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**POLICE ACCOUNTABILITY BOARD
REGULAR MEETING AGENDA PACKET
April 22, 2026
6:30 PM**

Board Members

Joshua Cayetano (Chair) Leah Wilson (Vice-Chair)
Randy Wells Joshua Buswell-Charkow

MEETING LOCATION

Office of the Director of Police Accountability
1900 Addison Street, Floor 3
Berkeley, CA 94704

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Item 2

April 22, 2026 PAB Regular Meeting Agenda



**POLICE ACCOUNTABILITY BOARD
REGULAR MEETING AGENDA
WEDNESDAY, APRIL 22, 2026
6:30 P.M.**

Board Members

Joshua Cayetano (Chair)
Randy Wells

Leah Wilson (Vice-Chair)
Joshua Buswell-Charkow

MEETING LOCATION

Office of the Director of Police Accountability
1900 Addison Street, Floor 3
Berkeley, CA 94704

PUBLIC NOTICE

To access the meeting remotely: join from a PC, Mac, iPad, iPhone, or Android device using this URL: <https://us02web.zoom.us/j/89007838093>. If you do not wish for your name to appear on the screen, use the drop-down menu and click on “rename” to rename yourself to be anonymous. To request to speak, use the “raise hand” icon on the screen. To join by phone: Dial **1 669 900 6833** and enter Meeting ID **890 0783 8093**. If you wish to comment during the public comment portion of the agenda, press *9 and wait to be recognized.

LAND ACKNOWLEDGMENT

The City of Berkeley recognizes that the community we live in was built on the territory of xučyun (Huchiun (Hooch-yoon)), the ancestral and unceded land of the Chochenyo (Chochen-yo)-speaking Ohlone (Oh-low-nee) people, the ancestors and descendants of the sovereign Verona Band of Alameda County. This land was and continues to be of great importance to all of the Ohlone Tribes and descendants of the Verona Band. As we begin our meeting tonight, we acknowledge and honor the original inhabitants of Berkeley, the documented 5,000-year history of a vibrant community at the West Berkeley Shellmound, and the Ohlone people who continue to reside in the East Bay. We recognize that Berkeley's residents have and continue to benefit from the use and occupation of this unceded stolen land since the City of Berkeley's incorporation in 1878. As stewards of the laws regulating the City of Berkeley, it is not only vital that we recognize the history of this land, but also recognize that the Ohlone people are present members of Berkeley and other East Bay communities today.

AGENDA

1. **CALL TO ORDER AND ROLL CALL** (2 MINUTES)
2. **APPROVAL OF AGENDA** (2 MINUTES)
3. **PUBLIC COMMENT** (TBD)

Speakers are generally allotted up to three minutes but may be allotted less time if there are many speakers; they may comment on any matter within the Board's jurisdiction at this time, except confidential personnel matters.

4. **APPROVAL OF MINUTES** (5 MINUTES)
 - a. Minutes for the Regular Meeting of March 25, 2026.

5. **ODPA STAFF REPORT** (10 MINUTES)

Announcements, updates, and other items.

6. **CHAIR AND BOARD MEMBERS' REPORTS** (10 MINUTES)

The Chair and Board Members report on their activities.

7. **CHIEF OF POLICE'S REPORT** (10 MINUTES)

Crime/cases of interest, community engagement/department events, staffing, training, and other items of interest.

8. **SUBCOMMITTEE REPORTS** (10 MINUTES)

Report of activities and meeting schedule for all subcommittees, possible appointment or reassignment of members to subcommittees, and additional discussion and action as warranted for the subcommittees listed on the PAB's Subcommittee List included in the agenda packet.

9. DISCUSSION AND ACTION ITEMS (55 MINUTES)

- a. Discussion and action regarding commendations for BPD Officers (Wells & Buswell-Charkow) – (15 Minutes)
- b. Discussion and action regarding BPD Policy 300 “Use for Force” (Cayetano) – (15 Minutes)
- c. Discussion and action regarding the BPD’s proposed Surveillance Technology Ordinance and Police Equipment Ordinance Approvals, Policy Updates, and Contract Authority with Flock Safety (ODPA) – (15 Minutes)
- d. Discussion and action regarding the BPD’s budget and proposed budget reductions for FY 27 and FY 28 (ODPA) – (10 Minutes)

10. PUBLIC COMMENT (TBD)

Speakers are generally allotted up to three minutes but may be allotted less time if there are many speakers; they may comment on any matter within the Board’s jurisdiction at this time, except confidential personnel matters.

11. CLOSED SESSION

CLOSED SESSION ITEMS

Pursuant to the Court’s order in *Berkeley Police Association v. City of Berkeley, et al.*, Alameda County Superior Court Case No. 2002-057569, the Board will recess into closed session to discuss and act on the following matter(s):

- a. Conference With Labor Negotiators; Government Code § 54957.6
Designated representatives: Leah Wilson, Designated PAB Representative; Katherine Lee, Interim Director of Police Accountability
Employee organization: Berkeley Police Association

- b. Case Updates and Recommendations Regarding Complaints Received by the ODPa:

- | | |
|--------------------|---------------------|
| i. 2023-CI-0016 | xiv. 2025-CI-0039 |
| ii. 2024-CI-0004 | xv. 2025-CI-0041 |
| iii. 2025-CI-0018 | xvi. 2026-CI-0001 |
| iv. 2025-CI-0020 | xvii. 2026-CI-0002 |
| v. 2025-CI-0026 | xviii. 2026-CI-0003 |
| vi. 2025-CI-0027 | xix. 2026-CI-0004 |
| vii. 2025-CI-0030 | xx. 2026-CI-0005 |
| viii. 2025-CI-0033 | xxi. 2026-CI-0006 |
| ix. 2025-CI-0034 | xxii. 2026-CI-0007 |
| x. 2025-CI-0035 | xxiii. 2026-CI-0008 |
| xi. 2025-CI-0036 | xxiv. 2026-CI-0009 |
| xii. 2025-CI-0037 | xxv. 2026-CI-0010 |
| xiii. 2025-CI-0038 | |

END OF CLOSED SESSION

12. ANNOUNCEMENT OF CLOSED SESSION ACTIONS (1 MINUTE)


13. ADJOURNMENT (1 MINUTE)

Off Agenda Reports

1. Policy, Practice, and Procedure Review Status Report
2. Legislative Updates Relevant to the PAB's Work
3. 2026 PAB Meeting Calendar

Communications Disclaimer

Communications to the Police Accountability Board, like all communications to Berkeley boards, commissions, or committees, are public records and will become part of the City's electronic records, which are accessible through the City's website. Please note: e-mail addresses, names, addresses, and other contact information are not required, but if included in any communication to a City board, commission, or committee, will become part of the public record. If you do not want your e-mail address or any other contact information to be made public, you may deliver communications via U.S. Postal Service or in person to the Board Secretary. If you do not want your contact information included in the public record, do not include that information in your communication. Please contact the Board Secretary for further information.

 Communication Access Information (A.R. 1.12)

To request a disability-related accommodation(s) to participate in the meeting, including auxiliary aids or services, please contact the Disability Services specialist at 981-6418 (V) or 981-6347 (TDD) at least three business days before the meeting date.

SB 343 Disclaimer

Any writings or documents provided to a majority of the Board regarding any item on this agenda will be made available for public inspection at the Office of the Director of Police Accountability, located at 1900 Addison Street, Floor 3, Berkeley, CA 94704

Contact the Director of Police Accountability (Board Secretary) at:

1900 Addison Street, Floor 3, Berkeley, CA 94704

TEL: 510-981-4950 TDD: 510-981-6903 FAX: 510-981-4955

Website: <https://berkeleyca.gov/dpa>

Email: dpa@berkeleyca.gov

Item 4

Minutes for the Regular Meeting of March 25, 2026



**POLICE ACCOUNTABILITY BOARD
 REGULAR MEETING MINUTES
 WEDNESDAY, MARCH 25, 2026
 6:30 P.M.**

Board Members

Joshua Cayetano (Chair)
 Randy Wells

Leah Wilson (Vice-Chair)
 Joshua Buswell-Charkow

MEETING LOCATION

Office of the Director of Police Accountability
 1900 Addison Street, Floor 3
 Berkeley, CA 94704

MEETING MINUTES

1. CALL TO ORDER AND ROLL CALL AT 6:30 PM

Present: Board Member Joshua Cayetano (Chair)
 Board Member Leah Wilson (Vice Chair)
 Board Member Buswell-Charkow
 Board Member Randy Wells

Absent: None

ODPA Staff: Jose Murillo, Acting Director of Police Accountability (DPA)
 Syed Mehdi, Data Analyst
 Daniel Weinberg, Investigator

BPD Staff: Lt. Coats

2. APPROVAL OF AGENDA

Motion to approve the agenda

Moved/Second (Wilson/Buswell-Charkow) Motion carried.

Ayes: Cayetano, Wells, Buswell-Charkow, Wilson.

Noes: None. Abstain: None. Absent: None

3. CLOSED SESSION

CLOSED SESSION ITEMS

Pursuant to the Court’s order in *Berkeley Police Association v. City of Berkeley, et al.*, Alameda County Superior Court Case No. 2002-057569, the Board will recess into closed session to discuss and act on the following matter(s):

- a. Case Updates and Recommendations Regarding Complaints Received by the ODPa:

ODPA Case No. 2025-CI-0033

Motion to modify the findings for Allegation 1.

Moved/Second (Wilson/Buswell-Charkow) Motion carried.

Ayes: Wells, Wilson and Buswell-Charkow.

Noes: Cayetano. Abstain: None. Absent: None

Motion to approve staff recommendations in Allegations 2-14, excluding allegation 11.

Moved/Second (Wilson/Wells) Motion carried.

Ayes: Wells, Wilson and Cayetano.

Noes: Buswell-Charkow. Abstain: None. Absent: None

Motion to modify the findings in Allegation 2.

Moved/Second (Cayetano/None) Motion Failed.

Motion to approve staff recommendations in Allegation 11 for Officers 1 and 2.

Moved/Second (Cayetano/Wilson) Motion carried.

Ayes: Wells, Wilson, Cayetano and Buswell-Charkow.

Noes: None. Abstain: None. Absent: None

Motion to approve staff recommendations in Allegation 11 for Officers 3 and 4.

Moved/Second (Wilson/Wells) Motion carried.

Ayes: Wells, Wilson, and Buswell-Charkow.

Noes: Cayetano. Abstain: None. Absent: None

Motion to approve staff recommendations regarding disciplinary actions.

Moved/Second (Wilson/Wells) Motion carried.

Ayes: Wells, Wilson and Cayetano.

Noes: Buswell-Charkow. Abstain: None. Absent: None

END OF CLOSED SESSION

4. ANNOUNCEMENT OF CLOSED SESSION ACTIONS

Chair Cayetano announced the closed session actions.

5. PUBLIC COMMENT

0 Physically Present Speakers

2 Virtually Present Speakers

6. APPROVAL OF MINUTES

- a. Minutes for the Regular Meeting of March 11, 2026.

Motion to approve the minutes for the Regular Meeting of March 11, 2026.

Moved/Second (Wilson/Wells) Motion carried.

Ayes: Wells, Buswell-Charkow, Wilson, Cayetano.

Noes: None. Abstain: None. Absent: None.

7. ODPa STAFF REPORT

Acting Director Murillo reported that Interim Director Kathy Lee has been officially appointed, with a start date of March 31, 2026. He stated that staff are preparing for her transition and will support her onboarding and the Board's ongoing work. He further reported that staff will be prioritizing pending tasks, including outstanding Board requests that were delayed due to recent workload demands. Updates on these items will be provided at a future meeting.

8. CHAIR AND BOARD MEMBERS' REPORTS

Board Members reported on their activities since the last PAB meeting on March 11, 2026, providing brief comments on community engagement and recent City Council updates.

9. CHIEF OF POLICE'S REPORT

Lt. Coats provided updates on recent incidents, including an assault involving a firearm, a domestic disturbance investigation involving narcotics, and a road rage incident involving a firearm. She also reported on recent community engagement activities, including recognition of International Women's Day, a daylighting event, Coffee with a Cop, and a regional media roundtable. Lt. Coats conveyed the Chief's appreciation for the Board's engagement.

10. SUBCOMMITTEE REPORTS

Subcommittees report on their activities since the last PAB meeting on March 11, 2026.

11. DISCUSSION AND ACTION ITEMS

- a. Discussion and action on follow-up items related to the March 23, 2026 Public Safety Policy Committee meeting and the March 24, 2026 Regular City Council meeting.
 - i. PSPC's review of Resolution Rescinding Resolution No. 51,408-N.S. Restricting the Use of Air Support and Canine Units and Updating Mutual Aid Policies (ODPA)

No action was taken. The Board discussed the Public Safety Policy Committee's review, including transmission of the Board's letter, proposed revisions to permissible uses, and process improvements for ensuring public availability of Board materials.

- ii. Council's consideration of Public Safety Technology: Surveillance Technology Ordinance and Police Equipment Ordinance Approvals, Policy Updates, and Contract Authority (ODPA)

No action was taken. The Board discussed the March 24, 2026, City Council meeting and also discussed potential next steps, including policy revisions and further analysis of vendor selection and surveillance technology use.

- b. Discussion and action of Charter Amendment to Rationalize Process for PAB Policy and Procedure Reviews (Wilson)

No action was taken. The Board discussed potential improvements to policy review timelines, including extending review periods and ensuring policies are routed to the Board prior to implementation.

- c. Discussion and action on the review of BPD's Policy 300 "Use of Force" and next steps (Cayetano)

Motion to designate Chair Cayetano as the lead on the review of BPD's Policy 300 "Use of Force."

Moved/Second (Buswell-Charkow/Wilson) Motion carried.

Ayes: Wells, Cayetano, Buswell-Charkow, Wilson.

Noes: None. Abstain: None. Absent: None

- d. Discussion and action on proposed revisions to procedures regarding federal immigration enforcement that may impact policies governing federal immigration enforcement, including Policy 415 "Immigration Law" and Policy 1106 "Special Order 2025-0001: Response to Incidents Involving Federal Civil Immigration Enforcement," as well as the related resolution. (Referral from Councilmember Blackaby's Office)

Motion to write a letter to Councilmember Blackaby thanking him for the referral and expressing the Board's willingness to provide input on policy implementation when appropriate.

Moved/Second (Wilson/Wells) Motion carried.

Ayes: Wells, Cayetano, Buswell-Charkow, Wilson.

Noes: None. Abstain: None. Absent: None

12. PUBLIC COMMENT

0 Physically Present Speakers

3 Virtually Present Speakers

13. ADJOURNMENT AT 9:42 PM

Motion to adjourn. Moved/Second (Cayetano/Buswell-Charkow). The meeting was adjourned at 9:42 PM by unanimous consent.

Item 8
Subcommittee List

Updated on 4/17/2026



SUBCOMMITTEES LIST

Important Note: As of March 20, 2026, the PAB has 4 of its 9 seats filled, resulting in a quorum of 3 members. Subcommittees must be composed of fewer than a quorum and may not consist of a single member. Accordingly, vacancies must be filled or the subcommittee must be disbanded. If disbanded, its work can be reassigned to individual board members or formally paused or discontinued. For additional information on subcommittee requirements, please visit Chapter II Section 5 of the City of Berkeley’s Commissioner’s Manual:

<https://berkeleyca.gov/sites/default/files/documents/Commissioners%27%20%26%20Board%20Members%27%20Manual%202025%20Edition.pdf#Page=30>

Subcommittee	Board Members	Chair	BPD Reps
<p>Policy Reviews Formed 11-08-2023 Scope Expanded 12-11-2024 to include BWC Policy Review</p>	<p>Cayetano [Vacant] <u>Public members:</u> Kitt Saginor</p>	N/A	Deputy Chief Tate Sgt. Rafferty
<p>Metrics & Operations Formed 02-05-2025 after the Budget & Metrics and Operations & Processes Subcommittees were consolidated into one</p>	Wilson Wells	N/A	N/A
<p>Outreach & Engagement Formed 11-08-2023 Scope Expanded 03-02-2024 Formally “Commendations”</p>	Wells Buswell-Charkow	N/A	N/A

Updated on 4/17/2026

<p>Policies and Practices on Encampment Clearances Formed 6-25-2025</p>	<p>Wells Wilson</p>	<p>TBD</p>	<p>TBD</p>
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LIAISON LIST¹

Liaison Name	Assignment
Cayetano	Represent the PAB in the EIS Update Process
Wilson	Represent the PAB in FIP-related matters
Wilson	Represent the PAB in the Regulations Process

¹ Liaison list does not include topics that were originally assigned to a Board Member but later assigned to a subcommittee.

Item 9.a.

*Berkeley Police Department Commendations for Q4 2025
(October–December) and Q1 2026 (January–March)*

PAB STANDING RULES SECTION L.

COMMENDATIONS OF BERKELEY POLICE DEPARTMENT PERSONNEL

1. The Board regularly receives copies of communications praising Berkeley Police Department (BPD) personnel for noteworthy service; these commendations are both external (from members of the public) and internal (from fellow BPD or City of Berkeley employees). This process shall be used when the Board desires to bestow additional recognition upon those BPD personnel, or when a Board member on his or her own initiative wants the Board to recognize BPD personnel.
2. The Board may commend or otherwise honor with a special award or recognition an individual sworn officer or civilian employee of the BPD, or a group of officers and/or employees of the BPD, such as a team or division.
3. The Board secretary shall agendize commendations the Board receives from the BPD periodically, as received. A Board member wishing to initiate a commendation or other honor from the Board shall submit the proposal to the Board secretary for placement on the Board agenda in accordance with Section C of these rules. The proposal shall include the name of the person or group to be honored, and a description of the noteworthy action.
4. For the Board to issue a commendation or other honor, the BPD officer, employee, or group must be found to have performed an extraordinary service or performed in an extraordinary manner that meets one or more of the following criteria:
 - a) Exceptional valor, bravery, or heroism;
 - b) Superior handling of a difficult situation;
 - c) An action or performance that is above and beyond typical duties;
 - d) Extraordinary compassion, empathy, or kindness.
5. A motion to commend or otherwise honor BPD personnel shall include the act or incident giving rise to the honor and describe how it meets the above criteria. The motion must receive a majority of affirmative votes of Board members present at the meeting to pass.
6. Following the meeting, the Board secretary shall communicate the Board's action in writing to the City Council, and shall also forward the commendation to the Chief of Police, with a request that the commendation or other honor be placed in the personnel file of each sworn officer or civilian employee commended.

EXTERNAL COMMENDATIONS FOR OCTOBER – DECEMBER 2025

10/2/25: OFC. LUDOVICO

Commendations

Subject: Thank you

Officer Ludivico has been trying to address a disturbance of the peace problem. An unpermitted amplified R&R band outside, with unmitigated sound in a residential neighborhood. A heavy metal band unhinged. He is trying to track down the parties responsible after the fact to avoid a repeat. We know BPD is unreasonably stretched and challenged at this time so we are particularly grateful for this effort considering this problem is minor compared to most of BPDs challenges. It is however a huge factor for many of our neighborhood residents' quality of life.

