



**POLICE ACCOUNTABILITY BOARD
REGULAR MEETING AGENDA PACKET
Wednesday, March 19, 2025
6:30 PM**

Board Members

Joshua Cayetano (Chair)	Leah Wilson (Vice-Chair)
Kitty Calavita	Juliet Leftwich
David Williams	Randy Wells

MEETING LOCATION

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

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Item 2

PAB Oath of Office and Confidentiality for Board Member Randy Wells



Oath of Office & Confidentiality

Police Accountability Board

I, **Randy Wells**, do solemnly swear (or affirm) that I will support and defend the Constitution of the United States and the Constitution of the State of California against all enemies, foreign and domestic; that I will bear true faith and allegiance to the Constitution of the United States and the Constitution of the State of California; that I take this obligation freely, without any mental reservation or purpose of evasion; and that I will well and faithfully discharge the duties upon which I am about to enter.

I further swear (or affirm) that I will abide by and maintain the confidentiality of the personnel files of sworn employees of the Police Department and all other matters that are confidential pursuant to state and federal law.

Randy Wells

Signature

Police Accountability Board

The above Oath was subscribed and sworn to before me this 13th day of March, 2025.

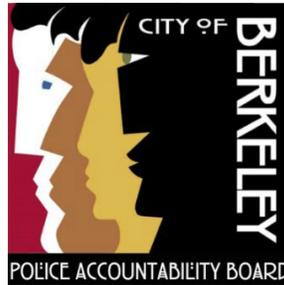
Hansel A. Aguilar

Hansel A. Aguilar

Secretary of the Police Accountability Board

Item 3

March 19, 2025 PAB Regular Meeting Agenda



POLICE ACCOUNTABILITY BOARD
REGULAR MEETING AGENDA
WEDNESDAY, MARCH 19, 2025
6:30 P.M.

Board Members

Joshua Cayetano (Chair)
Kitty Calavita
David Williams

Leah Wilson (Vice-Chair)
Juliet Leftwich
Randy Wells

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/89174589069>. 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 **891 7458 9069**. 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. **ADMINISTERING OATH OF OFFICE & CONFIDENTIALITY TO NEW BOARD MEMBER** (ODPA) – (3 MINUTES)

a. District 8 - Randy Wells (nominated by Councilmember Humbert)

3. **APPROVAL OF AGENDA** (2 MINUTES)
4. **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.

5. **APPROVAL OF MINUTES** (5 MINUTES)
- a. Minutes for the Regular Meeting of March 5, 2025

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

Announcements, updates, and other items.

- Introduction to David White, Deputy City Manager

7. CHAIR AND BOARD MEMBERS' REPORTS (10 MINUTES)

The Chair and Board Members report on their activities.

8. CHIEF OF POLICE'S REPORT (10 MINUTES)

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

9. 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.

10. DISCUSSION AND ACTION ITEMS (1 HOUR)

- a. Discussion and action on the restructuring of the PAB's existing subcommittee's (Cayetano) – (15 Minutes)
- b. Discussion and action on the PAB's review of the BPD's Mutual Aid Agreements with other law enforcement agencies (continued discussion) (ODPA) – (15 Minutes)
- c. Discussion and action on the BPD's Revised External Fixed Camera Locations and Vendor Transition per BMC 2.99.030 (ODPA) – (15 Minutes)
- d. Discussion and possible action on BPD's 2024 Annual Report (ODPA) – (15 Minutes)

11. 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.

12. 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; GOVERNEMENT CODE SECTION 54957.6

Negotiator: Laura A. Izon & Sarah Martoccia from Atkinson, Andelson, Loya, Ruud & Romo

Employee Organization: Berkeley Police Association

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

- | | | | |
|-------|--------------|--------|--------------|
| i. | 2023-CI-0016 | x. | 2025-CI-0003 |
| ii. | 2024-CI-0003 | xi. | 2025-CI-0004 |
| iii. | 2024-CI-0004 | xii. | 2025-CI-0005 |
| iv. | 2024-CI-0009 | xiii. | 2025-CI-0006 |
| v. | 2024-CI-0025 | xiv. | 2025-CI-0007 |
| vi. | 2024-CI-0045 | xv. | 2025-CI-0008 |
| vii. | 2024-CI-0046 | xvi. | 2025-CI-0009 |
| viii. | 2025-CI-0001 | xvii. | 2025-CI-0010 |
| ix. | 2025-CI-0002 | xviii. | 2025-CI-0011 |

END OF CLOSED SESSION

13. ANNOUNCEMENT OF CLOSED SESSION ACTIONS (1 MINUTE)

14. ADJOURNMENT (1 MINUTE)

Off Agenda Reports

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

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 5

Minutes for the Regular Meeting of March 5, 2025



POLICE ACCOUNTABILITY BOARD
REGULAR MEETING AGENDA
WEDNESDAY, MARCH 5, 2025
6:30 P.M.

