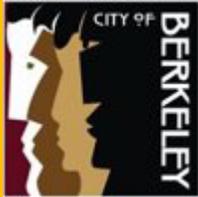


REIMAGINING PUBLIC SAFETY



Status Update and Report Out
City Manager's Office
Spring 2024

TABLE OF CONTENTS

EXECUTIVE SUMMARY	4
Introduction.....	5
Timeline.....	6
Phased Deliverables & Status Updates.....	7
Phase 3 Deliverables & Recommendations.....	14
Phase 4 (Long Term) Recommendations	18
Considerations.....	19
Next Steps	20
PRIORITY REIMAGINING PUBLIC SAFETY INITIATIVES.....	21
Overview.....	22
STAFFING INVESTMENTS	23
<i>Reimagining Public Safety Project Coordinator.....</i>	<i>23</i>
<i>Office Of Diversity, Equity, And Inclusion (ODEI)</i>	<i>25</i>
<i>Grant Assistance</i>	<i>28</i>
<i>Specialized Care Unit Implementation.....</i>	<i>30</i>
<i>Staffing Positions (Reimagining Public Safety Community Service Officers & Dispatchers).....</i>	<i>32</i>
<i>Fair And Impartial Policing</i>	<i>34</i>
<i>Wellness Practices.....</i>	<i>35</i>
<i>Vision Zero Program.....</i>	<i>36</i>
CONSTULTANT COSTS.....	40
<i>Berkeley Department Of Transportation Development.....</i>	<i>40</i>
<i>Behavioral Health, Crisis Response, And Crisis-Related Services Needs And Capacity Assessments.....</i>	<i>42</i>
<i>Staffing Assessment</i>	<i>44</i>
<i>Transportation Fines & Fees Analysis.....</i>	<i>45</i>
<i>Department Of Community Safety Design And Implementation.....</i>	<i>46</i>
<i>Dispatch Needs Assessment</i>	<i>48</i>
COMMUNITY INVESTMENTS.....	51
<i>Violence Prevention And Youth Services.....</i>	<i>51</i>
<i>Gun Violence Prevention (Berkeley Ceasefire).....</i>	<i>53</i>
<i>Public Safety/Crime Prevention For Women And Older Persons</i>	<i>55</i>
<i>Hearing Officer-Alternatives To Sanctions/Fines.....</i>	<i>57</i>

<i>Expand Downtown Streets Teams</i>	58
<i>Community Crisis Response Services (Bridge Services)</i>	59
<i>Youth Peers Mental Health, Behavioral, And Crisis Response</i>	60
<i>Respite From Gender Violence</i>	63
<i>Language Equity</i>	65
APPENDIX.....	66



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

Reimagining Public Safety in the City of Berkeley aims to foster an equitable, holistic, and community-centered approach to safety, transforming traditional public safety models to prioritize health, wellness, and security for all residents. Through a collaborative, multidisciplinary strategy, it seeks to reshape the scope of a traditional police-centered model, address systemic inequities, and enhance community trust and well-being. By reinvesting in health, education, and social services, and introducing alternatives to traditional enforcement, the initiative aspires to establish a sustainable, inclusive public safety system that effectively serves the diverse needs of the community.

This initiative involves a comprehensive and inclusive process that unfolds in three main phases:

- **Phase 1 (2020-2022) Community Process and Research.** Phase 1 of the City of Berkeley's Reimagining Public Safety initiative, the City Council adopted critical resolutions to transform public safety through extensive community engagement and research, guided by the expertise of the National Institute for Criminal Justice Reform and the input of the Reimagining Public Safety Task Force. This phase was characterized by partnerships and collaborations aimed at developing a new paradigm of community-centered safety, with a focus on equity and inclusivity, and informed by comprehensive community dialogue and expert analysis. The culmination of these efforts was presented in a series of reports and recommendations that laid the groundwork for transforming Berkeley's approach to public safety, emphasizing the principles of reimagine, improve, and reinvest to address the community's diverse needs.
- **Phase 2 (2022-2024) Continued Analysis and Implementation.** Phase 2 focused on putting the conceptual framework developed during Phase 1 into practice, marked by the continuation of analytical work and the beginning of implementation efforts. This phase involves significant staffing investments across various city departments, consulting for critical assessments, and community investments aimed at strengthening resilience through various support and engagement programs. An integrated and interdepartmental approach ensures that all efforts are cohesive and aligned with the City Council's directives, leveraging partnerships and collaborations to inform and guide the work towards a community-centric safety model.
- **Phase 3 (2024-2026) Continued Implementation and Expansion.** Phase 3 of the Reimagining Public Safety initiative in Berkeley is set to focus on the expansion and further implementation of the strategies developed in earlier phases, aiming to solidify a comprehensive and responsive public safety model. This third phase is dedicated to broadening the scope of the initiatives to more thoroughly incorporate and address the varied needs of the Berkeley community. The objective is to establish a public safety framework that is both effective and reflective of the community's diversity, ensuring resilience and inclusivity in its approach to safety and well-being. Prior direction is incorporated, but also amended, as needed to align with current fiscal circumstances.

Timeline

Timeline of Events		
Date	Milestone Description	References
June 16, 2020	The introduction of the "Urgency Item: Safety for All" marked a rapid response to the evolving national conversation, setting the stage for in-depth public safety discussions.	<ul style="list-style-type: none"> • Annotated Agenda
July 14, 2020	Berkeley approved the Omnibus motion, signaling its commitment to substantive and meaningful reforms.	<ul style="list-style-type: none"> • See Action Calendar: Items 18a-18e • Annotated Agenda
December 15, 2020	A partnership and contract were established with the National Institute of Criminal Justice Reform (NICJR) to incorporate expert input.	<ul style="list-style-type: none"> • See Consent Calendar: Item 7 • Annotated Agenda
January 19, 2021	The establishment of the Reimagining Public Safety Task Force institutionalized community and stakeholder engagement, ensuring diverse input in the reimagining process.	<ul style="list-style-type: none"> • See Consent Calendar: Item 18 • Annotated Agenda
March 10, 2022	Research analysis and community dialogue culminated in comprehensive reports from NICJR, the Task Force, and RDA, and other field experts.	<ul style="list-style-type: none"> • See Action Calendar: Item 1-2 • Annotated Agenda
April 21, 2022	The City Manager presented a synthesis of efforts, providing an in-depth roadmap and strategic vision for Berkeley.	<ul style="list-style-type: none"> • See Action Calendar: Item 1 • Annotated Agenda
May 5, 2022	The Mayor presented a plan to Council from which the final resolution was adopted: <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 adoption of the Biennial Budget reflected Berkeley's strategic planning, blending financial prudence with transformative public safety goals.	<ul style="list-style-type: none"> • See Action Calendar: Item 44 • Annotated Agenda
January 23, 2024	A discussion of the Fall 2023 Status Report took place, along with the presentation and adoption of the Gun Violence Intervention and Prevention Program framework by the City Council.	<ul style="list-style-type: none"> • See Action Calendar: Item 1 • Annotated Agenda

Phased Deliverables & Status Updates

PHASE I DELIVERABLES

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 SCU.	Complete. HHCS worked extensively with RDA, the Reimagining Public Safety Taskforce, the SCU Steering Committee, and other key community stakeholders to support with the Specialized Care Unit <i>development</i> process. The Specialized Care Unit Response Recommendations were shared with Council on March, 10, 2022.
Community Crisis Response (CCR) Bridge Services	Implement the CCR services while Specialized Care Unit stands 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, the program is due to sunset Summer 2024.
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)
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	In Progress. 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 RFP process is underway.

PHASE I DELIVERABLES

City Auditor-led Deliverable		
Deliverable	Recommendation	Status Update
City Auditor Analysis	Having 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.

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 Public Works Department continues to work with stakeholders and constituents in the BerkDOT development process, progress has been slow, especially concerning legislative matters. For instance, the California SB-50 Bill supporting civilian traffic enforcement was declined on September 14, 2023. Funds have been requested for FY 26 allocation.
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)		
Fair and Impartial Policing Recommendations	Complete the implementation of Fair and Impartial Policing Recommendations.	In Progress. Following the approval of the 14 FIP 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 them. Progress Updates have been communicated to council and the community via memos and information reports.

City Attorney-led Deliverable		
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.

PHASE 2 DELIVERABLES

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 the already heavy burden of the existing 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 2023. The Assistant to the City Manager will continue to support and report out on the city's Reimagining efforts.
Office of Diversity, Equity, and Inclusion (ODEI)	The development of the Office should consider the recommendations from the Task Force. Particular attention from the Office of Equity should be paid to language access.	In Progress. The DEI Officer position was successfully filled on November 2023, while the hiring of the DEI Assistant is in progress and office space is being secured. The DEI Officer is actively engaging with key stakeholders to assess the city's current DEI landscape and familiarize themselves with the city's structure and essential personnel.
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.

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.

PHASE 2 DELIVERABLES

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 with preliminary steps of the Collision Analysis underway.

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; project deferred, funding reallocated to existing city services and council referrals.

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.

PHASE 2 DELIVERABLES

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.	In Progress. Preliminary stages of the RFP for the Transportation Fines & Fees Analysis are in process and the RFP is anticipated to be posted in Summer 2024.
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 project deferred, funding reallocated to existing city services and council referrals.

Fire-led Deliverables		
Deliverable	Recommendation	Status Update
(Phase I) Dispatch Needs Assessment (DNA)	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, staff are reviewing validation report to determine next steps.

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 Community Based Organizations.

PHASE 2 DELIVERABLES

COMMUNITY INVESTMENTS

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 completed; RFP published and review and selection process underway.

ALTERNATIVES TO SANCTIONS/FINES

Public Works-led Deliverables		
Deliverable	Recommendation	Status Update
Expand Downtown Streets Teams (DST)	Expand 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, the DST contract will need to be expanded to include this.
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. Hearing officer resources have been expanded, alternatives to sanctions and fines <i>to be implemented</i> ; project deferred, funding reallocated to existing city services and council referrals.

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 stands 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, the program is due to sunset Summer 2024.
Youth Peers Mental Health Response	Youth Peers Mental Health response as proposed by the Berkeley High School student-led plan for mental health services.	In Progress. Contract with BUSD initiated; wellness center opened winter 2024.

PHASE 2 DELIVERABLES

COMMUNITY INVESTMENTS

RESPIRE 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.	In Progress. Efforts related to Language Equity are in early stages, the Assistant to the City Manager will partner with HHCS and DEI on implementation plan development.

Phase 3 Deliverables & Recommendations

The subsequent sections present a detailed overview of Phase 3 deliverables and costs for the Reimagining Public Safety initiative. Additionally, recommendations regarding priority of each deliverable (noted via Tier assignment) are also included in an effort to prioritize in the face of constrained General Fund resources for FY 25-26. These recommendations are intended to serve a consultative purpose with the ultimate authority on setting priorities and allocating budget resting with the City Council during the biennial and mid-biennial budget process. Included in this overview is a breakdown of funding that has already been accounted for in the FY 25-26 baseline budget, as well as funding recommendations, and long-term Phase 4 recommendations. Please refer to the legend provided below as an essential guide and glossary of terms is included to clarify the context and provide detailed explanations of each item.

Glossary of Terms															
Term	Description														
Phase	Each Phase of Reimagining Public Safety coincides with a biennial fiscal year. Phase 2 covered FY 23 & 24; Phase 3 covers FY 25 & 26; Phase 4 covers FY 27 & 28.														
Deliverable	Specific outcomes or outputs associated with the Reimagining Public Safety Phase 3 initiative. FY 25 & 26														
Allocation Type	The categorization of funds, whether they are part of the baseline budget, a tiered recommendation, anticipated carryforward request, or policy consideration.														
In Baseline Budget	Indicates the funding is already included in the FY 25-26 baseline budget.														
Tiered (1-3) Recommendation	Funding recommendations for deliverables. Tier 1 items are items that address public health and safety and support the implementation of the City’s strategic plan goals. Tier 2 are items that are considered to be Non-Critical Operational Needs that may be placed on hold or have existing funding while Tier 3 includes items deemed to be Non-Urgent Operational Needs.														
Carryforward	Funds from the previous fiscal year that are recommended to be extended into FY 25.														
Approximated Costs	Estimated Costs of bi-annual funding.														
Reason for Recommendation	The justification for each funding recommendation, highlighting its importance. Indicates if requests are limited term, one-time, or ongoing.														
Staff Funding Request	Staff proposals for Long-Term Phase 4 funding (from the General Fund) to support the initiative. Not already included in FY 25-26 baseline budget. These shall be considered and revisited throughout the AAO process and in future Fiscal Years.														
Expenditure Type	Categorization of cost type Personnel (Staffing Investments), Non-Personnel (Consultant Costs and/or Community Investments)														
Department	<p>The City Department responsible for leading the management of funds and execution of the deliverable, indicated by color:</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th>Grey</th> <th>City Manager’s Office (CMO)</th> </tr> </thead> <tbody> <tr> <td>Yellow</td> <td>Health Housing and Community Services (HHCS)</td> </tr> <tr> <td>Blue</td> <td>Police</td> </tr> <tr> <td>Red</td> <td>Fire</td> </tr> <tr> <td>Green</td> <td>Public Works</td> </tr> <tr> <td>Orange</td> <td>City Auditor’s Office</td> </tr> <tr> <td>Purple</td> <td>City Attorney’s Office</td> </tr> </tbody> </table>	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
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Purple	City Attorney’s Office														

Phase 3 Deliverables & Recommendations (Cont'd.)