Thank you officer Ludivico

Southside Neighbors



Police Department
2000 Stevenson Boulevard • P.O. Box 5007 • Fremont, CA • 94537-5007
510 790-6800 *ph* • www.fremontpolice.org

October 2nd, 2025

Chief Jennifer Louis
Berkeley Police Department
2100 Martin Luther King Jr. Way
Berkeley, CA 94704

Dear Chief Louis,

I want to take this opportunity to thank you for making Lieutenant Chris Bonaventure available to assist us with the oral board interview portion of our Police Sergeant Promotional Examination from October 1st to October 2nd, 2025.

As you know, external panel members play an essential role in the overall assessment process of any promotional exam. It was our pleasure to have Lieutenant Chris Bonaventure participate in this important process.

Please let me know if there is anything we can do for your department in the future. Thank you again for your cooperation and assistance.

Sincerely,

A handwritten signature in blue ink, appearing to read "Jared Morrison".

Jared Morrison
Captain
Administrative Services Division

Cc: Lieutenant Chris Bonaventure

Fw: Belated but Heartfelt Thank You to the Joint City-Campus Move-In Operations Team

From Okies, Joe <JOkies@cityofberkeley.info>
Date Wed 10/8/2025 2:45 PM
To Commendations <commendations@berkeleyca.gov>

Please process this as an external commendation for the staff named below as well as Lt. McGee.

Thanks,
Joe

From: McGee, Matthew <MMcGee@berkeleyca.gov>
Sent: Wednesday, October 8, 2025 2:38 PM
To: Okies, Joe <JOkies@cityofberkeley.info>
Cc: Durbin, Michael R. <MDurbin@berkeleyca.gov>
Subject: RE: Belated but Heartfelt Thank You to the Joint City-Campus Move-In Operations Team

Internal

Joe-

Please see the below list of Sergeants and Officers who helped out over the course of the 4 days of Cal Move In- August 18-20 and 24th.

Sgt. Cardoza
Sgt. Hunt
Sgt. Piombo
Sgt. Harston
Sgt. Edwards
Sgt. Bold
Sgt. Rafferty
Sgt. Quezada
Ofc. Booze
Ofc. Baker
Ofc. Gasper
Ofc. Ludovico
Ofc. Schikore
Ofc. Verrett
Ofc. Bally
Ofc. Bishop
Ofc. Garcia
Ofc. Legall
Ofc. Lewis III
Ofc. Duhra
Ofc. Peters
Ofc. Rodriguez
Ofc. Driscoll

Thank you
Matt

From: Okies, Joe <JOkies@cityofberkeley.info>
Sent: Wednesday, October 8, 2025 2:07 PM
To: McGee, Matthew <MMcGee@berkeleyca.gov>
Cc: Durbin, Michael R. <MDurbin@berkeleyca.gov>
Subject: Re: Belated but Heartfelt Thank You to the Joint City-Campus Move-In Operations Team

Thanks Matt,

Can you pull the list of people who worked it so I can make this a commendation for them?

Thanks,
Joe

On Oct 8, 2025, at 13:34, McGee, Matthew <MMcGee@berkeleyca.gov> wrote:

Internal

Joe/Mike-

Forwarding on an appreciation from UC for the Move-In. I thought important for you to know as there were multiple people in each of your respective divisions that assisted greatly with the day.

Thanks
Matt

From: Ruben Lizardo <rlizardo@berkeley.edu>
Sent: Friday, October 3, 2025 4:50 PM

Subject: Belated but Heartfelt Thank You to the Joint City-Campus Move-In Operations Team

WARNING: This is not a City of Berkeley email. Do not click links or attachments unless you trust the sender and know the content is safe. Dear Lt. McGee, Sargeants Cardoza, Kleppe, and Caires, Traffic Engineering Inspector Abdon, and Cristal Carpinteyro, Jonathan Lee, Candi Lee, Stacy Gabriel, Jazmin Camaguey, Seung Lee, Alesia Woods, Mako Ushiara (and others I am sure to have missed),

This email is to THANK you, the City and Campus leaders that played leadership roles in the planning and execution of the very successful 2025 Cal Move-In operation.

I ran into BPD Lt. McGee at a community event recently and he took a minute to ask me to convey his personal thank you to AVC Jo Mackness and other Campus Leaders that made changes in the university Move In strategy for the Southside this year. Lt. McGee noted that the addition of Monday to the schedule was the key to the success the joint operations team (that includes campus and city leaders) had in managing the Move In of 9, 000+ students this year.

To be frank, I was embarrassed that with the hectic start of the school year, and every thing both the campus and city manage on the daily that I had not written to thanks the Boots on the Ground Team that plans and implements the very challenging week long Move In. When we get together as a joint team again to start planning next year's Move In I will find a better way to express my thanks in a manner that is more commensurate with the high caliber professional expertise you all bring to this important campus and city annual event.

The short story is that the Joint Team did a fantastic job planning and implementing the Move In this year. Thank You.

Meanwhile, as our campus team prepares to debrief the 2025 event, I would invite you to join me in sharing your thoughts on the things that went well and anything you think can be improved. I was asked recently by Student Affairs leaders to share information about feedback our office had received from city and community leaders. This is what I shared.

Based on the fact that we received less than five emails or calls with concerns during the move in, I think the bottom line is that the addition of Monday was key to the success of the Move In. We would have heard more from city and community leaders if the joint teams had not worked so expeditiously during the Move In week. We fielded a series of emails from two City Council offices which were based on two community members who were upset with the AC Transit rerouting at the top of the campus; and one comment about the loss of parking in the business district prior to the Move In; but no actual complaint during the week. We have already responded to the concerns that the Councilmembers raised. And have ideas for improving access to the buses in the upper part of Southside next year.

Thanks again and please do feel free to share any insights you think could help to make next year's Move In just as successful.

Ruben

10/5/2025 OFC. KHUDYK #35

From:

Date: Sun, Oct 5, 2025 at 9:17 PM

Subject: Thank You, Officer Klundyk (sp?) (Badge #35)

To: <Commendations@berkeleyca.gov>

Dear Officer Klundyk (sp?)

I wanted to take a moment to thank you for your help today. I really appreciate how proactive you were in finding the driver who hit my parked car on the street in front of my house. It meant a lot that you took the time to come by and personally share the information with me so quickly.

Your professionalism and dedication truly stood out, and I'm grateful for the excellent service you provided. Please extend my thanks to the rest of the Berkeley Police Department as well.

With appreciation,

10/8/25 Officer Montero

“Dear Chief Louis,

We wanted to commend your officer Montero on his skills & kindness in finding my sister’s stolen car. My husband had been a patient in the

for one week. My sister was there daily to encourage us through those scary times. Her car was stolen from the reserved parking lot across from the hospital. We thought it would never be found in one piece, but your Officer Montero found it in a homeless camp & stood by until we could get there. He helped us arrange for Triple A (AAA) to tow it to the dealership & provided a sense of security to 3

() who had never dealt with this type of situation in over 72 years of car ownership. Officer Montero’s patience with our questions & caring helped us sort out what to do & made us feel safe & secure under his care. Berkeley P.D. is fortunate to have this man on your staff. He provided not only safety, but step by step answers to things outside our experiences. We appreciate everything he did for us – please relay our thanks for a job well done.

Sincerely,

For

Stolen car victim”

He helped us arrange for Triple A to tow it to the Honda dealership & provided a sense of security to 3 octogenarians (81, 83, 88) who had never dealt with this type situation in over 72 years of car ownership. Officer Montero's patience with our questions & caring helped us sort out what to do & made us feel safe & secure under his care. Berkeley P.D. is fortunate to have this man on your staff. He provided not only safety but step by step answers to things outside our experiences.

We wanted to commend your officer Montero on his skill & kindness in finding my sister's stolen car. My husband had been a patient in the cardiac unit of Oakland's Alta Bates Summit Medical Center for one week. My sister was there daily to encourage us through those scary times. Her car was stolen from the reserved parking lot across from the hospital. We thought it would never be found in one piece, but your Officer Montero found it in a homeless camp & stood by until we

10/8/25 Officer Montero



Urban Village by the Bay

ALBANY CALIFORNIA

CITY OF ALBANY



POLICE DEPARTMENT
1000 SAN PABLO AVENUE
ALBANY, CA 94706
510 525-7300
510 525-1360 FAX

GINA ANDERSON
INTERIM CHIEF OF POLICE

www.AlbanyCA.org/police

10/9/25

Chief Jennifer Louis
Berkeley Police Department
2100 Martin Luther King Jr. Way
Berkeley, CA 94704

Dear Chief Louis, *JEN*

I wanted to extend my sincere gratitude to you and the members of the Berkeley Police Department for your support on September 30, 2025. That day, our agency was involved in the arrest of several individuals tied to an active burglary ring, along with other unrelated arrests. At one point, we had seven individuals in custody and faced a significant logistical challenge in transporting all the arrestees to the Santa Rita Jail in Dublin.

Your department's willingness to lend the use of your jail transport van was invaluable. That assistance allowed our officers to remain in the field, maintaining coverage and responding to other calls for service while ensuring that all arrestees were safely and efficiently transported.

Please convey my appreciation to your staff for their professionalism and readiness to assist. The collaboration between our departments continues to demonstrate the value of strong partnerships and mutual support in maintaining public safety throughout our communities.

Sincerely,

Gina Anderson
Chief of Police

10/10/25

- Sgt. Edwards
- Sgt. Bejarano
- Sgt. Shivas
- Sgt. Quezada
- Det. Popke
- Det. Breaux
- Det. Debruin
- Det. Loeliger
- Det. Huynh
- Det. Melowitz
- Det. Phelps
- Det. Jacobs
- Det. Ramsey
- Det. McBride
- Ofc. Thome
- Ofc. Lewis
- Ofc. Moore
- Ofc. Johnson

From: Humbert, Mark <MHumbert@berkeleyca.gov>

Sent: Friday, October 10, 2025 4:13 PM

To: White, David <DWhite@berkeleyca.gov>

Cc: Buddenhagen, Paul <PBuddenhagen@berkeleyca.gov>; Louis, Jennifer A. <JLouis@berkeleyca.gov>; Chakko, Matthai <MChakko@berkeleyca.gov>

Subject: Re: Press Release Regarding Berkeley Police Arrest Two Suspects in Series of Home Invasion Robberies and Burglaries

Chief Louis - Please convey my deep appreciation and respect to the team who apprehended these suspects! We are privileged in this City to have the absolute best police department in the Bay Area if not the entire state!

Mark Humbert

Vice Mayor

Councilmember, District 8

From: White, David <DWhite@berkeleyca.gov>

Sent: Friday, October 10, 2025 2:49:42 PM

To: White, David <DWhite@berkeleyca.gov>

Cc: Buddenhagen, Paul <PBuddenhagen@berkeleyca.gov>; Louis, Jennifer A. <JLouis@berkeleyca.gov>; Chakko, Matthai <MChakko@berkeleyca.gov>

Subject: Press Release Regarding Berkeley Police Arrest Two Suspects in Series of Home Invasion Robberies and Burglaries

Dear Mayor and City Council, I am sharing some information with you that will be disseminated to the press shortly. This involves the arrests of individuals associated with burglaries in our community.

Media release:

The Berkeley Police Department is proud to announce the arrest of two suspects connected to a series of violent home invasion robberies and residential burglaries that occurred across Berkeley between September 17 and October 1, 2025. These crimes primarily targeted women in their homes, causing significant concern throughout the community. Thanks to the outstanding work and collaboration of the department's Detectives, Patrol Officers, and Bike Unit, both the primary suspect—a convicted felon—and his female accomplice have been safely taken into custody.

The suspect is believed to be responsible for multiple incidents in which he entered homes, through various means, while victims were inside. In several cases, he used threats, demanded personal belongings, and fled in stolen vehicles. Victims were confronted in their bedrooms or living spaces, with incidents occurring at all hours, including late at night and early in the morning. In one case, the suspect threatened to shoot a resident. These crimes were not random, but part of an escalating pattern that detectives quickly recognized and linked together.

As the investigation progressed, Berkeley Police Detectives identified multiple addresses associated with the suspects. Search warrants were executed at these locations, resulting in the recovery of stolen property from at least two of the incidents. Further investigation revealed that the male suspect was being assisted by his girlfriend, who was seen—through ALPR (Automated License Plate Reader) technology—following one of the stolen vehicles during the timeframe of a home invasion robbery. This led to probable cause for her arrest as an accomplice.

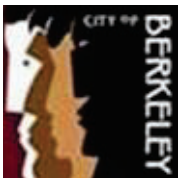
On October 9, 2025, detectives learned that both suspects were in the Hayward area. Officers conducted a coordinated operation to arrest them. Around p.m., the male suspect's vehicle was located. When officers attempted to stop him, he rammed multiple vehicles and drove at an officer, who had to jump out of the way to avoid being struck. The suspect then fled on foot, attempted to carjack another vehicle, and was ultimately apprehended after a brief struggle. The female suspect was located nearby and arrested without incident.

Both individuals are now in custody and face multiple felony charges, including home invasion robbery, residential burglary, assault with a deadly weapon on a peace officer, attempted carjacking, and several outstanding warrants. Fortunately, despite the threatening nature of these incidents, no victims sustained physical injuries.

This investigation highlights the exceptional professionalism, persistence, and teamwork of the Berkeley Police Department. It also demonstrates how modern investigative tools, such as ALPR technology, can significantly enhance public safety efforts. The tireless work of our officers and detectives brought a dangerous individual to justice and helped restore a sense of safety to our community. We are grateful for the patience and support of the community throughout this complex investigation.

The Berkeley Police Department extends its thanks to the law enforcement partners in Hayward who assisted in the operation. Our department remains committed to protecting our residents and holding violent offenders accountable.

End Press Release



David White ([he/him](#))

Deputy City Manager

dwhite@berkeleyca.gov

berkeleyca.gov | [newsletter](#) | [Instagram](#) | [Bluesky](#) | [LinkedIn](#)

To: commendations@berkeleyca.gov

Cc:

Subject: Commendation for Jan Paul De Guzman, Badge 87 for October 19

Dear Berkeley Police Department,

We wish to commend Berkeley Police officer Jan Paul DeGuzman (Badge 57) for his excellent assistance yesterday, Sunday afternoon about 6 pm, October 29.

. was blocked by police due to a stalled car in the middle of the road. The entry to Road was thus inaccessible. I parked my car as requested at the bottom of the hill, above , and started up the hill with a heavy bag of groceries. Officer DeGuzman very courteously offered to carry the bag to our home on up the hill. **I deeply appreciate his going way out of his way to assist an elderly person (I am 84).**

Please convey my thanks, and please make a note in his file and communicate our commendation to Sergeant Piombo, who was at the scene.

Very sincerely,

10/21/ 2025 Sgt. Shivas, Ofc. Albrandt, Ofc. Moore, Ofc. Johnson

Commendation:

<p>From: Sent: Tuesday, October 21, 2025 9:24 AM Subject: RE: Attorney Communication- Restraining Order</p>
<p>Thank you ALL!! I've received several positive comments from staff about how much they appreciate how seriously the City took this situation. I'm one of them 😊 !!! Thank you!</p>

From:
Sent: Tuesday, October 21, 2025 5:28 AM
 Thank you all. Very much appreciated.

From: Buddenhagen, Paul
 <PBuddenhagen@berkeleyca.gov>
Sent: Monday, October 20, 2025 9:33 PM
Subject: RE: Attorney Communication- Restraining Order
 Much appreciated

<p>From: Sent: Friday, September 26, 2025 10:31 AM To: Subject: Attorney Communication- Restraining Order</p> <p>Good morning ,</p> <p>Yesterday we had an individual assault a staff member on the floor of around 2 pm. This was the second time was in the building this week causing a disturbance. The assault occurred when , employee was opening our locked door to enter the side of the floor. Once unlocked, rushed at , shoved into the wall, and forced way into our suite. was attempting to get to me. Fortunately, from security was standing in payroll, witnessed what happened and was able to intervene in the hallway. Another staff member responded to the disturbance, and together they were able to redirect out of the suite. We called 911 but did not get a response.</p> <p>BPD contacted us later in the day and asked that we have call the non-emergency number and ask to talk to an officer to file a report regarding case # . I'm still gathering other facts from staff, but suggested a restraining order would be a good course of action.</p> <p>The only motive we've figured out so far is that is getting evicted and believes the City should be doing more to help him. Sounds like thinking may be disorganized, but this is second hand.</p>
--

Name

Tenant cellphones number:

Tenant address (don't believe not currently staying here – landlord is issuing an eviction)

Thank you

10/23/25 - Ofc. Coria

From:

Sent: Tuesday, December 23, 2025 3:29 PM

To: BPD Webmail <bpdwebmail@berkeleyca.gov>

Cc:

Subject: A Thank You Note

Dear Police Chief Jennifer Louis,

I wanted you to know how helpful Officer C. Coria was to me, my husband and our neighbors recently. He offered his empathy, kindness and compassion to us during the passing of our friend, neighbor and landlord on November 24th. I have continued to think back to that day with admiration for Officer Coria's skills in helping us negotiate such an emotional time. He was composed, knowledgeable and comforting throughout our time together, leading us with his personal and professional experience. I am forever grateful to him for being there for us!

Sincerely Yours,

11/3/25

Ofc. Valle, Ofc. Ludovico, Ofc. Bally, Det. Melowitz, PEO Corro-Romero, PEO Lopez

From:
Sent: Monday, November 3, 2025 6:54 PM
Subject: Street Halloween

Sincere thanks for helping to make our 49th Halloween so successful.

It was a mellow and fun time for young and old and those in-between.

Everything went so smoothly, the road barriers were early, the weather was good, the police presence was very appreciated.

The newly-formed Halloween Committee did a stellar job.

On to out 50th...half a century!

To the officers and PEOs-

Thank you for volunteering for this assignment. Your presence and engagement with the community were noticed and made a difference. Your work to keep this longstanding community event safe and welcoming to all is very much appreciated; not only by the community but by the department.

Take care,

Matt

Lieutenant Matt McGee
BERKELEY POLICE DEPARTMENT
Community Services Bureau / Strategic Analysis Team
(510) 981-5808

11/3/25

Ofc. Valle, Ofc. Ludovico, Ofc. Bally, Det. Melowitz, PEO Corro-Romero, PEO Lopez



From:

Sent: Tuesday, November 11, 2025 6:21 AM

To: police@berkeley.edu <police@berkeley.edu>; BPD Webmail
<bpdwebmail@berkeleyca.gov>

Subject: Thank you

Hello Campus Police and Berkeley Police,

As a Cal Alumna I want to thank you for your efforts last night at the Turning Point USA Event. You were critical and necessary for the gathering of this conservative group. The preparation must have been enormous to secure everyone's safety.

It is disappointing to see aggressively violent actors, rather than people debate and dialogue. Thank you for holding the protesters accountable on their violent behaviors.