Board Members

Joshua Cayetano (Chair)
Kitty Calavita

Leah Wilson (Vice-Chair)
Juliet Leftwich

David Williams

MEETING LOCATION

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

Meeting Recording: <https://youtu.be/X-c0A5Uc--0>

MINUTES

1. CALL TO ORDER AND ROLL CALL

Present: Board Member Joshua Cayetano (Chair)
Board Member Leah Wilson (Vice Chair)¹
Board Member Kitty Calavita
Board Member Juliet Leftwich
Board Member David Williams

Absent: None

ODPA Staff: Hansel Aguilar, Director of Police Accountability
Jason Wechter, Investigator
Syed Mehdi, Data Analyst
Jose Murillo, Policy Analyst

BPD Staff: Deputy Chief Tate
Lieutenant Bonaventure

¹ Board Member Wilson was initially absent and arrived at 6:55 PM.

CAO Staff: DCA Hylas
CMO Staff: Rex Brown, DEI Officer

2. APPROVAL OF AGENDA

Motion to table Item 9.b. to the next regular meeting and approve the agenda

Moved/Second (Cayetano/Leftwich) Motion carried.

Ayes: Calavita, Cayetano, Leftwich, and Williams

Noes: None. Abstain: None. Absent: Wilson

Item 9.b. was tabled to allow the PAB to discuss it at the next regular meeting when all appointed members are present.

3. PUBLIC COMMENT (TBD)

Physically Present Speaker(s): 0

Virtually Present Speaker(s): 0

4. APPROVAL OF MINUTES (5 MINUTES)

- a. Minutes for the Regular Meeting of February 19, 2025

Motion to approve the Minutes for the Regular Meeting of February 19, 2025

Moved/Second (Leftwich/Calavita) Motion carried.

Ayes: Calavita, Cayetano, Leftwich, and Williams

Noes: None. Abstain: None. Absent: Wilson

5. ODPa STAFF REPORT

- i. Recap of ODPa's "Honoring Black Voices, Advancing Justice" Community Visioning Session
- ii. February 2025 City of Berkeley Police Accountability Newsletter²

Director Aguilar highlights the success of ODPa's "Honoring Black Voices, Advancing Justice" session and provides updates on the annual report, incoming interns, the Vehicle Pursuit letter, NACOLE conferences, and training systems. Investigator Wechter recaps the NACOLE board meeting in Minneapolis, while Rex Brown discusses the Reimagining Public Safety launch and the Housing Advisory meeting.

6. CHAIR AND BOARD MEMBERS' REPORTS

The Chair and Board Members report on their activities.

7. CHIEF OF POLICE'S REPORT

² Police Accountability Newsletter Vol. 2: [https://berkeleyca.gov/sites/default/files/documents/ Police Accountability Newsletter- V. 2 %281%29.pdf](https://berkeleyca.gov/sites/default/files/documents/Police%20Accountability%20Newsletter-V.2%281%29.pdf)

Chief Tate provides updates on cases of interest, staffing, and the vehicle pursuit policy. Board Member Williams inquires about the effectiveness of existing ALPR systems. Director Aguilar follows the inquiry with a question about the availability of ALPR³ data on the BPD's transparency hub.⁴

8. SUBCOMMITTEE REPORTS

Subcommittees provided updates on their activities since the February 19, 2025, PAB meeting.

9. DISCUSSION AND ACTION ITEMS

- a. Discussion and action on the PAB's review of the BPD's Mutual Aid Agreements with other law enforcement agencies (Status Update) (ODPA) – (15 Minutes)
 - i. Identification of Agreements for Review

No action was taken by the PAB. ODP staff were asked to retrieve the renewal status of the BPD's MOUs with immigration authorities, UC Berkeley, and other local agencies.