PHASE 3 DELIVERABLES AND RECOMMENDATIONS

STAFFING INVESTMENTS

Deliverable	Allocation Type	Approximated Costs	Reason for Recommendation	Department
Assistant to the City Manager, RPS Coordinator	In Baseline Budget	\$464,956.00	Oversees RPS implementation. Project based. NTE 3 years.	CMO
Diversity, Equity, and Inclusion (DEI) Officer	In Baseline Budget	\$569,222.00	Responsible for the creation of DEI Division Citywide. Ongoing Need.	CMO
DEI Administrative Assistant	In Baseline Budget	\$315,693.00	Provides critical DEI Division Support. Ongoing Need.	CMO
Associate Planner in Transportation	In Baseline Budget	\$377,808.00	Supports timely Vision Zero safety projects. NTE 3 years.	Public Works
8 Public Safety Dispatcher II	In Baseline Budget	\$2,204,438.00	Addresses overtime and support expanding dispatch responsibilities.	Police
1 Public Safety Dispatch Supervisor	In Baseline Budget	\$380,718.00	Ensures adequate supervisory positions for expanding dispatch.	Police
6 Community Service Officers	In Baseline Budget Tier 2 Recommendation	\$1,968,996.00	Provides additional capability to address public safety goals with appropriate response level, increase capacity for community engagement. Limited Term. <i>As these are limited term positions, a policy consideration for Council to make these positions permanent would need to be rendered.</i>	Police
Program Manager II	Tier 2 Recommendation	\$525,622.00	To support public safety reimagining goals and advance programs, projects and policies that will advance meet the City's Complete Streets and Vision 0 goals. NTE 4 years.	Fire
Associate Management Analyst	Tier 3 Recommendation	\$191,756.00	Supplier Diversity Specialist: Monitor and track performance metrics and meet federal requirements to maintain federal funding. Ongoing Need.	CMO

PHASE 3 RECOMMENDATIONS

CONSULTANT COSTS & COMMUNITY INVESTMENTS

Deliverable	Allocation Type	Approximated Costs	Reason for Recommendation	Department
RPS Public Education Campaign	Tier I Recommendation	\$25,000.00	Marketing Costs (billboard, print, outreach and education) related to RPS Priority Initiatives such as the Specialized Care Unit and Violence Prevention Programming. One-time Request.	CMO
Grant Assistance	Tier I Recommendation	\$50,000.00	Continued from prior fiscal year to sustain RPS efforts. One-time Request.	CMO
Violence Prevention and Youth Services	Tier I Recommendation	\$420,000.00	To support Voices Against Violence initiative from McGee Ave. Baptist Church and Berkeley Youth Alternatives counseling center and Summer Jam Day Camp. One-time Request.	CMO
Vision Zero Action Plan Consultant Costs	Tier I Recommendation	\$250,000.00	Develop Vision Zero Program Deliverables, including the Quick Build Program and updates to the Vision Zero Action Plan. One-time Request.	Public Works
FIP Training	Tier I Recommendation	\$200,000.00	Ongoing training in support of Fair and Impartial Policing concepts, officer safety, professional development. One-time Request.	Police
Wellness Funds	Tier I Recommendation	\$100,000.00	Critical Incident Stress Contract, Peer Support Team, and emerging wellness needs. One-time Request. Pending grant funding.	Police
Recommendations on Public Safety/Crime Prevention for Women and Older Persons	Tier 2 Recommendation	\$250,000.00	To support phased roll out of recommendations addressing public safety/crime prevention for women and older persons. One-time Request.	CMO
Specialized Care Unit	Policy Consideration Tier 2 Recommendation	\$2,160,000 – \$3,600,000.00	To support the SCU program fully-staffed 24/7 operations. This budget is conditional, depending on achieving a 40% MediCal reimbursement rate. If this rate is met, the adjusted budget request will be \$2,160,000 annually. Ongoing Need.	HHCS
BerkDOT Development	Tier 3 Recommendation	\$300,000.00	BerkDOT implementation, including funding research in support of new "white paper" and potential state legislation. One-time Request.	Public Works

PHASE 3 RECOMMENDATIONS

ANTICIPATED CARRYFORWARD REQUESTS

Expenditure Type	Allocation Type	Approximated Costs	Reason for Recommendation	Department
Transportation Fines & Fees Analysis	Carryforward	\$150,000.00	RFP Implementation Timeline Delayed. Review Berkeley Municipal Code for proposed changes to increase equity and racial justice in the City's existing transportation fines and fees.	CMO
Gun Violence Intervention & Prevention Programming	Carryforward	\$2,000,000.00	RFP Implementation Timeline Delayed. Fully implement the Ceasefire violence intervention program.	CMO
Expand Downtown Street Teams	Carryforward	\$50,000.00	Implementation Timeline Delayed. Expand downtown streets team (DST) as placement for low-level violations (e.g. vehicular camping/parking and sidewalk ordinance infractions).	Public Works

Phase 4 (Long Term) Recommendations

PHASE 4 (LONG TERM) RECOMMENDATIONS

Deliverable	Expenditure Type	Approximated Costs	Long-Term Staff Funding Request	Department
<i>Associate Management Analyst</i>	Personnel	\$191,756.00	Equity & Access Program Lead: Lead with equity, access and belonging lens in all aspects of citywide decision-making, programming and services to identify service gaps and remove disparities.	CMO
<i>Associate Management Analyst</i>	Personnel	\$191,756.00	Equity Engagement, Belonging and Training Specialist: Public engagement and outreach and internal engagement and training.	CMO
<i>Language Equity</i>	Non-Personnel	\$30,000.00	Language Equity Funds to be expanded out in DEI efforts.	CMO
<i>Department of Community Safety</i>	Non-Personnel	\$250,000.00	To support design and implementation framework for the Department of Community Safety.	CMO
<i>Youth Peers Mental Health Response</i>	Non-Personnel	\$350,000.00	To support wellness-specific efforts for Berkeley High School.	CMO
<i>Hearing Officer Resources/Alternative to Sanctions/Fines</i>	Non-Personnel	\$150,000.00	Expand existing hearing officer to provide alternative referrals to community service and social services for parking and other infractions.	Public Works

Considerations

As highlighted in the Fall 2023 Status Report, Berkeley's Reimagining Public Safety initiative is encountering interconnected challenges that may affect its direction, effectiveness, and timeline (see Appendix A for Fall 2023 Report). It is vital to address these issues to ensure the initiative is transformative, compliant, sustainable, and resilient.

Ongoing Funding

For the Reimagining Public Safety initiative, Berkeley has allocated significant budgetary support for Fiscal Years 2023 and 2024, with the current report recommending a number of priorities for the Fiscal Year 2025 and 2026 biennial budget process, with the current, constrained fiscal context in mind.

These recommendations are advisory, with the final decision on priorities and funding allocation resting with the City Council and in the broader context of other organizational needs. Furthermore, implementation delays and the unpredictable nature of securing competitive grant funding present significant challenges, potentially complicating the financial evaluation and feasibility of initiatives by May 2024.

Implementation Timeline

The initiative has ambitious objectives, with a projected timeline of 3-5 years for the complete rollout of all components. This timeline may be extended due to legislative changes and unforeseen factors. Regular evaluation is essential to measure the effectiveness of these efforts, requiring a dynamic and phased approach to allow for adjustments and ensure a thorough assessment of all initiatives.

Vacancies and Attrition

From 2018 to 2022, the City of Berkeley observed a concerning attrition trend, with departures exceeding hires. Although hiring rates have since improved, this shortfall previously impacted service delivery and posed challenges for the Reimagining Public Safety initiative. Reduced staffing has significantly affected city services, leading departments to adjust operations and manage costs. Moreover, attrition has resulted in a notable loss of institutional knowledge. Maintaining a stable and committed workforce is essential in Berkeley's ongoing Reimagining Public Safety efforts, aligning with the City Council's established timeframe, scope, and budget. Staffing challenges in critical departments could broadly impact Berkeley's public safety goals, highlighting the need for a comprehensive staffing strategy, as promoted by the Employer of Choice (EOC) initiative.

Regulatory Compliance

As Berkeley advances with its initiatives, adhering to regulatory frameworks across all sectors is crucial. Local compliance with specific city ordinances and by-laws ensures departmental operations align with established standards. Understanding and navigating California's regulatory landscape is necessary for legal compliance, necessitating regular strategy updates and adjustments. Moreover, initiatives must meet standards set by relevant federal agencies to secure grant eligibility and maintain the integrity of potential national partnerships. This holistic approach to regulatory adherence is fundamental to the success of various city initiatives.

Next Steps

As the City progresses with the Reimagining Public Safety initiative, addressing staffing shortages, legislative changes, and budgetary issues remains crucial, emphasizing a proactive, solution-focused strategy. City leaders are actively working to resolve staffing issues, engaging with legislative bodies to promote the BerkDOT agenda, and expanding efforts in DEI, violence prevention, and mobile crisis response. Budgetary decisions for the upcoming-biennial budget process are also on the agenda.

The City Manager's Office and leading departments aim to provide a progress update by late Fall 2024, offering insights into achievements and ongoing challenges. The City is committed to a community-centric approach throughout this initiative, prioritizing compassion, equity, and democracy in the design, implementation, and evaluation of its efforts.





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 on the summaries provided in earlier sections, this part of the report offers a more comprehensive view of the City's efforts. It details the unique challenges and considerations for each deliverable, outlining future steps and associated timelines. Additional details can be found in the report's Companion Appendix. **A new feature in this status update is the inclusion of a fiscal summary with budgetary recommendations to advance the Reimagining Public Safety work.**

As highlighted in the Executive Summary, the City continues to reimagine public safety, facing certain obstacles along the way. Some initiatives have experienced delays, primarily due to staffing constraints and the temporary redirection of resources. The City is dedicated to ensuring transparency and maintaining clear communication regarding all aspects of this initiative, covering both accomplishments and challenges encountered.

It is essential to recognize that, although there are more milestones to achieve, real change is an ongoing process. The City of Berkeley is deeply committed to this important work and the significant journey ahead. Rooted in community engagement, this effort is not just a duty but a privilege and remains at the heart of Berkeley's shared vision for a safer, more inclusive City.



STAFFING INVESTMENTS

REIMAGINING PUBLIC SAFETY PROJECT COORDINATOR

Department Lead: City Manager's Office

Status Update: *In Progress*

Overview:

In **Phase 2**, the City established the Assistant to the City Manager position as the Reimagining Public Safety Project Coordinator, addressing the initiative's extensive demands. Since their hiring, this role has facilitated significant collaboration with key departments—Police, Fire, Health Housing and Community Services, Public Works, and the City Attorney's Office—to formulate the Reimagining Public Safety Coordination Plan (See Appendix B for Updated RPS Coordination Plan). The plan is strategically designed to optimize resource allocation, enhance interdepartmental communication, and guide the initiative's direction efficiently and effectively.

The Assistant to the City Manager's responsibilities extend beyond coordination and project management. They are tasked with the monitoring, tracking, and reporting of the initiative's progress. Furthermore, this role is central to driving key City Manager's Office (CMO) deliverables, such as Gun Violence Intervention and Prevention, Grant Assistance, Transportation Fines & Fees Analysis, Language Equity, and the foundational steps towards establishing a Department of Community Safety. These critical areas, elaborated within this report, underscore the comprehensive approach taken to reimagine public safety within the City.

As the City transitions into **Phase 3** of the initiative, there is a concerted effort to ensure the strategic continuation of this vital work. This includes the request for the carryforward of unused Tier I Reimagining Public Safety General Funds, alongside the reassessment of currently deferred funds during the upcoming biennial budget adoption for Fiscal Years 2025-2026. Additionally, the initiative seeks to secure ongoing funding into FY 25-26 for several projects outlined in this report. Notable among new funding requests from the City Manager's Office is the allocation for a Public Education Campaign (\$25,000 for FY 26) on Reimagining Public Safety. This strategic alignment and proactive resource management signal the City of Berkeley's dedication to transforming public safety in a manner that is both comprehensive and community centered.

Key Accomplishments and Next Steps:

RPS Phase	Timeline	Milestone
Phase 2 (2022-2024)	August 2023	Assistant to the City Manager hired.
	November 2023	Reimagining Public Safety Coordination Plan.
	December 2023	Reimagining Public Safety Fall 2023 Status Report.
	January 2024	Reimagining Public Safety Fall 2023 Status Presentation to City Council.
	February 2024	Updated Reimagining Public Safety Coordination Plan.
	Anticipated Ongoing	The Assistant to the City Manager will continue to coordinate and offer support in project management facets of the initiative.

Fiscal Summary:

Category	Amount	Source	Description of Use
Baseline Allocation	\$464,956.00	General Fund	Assistant to the City Manager RPS Project Coordinator. NTE 3 years.
Tier I Recommendation	\$25,000.00	General Fund	To support RPS Public Education and Outreach Campaign for FY 26.