Regards,

11/13/25: Lt R Rittenhouse, Lt J Perkins, Sgt A Bejarano, Sgt N Egbert, Sgt G Shivas, Sgt B Hunt, Sgt S Martinez, Sgt J Nabozny, Sgt D Rafferty, Sgt J Baker, Sgt J Perry, Ofc M Jones, Ofc M Valle, Ofc S Salas, Ofc D Breaux, Ofc N Turney, Ofc V Legal, Ofc B Hartley, Ofc N Tran, Ofc J Tillberg, Ofc N Rosato, Ofc M Albrandt, Ofc T Moore, Ofc S Tinney, Ofc A Gasper, Ofc J Loeliger, Ofc D Driscoll, Ofc J Bally, Ofc T Stern, Ofc A Magnoli, Ofc X Ren, Ofc E Ruff, Ofc E Jacala, Ofc O Esa, Ofc V Osorio, Ofc B McBride, Ofc E Thome, Ofc A Chan, Ofc J Aloma, Ofc A Fry, Ofc C Maldonado, Ofc W Grover, Ofc A Chandler, Ofc K Booze, Ofc M Yu, Ofc A Echeverria, Ofc B White, CSO J Barajas, PSD R Johnson, PSD C Lyons, PSD E Lilly, PSD A Paulisich-Poon

From:

Sent: Thursday, November 13, 2025 7:08 AM

To: BPD Webmail <bpdwebmail@berkeleyca.gov>

Subject: ATTN: *CHIEF LOUIS*

Good Morning Chief Louis,

I attended the TPUSA event with my 18 y/o daughter and her friend on

11-9-2025 at _____ on the _____ Campus.

This is a letter of thanks and appreciation for your officers' presence, professionalism, and helpfulness in how they fulfilled their oath to

"Protect and Serve".

It was a contentious and heated environment, as you are well aware.

The situation was kept under control by the officers in attendance.

Thank you for your leadership. Obviously, you are training and effectively equipping the Berkeley PD to do the hard work of showing up during times of strife.

It was a learning experience for my daughter and her friend. We live in the suburbs - they had never seen protesters or experienced seeing free speech in action.

Thank you for your help in making their experience safe and for giving them more encouragement and reasons to honor and respect our Peace Officers, and women in leadership.

With sincere appreciation,

November 14, 2025

City of Berkeley
2100 Martin Luther King Blvd
Berkeley, CA 94704

Alamo, Ca 94507

I would like to thank your wonderful police department for helping me find my auto last night at 10:00P.M. They were so patient with me and courteous. I have not lived in Berkeley since 1970.

I am proud of your services and wish you a wonderful and safe holiday season.

_____ l

Officer Muniz #30

Hello,

I am a 70-year-old resident of Berkeley, living alone. I suffer from several illnesses and recently underwent heart surgery. Around 3:00 AM on November 26th of this year, someone jumped into my yard, making a loud noise, and my small dog barked incessantly. I knew a burglar had broken in, but the noise quickly stopped. The next morning, I went outside and found a large pool of blood between the house and the fence. had hit a thick iron pipe under the fence and was seriously injured, so quickly fled. also pried open my mailbox.

I was very frightened at the time, and even now I often can't sleep at night, always listening intently to the sounds. Letter of Commendation: To Officer #63 outside, because I don't know what to do in the face of a burglary, especially since I have no means of self-defense. Officer #63, whose name is Sean Tinney, was very patient. He comforted me for a long time, carefully inspected the entire scene, and worked until it was almost dark. He even helped me clean up the bloodstains, which I was very touched by. I think our Berkeley police officers are truly wonderful. I am very grateful to him. I'm not sure if I spelled the officer's name correctly, but his badge number should be correct. With such an excellent officer, I sincerely thank the Berkeley Police Department, and especially Officer #63! Thank you!

12/17/25 Ofc J.Muniz

Dear Police Chief Louis,

I am writing to Commend Officer Jason Muniz #30.

Last week I had an incident w/ my car which did not appear to have done much damage (if any). However, I could not figure out how to move it without making things worse. I contacted my neighbor, parked my car, & left the lights flashing. Someone called the police and Officer Muniz came to the rescue. (I did not even know I could call the police to help get the car unstuck!) He was so kind & so thoughtful! I showed him the car & he was actually able (and willing!) to move my car. He was expert at it and no more damage occurred. As it turns out, there was not damage to either car. I am so grateful for His help and understanding! Just wanted you to know!

Happy Holidays-

12/17/25 Ofc J.Muniz

Dear Police Chief Louis,
I am writing to
Commend Officer Jason
Muniz #30.

Last week I had an
incident w/ my car which
did not appear to have
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(I did not even know I could
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car unstuck!) He was so kind
& so thoughtful! I showed
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able (and willing!) to move
my car. He was expert at it



and no more damage occurred.
As it turns out, there was
not damage to either car.

I am so grateful for their
help and understanding!
Just wanted you to
know!

Happy Holidays -

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1-413-3233-2



Jim Louis
Police Chief
2100 Martin Luther
King way
Burbank, CA
94704

12/23/2025 - Sergeant Kleppe

From:

To: Chief J. Louis
Berkeley Police Department
Subject: Expressing Gratitude

Hello, Chief Louis. By way of introduction my name is _____, and I am the _____ coordinator for the _____. I wish to relay an amazing action your department took.

I was notified by my team of the following situation. We were working with a Homeless family consisting of a mother and her (3) young children, who's Father/Husband is incarcerated. The family, unfortunately, missed the Angel Tree Program, and the children were without Holiday Gifts.

We have a program ourselves which is run based on donations. It fell a short this year, leaving us without the resources to provide for this family. It occurred to me that your department has a TOYS for TOTS program. I contacted Sgt. K. Kleppe, who I have met while working, and explained my situation. Sgt. K. Kleppe was amazingly receptive to the plight of the children and shortly thereafter responded to my office with a gift bag for each of these children. The children were elated to receive these gifts, the only gifts they received. The mother was nearly brought to tears. The joy Sgt. Kleppe and your department brought these young children and their mother is beyond measure. I felt obligated to inform you of this occurrence. Sgt. K. Kleppe and your department deserve to be recognized for the outstanding work they perform daily and the joy they brought this family this Holiday Season.

From _____ to You and Your Department, May you have a wonderful Holiday Season. You made this familys' Holiday Season much brighter!

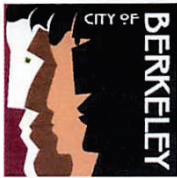
Respectfully Submitted,

12/25/25 - Officer Maldonado

Commendations

I am sorry to be so late in making this commendation. I would like to thank Officer Maldonado for his kindness and consideration for us. On Nov 19th while walking back with my dog from _____ park, I passed out, fell and was unconscious. A passing neighbor stopped and called 911 as well as giving me CPR. I was taken to _____ Hospital by ambulance. Officer Maldonado as able to determine my name and address from the dog's tag. He caught my loose dog and drove her home and told my wife of the incident. We very much appreciate his thoughtfulness and consideration in doing this at a very difficult time for us.

INTERNAL COMMENDATIONS FOR OCTOBER – DECEMBER 2025



Berkeley Police Department Memorandum



To: Chief Louis *John DeLoe*
 From: Lt. Speelman via the Chain of Command *[Signature]*
 Date: 10.02.25

Subject: Commendation of Sgt. Castle, Sgt. Quezada, Ofc. Cole, Ofc. Coria, Ofc. Hartley, Ofc. Kastmiller, Ofc. Michalczyk, Ofc. Salas, Ofc. Schikore, Ofc. Wong, CSO Supervisor Cardoza, CSO Al-Ariemy, CSO Barajas, PSD Supervisor Edwards, PSD Supervisor Lockhart, PSD Calhoun, and PSD Brown – BPD Case #25-41827

On September 16th at 0746 hours, BPD received multiple 911 calls reporting a vehicle had struck two pedestrians on Belrose Avenue before fleeing the scene. As officers responded, they learned the same suspect vehicle had also struck a bicyclist at Derby Street and Warring Street. Shortly afterward, the suspect's vehicle became disabled near Emerson School, where the suspect attempted to carjack passing motorists.

Sgt. Quezada located the suspect near the 2700 block of College Avenue and observed him flee into a backyard. When confronted, the suspect said, "You're going to have to shoot me," and refused to comply. Ofc. Kastmiller arrived and, assessing the threat, helped stop the suspect using verbal commands and a baton deployment. Sgt. Quezada and Officers Kastmiller, Driscoll, and Olson safely took the suspect into custody and placed him in a WRAP restraint.

Meanwhile, Ofc. Cole—on her second day back in patrol after a long assignment in Traffic—quickly determined the suspect had driven on the sidewalk, striking and dragging one pedestrian before turning around and hitting another. She arranged immediate medical aid and accompanied the victims to the hospital. Sgt. Castle arrived to assist with scene management, ensuring witnesses were interviewed and critical evidence documented.

Officers Salas, Wong, and Coria helped secure the area, interview witnesses, and conduct in-field identifications. On Derby Street, Officers Michalczyk, Schikore, and Hartley gathered key witness statements and secured positive IDs of the suspect and vehicle. Ofc. Hartley also recovered video evidence showing the suspect intentionally striking the third victim.

Officers Kastmiller and Olson transported the suspect to jail and conducted a DUI investigation. Crime Scene Supervisor Cardoza processed all three scenes, collecting evidence that tied the investigation together. CSO Al-Ariemy secured detailed witness statements and towed the suspect vehicle as evidence. Ofc. Driscoll supported the case by writing and serving blood draw and buccal swab warrants. CSO Barajas obtained video footage showing the suspect abandoning the vehicle after the collisions.

At the time of this commendation, all three victims are expected to survive. The suspect has been charged with three counts of attempted homicide, multiple felony hit-and-run offenses, DUI, attempted carjacking, and additional crimes.

This complex, fast-moving incident unfolded across three locations and required immediate coordination under intense pressure. Within 10 minutes of the initial dispatch, officers had secured all three scenes, detained the suspect, and ensured all victims were en route to the hospital. Sgt. Castle and

Sgt. Quezada demonstrated strong leadership in managing the scenes while the entire team responded with professionalism, urgency, and care.

PSD Supervisor Edwards coordinated effectively on Channel One, guiding resources and maintaining clear communication. PSD Supervisor Lockhart and PSDs Brown and Calhoun played a key role in handling incoming 911 calls, relaying critical updates from victims and witnesses, and entering detailed information into CAD—efforts that helped tie together the full scope of the investigation.

This commendation recognizes the outstanding teamwork, coordination, and dedication displayed by all personnel involved. Their swift, collective actions brought a chaotic and dangerous situation under control and ensured justice for the victims.

From: Singleton, Shanee N. <SNSingleton@berkeleyca.gov>
Sent: Wednesday, October 8, 2025 3:24 PM
To: Garrett, Lyesha <LGarrett@berkeleyca.gov>
Subject: Commendation

Hi Lyesha,

I would like to give kudos to Cleo Fort for being quick on his feet and inquisitive when he noticed in the block of construction equipment placed in the temporary tow only a day before the Cal game. After inquiring about how long the construction company was going to be staged at that location, he immediately called me, and I was able to notify Lt. Montgomery of this issue. Lt Montgomery was able to find another location by the next day to ensure we had a place to tow vehicles to.

Thank you, Cleo, for your prompt action on this matter.

Shanee' Singleton

Parking Enforcement Supervisor

510 981 5890

From: Garrett, Lyesha <LGarrett@berkeleyca.gov>
Sent: Wednesday, October 8, 2025 3:25 PM
To: Cummings, Rashawn D. <RCummings@berkeleyca.gov>
Subject: Kudos

Hello Lt.,

I would like to give Kailen Palmer a commendation for participating in a team-building event with Public Works. He was very professional and thoughtful in his responses to other city staff on what he does for the city, utilizing the ALPR for his parking enforcement duties. He was able to answer the questions asked thoroughly and, overall, was a success at the event.

Thank you,

Lyesha Garrett

Parking Enforcement Manager



Officer Lewis, Badge 12 provided professional support as a member of the Bike Unit, demonstrating dedication and sound decision-making throughout the operation.

Officer Johnson, Badge 69, a member of both the Bike Unit and Special Response Team, brought tactical experience and specialized training to this critical incident. Officer Johnson's well-timed deployment of light sound distraction devices (LSDD) successfully interrupted and distracted the violent suspect at critical moments, giving officers moments of added time. His tactical expertise was instrumental to the operation's success.

The Bike Unit's collective decision-making, trust in one another, and tactical discipline were exemplary. The specialized training and experience that Sergeant Shivas, Officer Moore, and Officer Johnson brought as Special Response Team members significantly enhanced the team's effectiveness in handling this dangerous and dynamic situation.

Detective Team

Detective Popke badge 46, Detective Ramsey badge 83, Detective DeBruin badge 2, Detective Huynh badge 23, Detective McBride badge 10, Detective Thome badge 6

This remarkable group of detectives from Property Crimes, Youth Services Bureau, and Homicide embodied what it means to be team players. Each detective willingly gave up personal time and accepted whatever role or assignment was needed to bring this dangerous suspect into custody. Their selflessness and dedication to supporting their fellow detectives reflect the best of our department's culture.

These detectives were vital to the operation's success, and their commitment did not end when the suspect was apprehended. They performed the difficult and often undesirable tasks that followed: transporting suspects, setting up interview rooms, and providing security for the suspect at the hospital until he was medically cleared for release. This unglamorous but essential work is too often overlooked, yet it demonstrates true professionalism and dedication to completing the mission.

Detective Sergeant Bejarano, Badge S-11

Detective Sergeant Bejarano of the Homicide Unit displayed extraordinary courage and physical bravery during this operation. He tirelessly pursued the suspect on foot, interrupted an in-progress carjacking that undoubtedly saved a civilian from harm, tackled the dangerous suspect, and physically struggled with him to effect the arrest. Detective Sergeant Bejarano's actions placed him in significant personal danger, yet he never hesitated. His decisiveness and physical courage were critical to preventing further violence and bringing this suspect into custody.

Sergeant Quezada, Operations Division

Sergeant Quezada provided invaluable support in an undercover capacity. His ability to pinpoint the suspect's location while on foot allowed us to direct resources effectively and maintain a tactical advantage. Sergeant Quezada's unmatched skill in developing an outfit and persona to blend seamlessly into the environment is a testament to his professionalism and reflective of his experience. His contribution was essential to the operation's success.

IN CLOSING

This operation brought together officers from multiple units: Robbery, Property Crimes, Youth Services Bureau, Homicide, the Bike Unit, Special Response Team, and Operations, and showcased the very best

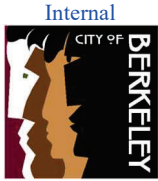
of what collaborative police work can achieve. Every officer worked intelligently, selflessly, and with sound decision-making under dynamic and extraordinarily stressful circumstances.

The professionalism, courage, tactical skill, and teamwork displayed by these officers on October 9, 2025, represent the finest traditions of law enforcement. Their actions not only resulted in the successful apprehension of a dangerous and violent felon but also prevented potential harm to our community and fellow officers.

The actions of these officers bring great credit to our Department and to our profession. They have my deepest respect, admiration, and gratitude.

Respectfully submitted,

Lt. R. Rittenhouse



Berkeley Police Department Memorandum



To: Chief Jennifer Louis, Via Chain of Command
From: Sergeant Neil Egbert #S34
Date: October 28, 2025
Subject: Commendation for Officers Whyel, Magnoli, Chandler, Garcia, Bustamante, Legall, Duhra, Torres, Albrandt, and CSO Schwarck

On October 12, 2025, at approx. 1819 hours, a shooting occurred in front of [redacted] St. The residence was occupied at the time and was struck by numerous rounds of gunfire.

Numerous Team 6 and 7 officers arrived on scene and quickly got to work identifying witnesses and evidence. Officers Magnoli, Chandler, Garcia, Bustamante, Torres, and Albrandt assisted with witness statements from numerous people in the area. Officer Legall, Duhra, Torres, and Albrandt assisted with canvassing and obtaining surveillance video. CSO Schwarck processed the scene and recovered numerous casings and bullet fragments.

As the case officer, Officer Whyel was able to use the surveillance video and our FLOCK ALPR cameras to identify two involved vehicles. Officer Whyel was able to use information associated to those vehicles, along with a later statement from someone with knowledge of the involved parties, to identify everyone that was on scene and who the suspected shooter, [redacted], the suspected getaway driver, [redacted] and suspected target were.

On October 21, 2025, Homicide Detectives obtained an arrest warrant for [redacted] and a search warrant for his residence. Upon executing the warrant, Homicide Detectives seized additional pieces of evidence connecting [redacted] to the shooting.

On October 25, 2025, Homicide Detectives requested Team 7's assistance taking [redacted] into custody. Officers responded to [redacted] International Airport and took [redacted] into custody as he arrived from a flight.

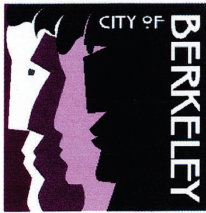
Homicide Detectives commended those involved for their thorough work which allowed them to easily complete the investigation.

On October 27, 2025, [redacted] was arrested for her warrant.

Internal

On October 28, 2025, _____ was charged with PC 246 – Shooting at an occupied dwelling, PC 246.3(a)– Discharge of a firearm with gross negligence, PC 29800(a)(1)– Felon in possession of a firearm, PC 30305(a)– Felon in possession of ammunition, PC 25300 – Criminal possession of a firearm while masked, and numerous enhancements. _____ was charged with PC 182 – Criminal conspiracy.

The quick closure of this case is the result of great teamwork by all the officers that assisted on this case. For many of the officers involved, this is their first shooting or major case, yet they handled it with confidence and went the extra mile to complete a thorough and detailed preliminary investigation.



Police Department

MEMORANDUM

Date: December 9, 2025

To: Chief J. Louis, via chain of command

From: Sergeant Jesse Grant

Subject: Commendation for Officers Nick Turney and Kevin Peters, 25-55886

On December 7, 2025, Officers Nick Turney and Kevin Peters responded to a report of a woman yelling for help from an unknown apartment within the six-story building at 2870 Adeline Street (Harriet Tubman Apartments). Upon arrival, the Officers heard the cries for help but were initially unable to determine their origin. Moments later, the yelling stopped.

Officers Turney and Peters spoke with the reporting party but were still unable to identify the exact location of the distress. Demonstrating exceptional diligence, the Officers initiated a methodical canvass of the building. Their efforts led them to apartment 401, where a blind tenant informed them that the cries had been coming from apartment 501.

The Officers immediately proceeded to apartment 501, where they located the resident, Ms. Lisa Rodriguez, lying on the floor. Ms. Rodriguez had fallen three days earlier and had been unable to get up or call for help. Berkeley Fire Department personnel were summoned, and Ms. Rodriguez was transported to Alta Bates Hospital, where she was admitted and diagnosed with heart-related complications.

When I visited Ms. Rodriguez later that day, she explained that she had moved into the Harriet Tubman Apartments only one day before her fall. She feared that no one knew her new location and that help might never arrive. She expressed deep gratitude for the responding Officers, describing them as "so nice and kind," adding, "thank God for Nick and his team."

The swift and determined actions of Officers Turney and Peters ensured that Ms. Rodriguez received the urgent medical care she needed. Without their efforts, the outcome of this already harrowing situation could have been significantly worse. I commend Officer Turney and Officer Peters for their professionalism, compassion, and unwavering commitment to the safety and well-being of our community.


