOT <i>development</i> process, progress has been slow, especially concerning legislative matters. For instance, the California Senate Bill 50 supporting civilian traffic enforcement was declined on September 14, 2023. Additionally, since Berkeley is not included in the Assembly Bill 645, introducing a Speed Safety System Pilot Program locally would require separate legislation.
Crossing Guards Transition	Transition crossing guards from BPD to Public Works until a Department of Transportation is developed.	Complete. Transition of crossing guards from BPD to Public Works until a Department of Transportation is developed is completed. Additionally, Public Works planning capacity has been expanded to include collision analysis.
Transportation Functions Consolidation	Continue consolidating transportation functions as recommended by staff.	In Progress. Continued efforts are underway.

Police-led Deliverable(s)		
Deliverable	Recommendation	Status Update
Fair and Impartial Policing Recommendations	Complete the implementation of Fair and Impartial Policing (FIP) Recommendations.	In Progress. Following the approval of the 14 Fair and Impartial Policing recommendations, the Berkeley Police Department has fully implemented 13 of them and has hired a consultant to fulfill the remaining recommendation.
Auditor Recommendations	Complete Auditor Recommendations on overtime and calls for service.	Complete. The Berkeley Police Department initiated efforts to implement recommendations. Progress updates have been communicated to council and the community via memos and information reports (See Companion Appendix S , pp. 3246-3257 for latest update).

City Attorney-led Deliverable		
Deliverable	Recommendation	Status Update
Litigation Analysis	Analyzing litigation outcomes and exposure for city departments in order to guide the creation of City policy to reduce the impact of settlements on the General Fund.	In Progress. The City Attorney's Offices continues to partner with departments on all Reimagining Public Safety-related efforts.

Progress Overview

Phase 2

Continued Analysis and Implementation

The Reimagining Public Safety initiative stands as a pivotal project, dedicated to transforming public safety in an equitable and community-centered way; this initiative involves a comprehensive and inclusive process that unfolds in three main phases:

1. Phase 1 (2020-2022) Community Process and Research
2. Phase 2 (2022-2024) Continued Analysis and Implementation
3. Phase 3 (2024-2026) Continued Implementation and Expansion

Following a community-driven process in Phase I, based on input from community members, the Reimagining Public Safety Task Force, and recommendations from the National Institute for Criminal Justice Reform and other field experts, the City Council developed a framework and direction on Reimagining Public Safety that would lead the city to carry forward its work into the next phase.

Employing the guiding principles of *Reimagine*, *Improve*, and *Reinvest*, as a framework for the city's efforts, Phase 2 comprises a series of pivotal initiatives and deliverables, including:

- **Staffing Investments** in the Department of Health, Housing and Community Services (HHCS), Police, Public Works, and the City Manager's Office, to support with implementing the priority recommendations of this initiative;
- **Identifying Consultant Costs** related to assessments, covering areas such as

dispatch needs, crisis response, staffing and beat structure, as well as the development of BerkDOT; and

- **Community Investments** dedicated to strengthening community resilience through: violence prevention initiatives, engagement programs and mental health services, and providing support for individuals affected by gender-based violence, among other programmatic elements.

Partnerships & Collaborations

As the City of Berkeley progresses through Phase 2 of the Reimagining Public Safety initiative, the City staff leading this work have diligently carried forward the groundwork established in Phase I. During this phase, an integrated and interdepartmental approach has remained a cornerstone of the City's efforts. This approach ensures that departments leading the execution of the Reimagining Public Safety deliverables work cohesively and in alignment with the directives set by the City Council. In addition, the City's community-centric process continues to encompass engagement with commissions, boards, committees, ad-hoc groups, and various working groups to strategically inform and guide the work. Preparations are underway to provide a detailed account of the evolving nature of these partnerships as Phase 2 nears conclusion.

Deliverables and Status Update

The following pages contain tables that offer a summarized overview of the key deliverables associated with the Reimagining Public Safety initiative. These deliverables, as outlined, derive from the phased approach adopted during the City Council meeting on May 5, 2022 ([See Companion Appendix C, pp. 2290-2298 for outline of phased approach and deliverables](#)).

Subsequently, beginning on page 23, the “Priority Reimagining Public Safety Initiatives” section offers a detailed account of each department’s specific actions and their current status. Through this structure, the City team leading this work aims to clearly communicate both the individual steps taken by departments and the broader progress made in Berkeley’s efforts to reimagine public safety.



STAFFING INVESTMENTS

City Manager's Office-led Deliverables		
Deliverable	Recommendation	Status Update
Assistant to the City Manager Reimagining Project Coordinator	The responsibilities of project management have fallen under Deputy City Manager, with part-time support from a Management Analyst. To effectively coordinate the ongoing work, a full-time senior level staff person is required.	In Progress. This position was successfully filled on August 21, 2023. The Assistant to the City Manager will continue to support and report out on the city's Reimagining efforts.
Office of Equity (DEI Officer and Assistant)	The development of the Office of Equity should reflect the recommendations from the Task Force. Particular attention from the Office of Equity should be paid to language access.	In Progress. The individual appointed to the DEI Officer role is anticipated to commence their duties on November 27, 2023.
Grant Assistance	Recommended by City Manager to access grant funds to support reimagining efforts and other programs.	In Progress. The city is currently engaged with California Consulting LLC. for grant writing support and coordinated efforts; FY 23 funding carryover request for AA0#1.

Health Housing and Community Services-led Deliverables		
Deliverable	Recommendation	Status Update
(Phase I) SCU Implementation	Adopt the report, "City of Berkeley Specialized Care Unit Crisis Response Recommendations by Resource Development Associates" and implement the pilot Specialized Care Unit (SCU)	In Progress. Contract with Bonita House initiated; SCU continues to hire and train staff to build to 24/7 operations.

Police-led Deliverables		
Deliverable	Recommendation	Status Update
(Phase I) Fair and Impartial Policing Implementation	Recommendation to implement and prioritize FIP and continue to support employee training and professional development.	In Progress. 13 of the 14 Task force recommendations have been implemented; BPD will continue to support and fulfill officer training needs through Fiscal Year 2025.
Wellness Funding	Continue to support employee health and wellness.	In Progress. Continued partnerships and efforts towards BPD Wellness Practices for officers are underway.
Staffing (CSO & Dispatcher)	Launch a pilot Community Services Officer unit using Police salary savings. Positions would be project based for two-years. Evaluate pilot after two-year period to align with the FY 25-26 Budget Process and determine the appropriate location of the CSO unit within a new Public Safety Department and the role for other non-sworn responders.	In Progress. Recruitment is underway, current applicants are being assessed for candidacy.

STAFFING INVESTMENTS

Public Works-led Deliverables		
Deliverable	Recommendation	Status Update
Vision Zero Coordinator (Collision Analysis)	Approve a new Vision Zero staff position in Public Works' Division of Transportation to conduct collision analysis. This will promote the City's Vision Zero approach by boosting the City's capacity to analyze collision data collected by the Police Department.	In Progress. This position was successfully filled October 2023. The Associate Planner will continue to support and report out on Vision Zero as it relates to Reimagining efforts.

CONSULTANT COSTS

Public Works-led Deliverables		
Deliverable	Recommendation	Status Update
(Phase I) BerkDOT Development	Continue BerkDOT process to plan for a civilian traffic enforcement unit, both by informing the content of state law changes to enable such a unit, and by developing two implementation plans: 1) if state law changes to accommodate, and 2) if state law does not change.	In Progress. Efforts related to BerkDOT design are in preliminary stages; funding deferred for AA0#1 review.

Health Housing and Community Services-led Deliverables		
Deliverable	Recommendation	Status Update
Crisis Needs Assessment	Behavioral Health, Crisis Response, and Crisis-related Services Needs and Capacity Assessments	In Progress. Existing contract for SCU program evaluation is amended to add a scope of work for RDA to conduct the crisis needs assessment; work is underway.

Police-led Deliverables		
Deliverable	Recommendation	Status Update
Staffing Assessment	Analysis of BPD Staffing and Beat Structure.	In Progress. Contract with Citygate for Staffing Assessment; preliminary stages of data collection underway.

CONSULTANT COSTS

City Manager's Office-led Deliverables		
Deliverable	Recommendation	Status Update
Transportation Fines/Fees	Review Municipal Code for proposed changes to increase equity and racial justice in City's transportation fines and fees, and explore the civilianization of the municipal code.	To Be Initiated. This deliverable has yet to be implemented; funding deferred for AA0#1 review.
Department of Community Safety	Support an organizational design process to create an umbrella Department of Community Safety.	To Be Initiated. Efforts related to Department of Community Safety design are in preliminary stages; funding deferred for AA0#1 review.

Fire-led Deliverables		
Deliverable	Recommendation	Status Update
(Phase I) Dispatch Needs Assessment (DNA) & Implementation	Consulting costs requested by City Manager to support continued analysis of prioritized dispatch and development of an implementation plan.	In Progress. Stage I of DNA is well underway, a second opinion will be initiated with an additional vendor.

COMMUNITY INVESTMENTS

VIOLENCE PREVENTION

Health Housing and Community Services-led Deliverables		
Deliverable	Recommendation	Status Update
Violence Prevention and Youth Services	Community investments for violence prevention/services programs (McGee Ave. Baptist Church and Berkeley Youth Alternatives).	In Progress. Funds have been allocated to CBOs.

City Manager's Office-led Deliverables		
Deliverable	Recommendation	Status Update
(Phase I) Gun Violence Prevention (Ceasefire) Development	Fully implement the Ceasefire violence intervention program.	In Progress. Preliminary analysis of Gun Violence Prevention Programs complete; FY 23 funding carryover request for AA0#1.

COMMUNITY INVESTMENTS

ALTERNATIVES TO SANCTIONS/FINES

Public Works-led Deliverables		
Deliverable	Recommendation	Status Update
Expand Downtown Streets Teams (DST)	Expand Downtown Streets Team (DST) as placement for <i>low-level violations</i> (e.g. vehicular camping/parking and sidewalk ordinance infractions).	In Progress. A contract with DST has been renewed and it has been expanded to cover additional areas; however, for the specific work to place low-level violators; funding deferred for AA0#1 review.
Alternatives to Sanctions/Fines Hearing Officer	Expand hearing officer resources in the City Manager’s Office to provide alternative referrals to community service and social services for <i>parking and other infractions</i> .	In Progress. Resources in Public Works have been expanded to support these efforts; alternatives to sanctions and fines to be initiated; funding deferred for AA0#1 review.

COMMUNITY MENTAL HEALTH, BEHAVIORAL AND CRISIS RESPONSE

Health Housing and Community Services-led Deliverables		
Deliverable	Recommendation	Status Update
(Phase I) Community Crisis Response (CCR) Bridge Services	Implement the Community Crisis Response (CCR) services while Specialized Care Unit ramps up.	In Progress. Contracts with Alameda County Network of Mental Health Clients (Berkeley Drop-in Center), Options Recovery, and Women’s Daytime Drop-in Center renewed/amended.
Youth Peers Mental Health Response	Youth Peers Mental Health Response is retained as proposed by the Berkeley High School student-led plan for mental health services.	In Progress. Contract with BUSD initiated; wellness center work is underway with a soft launch of the new center in winter 2024.

COMMUNITY INVESTMENTS

RESPITE FROM GENDER VIOLENCE

Health Housing and Community Services-led Deliverables

Deliverable	Recommendation	Status Update
Respite from Gender Violence	Provide services and housing leads for victims of gender violence. Request staff to work with county partners and CBOs to map the system, identify gaps, recommend how to fill them.	In Progress. Community Services Specialist II hired with preliminary steps of system mapping underway.

LANGUAGE EQUITY

City Manager's Office-led Deliverables

Deliverable	Recommendation	Status Update
Language Equity	Publish victim resources in plain language and in multiple languages.	To Be Initiated. Efforts related to Language Equity are in preliminary stages, the Assistant to the City Manager will partner with HHCS on implementation; FY 23 funding carryover request for AA0#1.

Considerations

In the process of Reimagining Public Safety, Berkeley is faced with a series of interconnected challenges that could shape the trajectory, efficacy, and timeline of implementation. Understanding and addressing these considerations is imperative to ensure that efforts are not only transformative but also compliant, sustainable, and resilient to potential challenges.

Staffing Vacancies and Attrition

From 2018 to 2022, the City of Berkeley observed a concerning trend in attrition, with departures surpassing hires. According to the City Auditors report, by October 2022, the city of Berkeley's vacancy rate was 19%, ranking it as the second highest in the Bay Area (See [Companion Appendix U, pp. 3271-3275 for report](#)). This staffing challenge has had tangible impacts on service delivery, and poses significant challenges, especially as the City staff strive to successfully implement the Reimagining Public Safety initiative.