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.

Next Steps & Timeline:

- **January 2024 – 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, collaborating cross-departmentally to provide progress updates to the City Council.

OFFICE OF DIVERSITY, EQUITY, AND INCLUSION (ODEI)

Department Lead: City Manager's Office

Status Update: *In Progress*

Overview:

Supported by the City Council and the Reimagining Public Safety Task Force, the City Manager's Office has launched a Diversity, Equity, and Inclusion (ODEI) Officer position, part of **Phase 2** implementation. As highlighted within the Fall 2023 RPS Status Update, the DEI Officer, operating within the City Manager's Office, will lead the Diversity, Equity, and Inclusion Division, aiming to integrate anti-racism, equity and justice into the City's framework, address disparities, and strengthen community partnerships (See Appendix A, page 25 of Fall 2023 Report). 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:** The DEI Officer will direct the strategic planning and policy development for the DEI Division, ensuring they reflect the City's DEI goals and facilitate long-term change. This role involves aligning divisional efforts across departments for unified city-wide training and professional growth.
- **Inclusive Visionary Leadership:** The DEI Officer will enhance inclusivity by collaborating with city and community leaders, aligning diversity and inclusion initiatives with the City's broader objectives. They will lead strategic planning in diversity and inclusion, evaluating progress and implementing strategies that support the City's commitment to an inclusive and equitable community.

During this phase, the DEI Officer has engaged extensively with a broad spectrum of stakeholders, including City Departments, boards, commissions, and community-based organizations, demonstrating a commitment to incorporating diverse perspectives and insights. The anticipated addition of an Administrative Assistant by the end of Winter 2024 is expected to bolster the division's capacity to achieve its goals effectively. This period of active engagement and strategic personnel planning marks a critical advancement towards establishing a comprehensive Office of Diversity Equity and Inclusion.

As the City transitions into next steps of the initiative, staff recommendations highlight the need for the following key roles to further equity efforts. Additionally, **staff recommend a long-term phased approach for hiring and buildout of the division.**

- **Supplier Diversity Specialist:** This role will monitor and track performance metrics and comply with federal requirements to secure ongoing federal funding. (**Phase 3**)
- **Equity & Access Program Lead:** This role will champion equity, access, and belonging across all facets of citywide decision-making, programming, and services, identifying service gaps and eliminating disparities. (**Phase 4**)

- **Equity Engagement, Belonging, and Training Specialist:** This role involves extensive public and internal engagement and training to promote significant community outreach and internal development. (*Phase 4*)

These strategic positions, are designed to enhance the City's capabilities in managing diverse supplier relations and requirements, ensuring equitable access and representation across city programs, and advancing both internal and external engagement efforts. This strategic approach underscores the City's commitment to fostering an inclusive and equitable environment for all residents and stakeholders.

Key Accomplishments and Next Steps:

RPS Phase	Timeline	Milestone
Phase 2 (2022-2024)	November 2023	DEI Officer Hired.
	Winter 2024 – ongoing	Onboarding of DEI Officer and preliminary planning of DEI strategic plan.
	Winter 2024 – ongoing	Employee and Community engagement.
	Winter 2024	DEI Administrative Assistant Hired.
	Anticipated Spring 2024	Office relocation.

Fiscal Summary:

Category	Amount	Source	Description of Use
Baseline Allocation	\$569,222.00	General Fund	DEI officer.
	\$315,693.00	General Fund	DEI Admin Assistant.
Tier 2 Recommendation	\$191,756.00	General Fund	\$191,756 allocation for Management Analyst serving as Supplier Diversity Specialist.
Long Term Phase 4 Recommendation	\$191,756.00	General Fund	\$191,756 allocation for Management Analyst serving as Equity & Access Program Lead.
	\$191,756.00	General Fund	\$191,756 allocation for Management Analyst serving as Equity Engagement, Belonging and Training Specialist.

Considerations:

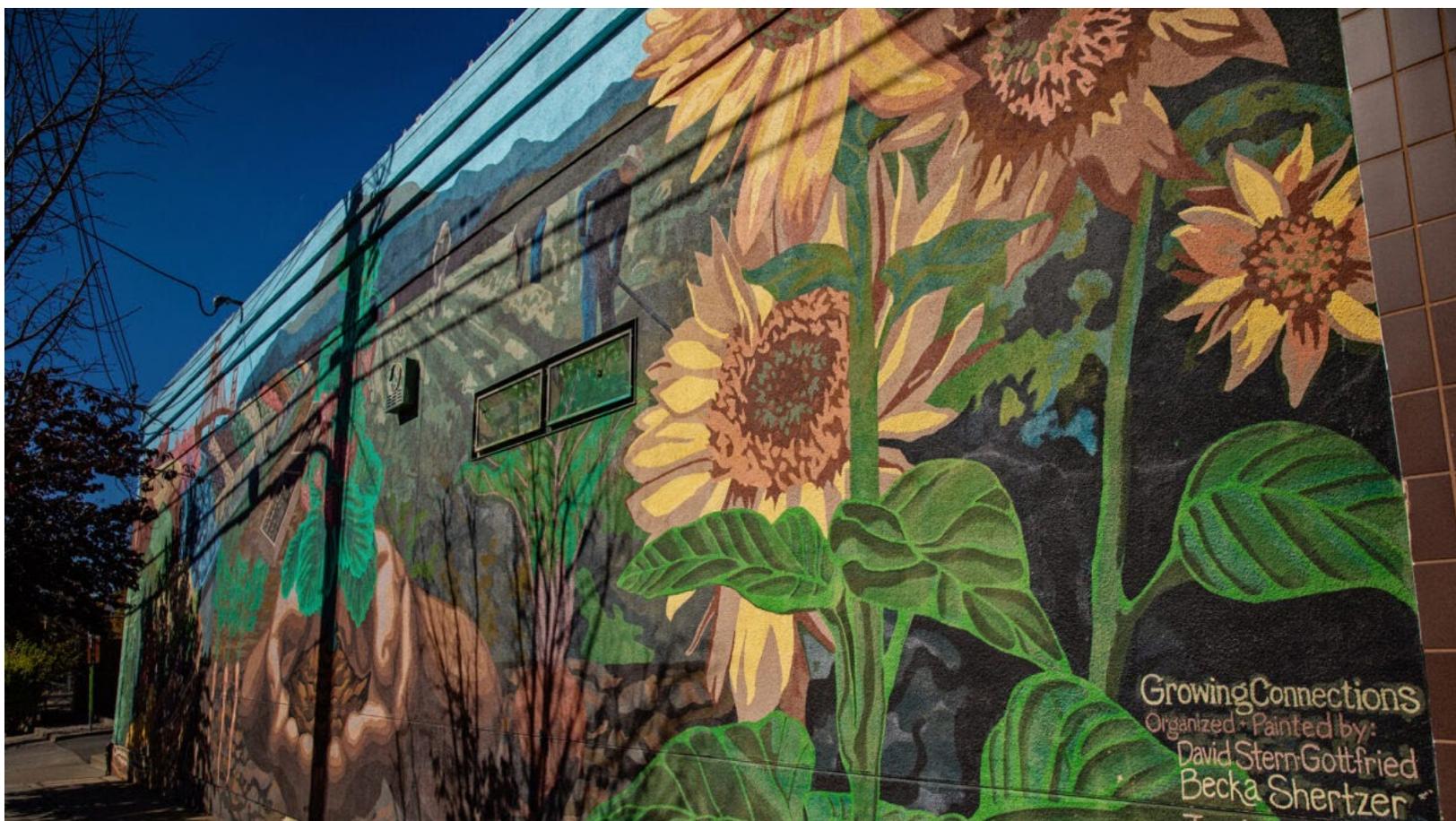
- **Staff Capacity for Regulatory Compliance:** New ordinances and policy initiatives by the City Council and commissions require substantial time of city department staff and the City Attorney’s Office (CAO). The CAO also defends legal challenges to DEI programs, underlining the need for a robust compliance framework that meets federal mandates and ensures initiatives comply with regulatory standards.
- **Data Collection:** A shared protocol for collecting employee satisfaction and DEI data between HR and the ODEI is yet to be established. Utilizing EEOC workforce data could inform DEI retention strategies and assess DEI staffing needs, enhancing communication and transparency. Collaboration on this effort remains a pending assignment.

STAFFING INVESTMENTS

- **Ongoing Funding:** DEI and anti-racism efforts have largely depended on volunteer work, with innovative staff members often leaving the city. To sustain these efforts, the city is strategically utilizing resources to maintain financial stability and ensure the initiative's continuity.
- **Implementation Timeline:** Establishing the Office of Equity is projected to take 2-3 years, potentially extended by legislative changes and other unforeseen challenges. This underscores the importance of ongoing analysis and allocating sufficient time to assess the effectiveness of these initiatives.

Next Steps & Timeline:

- **January 2024 – ongoing:** The DEI Officer is actively engaging with key stakeholders to assess the city's current DEI landscape and familiarize themselves with the city's structure and essential personnel. This foundational work is critical for developing a strategic DEI plan. The appointment of the DEI Administrative Assistant is projected to be finalized by Winter 2024. Staff have recommended a long term, phased approach for the introduction of three pivotal roles: Supplier Diversity Specialist, Equity & Access Program Lead, and Equity Engagement, Belonging, and Training Specialist.



GRANT ASSISTANCE

Department Lead: City Manager's Office

Status Update: *In Progress*

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. To boost grant application skills, the City of Berkeley contracted California Consulting, LLC in 2023, focusing on creating a more inclusive approach to public safety that transcends immediate concerns, aiming to improve community wellbeing and spaces (See [Appendix A, page 27 of Fall 2023 Report](#)).

In 2023, the pursuit of state and federal grants led the City to focus on initiatives like the Community Resilience Centers (CRC) for climate resilience, aiming to prepare communities for climate-related challenges. The CalTrans Clean California program was targeted for its commitment to community beautification and equity. Federally, the initiative sought support from the PROTECT program, which focuses on enhancing transportation infrastructure resilience against climate change, and the Reconnecting Communities and Neighborhoods (RCN) program, which aligns with the initiative's goals of improving access to essential services and fostering equitable community development.

For 2024, following the approval of carryover funds via the AAO process, the City amended its contract with California Consulting, LLC to fully allocate the grant assistance funds (See Appendix C for [Contract Amendment](#)). The Assistant to the City Manager, Cari Arredondo, together with the Reimagining Public Safety Team Leads, are concentrating on several vital areas:

- **Diversity, Equity, and Inclusion:** Promoting inclusivity and fairness in community initiatives.
- **Universal Basic Income:** Investigating financial support mechanisms to ensure economic stability for all citizens.
- **Mobile/Non-Police/Alternative/Peer-Based Crisis Response:** Advancing alternatives to traditional police responses to crises, with a focus on program funding.
- **Domestic/Gender-based/Intimate Partner Violence:** Tackling domestic and gender-based violence through supportive measures and resources.
- **Police Wellness, Fair and Impartial Policing (FIP) Training, Police Community Services:** Encouraging police wellness and unbiased policing to enhance community-police relations.
- **Climate Equity:** Integrating climate justice into public safety strategies, ensuring that climate adaptation and mitigation efforts are equitable and inclusive, particularly for communities disproportionately affected by climate change.

These efforts aim to sustain and expand the initiative, ensuring a comprehensive approach to public safety.

Approaching **Phase 3** of Reimagining Public Safety, staff are requesting for continued funding of \$50,000 for fiscal year 2025 for grant assistance. This sustained investment is crucial for maintaining key efforts in

these areas, ensuring the initiative's ongoing success and its capacity to adapt and respond to Berkeley's evolving public safety needs. This strategic continuity is vital for extending the initiative's impact, fostering a safer, more equitable, and resilient Berkeley.

Key Accomplishments and Next Steps:

RPS Phase	Timeline	Milestone
Phase 2 (2022-2024)	Summer – Fall 2023	Contract with California Consulting, LLC has been initiated.
	<i>Anticipated</i> Ongoing	The Reimagining Public Safety Project Coordinator will manage continued efforts in grant identification, application, and management.

Fiscal Summary:

Category	Amount	Source	Description of Use
Tier I Recommendation	\$50,000.00	General Fund	\$50,000 for FY 25 for Grant Assistance.

Considerations:

- **Grant Alignment and Coordination:** Strategy for securing grants involves a careful balance between meeting specific grant requirements and advancing the Reimagining Public Safety initiative's goals. This dual focus ensures applications are both targeted and aligned with broader safety objectives, while encouraging departments to work together efficiently.
- **No-match Prioritization and Limitations:** The RPS Team prioritizes grants that do not require matching funds, which helps stretch the initiative's budget further by avoiding additional financial commitments. While this approach maximizes available resources, it's important to recognize the limitations, as no-match grants might not cover all areas of interest. Despite this, the city remains committed to exploring all funding avenues, including those requiring matches, to fully support the Reimagining Public Safety goals.

Next Steps & Timeline:

- **January 2024 – ongoing:** The Assistant to the City Manager will collaborate cross-departmentally to pinpoint grant opportunities that align with objectives of the Reimagining Public Safety initiative, with plans to report on the grants successfully obtained.