Sergeant Jesse Grant
Patrol Division

From: Phelps, Benjamin <BPhelps@berkeleyca.gov>
Sent: Friday, December 12, 2025 4:51:48 PM
To: Edwards, Donovan <DEdwards@berkeleyca.gov>
Subject: Commendation for Wes Grover

I want to take the time to acknowledge and commend the excellent work of Ofc. Wes Grover and how his keen-eye and developed skill sets led two important robbery arrests in the recent months-

1 -On 8/22/2025 a victim called Berkeley PD to report that his e-bike had been stolen from his home on the [redacted] block of [redacted] but that he had been able to track it to the area of [redacted]. Upon arrival there, he observed two female suspects attempting remove a lock from his bike and confronted them. One of the females became belligerent and aggressed towards him, claiming that the bike was in fact hers. The suspect then began throwing objects in the victims face and yelling loudly while reaching into a handbag she had with her, attempting to prevent him from taking the bike back. A witness approached, causing the suspects to flee. The victim was able to capture a photograph of this female prior to her departure, the suspect wore a covid style mask in the image but did have a visible tattoo on her chest. I distributed this photo and Ofc. Grover (then Detective Grover) responded and stated that he believed that the suspect was a woman named "[redacted]" whom he had previously investigated before for burglary. Additionally, Ofc. Grover was able to identify [redacted] as the suspect in a separate Berkeley Burglary committed on 9/2/2025 on the [redacted] block [redacted]. On 11/24/25, [redacted] was arrested in Richmond and transported to Berkeley where Detectives interviewed her. [redacted] inculpated herself in the crimes, providing key details that only the suspect would know. [redacted] has since been charged with these crimes.

2 -On 10/25/25 around [redacted], a victim called Berkeley PD to report that he had been carjacked at the [redacted] location at [redacted]. He said that he had been pumping gas when a male suspect approached him, struck him with a gas can and caused the victim to flee and drop his keys. The suspect then picked up the keys, got inside of the victim's car and attempted to start it but was unable so he fled, still in possession of the keys. The victim then followed the suspect several blocks where he threw the keys and fled into the night. Video of the attempted carjacking was obtained and distributed to Berkeley Officers. Once again, Ofc. Grover watched the video and, again, recognized the

suspect from a different investigation (). In that case, an elderly female victim was attacked by a male suspect in the parking lot of , thrown to the ground and dragged as the suspect pulled and yanked on her purse. The suspect relinquished the purse when witnesses approached. Ofc. Grover remembered this event and particularly the clothing the suspect wore (in addition to height, age, build, complexion etc.) as he had assisted in booking this suspect, identified as . Based on the video and Ofc. Grover's ID, I was able to obtain a warrant for the arrest of for the attempted carjacking. Further research on whereabouts revealed that he had been arrested 4 days later in Stockton for carjacking a female victim in that jurisdiction. He was charged for that and will return to Berkeley at the conclusion of his County business.

I am writing to formally commend Officer Grover for his exceptional performance and exemplary investigative skill demonstrated here. He displayed an outstanding ability to accurately and efficiently identify criminal suspects, significantly advancing each case and contributing to their successful resolution. Officer Grover's work on these cases displays the level of excellence that strengthens our department and builds trust with the public we serve. Well Done Wes!

Detective Ben Phelps #153
Robbery Detail
Berkeley Police Department
2100 Martin Luther King Jr. Way
Berkeley, CA 94704
BPhelps@cityofberkeley.info
(510) 981-4719



EXTERNAL COMMENDATIONS FOR JANUARY – MARCH 2026

1/1/26: Officer Geoffrey Mitchell

From:

To: Commendations <commendations@berkeleyca.gov>

Dear Berkeley Police Department,

I am writing to formally commend Officer Geoffrey Mitchell for his professionalism, responsiveness, and diligence during two separate interactions in 2025.

On one occasion, we met with Officer Mitchell in person at the station, and on another, we spoke with him by phone while he was on call. In both instances, Officer Mitchell was courteous and patient, particularly given that my mother is elderly and has a language barrier. He took the time to listen carefully, review the facts and evidence we provided, and explain matters clearly and respectfully.

Officer Mitchell offered thoughtful guidance on how we could protect ourselves and de-escalate similar situations, both in the moment and going forward. He was also very responsive in subsequent email follow-ups, despite the matter being somewhat complicated and involving multiple parties. His clear communication and steady approach were extremely helpful.

I appreciate Officer Mitchell's diligence and efforts to promote safety and to protect all residents in Berkeley.

Sincerely,

1/9/26 Sergeant Piombo

Commendations

Dear Berkeley Police Department,

I would like to commend Sergeant Piombo for the way he handled a civil standby at my family's rental property.

We have a tenant who has required multiple civil standbys and has a consistent habit of talking over me and over responding officers. He also has a habit of deflecting when he doesn't like what he's hearing. When Sergeant Piombo came out, he immediately saw through these deflection tactics and did not allow the conversation to be derailed.

He was successful in stopping the tenant from talking over both of us while keeping the discussion focused solely on the actual issue. He clearly explained that regardless of how many times officers are called out, the landlord and property managers are simply enforcing what is stated in the signed lease regarding parking guidelines.

I also appreciate that Sergeant Piombo reinforced the same message previously communicated by Officer Egbert and Officer Legal. Seeing the consistency in their responses was reassuring as it confirmed that we are simply enforcing the lease while making every effort to remain in compliance with both city and state laws.

Sergeant Piombo's ability to manage a difficult situation calmly and effectively made a real difference.

Warmest regards,

1/18/26: Sup.PSD Lockhart, PSDU A.Maloney, PSDU Denyse Bueno, Sgt. Nabozny

From: "Turner, Melanie" <MTurner@berkeleyca.gov>
Date: January 18, 2026 at 8:37:43 PM PST
To: "Louis, Jennifer A." <JLouis@berkeleyca.gov>, "Tate, Jen" <JTate@berkeleyca.gov>
Cc: "Jasper, Shelba" <SJasper@berkeleyca.gov>
Subject: Fw: Thank you!

Chief,

I'm writing to request a commendation for the day-shift Communications Center staff working today, January 18.

Today, Albany PD experienced a major technical outage that prevented them from receiving 911 and non-emergency calls for several hours. Our Communications Center staff immediately stepped in and handled the rollover of Albany's 911 calls for approximately five hours, while still managing our own call volume. This support allowed Albany PD to focus on troubleshooting and resolving their system issues. Communications Center staff stepped in immediately and handled the additional workload with professionalism and teamwork. Their response reflects the high standards and dedication they bring to their work every day.

Albany PD Sergeant Pete O'Connor sent the below email of appreciation recognizing our team's support. I believe this is deserving of formal recognition and respectfully request a commendation for the Comm Center staff working today.

Thank you for your consideration.

Mel

From: Peter O'Connor <poconnor@Albanyca.gov>
Sent: Sunday, January 18, 2026 5:50 PM
To: Schofield, Kevin M. <KSchofield@berkeleyca.gov>; Turner, Melanie <MTurner@berkeleyca.gov>
Cc: Justin Kurland <jkurland@Albanyca.gov>; John Costenbader <jcostenbader@Albanyca.gov>; Nicole Hall <NCicerello@albanyca.gov>
Subject: Thank you!

Dear Capt. Turner,

I wanted to pass along my appreciation to you and the Berkeley PD Communications Center team for the support they provided to Albany PD today. For approximately five hours, our dispatch center experienced technical difficulties that prevented us from receiving 911 and non-emergency calls. The outage also affected our teletypes, CAD,

1/18/26: Sup.PSD Lockhart, PSDI A.Maloney, PSDI Denyse Bueno, Sgt. Nabozny

and virtually every other system. BPD Dispatch stepped up without hesitation and handled the rollover of our 911 calls, absorbing the additional workload on top of their normal call volume.

Your team's willingness to assist allowed us to free up resources to focus on troubleshooting and resolving the issue. That extra support made a big difference for us today. Please extend our sincere thanks to everyone involved.

Sincerely,

Pete O'Connor

Cc: Capt. Schofield

Pete O'Connor

Patrol Sergeant #3

Albany Police Department

1000 San Pablo Ave

Albany, CA 94706

Dispatch: (510) 525-7300

Direct: (510) 528-5782

Fax: (510) 525-1360

<http://albanyca.org/police>



2/5/2026: Ofc. Shivas, Johnson, Ofc. Moore, Ofc. Driscoll, Ofc. Fry

From:

Sent: Thursday, February 5, 2026 2:32 PM

To: Louis, Jennifer A. <JLouis@berkeleyca.gov>

Subject: Outstanding support

Good afternoon Chief Louis,

I just wanted to drop you a quick note to call attention to the outstanding support and care we have received from members of your department (in general, but especially over the past two days).

On call numbers _____ and _____, Officers Shivas (and two others – I didn't get their names) and Driscoll (71) and Fry responded expeditiously when we notified your team of a potentially armed and aggressive individual in the _____ Library.

As requested, Officer Shivas issued a no-trespass on _____ on Wednesday, and when _____ returned and violated that today, Officers Driscoll and Fry were here in minutes to remove and arrest _____.

In each instance, I was impressed with the gentle, respectful way that your officers treated _____, who was somewhat less than kind or agreeable with them. They displayed great patience and professionalism, and are a testament to the human-centered approach to public safety your department clearly embraces.

That's all. Just... thanks.

Best,



DANIEL LURIE
MAYOR

CITY AND COUNTY OF SAN FRANCISCO
POLICE DEPARTMENT
HEADQUARTERS
1245 3RD Street
San Francisco, California 94158



DERRICK J. LEW
CHIEF OF POLICE

February 23, 2026

Chief Jennifer Louis
Berkeley Police Department
2100 Martin Luther King Jr. Way
Berkeley, CA 94704

Dear Chief Louis,

On behalf of the San Francisco Police Department and the entire City and County of San Francisco, I write to express our sincere gratitude for the extraordinary support provided by the Berkeley Police Department during Super Bowl LX events in San Francisco from January 31 to February 8, 2026.

Your deployment of highly skilled bomb technicians significantly enhanced our security operations and contributed directly to the safe and successful execution of this major national event. The presence and expertise of your personnel bolstered our multi-agency efforts to mitigate potential threats, protect attendees, and ensure public safety throughout major events in San Francisco during Super Bowl week. Their professionalism, readiness, and seamless integration with SFPD teams exemplified the very best of inter-agency cooperation.

Events of this magnitude require unprecedented coordination and resources, and your willingness to assist without hesitation reflects the strong partnership that exists among law enforcement agencies across our region and beyond. The contributions of your bomb technicians were instrumental in maintaining a secure environment, enabling fans, visitors, and residents to enjoy the celebrations with confidence.

Please extend my personal appreciation and that of every member of the San Francisco Police Department to the following dedicated officers and support staff who participated. Their commitment and sacrifice were invaluable and did not go unnoticed, and we are deeply thankful for their service.

1. Sergeant Darrin Rafferty – Mutual Aid Coordinator
2. Officer Cesar Corea – Bomb Squad Commander
3. Officer Megan Jones – Bomb Technician
4. Officer Thomas Stern – Bomb Technician
5. Officer Veron Legall – Bomb Squad Assistant
6. Officer Salvador Olmos– Bomb Squad Assistant
7. Officer Nicholas Rodriguez – Bomb Squad Assistant

We look forward to continued collaboration in the future and stand ready to reciprocate this invaluable support whenever needed.

Thank you once again for your generosity and partnership.

Sincerely,

DERRICK J. LEW
Chief of Police

3/6/26 – Detective Breaux and Sergeant Ledoux

Hi,

I'd like to submit a commendation for Detective Breaux, and also LeDoux (sp?)

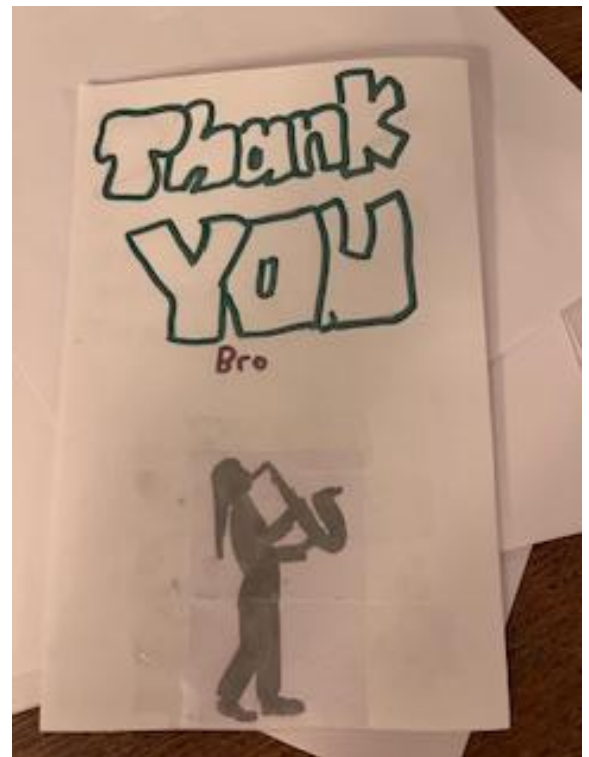
Back in December our son's Saxophone was stolen from our car in Berkeley. Breaux followed up with us later that day. We were also connected with LeDoux as we found it posted on marketplace. We were able to identify it 99% due to unique details and also had the serial number for when we were able to see it in real life.

Both detectives followed up with us frequently as we tried to identify the thief and also get the sax back. Breaux communicated clearly and thoroughly and never seemed to mind us reaching out, even as the months went by. He opened a warrant based on information we gathered that eventually led to him being called when the thief was arrested for a different crime, and was able to convince the man to give the sax back.

We were delighted to get it back and we really appreciate all the work that went in to getting it back. My son was especially happy and made a card to thank them.

Cc'ing in case he has anything additional to add.

Best,



3/16/26: Officer Kastmiller

From:

Date: March 16, 2026 at 2:46:01 PM PDT

To: "Kastmiller, Nikos" <NKastmiller@berkeleyca.gov>

Subject: My Thanks

Dear Officer Kastmiller,

A quick note of gratitude:

I was driving my car east in the _____ neighborhood (I think) of Oakland. You stopped me because I blocked the lane heading west in my attempt to get around the driver ahead of me, who was going at a snail's pace.

You discerned quickly that I was distressed about something, but that I HAD broken a basic traffic safety law. You summarized the matter in just that way with the kindness and firmness of a human being who has earned his humanity through experience and reflection.

Bless your heart. I will pass the kindness forward as much as I can.

Sincerely,

3/16/26: Officer Salas and Officer Montero Commendation for 2/12/25 disturbance

From:

Sent: Monday, March 16, 2026 11:32 AM

To: BPD Webmail <bpdwebmail@berkeleyca.gov>

Subject: A complimentary letter to highlight the fine work of your Officers

To: Chief J. Louis

Berkeley Police Department

Hello Chief Louis. My name is _____, and I work for _____.

On 2-12-2025 at approx. 10:00am I noted an individual who had her tent draped across the sidewalk at _____ Street, forcing pedestrians to leave the sidewalk and enter parking slots in the street. The subject was loud, belligerent and confrontational to most pedestrians in the area. The subject was in possession of a tree post (a 6.5 foot wooden stake used in land-scaping to stabilize newly planted trees). This post had been sharpened at one end and was apparently exposed to flames leaving it blackened on the sharpened end. With this post she had struck the adjacent Parking Ticket Vending Machine multiple times. I felt that this situation might escalate to further defacing of the _____ and may escalate to further endangerment of the public. I called the non-emergency police number and Officers Salas and Officer Montero arrived. Upon seeing the (2) Officers the subject became very combative and picked up the post and began to brandish it as a weapon. Both Officers remained calm and using verbal persuasion were able to get the subject to drop the weapon avoiding injury to both themselves and the subject. Your Officers were polite, professional and highly effective. It was determined that because the subject had a pre-existing foot injury, they would get her needed medical attention. Your Officers call and ambulance and were able to get her needed medical attention, even after the subject had threatened them. These Officer should be recognized for their Professional Demeanor and Community Policing Expertise. This letter is to notify you that these (2) officers are a credit, not only to your command but the City of Berkeley as a whole.

Respectfully Submitted,

3/29/26 Officer Michalczyk

From: Hunt, Beau <BHunt@berkeleyca.gov>

Sent: Sunday, March 29, 2026 1:19 PM

To: Bold, Corey <cbold@berkeleyca.gov>; Quezada, Daniel <dquezada@berkeleyca.gov>

Cc: Michalczyk, Greg <GMichalczyk@berkeleyca.gov>

Subject: Commendation for Officer Greg

Gentlemen,

On Sunday, 3/29/26 at approximately 1000 hours, I was flagged down at _____ St. and _____ by an elderly woman, Mrs. _____. She told me she had walked from her residence at _____ to the police station in an effort to personally thank an officer she identified as “Greg.”

During our conversation, Mrs. _____ spoke very highly of “Officer Greg”, emphasizing how kind, patient, and helpful he was during a call for service on 3/26/26. She also mentioned a second officer, possibly “Officer Chang”, who was present at the time. Although this was an advice call, she made it clear that the way Officer Greg treated her left a lasting impression.

Mrs. _____ had prepared homemade treats and a handwritten postcard as a gesture of appreciation. I later located the related advice call for service (_____ , dated 3/26/26, Ofc Michalczyk and Ofc Cheng). A photo of the postcard is attached, and the original has been placed in Officer Greg’s mailbox.

In my opinion, Mrs. _____ effort to walk to the station and personally express her gratitude speaks volumes about the level of service Officer Greg provided. His professionalism and compassion reflect positively on the department and his character.