- b. Discussion and action on the restructuring of the PAB's existing subcommittee's (Cayetano) – (15 Minutes)

Item 9.b. was tabled to allow the PAB to discuss it at the next regular meeting when all appointed members are present.

- c. Discussion and action on a resolution recognizing the following former Board Members for their service and contributions to the PAB (ODPA) - (10 Minutes):

Motion to approve the resolutions recognizing former Board Members Michael Chang, Nathan Mizell, Ismail Ramsey, Deborah Levine, and Cheryl Owens for their service and contributions to the PAB.

Moved/Second (Leftwich/Williams) Motion carried.

Ayes: Calavita, Cayetano, Leftwich, Williams, and Wilson.

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

- d. Discussion and action on a resolution calling for the Designation of April 17 as Police Accountability Day (ODPA) - (5 Minutes)

Motion to approve the resolution calling for the Designation of April 17 as Police Accountability Day

³ Automated License Plate Reader

⁴ Berkeley Police Department Transparency Portal ALPR Data: <https://transparency.flocksafety.com/berkeley-ca-pd>

Moved/Second (Calavita/Williams) Motion carried.

Ayes: Calavita, Cayetano, Leftwich, Williams, and Wilson.

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

- e. Discussion and action on the Berkeley Police Department's 2024 Police Equipment and Community Safety Report pursuant to Chapter 2.100.050 of the Berkeley Municipal Code (ODPA) – (15 Minutes)

Motion to direct the Director of Police Accountability to request all necessary records for reviewing all incidents involving the Berkeley Police Department's use of Long-Range Acoustic Devices (LRAD) and Light/Sound Distraction Devices, in accordance with the PAB's duty under BMC 2.100.040.

Moved/Second (Calavita/Leftwich) Motion carried.

Ayes: Calavita, Cayetano, Leftwich, Williams, and Wilson.

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

- f. Recap, discussion, and action on the next steps after the PAB's presentation to the Public Safety Policy Committee (Cayetano) – (15 Minutes):
 - i. Berkeley Police Department Texting Offences: An Independent Investigation by the Police Accountability Board
 - ii. Fair and Impartial Policing Implementation Report

Motion to authorize the Chair to review and negotiate with the Chief regarding the PAB's Fair and Impartial Policing Implementation recommendations and to submit a joint letter to the Council's Public Safety Policy Committee.

Moved/Second (Calavita/Leftwich) Motion carried.

Ayes: Calavita, Cayetano, Leftwich, Williams, and Wilson.

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

10. PUBLIC COMMENT (TBD)

Physically Present Speaker(s): 2

Virtually Present Speaker(s): 2

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. Case Updates and Recommendations Regarding Complaints Received by the ODP.

Director Aguilar provided the PAB with updates on complaints received and currently under review by the ODP. No actions were taken.

END OF CLOSED SESSION

12. ANNOUNCEMENT OF CLOSED SESSION ACTIONS

Chair Cayetano reports on closed session actions.

13. ADJOURNMENT

Motion to adjourn. Moved/Second (Calavita/Williams). The meeting was adjourned at 9:00 PM by unanimous consent.

Item 9

PAB Subcommittee List



SUBCOMMITTEES LIST

Subcommittee	Board Members	Chair	BPD Reps
<p>Regulations Formed 7-7-21 Renewed 6-7-2023</p>	<p>Calavita Leftwich</p> <p><u>Public members:</u> Kitt Saginor</p>	N/A	Chief Louis
<p>Fair & Impartial Policing Implementation Formed 8-4-21 Renewed 6-7-2023</p>	<p>Calavita Wilson</p> <p><u>Public members:</u> George Lippman</p>	Calavita	Sgt. Peter Lee
<p>Surveillance Technology Policy Formed 6-7-2023</p>	<p>Calavita [Vacant]¹</p>	N/A	N/A
<p>Policy and Practices relating to the Downtown Task Force and Bike Unit Allegations Formed 11-15-22</p>	<p>Calavita [Vacant]²</p>	Calavita	N/A
<p>Policy Reviews Formed 11-08-2023 Scope Expanded 12-11-2024 to include BWC Policy Review</p>	<p>Leftwich Cayetano</p> <p><u>Public members:</u> Kitt Saginor</p>	Leftwich	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>	<p>Wilson Cayetano</p>	N/A	N/A