Reduced staffing has had a pronounced impact on various city services. Confronting these challenges, several departments have had to adjust operations and manage costs. Furthermore, attrition has led to substantial loss of institutional knowledge. With that said, in the city's continued progression toward the Reimagining Public Safety initiative, it is crucial to have a stable and committed workforce to drive these transformative changes. This approach is essential to align with the City Council's established timeframe, scope, and budgetary parameters. Ultimately, the staffing challenges in key departments may have ripple effects on the City of Berkeley's broader public safety objectives, emphasizing the interconnectedness of city services and the

urgency to address these staffing concerns holistically, such as through the Employer of Choice (EOC) initiative (See [Companion Appendix V, pp. 3328-3361 for EOC supporting documentation](#)).

Regulatory Compliance

As the City of Berkeley moves forward with its initiatives, particularly in developing the Berkeley Department of Transportation (BerksDOT), the City must adhere to regulatory frameworks.

- **Local Adherence:** Compliance with City of Berkeley's specific ordinances and by-laws is crucial. These local guidelines dictate the foundation and operation of city departments, ensuring that efforts remain consistent with established standards.
- **State-Level Conformity:** Navigating the intricacies of California's regulatory landscape is essential. For example while the [California SB-50 Bill](#), which supported civilian traffic enforcement, was not approved as of September 14, 2023, it serves as a significant legislative consideration. It is imperative that the City stay updated on these legislative developments and align, or adjust, our strategies accordingly to ensure legal compliance.
- **Federal Standards:** The City's initiatives must meet the expectations set by federal entities, including the United States Department of Transportation and related federal mandates in the realms of public safety and transportation. This ensures eligibility for federal grants and maintains the integrity of potential national partnerships.

We will rely on the City Attorney's Office to ensure that the initiatives associated with these efforts comply with federal, state, and local laws, regulations, and statutes.

Ongoing Funding

In the context of Reimagining Public Safety, it is important to underscore the fiscal parameters under which this effort is operating. The City of Berkeley has allocated budgetary support specifically for Fiscal Years 2023 and 2024, with the anticipation of supplying recommendations for the next budgetary cycle by May 2024 (See Companion Appendix C, pp. 2290-2298 and Appendix T, pp. 3259-3264).

- **Implementation Delays:** Due to delays in rolling out select deliverables, there is a potential challenge ahead. By the time budgetary recommendations are presented to the City Council in May 2024, some Reimagining-related initiatives may still be in the early stages of implementation. This early phase could complicate accurate evaluations of their financial implications and long-term feasibility.

- **Grant Funding:** While external grant funding is being pursued to execute some of the deliverables, the nature of such funding is inherently uncertain. Grants, whether from foundations or government sources, are highly competitive, often involving lengthy decision-making processes. As a result, and there is no guarantee of securing them for intended purposes.

Implementation Timeline

While the Reimagining Public Safety initiative has set ambitious goals, the full realization of these objectives and deliverables may span an extended timeframe. Estimations project a timeline of 3-5 years for the complete roll-out of all items. However, it is paramount to consider that legislative progress and other unforeseen factors could extend this period. Furthermore, regular analysis is vital to understand and ascertain the effectiveness of these implemented initiatives. To ensure accurate assessment, it is crucial to allow enough time for initiatives and measures to take effect. The timeline and phased approach presented, while informed and deliberate, should be viewed as a dynamic structure.

Next Steps

As the City advances efforts towards the Reimagining Public Safety initiative, continuing to strategically navigate evolving challenges such as staffing vacancies, legislative considerations, and budgetary constraints will remain a priority, with a proactive and solution-oriented approach. City leaders, in conjunction with Human Resources, are diligently working to address staffing concerns. Concurrently, the City Manager's Office and Public Works Department is engaged with relevant legislative entities to further the BerkDOT agenda. And lastly, the City staff and Council will make budgetary decisions during the AAO#1 (First Amendment Annual Appropriations Ordinance) process scheduled for mid-December. In this process, the City Council will consider re-appropriation of unspent Fiscal Year (FY) 2023 funds and deferred items into FY 24, informing the development of FY 25-26 Biennial Budget.

The City Manager's Office, alongside the departments spearheading this work, will plan to deliver the next progress update on Reimagining Public Safety by Spring 2024, which will provide further insights into both accomplishments and challenges. In line with these efforts, the City expects to continue to cultivate a community-centered approach as initiatives are designed, implemented, and assessed with principles of compassion, equity, and democracy at the forefront.



Priority Reimagining Public Safety Initiatives

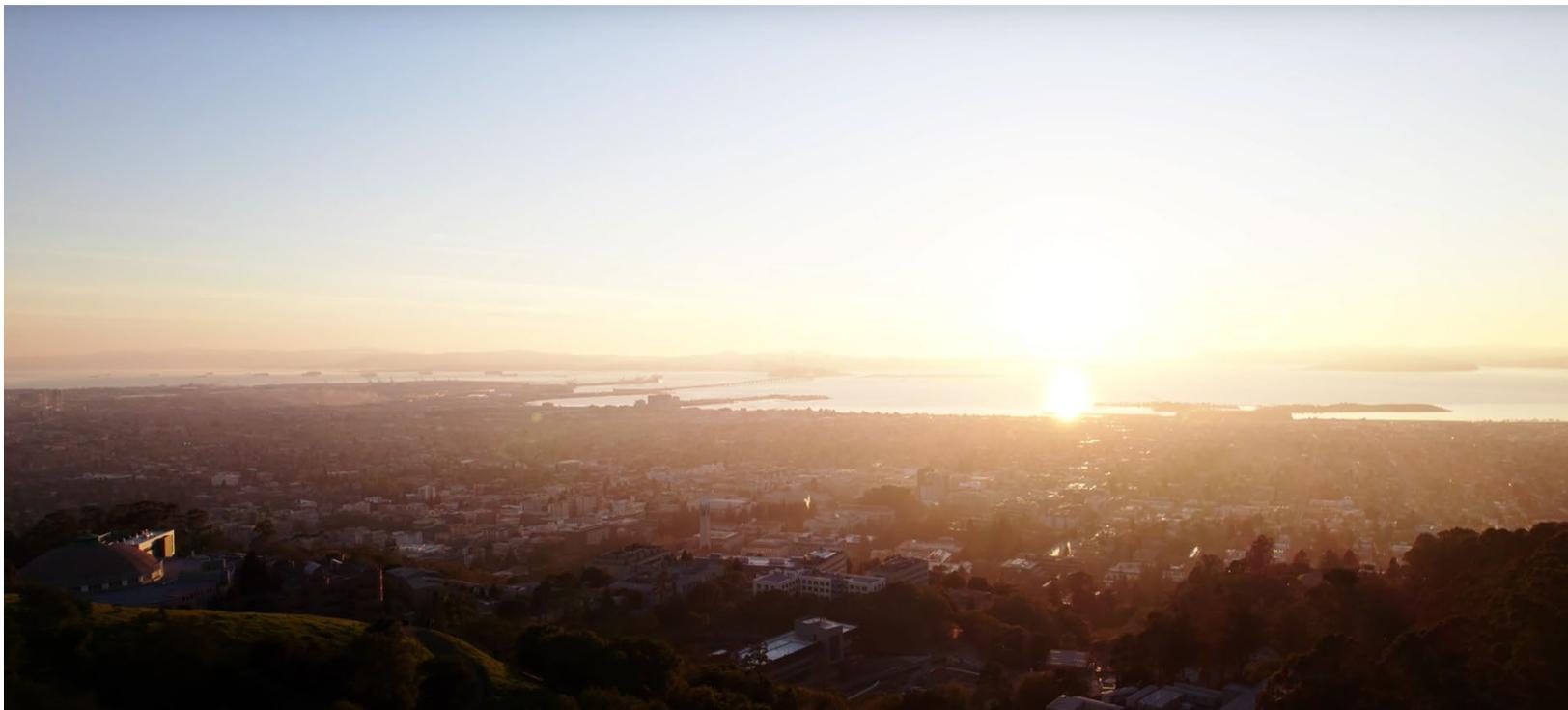
This section offers a concise overview of Berkeley's work towards Reimagining Public Safety, highlighting key milestones and the city's commitment to creating an equitable and effective model for all residents.

Overview

Building upon the summaries outlined in the earlier sections for Phases I and II, this part of the report delves deeper, offering an expanded view of the City’s ongoing endeavors. It will detail the unique challenges and considerations associated with each deliverable, laying out forthcoming steps and associated timelines. Further corroborative details can be found in the report’s companion appendix.

As mentioned in the Executive Summary, while the City presses forward in efforts to reimagine public safety, it is pivotal to acknowledge certain roadblocks. Some initiatives have faced delays, primarily attributed to staffing constraints and temporary deferral of resources. It is the City’s duty and responsibility to ensure transparency and clear communication regarding all facets of this initiative, including both achievements and challenges encountered.

It is vital to recognize that, while there are further milestones to attain, real change is a continuous process. The City of Berkeley remains deeply invested in this essential work and its impactful journey ahead. This work, grounded in community, is not just an obligation but a privilege, and it remains central to Berkeley’s shared vision of a safer, more inclusive city.



STAFFING INVESTMENTS

REIMAGINING PUBLIC SAFETY PROJECT COORDINATOR

Department Lead: City Manager's Office

Status Update: *In Progress*

Overview:

The City recognized the need for dedicated leadership to support the multi-departmental responsibilities of the Reimagining Public Safety initiative. This requirement led to the creation of the role of Assistant to the City Manager as a Reimagining Public Safety Project Coordinator. Previously, such responsibilities were managed by the Deputy City Manager with support from a Management Analyst. Given the extensive scope of the initiative, this appointment became an essential need and priority. ***This position was successfully filled on August 21, 2023.***

Since assuming the position, the Assistant to the City Manager has engaged with pivotal departments including Police, Fire, Health Housing and Community Services, and Public Works. To streamline the reporting and documentation process, the Assistant to the City Manager has worked collaboratively with these departments to craft the Reimagining Public Safety Coordination Plan ([See Abbreviated Appendix D, pp. 2477-2485 for RPS Coordination Plan](#)). This plan serves as an essential roadmap, aiming to efficiently manage resources, bolster communication, and ensure methodical progress towards a new public safety paradigm.

Key Accomplishments and Next Steps:

RPS Phase	Timeline	Milestone
Phase 2 (2022-2024)	August 2023	Assistant to the City Manager hired.
	September – November 2023	Reimagining Public Safety Coordination plan created and a Reimagining Public Safety status report is underway.
	<i>Anticipated</i> December 2023	Reimagining Public Safety presentation to the City Council (December 5, 2023).
	<i>Anticipated</i> Fall 2023 – ongoing	The Assistant to the City Manager, will continue to coordinate and offer support in project management facets of the initiative.

Considerations:

- **Departmental Coordination and Alignment:** Given the multi-departmental involvement, there's a necessity to ensure seamless coordination among various departments such as Police, Fire, Health Housing and Community Services, and Public Works. With city-wide staffing shortages and competing priorities, proper resource management becomes critical to maintain

momentum and efficiency. With this in mind, achieving consistent alignment and understanding among the core departmental team leading this work is essential.

Ongoing Timelines:

- **Fall 2023 – ongoing:** The Assistant to the City Manager, in their capacity as the Reimagining Public Safety Project Coordinator, will continue to project manage and offer support in various facets of the initiative. Their role will be pivotal ensuring seamless progression and implementation of all endeavors associated with Reimagining Public Safety. They will continue to collaborate cross-departmentally to report back to the City Council with updates on the initiative's progress in Spring 2024.

DIVERSITY, EQUITY, AND INCLUSION (DEI) OFFICER

Department Lead: City Manager's Office

Status Update: *In Progress*

Overview:

Endorsed by the City Council, Reimagining Public Safety Task Force, the City Manager's Office championed the establishment of a DEI Officer position, as part of **Phase 2** implementation. Situated within the City Manager's Office, the DEI Officer will helm the Diversity, Equity, and Inclusion Division. The primary vision guiding the Diversity, Equity, and Inclusion Division is to centralize and embed equity and justice practices within the City's infrastructure. By adopting this approach, the City aspires to not only address present disparities but also to cultivate strong alliances with community organizations. The overarching goal is for City Departments to continue to evolve into entities that are both responsive and truly accountable to the diverse communities they serve.