Beau



Sergeant Beau Hunt

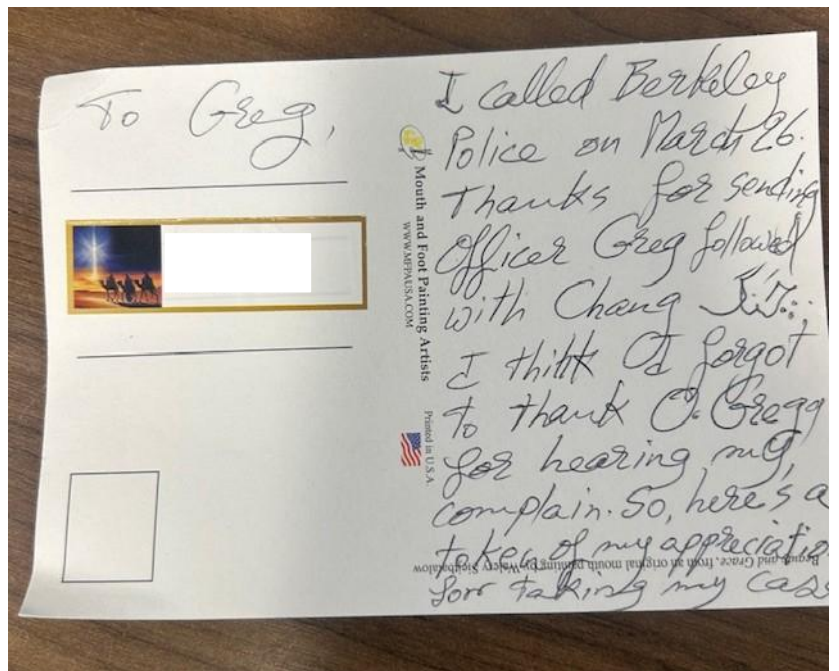
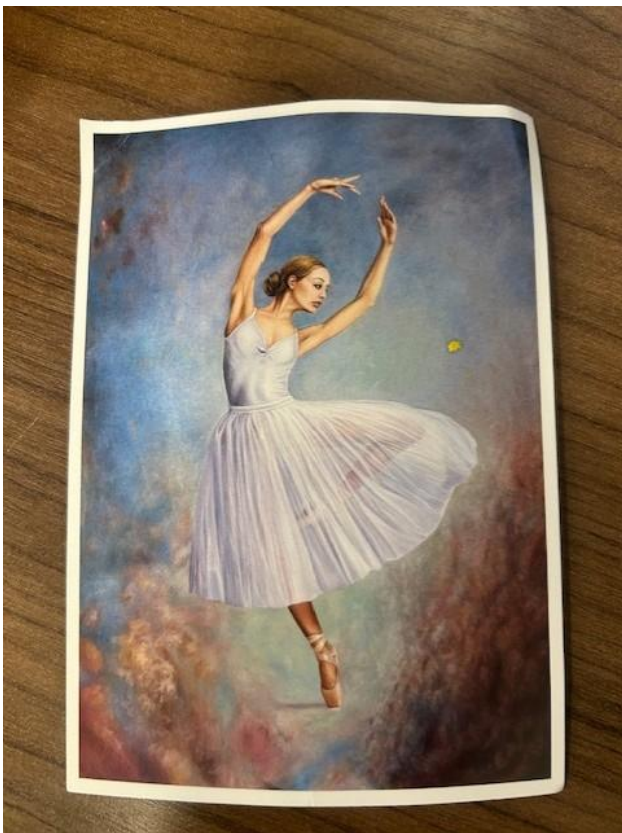
Berkeley Police Department

Operations, TM 5

Special Response Team

(510) 981-5806

3/29/26 Officer Michalczyk



INTERNAL COMMENDATIONS FOR JANUARY – MARCH 2026



Berkeley Police Department Memorandum



To: Chief Louis
From: Sergeant Morales #S-5 via Chain of Command
Date: January 5th, 2025
Subject: **Commendation of Police Employees**

Operations Division

Police Officers Geoffrey Mitchell, Humberto Rivera, Wesley Grover, Marissa Pickett, Nicholas Rosato, Carlos Maldonado, Victor Li, Andrew Johnson, Tyler Moore, Nicholas Rosato, and Miguel Garcia; Police Sergeants Graham Shivas, Joseph Ledoux, Jessica Perry Prieto, and Craig Lindenau; Police Lieutenant Christopher Bonaventure

Investigations Division

Community Service Officer Cuauhtemoc Vargas; Detectives Dylan Melowitz, Erick Thome, Brandon McBride, Benjamin Phelps, Jonathan Ramsey, Kizzara Jacobs, and Michael Popke; Police Sergeants Donovan Edwards and Darren Kacalek

Office of the Deputy Chief

Police Sergeant Darrin Rafferty

On Thursday, November 20th, 2025, Berkeley Police received a call from a woman on _____ Street alleging that suspect _____ battered her daughter (his girlfriend) and forced her into a car with their three children in common. _____ kidnapped her and drove off with their three children.

Officer Mitchell was assigned as the case officer and took a statement from the victim's mother and obtained key details such as the vehicle description and where the suspect would likely flee to. Officer Mitchell additionally used his investigation skills to query outside law enforcement agency records and was able to obtain a license plate for the suspect vehicle.

Officers Maldonado and Rivera searched the immediate area and canvassed for additional evidence. CSO Vargas documented the scene and recovered evidence as the assigned Identification Technician.

Sergeant Shivas and the bike detail (Officers Moore, Johnson, and Rosato) located _____ and the vehicle nearby in Oakland. _____ fled in the vehicle at a high rate of speed with his girlfriend and their children in the car and struck an unoccupied vehicle. Officers lost sight of his vehicle and could not follow them. Sergeant Perry Prieto responded to the collision and investigated.

Using cell phone GPS location updates, officers tracked _____ to an apartment building in San Leandro. Sergeant Ledoux conducted undercover surveillance and observed _____ walking to his vehicle. Sergeant

Ledoux directed officers to apprehend [REDACTED], who noticed police and fled into the block of a nearby neighborhood. Sergeant Lindenau and Officers Grover, Pickett, and Mitchell set a containment around the block and waited for assistance.

Officers marshalled additional resources, including officers from the San Leandro Police Department and the California Highway Patrol. Personnel from the Investigations Division and Office of the Deputy Chief responded without prior notice to assist with the search for [REDACTED] in this dynamic and evolving situation. Utilizing advanced police technology in an Unmanned Aerial Vehicle (UAV), officers located [REDACTED] hiding behind a residence. He was taken into custody without the use of force. His girlfriend and children were located safe with family.

Of his own initiative, Officer Mitchell conducted additional follow-up investigation, including obtaining a search warrant and additional details to strengthen the case against [REDACTED].

[REDACTED] was charged by the Alameda County District Attorney's Office with one count of corporal injury to a partner, three counts of child abuse, and one count of hit-and-run. He was held by the court without bail due to his conduct.

The Berkeley Police response to this case reflects the smart, aggressive, and tenacious policework of its members during an evolving crisis. Community response to the news of the arrest in online articles was extremely positive and highlights the goodwill that our members earn with the community when we investigate and apprehend perpetrators of violent crimes.

1/30/26 PEO Lopez, Julio

From:

Sent: Friday, January 30, 2026 9:14 AM

To: Lopez Julio <JuLopez@berkeleyca.gov>; Cummings, Rashawn D. <RCummings@berkeleyca.gov>

Cc: Montgomery, Daniel R. <DMontgomery@berkeleyca.gov>

Subject: Thank You to Julio for His Support in Records

Good morning,

I wanted to take a moment to thank Julio for his assistance in the Records Department. Julio has truly been a pleasure to work with and has been a tremendous help to our team.

He supported the department by processing citations, handling requests, scanning documents, and creating spreadsheets. Julio consistently used critical thinking to work through the requests assigned to him and ensured tasks were completed accurately and on time.

Julio is a hard worker who is committed to doing things the right way. He will truly be missed, and he is always welcome in Records anytime.

Thank you, Julio, for your dedication and support.

Glad you a feeling better.

From: Brown, Dejah <DeBrown@berkeleyca.gov>
Sent: Thursday, February 5, 2026 4:45 PM
To: All Communications Center <AllCommunicationsCenter@berkeleyca.gov>
Subject: . . St. Fire

Hey Everyone,

I was working CH1 yesterday during the l St. Fire and so I had the vantage point of being able to observe how amazing this team pulled together and handled an almost impossible situation. EVERYONE pulled their weight and showed their skills in immediately supporting Dawn on Fire Desk who absolutely ROCKED it and kept her composure, calling outside agencies for ambulances as were down FIVE (they had none to lend), keeping calm and moving on to do the next best thing. Aside from the structure fire we had medicals, 1181P, 415's and more and it was an intense hour. Dawn, Carmen, Jennie, Kirkbride and Hartley made the best of a bad situation and I am really proud of them.

Dejah

From: Edwards, Valentina <VEdwards@berkeleyca.gov>
Sent: Thursday, February 5, 2026 11:22 PM
To: Brown, Dejah <DeBrown@berkeleyca.gov>; All Communications Center <AllCommunicationsCenter@berkeleyca.gov>
Cc: Turner, Melanie <MTurner@berkeleyca.gov>; Edwards, Valentina <VEdwards@berkeleyca.gov>; Kirkbride, Kasia <KKirkbride@berkeleyca.gov>; Hartley, Brian <BHartley@berkeleyca.gov>
Subject: Re: Poe St. Fire

Thank you, Dejah, for this recognition and for acknowledging the team's exemplary work in supporting our first responders and community!

I will forward this as a commendation.

Valentina

2/6/26: OSS Latargie, OSII Christy OSII Belt, OSII Felts, OSII Clementin

From: Turner, Melanie <MTurner@berkeleyca.gov>

Sent: Thursday, February 5, 2026 12:48 PM

To:

Subject: Re: Celebrating a Major Records Milestone

Hi Latargie,

Thank you for sharing this update. I want to echo your recognition of the Records team. A 1% error rate for the year is a great accomplishment and shows the care, teamwork, and consistency this group brings to their work.

I also want to thank everyone who supported this effort by helping with data entry, scanning, releasing records, and stepping in where needed. Your work supports the entire department and is greatly appreciated.

Great job, Records team, and thank you all for your continued hard work!

Mel

Captain Mel Turner

Berkeley Police Department

Support Services Division

510-981-5815

Follow us on:



From: Norman, Latargie <lnorman@berkeleyca.gov>

Sent: Thursday, February 5, 2026 12:17 PM

To:

Cc: Montgomery, Daniel R. <DMontgomery@berkeleyca.gov>; Turner, Melanie <MTurner@berkeleyca.gov>

Subject: Celebrating a Major Records Milestone

2/6/26: OSS Latargie, OSU Christy OSU Belt, OSU Felts, OSU Clementin

Hi Team,

I want to take a moment to celebrate a successful achievement in Records.

We submitted our numbers to the Department of Justice with a total error rate of just **1% for the entire year** — an outstanding accomplishment.

Thank you to the merge crew for your consistent work, and to all team members who helped identify and clear errors. I also want to thank the entire team for pulling together to enter data, scan records, release records, and take on tasks outside of your daily responsibilities. Your flexibility, teamwork, and dedication ensured the department continued to run smoothly and successfully.

This was truly a team effort, and your hard work did not go unnoticed. Great job, everyone!

Thank you,

~Latargie



**Latargie Norman |Records Supervisor
Police Technology Ancillary**

Berkeley Police Department

2100 MLK Jr. Way, Berkeley, CA 94704

Phone: (510) 981-4756 | Fax: (510) 981-5744

lnorman@cityofberkeley.info

2/17/26: Records Sup. Latargie

From: Perkins, Jamie <JPerkins@berkeleyca.gov>

Sent: Tuesday, February 17, 2026 6:10 PM

To: Turner, Melanie <MTurner@berkeleyca.gov>; Montgomery, Daniel R. <DMontgomery@berkeleyca.gov>

Subject: Commendation for Records

Hello Captain Turner and Lieutenant Montgomery,

I would like to formally recognize Records Supervisor, Latargie Norman for the exceptional professionalism, compassion, and service she demonstrated during an interaction I personally witnessed today at the front counter. While assisting a community member seeking records, answers, and support, Latargie quickly realized the individual was the victim of a violent crime that occurred in 2021 while she was working as a _____ at _____. The victim described a traumatic incident in which she was the target during a subject's mental health crisis and was nearly killed when she was strangled. Latargie immediately recalled the five-year-old case and its details. A subject on a mental health hold had a crisis, and while nurses and other staff ran away, the victim stepped in to try to assist. She initiated a "Code Blue" for the hospital and started the process of getting help. In the encounter, the subject died while being detained by _____ security.

The victim expressed to Latargie that she has been impacted and haunted by this event for nearly the past five years. Throughout the encounter with Latargie, the victim's emotions fluctuated significantly as she recounted the experience and sought answers, support, and guidance. Latargie responded with remarkable composure, patience, and empathy. She took the time to listen attentively, validate the victim's experience, and calmly guided her through available resources that may assist her as a crime survivor.

What stood out most was not only Latargie's ability to remain calm and supportive in the face of intense emotional distress, but also her genuine compassion. She created a safe and respectful space for the victim while still maintaining her professional responsibilities.

Interactions like this often occur quietly at the front counter, without recognition, and in moments when no one is watching. However, I have no doubt that these meaningful, service-oriented encounters happen regularly under her leadership. Her actions today exemplify the very best of public service and reflect positively on our entire organization. Latargie consistently supports both the community and her staff with professionalism, a steady presence, and a commitment to treating every person with dignity and care, while keeping the Mission, Vision, and Values at the center of her daily

2/17/26: Records Sup. Latargie

work. The compassion, patience, and emotional intelligence she demonstrated in this interaction are qualities that should be recognized, celebrated, and emulated by all members of our department.

It should be noted that I later spoke with the case officer, Sergeant Smith, who investigated the 2021 case. He said he spoke to the victim, whom Latargie had interacted with, and she was grateful to have met her. According to Sergeant Smith, the victim said Latargie was “Really nice” and she was pleased with their interaction.

It is my privilege to commend Latargie for this outstanding example of service and for the vital role she plays within our Agency and in supporting our community every day.

Respectfully,

Jamie



Lieutenant Jamie Perkins

Berkeley Police Department

Personnel and Recruitment

Policy and Training

(510) 981-5970

Internal



Berkeley Police Department Memorandum



incredible compassion and empathy toward the family during and after this harrowing incident. Their sensitivity in such a difficult time reflects the true essence of our mission statement.

We are truly fortunate to have such dedicated individuals who exemplify the core values of police work—selflessness and care for those they serve.

Ofc. Torres and Ofc. Ren should be commended on their courageousness and selflessness, which these officers displayed, and for saving the life of

4/8/26: *Officer Chan*

From: Noh, Fredicka <FNoh@berkeleyca.gov>

Sent: Monday, April 6, 2026 8:27:39 PM

To: Muniz, Jason <JMuniz@berkeleyca.gov>; Coats, Jennifer R.

<JRowland@berkeleyca.gov>; Lee, Susan S. <SSLee@berkeleyca.gov>; Montgomery, Daniel R. <DMontgomery@berkeleyca.gov>; Smith, Joshua M. <JSmith@berkeleyca.gov>

Subject: Accommodations for Officer Alex Chan

I'm not sure if I'm doing this correctly, but I would like to formally submit an accommodation for Officer Alex Chan #99 for his consistent and exceptional support of the Jail CSOs. On multiple occasions, Officer Chan has gone above and beyond his duties to acknowledge the hard work of the jail staff during high-intensity shifts.

During the Platoon shift on March 30, the jail experienced an unusually high volume of 11 bookings within an eight-hour window. This created an exhausting workflow where CSO Jones and I were stationed on the booking floor for nearly the entire shift, with virtually no time for basic breaks. We barely had a chance to even take a drink of water. Officer Chan recognized how hard we were working and took it upon himself to buy CSO Jones, Jesuitas, and me a drink at the end of the shift. He came into the jail just to tell us how much he appreciated us and the work that we were doing that day. His verbal appreciation for our work was just as impactful as the gesture itself.

This was not an isolated event. A few months ago, during a retail operation, the department provided meals for patrol officers but inadvertently excluded the Jail CSOs. Officer Chan recognized that the Jail CSO's were not only dealing with a BPD opt but also a CHP opt during that shift, and ended up booking 17 subjects in 8 hours. They did not have a chance to eat, and Officer Chan went out of his way to make sure that the Jail CSO's were taken care of.

I would like Officer Chan and BPD to understand how much his actions mean to the jail staff. It is not that Officer Chan bought CSO's food, it is the fact that he saw how hard we were working and he wanted to let us know how much he appreciated it. That means so much to us. We are often forgotten about by the department when it comes to even the smallest things. The role of a CSO can often feel adversarial, as we are sometimes viewed negatively when we must adhere to booking protocols. While we can understand why officers sometimes see us as the enemy when we reject their booking, this constant dynamic can take a significant toll on staff morale. I do also want to recognize that a vast majority of officers are very kind to us, and are appreciative to us when they are in jail.

4/8/26: Officer Chan

Officer Chan distinguishes himself by making a point to enter the jail outside of a booking context specifically to offer support. It is important for the department to know how much these actions mean to us. Officer Chan's ability to recognize the "unseen" labor of the jail staff fosters a sense of unity and mutual respect that is vital. It shows us that he sees us, and to be seen when you are so often forgotten means the world.

Thank you Officer Chan.

CSO Fredicka Noh #413

Item 9.c.

ODPA Memorandum to the PAB Titled "Preliminary Overview of Drone as First Responder (DFR) Programs, Vendor Landscape, and Comparative Considerations"



MEMORANDUM

Date: April 17, 2026
To: Honorable Members of the Police Accountability Board (PAB)
From: Katherine Lee, Interim Director of Police Accountability
Jose Murillo, Policy Analyst
Subject: Preliminary Overview of Drone as First Responder (DFR) Programs,
Vendor Landscape, and Comparative Considerations

This memorandum provides a preliminary overview of Drone as First Responder (DFR) programs across the United States, with a focus on California and the Bay Area. It is intended to inform the Board's understanding of how these systems are structured, how they are being implemented in comparable jurisdictions, and the policy considerations relevant to Berkeley's evaluation of alternatives to Flock Safety.

This review is not exhaustive. It is based on publicly available information and should be understood as an initial scan rather than a comprehensive inventory. Public disclosure of DFR programs varies significantly across jurisdictions, particularly with respect to vendor relationships and operational details.

Methodology and Scope

The analysis began with the Electronic Frontier Foundation's Atlas of Surveillance¹ as a baseline to identify jurisdictions with documented drone programs. Jurisdictions were then evaluated to determine whether they operate true DFR programs—defined as drones deployed in response to calls for service and integrated into dispatch or real-time operations.

This dataset was supplemented with agency publications, municipal records, vendor materials, and local reporting. Using this approach, approximately:

- 30–40 jurisdictions nationwide were identified with active or emerging DFR programs
- 12–15 jurisdictions in California, with notable concentrations in:

¹ Electronic Frontier Foundation's Atlas of Surveillance: <https://www.atlasofsurveillance.org/atlas>

- San Mateo County (Bay Area)
- Orange County / Southern California

These patterns suggest that DFR adoption may be regional rather than uniform, often influenced by shared vendor ecosystems and neighboring agency adoption.

How DFR Programs Are Structured: Platform-Led and Integrator-Led Approaches

Across jurisdictions, two primary models have emerged, platform-led and integrator-led, which shape not only how programs are implemented, but also how they are governed and overseen.

Platform-Led Model

In a platform-led system, a single vendor provides an integrated solution combining drone hardware, software, and dispatch integration. These systems are typically dock-based and designed for rapid, centralized deployment.

Common vendors include:

- Skydio
- Flock Safety (Aerodome)
- Paladin Drones
- Axon

This model generally allows for quicker implementation and standardized workflows, but it can also result in greater reliance on a single vendor ecosystem and less flexibility over time.

Integrator-Led Model

In contrast, an integrator-led system combines multiple technologies into a customized deployment, often coordinated by a third-party operator.

Common integrators include:

- Flying Lion, Inc.
- Skyfire
- FlyMotion

These systems often involve a mix of vendors across hardware, software, and infrastructure. While this approach can provide greater flexibility and local control, it also introduces additional complexity in governance, coordination, and long-term maintenance.