SPECIALIZED CARE UNIT IMPLEMENTATION

Department Lead: Health, Housing and Community Services Department

Status Update: *In Progress*

Overview:

In **Phase I** of the Mayor's Reimagining Public Safety initiative, the Berkeley Specialized Care Unit (SCU) was developed through extensive community engagement and research. Guided by a SCU Steering Committee with diverse representatives and informed by research from Resource Development Associates (RDA), the SCU model aligns with Berkeley-specific needs. In 2022, the Health, Housing, and Community Services (HHCS) department bolstered its staff and collaborated with community organizations to provide bridge services for crisis support as the SCU stood up. Bonita House, Inc., selected in December 2022, is implementing the SCU, which began operating in September 2023 and is working towards 24/7 service. The SCU pilot program is funded by various sources, including the American Rescue Plan Act and the California Department of Health Care Services.

Since beginning operations in September 2023, the Specialized Care Unit has provided services to over 200 community members, averaging approximately two to five calls for service each day. SCU services commonly include creating safety plans, which are structured plans for individuals in crisis to follow to seek support in the event of another crisis, as well as providing transportation and referrals to community-based resources, when accepted. The SCU has written less than twenty 5150 psychiatric holds, only using these holds when necessary, and has focused most of its work on de-escalation and creating safety plans.

The SCU currently operates from 6am to 4pm daily and has been working to expand hours into the evening, eventually operating 24/7. Community members can call the SCU through 10-digit phone number that is separate from 911. The SCU will conduct a quick intake to confirm the call is appropriate, and then send the team to the location. HHCS is working with Bonita House to expand these hours of operation as soon as possible to be able to provide this service to community members during the evening

Key Accomplishments and Next Steps:

RPS Phase	Timeline	Milestone
Phase I (2020-2022)	December 2020	SCU Steering Committee Formed.
	January 2021	Contract with RDA Initiated.
	March 2022	RDA Completes Report & Presents to Council.
	May 2022	City Council informed of Reimagining Public Safety Framework for SCU design.

Key Accomplishments and Next Steps (Continued):

RPS Phase	Timeline	Milestone
Phase 2 (2022-2024)	October 2023 - ongoing	The SCU continues 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.
	March 2024	Purchased SCU vans arrive at the Berkeley Corporation Yard and are deployed to the SCU team for operations.

Fiscal Summary:

Category	Amount	Source	Description of Use
Policy Consideration Tier 2 Recommendation	\$3,600,000.00/ year	To be determined	HHCS anticipates that all grants will be expended at the end of the SCU pilot program in June 2025. For FY26 and beyond, the unbudgeted need to support the SCU program will be approximately \$3.6M. While MediCal reimbursement may offset some of this cost, the exact reimbursement rate continues to be determined.

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. Due to the field-based nature of the SCU, there have been some challenges hiring staff who are willing to work in-person for each shift. While this has delayed the expansion of the SCU, it has helped the SCU hire staff who are a good fit for the program to support ongoing operations and expansion.
- **Grants and Long-term Funding:** As grant funding is of a limited-term nature, HHCS is actively pursuing additional funding opportunities, including through the Department of Health Care Services, to sustain and improve the SCU over time. HHCS is working closely with Bonita House to determine potential MediCal billing, but anticipates that there will be an unbudgeted need of approximately \$3,600,000/year to sustain the SCU program once the pilot period ends on June 30, 2025.
- **Leadership Changes:** In early 2024, there have been multiple leadership transitions within HHCS and within Bonita House. Program services have remained consistent, but the leadership changes have impacted the rate of expansion. While the direct program management has stayed consistent, these transitions can impact the speed of expansion.

Next Steps & Timeline:

- **January 2024 – 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 (REIMAGINING PUBLIC SAFETY COMMUNITY SERVICE OFFICERS & DISPATCHERS)

Department Lead: Police

Status Update: *In Progress*

Overview:

As part of **Phase 2** implementation, the City Council allocated funds for Fiscal Years 2023 and 2024 to support a temporary, two-year pilot Community Service Officer and Dispatch program. This program sees the addition of several key positions: 8 Public Safety Dispatcher II, 1 Public Safety Dispatch Supervisor, 6 Community Service Officers (CSOs), and 1 CSO Supervisor. The initiative aims to explore the integration of CSOs into the public safety response, utilizing their capabilities in a variety of non-critical tasks to enhance operational efficiency and community engagement. Recognizing the diverse applications of CSOs in other agencies—ranging from taking cold reports and accident scenes, gathering witness statements, obtaining video evidence, conducting neighborhood checks, to managing traffic, ensuring scene security, and executing logistics—it's evident that CSOs can significantly augment the police force. By leveraging CSOs for these tasks, the program intends to free up sworn officers for redeployment to higher priority calls once a scene is stabilized, thereby optimizing resource allocation and response times. As noted in the Fall 2023 Update, the CSO positions, being temporary in nature, have influenced the decision-making of some prospective candidates, with a few declining offers due to the limited duration of these roles ([See Appendix A, page 31 of Fall 2023 Status Report](#)). Despite these challenges, the BPD remains committed to maintaining robust recruitment efforts and is actively engaged in a comprehensive staffing evaluation to ensure the effectiveness and sustainability of its workforce.

As the initiative advances into **Phase 3**, it is recommended by staff ***categorizing the request to convert the limited term positions to career as Tier 2 to allow time for Council discussion and coordination with BPD on this. The staffing assessment from CityGate is scheduled to be complete by June 2024.*** Formalizing these roles within the Police Department is expected to substantially improve the department's capacity to staff and operationalize the unit effectively. This transition aims to ensure a stable and dedicated workforce, fostering sustained community engagement and bolstering public safety measures through a strategic mix of sworn officers and CSOs, reflecting a smart allocation of resources based on the insights garnered from the deployment of CSOs in various supportive roles.

Key Accomplishments and Next Steps:

RPS Phase	Timeline	Milestone
Phase 2 (2022-2024)	Summer – Fall 2022	BPD Recruitment Cycle.
	July 2023	Contract with Citygate for BPD Staffing Assessment.
	Summer – Fall 2023	BPD Recruitment Cycle.
	<i>Anticipated</i> January 2024 – ongoing	The Berkeley Police Department will continue recruitment efforts.

Fiscal Summary:

Category	Amount	Source	Description of Use
Baseline Allocation	\$2,204,438.00	General Fund	Safety Dispatcher II (8).
	\$380,718.00	General Fund	Public Safety Dispatch Supervisor (1).
	\$1,968,996.00	General Fund Tier 2 Recommendation (for future FY)	Community Service Officers (6). Limited Term.

Considerations:

- Implementation Timeline with Recruitment Focus:** An effective implementation timeline is essential, now with added emphasis on the recruitment benefits of transitioning positions to permanent status. The shift towards permanency is expected to make the roles within the Community Service Officer and Dispatch program more attractive to potential candidates, addressing some of the recruitment challenges previously encountered due to the temporary nature of these positions. Ensuring that the timeline accommodates for this transition is crucial, as it will likely influence the program's ability to attract and retain qualified personnel.
- Integration into Future Budgets for Long-term Sustainability:** The recommendation to make these positions permanent underscores the need for careful integration of the program into future budget cycles, particularly looking towards the FY 25-26 Budget Process and beyond. This approach not only secures the necessary funding for these roles but also signals a commitment to the program's long-term viability

Next Steps & Timeline

- Winter 2023 – ongoing:** The Berkeley Police Department will continue recruitment efforts. Staff recommend that these positions transition from temporary to permanent status. Formalizing these roles within the Police Department is anticipated to significantly enhance the department's ability to staff and effectively operate the unit. This action aligns with the initial recommendations from the ongoing Staffing Assessment.



FAIR AND IMPARTIAL POLICING

Department Lead: Police

Status Update: *In Progress*

Overview:

During **Phase 1**, In February 2021, the Berkeley City Council approved the implementation of the Mayor's Fair and Impartial Policing (FIP) Taskforce recommendations by the Berkeley Police Department (BPD). To date, BPD has successfully implemented 13 of 14 recommendations as part of their commitment to fair and impartial policing. Which includes specialized FIP training, for which an additional \$100,000 was funded in **Phase 2** for Fiscal Years 2023 and 2024, covering areas such as Crisis Intervention, LGBTQ awareness, Racial Profiling and Bias training, as well as KIND and ABLE training as noted in the Fall 2023 RPS Update (See Appendix A, page 32 of Fall 2023 Report). Additionally, the Berkeley Police Department presented updates related to FIP at the March 12 Special City Council Meeting (See Appendix D for BPD Annual Report).

As the initiative advances into **Phase 3**, staff recommend allocating \$100,000 for FY 25 & 26 to ensure the force continues to have robust FIP training. Furthermore, the Assistant to the City Manager is collaborating with the Police Department to secure competitive grant funding to advance these efforts.

Key Accomplishments and Next Steps:

RPS Phase	Timeline	Milestone
Phase 1 (2020-2022)	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.
Phase 2 (2022-2024)	July 2022 – ongoing	The Berkeley Police Department will continue to fulfill officer training needs.

Fiscal Summary:

Category	Amount	Source	Description of Use
Tier 1 Recommendation	\$200,000.00	General Fund	\$100,000 per FY for FIP Training

Considerations:

- **Long-Term Funding Needs:** Securing continuous funding for FIP beyond the initial fiscal allocations is critical. This involves both securing stable city budget funds and exploring external grants to ensure the sustainability and expansion of specialized training and strategies.

Next Steps & Timeline

- **Winter 2023 – ongoing.** The Berkeley Police Department will continue to fulfill officer training needs through Fiscal Year 2026; Berkeley PD will have various related CIT, LGBTQ, Bias/Profiling, and FIP-styled training planned for 2024.

WELLNESS PRACTICES

Department Lead: Police

Status Update: *In Progress*

Overview:

In **Phase 2** of the Reimagining Public Safety initiative, the Berkeley Police Department were allocated \$50,000 towards enhancing staff wellness services, including Crisis Intervention and Stress Management. As noted in the Fall 2023 Status Update, upgrades to facilities and the introduction of an immersive group therapy program for trauma recovery were key components (See Appendix A, page 34 of Fall 2023 Report). Additionally, the launch of a mobile app offering anonymous access to a wide range of health and wellness resources underscores the department's dedication to the physical and mental well-being of its officers.

As the initiative moves into **Phase 3**, staff recommend allocating \$50,000 for FY 25 and FY 26 to maintain and expand wellness integration within the force. Moreover, the Assistant to the City Manager is partnering with the Department to actively seek competitive grant funding to support and advance these critical wellness efforts.

Key Accomplishments and Next Steps:

RPS Phase	Timeline	Milestone
Phase 2 (2022-2024)	July 2022 – Ongoing	Wellness efforts for FY 2023 included counseling, critical incident stress training, gym updates, and immersive group therapy, evolving in FY 2024 to incorporate an O2X Partnership and wellness apps & resources for first responders.
	Ongoing	Continued partnerships and efforts towards BPD Wellness Practices for officers.

Fiscal Summary:

Category	Amount	Source	Description of Use
Tier I Recommendation	\$100,000.00	General Fund	\$50,000 per FY for Wellness Funds.

Considerations:

- **Long-Term Funding Needs:** Securing continuous funding for wellness beyond the initial fiscal allocations, will involve both securing stable city budget funds and exploring external grants to ensure the sustainability and expansion of emerging wellness and training needs.

Next Steps & Timeline

- **Winter 2023 – ongoing.** The Berkeley Police Department will continue to strengthen and expand wellness training and leverage grant opportunities.

VISION ZERO PROGRAM

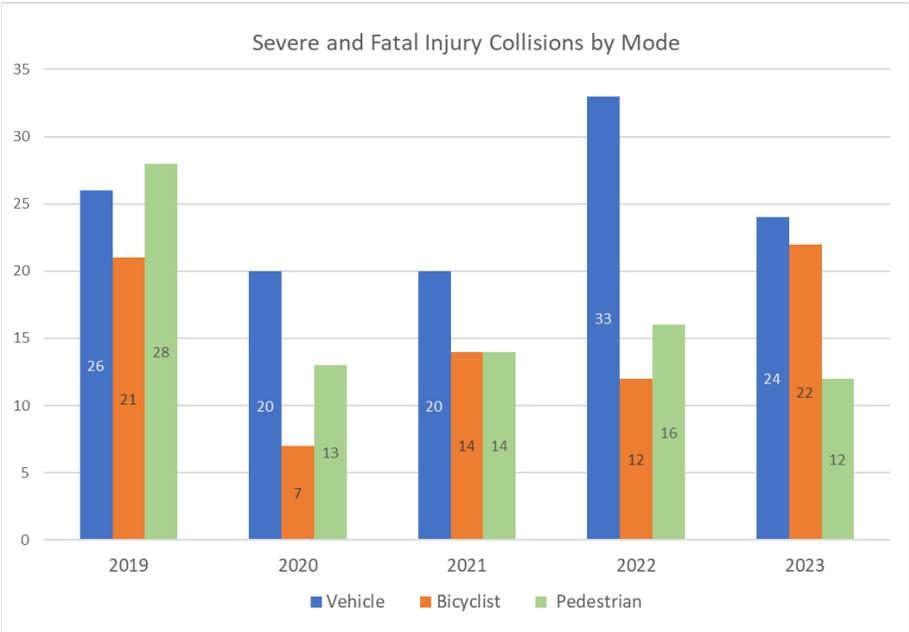
Department Lead: Public Works Department

Status Update: *In Progress*

Overview:

In October 2023, the Public Works department hired a Vision Zero Program Coordinator (Associate Planner). As part of the Reimagining Public Safety initiative this new hire aids in implementing the Vision Zero Action Plan, which includes eleven high-priority actions focused on addressing fatal and serious injury collisions in Berkeley, with the goal of eliminating all fatal and serious injury traffic crashes by 2028. The Vision Zero approach focuses on corridor and system-wide design interventions to improve safety for all modes of transportation in Berkeley, focusing only on severe and fatal collisions, and calling for enforcement only where engineering and education efforts have already been implemented. The Vision Zero Action plan calls for an equity evaluation during the upcoming Plan update to identify gaps in safety and collision datasets and develop milestones to address inequities.