The DEI Officer's responsibilities will encompass overseeing the division's multifaceted activities and operations, including but not limited to:

- **Strategic Development and Policy Administration:** Under the direction of the City Manager, the DEI Officer will lead the creation, planning, and deployment of the DEI Division's strategic objectives. Their responsibility will extend to crafting and endorsing policies and procedures, ensuring they resonate with the City's DEI vision and lay the groundwork for enduring, meaningful change. Central to this role will be the Officer's capability to harmonize divisional activities cross-departmentally, fostering a unified approach to city-wide training and professional advancement.
- **Inclusive Visionary Leadership:** The DEI Officer will be an integral part of promoting inclusivity within the City. Tasked with the responsibility to collaborate with City and community leadership, the Officer will help align diversity and inclusion initiatives with the City's broader objectives. They are expected to facilitate strategic planning in areas of diversity and inclusion and periodically engage in evaluations through surveys. The aim is to collaboratively develop and implement strategies that reflect the City's mission, vision, and goals, ensuring that Berkeley continues its commitment to being an inclusive and equitable community.

Key Accomplishments and Next Steps:

RPS Phase	Timeline	Milestone
Phase 2 (2022-2024)	Anticipated November 2023	DEI Officer Hired. The individual appointed to the DEI Officer role is anticipated to commence their duties on November 27, 2023.
	Anticipated Fall 2023 – ongoing	Onboarding of DEI Officer and preliminary planning of DEI strategic plan. Hiring of DEI Administrative Assistant. Next steps would likely include onboarding and familiarization with the city’s current DEI landscape and getting acquainted with the City’s structure and key personnel in order to begin building a strategic DEI plan.

Considerations:

- **Definition and Scope, and Sustainability:** Navigating the evolving landscape of DEI requires the city of Berkeley to maintain a clear, shared understanding of its significance. Ensuring the that City’s DEI vision remains aligned with evolving norms and values while planning for long-term sustainable impact. This overarching consideration encompasses understanding DEI, implementing initiatives, and working towards continuity.
- **Inter-departmental Collaboration and Resource Allocation:** Effective DEI integration hinges on seamless collaboration between various city departments. It is essential to strike a balance between promoting DEI principles and other citywide priorities, which can pose challenges in terms of communication, coordination, and the optimal allocation of resources.
- **Community Trust, Engagement, and Evaluation Metrics:** Building and retaining community trust is vital for the success of DEI efforts. This involves effective communication and the establishment of clear metrics to evaluate the effectiveness of DEI efforts and implementation.

Ongoing Timelines:

- **Fall 2023 – ongoing:** The individual appointed to the DEI Officer role is anticipated to commence their duties on November 27, 2023. The City Manager’s Office anticipates next steps would likely include onboarding and familiarization with the city’s current DEI landscape and getting acquainted with the City’s structure and key personnel in order to begin building a strategic DEI plan and hiring the DEI Administrative Assistant to support this implementation.

GRANT ASSISTANCE

Department Lead: City Manager's Office

Status Update: *In Progress* (FY 23 carryover request to AAO#1)

Overview:

In **Phase 2** of the Reimagining Public Safety initiative, the City Council approved an allocation of \$100,000 for fiscal years 2023 and 2024. This funding aims to bolster the longevity and sustainability of the City's commitment to Reimagining Public Safety. In 2024, the City of Berkeley has engaged California Consulting, LLC to enhance grant application capabilities (See Companion Appendix R, pp. 3241-3244 for California Consulting Contract and Scope of Services). In the pursuit of a more comprehensive Reimagining Public Safety initiative, the City of Berkeley has turned its attention to opportunities that not only address immediate safety concerns but also contribute to the overall wellbeing and enhancement of community spaces.

Among the state and federal grants pursued, notable prospective state funders include the [Community Resilience Centers Program²](#) (CRC) and the CalTrans [Clean California Local Grant Program³](#). The CRC aims to fund facilities that serve as community safe havens during climate adversities, offering shelter and vital resources during challenges such as extreme heat or poor air quality events. The Clean California program is devised to channel funds into local communities, aiming to beautify and uplift local streets, tribal lands, parks, pathways and transit centers. Equally important, the Clean California program is committed to advancing equity, promoting public health, strengthening cultural connections, and enhancing community place making.

Significant Federal grant applications include the [PROTECT Discretionary Grant Program⁴](#) and [Reconnecting Communities and Neighborhoods \(RCN\) Program⁵](#). The PROTECT program's vision revolves around bolstering the resilience of transportation infrastructure against the impending climate crisis. The primary objective of the PROTECT program is not only to ensure resilient transportation infrastructure but also to promote equity by safeguarding disadvantaged communities, who often bear the brunt of natural hazards. The RCN program holds significant alignment with the Reimagining Public Safety objectives as one of its priorities. It emphasizes the advancement of disadvantaged communities, broadens access to essential services such as jobs, education, healthcare, food, and recreation, and underscores the importance of equitable development and community restoration. Additionally, a key focus is on bridging community divides by tackling transportation facilities that impede connectivity, ensuring that mobility, access, and economic development are unobstructed.

Unspent funds (\$100,000) from Fiscal Year 2023 have been requested for carryover to FY 2024 as part of AAO#1. The Assistant to the City Manager will collaborate cross-departmentally to pinpoint grant opportunities that align with objectives of the Reimagining Public Safety initiative.

² <https://sgc.ca.gov/programs/community-resilience-centers/>

³ <https://cleancalifornia.dot.ca.gov/local-grant-program>

⁴ grants.gov/search-results-detail/347585

⁵ <https://www.transportation.gov/grants/rcnprogram>

Key Accomplishments and Next Steps:

RPS Phase	Timeline	Milestone
Phase 2 (2022-2024)	Summer – Fall 2023	Contract with California Consulting, LLC has been initiated. Seven grant applications were submitted under the direction of Parks, Recreation and Waterfront Department.
	<i>Anticipated</i> Winter 2023 – ongoing	The Reimagining Public Safety Project Coordinator will manage continued efforts in grant identification, application, and management.

Considerations:

- **Grant Alignment and Coordination:** Grants from state, federal, and local sources come with varied criteria. Balancing Berkeley’s Reimagining Public Safety goals with these diverse requirements demands precise tailoring of applications, ensuring both alignment with grant specifics and adherence to overarching Reimagining Public Safety objectives. In addition to this, inter-departmental collaboration introduces considerations for streamlined processes.

Ongoing Timelines:

- **Fall 2023 – ongoing:** Unspent funds (\$100,000) from Fiscal Year 2023 have been requested for carryover to FY 2024 as part of AA0#1. The Assistant to the City Manager will collaborate cross-departmentally to pinpoint grant opportunities that align with objectives of the Reimagining Public Safety initiative.



SPECIALIZED CARE UNIT *IMPLEMENTATION*

Department Lead: Health, Housing and Community Services Department

Status Update: *In Progress*

Overview:

In part of the Mayor's [phased approach](#) to Reimagining Public Safety, **Phase I** work primarily focused on extensive community engagement and research to create recommendations for a Berkeley-specific crisis response model. To ensure that the design of the Specialized Care Unit (SCU) model was aligned with community expectations, Health, Housing, and Community Services created a Steering Committee that includes representatives from the Mental Health Commission, Berkeley Community Safety Coalition, and community service providers, as well as staff from the City's HHCS and the Fire Departments, to provide guidance on SCU design and implementation. In addition, the City contracted with Resource Development Associates (RDA), to conduct research on non-police crisis response models, lead the community engagement process with guidance from the Steering Committee, and make recommendations for a SCU model for Berkeley ([See Companion Appendix E, pp. 2487-2496 for RDA Contract](#)). RDA's final report includes 25 recommendations for implementing a successful Specialized Care Unit in Berkeley ([See Companion Appendix E, page pp. 2497-2701 for RDA reports](#)). The Steering Committee analyzed and further refined these recommendations, laying the groundwork to move forward with a SCU pilot program.

At the beginning of 2022, to bolster these initiatives, HHCS brought on board several key staff, including a Senior Management Analyst, dedicated to aiding the implementation of the SCU as well as the Community Crisis Response ("Bridge Services") programs. To support these Bridge Services, the City contracted with Options Recovery Services, Peer Wellness Collective (formerly Alameda County Network for Mental Health Clients), and Women's Daytime Drop-In Center to provide a variety of services for vulnerable community members who experience mental health and substance use crises. These programs helped to support the continued need for community crisis support while the City worked toward implementation of the Specialized Care Unit.

In December, 2022, after a competitive Request for Proposal process, Bonita House, Inc. was selected to be the Specialized Care Unit provider. ([See Companion Appendix F, pp. 2703-2785 for Bonita House/SCU Contract](#)). In 2023, Bonita House hired and trained initial SCU staff and worked collaboratively with the City and the SCU Steering Committee to ensure the program is implemented in alignment with the recommendations from RDA and Steering Committee. On September 5, 2023, the SCU began providing services to the Berkeley community and currently operates daily from 6 am to 4 pm. Bonita House continues to hire and train staff to ramp-up to full 24/7 operations.

The SCU pilot program is supported by grant funding from the American Rescue Plan Act, California Department of Health Care Services (Crisis Care Mobile Units program), and Mental Health Services Act funding. The full budget breakdown of the SCU contract can be found in [Companion Appendix F, pp. 2714-2717](#).

Key Accomplishments and Next Steps:

RPS Phase	Timeline	Milestone
Phase I (2020-2022)	December 2020	SCU Steering Committee Formed.
	January 2021	Contract with RDA for research, community-engagement, and SCU design.
	March 2022	RDA Completes Report & Presents to Council.
	May 2022	City Council informed of Reimagining Public Safety Framework for SCU design.
Phase 2 (2022-2024)	December 2022	Contract with Bonita House for SCU Implementation.
	January 2023 – ongoing	SCU staff are hired and trained; Systems for implementation are developed.
	February 2023 – Ongoing	HHCS hosts Community Dialogues to provide updates on SCU development and implementation. Community listserv begins to provide program-specific updates.
	September 2023	SCU soft launch begins; SCU team begins providing daily services from 6am to 4pm in mid-September. Outreach materials are distributed throughout the community.
	Anticipated October 2023 - ongoing	The SCU will continue to hire and train staff to build toward 24/7 operations. Additionally, HHCS and Bonita House have initiated conversations about using a MediCal billing model to contribute to longer term program costs.

Considerations:

- **Scaling Up:** The SCU continues to operate in a ramp-up state as Bonita House continues to hire and train staff for the program. As staff are hired and trained, they can start providing services in the field. The SCU will continue to expand their hours, as staffing allows, to operate a 24/7 non-police response to mental health and substance use crises. The City of Berkeley continues to work on receiving City-purchased vehicles for SCU operations, which are currently being customized for SCU operations.
- **Grants and Long-term Funding:** As grant funding is of a limited-term nature, HHCS is actively pursuing additional funding opportunities to sustain and improve the SCU over time.

Ongoing Timeline:

- **Fall 2023 – ongoing:** The SCU will continue to hire and train staff to build toward 24/7 operations. Additionally, HHCS and Bonita House have started initial conversations about using a MediCal billing model to contribute to longer term program costs.

STAFFING POSITIONS (PILOT RPS COMMUNITY SERVICE OFFICERS & DISPATCHERS)

Department Lead: Police

Status Update: *In Progress*

Overview:

In part of the **Phase 2** implementation, funding was allocated for Fiscal Years 2023 and 2024 by City Council to introduce a temporary two-year pilot program of additional Community Service Officers and Public Safety Dispatchers. City Council directives included an evaluation of the pilot after the two-year period to align with the FY 25-26 Budget Process and determine the appropriate location of the CSO unit within a new Public Safety Department and the role for other non-sworn responders.

The Mayor and City Council approved the Recruiting and Retention Incentive Program (RRIP) for the Berkeley Police Department (BPD). The City has intensified recruitment efforts across the department to address staffing vacancies. These efforts include the approved RPS-designated positions: 8 Public Safety Dispatcher II, 1 Public Safety Dispatch Supervisor, 6 Community Service Officers (CSO), and 1 Community Service Officer Supervisor. The CSO positions are temporary and were budgeted for 3 years starting July 1, 2022. We are currently in the 3rd month of year 2, and any new hires must be told the position ends June 30, 2025. Previous candidates have declined the job offer because of the temporary status.

The Berkeley Police Department's recent Community Service Officer recruitment drive concluded on September 18, 2023 and saw a marked increase in interest attracting 138 CSO applicants – nearly double the previous year's count. The subsequent evaluation, involving written and physical tests, is scheduled for October 21, 2023. It is important to acknowledge that in previous evaluations, several candidates faced challenges in clearing one or both tests. Given the increased applicant pool this year, Berkeley PD remains optimistic about securing a larger number of qualified candidates.

Key Accomplishments and Next Steps:

RPS Phase	Timeline	Milestone
Phase 2 (2022-2024)	Summer – Fall 2022	RPS funding allocation of approximated ~\$2.5 million for pilot program. BPD Recruitment Cycle commenced.
	July 2023	Contract with Citygate for BPD Staffing Assessment.
	August 2023	Recruiting and Retention Incentive Program.
	<i>Anticipated</i> Summer – Fall 2023	BPD Recruitment Cycle.
	<i>Anticipated</i> October 2023 – ongoing	The Berkeley Police Department is on track to assess approximately 138 CSO applicants in the month of October.