Vendor Landscape (Functional Overview)

The vendor ecosystem is layered, with different companies occupying distinct roles within a DFR program:

- Platform providers: Skydio, Flock Safety, Paladin Drones, Axon
- Hardware manufacturers: DJI, Parrot, Yuneec
- Integrators: Flying Lion, Skyfire, FlyMotion
- Infrastructure providers: Motorola Solutions, Axon
- Supporting vendors: Birdstop (and emerging entrants such as BRINC)

Market Leadership and Market Share

While several companies appear frequently across jurisdictions, the DFR market does not have a single vendor with a majority share. Instead, it is best understood as a fragmented and evolving ecosystem.

- Skydio currently appears to have the strongest presence in newer U.S. DFR deployments, particularly in California and the Bay Area, often in combination with Axon software systems.
- Flock Safety is a rapidly growing competitor, particularly in dock-based “drone-in-a-box” systems that integrate with broader surveillance infrastructure.
- Axon plays a significant role as a software and integration layer, often pairing with Skydio hardware and shaping how systems operate rather than supplying the drones themselves.
- Paladin Drones represents a smaller but notable entrant focused on remote operations and scalable deployment models.

It is important to distinguish this from the broader drone market, where DJI holds a dominant global share of drone hardware. However, that dominance does not translate directly to DFR programs, particularly in U.S. public safety, where procurement constraints and system integration requirements have shifted adoption toward other vendors.

Overall, no company can be said to control more than 50% of the DFR market based on currently available public data. Market influence is instead distributed across a small group of leading vendors, with Skydio and Flock Safety representing the most prominent platform providers in recent deployments.

DFR and Sanctuary Cities

An additional consideration in this review is how DFR adoption intersects with jurisdictions that maintain sanctuary city immigration policies. This analysis included an intersection between identified DFR jurisdictions and commonly referenced sanctuary jurisdiction

lists, including those published by the U.S. Department of Justice (DOJ)² and the Center for Immigration Studies (CIS).³

At the city level, there is relatively limited overlap. Only a small number of DFR jurisdictions appear on these lists. Those cities include:

- Denver, CO
- Atlanta, GA
- Las Cruces, NM
- San Francisco, CA

However, while this may suggest that DFR adoption is not concentrated in jurisdictions formally designated as sanctuary cities, these findings should be interpreted with caution. Several DFR jurisdictions—particularly in California—are located within sanctuary states or counties, even if the cities themselves are not listed individually. As a result, the absence of a city-level sanctuary designation does not necessarily indicate a different policy environment.

Further, this analysis should be understood within the limitations of publicly available information. As noted earlier, details on DFR programs are not always readily accessible through public sources, and some jurisdictions may not be fully captured in this review. In particular, certain agencies operate within a hybrid or “gray zone” model that does not meet the criteria for full DFR classification, while others may be in various stages of development or possess the underlying infrastructure to support future implementation. Accordingly, these findings should be interpreted as a preliminary assessment rather than a comprehensive survey of sanctuary cities with DFR programs.

Policy Frameworks and Considerations for Berkeley

Across jurisdictions, oversight frameworks for DFR programs vary considerably and continue to evolve as technology expands. Common elements of these frameworks include:

- Public-facing use policies and transparency measures
- Defined limitations on when drones may be deployed
- Data retention standards and audit requirements
- Varying levels of civilian oversight or advisory input

² DOJ List of Sanctuary Jurisdictions: <https://www.justice.gov/opa/pr/justice-department-publishes-list-sanctuary-jurisdictions>

³ Center for Immigration Studies’ Sanctuary Cities, Counties, and States Map: <https://cis.org/Map-Sanctuary-Cities-Counties-and-States>

While these elements establish a baseline and are already reflected in the proposed framework, their implementation varies across jurisdictions, and in many cases governance structures continue to evolve alongside program expansion.

In the Berkeley context, these considerations are particularly relevant given the City's existing policy environment and oversight structure. Platform-led systems—such as those offered by Flock Safety—integrate drone deployment with broader surveillance infrastructure, including camera networks and automated license plate reader systems. Although this model offers efficiency and scalability, it also underscores the importance of clearly defined governance and accountability mechanisms.

At the same time, if the city elects to pursue adoption of DFR technology outside of Flock, it is important to recognize that integrated, multi-vendor systems represent an alternative approach. Rather than relying on a single platform provider, some jurisdictions have implemented DFR capabilities through a combination of vendors and infrastructure, allowing for greater flexibility and potentially more localized control over system design and data governance. This approach, however, may require additional coordination and internal capacity to manage.

For the PAB, the central considerations are not limited to vendor selection but extend to how any potential system aligns with Berkeley's policy priorities and oversight expectations. These include:

- The appropriate balance between ease of deployment and local control
- The degree of vendor dependence the city is willing to accept
- How DFR capabilities would integrate with existing or future technologies
- What safeguards are necessary to ensure transparency, accountability, and alignment with local policies, including Berkeley's sanctuary framework

Taken together, these factors suggest that the design of a DFR program—particularly its governance structure—may be as significant as the technology itself in determining how it functions in practice.

Conclusion

DFR programs are expanding rapidly but remain highly variable in their design and implementation. The market is fragmented, and no single vendor or model has emerged as dominant. The most meaningful distinctions lie in system architecture, integration, and governance rather than in any one vendor's product.

Attachments:

1. DFR Vendor Profiles
2. DFR Jurisdictions in California
3. DFR Jurisdictions Outside of California

Attachment 1. DFR Vendor Profiles

Vendor	Primary Role	Core Capabilities	Typical Use in DFR	Strengths	Considerations / Risks	Website
Skydio	Platform provider + hardware (U.S.-based)	Autonomous drones, dock-based systems, DFR software	End-to-end DFR deployments	U.S.-based, strong autonomy, widely adopted	Vendor ecosystem dependence (often paired with Axon)	Skydio Website
Flock Safety	Platform provider (integrated ecosystem)	Drone-in-a-box, ALPR, camera networks, cloud platform	Fully integrated DFR + surveillance ecosystem	Rapid deployment, scalable, strong integration	Data integration concerns, vendor lock-in	Flock Safety Website
Axon	Software platform + integration layer	DFR Command, evidence management, RTCC integration	Software backbone for DFR (often with Skydio)	Strong ecosystem (body cams, evidence, drones)	Centralization of data, long-term dependency	Axon Air / Drones
Paladin Drones	Platform provider (remote ops)	Remote piloting, cloud-based control, DFR deployment	Smaller-scale or distributed DFR programs	Flexible deployment, lower infrastructure barrier	Less widely adopted, evolving platform	Paladin Drones
Motorola Solutions	Infrastructure provider	RTCC systems, CAD integration, analytics, video systems	Backend systems supporting DFR	Strong public safety infrastructure integration	Not standalone DFR; requires integration	Motorola Drone Solutions
DJI	Hardware manufacturer (OEM)	Enterprise drones, imaging, thermal sensors	Legacy and supplemental deployments	Market leader in hardware, cost-effective	Federal restrictions, data/security concerns	DJI Public Safety
Parrot	Hardware manufacturer (OEM)	NDA-compliant drones, enterprise systems	Alternative to DJI	Compliance-friendly, flexible	Smaller ecosystem	Parrot
Yuneec	Hardware manufacturer (OEM)	Enterprise/public safety drones	Supplemental deployments	Alternative OEM option	Limited DFR presence	Yuneec

Vendor	Primary Role	Core Capabilities	Typical Use in DFR	Strengths	Considerations / Risks	Website
Flying Lion, Inc.	Integrator / program operator	Program design, operations, integration	Integrator-led DFR programs	High customization, operational expertise	Multi-vendor complexity	Flying Lion
Skyfire	Integrator / consulting	Training, program development, integration	Early-stage / custom DFR programs	Strong advisory expertise	Not a platform provider	Skyfire Consulting
FlyMotion	Integrator / reseller	Drone systems, robotics, program setup	Hybrid / custom deployments	Flexible procurement and integration	Less standardized solutions	FlyMotion Website
Birdstop	Supporting vendor (hardware/docks)	Drone docking systems, automation	Supports DFR infrastructure	Enables automated deployment	Niche role, often paired with integrators	Birdstop

Attachment 2. DFR Jurisdictions in California

Jurisdiction	Agency	Launch Year	Status	Vendor
Beverly Hills	Beverly Hills Police Department	2021 (drones in use); exact DFR launch year not clearly separated	DFR publicly reported; waiver status not verified in current source set	Flying Lion, Inc
Brea	Brea Police Department	2024	DFR launch confirmed; FAA-authorized BVLOS reported in public-facing materials, but not verified here from a stronger primary document	Motorola Solutions
Campbell	Campbell Police Department	2022	Confirmed public reporting of FAA waiver / 24-7 single-person BVLOS operations	Axon
Chula Vista	Chula Vista Police Department	2018	Confirmed FAA COA / BVLOS-enabled DFR	DJI; Parrot; Skydio
Clovis	Clovis Police Department		Public DFR confirmed; specific waiver status not verified in current source set	DJI
Concord	Concord Police Department	2025	DFR launch confirmed; specific waiver status not verified in current source set	Skydio / Axon
Costa Mesa	Costa Mesa Police Department	Active by 2024; exact launch year not verified	DFR activity publicly referenced; waiver status not verified in current source set	Skydio

Jurisdiction	Agency	Launch Year	Status	Vendor
Fremont	Fremont Police Department		Public DFR confirmed; specific waiver status not verified in current source set	DJI
Greenfield	Greenfield Police Department	2025	DFR launch confirmed; waiver status not verified in current source set	Paladin
Hawthorne	Hawthorne Police Department		Public DFR confirmed; specific waiver status not verified in current source set	Flock Safety (Aerodome)
Hemet	Hemet Police Department	2023	DFR launch confirmed; specific waiver status not verified in current source set	Motorola Solutions
Huntington Beach	Huntington Beach Police Department	2025	DFR launch confirmed; specific waiver status not verified in current source set	Skydio (publicly associated); atlas entry vendor blank
Irvine	Irvine Police Department		Public DFR confirmed; specific waiver status not verified in current source set	DJI
Redondo Beach	Redondo Beach Police Department		Public DFR confirmed; specific waiver status not verified in current source set	Flock Safety (Aerodome)

Jurisdiction	Agency	Launch Year	Status	Vendor
Redwood City	Redwood City Police Department	2026	Confirmed active DFR program; exact waiver status not publicly confirmed	Not publicly confirmed
San Bruno	San Bruno Police Department	2025	Confirmed DFR program; 2025 military equipment report describes autonomous DFR operations	Skydio Dock / Skydio platform
San Francisco	San Francisco Police Department	2025	Confirmed DFR program; dock-based DFR publicly described	Skydio
San Mateo	San Mateo Police Department	2025	Confirmed active DFR program; dock-based deployment discussed publicly	Axon / Skydio
Santa Clara County	Santa Clara County Sheriff's Office	2025	DFR deployment publicly described; exact waiver status not publicly confirmed	Skydio
South San Francisco	South San Francisco Police Department	2025	Confirmed DFR program with strategically placed docking stations	Axon (contract) / DFR technology; aircraft brand not specified in official page

Attachment 3. DFR Jurisdictions Outside of California

Jurisdiction	State	Agency	Launch Year	Status	Vendor
Birmingham	AL	Birmingham Police Department	2025	DFR publicly reported; pilot program.	Birdstop / SkyFire
Queen Creek	AZ	Queen Creek Police Department	2026	Operational.	Birdstop/BRINC
Aurora	CO	Aurora Police Department	2025	Operational.	Flock Safety
Castle Rock	CO	Castle Rock Police Department	2025	Operational.	Flock Safety
Denver	CO	Denver Police Department	2025	DFR publicly reported; pilot program.	Skydio
Greenwood Village	CO	Greenwood Village Police Department	2026	Operational.	Birdstop/BRINC
Flagler County	FL	Flagler County Sheriff's Office	2026	DFR publicly reported; Implementation in progress.	Skydio

Jurisdiction	State	Agency	Launch Year	Status	Vendor
Dunwoody	GA	Dunwoody Police Department	2025	Operational.	Flock Safety
Carmel	IN	Carmel Police Department	2024	Operational.	Unknown / Not Clear from Public Sources
Fort Wayne	IN	Fort Wayne Police Department	2022	Operational.	Yuneecc
Taylor	MI	Taylor Police Department	2025	Operational.	Birdstop/BRINC
Minnetonka	MN	Minnetonka Police Department	2025	DFR publicly reported; operational details not verified in current source set	Skydio
Asheville	NC	Asheville Police Department	2022	DFR publicly reported; operational details not verified in current source set	Ovrwatch
Winston-Salem	NC	Winston-Salem Police Department	2024	DFR publicly reported; operational details not verified in current source set	Skydio

Jurisdiction	State	Agency	Launch Year	Status	Vendor
Las Cruces	NM	Las Cruces Police Department	2024	DFR publicly reported; operational details not verified in current source set	Skydio
Washoe County	NV	Washoe County Sheriff's Office	2025	Operational.	Motorola Solutions; Bridal Technologies
Cincinnati	OH	Cincinnati Police Department	2023	Operational.	Skydio / Axon
Oklahoma City	OK	Oklahoma City Police Department	2024	Operational.	Skydio
Florence	SC	Florence Police Department	2025	Operational.	Paladin
Prosper	TX	Prosper Police Department	2024	Operational.	Flock Safety
Grand Chute	WI	Grand Chute Police Department	2025	DFR publicly reported; pilot program.	Paladin Drones

Item 9.d.

*Excerpts from the City of Berkeley's FY 2027–FY 2028
Proposed Budget Balancing Plan Pertaining to the BPD's
Proposed Budget and Reductions*

Impacts

Personnel Reductions

The Department does not propose eliminating any positions. Personnel savings are achieved by shifting existing staff costs from the General Fund to special funds, specifically the PSC Fund and CUPA Fund.

Non-Personnel Reductions

The Department reviewed the General Fund allocations for Internal Service Fund charges and adjusted the cost distribution to reflect a more accurate ratio. This included shifting a portion of costs to the appropriate enterprise funds. These corrections generate General Fund savings.

Police Department

The Police Department is a personnel-driven organization that not only works proactively to address public safety but responds to calls for service – over the past five years (2021-2025), on average, the department has responded to 61,907 calls for service. With approximately 93% of its General Fund budget dedicated to staffing, meaningful reductions cannot be achieved through non-personnel savings; the proposed non-personnel cost shifts and overtime adjustments are insufficient to meet the reduction targets.

The Department is currently operating at minimum staffing levels and sustained the loss of seven (7) sworn personnel and six (6) non-sworn (5 dispatchers and 1 office specialist) vacant positions as part of the FY 25-26 Mid Biennial Budget. Retirements and ongoing separations make it increasingly difficult to sustain specialized units, and any additional reductions in sworn or dispatcher positions must be weighed against the City's capacity to deliver essential public safety services. Maintaining vacant positions for ongoing hiring is critical; without them, the City risks replicating the post-COVID staffing crisis, where depleted staffing led to slower response times, reduced service capacity, and prolonged recovery.

Within this context, the proposed 10% reduction in the Police Department requires significant personnel reductions that materially reduces public safety service levels and compromises the department's specialized units to respond effectively to community needs. For the Communications Center (9-1-1 Dispatch), the proposed budget reductions will threaten the department's ability to answer 9-1-1 calls and reliably dispatch police and fire resources. Patrol is the Department's core function and must be preserved to maintain basic emergency response. The proposed reductions of 25 sworn personnel before the proposal to restore positions through the Sales and Use Tax would require consolidation or elimination of specialty units, including Traffic/Motors Division, the Community Services Bureau, the Bicycle Team, and significant portions of the Detective Bureau—in order to backfill the Patrol Division. These reductions would diminish proactive policing, reduce visibility in high-priority areas, and limit the Department's ability to address complex community issues.

The Police Department budget balancing proposal may change depending on the outcome of the City Council Special meeting on the Police Department's technology initiatives.

FTE Changes – All Funds

Category	Baseline FTE	Proposed FTE	Change	Proposed FTE w/ Sales & Use Tax	Change FTE w/ Sales & Use Tax
Sworn	174	149	-25	164	-10
Public Safety Dispatcher	36	23	-13	29	-7
Non-Sworn	80	79	-1	79	-1
Total Staffing	290	251	-39	272	-18

Budget Changes – GF

Category	FY27 Baseline Budget	FY 27 Proposed Budget	Change	Proposed Budget w/Sales & Use Tax	Change w/ Sales & Use Tax
Personnel	88,710,290	78,831,573	-9,878,717	84,177,458	-4,532,832
Personnel – OT & Hourly	9,951,528	9,801,528	-150,000	9,801,528	-150,000
Non-Personnel	7,536,756	6,976,756	-560,000	6,976,756	-560,000

Category	FY28 Baseline Budget	FY 28 Proposed Budget	Change	Proposed Budget w/Sales & Use Tax	Change w/ Sales & Use Tax
Personnel	89,868,662	79,789,284	-10,079,378	85,242,588	-4,626,074
Personnel – OT & Hourly	9,951,528	9,801,528	-150,000	9,801,528	-150,000
Non-Personnel	7,536,756	6,976,756	-560,000	6,976,756	-560,000

Personnel Reductions

- Elimination of one (1) vacant Office Specialist II
- Elimination of twenty-three (23) Police Officer positions
 - Vacant = 14.0 FTE
 - Filled = 9.0 FTE
- Elimination of two (2) vacant Police Sergeant positions
- Elimination of thirteen (13) Public Safety Dispatchers
 - Vacant = 13.0 FTE

Total Police Department reduction in force is thirty-nine (39) positions. Elimination of these 39 positions will have negative impact on the following service areas:

Communications Center (9-1-1 Dispatch)

The Communications Center is staffed at 20 of 32 authorized positions and relies heavily on mandatory overtime to maintain minimum coverage due to a limited number of fully trained Public Safety Dispatcher II personnel. The Department must be able to continue to hire.

Attrition among new hires has averaged 67% over the past four years, with most separations occurring during training. Training capacity cannot be expanded because of limited trainer availability. If all the department's vacant dispatchers are eliminated as part of the Department's 10% budget reduction plan, hiring will largely cease and increased workload and overtime will result in fatigue and burnout. Proposed staffing reductions will compromise the City's ability to answer 9-1-1 calls and reliably dispatch police and fire resources.

As mentioned above, the Department's 10% budget balancing plan will also require consolidation or elimination of various specialty units. The following provides an overview of the work of these units and community impacts.

Community Services Bureau

The Community Services Bureau leads community engagement, problem-solving, special event coordination, and cross-departmental work on quality-of-life issues, including homelessness. Reductions would significantly curtail outreach and coordinated response efforts, shifting long-term, complex community concerns back to patrol units already operating with limited capacity. This would reduce the City's ability to sustain relationship-based policing and collaborative problem-solving.

Bicycle Team

The Bicycle Team provides focused patrol in business districts and other high-activity areas while serving as one of the Department's most flexible deployment resources. The team supports warrant operations, special events, and patrol backfill, and maintains a visible presence in Downtown and South Campus. Further reductions would weaken crime-prevention efforts, reduce community engagement, and eliminate a critical resource that stabilizes operations during staffing shortages.

Traffic Bureau

The Traffic Bureau conducts serious and fatal collision investigations, traffic enforcement, and traffic safety grant management, and supports Vision Zero initiatives and multi-department operations. These functions require specialized training not available in patrol. Reductions would shift complex collision investigations and traffic safety responsibilities to patrol, significantly limiting proactive traffic enforcement and reducing overall response capacity.