Since being hired, the Vision Zero Program Coordinator has helped manage and support safety projects on Vision Zero High Injury Streets, including the Adeline Street Transportation Improvements Project and Alameda County Transportation Commission’s San Pablo Corridor Projects; established monthly meetings with the Berkeley Police Department to discuss collision data and facilitate communication about any gaps necessary for thorough data analysis; and initiated early planning to restart both the Berkeley Vision Zero Coordinating Committee and the upcoming Vision Zero Action Plan update. The Vision Zero Program Manager (Senior Planner) is currently vacant. This position leads the Vision Zero Program and the work of the Vision Zero Program Coordinator (Associate Planner). Recruitment for this position is currently underway with the hope of hiring and onboarding a new Senior Planner by mid-2024.



For the five-year period 2019 through 2023, there was an average of four fatal collisions and 52 severe injury collisions per year on Berkeley streets.

By comparison, the 2020 Berkeley Vision Zero Action Plan reported an average of two fatal collisions and 21 severe injury collisions per year, for the five-year period 2013 through 2017.

Vision Zero traffic safety interventions may consist of major grant-funded corridor project or smaller-scale Quick Build projects. More information and an update on both strategies can be found below.

Since the Fall 2023 update, construction has begun on two grant-funded corridor safety projects on Vision Zero High Injury Streets: the Southside Complete Streets Project, and the Martin Luther King Jr. Way Vision Zero Quick Build. These safety projects originate from City Council adopted plans and policies, including the Berkeley Bicycle Plan (2017), the Berkeley Pedestrian Plan (2020), and Berkeley's Transit-First Policy Implementation Plan (2023). Projects based on these plans and policies are developed and implemented by staff in the Transportation and Engineering Divisions of Public Works, including Vision Zero Program and Capital Improvement Projects staff.

Following two serious injury crashes and a fatal injury crash in February 2024, the Vision Zero Rapid Response Protocol was activated. The Vision Zero Rapid Response Protocol was developed based on a recommendation from the Vision Zero Action Plan that Public Works Transportation staff establish protocols following serious injury and fatal collisions to communicate timely and accurate information and take a data-driven approach to developing safety interventions and projects at crash locations.

In the weeks following a suspected serious injury or fatal collision, Public Works Transportation Division Vision Zero program staff (Vision Zero Program Coordinator (Associate Planner) and Vision Zero Program Manager (Senior Planner, currently vacant)) convenes representatives from the Berkeley Police Department Traffic Unit, Public Works Transportation Division, City Attorney's Office, and City Manager's Office Communications Office for a briefing from the Berkeley Police Department about the collision. At this briefing, BPD shares information about crash location, conditions, and contributing factors from its investigation of the collision. This briefing is intended to help Public Works Transportation staff better understand the crash to potentially develop traffic safety interventions at these locations, where warranted.

Following the crash briefing, Public Works staff, including Traffic Engineering and Vision Zero program staff, meets to evaluate and decide whether to implement countermeasures to improve safety at crash locations and prevent future incidents of this type. If staff determine that countermeasures should be implemented, Public Works leadership works with transportation and maintenance staff to determine if interventions can be completed with existing staff and on-call contracts, or if additional steps will be necessary for implementation.



Vision Zero Program staff are in the process of working with the consultants who assisted with the Vision Zero Action Plan to develop a more formalized Quick Build program that would include a design toolkit, recommendations for specific countermeasures, and guidance as to whether near-term quick build and/or longer term grant funded capital project solutions would be effective.

As Reimagining Public Safety moves into **Phase 3**, staff recommends continuing to fund the Vision Zero Associate Planner role. Additionally, there are funding recommendations for consultant support, and for an FTE that will work within the Fire Department to support Reimagining Public Safety goals and advance programs, projects and policies that will meet the City’s Complete Streets and Vision Zero goals. From 2017-2022, traffic-related trauma in Berkeley resulted in average annual injuries to 490 motorists, 103 cyclists and 101 pedestrians. The substantial toll of traffic-related street trauma in the City requires that the Fire Department expand its traditional response mission to include a “street trauma prevention” component. This builds on the successes of the Department’s fire prevention activities in preventing fire-related injuries and deaths and applies it to the problem of street trauma.

Key Accomplishments and Next Steps:

RPS Phase	Timeline	Milestone
Phase 2 (2022-2024)	October 2023	Vision Zero Program Coordinator (Associate Planner) Hired.
	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.
	Fall 2023 – Summer 2024	Martin Luther King Jr Way Vision Zero Quick Build construction. This project is intended to make transportation safer for all modes of transportation along Martin Luther King Jr. Way, a High Injury Street corridor, implementing goals of the Vision Zero Action Plan.
	December 2023 – Early 2025	Southside Complete Streets Project construction. This is a safety project for all modes of travel, and includes improvements on Bancroft Way (a High-Injury Street), as well as portions of Fulton Street, and Dana Street.
	Anticipated January 2024 – April 2024	Recruitment for Vision Zero Program Manager (Senior Planner). This position will be responsible for implementing and updating the Vision Zero Action Plan and serve as a project manager for major corridor and “quick build” capital projects on Vision Zero High Injury Streets.

Fiscal Summary:

Category	Amount	Source	Description of Use
Baseline Allocation	\$377,808.00	General Fund	Associate Planner – Vision Zero Program Coordinator.
Tier 1 Recommendation	\$250,000.00	General Fund	\$250,000 for FY 25. Consultant Costs – Develop Vision Zero Program Deliverables.
Tier 2 Recommendation	\$525,622.00	General Fund	\$262,811 per FY for Program Manager II – Fire.

Considerations:

- **Staffing Vacancies.** The City Manager issued 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.
 - 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. Recruitment for the Senior Planner position began in January 2024 and closes in mid-March, with anticipated hire by mid-2024.
 - Several key Traffic Engineering positions are currently vacant. This may delay progress on major capital project implementation on High-Injury Streets as this reduces capacity for internal engineering review.

Next Steps & Timeline:

- **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; continuing to implement and codify the Vision Zero Rapid Response Protocol, restarting development of the Quick Build Program; continuing to support major grant-funded capital projects on Vision Zero High Injury Streets, such as Southside Complete Streets, Adeline Street Transportation Improvements Project, 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) by mid-2024.



CONSULTANT COSTS

BERKEKELY DEPARTMENT OF TRANSPORTATION DEVELOPMENT

Department Lead: Public Works Department

Status Update: **In Progress** (funding deferred)

Overview:

In the Reimagining Public Safety Initiative's **Phase 1**, groundwork for the Berkeley Department of Transportation (BerkDOT) was established, focusing on consolidating city transportation functions and emphasizing racial justice in transportation policies. For Fiscal Year 2023, the City allocated \$300,000 for BerkDOT's development in **Phase 2**. The Fall 2023 Status Report revealed challenges, including legislative hurdles like the defeat of California SB-50 Bill and significant staffing shortages in the Public Works Department (See Appendix A, page 37 of Fall 2023 Report). These obstacles, along with the deferral of funding due to the Annual Appropriations Ordinance (AAO) process, have temporarily hindered BerkDOT's progress.

As the initiative progresses into **Phase 3**, staff are closely evaluating the initiative's timeline, dependencies, and priorities. With detailed assessments, pilot programs, and evaluations underway, staff recommend revisiting funding allocation to a future Fiscal Year for a phased approach towards BerkDOT.

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.
	Fall 2022 – 2023	Public Works staffing vacancies memos issued to City Council and community.
Phase 2 (2022-2024)	June 2023	Council referred several Reimagining Tier I requests to the Annual Appropriations Ordinance process.
	January 2024	Funding for the Department of Community Safety deferred.

Fiscal Summary:

Category	Amount	Source	Description of Use
Tier 3 Recommendation	\$300,000.00	General Fund	\$300,000 allocation request future FY.

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.
- **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.

Next Steps & Timeline:

- **January 2024 – ongoing:** Due to the funding deferment and project timeline, staff suggest categorizing \$300,000 as Tier 3, allowing for the completion of dependencies like the Transportation Fines & Fees Analysis. Additionally, this will allow for a phased ramp up for BerkDOT efforts.



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 assessing service needs related to behavioral health and homelessness, using data from 911, non-911 calls, and other relevant sources since March 2020. In May 2023, the City Council approved additional funds for Resource Development Associates (RDA) to analyze this data, particularly to support the Specialized Care Unit (SCU)'s implementation and evaluation (See Appendix A, page 39 of Fall 2023 Report).

Concurrently, Health, Housing, and Community Services (HHCS) hired a Community Services Specialist II to evaluate crisis response and related services in Berkeley and Alameda County, focusing on identifying system gaps and enhancing programs like the SCU. This work is expected to continue into 2024. The crisis stabilization needs assessment details suggested recommendations on how the city can better strengthen the social safety net for Berkeley residents' after they experience crisis.

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.
	August 2023 – ongoing	Data analysis of Computer Aided Dispatch (CAD) calls begins.
	August 2023	Community Services Specialist II Hired.
	November 2023 - ongoing	RDA refines data request and is working with the City of Berkeley to complete. This refined data request has delayed the timeline of the initial results, but HHCS continues to work closely with RDA and other stakeholders to receive these initial results of the call data and analysis.
	January 2024 – March 2024	After extensive research, initial recommendations for the Crisis Needs Assessment have been drafted. HHCS is working with affected stakeholders to determine any additional gaps and barriers in crisis stabilization service provision.
	<i>Anticipated</i> Spring 2024	Crisis Needs Assessment recommendations pertaining to crisis stabilization reviewed by service utilizers, service providers, community stakeholders, and various city departments whose scope of work may be impacted by the recommendations.

Fiscal Summary:

Category	Amount	Source	Description of Use
New/Continued Recommendation	TBD	To be determined	Pending finalization of the crisis needs assessment and recommendations to inform call types that could be diverted to other crisis resources in Berkeley, including the SCU.

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 with the different components of the Crisis Needs Assessment, 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.

Next Steps & Timeline:

- **Fall 2023 – ongoing:** The data analysis for the 911 call data continues to be ongoing, as the initial data request was revised to gather more specific data. HHCS expects to receive initial results of the analysis in spring of 2024.
- **January 2024 – ongoing:** Initial recommendations for crisis stabilization in Berkeley have been drafted and are being vetted with stakeholders. Next steps will include presenting these recommendations based on the analysis and needs assessment to the appropriate policy committees, and city commissions.

STAFFING ASSESSMENT

Department Lead: Police

Status Update: *In Progress*

Overview:

Under the Reimagining Public Safety **Phase 2** recommendations, the Berkeley Police Department has engaged Citygate Associates for a detailed study of its operations. This study focuses on evaluating the Department's organizational structure, resource allocation, and patrol boundaries. Citygate is tasked with proposing organizational enhancements to improve service to the community, while also considering the morale and well-being of the police staff (See Appendix A, page 41 of Fall 2023 Report).

Preliminary insights from Citygate's analysis endorse the Department's proposal to adjust staffing by incorporating Community Service Officers (CSOs) more robustly into its operational strategy. These findings support the initiative's vision to not only refine the Department's structural and operational dynamics but also to ensure a strategic allocation of personnel. This strategic staffing adjustment aligns with broader goals to optimize police resources and response capabilities, leveraging the diverse skill set of CSOs to complement the work of sworn officers.

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.
	August 2023 – ongoing	Citygate Staffing Assessment Tasks 1 & 2.
	Fall 2023	Stakeholder Interviews and Community Survey.
	<i>Anticipated</i> November 2023 – December 2023	Review of Organizational Functions and Workload.

Fiscal Summary:

Category	Amount	Source	Description of Use
New/Continued Recommendation	TBD	To be determined	Pending finalization of the staffing assessment and recommendations.

Considerations:

- **Sustainable Funding:** Long-term sustainability of any staffing or operational enhancements will require careful budget planning, including identifying sources of funding.

Next Steps and Timelines:

- **January 2024 – ongoing:** Citygate's workload study will take approximately nine months and consists of 6 key tasks outlined in the contract and anticipate presenting findings and recommendations at the Fall 2024 RPS Status Update.