¹ Board Member Moore was previously assigned but is no longer on the Board

<p>Outreach & Engagement Formed 11-08-2023 Scope Expanded 03-02-2024 Formally "Commendations"</p>	<p>[Vacant]³ [Vacant]⁴</p>	<p>N/A</p>	<p>N/A</p>
<p>Berkeley Police Department Policies 1010 and 1034 Review Formed 9-25-2024</p>	<p>Williams [Vacant]⁵</p>	<p>TBD</p>	<p>TBD</p>

LIAISON LIST⁶

Liaison Name	Assignment
Cayetano	Represent the PAB in the EIS Request for Proposal Process

POLICY COMPLAINTS ASSIGNED TO INDIVIDUAL BOARD MEMBERS⁷

Policy Review Number	Assigned Board Member
2023-PR-0006	Unassigned ⁸
2024-PR-0003	Unassigned ⁹
2025-PR-0001	Calavita

² Board Member Moore was previously assigned but is no longer on the Board
³ Board Member Moore was previously assigned but is no longer on the Board
⁴ Board Member Mozes was previously assigned but is no longer on the Board
⁵ Board Member Moore was previously assigned but is no longer on the Board
⁶ Liaison list does not include topics that were originally assigned to a Board Member but later assigned to a subcommittee.
⁷ This list does not include policy complaints that were originally assigned to an individual Board Member but later assigned to a subcommittee.
⁸ Board Member Moore was previously assigned but is no longer on the Board
⁹ Board Member Moore was previously assigned but is no longer on the Board

Item 10.c.

ODPA Memorandum to the PAB Titled “Berkeley Police Department (BPD)
Revised External Fixed Surveillance Camera Locations and Vendor
Transition”



MEMORANDUM

Date: Friday, March 14, 2025
To: Honorable Members of the Police Accountability Board (PAB)
From: Hansel Aguilar, Director of Police Accountability (DPA) *HA*
Jose Murillo, ODPa Policy Analyst
Subject: Berkeley Police Department (BPD) Revised External Fixed Surveillance Camera Locations and Vendor Transition

This report informs the PAB about the BPD's updated external fixed surveillance camera locations and vendor transition, scheduled for presentation to the Berkeley City Council on March 18, 2025, as Item 11 on the Council action calendar¹.

BACKGROUND:

On October 12, 2021², and January 30, 2024³, the City Council authorized the installation of external fixed video surveillance cameras at designated intersections. The initial directive allocated \$600,000 from the FY 2024 baseline Public Works budget (General Fund 011) for these installations, with \$290,000 already disbursed to Edgeworth Integration, LLC⁴. However, recent evaluations have identified significant obstacles to this plan.

Edgeworth's cameras and servers consume more electricity than permitted under the City's flat-rate contract with PG&E for traffic signals, preventing installation at all approved locations. Additionally, Caltrans right-of-way requirements have delayed installations along Ashby and San Pablo avenues. Meanwhile, the ongoing rollout of automated license plate recognition (ALPR) cameras has made some of the originally

¹ March 18, 2025 Council Regular Meeting Materials for Action Item 11:

<https://berkeleyca.gov/sites/default/files/documents/2025-03-18%20Item%2011%20Revised%20External%20Fixed%20Surveillance%20Camera.pdf>

² October 12, 2021 Annotated Agenda Item 20: <https://berkeleyca.gov/sites/default/files/city-council-meetings/10-12%20Annotated%20Agenda%20-%20Council.pdf>

³ January 30, 2024 Annotated Agenda Item 29: <https://berkeleyca.gov/sites/default/files/city-council-meetings/2024-01-30%20Annotated%20Agenda%20-%20Council.pdf>

⁴ City of Berkeley Contract with Edgeworth's Integration, LLC:

<https://records.cityofberkeley.info/PublicAccess/api/Document/AZutER3JOkjHarV6WK5AfTxQQxw6KR0wnF6%C3%81a6%C3%81CCljZoHIVSLATr%C3%89KUZyBNqNb370OD1PdGn%C3%81FSbP5LATCalcE%3D/>

planned surveillance locations redundant for vehicle tracking purposes. Currently, 32 of 52 approved Flock ALPR cameras are operational, with the remaining units awaiting Caltrans permits for placement along Ashby and San Pablo.