Detective Bureau

The Detective Bureau handles follow-up investigations for serious and complex crimes, manages digital evidence and forensic analysis, and prepares cases for prosecution. Staffing reductions have already forced prioritization among critical cases and limited proactive investigative work, including cold case review and regional task force participation. Additional staffing reductions would increase case backlogs, reduce investigative follow-up and victim support, and impair the Department's ability to resolve crimes and maintain effective investigative operations.

Not being able to staff these specialty units will impact hiring efforts, as well. The Police Department will not be able to compete with other agencies that provide growth opportunities for their officers. As a result, it will be challenging for the Department to address vacancies that arise through attrition.

The City Manager recommends utilizing one-time funds, as outlined at the beginning of this report, during Fiscal Year 2027. This approach is intended to delay the elimination of 21 positions, as outlined below, until the outcome of the November 2026 Sales and Use Tax measure is known.

Police Department Positions Allocated to the Sales and Use Tax

Vacant Police Officers	6
Filled Police Officers	9
Vacant Dispatchers	6
Total	21

Preserving these positions ensures that the Police Department maintains minimum staffing levels, can staff specialty units, and can continue hiring efforts.

Should voters approve the Sales and Use Tax measure, the resulting revenue is proposed to be allocated to maintain the identified 21 sworn and non-sworn positions. If the measure does not pass, the position eliminations will be reconsidered for FY 28

Other Reductions

- Reduction in Overtime \$150,000

While the Department currently anticipates that it can reduce overtime costs, they can be further reduced through targeted technology investments. Communications Center Technology investments improve training success rates and reduce the volume of calls requiring dispatcher intervention, directly lowering dispatcher overtime and stabilizing staffing. The Public Safety Technology Package would reduce sworn patrol and investigative overtime by enabling a safer, lower minimum-staffing floor and shortening the time detectives spend on tasks that technology can complete more efficiently. Together, these initiatives would result in higher overtime cost reductions. Depending on the outcome of June 2, 2026, the City Manager may amend some of the Police Department budget balancing proposals.

- Other Non-Personnel Items \$560,000

Non-personnel expenditures identified for reduction are a combination of contractual expenses, training/travel, software subscriptions, uniform/gear, and other purchases that are proposed to be cost shifted to the following special funds: Citizen Option Fund (Fund 159), State Asset Forfeiture (Fund 106), and Prop 172 (fund 126).

Public Works

To address not only the General Fund deficit, but deficits across several other funds, Public Works has developed a budget balancing plan that generates an estimated \$6.6 million (FY 2027) and \$6.9 million (FY 2028) in savings from personnel expenditure reductions, cost shifting, and non-personnel reduction across five operational divisions. With personnel costs representing approximately 68 percent of the Department's budget, these reductions require the elimination of fifteen (15) full-time positions. Of the 15 positions, two (2) are filled and 13

Excerpt from the City of Berkeley's FY 2027–FY 2028 Proposed Budget Balancing Plan.

Summary of Position Reduction List for FY 2027 FY 2028 Biennial Budget

Department	Original Proposed Reduction (Classification)	Filled/Vacant	Proposed Allocation to Sales & Use Tax	Revised Reduction After Sales & Use Tax Application
POLICE	OFFICE SPECIALIST II	Vacant		OFFICE SPECIALIST II
POLICE	POLICE OFC	Filled	POLICE OFC	
POLICE	POLICE OFC	Filled	POLICE OFC	
POLICE	POLICE OFC	Filled	POLICE OFC	
POLICE	POLICE OFC	Filled	POLICE OFC	
POLICE	POLICE OFC	Vacant	POLICE OFC	
POLICE	POLICE OFC	Vacant	POLICE OFC	
POLICE	POLICE OFC	Vacant	POLICE OFC	
POLICE	POLICE OFC	Vacant	POLICE OFC	
POLICE	POLICE OFC	Vacant		POLICE OFC
POLICE	POLICE OFC	Vacant		POLICE OFC
POLICE	POLICE OFC	Vacant		POLICE OFC
POLICE	POLICE OFC	Vacant		POLICE OFC
POLICE	POLICE OFC	Vacant		POLICE OFC
POLICE	POLICE OFC	Vacant		POLICE OFC
POLICE	POLICE OFC	Vacant		POLICE OFC
POLICE	POLICE OFC 12.5	Filled	POLICE OFC 12.5	
POLICE	POLICE OFC 12.5	Filled	POLICE OFC 12.5	
POLICE	POLICE OFC 12.5	Filled	POLICE OFC 12.5	
POLICE	POLICE OFC 12.5	Filled	POLICE OFC 12.5	
POLICE	POLICE OFC 12.5	Vacant	POLICE OFC 12.5	
POLICE	POLICE OFC 12.5	Vacant	POLICE OFC 12.5	
POLICE	POLICE OFC 12.5	Filled	POLICE OFC 12.5	
POLICE	POLICE SERGEANT	Vacant		POLICE SERGEANT
POLICE	POLICE SERGEANT	Vacant		POLICE SERGEANT
POLICE	PS DISPATCH I	Vacant	PS DISPATCH I	
POLICE	PS DISPATCH I	Vacant	PS DISPATCH I	
POLICE	PS DISPATCHII	Vacant	PS DISPATCHII	
POLICE	PS DISPATCHII	Vacant	PS DISPATCHII	
POLICE	PS DISPATCHII	Vacant	PS DISPATCHII	
POLICE	PS DISPATCHII	Vacant	PS DISPATCHII	
POLICE	PS DISPATCHII	Vacant		PS DISPATCHII
POLICE	PS DISPATCHII	Vacant		PS DISPATCHII
POLICE	PS DISPATCHII	Vacant		PS DISPATCHII
POLICE	PS DISPATCHII	Vacant		PS DISPATCHII
POLICE	PS DISPATCHII	Vacant		PS DISPATCHII
POLICE	PS DISPATCHII	Vacant		PS DISPATCHII
POLICE Count		39	21	18
PRW	ASST. CIVIL ENG	Vacant		ASST. CIVIL ENG
PRW	ASST. CIVIL ENG	Filled		ASST. CIVIL ENG
PRW	ASST. RECREATION COORDINATOR	Vacant	ASST. RECREATION COORDINATOR	

List of Vacant Positions as of 04/03/2026

Attachment 2

Department	Position Description	Status
ODPA	Director of Police Accountability	Vacant
ODPA	Police Accountability Investigator	Vacant
ODPA Count		2
Planning	Assistant Inspector	Vacant
Planning	Associate Management Analyst	Vacant
Planning	Associate Planner	Vacant
Planning	Associate Planner	Vacant
Planning	Building Plans Examiner	Vacant
Planning	Building Plans Examiner	Vacant
Planning	Hazardous Materials Specialist II	Vacant
Planning	Housing Inspector II (Certified)	Vacant
Planning	Office Specialist II	Vacant
Planning	Office Specialist III	Vacant
Planning	Permit Specialist	Vacant
Planning	Planning Technician	Vacant
Planning	Principal Planner	Vacant
Planning	Senior Planner	Vacant
Planning Count		14
Police	Community Service Officer	Vacant
Police	Community Service Officer	Vacant
Police	Community Service Officer	Vacant
Police	Community Service Officer Supervisor	Vacant
Police	Office Specialist II	Vacant
Police	Parking Enforcement Officer	Vacant
Police	Parking Enforcement Officer	Vacant
Police	Police Officer	Vacant
Police	Police Officer	Vacant
Police	Police Officer	Vacant
Police	Police Officer	Vacant
Police	Police Officer	Vacant
Police	Police Officer	Vacant
Police	Police Officer	Vacant
Police	Police Officer	Vacant
Police	Police Officer	Vacant
Police	Police Officer	Vacant
Police	Police Officer	Vacant
Police	Police Officer	Vacant
Police	Police Officer	Vacant
Police	Police Officer	Vacant
Police	Police Officer	Vacant (temp)
Police	Police Officer	Vacant (temp)
Police	Police Sergeant	Vacant

Off Agenda Item 1
Policy Review Status Updates

Updated April 17, 2026



POLICY REVIEW STATUS REPORT

Guiding Authority

Section 125(3)(a)(1) and Section 125(17)(a) of the Berkeley City Charter¹

Case Load Overview

As of April 17, 2026, the Police Accountability Board (PAB) has six (6) policy reviews currently open.

Policy Review Number	2023-PR-0007 ²
Policy Topic	Restraining Orders & Interactions with the Elderly
Relevant Policy	BPD Policy 313 "Senior and Disability Victimization" BPD Policy 430 "Civil Disputes"
Status	Review In Progress; Records Obtained
Date Presented to the PAB	7/24/2024
Anticipated Completion	The review is currently being evaluated to determine the appropriate next steps and timeline for completion.
Assigned To	ODPA
Summary	
The complainant reports ongoing disturbances, harassment, and restraining order violations by a neighbor's caretaker, raising concerns about enforcement by the Berkeley Police Department. This policy review will examine BPD's handling of interactions with elder adults and its practices regarding restraining orders, as the complainant indicates possible misunderstandings of order terms. Despite multiple	

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

² On December 11, 2024, the PAB voted to divide this review in two parts. The first looking at the issue of restraining orders and the second into BPD's interactions with the elderly. The PAB was presented with part one on January 8, 2025.

Updated April 17, 2026

encounters and existing orders, the complainant reports continued issues with enforcement.

Activity Report

ODPA was in the process of preparing a report for presentation to the PAB. Policy reviews are currently being assessed for prioritization.

Policy Review Number	2023-PR-0008
Policy Topic	Off-Duty Conduct
Relevant Policy	BPD Policy 321 “Standard of Conduct” BPD Policy 401 “Fair and Impartial Policing” BPD Policy 344 “Off-Duty Law Enforcement Actions”
Status	Review in Progress; Assigned to Policy Review Subcommittee
Date Presented to the PAB	10/11/2023
Anticipated Completion	The review is currently being evaluated to determine the appropriate next steps and timeline for completion.
Assigned To	PAB – Assigned to Policy Review Subcommittee

Summary

The complainant expresses concerns about off-duty police officers exhibiting harmful behavior and recommends improving the Police Accountability Board’s oversight of off-duty conduct, including anti-racist hiring practices, stronger discipline measures, and increased transparency on racial profiling. They highlighted relevant policies and noted that the PAB is considering a subcommittee dedicated to off-duty law enforcement actions.

Activity Report

Evaluating potential referrals to subcommittee or PAB members.

Policy Review Number	2024-PR-0008
Policy Topic	Records Retention
Relevant Policy	BPD Policy 804 “Record Maintenance and Release”
Status	Open
Date Presented to the PAB	1/8/2025
Anticipated Completion	The review is currently being evaluated to determine the appropriate next steps and timeline for completion.
Assigned To	ODPA

Summary

The ODPA received a complaint regarding BPD’s inability to provide past officer rosters in response to a PRA request, as the records are no longer maintained. The

Updated April 17, 2026

complainant recommended that BPD adopt a policy to retain and provide such rosters upon request.

Activity Report

ODPA staff are currently reviewing relevant materials in preparation for a future presentation to the PAB.

Policy Review Number	2025-PR-0001
Policy Topic	Contact Between Complaint Subject Officer and Complainant During Calls for Service
Relevant Policy	BPD Policy 1004 "Anti-Retaliation" BPD Policy 1010 "Personnel Complaints"
Status	Open
Date Presented to the PAB	02/19/2025
Anticipated Completion	The review is currently being evaluated to determine the appropriate next steps and timeline for completion.
Assigned To	PAB Member w/ Support of ODPA

Summary

The Complainant reported two interactions with BPD in January 2025, involving officers who were either subjects of their prior complaints to the PAB or involved in other litigation. They expressed concerns about potential retaliation or bias, believing they should not interact with officers they had previously filed complaints against.

Activity Report

Board Member Calavita updated the PAB during its regular meeting on April 23, 2025. Policy Analyst Murillo and Board Member Calavita will collaborate to draft potential language and consult with BPD about feasibility and any potential concerns. ODPA Staff drafted and forwarded that request on May 12, 2025 and is awaiting a response.

Policy Review Number	2025-PR-0004
Policy Topic	Public Recording of Police Activity
Relevant Policy	BPD Policy 426 "Public Recording of Police Activity"
Status	Open
Date Presented to the PAB	6/25/2025
Anticipated Completion	The review is currently being evaluated to determine the appropriate next steps and timeline for completion.
Assigned To	PAB Member w/ Support of ODPA

Summary

The Complainant expressed concerns with the Berkeley Police Department's General Order D-2, "Public Recording of Police Activity," (now BPD Policy 426) following an

Updated April 17, 2026

incident on June 4, 2025, in which they allege they were physically prevented by three officers from observing and documenting police activity at 8th and Harrison Street. The Complainant argues that the policy fails to clearly affirm the First Amendment rights of onlookers and does not adequately direct officers to limit the use of “police lines” to situations where such restrictions are necessary for officer safety or to protect the integrity of an investigation.

Activity Report

Board Member Calavita reviewed BPD Policy 426 and identified sections that may merit closer examination. ODPa staff is providing support by comparing policies from other jurisdictions and researching best practices.

Policy Review Number	2025-PR-0005
Policy Topic	Encampment Clearing Operations
Relevant Policy	Practice and procedure review
Status	Open
Date Presented to the PAB	6/25/2025
Anticipated Completion	The review is currently being evaluated to determine the appropriate next steps and timeline for completion.
Assigned To	PAB Subcommittee

Summary

The Complainant raised concerns about a June 4, 2025, multi-department operation at an encampment on 8th and Harrison Streets, alleging excessive force, improper use of less-lethal weapons, suppression of public observation, and lack of notice to residents in violation of due process. They further argued that accountability should extend beyond individual officers to command staff who design and authorize operational plans, and recommended the PAB adopt policies creating a new category of misconduct for such leadership decisions.

Activity Report

The subcommittee has met and identified preliminary data and information needs. ODPa staff collected the requested materials and provided them to the subcommittee.

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The following policy reviews have been temporarily suspended and will be reconsidered at a future date:

Policy Review No.	Topic
2487	Involuntary Injections / Medical Care
2488	Use of Force During Arrest
17	Mental Health Response Use of Force
2023-PR-0006	Parking Enforcement Practices
2023-PR-0009	Use of Force – Handcuffing
2024-PR-0005	Downtown Ambassador Program
2024-PR-0006	Specialized Care Unit

Off Agenda Item 2

Legislative Updates Relevant to the PAB's Work



MEMORANDUM

Date: April 17, 2026
To: Honorable Members of the Police Accountability Board
From: Katherine Lee, Interim Director of Police Accountability
 Jose Murillo, ODPa Policy Analyst
Subject: Legislative Updates

The purpose of this memorandum is to provide a legislative update to the PAB, enabling them to stay informed about changes in local, state, and federal law.

State Legislative Updates¹

The following bills are being proposed in the state of California regarding peace officers:

NAME OF LEGISLATION	STATUS	SUMMARY/PURPOSE
AB 1537 (Bryan) – Peace Officers: Secondary Employment	3/04/26 - From committee: Do pass and re-refer to Com. on APPR. (Ayes 5. Noes 3.) (March 3). Re-referred to Com. on APPR.	Prohibits peace officers from engaging in part-time or any other form of secondary employment for the United States (U.S.) Department of Homeland Security (DHS) or any other entity that engages in immigration enforcement
AB 1544 (Krell) – Court proceedings: media access	4/13/2026 - Re-referred to Com. on APPR.	Clarifies and strengthens public access rights to court proceedings by prohibiting officials from restricting entry to open court settings—except as necessary to maintain order—makes violations enforceable under the Bane Act, and affirms that existing access rights are not limited or reduced.

¹ <https://post.ca.gov/Status-of-Current-Legislation>

<p>AB 1627 (Avila Farias) - Public employment: disqualifications</p>	<p>4/13/2026 - (Pending re-refer to Com. on ED.)</p>	<p>Disqualifies a person previously employed by the United States Immigration and Customs Enforcement (ICE) or specified out-of-state corrections departments, during specified time periods, from being employed as a peace officer</p>
<p>AB 1896 (Gonzalez) – Public employment: disqualifications</p>	<p>4/14/2026 - <i>From committee chair, with author's amendments: Amend, and re-refer to Com. on PUB. S. Read second time and amended.</i></p>	<p>Amends various existing laws relating to disqualification from public employment, minimum standards relating to peace officers, and adds certain criteria for an individual employed by an entity that engaged in immigration enforcement on or after January 20, 2025, to January 20, 2029, except as provided, among other provisions.</p>
<p>AB 2347 (Ahrens) – Commission on Peace Officer Standards and Training: hate crime training and guidelines</p>	<p>4/08/2026 - <i>From committee: Do pass and re-refer to Com. on APPR. with recommendation: To Consent Calendar. (Ayes 9. Noes 0.) (April 7). Re-referred to Com. on APPR.</i></p>	<p>Requires the Peace Officer Standards and Training Commission (POST) to conduct a comprehensive review of hate crimes training programs and adopt evidence-based training requirements to fill any gaps in the handling of hate crimes, as specified.</p>
<p>SB 691 (Wahab) – Body-worn cameras: policies</p>	<p>1/27/2026 - <i>In Assembly. Read first time. Held at Desk.</i></p>	<p>This bill requires, on or before July 1, 2027, each law enforcement agency that has a body-worn camera policy to update that policy to include a procedure for emergency service personnel to request, prior to any public release, the redaction of evidentiary and nonevidentiary recordings of a patient undergoing medical or psychological evaluation, procedure, or treatment by emergency service personnel.</p>
<p>SB 1105 (Perez) – Law Enforcement</p>	<p>4/10/2026 - <i>Set for hearing April 20.</i></p>	<p>Current law grants limited arrest authority—and in some cases peace officer status—to federal law enforcement under specific conditions. This bill removes those authorities and prohibits California agencies from participating in joint task forces involving profiling, while requiring Attorney General approval and compliance standards for interagency agreements.</p>

Additional legislation pertaining to public safety in the state of California may be monitored here: <https://legiscan.com/CA/legislation> . ODPa staff will continuously monitor new legislation and update the PAB throughout the year.

The BPD’s Policy and Training Bureau issues an annual legislative update that summarizes legal changes impacting law enforcement. Unless stated otherwise, the changes outlined in the updates took effect in January of the corresponding year. The following BPD Policies include the legislative updates for 2026.

SOURCE	LINK
BPD Policy 1507 “2026 Legislative & Case Law Update”	https://berkeleyca.gov/sites/default/files/2026-02/RELEASE_20260127_T171031_Berkeley%20PD%20Policy%20Manual.pdf#Page=1061
The California Peace Officers Association also provides a yearly California Legislative and Legal Digest.	https://cpoa.org/wp-content/uploads/2024/11/2025-Legislative-Legal-Digest.pdf

Lexipol Policy Updates

Updates to the following policies have been implemented since the PAB’s last meeting on March 25, 2026.

Policy Title	Summary
BPD Policy 314 “Discriminatory Harassment”	Updates gender pronouns across the policy.