Ongoing Timeline:

- **October 2023 – ongoing:** The Berkeley Police Department is on track to assess approximately 138 applicants in the month of October and continue efforts to fill these vacancies in 2024, further enhancing BPD's capacity to serve the community.

FAIR AND IMPARTIAL POLICING

Department Lead: Police

Status Update: *In Progress*

Overview:

On February 23, 2021, during a City Council Special Meeting, the recommendations put forth by the Mayor’s Fair and Impartial Policing (FIP) Taskforce were directed to the Berkeley Police Department for implementation. Berkeley PD provides quarterly updates to City Council, and has completed 13 of the 14 recommendations to date. These FIP recommendations were introduced during **Phase 1** of the Mayor’s strategy for Reimagining Public Safety. The Berkeley Police Department has subsequently facilitated a series of FIP-dedicated training sessions, emphasizing key fair and impartial policing tenets. As Berkeley PD continues to advance the recommendations of the Fair and Impartial Policing Task Force, additional Tier 1 funding of \$100,000 was approved for Fiscal Years 2023 and 2024 for specialized FIP training for Berkeley police officers. This enactment is a part of **Phase 2** in the Mayor’s [phased approach](#).

Berkeley PD FIP training also includes Crisis Intervention Team (CIT), LGBTQ, [Racial Profiling and Bias](#)⁶ training offered through the [California Commission on Peace Officer Standards and Training \(POST\)](#)⁷. Furthermore, BPD has mandated the KIND Policing Education Incentive in the newest 2023 – 2025 [Berkeley Police Association MOU](#) with the city ([See Companion Appendix H, pp. 2799-2801](#)). The KIND Policing Educational Incentive is a first-of-its-kind initiative that promotes the City’s policing values while ensuring the availability of robust training for sworn members of BPD in effective policing that is rooted in procedural justice and impartiality, community-oriented, and culturally competent.

Berkeley PD believe these efforts will enable the Department to better serve the community and ensure public safety for all. The Berkeley Police Department will continue to work closely with the City Council and other stakeholders to develop and implement strategies that are effective, equitable, and just. Berkeley PD remains committed to promoting fair and impartial policing practices and fostering trust and mutual respect between the police and the community we serve.

Key Accomplishments and Next Steps:

RPS Phase	Timeline	Milestone
Phase I (2020-2022)	June 2020 – March 2021	Community Process for FIP Recommendations <i>Development</i> convened.
	February 2021	Mayor and the City Council pass FIP Recommendations
	August 2021 – ongoing	Berkeley Police has implemented ongoing fair and impartial trainings for its officers.

⁶ <https://catalog.post.ca.gov/SearchResult.aspx?category=Mandates&MAC=9jfKTy12dmPZ5m6b632T9DV8U5Q>

⁷ <https://post.ca.gov/>

RPS Phase	Timeline	Milestone
Phase 2 (2022-2024)	July 2022 – ongoing	Continued training inclusive of FIP tenets.
	August 2023	The KIND Policing Educational Incentive is a first-of-its-kind initiative that promotes the City’s policing values while ensuring the availability of robust training for sworn members of the Berkeley Police Department in effective policing that is rooted in procedural justice and impartiality, community-oriented, and culturally competent.
	October 2023 – ongoing	The Chief of Police submitted an “ Update on the Implementation of Fair and Impartial Policing Task Force Recommendations ” October 3 2023. Thirteen of the fourteen Task Force recommendations have been implemented and we remain committed to upholding and sustaining these measures (See Companion Appendix G, pp. 2787-2797).
	Anticipated October 2023 – ongoing	BPD will continue to support and fulfill officer training needs through Fiscal Year 2025. We will have various related CIT, LGBTQ, Bias/Profiling, and FIP-styled training planned for 2024.

Ongoing Timeline:

- October 2023 – ongoing.** The Berkeley Police Department will continue to fulfill officer training needs through Fiscal Year 2025. Berkeley PD will have various related CIT, LGBTQ, Bias/Profiling, and FIP-styled training planned for 2024.



WELLNESS PRACTICES (CRITICAL INCIDENT STRESS, PEER SUPPORT TEAM, AND EMERGING WELLNESS NEEDS)

Department Lead: Police

Status Update: *In Progress*

Overview:

The Berkeley Police Department has built out a suite of wellness and mental health services for staff as outlined in the key accomplishments section. In part of the Reimagining Public Safety Phase 2 directives, the department has utilized the allocated \$50,000 Reimagining Public Safety funds for Crisis Intervention and Critical Incident Stress Management Services. Acknowledging that physical health is intertwined with mental well-being, improvements have been made to BPD's gym facilities, both at the Public Safety Building and the substation. For those officers in need of specialized support, Berkeley PD provided access to an immersive group therapy program designed to provide employees with the ability to recover from traumatic incidents with resilience. In addition to these wellness efforts, we're on the brink of launching a mobile application designed to provide anonymous access to a vast array of health and wellness resources.

Key Accomplishments and Next Steps:

RPS Phase	Timeline	Milestone
Phase 2 (2022-2024)	July 2022 – June 2023	FY 2023 Wellness Efforts Include: <ul style="list-style-type: none"> Contracted with a local first responder-specific counseling group, Public Safety Family Counseling Group (PSFCG). International Critical Incident Stress Foundation training in Assisting Individuals in Crisis and Group Crisis Intervention⁸. Gym Updates Access to immersive group therapy
	July 2023 – ongoing	FY 2024 Wellness Efforts Include: <ul style="list-style-type: none"> O2X Partnership⁹ First Responder Wellness Apps & Resources
	Anticipated October 2023 – ongoing	Continued partnerships and efforts towards BPD Wellness Practices for officers.

Ongoing Timeline:

- October 2023 – ongoing.** The Berkeley Police Department will continue to work with PSFCG to utilize Crisis Intervention and Critical Incident Stress Management Services for the officers through Fiscal Year 2026, in addition to continued wellness offerings. Berkeley PD will have various related CIT, LGBTQ, Bias/Profiling, and FIP styled training planned for 2024.

⁸ <https://icisf.org/individual-crisis-intervention-and-peer-support-group-crisis-intervention/>

⁹ <https://www.o2x.com/>

VISION ZERO PROGRAM COORDINATOR

Department Lead: Public Works Department

Status Update: *In Progress*

Overview:

The Public Works department have successfully hired a Vision Zero Program Coordinator (Associate Planner) in October 2023. This position supports the work of the Vision Zero Program Manager (Senior Planner) which is currently vacant. In line with the eleven high priority action items identified in the [Vision Zero Action Plan](#), the Associate Planner will be supporting with the implementation of the programmatic and capital project delivery elements of Vision Zero. Three of the eleven high priority action items include collision analysis as described in the Reimagining Public Safety initiative. Note the latest [Vision Zero Annual Report](#) (2021-2022) (See [Companion Appendix I, pp. 2803-2886 for Vision Zero Action Plan and Vision Zero Annual Report](#)). Some of the current program priorities include: supporting the delivery of grant-funded capital traffic safety capital projects on Vision Zero High Injury Streets; reconvening the Vision Zero Coordinating Committee; restarting development and implementation of a Rapid Response program, including: supporting the City’s interdepartmental Rapid Response team in understanding the reasons for traffic crashes and restarting development and implementation of a Quick Build program to be able to respond through appropriate traffic safety countermeasures; conducting the three-year update of the Vision Zero Action Plan; and resuming Vision Zero Annual Reports.

Key Accomplishments and Next Steps:

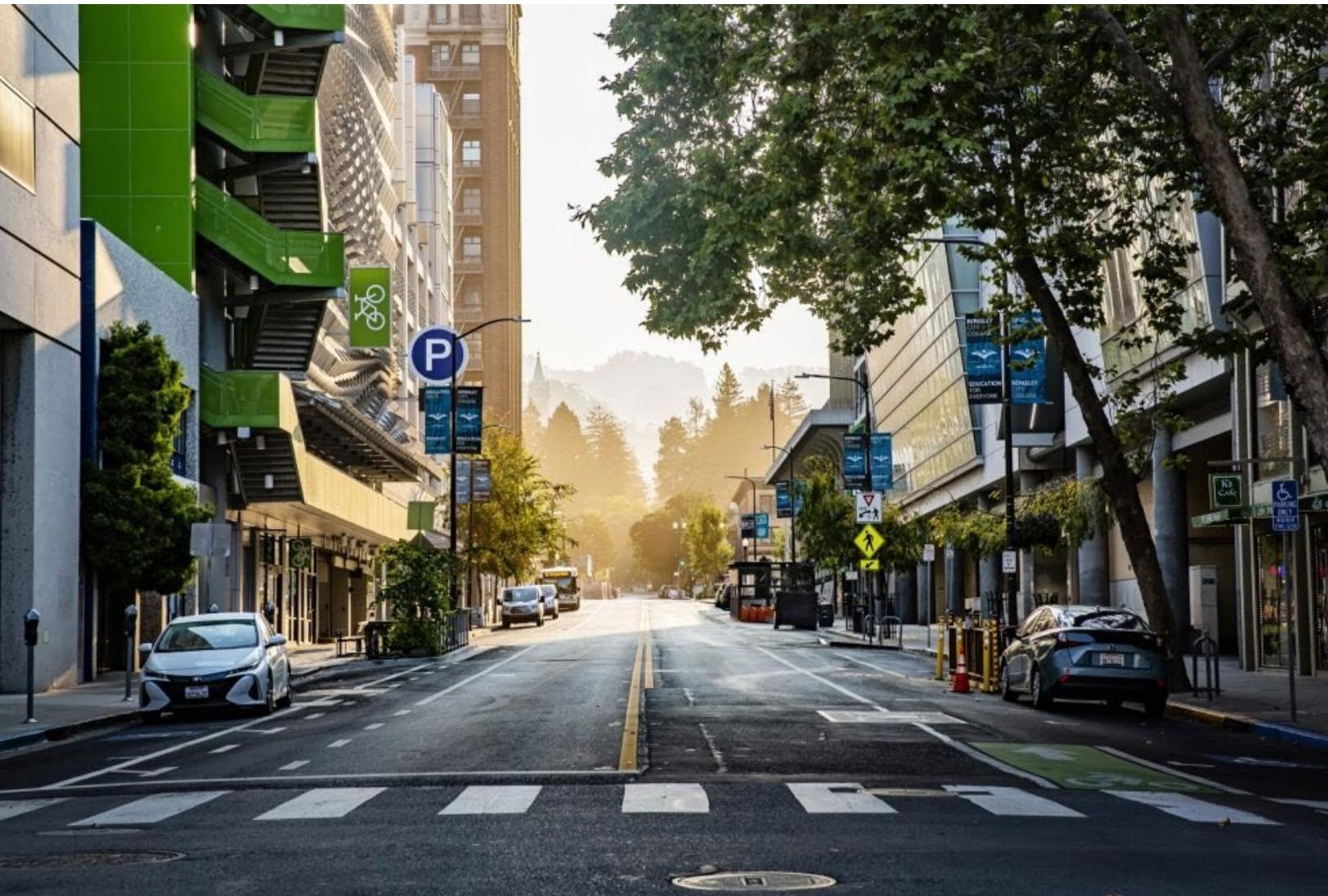
RPS Phase	Timeline	Milestone
Phase 2 (2022-2024)	October 2023	Vision Zero Program Coordinator (Associate Planner) Hired.
	<i>Anticipated</i> January 2024 – ongoing	In line with the 11 high priority action items identified in key priorities of the Vision Zero Action Plan, the Associate Planner will be supporting the implementation of the programmatic and capital project delivery elements of Vision Zero. Three of the eleven high priority action items include collision analysis as described in the Reimagining Public Safety initiative.

Considerations:

- **Staffing Vacancies.** The City Manager issued three Off-Agenda memos, [November 2022](#), [December 2022](#), and [October 2023](#), respectively, to update the City Council on the Public Work’s Transportation Division’s staffing and work priorities (See [Companion Appendix J, pp. 2888-2900 for Staffing Memos](#)).
 - While the Vision Zero Program Coordinator (Associate Planner) has been hired, the Vision Zero Program Manager (Senior Planner) position is currently vacant following the promotion of the former Senior Planner to Principal Planner in August 2023. Public Works is preparing to kick off the recruitment for this position.

Next Steps & Timelines:

- **January 2024 – ongoing:** In 2024, the Vision Zero program anticipates restarting the Vision Zero Coordinating Committee meetings; initiating the three-year update to the Vision Zero Action Plan; restarting the development of the Rapid Response and Quick Build Programs; continuing to support major grant-funded capital projects on Vision Zero High Injury Streets, such as Southside Complete Streets, Sacramento St Pedestrian Crossing Safety Improvements, and the Alameda County Transportation Commission San Pablo Avenue Corridor Projects. Progress on Vision Zero high priority projects and programs in 2024 will depend on hiring a new Vision Zero Program Manager (Senior Planner).



