



**POLICE ACCOUNTABILITY BOARD
REGULAR MEETING SUPPLEMENTAL AGENDA PACKET
Wednesday, September 25, 2024
6:30 P.M.**

Board Members

John Moore III (Chair)
Kitty Calavita
Brent Blackaby
Alexander Mozes

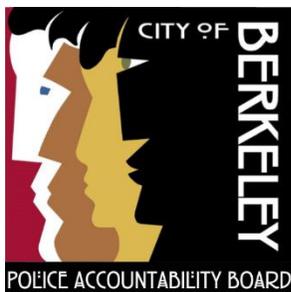
Leah Wilson (Vice-Chair)
Juliet Leftwich
Joshua Cayetano
David Williams

MEETING LOCATION

2020 Milvia Street, Suite 250
Berkeley, CA 94704

Item	Description	Page
9.c.	Vice Chair Leah Wilson's Notes and Observations on Citygate Associates, LLC's Findings in the Berkeley Police Department Workload Study	1

Vice Chair Leah Wilson's Notes and Observations on Citygate Associates,
LLC's Findings in the Berkeley Police Department Workload Study



MEMORANDUM

Date: September 24, 2024

To: Honorable Members of the Police Accountability Board

From: Hansel A. Aguilar, Director of Police Accountability, on behalf of Vice Chair Leah Wilson

Subject: Vice Chair Leah Wilson's Notes and Observations on Citygate Associates, LLC's Findings in the Berkeley Police Department Workload Study

1/0

The purpose of this memorandum is to present Vice Chair Wilson's observations to the Police Accountability Board regarding Citygate Associates, LLC's findings in the Berkeley Police Department Workload Organizational Study¹.

Notes:

Vice-Chair Wilson submitted the following notes and questions for the PAB's review:

- *“Page 9. International Association of Chiefs of Police and International City/County Management Association recommend methods for determining appropriate staffing levels based on local priorities.*
 - *What are our local priorities?*
- *Has there been an assessment of whether or not we should continue to have a jail? Particularly if recs are implemented transitioning transportation to Santa Rita to non-sworn personnel. Has/should a cost/benefit analysis be conducted?*
- *Flagging Use of Force recommendations*
- *Page 20. Considered low income per what measure?*
- *Page 34. Comparator agencies identified – agreement that these are the ones we should use?*

¹ Berkeley Police Department Workload Organizational Study:
<https://berkeleyca.gov/sites/default/files/documents/Berkeley%20Workload%20Organizational%20Study%20of%20the%20Police%20Department%20%2809-04-24%29.pdf#Page=139>

- *Page 34. Berkeley appears to be better staffed than all comparator agencies. Correct? Citygate goes out of its way to suggest otherwise by focusing on filled vs. funded positions. If we had a goal of achieving a staffing level per 1,000 residents that put us at the mid-range of comparator cities, what would that staffing level be?*
 - *Citygate does not make staffing recs based on comparator agencies but takes into account other factors like workload and community priorities. Have community priorities been established?*
- *Berkeley's violent crime clearance rates are the second lowest of any comparable agencies. Fremont's 2022 data looks like a blip.*
- *No benchmarks on overall spend or budget as compared to comparator agencies.*
- *Page 53. Does IAB investigate every complaint made to the PAB?*
- *Page 58. Should Berkeley develop its own fractile standard? This seems to be an important standard for establishing "local priorities" and "community priorities" per previous comments above.*
- *Page 61. What does 43% availability mean?*
- *Page 64. I couldn't understand Table 36.*
- *Page 67. Is there any data to support the assertion that complaints/code violation calls lead to violence?*
- *Page 73. Don't understand charts.*
- *Page 73. Citygate is making an inference that officer-initiated activity decline led to an increase in part 1 crimes. If there's no data to support this inference it should be removed.*
- *Page 87. Suggest basing number of patrol officers needed on this 60/40 ratio vs. comparing to staffing levels in other jurisdictions or community expectations about response times (why?). Even so, we are at 57/43.*
- *Page 114. Is the number of resignations unusual?*
- *In general seems to be a running theme of cultural problems in the department but no real exploration of issues. Is such an exploration needed?*
- *Page 129 Have we adopted the NENA standard for 9-1-1 response times?"*