Berkeley City Council & Council Committee Meeting Updates

The following items are under consideration by the City Council or its committees and are relevant to the PAB:

Upcoming City Council Meetings

April 21, 2026 Regular Meeting of the City Council

Item No.	Title	Recommendation
2	Police Accountability Board – Appointment of New Members	Adopt a Resolution appointing a new member to the Police Accountability Board (PAB) nominated by Councilmember Bartlett.
11	Social Justice Implications of Proposed Use of Controlled Weapons and Other Policing Tools	Approve a Policy approving the following actions with regard to safeguards for Berkeley’s surveillance-derived images and footage: Cancel Berkeley’s Flock Safety contracts for public surveillance images and video footage, due to Flock’s repeated sharing of such data with immigration authorities, and the inherent exposure of “cloud-based” storage to Trump administration access.
12	Social Justice Implications of Proposed Use of Controlled Weapons and Other Policing Tools	Adopt a Policy approving the following actions with regard to the appropriateness of certain chemical weapons and other tools: 1. Retain the existing 2020 bans on chemical weapons (CS and OC), and the 1982 bans on police dogs and helicopters. 2. Retain the 1997 requirement for public reporting of each use of pepper spray. 3. Request the City Manager to engage an academic institution such as UC Berkeley, UCSF, or Stanford to study the health impacts of tear gas and other chemical weapons and canine support, potential short-term and long-term impacts on vulnerable populations and possible alternatives to the use of chemical weapons that provide officer safety, suspect safety, and safety to the general public.
18	Conduct Public Hearing in Compliance with Assembly Bill 2561/Government Code Section 3502.3 Regarding Vacancies, Recruitment, and Retention Efforts	Conduct a public hearing in compliance with Assembly Bill 2561 (AB 2561) / Government Code § 3502.3 (GC § 3502.3) regarding vacancies, recruitment, and retention efforts.

April 28, 2026 Regular Meeting of the City Council

Item No.	Title	Recommendation
3	<u>Police Accountability Board – Appointment of New Members</u>	Adopt a Resolution appointing a new member to the Police Accountability Board (PAB) nominated by Councilmember Blackaby.
9	<u>Berkeley’s Financial Condition (FY 2016 – FY 2025): Structural Deficit Poses Risk to Financial Sustainability</u>	We (City Auditor’s Office) recommend City Council request that the City Manager report back by Fall 2026, and annually thereafter, regarding the status of our audit recommendations until reported fully implemented by the Finance Department, Budget Office, and other relevant departments. This audit includes 9 recommendations to formalize the use of more sustainable budget strategies, ensure funds withdrawn from the Section 115 Trust are replenished, improve financial reporting, and develop a capital financing plan that proposes future funding mechanisms beyond existing sources to help address the City’s growing unfunded capital needs. City management agreed or partially agreed to our recommendations. Please see our report for their complete response.

Off Agenda Item 3
2026 PAB Meeting Calendar

2026 PAB MEETING CLENDAR

JAN

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*PAB Nominations and Election of Chair and Vice Chair

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*Annual Report to be presented in March

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DEC

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NACOLE from 11/8-11/12

City Council Meeting BMC 2.100.050 Due Date *City Holiday *PAB Meeting *Reduced Service Day

<https://berkeleyca.gov/sites/default/files/work-plans/PAB%20Meeting%20Calendar%202026.pdf>

Off-Agenda Item 4
Communications to the PAB

From: George Perezvelez
Sent: Thursday, April 9, 2026 11:03 AM
To: Office of the Director of Police Accountability
Subject: Policy Letter in Response to Berkeley Police Department Draft Use of Force Policy (12-17-25)
Attachments: Re_ Response to Berkeley Police Department Draft Use of Force Policy (12-17-25)-4-2.pdf

WARNING: This is not a City of Berkeley email. Do not click links or attachments unless you trust the sender and know the content is safe.

Dear Police Accountability Board,

I write to you as a long-time resident of Berkeley and in my former capacity as a member of the Police Review Commission, where I served as Chair of both the Lexipol Subcommittee and the 2020 Use of Force Policy Subcommittee. I also bring extensive professional experience as a use-of-force policy subject matter expert.

I am submitting the attached policy letter to formally express concerns regarding the Berkeley Police Department’s proposed changes to the Use of Force Policy dated December 17, 2025. Given the extensive community engagement and deliberative process that informed the current policy framework, it is critical that any proposed revisions be carefully evaluated for their impact on accountability, transparency, and alignment with best practices.

The following letter outlines key areas of concern and provides recommendations and supporting rationale to preserve the integrity of Berkeley’s established use-of-force standards, while ensuring that any updates, if warranted, are pursued through a thoughtful, transparent, and collaborative process that does not erode the hard-earned community achievements in shaping policing practices in Berkeley.

Thank you for your consideration and continued commitment to public safety and community trust.

Sincerely,
George D. Perezvelez

To: Berkeley Police Accountability Board (PAB).
Re: Berkeley Police Department Draft Use of Force Policy (12-17-25) and proposed changes
Subject: Unnecessary Reduction and regression on the “Minimal Amount of Force” Standard and other principles on the UOF Policy
Submitted by: George Perezvelez, CPO, Former Chair, Berkeley Police Review Commission UOF Subcommittee 2020
Date: 04.07.2026

Introduction and Background

This submission addresses substantive concerns with the Berkeley Police Department’s December 17, 2025 draft Use of Force policy. While the draft is presented as an “alignment” with state law and contemporary standards, it contains unnecessary policy reductions that materially weaken Berkeley’s long-standing commitment to restraint in policing—most notably through the elimination of the **“minimal amount of force”** requirement as an enforceable policy standard.

These changes are neither legally compelled nor supported by any clearly articulated operational need. Instead, they represent a narrowing of Berkeley’s policy framework that lowers established standards, weakens accountability, and departs from the commitments affirmed by the City Council and Berkeley community.

The current policy was developed through an extensive public process that included stakeholder engagement and ultimately a formal City Council vote. The Council did not merely issue a policy referral; it directed that several key elements be incorporated, including a Minimal Use of Force standard. Disregarding that process undermines both the legitimacy of the policy and the public trust the process was intended to uphold.

The City Council has the authority and responsibility to set policing standards that reflect community expectations and best practices. By establishing the Minimal Use of Force standard in 2020, the Council exercised its legislative and fiduciary duties to ensure public safety while maintaining community trust. Any unilateral reduction of this standard by the Department would undermine Council authority, circumvent established legislative processes, and compromise accountability.

The Ninth Circuit’s decision in *Mahoney v. City of Seattle* (2017) confirmed that law enforcement agencies may adopt use-of-force policies that impose standards more stringent than the constitutional baseline without running afoul of the law. In upholding Seattle’s DOJ-mandated reforms—which emphasized de-escalation and required officers to limit force to what is necessary—the court found that such policies do not impermissibly infringe on officers’ rights, including their ability to defend themselves. While the constitutional standard governing use of force remains the Fourth Amendment’s “objective reasonableness” test under *Graham v. Connor*, *Mahoney* makes clear that departments can lawfully require officers to adhere to a higher internal standard set by jurisdictions and legislators, including expectations that force be minimized and minimal where feasible. In this way, the ruling affirms that “minimal force” is legally sustainable as policy requirements.

Policy Analysis and Concerns

I. The “Minimal Amount of Force” Standard Is a Core Policy Safeguard

Berkeley’s use-of-force framework requires officers not merely to comply with constitutional standards, but to affirmatively minimize force whenever feasible. This requirement functions as a central safeguard guiding officer decision-making, training, and accountability.

The December 17, 2025 BPD draft reduces this obligation by:

- Removing “minimal amount of force” as a governing standard
- Replacing it with broader references to “objective reasonableness,” “necessity,” and “proportionality”

While these concepts are relevant, they do not replace a policy-level mandate to minimize force.

Force minimization functions as a limiting principle, while reasonableness is a permissive one. Removing this requirement expands the range of permissible force in circumstances where lower-force alternatives may be available, narrowing Berkeley’s restraint-based framework.

II. Policy “Alignment” Should Not Result in Policy Minimization

The draft repeatedly references *Graham v. Connor* and California Penal Code § 835a as the legal baseline governing use of force. However, the policy then reduces Berkeley’s standards to that baseline rather than maintaining its higher policy ceiling.

The draft acknowledges that these legal standards represent the minimum required by law, yet the removal of enforceable minimal-force language effectively converts that minimum into Berkeley’s operative policy standard.

Berkeley has long maintained a framework that:

- Exceeds constitutional minima
- Codifies restraint and de-escalation
- Treats force as a last resort

The current draft abandons this approach without a demonstrated need.

III. Proportionality Without Minimization Is Incomplete

The BPD draft emphasizes proportionality. However, proportionality alone does not prevent unnecessary force.

A use of force may be:

- Proportional to resistance
- Objectively reasonable
- Yet unnecessary given available alternatives

Without an explicit requirement to minimize force, proportionality becomes a retrospective assessment rather than a real-time policy constraint.

Best-practice policies—reflected in DOJ guidance and California POST frameworks—pair proportionality with:

- Necessity
- Feasibility of alternatives
- Explicit force-minimization requirements

The draft's absence of this element represents a reduction in policy rigor.

IV. Consequences of Policy Minimization

A. Weakened Accountability Standards

Removing the minimal-force requirement materially alters how use-of-force incidents are evaluated. Rather than examining whether force was avoidable or unnecessarily escalated, the proposed framework focuses primarily on whether the force used was objectively unreasonable under constitutional standards.

This shift narrows accountability. The original standard ensured that evaluation incorporated affirmative duties, including:

- Exhaustion of reasonable alternatives when feasible
- Use of force as a last resort
- Continuous reassessment and reduction of force
- Selection of tactics that minimize harm
- Preservation of life as a governing priority

Without the minimal-force requirement, oversight bodies must instead establish that force was constitutionally unreasonable, a significantly more deferential threshold.

As a result:

- Conduct inconsistent with the spirit of the standard may nonetheless be deemed policy-compliant
- Escalation decisions that bypass feasible lower-force options become harder to evaluate
- The practical enforceability of restraint-based standards is reduced

In effect, the proposed policy reframes the central question from:

“Was force minimized?”

to

“Was force defensible?”

This shift narrows oversight and departs from Berkeley’s restraint-centered framework.

B. Impact on Community Trust

Berkeley residents were repeatedly assured through public process and formal policy adoption that the City's use-of-force framework would be grounded in restraint, de-escalation, and standards exceeding constitutional minimums.

Central to that assurance was the principle that officers must use the **minimal amount of force necessary** to safely resolve an encounter.

Within the broader policy framework, force minimization operationalizes several commitments:

- Force as a last resort
- Exhaustion of reasonable alternatives
- Prioritization of de-escalation, time, distance, and communication
- Continuous reassessment and reduction of force
- Preservation of life and reduction of harm

The removal of this requirement undermines the framework and the assurances provided to the community.

Residents who participated in the development of the standard understood that these principles would guide future departmental policy. Removing a core element without legal mandate or operational justification creates the perception that community-engaged standards are dismissable, eroding confidence in both the policy and the process.

C. Operational and Risk Implications

Weakening the minimal-force requirement is not merely theoretical; it carries tangible operational risks. Expanding permissible force increases the potential for:

- Excessive-force incidents
- Civil liability and federal scrutiny
- Community unrest and diminished public trust

Maintaining a clearly defined, enforceable standard reduces these risks while supporting effective training, supervision, and officer decision-making.

V. The Reduction Is Not Required by Law

- *Graham v. Connor* does not prohibit jurisdictions from adopting stricter standards
- *Mahoney v. City of Seattle* (2017)
- California Penal Code § 835a does not preclude a minimal-force requirement
- Government Code § 7286 encourages de-escalation and alternatives
- Many California agencies retain explicit force-minimization language (BART, San Francisco)

Absent an articulable and legally required mandate or operational deficiency, the removal reflects a discretionary and unwarranted policy choice and a regressive move.

VI. Historical Adoption of Berkeley's Minimal Use of Force Standard

In June 2020, the Berkeley City Council directed the Police Review Commission (PRC) and City Manager to revise the Police Department's Use of Force policy, explicitly requiring minimal use of force and minimal reliance standards, expanded reporting requirements, and other reforms.

The PRC conducted an intensive public drafting process, including seven Use of Force subcommittee meetings and two full Commission meetings. Community members, Berkeley Police Department representatives, and union representatives were included in discussions.

The revised policy (**Policy 300**) required officers to use the minimal amount of force that is objectively reasonable and necessary to achieve lawful objectives.

On July 23, 2020, the City Council adopted the revised policy following public comment and deliberation. The framework established a higher standard than the constitutional minimum, emphasizing de-escalation, harm reduction, and limitations on the use of force.

VII. The Case for a Minimal Use of Force Standard

The constitutional framework in *Graham v. Connor* relies on the judgment of the "reasonable officer." Research demonstrates that courts defer heavily to officer judgment, frequently failing to prevent unnecessary harm (Schwartz, 2018; Obasogie & Newman, 2019). Stress and perceptual narrowing further impair threat assessment

(Baldwin et al., 2022). Analyses also show persistent racial disparities and preventable deaths (Edwards et al., 2019).

More restrictive statutory standards have shown measurable improvements. Jurisdictions adopting stronger necessity-based standards, including California agencies, report reductions in fatal encounters (Stanford Open Policing Project, 2021).

Benchmarking: Cities such as San Francisco, Los Angeles, and Sacramento retain explicit minimal-force standards and report higher public confidence and reduced unnecessary-force incidents. Weakening Berkeley's standard would place it out of step with these peer jurisdictions.

Minimal Use of Force frameworks shift policing from reactive, compliance-driven models to proactive, community-centered approaches, emphasizing:

- Harm reduction
- De-escalation
- Clear justification for force
- Duty-to-intervene
- Sanctity of Life
- Independent oversight

These frameworks reduce injuries and fatalities, strengthen accountability, and enhance community trust (President's Task Force on 21st Century Policing, 2015; NACOLE, 2021).

VIII. Reporting Frequency (Policy 300.11.1)

The removal of the Police Accountability Board (PAB) from the reporting process bypasses the oversight structure designed to ensure transparency. Allowing the PAB to review use-of-force reports before City Council presentation strengthens accountability and public trust and allows the opportunity for the PAB to submit any and all concerns related to the report inclusive of possible systemic concerns in application and training. Any argument that such review is redundant disregards voter intent and undermines the function of independent oversight.

IX. Policy Review and Updates (Policy 300.13)

The proposed revision consolidates review authority within the Chief of Police or designee, removing the PAB's structured role. Nothing in California law requires exclusion of civilian oversight bodies. Policies like Use of Force, Crowd Control and Management, Bias and Impartial Policing require greater scrutiny based on the inherent

impact of their application. Removing the PAB from this process is unnecessary and inconsistent with Berkeley's commitment to participatory governance and collaborative policy writing. Policies are stronger when they are inclusive of community, stakeholder and oversight voices.

X- Use of Force Framework- Elimination of Use-of-Force Continuum (Policy 300.3.2)

The Department **should be able** to no longer utilize a rigid "use-of-force continuum." Officers are not required to progress through a predetermined sequence of force options. Instead, officers shall apply force based on a totality-of-the-circumstances assessment, using a dynamic and non-linear decision-making process.

Officers in the policy should be able to select and apply force in a manner that is objectively reasonable, necessary, and proportional, and shall affirmatively seek to minimize the level, duration, and intensity of force used. Officers should then use the least forceful option reasonably available to safely achieve a lawful objective and shall transition to lower levels of force or disengage when a lesser degree of force or no force is sufficient. The sanctity of human life shall guide all force-related decisions.

Consistent with contemporary professional standards, officers must then incorporate critical decision-making, de-escalation, and duty of care into all encounters. When safe and feasible, officers must then use de-escalation techniques and tactics designed to reduce the need for force and to achieve the lowest force outcome reasonably possible.

This policy will then reflect modern best practices adopted by leading law enforcement organizations and oversight bodies, which emphasize necessity, proportionality, force minimization, and accountability, rather than rigid force sequencing. Officers are then expected to apply these principles in a manner consistent with Department training, applicable law, and their duty to intervene and report unreasonable force.

XII- Duty to Intervene and Duty to Report (Policy 300.2)

First, the standard for intervention is narrowed. The opening provision requires action only when force is “clearly in violation of this policy,” while the later section shifts to “clearly beyond that which is necessary” as judged by an objectively reasonable officer. These compounded thresholds raise the bar for intervention, effectively signaling that unless the violation is obvious and indisputable, the duty may not attach. In contrast, stronger policies often trigger intervention at any unreasonable or excessive force, without requiring the “clearly” qualifier.

Second, the repeated use of limiting language—“when in a position to do so”—introduces discretion that can be broadly interpreted. While practical safety considerations are appropriate, the absence of a more defined expectation (e.g., requiring intervention unless unsafe or infeasible) weakens the immediacy and consistency of the duty.

Third, the inclusion of language directing officers to consider the “totality of the circumstances” and the possibility that other officers “may have additional information” further dilutes responsibility. This framing implicitly justifies hesitation and deference, reinforcing a culture where officers may second-guess intervention rather than act decisively to stop harm.

Finally, the structure separates intervention from reporting and treats reporting as sufficient after-the-fact compliance. While reporting is essential, stronger accountability models emphasize that intervention—not merely documentation—is the primary obligation when unlawful or excessive force is occurring in real time. Taken together, these elements shift the duty from a clear, affirmative obligation to a conditional and interpretive one, thereby diluting both individual responsibility and the policy’s effectiveness as a tool for preventing excessive force.

Conclusion and Recommendation

The December 17, 2025 draft Use of Force policy represents a regression from the restraint-based framework deliberately adopted through public, legislative, and oversight processes.

Eliminating the minimal-force requirement:

- Reduces standards to the constitutional minimum
- Weakens accountability mechanisms
- Undermines the Oversight's agency participation in the review and reporting process
- Undermines community trust
- Departs from progressive, community-centered policing

Additional changes

- Undermines the Oversight's agency participation in the review and reporting process
- Undermines Duty to Intercede and Duty to Report
- Repositions Sanctity of Life requirement to further down in the policy diluting its impact as a mission
- Dilutes the chokehold ban by explicitly removing the language of pressure to the "back and front of the neck" while only mentioning the sides. It dilutes it further by eliminating language referencing a ban on "contact with the neck that may inhibit breathing by compression of the airway (300.3.3)
- Modifies the continuum for a rigid process to a more consistent widely used standard (**agreement**)

Berkeley's policy was designed to ensure force is not merely lawful but necessary and minimized whenever possible. Replacing that obligation with generalized reasonableness language transforms a proactive safeguard into a permissive after-the-fact justification.

A sound approach would be to ensure that any review of the policy is conducted by a full subcommittee of the Berkeley Police Accountability Board through a transparent, inclusive, and collaborative process.

Such a review should be undertaken with the explicit understanding that existing provisions must not be weakened in ways that would erode the hard-earned systemic and structural reforms achieved by stakeholders to strengthen accountability and improve the responsiveness of the Berkeley Police Department.

Only after the subcommittee has completed a thorough evaluation and issued its recommendations should any proposed modifications be advanced, as appropriate, for consideration by the City Council.

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