TRANSPORTATION FINES & FEES ANALYSIS

Department Lead: City Manager’s Office

Status Update: **In Progress** (anticipated carryforward request)

Overview:

Under **Phase 2** of the Reimagining Public Safety initiative, the City Council allocated \$150,000 in Fiscal Year 2023 to review and propose amendments for the City of Berkeley's Municipal Code. This effort aims to enhance equity and racial justice within the city's transportation fines and fees system and to consider civilian enforcement for certain Municipal Code violations (detailed in Companion Appendix T, pages 3259-3264). The Fall 2023 Status Report identified delays in several deliverables, including this analysis, due to funding deferral in the Annual Appropriations Ordinance (AAO) process (See Appendix A, page 42 of Fall 2023 Report). Funding was subsequently released in January 2024, following approval by the Mayor and City Council.

A Steering Committee, coordinated by the Assistant to the City Manager and comprising representatives from the City Attorney’s Office, the City Manager’s Office (including the Hearing Officer and DEI Officer), and the Public Works Transportation Division, was established to oversee the Request for Proposals (RFP) Design and Process. The issuance of the RFP is now scheduled for Summer 2024, owing to an extended council recess.

As the initiative transitions into **Phase 3**, staff recommend that the allocated funds be carried forward into Fiscal Year 2025. This recommendation is crucial for maintaining the project's continuity and ensuring that the City of Berkeley can effectively pursue its objectives of promoting equity and racial justice through the reassessment of transportation fines and fees. This proactive approach underscores the city's commitment to reevaluating and reforming municipal practices to support a more equitable community environment.

Key Accomplishments and Next Steps:

RPS Phase	Timeline	Milestone
Phase 2 (2022-2024)	June 2023	City Council referred several Reimagining Tier 1 requests to the Annual Appropriations Ordinance process.
	January 2024	Funding for the Transportation Fines & Fees Analysis was released.
	Anticipated Spring 2024	RFP Design and Process.
	Anticipated Summer 2024	RFP Call for Bidders is expected to be published.

Fiscal Summary:

Category	Amount	Source	Description of Use
Anticipated Carryforward Recommendation	\$150,000.00	General Fund	\$150,000 carryforward for FY 25.

Considerations:

- **Legislative Constraints and Compliance:** Navigating legislative hurdles is paramount to ensure that proposed amendments to the Berkeley Municipal Code enhance equity and racial justice within the transportation fines and fees system while remaining compliant with existing laws. This consideration is crucial for achieving the initiative's objectives without legal impediments.
- **Effective Utilization of Allocated Funds:** With \$150,000 allocated for Fiscal Year 2023 and plans to carry forward into FY 2025, managing these funds judiciously is essential. Strategic budgeting and oversight will ensure the project's goals are met efficiently, maintaining momentum and achieving impactful outcomes within the set financial parameters.

Next Steps & Timeline:

- **January 2024 – ongoing:** With funding now released, the immediate focus is on finalizing the RFP for the Transportation Fines & Fees Analysis, scheduled to be posted in Summer 2024. Staff will recommend the carryforward of allocated funds into FY 2025, ensuring that the project's momentum is maintained.

DEPARTMENT OF COMMUNITY SAFETY DESIGN AND IMPLEMENTATION

Department Lead: City Manager's Office

Status Update: *To Be Initiated* (project deferred)

Overview:

As a **Phase 2** item in the Reimagining Public Safety initiative, \$250,000 was initially allocated for Fiscal Year 2024 to support a design process for the creation of a Department of Community Safety. The Fall 2023 Status Report brought to light an important issue: several deliverables within the Reimagining Public Safety initiative, including the creation of the Department of Community Safety, have yet to be initiated (See Appendix A, page 43 of Fall 2023 Report). The postponement of efforts to establish the Department of Community Safety arises from concerns regarding the implementation timeline's feasibility, as well as the need to reallocate funding to existing city services and to address council referrals, in accordance with the Annual Appropriations Ordinance (AAO) process.

As the initiative moves into **Phase 3**, the City of Berkeley recognizes the importance of prioritizing the advancement of other critical areas within the Reimagining Public Safety initiative before proceeding with the establishment of the Department of Community Safety. This strategic recommendation is based on a thorough review of the general implementation timeline, including the specific timelines for assessments, pilots, and evaluations. To ensure a strategic and judicious use of resources, staff advise revisiting allocating funding for the Department of Community Safety to Phase 4. This approach will allow the city to focus on immediate priorities within the Reimagining Public Safety initiative while planning for future developments in a manner that aligns with the initiative's comprehensive goals.

Key Accomplishments and Next Steps:

RPS Phase	Timeline	Milestone
Phase 2 (2022-2024)	June 2023	Council referred several Reimagining Tier 1 requests to the Annual Appropriations Ordinance process.
	January 2024	Funding for the Department of Community Safety deferred.

Fiscal Summary:

Category	Amount	Source	Description of Use
Long Term Phase 4 Recommendation	\$250,000.00	General Fund	\$250,000 <i>allocation</i> for future FY to support design of Department of Community Safety.

Considerations:

- Strategic Allocation of Resources:** The project deferral and reallocation of the \$250,000 allocation intended for the design of the Department of Community Safety for Phase 4 emphasizes the critical need for strategic and judicious management of financial resources. The City of Berkeley must ensure that such funding is aligned with both the immediate and long-term goals of the Reimagining Public Safety initiative. It is proposed that the funding allocation for Fiscal Year 2026, allowing for a prioritized and financially responsible approach to initiative planning and execution.
- Staffing and Legislative Compliance:** Adequate staffing and compliance with legislative mandates are crucial for the Department of Community Safety's success. This entails recruiting and training skilled personnel for the department's effective operation and ensuring all activities are legally compliant. The City of Berkeley will carefully consider any needed legislative changes or policy adjustments to support the initiative. Addressing staffing needs and legislative compliance is essential to equip the department for its mission within a set timeline.

Next Steps & Timeline:

January 2024 – ongoing: Staff recommends revisiting the funding allocation for Phase 4 concerning the design and establishment of the Department of Community Safety.

DISPATCH NEEDS ASSESSMENT

Department Lead: Fire Department

Status Update: *In Progress*

Overview:

As the City moves forward in implementing a plan to evolve and elevate its dispatch system, it's crucial to understand the ongoing enhancements and challenges facing the City's Dispatch Center, a critical hub for police, fire, and emergency medical services (EMS). The center's complex operations echo those of an air traffic control center, where dispatchers handle emergency calls, collect vital information, and coordinate responses using a Computer Aided Dispatch (CAD) system. The Berkeley Fire Department is focused on elevating these services. They aim to implement systematic emergency call triage, provide pre-arrival instructions, and deploy alternative response units like mobile health or the Specialized Care Unit. These enhancements are in line with regional standards and require substantial investment for realization.

The Mayor's phased Reimagining Public Safety initiative, particularly its Phase 1, concentrated on developing the Dispatch Needs Assessment (DNA) and engaging stakeholders. As noted in the Fall 2023 RPS Status Report, with additional funding in Fiscal Year 2023, the focus shifted to DNA redesign as part of Phase 2 (See Appendix A, page 44 of Fall 2023 Report). The initial assessment by proposed a staffing model, facility improvements, and protocols supporting alternative response models and emergency medical dispatch. However, considering the significance of these recommendations and their long-term impact, the Department sought additional subject matter experts (SME) to validate the findings and recommendations of the needs assessment from October 2022. Upon obtaining additional call data and reanalyzing current and recommended models, these SMEs provided an alternative perspective on several key areas: the staffing model, dispatch protocols, alternatives for low-acuity calls, dispatch workflow, and tiered dispatch.

As the Reimagining Public Safety Initiative moves into **Phase 3**, the validation process aims to ensure that the recommendations are practical, economically viable, and reflective of industry challenges. This crucial step underscores the Department's commitment to informed, effective decision-making and sets the stage for further progress in the following phases of the initiative.



Key Accomplishments and Next Steps:

RPS Phase	Timeline	Milestone
Phase I (2020-2022)	Winter 2021 – Fall 2022	Completion of the RFP process and Stage One of the assessment.
Phase 2 (2022-2024)	November 2022 – May 2023	Completion of the initial needs assessment.
	Fall 2023	Development of Validation Scope and Vendor Selection.
	Fall 2023 – Winter 2024	BFD funded Validation Report with Measure FF Funds. The Validation began in November and finished in end of March.
	<i>Anticipated</i> Spring 2024	Completion of the Assessment Validation Report and staff presentations
	<i>Anticipated</i> Spring 2024	Anticipated discussions with City project stakeholders to determine future actions for the DNA. Following these discussions, BFD plans to issue an RFP for ongoing subject matter expert (SME) support and the implementation of changes, subject to budget approval and determination of next steps.

Fiscal Summary:

Category	Amount	Source	Description of Use
Allocation	\$95,000.00	Grant Funding	\$95,000 for FY21 for <i>Initial</i> Needs Assessment Report.
	\$20,000.00	Measure FF Fund	\$20,000 for FY24 for Validation Report.
	\$200,000.00	Measure FF Fund	\$200,000 to support a portion of the Reports and Implementation.
New/Continued Recommendation	TBD	To be determined	\$196,626,70 from the remaining have been encumbered and will be designated for use in FY 2025. This amount will support the implementation efforts arising from the findings and recommendations of the needs assessment and validation reports.

Considerations:

- **Staffing.** Through FY 23 the Fire Department experienced significant and ongoing recruitment and hiring challenges resulting from the global pandemic, the Office of the Fire Chief 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.
- **Unanticipated Delays.** Initially, the Department challenged the conclusions of the first needs assessment, citing a disconnect with our localized operational knowledge. The report had been crafted following a standard collection of call data from Berkeley’s Emergency Communication Center (ECC), leading to a proposed staffing model built upon those findings. However, given the significant implications of the recommended changes, leadership made the decision to pursue a validation study. The second group of consultants introduced a new perspective and a

CONSULTANT COSTS

different approach to their analysis, delving deeper into the data collection process by dissecting both the manner in which calls were received and their categorization. The pivotal difference was in the discovery that while existing industry standards dictated specific call-handling protocols for ECCs and dispatchers, the initial study focused on managing call volumes with staff. The validation study looked at methods to optimize workflow to alleviate the burden on staff. This critical and nuanced insight is set to enhance the City's efficiency and simplify the process of implementing necessary changes and upgrades to the ECC. The requirement for this validation study, coupled with the overall availability of contractors, has resulted in a 14-month delay.

- **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 for the needed expansion of the Dispatch Center 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 funded through HHCS grant funds. Subsequent activities, including the Validation Report and the planning phase for implementation, have been financed by Measure FF funding. Measure FF is anticipated to cover certain one-time expenses involved in the implementation of the DNA recommendations. However, for recommendations entailing ongoing expenses, securing additional funds will necessitate the City Council's approval and allocation.

Next Steps & Timeline:

- **Winter 2023 – ongoing:** The validation report has resulted in high-level strategic recommendations for an implementation plan. Yet, the development of a more comprehensive implementation plan awaits the City's determination of its preferred direction, and the identification of which recommendations are practical for adoption. These critical decisions are anticipated in the near future. Despite the specifics of the recommendations or the timeline for decision-making, the City's need for continued contractor support to enhance various technology and workflow processes remains unabated. The Berkeley Fire Department team is actively working on preparing a Request for Proposal (RFP) to secure this vital support. Upon finalizing the budget and implementation strategies, the appointed consultant will be charged with devising a strategic plan for phased implementation, projected to span 5 to 10 years.

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 Reimagining Public Safety initiative, the City of Berkeley has focused on community investments, with significant funding allocated to two Community-Based Organizations (CBOs) (See [Appendix A, page 48 of Fall 2023 Report](#)). McGee Avenue Baptist Church Center for Food, Faith, and Justice has been granted \$50,000 to support its "Voices Against Violence" youth campaign. This initiative is part of the City's broader efforts to enhance community safety and enrichment. "Voices Against Violence (VAV)" is a Black-led Berkeley-based program committed to justice, equity, and violence prevention. "Voices Against Violence" serves middle and high school students through weekly workshops ranging from violence prevention, identity formation, diversity training, art expression, urban gardening, and healthy living. Participants receive merit-based stipends for attendance, participation, and community service projects, along with weekly meals to provide food resources identified as a need for participants early in the program. The funds have enabled McGee-CFFJ to build upon their established successes and expand their efforts in serving Berkeley's most vulnerable youth and families. Additionally, the "Voices Against Violence" program is able to have an even greater reach by leveraging McGee-CFFJ programming such as the Urban Garden, Culinary Arts and Technology Program, and Soulful Parenting Support Initiative.

Additionally, Berkeley Youth Alternatives (BYA) received \$160,000, with \$125,000 earmarked for their Counseling Center, which provides essential support services, and \$35,000 allocated for the Summer Jam Day Camp. These funds aim to strengthen the community by supporting key programs that contribute to the wellbeing of Berkeley youth, and, therefore, improve the overall safety of Berkeley.