CONSULTANT COSTS

BERKELEY DEPARTMENT OF TRANSPORTATION (BERKDOT) DEVELOPMENT

Department Lead: Public Works Department

Status Update: *In Progress* (funding deferred to AAO#1)

Overview:

In the structured approach to the Reimagining Public Safety initiative, **Phase 1** played an instrumental role in laying the groundwork for BerkDOT. This phase focused on [preliminary design and development](#), underpinned by robust stakeholder engagement (See [Companion Appendix B, pp. 1899-2285 for Off-Agenda Memos](#)). Central to the vision of BerkDOT is the consolidation of all transportation-related functions in the city into a single entity. This department would be responsible for diverse areas, from traffic management and road maintenance to school crossing guards. Additionally, an embedded racial justice lens in BerkDOT's mandate ensures that transportation policies, programs, and infrastructure actively address racial disparities. By doing so, the City aims to create transportation environments that reduce burdens historically placed on communities of color, ensuring streets where all residents feel secure and included.

The City approved a Tier 1: Reimagining Public Safety budget allocation of \$300,000 for Fiscal Year 2023 with the objective of propelling BerkDOT's implementation forward. This budget allocation, which is central to **Phase 2**, will also support research for a forthcoming "white paper" and potential advocacy for state legislation.

Below outlines five core deliverables *related* to early implementation of BerkDOT:

1. Continue legislative advocacy for changes in state law to grant cities the authority for non-sworn civilian traffic enforcement, and automated enforcement for speeding/red lights.
2. Transition crossing guards from the Police Department to Public Works' Division of Transportation.
3. Strategize for a Civilian Traffic Enforcement Unit, pending legislative changes.
4. Review Berkeley Municipal Code for proposed changes to increase equity and racial justice in the City's existing transportation fines and fees.
5. Develop a roadmap for establishing a standalone Berkeley Department of Transportation.

While the Public Works Department successfully transitioned crossing guards, progress in other sectors have been slow, especially concerning legislative matters. For instance, the [California SB-50 Bill](#)¹⁰ supporting civilian traffic enforcement was declined on September 14, 2023. Additionally, since Berkeley

¹⁰ https://leginfo.legislature.ca.gov/faces/billTextClient.xhtml?bill_id=202320240SB50

is not included in the Assembly Bill 645 ([AB-645¹¹](#)), introducing a Speed Safety System Pilot Program locally would require separate legislation.

Other challenges include the Public Works Department’s significant staffing issues. The Berkeley Public Works Department, central in BerkDOT’s, faced significant staffing challenges. The City Manager issued Off-Agenda memos in [November](#) and [December](#) of 2022, and again in [October 2023](#) (See Companion Appendix J, pp. 2888-2900 for Staffing Memos). These memos informed the City Council on the department’s staffing challenges and their implications for ongoing projects, highlighting that several initiatives led by Public Works, including BerkDOT’s evolution, had been temporarily halted. This pause was later addressed at the Berkeley Budget & Finance Committee on June 22, 2023 and at the June 27, 2023 City Council session. Notably, several Reimagining Tier I requests have been referred to the December 2023 Annual Appropriations Ordinance #1 process (See Companion Appendix K, pp. 2902-2997 for Budget & Finance Committee Annotated Agenda and June 2023 Item 53 Council Supplemental Item).

As of this report’s submission, movement related to this deliverable has yet to be initiated. The Public Works Department anticipates exploring next steps towards fulfilling this deliverable, once a decision around funding has been finalized at the AAO #1 meeting. Should the allocation be returned, Public Works’ proactive response plan will be to launch a comprehensive Request for Proposal (RFP) process to bring aboard a third party with a proven track record in urban transportation to assess preliminary research, bridge any existing gaps, and devise an actionable BerkDOT implementation plan.

Key Accomplishments and Next Steps:

RPS Phase	Timeline	Milestone
Phase 1 (2020-2022)	June 2020 – ongoing	Community Process for BerkDOT Development
	Fall 2022	Crossing guards transitioned from the Police to Public Works’ Division of Transportation.
	November 2022 – ongoing	Public Works staffing vacancies memos issued to City Council and community.
Phase 2 (2022-2024)	June 2023	City Council referred several Reimagining Tier I requests to the December 2023 Annual Appropriations Ordinance #1 process.
	<i>Anticipated</i> November 2023 – ongoing	Public Works anticipates exploring next steps towards fulfilling this deliverable, once a decision around funding has been made at the AAO#1 meeting. Next Steps would include a possible RFP process for BerkDOT implementation planning.

Considerations:

- Regulatory Compliance:** BerkDOT must strictly adhere to local, state and federal transportation regulations. This includes not just road and transit roles, but also any pertaining to pedestrian zones, bike lanes, and other urban transportation forms. Ensuring compliance will prevent potential legal complications and foster smoother collaboration and state federal agencies.

¹¹ https://leginfo.legislature.ca.gov/faces/billNavClient.xhtml?bill_id=202320240AB645

- **Budgetary Limitations:** The BerkDOT’s budget is currently deferred. This situation necessitates providing essential project and operations within existing resources. The City must explore innovative solutions and consider alternative funding avenues, such as grants or strategic partnerships.
- **Staffing:** The Public Works Department is currently facing a staffing shortage, which affects its capacity to meet all operational demands. The Department is actively recruiting to fill vacancies. It is important to note that with limited personnel, there are competing priorities to manage.

Ongoing Timeline:

- **Fall 2023 – ongoing:** As of this report’s submission, movement related to this deliverable has yet to be initiated. The Public Works Department anticipates exploring next steps towards fulfilling this deliverable, once a decision around funding has been finalized at the AAO #1 meeting. Should the allocation be returned, Public Works’ proactive response plan will be to launch a comprehensive Request for Proposal (RFP) process to bring aboard a third party with a proven track record in urban transportation to assess preliminary research, bridge any existing gaps, and devise an actionable BerkDOT implementation plan.

BEHAVIORAL HEALTH, CRISIS RESPONSE, AND CRISIS-RELATED SERVICES NEEDS AND CAPACITY ASSESSMENTS

Department Lead: Health, Housing and Community Services Department

Status Update: *In Progress*

Overview:

In **Phase 2**, the City of Berkeley allocated \$100,000 in Fiscal Year 2023 for a service needs assessment based on 911 and non-911 calls for service, dispatch, and response to address the needs of Berkeley people with behavioral health issues and/or who are unhoused. This needs assessment should be conducted using computer-aided dispatch (CAD) or other data from the Berkeley Communications Center, other dispatch agencies, BPD, BFD, and any other relevant data during the COVID-19 pandemic from at least March 2020 through the present. In addition to this service assessment, the recommendation also includes a capacity assessment of crisis response and crisis-related services available to Berkeley.

In May 2023, the City Council authorized the City Manager to add a portion of this funding to an existing contract with Resource Development Associates (RDA) to support a CAD data analysis to better inform the implementation and evaluation of the Specialized Care Unit (SCU) ([See Companion Appendix E, pp. 2487-2496 for RDA Contract](#)).

Analyzing the CAD data will help inform future SCU and crisis system operations by gaining a better understanding of the types of calls that could apply to behavioral health crises. Components of this CAD data analysis and follow-up recommendations, as it applies to current program operations will be incorporated into the broader SCU evaluation, and provided to the City throughout the SCU pilot.

In addition to the RDA contract to analyze 911 call data, HHCS recently hired a Community Services Specialist II (CSSII) who is focused on analyzing care support systems in the City of Berkeley and Alameda County, including crisis response and crisis-related services. This CSSII will focus on conducting the capacity assessment to determine what exists and system gaps with respect to the SCU, respite, and sobering centers. This work will continue throughout the calendar year and into early 2024.

Key Accomplishments and Next Steps:

RPS Phase	Timeline	Milestone
Phase 2 (2022-2024)	June 2023	Existing contract for SCU program evaluation is amended to add a scope of work for RDA to conduct the crisis needs assessment.
	June 2023 – August 2023	Crisis needs assessment for 911 call planning begins with initial data scoping.
	August 2023 – ongoing	Data analysis of Computer Aided Dispatch (CAD) calls begins with City of Berkeley stakeholders.
	August 2023	HHCS hired a Community Services Specialist II to analyze crisis response and related systems, specifically including crisis stabilization.
	<i>Anticipated</i> Ongoing – December 2023	Data collection and systems planning.
	<i>Anticipated</i> December 2023 – ongoing	Reporting. These projects continue to be ongoing through the rest of 2023. HHCS expects to receive initial results of the analysis of the 911 call data and crisis systems by the beginning of next year

Considerations:

- **Expanding Data Analysis & Dynamic Needs:** As the project progresses, there might be a recognition of new data sets essential for comprehensive analysis.
- **Partner Coordination & Feedback:** With multiple partners involved, there will be extensive coordination to ensure that all information is gathered to inform these analyses.
- **Policy Awareness:** Staying updated with relevant behavioral health policies and regulations will be key to ensure project success and compliance.

Ongoing Timeline:

- **Fall 2023 – ongoing:** These projects continue to be ongoing through the rest of 2023. HHCS expects to receive initial results of the analysis of the 911 call data and crisis systems by the beginning of next year.

STAFFING ASSESSMENT

Department Lead: Police

Status Update: *In Progress*

Overview:

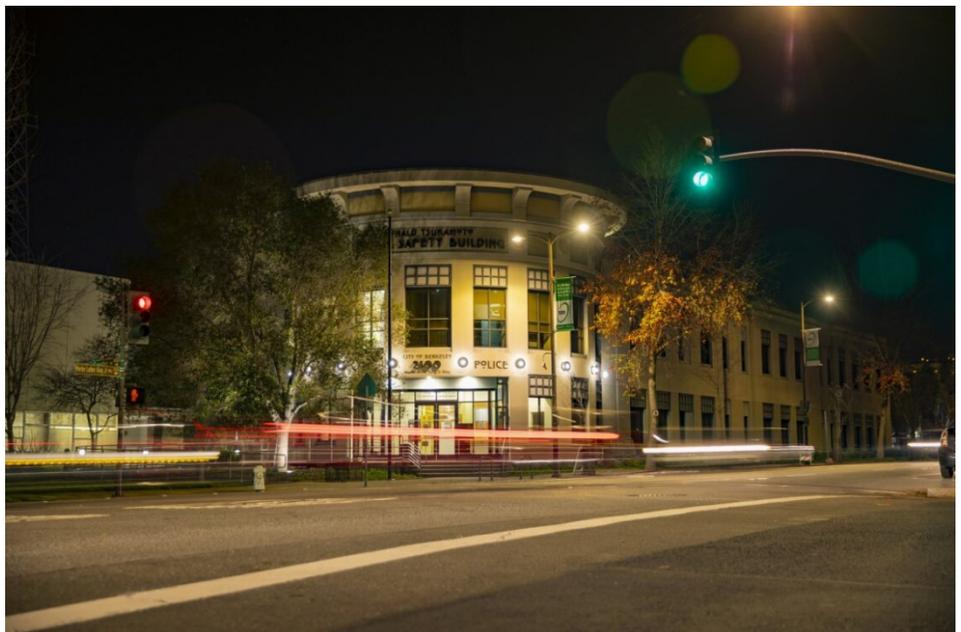
As part of ongoing efforts in the Reimagining Public Safety **Phase 2** recommendations, the Berkeley Police Department has contracted with [Citygate Associates](#) to undertake a thorough study of the Berkeley Police Department (See Companion Appendix L, pp. 2999-3006 for Contract and Scope of Services). This comprehensive study aims to evaluate the Department’s organizational structure, resource allocation, and geographical patrol boundaries. Citygate will also recommend organizational improvements to enhance overall service to the community with consideration given to the morale and well-being of police staff.

Key Accomplishments and Next Steps:

RPS Phase	Timeline	Milestone
Phase 2 (2022-2024)	July 2023	The Berkeley Police Department has successfully engaged with Citygate Associates for a comprehensive staffing assessment and workload study. Citygate’s workload study will take approximately nine months and consists of 6 key tasks outlined in the contract. RPS funding allocation of \$125,000 for FY 2024.
	August 2023 – ongoing	Citygate Staffing Assessment Tasks 1 & 2.
	<i>Anticipated</i> October 2023 – November 2023	Stakeholder Interviews and Community Survey.
	<i>Anticipated</i> November 2023 – December 2023	Review of Organizational Functions and Workload.

Ongoing Timeline:

- October 2023 – ongoing.** Citygate’s workload study will take approximately nine months and consists of 6 key tasks outlined in the contract. The Berkeley Police Department anticipates providing updates during the next Reimagining



Public Safety status report out.