One highlight includes the successful implementation of the Summer Jam Day Camp for children aged 6 to 12 years. The camp operated from 10 a.m. to 4 p.m., with an aftercare service available until 6 p.m. It consisted of four 2-week sessions, each priced at \$200, with scholarships available on a sliding scale. Out of 30 participants, 18 students received scholarships, indicating the program's accessibility and community support. The majority of the children attended the entire duration of the camp. The camp offered a comprehensive array of activities designed to promote health, creativity, and personal development. These included swimming, nutrition and gardening lessons, music, sports and games, photography, cooking classes, and separate groups for girls and boys led by counselors. Educational programs focused on literacy development were provided in collaboration with the U.C. Berkeley Public Service Center's BUILD college student mentors. Campers also participated in lawn bowling and community service visits to the elderly.

In addition, Reimagining Public Safety funds supported the BYA Counseling Center over the past year. This funding enabled BYA to serve more youth and families who do not have Medicare or private insurance. The funding was also used to provide incentives to counseling staff, particularly graduate student interns. The funding allowed BYA to hire a new staff member who focused on supporting students who are enrolled in the BYA Afterschool Center and in need of mental health and wellness support. This past summer, BYA launched therapy groups for young people focused on resilience and positive social relationships. The counseling groups were open to all students in BYA’s summer programs. As appropriate, students were invited to co-enroll in BYA’s individual counseling program to address deeper issues that emerged in group sessions.



In light of these successes and moving towards **Phase 3** of the Reimagining Public Safety initiative, staff recommend continuing to support violence prevention efforts in Fiscal Year 25-26. This approach is expected to create synergies and opportunities in alignment with the city-wide violence prevention efforts, fostering a holistic strategy for community safety and enrichment.

Key Accomplishments and Next Steps:

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

Fiscal Summary:

Category	Amount	Source	Description of Use
Tier I Recommendation	\$420,000.00	General Fund	To support Voices Against Violence initiative from McGee Ave. Baptist Church (\$50,000) and BYA (\$160,000: \$125,000 to support their counseling center and \$35,000 for the Summer Jam Day Camp).

Next Steps & Timeline

- **January 2024 – ongoing:** 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.

GUN VIOLENCE PREVENTION (BERKELEY CEASEFIRE)

Department Lead: City Manager’s Office

Status Update: *In Progress* (anticipated carryover request)

Overview:

As noted in the Fall 2023 Status Report, **Phase 1** placed a significant emphasis on involving community and expert engagement (See Appendix A, page 49 of Fall 2023 Report). As the project progressed into **Phase 2**, the City allocated \$1 million in the FY 2023 and FY 2024 budget (\$2M total) to directly confront the rising issue of gun violence.

The completion of the Gun Violence Prevention (GVP) report in the summer of 2023 marked a pivotal moment, with preliminary analyses and findings subsequently shared with the Chief of Police, the City Manager's Office, and presented to the City Council and community on January 23, 2024. A comprehensive, four-pronged strategy was unanimously approved, emphasizing: 1) place-based interventions in areas experiencing increased shootings, 2) direct engagement with at-risk individuals through custom notifications, 3) street outreach, and 4) the provision of robust social services. Following this strategic direction, the Assistant to the City Manager collaborated with internal staff and subject matter experts to plan the next steps and RFP processes specific to Berkeley’s Gun Violence Intervention and Prevention program. This initiative, striving for a 10% reduction in gun violence incidents, harmonizes community engagement, strategic partnerships with internal city departments and external organizations, expertise from field experts, and empirically-based methods. Overseen by the City Manager's Office, the initiative is in the process of inviting proposals for the strategic design and implementation of the program's crucial elements—custom notifications and street outreach.

Launched in March 2024, the Request for Proposals (RFP) sets the groundwork for a comprehensive selection process, supported by a steering committee consisting of both internal and external stakeholders (See Appendix E for RFP). This step signifies the project's transition into **Phase 3**, a phase where the team anticipates finalizing a contract by the early summer, aiming for the official launch of the Gun Violence Intervention and Prevention program by early fall of 2024. Staff recommend a carryforward of unspent funds into FY 25-26 budget.

Key Accomplishments and Next Steps:

RPS Phase	Timeline	Milestone
Phase 1 (2020-2022)	Spring/Summer 2022	Community Process and Budget Allocation.
Phase 2 (2022-2024)	Summer 2023	GVP Report complete. Assistant to the City Manager – Reimagining Public Safety Project Coordinator hired.
	January 2024	Comprehensive RPS update to City Council. Research and stakeholder engagement for next steps and RFP process.
	Anticipated Spring 2024	RFP launch and bidding process.
	Anticipated Summer 2024	Selection complete and contract finalized.

Fiscal Summary:

Category	Amount	Source	Description of Use
<i>Anticipated</i> Carryforward Recommendation	\$2,000,000.00	General Funds	\$2,000,000 <i>carryforward</i> for FY 25 & 26 for Gun Violence Intervention and Prevention Program (Ceasefire).

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.

Next Steps & Timeline:

- **January 2024 – ongoing:** Request for Proposals (RFP) process is anticipated to be in progress. Any funds uncommitted during this period will be requested to carry forward into Fiscal Year 2025-2026.



PUBLIC SAFETY/CRIME PREVENTION FOR WOMEN AND OLDER PERSONS

Department Lead: City Manager’s Office

Status Update: *In Progress*

Overview:

The recommendation on public safety and crime prevention for women was presented to, and accepted by, the City Council in February of 2024 (See Appendix F for COSOW Item). These recommendations include a comprehensive strategy composed of the following elements:

- **Data-Driven Approach:** Collaboration with the Berkeley Police to identify critical areas and optimal times for safety escorts, aimed at enhancing protection for women based on identified risks.
- **Community Forum:** Organization of a city-wide hybrid safety forum targeted specifically at women, with a focus on engaging older women, to be led by the Berkeley Police Department.
- **Community Ambassadors:** Deployment of ambassador-led safety escorts in business districts and nearby residential areas to improve security.
- **Safety Escorts:** Establishment of a safety escort program inspired by the 2003 Respect-BART initiative.
- **Ride-share Program:** Exploration of the expansion of the Go-Go Grandparent program to provide safer transportation options for women, including potential cost-sharing solutions and modifications for ensuring safe arrivals, pending Council budget review.

In April 2024, staff presented preliminary data and findings to the Commission on the Status of Women and received feedback to inform next steps and further direction (See Appendix G for Presentation Materials). Recognizing the need for a meticulous and diligent approach, there is ongoing engagement with stakeholders to better understand the phased rollout and prioritization of these recommendations. Through data analysis and identification of needs, the goal is to pinpoint areas requiring immediate attention. As the Reimagining Public Safety Initiative advances into **Phase 3**, staff recommend allocating \$250,000 for FY 2025 to support the phased rollout of these programs.

Key Accomplishments and Next Steps:

RPS Phase	Timeline	Milestone
Phase 2 (2022-2024)	February 2024	Recommendation approved by City Council.
	Spring 2024	Preliminary research and data. Presentation to the Commission on the Status of Women.
	<i>Anticipated</i> Spring 2024 – ongoing	Ongoing research and stakeholder engagement to refine the scope, timeline, and budget, leveraging grants, and prioritizing actions based on data-driven needs analysis.

Fiscal Summary:

Category	Amount	Source	Description of Use
Tier 2 Recommendation	\$250,000.00	General Fund	\$250,000 allocation for FY 25. To support phased roll out of recommendations addressing public safety/crime prevention for women and older persons.

Considerations:

- **Stakeholder Coordination, Compliance and Budget:** A primary challenge for this referral is the coordination between multiple city departments and compliance with legal and regulatory standards. Ensuring that all parts of the initiative align with current laws and city ordinances while effectively collaborating across various sectors can complicate timelines and require additional resources for thorough legal reviews. The current lack of a dedicated budget to explore and consider these recommendations complicates the implementation of the project, necessitating very careful resource management and possibly seeking external funding sources, such as grant opportunities, to support the initiative.

Next Steps & Timeline:

- **Spring 2024 – ongoing:** Ongoing research and stakeholder engagement to refine the scope, timeline, and budget, leveraging grants, and prioritizing actions based on data-driven needs analysis.

ALTERNATIVES TO SANCTIONS/FINES

HEARING OFFICER-ALTERNATIVES TO SANCTIONS/FINES

Department Lead: Public Works Department

Status Update: *In Progress* (project deferred)

Overview:

Under **Phase 2**, the City allocated \$150,000 for Fiscal Year 2024 to improve hearing officer resources. This funding is designated for referring individuals to community and social services for minor infractions, such as parking violations. However, as noted in the Fall 2023 update, the launch of several Reimagining Public Safety deliverables are pending due to funding deferral (See Appendix A, page 51 of Fall 2023 Report). As the initiative transitions into **Phase 3**, the City of Berkeley acknowledges the need to prioritize the development of other crucial dependencies within the initiative, such as the Transportation Fines & Fees Analysis is currently in progress. This strategic direction, informed by the overall implementation timeline—suggests allocation these funds to Phase 4.

Key Accomplishments and Next Steps:

RPS Phase	Timeline	Milestone
Phase 2 (2022-2024)	June 2023	Council referred several Reimagining Tier I requests to the Annual Appropriations Ordinance process.
	January 2024	Project for Expanding Hearing Officer Resources/Alternative to Sanctions/Fines deferred.

Fiscal Summary:

Category	Amount	Source	Description of Use
Long Term Phase 4 Recommendation	\$150,000.00	General Fund	\$150,000 allocation for future FY.

Considerations:

- Strategic Allocation of Resources and Implementation Timeline:** The project deferral for Fiscal Year 2024 underscores the necessity of strategically reassessing the project's timeline and resource management, particularly considering dependencies. The City is charged with aligning this funding with the phased goals of the Initiative, striking a careful balance between immediate needs and long-term objectives.

Next Steps & Timeline:

- January 2024 – ongoing:** Due to the project deferral and funding reallocation to existing city services and council referrals, staff recommend revisiting fund allocation in Phase 4.

EXPAND DOWNTOWN STREETS TEAMS

Department Lead: Public Works Department

Status Update: *In Progress* (anticipated carryforward request)

Overview:

In **Phase 2**, the City allocated \$50,000 for Fiscal Year 2024 to enhance the contract with Downtown Streets Team (DST). This decision, formalized through City Council Resolution No. 70, 394-N.S on May 31, 2022, enabled negotiations for new pricing, terms, and expanded services under DST’s Clean Cities Program. The program includes hand sweeping, leaf and litter removal, graffiti abatement, and poster removal in various commercial districts. The Public Works Department has entered a new contract with DST, effective June 27, 2023. This contract continues DST’s involvement in city maintenance activities, including sweeping, graffiti and litter removal, poster removal, and volunteer work programs. The Fall 2023 Status Report identified delays in several deliverables, including the DST contract’s expansion to include DST as a placement for low-level violations, due to funding deferral in the Annual Appropriations Ordinance (AAO) process (See Appendix A, page 52 of Fall 2023 Report). Funding was subsequently released in January 2024, following approval by the Mayor and City Council.

As the initiative transitions into **Phase 3**, staff are requesting a carryforward of funds to allow for time for expanding the scope of the DST contract to fulfill this recommendation.

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 Annual Appropriations Ordinance process.
	January 2024	Funding for the Transportation Fines & Fees Analysis was released.
	<i>Anticipated Summer 2024</i>	Downtown Streets Team (DST) Contract Expansion.

Fiscal Summary:

Category	Amount	Source	Description of Use
<i>Anticipated</i> Carryforward Recommendation	\$50,000.00	General Fund	\$50,000 <i>carryforward</i> for FY 25.

Considerations:

- **Funding:** While the current phase of the project is supported by a one-time allocation, future expansions or enhancements will require careful financial planning.

Next Steps & Timeline:

- **January 2024 – ongoing:** Staff will recommend the carryforward of allocated funds into FY 2025, ensuring that the project's momentum is maintained.

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:

In Phase I of Berkeley's Reimagining Public Safety initiative, the city developed the Specialized Care Unit (SCU) to assist individuals in mental health or substance abuse crises without police involvement. To support this, the City Council allocated \$1.2 million from the FY 2022 budget for Community Crisis Response (CCR) services, also known as "Bridge Services." The city issued a Request for Proposals to community-based organizations for these services. Peer Wellness Collective, formerly Alameda County Network of Mental Health Clients, Options Recovery, and Women's Daytime Drop-in Center were selected to provide expanded peer support, substance use disorder interventions, and enhanced mental health care services, respectively (See Appendix A, page 53 of Fall 2023 Report).

These contracts, launched in Spring 2022 and extended through the end of December 2023 are meant to provide a wide array of crisis services to Berkeley community members as the SCU began operations. Now that the SCU began operations in September 2023, the Community Crisis Response services contracts are winding down. The Peer Wellness Collective contract ended in December 2023, Options Recovery Services ended in February 2024, and the Women's Daytime Drop-In Center contract will end in June 2024.

Key Accomplishments and Next Steps:

RPS Phase	Timeline	Milestone
Phase I (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 – June 2024	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.

Fiscal Summary:

Category	Amount	Source	Description of Use
Allocation	\$1,787,517.11	American Rescue Plan Act	This includes the initial \$1,200,000 allocated in July 2021 to support the Community Crisis Response Services. Additional funds were added to continue the Bridge Services through the end of June 2024 to provide a complete “bridge to SCU” as the SCU continued to hire and train staff.