TRANSPORTATION FINES & FEES ANALYSIS

Department Lead: City Manager’s Office

Status Update: *To Be Initiated* (funding deferred to AAO#1)

Overview:

As a **Phase 2** item in the Reimagining Public Safety initiative, \$150,000 was allocated by the City Council for Fiscal Year 2023 to review the City of Berkeley’s Municipal Code for proposed changes to increase equity and racial justice in City’s transportation fines and fees, and explore the civilianization of enforcement of various Municipal Code violations (See Companion Appendix T, pp. 3259-3264).

As previously mentioned, several Reimagining Public Safety deliverables, have yet to be initiated. Additionally, at the City Council’s Budget & Finance Committee meeting on June 22, 2023 and June 27, 2023 City Council session, several Reimagining Tier I requests were deferred to the December 2023 Annual Appropriations Ordinance #1 process (See Companion Appendix K, pp. 2902-2997 for Budget & Finance Committee Annotated Agenda and June 2023 Item 53 Council Supplemental Item). The City Manager’s Office anticipates exploring next steps towards fulfilling this deliverable once a decision around funding has been finalized at the AAO #1 meeting.

Key Accomplishments and Next Steps:

RPS Phase	Timeline	Milestone
Phase 2 (2022-2024)	June 2023	City Council referred several Reimagining Tier I requests to the December 2023 Annual Appropriations Ordinance #1 process.
	<i>Anticipated</i> October 2023 – ongoing	The City Manager’s Office anticipates exploring next steps towards fulfilling this deliverable, once a decision around funding has been made at the AAO#1 meeting.

Ongoing Timeline:

- **Fall 2023 – ongoing:** As of this report’s submission, this deliverable has yet to be initiated. The City Manager’s Office anticipates exploring next steps towards fulfilling this deliverable, once a decision around funding has been finalized at the AAO #1 meeting.

DEPARTMENT OF COMMUNITY SAFETY DESIGN AND IMPLEMENTATION

Department Lead: City Manager’s Office

Status Update: **To Be Initiated** (funding deferred to AAO#1)

Overview:

As a **Phase 2** item in the Reimagining Public Safety initiative, \$250,000 was allocated for Fiscal Year 2024 to support a design process for the creation of a Department of Community Safety (See Companion Appendix T, pp. 3259-3264).

As previously mentioned, several Reimagining Public Safety deliverables, have yet to be initiated. Additionally, at the City Council’s Budget & Finance Committee meeting on June 22, 2023 and June 27, 2023 City Council session, several Reimagining Tier I requests were deferred to the December 2023 Annual Appropriations Ordinance #1 process (See Companion Appendix K, pp. 2902-2997 for Budget & Finance Committee Annotated Agenda and June 2023 Item 53 Council Supplemental Item). The City Manager’s Office anticipates exploring next steps towards fulfilling this deliverable once a decision around funding has been finalized at the AAO #1 meeting.

Key Accomplishments and Next Steps:

RPS Phase	Timeline	Milestone
Phase 2 (2022-2024)	June 2023	Council referred several Reimagining Tier I requests to the December 2023 Annual Appropriations Ordinance #1 process.
	Anticipated October 2023 – ongoing	The City Manager’s Office anticipates exploring next steps towards fulfilling this deliverable, once a decision around funding has been made at the AAO#1 meeting.

Ongoing Timeline:

- **Fall 2023 – ongoing:** As of this report’s submission, this deliverable has yet to be initiated. The City Manager’s Office anticipates exploring next steps towards fulfilling this deliverable, once a decision around funding has been finalized at the AAO #1 meeting.



DISPATCH ASSESSMENT & IMPLEMENTATION

Department Lead: Fire Department

Status Update: *In Progress*

Overview:

The City's Dispatch center is the hub of both police, fire and emergency medical services (EMS) for the community. When a resident call 911 for help, there is a simple expectation that person has: that the right responders arrive on scene to provide help quickly. What happens behind the scenes is a complex process that is similar to that of an air traffic control center. Dispatchers receive calls for help via 911 or a ten-digit phone number, they ask questions to clarify the need, collect critical information and enter information into a Computer Aided Dispatch (CAD) system, alert the right resource(s), coordinate the response to the call, all the while maintaining awareness of the system status.

With this project, the Berkeley Fire Department's goal is to enhance the City's Dispatch center to allow for the systematic triage of emergency calls, to provide pre-arrival emergency medical instructions to callers, and to create the opportunity to send alternate resources like an alternative mobile health unit (similar to the Fire Departments Mobile Integrated Paramedic unit deployed early in the Pandemic) or the Specialized Care Unit (SCU). To meet these modern fire and EMS capabilities, as seen in most other centers in the region including the Contra Costa Regional Fire Communications Center, the Alameda County Regional Emergency Communications Center, and the San Francisco Emergency Communications Department, a substantial initial and on-going investment may be required.

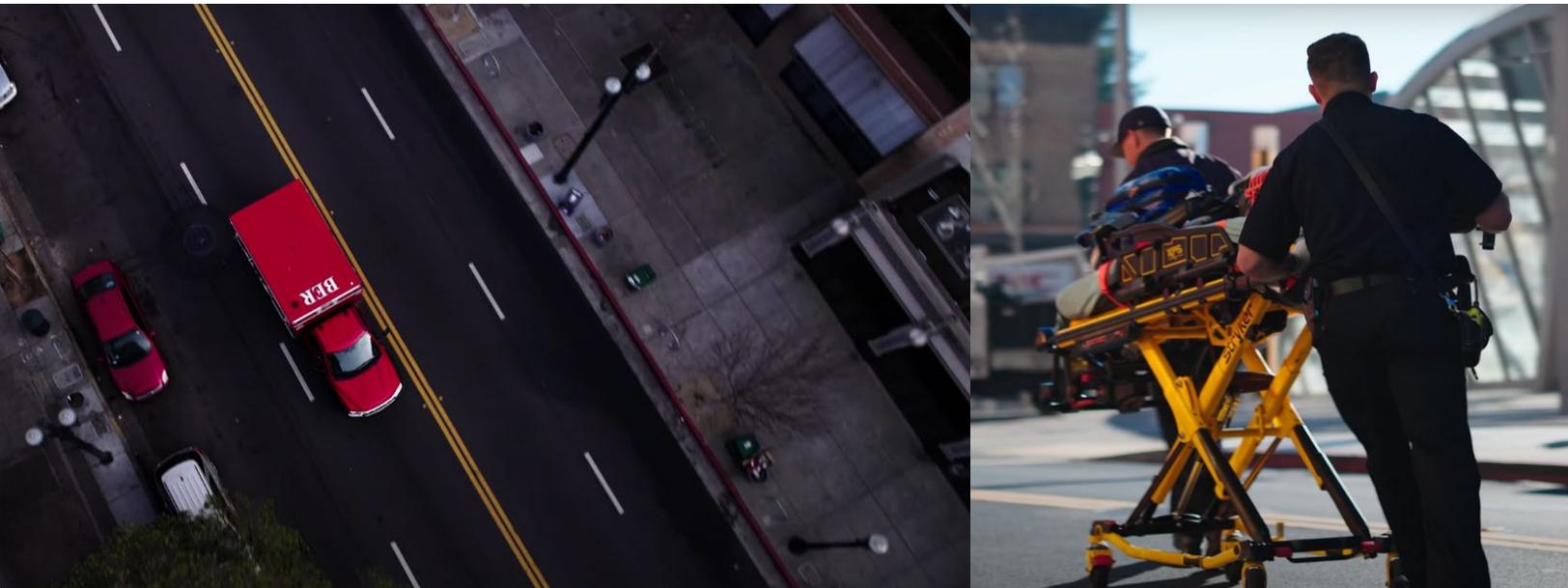
In part of the Mayor's [phased approach](#) to Reimagining Public Safety, **Phase 1** work primarily focused on [preliminary development and stakeholder engagement](#) of the Dispatch Needs Assessment (DNA) design prior to soliciting a formal (See Companion Appendix B, pp. 1899-2285 for City Manager's Reimagining Public Safety Off-Agenda Memos). As we advanced efforts towards Dispatch Needs Assessment and Redesign, additional funding was approved for Fiscal Year 2023 for DNA efforts, this enactment is a part of **Phase 2** in the Mayor's three-tiered approach.

Leading into **Phase 2** of the Reimagining Public Safety initiative, the Berkeley Fire Department [contracted](#) with [Federal Engineering, Inc.](#) (FE) to conduct a Dispatch Needs Assessment (DNA). The results of the completed scope of work is detailed in the high-level implementation plan (See Companion Appendix M, pp. 3009-3014 for FE Contract and High Level Implementation Plan). The recommendations included a staffing model, facility improvements, advanced training and protocols required to support call triaging for alternative response models, and the implementation of emergency medical dispatch.

Due to the significance of the recommendations from FE and following extensive discussions with stakeholders from dispatch, the City Manager's Office, the fire department, and the police department, staff is seeking a second opinion from other industry experts in the field before bringing the full report to City Council and advancing to the next phase of the DNA (implementation of the plan). The scope and lasting impacts of implementation of the DNA recommendations is so significant, it is imperative

that the team exercises due diligence. By soliciting a second opinion, staff aim to ensure that the report and subsequent recommendations to the City Council are anchored in best practices, are pragmatic, fiscally responsible, and represent a comprehensive understanding of the challenges and requirements of this industry. This careful approach underscores the Berkeley Fire Department's commitment to the highest standards of professional and strategic implementation.

The cost of the second opinion is not expected to exceed \$20,000 and will be paid by Measure FF funds. Contract initiation and reassessment will conclude in Spring 2024. Within this timeframe, the core objective is to undertake a comprehensive reassessment of the current and proposed staffing model. The reassessment will utilize the most recent call data, as the FE report is now a year old. It is important to contextualize that the data, influenced by the unprecedented challenges of the COVID-19 Pandemic, may not represent typical patterns. The final output will encompass a plan for strategic implementation of the derived recommendations. Upon the completion of the second opinion, Fire Department staff anticipates engaging with City leadership to shape and inform next steps. The findings from this review will be presented to the appropriate stakeholder groups and the Council in 2024. The total contract for the Dispatch Needs Assessment and Implementation Plan is \$300,000. In addition to City allocation (\$200,000) the initial assessment was funded by HHCS grants (approximately \$100,000).



Key Accomplishments and Next Steps:

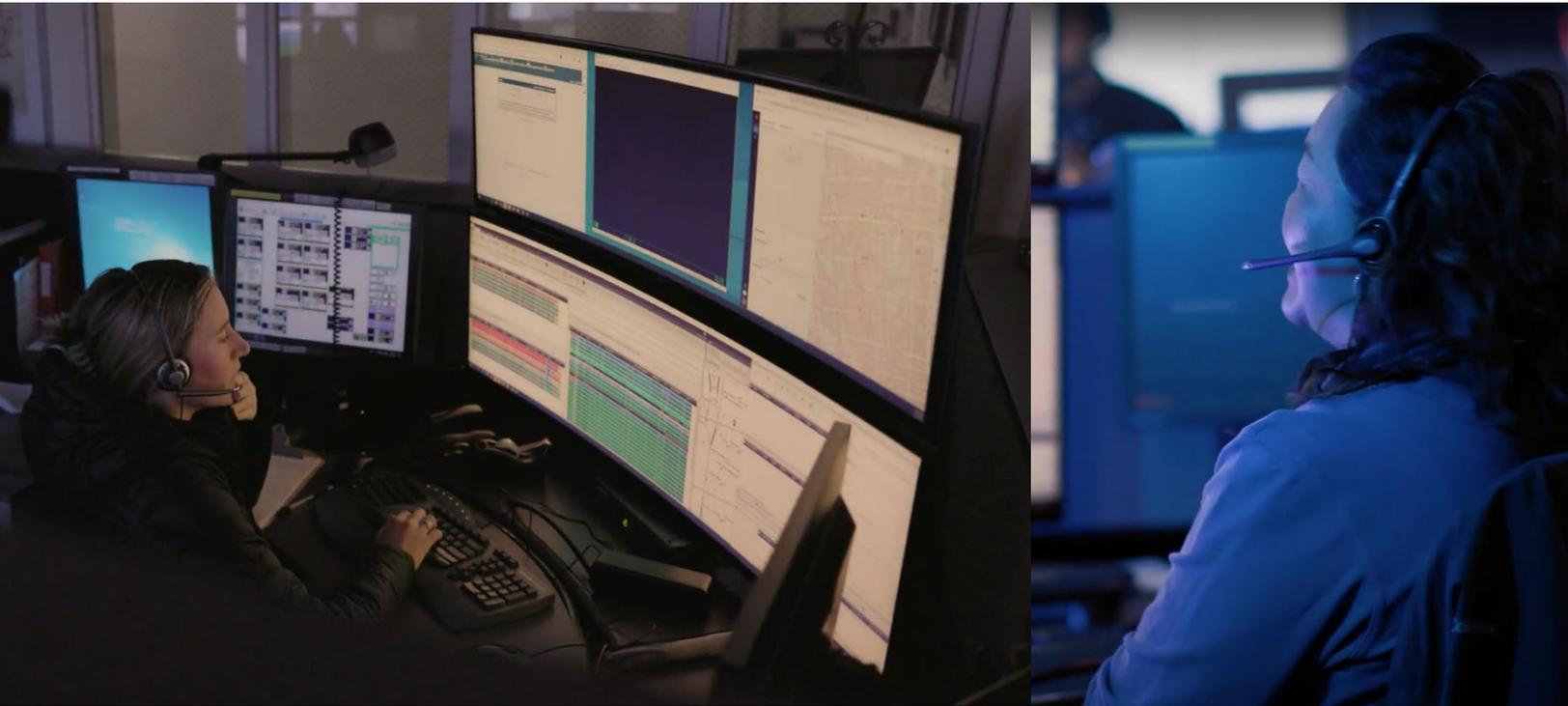
RPS Phase	Timeline	Milestone
Phase I (2020-2022)	February 2021 – December 2021	RFP Process Executed.
	January 2021 – October 2022	Federal Engineering Conducts Assessment. The scope of work for this project examined existing dispatch capabilities and the City's goals to develop a gap analysis and path forward on how to triage calls, divert non-emergency calls—including mental health calls—to appropriate resources, and implement the delivery of emergency medical instructions to callers.
Phase 2 (2022-2024)	November 2022 – May 2023	The Federal Engineering Report on Priority Dispatch was presented to key stakeholders and discussed internally.
	July 2023 – October 2023	Development of Second Opinion Scope and Vendor Selection
	<i>Anticipated</i> Fall 2023	A budget of \$20,000 from Measure FF funds is allocated for a second opinion, set to begin in November for a three-month duration. This review will re-evaluate our staffing model using the latest call data, considering the anomalies from the COVID-19 impacted years. The outcome will provide strategic recommendations for implementation.
	<i>Anticipated</i> Winter/Spring 2024	Second opinion report complete.
	<i>Anticipated</i> Winter/Spring 2024	Discussion with City project stakeholders of FE's report and the second opinion to determine next steps for the DNA.

Considerations:

- **Staffing.** Through FY23 the Fire Department experienced significant and ongoing recruitment and hiring challenges resulting from the global pandemic, the Office of the Fire Chief (the Department) has struggled to fulfill community needs through day-to-day operations, strategic planning efforts, and project and program management. The most significant challenges surround overseeing operational and programmatic priorities due to short staffing. The Department is working diligently to reorganize its operations to support current and future staff and staffing needs.
- **Facilities Space.** One of the primary challenges and considerations that may inhibit implementation of Stage II of the Dispatch Needs Assessment is securing an appropriate facility space for the center. There is not enough space in the Public Safety Building before the Fire Department moves to an independent headquarters facility. Identifying and obtaining the appropriate amount of space to house dispatcher workstations is vital for the successful rollout and operation of the project. Ensuring the space meets the specific requirements and standards, both in terms of functionality and accessibility, is paramount and current configuration of the Public Safety Building will need to be adjusted to accommodate a modern and expanded dispatch center.
- **Budget.** Stage I of this project was paid for with HHCS grant funds and the second opinion and planning for implementation is funded by Measure FF. Additional funding for implementation of any/all recommendations will need to be approved and appropriated by the City Council.

Ongoing Timeline:

- **Fall 2023 – ongoing:** A budget of \$20,000 from Measure FF funds is allocated for a second opinion, set to begin in late Fall 2023. This review will re-evaluate Fire’s staffing model using the latest call data, considering the anomalies from the COVID-19 impacted years. The outcome will provide strategic recommendations for implementation.



COMMUNITY INVESTMENTS

VIOLENCE PREVENTION

VIOLENCE PREVENTION AND YOUTH SERVICES

Department Lead: Health, Housing and Community Services Department

Status Update: *In Progress*

Overview:

In **Phase 2** of the initiative to Reimagine Public Safety, emphasis was placed on community investments. Two prominent Community-Based Organizations (CBOs), namely [McGee Avenue¹²](#) Baptist Church Center for Food, Faith, and Justice and [Berkeley Youth Alternatives¹³](#) were identified and selected to receive funds. These allocations are instrumental in bolstering collective efforts to reshape and enhance the dynamics of Berkeley’s community. For Fiscal Years 2023 and 2024, \$50,000 has been designated to support the “Voices Against Violence” series by the McGee Avenue Baptist Church. Additionally, Berkeley Youth Alternatives has been allocated \$160,000, of which, \$125,000 is dedicated to their [Counseling Center¹⁴](#) and the remaining \$35,000 is designated for the Summer Jam Day Camp.

Center for Food, Faith. In the City’s ongoing efforts to enhance community safety and enrichment, the McGee Avenue Baptist Church was granted funding of \$50,000 to support with their “Voices Against Violence” youth campaign.

Berkeley Youth Alternatives. BYA, another pillar in the community, has been awarded \$160,000. A substantial portion, \$125,000 is dedicated to fortifying their counseling center, which plays a crucial role in providing support to many. The remaining \$35,000 is allocated to ensure successful continuation of their Summer Jam Day Camp.

Key Accomplishments and Next Steps:

RPS Phase	Timeline	Milestone
Phase 2 (2022-2024)	July 2022- June 2023	Funds allocated to CBOs
	<i>Anticipated</i> Fall 2023 – June 2024	Funds continued allocation to CBOs through FY 24.

Ongoing Timeline:

- **Fall 2023 – June 2024:** The City will continue to allocate funds to McGee Avenue Baptist Church and Berkeley Youth Alternatives corresponding to their programmatic expenditures through the end of Fiscal Year 2024, which ends on June 30, 2024.

¹² <https://www.cffj.org/programs-services>

¹³ <https://www.byaonline.org/>

¹⁴ <https://www.byaonline.org/programs/counseling-center/counseling-center>

GUN VIOLENCE PREVENTION (BERKELEY CEASEFIRE)

Department Lead: City Manager’s Office

Status Update: *In Progress* (FY 23 carryover request to AAO#1)

Overview:

As part of the Mayor’s [phased approach](#) to Reimagining Public Safety, **Phase I** work primarily focused on community-centric processes and comprehensive engagement with key stakeholders and field experts. In this engagement, analysis, and design process, the [National Institute for Criminal Justice Reform¹⁵](#) (NICJR), was commissioned to conduct an assessment of programs and models that increase safety, properly respond to emergencies, reduce crime and violence, and improve policing. Included in their final report was a dedicated assessment of [Community Driven Violence Reduction Strategies¹⁶](#), also known as Gun Violence Prevention or “Ceasefire,” This report was presented to the Reimagining Public Safety Task Force, and thereafter to the City Council in Spring 2022 (See [Companion Appendix A, pp. 1107-1111, for NICJR Report](#)).

Councilmember Terry Taplin recommended a series of budget referrals ([November 2021, May 2022](#)) for a Gun Violence Intervention (Operation Ceasefire) program to be designed and implemented within the city of Berkeley (See [Abbreviated Appendix N, pp. 3088-3095](#)). To support this initiative, the Berkeley Police Department (BPD) has established a comprehensive [Transparency Hub¹⁷](#) with data and analysis designed to support the Ceasefire process and inform the community of BPD’s efforts in this space.

As the Reimagining Public Safety work transitioned to **Phase 2** of analysis and implementation, on June 28, 2022, the City of Berkeley ratified a budget for [FY 2023 & FY 2024](#) with an allocation of \$1,000,000 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 said prior discussions on potential community-based violence prevention strategies. The City Manager has since issued an Off Agenda Memo in [October 2022](#) providing updates on progress thus far, highlighting BPD’s preliminary steps, including engagement with Ceasefire programs in surrounding cities and other violence prevention programs when there are Berkeley connections to crime in other jurisdictions as well as their expanded partnership with UC Berkeley to include a collaboration with the Goldman School of Public Policy to design a Gun Violence Prevention program evaluation plan including the definition of success metrics and independent analysis thereof. (See [Abbreviated Appendix N, pp. 3014-3087, for Report](#)). In addition to the Police Department’s efforts, Councilmember Taplin has coordinated several 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 Berkeley. The meetings involved identifying current systems and other stakeholders who should be engaged in the process as

¹⁵ <https://nicjr.org/>

¹⁶ https://berkeleyca.gov/sites/default/files/documents/BerkeleyReport_030722.pdf#page=100

¹⁷ <https://bpd-transparency-initiative-berkeleypd.hub.arcgis.com/>

well as discussions as to what strategies would work best in Berkeley. A [memo was published](#) April 2023 (See Abbreviated Appendix N, page p. 3088, for April 2023 memo).

The Gun Violence Prevention (GVP) report was completed in summer 2023 and preliminary analyses and findings have been presented to the Chief of Police and City Manager’s Office, and are expected to be presented to the City Council December 5, 2023 (See Appendix N, pp. 3014-3087, for Gun Violence Prevention Report). Unspent funds (\$1,000,000) from Fiscal Year 2023 have been requested for carryover to FY 2024 as part of AA0#1. The Assistant to the City Manager, now onboarded in their role as the Reimagining Public Safety Project Coordinator, will collaborate with essential stakeholders to design the forthcoming steps and processes tailored to meet the specific requirements of Berkeley’s GVP program. The team will also explore the potential need for a Request for Proposal (RFP) during this phase.

Key Accomplishments and Next Steps:

RPS Phase	Timeline	Status
Phase 1 (2020-2022)	Spring 2022	Preliminary Steps. NICJR Presents report to Task Force and Council. Councilmember Terry Taplin presents budget recommendations. BPD launches transparency hub.
	June 2022	\$1M allocation adopted for Gun Violence Prevention Program.
Phase 2 (2022-2024)	November 2022	Gun Violence Prevention (GVP) Preliminary Analysis Initiated
	May 2023	GVP Report complete.
	August 2023	Assistant to the City Manager – Reimagining Public Safety Project Coordinator hired.
	Anticipated December 2023	Comprehensive update on Reimagining and Project update for GVP.
	Anticipated Winter 2024 – ongoing	Preliminary research and stakeholder engagement for next steps and possible process.

Considerations:

- **CBO/Staffing Recruitment:** The current recruitment landscape presents its own set of challenges. Staffing up qualified organizations/individuals for this program may face prolonged lead times in recruitment. Beyond initial recruitment, the essential training required to ensure the efficacy of the GVP launch may further extend lead times.

Ongoing Timeline:

- **December 2023 – ongoing:** Unspent funds from FY 2023 have been requested for carryover as part of AA0#1. GVP findings are scheduled to be presented to the City Council December 5, 2023. The Assistant to the City Manager will collaborate with essential stakeholders. This collaboration aims to design the forthcoming steps and processes tailored to meet the specific requirements of the GVP program.

ALTERNATIVES TO SANCTIONS/FINES

HEARING OFFICER-ALTERNATIVES TO SANCTIONS/FINES

Department Lead: Public Works Department

Status Update: *In Progress* (funding deferred to AAO#1)

Overview:

As a **Phase 2** item in the Reimagining Public Safety initiative, \$150,000 was allocated for Fiscal Year 2024 to enhance hearing officer resources. The remit of this allocation includes referring individuals to community service and social services for various infractions, such as low-level violations related to parking.

As previously mentioned, several Reimagining Public Safety deliverables, have yet to be initiated. Additionally, at the City Council’s Budget & Finance Committee meeting on June 22, 2023 and June 27, 2023 City Council session, several Reimagining Tier I requests were deferred to the December 2023 Annual Appropriations Ordinance #1 process (See Companion Appendix K, pp. 2902-2997 for Budget & Finance Committee Annotated Agenda and June 2023 Item 53 Council Supplemental Item). The City Manager’s Office anticipates exploring next steps towards fulfilling this deliverable once a decision around funding has been finalized at the AAO #1 meeting. In light of the need to address the backlog of the administrative review queue, the Public Works Department has expanded resources to bring on an assistant to support with this process.

Key Accomplishments and Next Steps:

RPS Phase	Timeline	Milestone
Phase 2 (2022-2024)	June 2023	City Council referred several Reimagining Tier I requests to the November 2023 Annual Appropriations Ordinance #1 process.
	<i>Anticipated</i> October 2023 – ongoing	The Public Works Department anticipates exploring next steps towards fulfilling this deliverable, once a decision around funding has been made at the AAO#1 meeting.

Ongoing Timeline:

- **Fall 2023 – ongoing:** As of this report’s submission, this deliverable has yet to be initiated. The Public Works Department anticipates exploring next steps towards fulfilling this deliverable, once a decision around funding has been finalized at the AAO #1 meeting.

EXPAND DOWNTOWN STREETS TEAMS

Department Lead: Public Works Department

Status Update: *In Progress* (funding deferred to AAO#1)

Overview:

In **Phase 2**, a budgetary provision of \$50,000 was allocated for Fiscal Years 2023 and 2024 to expand the scope of the City’s contract with [Downtown Streets Team](#)¹⁸. On May 31, 2022, City Council approved Resolution No. 70, 394-N.S to allow for City staff to enter into sole source negotiations with DST for new pricing, contract terms, and scope of services in support of the Clean Cities Program for the continuation of hand sweeping, leaf and litter removal, graffiti abatement, and poster removal services for various commercial districts (See Companion Appendix O, pp. 3097-3100 for 2022 Contract with Downtown Streets Team).

As mentioned, several Reimagining Public Safety deliverables have yet to be initiated. Additionally, at the Berkeley Budget & Finance Committee meeting on June 22, 2023 and June 27, 2023 City Council session, several Reimagining Tier I requests have been referred to the December 2023 Annual Appropriations Ordinance #1 process (See Companion Appendix K, pp. 2902-2997 for Budget & Finance Committee Annotated Agenda and June 2023 Item 53 Council Supplemental Item).

Public Works has since then entered into a new contract with Downtown Streets Team, June 27, 2023 wherein which DST supports the city with services related to hand sweeping, graffiti and litter abatement, poster removal, and low barrier volunteer work experience programming (See Companion Appendix O, pp. 3101-3103 for 2023 Contract with Downtown Streets Team). The Public Works department anticipates exploring next steps towards fulfilling this deliverable, once a decision around funding has been finalized at the AAO #1 meeting.

Key Accomplishments and Next Steps:

RPS Phase	Timeline	Milestone
Phase 2 (2022-2024)	June 2023	City Council referred several Reimagining Tier I requests to the December 2023 Annual Appropriations Ordinance #1 process. Public Works enters contract with Downtown Streets Team.
	<i>Anticipated</i> October 2023 – ongoing	The Public Works Department anticipates exploring next steps towards fulfilling this deliverable, once a decision around funding has been made at the AAO#1 meeting.

Ongoing Timeline:

- **Fall 2023 – ongoing:** As of this report’s submission, this deliverable has yet to be initiated. The Public Works Department anticipates exploring next steps towards fulfilling this deliverable, once a decision around funding has been finalized at the AAO #1 meeting.

¹⁸ <https://www.streetsteam.org/berkeley>

COMMUNITY MENTAL HEALTH, BEHAVIORAL, AND CRISIS RESPONSE

COMMUNITY CRISIS RESPONSE SERVICES (BRIDGE SERVICES)

Department Lead: Health, Housing and Community Services Department

Status Update: *In Progress*

Overview:

Within the framework of **Phase I** of the Reimagining Public Safety initiative, the city was actively engaged in the planning stages of the Specialized Care Unit (SCU). The SCU, envisioned as a 24/7 mobile unit, will provide support to individuals experiencing a mental health or substance abuse crisis, without necessitating direct police involvement. During the design period, with HHCS actively engaged in the development process, the city recognized the pressing need to enhance non-police relationships and support for individuals at risk of entering a crisis state. In response to this need, the City Council, on June 29, 2021, allocated up to \$1,200,000 from the FY 2022 budget, sourced from the American Rescue Plan, to fund the Community Crisis Response (CCR) services. These services, intended to bridge the gap until the SCU became operational, were also referred to as “Bridge Services.”

In pursuit of these goals, the City issues a Request for Proposals, seeking community-based organizations (CBOs) and groups with expertise to provide these supportive services. The City of Berkeley received proposals from three local organizations, [Alameda County Network of Mental Health Clients](#)¹⁹ (Berkeley Drop-in Center), [Options Recovery](#)²⁰, and [Women’s Daytime Drop-in Center](#)²¹, each with intent to expand their current service offerings. The review committee, consisting of representatives from the Health, Housing and Community Services Department, the Fire Department, the Mental Health Commission, and the Berkeley Community Safety Coalition, recommended funding all three contracts (See Companion Appendix P, pp. 3105-3110 for City Manager’s consent item).

These contracts will provide financial support to:

1. Alameda County Network of Mental Health Clients (Berkeley Drop-in Center) to expand their peer support programming for crisis prevention, crisis intervention and post-crisis support (See Companion Appendix P, pp. 3111-3150 for Peer Wellness Berkeley Drop-In Center Contract)
2. Options Recovery for hiring Substance Use Disorder (SUD) Navigators for culturally competent stage-matched interventions (See Companion Appendix P, pp. 3151-3244 for Options Recovery Contract)
3. Women’s Daytime Drop-in Center for enhanced mental health care services to the community including assessment, linkages, workshops, and goal-setting (See Companion Appendix P, pp. 3180-3215 for Women’s Daytime Drop-in Center Contract)

¹⁹ https://alameda.networkofcare.org/mh/services/agency.aspx?pid=BerkeleyDropInCenter_344_2_0

²⁰ <https://optionsrecovery.com/>

²¹ <https://www.womensdropin.org/>

As Reimagining efforts have transitioned into **Phase 2** of the implementation process, these contracts were initiated in Spring 2022, and amended to be extended the following year, while the Specialized Care Unit, having launched September 2023, continues to build and ramp up.

Key Accomplishments and Next Steps:

RPS Phase	Timeline	Milestone
Phase 1 (2020-2022)	June 2021	City Council approves to allocate \$1,200,000 from the FY 2022 budget, sourced from the American Rescue Plan, to fund the Community Crisis Response (CCR) services.
	Summer 2021	RFP Process initiated.
	November 2021	Consent item issued to adopt three Resolutions authorizing the City Manager to execute contracts and any amendments or extensions with Alameda County Network of Mental Health Clients (Berkeley Drop-in Center), Options Recovery, and Women’s Daytime Drop-in Center for Community Crisis Response Services, in an amount not to exceed \$1,200,000.
	Spring 2022 – Winter 2022	Contracts with Alameda County Network of Mental Health Clients (Berkeley Drop-in Center), Options Recovery , and Women’s Daytime Drop-in Center initiated.
Phase 2 (2022-2024)	Spring 2023 – ongoing	Contracts with Alameda County Network of Mental Health Clients (Berkeley Drop-in Center), Options Recovery , and Women’s Daytime Drop-in Center renewed/amended, while the SCU will continue to hire and train staff to build toward 24/7 operations.

Ongoing Timeline:

- Fall 2023 – ongoing:**
 HHCS will continue partnership Alameda County Network of Mental Health Clients (Berkeley Drop-in Center), Options Recovery, and Women’s Daytime Drop-in Center for Community Crisis Response Services, while the SCU will continue to hire and train staff to build toward 24/7 operations.



YOUTH PEERS MENTAL HEALTH, BEHAVIORAL, AND CRISIS RESPONSE

Department Lead: Health, Housing and Community Services Department

Status Update: *In Progress*

Overview:

The City’s Health, Housing, and Community Services (HHCS) Department has initiated a collaborative effort with the Berkeley Unified School District (BUSD). Central to this partnership is the establishment of a [Wellness Center at Berkeley High School²²](#). This center is envisioned as a new space for students, providing an environment conducive to rejuvenation, connectivity, and well-being. This initiative falls under of **Phase 2** of the Reimagining Public Safety’s Community Investments, with “Community Mental Health, Behavioral and Crisis Response” identified as a focal sub-category. In alignment with this vision, the City of Berkeley has allocated \$175,000 for Fiscal Year 2023 and 2024 (totaling \$350,000) to [contract](#) and cover the salary and benefits for a BHS Mental Health and Wellbeing Coordinator to oversee the Wellness Center. In addition, the City partially funds the MEET and Wellness Counselor at the Center (See Companion Appendix Q, pp. 3215-3239 for BUSD Contract and Scope of Services).

Key Accomplishments and Next Steps:

RPS Phase	Timeline	Milestone
Phase 2 (2022-2024)	July 2023	Mental Health Wellness Coordinator Hired.
	August 2023	Wellness Center Refurbishing and Soft Opening.
	August 2023 – ongoing	BUSD - HHCS Collaboration Meeting.
		Outreach activities to introduce MHW Coordinator to BUSD staff, students, and parents (as appropriate).
		Preliminary Wellness Center activity and services offered
	Anticipated November 2023	BUSD submits project evaluation plan to HHCS.
Anticipated July 2024	Evaluation #1 due to HHCS (for the period of June 26, July 15, 2024 2023 - June 30, 2024).	

Considerations:

- **Coordination with the Berkeley High School Health Center:** The BHS Health Center, operated by the mental health and public health divisions of HHCS, continues to provide first aid, mental health, youth development, and reproductive and sexual health services to students on campus. As Wellness Center services are largely preventive in nature, and Wellness Center and Health Center staff will coordinate as needed to support the unique needs of students.

Ongoing Timeline:

- **Fall 2023 – ongoing:** BUSD will submit a project evaluation plan to HHCS. Evaluation #1 will be delivered to HHCS July 2024.

²² <https://sites.google.com/berkeley.net/bhswellness/bhs-mental-health-resources>

RESPITE FROM GENDER VIOLENCE

RESPITE FROM GENDER VIOLENCE

Department Lead: Health, Housing and Community Services Department

Status Update: *In Progress*

Overview:

The Health, Housing, and Community Services (HHCS) Department has initiated a strategic effort to conduct a systems analysis concerning respite from gender violence and its intersections with other pertinent crisis response systems. The purpose is to increase the community’s knowledge about respite resources, understand their strengths and challenges, and to identify gaps that can be addressed. To facilitate this, a temporary Community Services Specialist II was hired in August 2023 to lead the process. Additional resources will be identified to fill service gaps.

Key Accomplishments and Next Steps:

RPS Phase	Timeline	Milestone
Phase 2 (2022-2024)	August 2023	Temporary Community Services Specialist II hired.
	October – November 2023	Preliminary steps of research to identify resources available at the local, state, and federal level.
	<i>Anticipated</i> Fall 2023 – ongoing	Continued research and evaluation to identify resources available based on the needs of the community.

Considerations:

- **Community Collaboration:** Prioritizing insights from community partners ensure that the policy evolution remains responsive to the lived experience, policy needs, and priorities of survivor communities.

Ongoing Timeline:

- **Fall 2023 – ongoing:** The Health, Housing, and Community Services Department anticipates continuing research and evaluation to identify resources available based on the needs of the community.

LANGUAGE EQUITY

LANGUAGE EQUITY

Department Lead: City Manager’s Office

Status Update: *To Be Initiated* (FY 23 carryover request to AAO#1)

Overview:

In **Phase 2** of the Reimagining Public Safety initiative, the City Council allocated a budget of \$15,000 for Fiscal Year 2023 to support the publication of victim resources in plain language and multiple languages. This strategic investment is aimed at expanding accessibility and ensuring that vital information and support services are readily available to all members of the community, including those with limited English proficiency, non-English speakers, and individuals with low-literacy levels. This initiative directly aligns with the recommendations outlined in the Reimagining Public Safety Task Force Report (See Companion Appendix A, pp. 938-941 for Reimagining Public Safety Task Force Report).

Unspent funds (\$15,000) from Fiscal Year 2023 have been requested for carryover to FY 2024 as part of AAO#1. The Assistant to the City Manager, serving as the Reimagining Public Safety project manager will coordinate with the Health Housing and Community Services Department, specifically, their newly appointed Community Services Specialist II who is focusing on respite from gender violence work.

Key Accomplishments and Next Steps:

RPS Phase	Timeline	Milestone
Phase 2 (2022-2024)	August 2023	Assistant to the City Manager and temporary Community Services Specialist II hired.
	October – November 2023	Preliminary steps of research to identify resources available at the local, state, and federal level.
	<i>Anticipated</i> Fall 2023 – ongoing	Continued research and evaluation to identify resources available based on the needs of the community; coordination to identify usage for language equity funds.

Ongoing Timeline:

- **Fall 2023 – ongoing:** The team anticipates continuing research and evaluation to identify resources available based on the needs of the community. As the City progresses in this phase, the team will coordinate to identify usage for language equity funds.

APPENDICES

*Please refer to the **Companion Appendix** online for a comprehensive archive.*

To access the full Companion Appendix referenced in the Status Report, please visit the Reimagining Public Safety Task Force landing page to find the full Companion Appendix under Additional Information: <https://berkeleyca.gov/your-government/boards-commissions/reimagining-public-safety-task-force>

*For quick reference of new materials introduced, please refer to the **Abbreviated Appendix**.*