Next Steps & Timeline:

- Fall 2023 – December 2023:** HHCS continued partnership with Peer Wellness Collective, formerly 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. The Peer Wellness Collective contract expired and program concluded at the end of December 2023.
- February 2024 – June 2024:** Options Recovery Services will conclude their Community Crisis Response “Bridge Services” contract at the end of February 2024. Women’s Daytime Drop-In Center will continue their contract through the end of June 2024. Community Crisis Response Services contracts expiring and programs concluding is in line with the intent to be a “bridge to the SCU.”

YOUTH PEERS MENTAL HEALTH, BEHAVIORAL, AND CRISIS RESPONSE

Department Lead: Health, Housing and Community Services Department

Status Update: *In Progress*

Overview:

In response to student-led concerns about the scarcity of school resources for mental health and wellness support, the City of Berkeley, in collaboration with the Berkeley Unified School District (BUSD), inaugurated the Wellness Center at Berkeley High School with a soft opening at the start of the 2023-24 school year and a grand opening on December 2, 2023 (See Appendix A, page 55 of Fall 2023 Report). The mission of the Berkeley High School Wellness Center is to provide a space on campus where all students can reset, recharge and make connections. As of early March 2024, the Center reported a total of 598 student visits. A report on the first semester of services indicated that: 39% of students who visited the Wellness Center said they were experiencing academic stress/concerns, 35% said they were stressed or anxious, and 9% they felt sad or depressed. The remainder of students cited that the reasons for visiting the center were due to relationship issues, bullying, other reasons or they preferred not to say. African American/Black students accounted for half of the visits and Latinx students for 20%, indicating that the Wellness Center is being accessed by racially/ethnically diverse population of students.

The Center offers a variety of services including self-directed activities (such as simply sitting to take a break, journaling/coloring, and using theraputty/kinesthetic materials). The Wellness Center also offers wellness groups, check-ins with adults or peer mentors, and referrals to external services, addressing key student concerns such as academic stress (30%) and stress or anxiety (31%). Wellness Center staff have been trained to serve as a Crisis Response Team. City of Berkeley Health Center staff have helped lead the development and implementation of the Wellness Center and are guiding the Center’s development, including supporting referrals for mental health counseling from the Wellness Center team.

The Wellness Center is staffed by a dedicated team of BUSD staff, including a full-time coordinator funded through the City's \$350,000 investment, two Restorative Justice Coordinators, and a staff member tasked with supporting the youth peer-mental health team and other program areas. This initiative is a testament to the City's commitment to enhancing community mental health and well-being as part of the broader Reimagining Public Safety Initiative’s **Phase 2** Community Investments. The establishment of the Center marks a pivotal step in offering students a place to self-regulate and improve self-awareness. Preliminary plans are underway for a satellite Wellness Center at Berkeley Technology Academy. The effectiveness of the Wellness Center will be evaluated in its first formal assessment starting July 2024, with findings to be reported to the Health, Housing, and Community Services department.

Given the Wellness Center's significant impact on student mental health and well-being, and that the coordinator position is funded through end of FY 2026, staff recommend continued funding of \$350,000 for **Phase 4** of the initiative. This request is supported by the Center's vital role in addressing critical student needs and its alignment with the City's ongoing efforts to enhance community safety and well-being.

Key Accomplishments and Next Steps:

RPS Phase	Timeline	Milestone
Phase 2 (2022-2024)	Summer 2023	Mental Health Wellness Coordinator Hired.
	August 2023	Wellness Center Refurbishing and Soft Opening.
	Fall 2023 – ongoing	BUSD - HHCS Collaboration Meeting.
		Outreach activities.
		Preliminary Wellness Center activity and services offered
	Winter 2023	BHS Wellness Center Grand Opening.
	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.

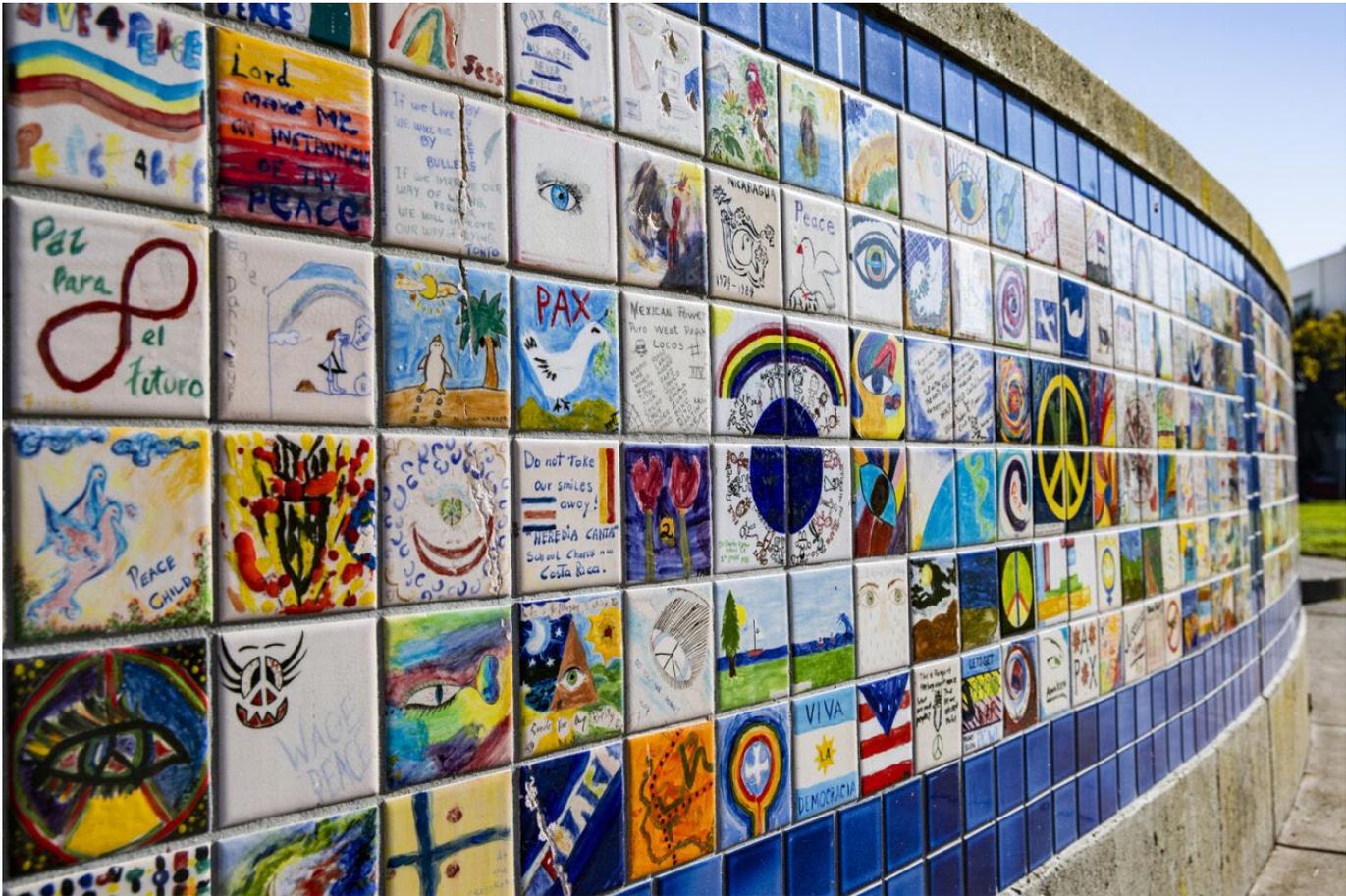
- **Expansion of Programming:** Building upon the foundation of preventive and supportive services, there is a strategic plan to expand the Wellness Center's programming. This development aims to encompass a wider array of workshops, group activities, and individual support services tailored to the evolving needs of the student body.
- **Formation of a Crisis Response Team:** To address the need for prompt support during emergencies, plans include forming a crisis response team at the Wellness Center. This team will specialize in managing mental health crises and other emergencies, providing immediate intervention and support.

Fiscal Summary:

Category	Amount	Source	Description of Use
Long Term Phase 4 Recommendation	\$350,000.00	General Fund	\$175,000 per FY for coordinator position at BHS Mental Health Center.

Next Steps & Timelines:

- **January 2024 – ongoing:** BUSD will submit a project evaluation plan to HHCS. Evaluation #1 will be delivered to HHCS July 2024. Staff recommend continued funding of \$350,000 for Phase 4 to support the expansion of the BHS Wellness Center.



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. As noted in the Fall 2023 Status report, the purpose is to increase the community’s knowledge about respite resources, understand the strengths and challenges of the current system, and to identify gaps that can be addressed (See Appendix A, page 56 of Fall 2023 Report). 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. Through engagement with impacted communities, service providers, City department leaders and commissions, HHCS has developed draft policy recommendations which focus on best practices in the areas of Inter-Personal, Intimate Partner, Domestic and Gender-Based Violence (See Appendix G for Presentation Materials). These drafted recommendations are currently being reviewed for feedback by key stakeholder groups in Berkeley, including various City departments as well as commissions such as the Commission on the Status of Women. Considered drafted domestic violence recommendations touch the following areas of work:

1. Financial independence for survivors,
2. Expansion of the Specialized Care Unit scope of work to include appropriate domestic disturbance interventions and calls for service,
3. City investment in Restorative Justice circle work as an alternative to court intervention
4. City investment in trauma-informed, non-carceral crisis response,
5. City investment in accessible and informational DV resource document available in a variety of languages.

Parallel to this initiative the Commission on the Status of Women (COSOW) put forth recommendations related to Public Safety and Crime Prevention for Women (See Appendix F for COSOW Item). The Assistant to the City Manager will work across departments to identify synergies between the recommendations concerning domestic and gender-based violence and those related to public safety and crime prevention for women.

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.
	December 2023	Continued research and evaluation to identify resources available based on best practices. Best practices designed for and by survivors of domestic violence nation-wide.

	January – April 2024	Community-based needs assessment to determine alignment between researched best practices and local survivors’ experience.
	January – April 2024	Internal-external stakeholder meetings with service providers, city departments, the Commission on the Status of Women and the Mental Health Commission.

Fiscal Summary:

Category	Amount	Source	Description of Use
New/Continued Recommendation	TBD	To be determined	Pending agreement and finalization of the recommended policy activities, HHCS will explore grants to support and fund relevant programs.

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.

Next Steps & Timelines:

- **Winter 2024:** The Health, Housing, and Community Services Department continues 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: *In Progress*

Overview:

In **Phase 2** of the Reimagining Public Safety initiative, the City Council allocated \$15,000 for Fiscal Year 2023 to support the publishing of victim resources in plain and multiple languages and printed and digital format. This investment aims to expand accessibility, ensuring that vital information and support services are available to all community members, including those with limited English proficiency and low literacy levels. This initiative aligns with recommendations from the Reimagining Public Safety Task Force Report (See Appendix A, page 57 of Fall 2023 Report).

For 2024, following the approval of carryover funds via the AAO process, the Assistant to the City Manager began preliminary coordination with the Health, Housing, and Community Services Department. The Community Services Specialist, focusing on gender violence respite work, will lead this effort and co-manage the translation and publishing of victim resources with the Assistant to the City Manager. The team anticipates fulfilling this deliverable before the end of the Fiscal Year.

As the initiative enters **Phase 3**, staff recommend revisiting the opportunity for additional language equity funds for a future fiscal year in Phase 4. This allows the team leading this work to identify critical areas for the expansion of resource translation. This approach enables growth and a measured pace in these efforts.

Key Accomplishments and Next Steps:

RPS Phase	Timeline	Milestone
Phase 2 (2022-2024)	Fall 2023	Research and evaluation to identify resources available based on the needs of the community.
	January 2024 - ongoing	Continued research and evaluation to identify resources available based on the needs of the community; coordination to identify usage for language equity funds.
	<i>Anticipated Spring 2024</i>	Initiation of internal partnerships for resource translation and determination of critical areas for language equity expansion.
	<i>Anticipated Summer 2024</i>	Contracting Process for Translation Services.

Fiscal Summary:

Category	Amount	Source	Description of Use
Long Term Phase 4 Recommendation	\$30,000.00	General Fund	\$15,000 per FY for Language Equity.

Considerations:

- **Cultural Sensitivity and Inclusivity:** Translating materials into multiple languages is not solely a linguistic task but also requires cultural sensitivity to ensure that the information is culturally relevant and holistically accessible.
- **Coordination with Other Services:** The initiative must be integrated with other support services and resources available in the community to ensure a holistic approach to public safety and support for victims.

Next Steps & Timeline:

- **January 2024 – ongoing:** The team, led by the Assistant to the City Manager and the Community Services Specialist, aims to complete the translation and publishing of victim resources by the end of Fiscal Year 2024, utilizing approved carryover funds. Staff recommend, an annual \$15,000 allocation for language equity funds in Phase 4 to facilitate the expansion of resource translation, focusing on critical areas identified by the Assistant to the City Manager and the DEI Officer for sustainable growth.



APPENDIX

Please refer to the Reimagining Public Safety Status Update Spring 2024 Companion Appendix