In response to these challenges, BPD is proposing a revised approach that shifts the focus to high-foot-traffic areas and transitions to Flock's solar-powered cameras. This vendor change resolves the power consumption issue, eliminates reliance on traffic signal poles, and enhances integration with the existing ALPR system. The new approach is expected to improve investigative capabilities and facilitate more effective evidence collection.

There are significant differences in the technological capabilities between Edgeworth Integration and Flock Safety, necessitating a careful review before proceeding with a vendor transition.

Edgeworth Integration specializes in a comprehensive security approach, offering a traditional video surveillance system that integrates with centralized monitoring and broader security management solutions. In contrast, Flock Safety is primarily designed for automated license plate recognition (ALPR) and AI-powered analytics that classify vehicle characteristics, detect motion, and potentially integrate with external data sources.

The introduction of Flock's AI-driven technology and its connection to the City's ALPR infrastructure raises important considerations related to data storage, retention policies, and privacy concerns under BMC 2.99. While Flock's infrastructure resolves issues related to power consumption and installation delays, its real-time data collection and analytics capabilities may create a different operational impact compared to Edgeworth's system.

Given these differences, it is critical that PAB review the full technical specifications and privacy implications of Flock's proposed system before finalizing vendor selection. A more detailed analysis of Flock's AI functions, data-sharing capabilities, and potential expansion beyond ALPR should be included in the Surveillance Acquisition Report.

REQUESTED COUNCIL ACTION:

The City Manager and BPD are requesting that Council approve a resolution authorizing the City Manager to initiate the Surveillance Technology Ordinance (STO) process for transitioning the External Fixed Video Surveillance Camera program from Edgeworth Integration, LLC to Flock Safety. The proposal includes reallocating camera placements from areas already covered by the ALPR system to locations with high pedestrian traffic. This change addresses installation challenges, such as PG&E power

limitations and Caltrans right-of-way delays, while strengthening the City's ability to respond to and investigate crimes.

The City Manager and BPD recommend that the resolution grant the City Manager the authority to take the necessary actions to implement this transition in compliance with applicable ordinances and policies. Additionally, they seek authorization for the City Manager to pursue available grant funding for surveillance cameras as required by the STO. The proposed camera placements are based on a review of crime trends, retail theft data, and community input, with key intersections identified for surveillance. If additional funding or Council authorization becomes available, further camera sites will be proposed.

PAB CONSIDERATION FOR THEIR UPCOMING REVIEW UNDER BMC 2.99

On March 13th, Director Aguilar contacted the Chief to confirm whether the City Attorney's Office (CAO) had reviewed the agenda item related to the Surveillance Technology Ordinance (STO) process. The Director sought clarification on whether the language ensures PAB review of the Surveillance Acquisition Report and Surveillance Use Policy before the Council gives final approval for the vendor transition and use of new technology.

The Chief confirmed that the department will follow the STO process, including PAB review, if the Council approves the March 18th item. The Chief also stated that the department has consulted with the CAO, who will assist with the necessary reports, and clarified that the request concerns a vendor transition rather than new technology.

The Director recommended the following proposal to the Council resolution to ensure the process does not circumvent PAB review (and/or give the perception of it):

Initiate the process pursuant to BMC 2.99 to assess and transition, if necessary, the External Fixed Video Surveillance Camera program from Edgeworth Integration, LLC, including the evaluation of alternative vendors such as Flock Safety.

BMC 2.99 requires that the Surveillance Use Policy and Acquisition Report be reviewed by the PAB before Council makes a final vendor selection. The current resolution appears to authorize a vendor transition to Flock before completing this step.

Key Areas for PAB Review Under BMC 2.99

As part of its upcoming review, the PAB should carefully consider the following key issues before making a recommendation:

1. Vendor Transition and Technological Differences

While the STO process is being initiated, the current resolution language appears to authorize a transition to Flock Safety before the PAB review is complete. To ensure full compliance with BMC 2.99, it may be more appropriate to authorize only the initiation of the STO process without committing to a specific vendor at this stage.

Additionally, there are significant differences in technological capabilities between Edgeworth Integration and Flock Safety, necessitating a careful review before proceeding with a vendor transition.

- Edgeworth Integration specializes in a traditional video surveillance system with centralized monitoring and security management solutions.
- Flock Safety focuses primarily on automated license plate recognition (ALPR) and AI-powered analytics that classify vehicle characteristics, detect motion, and potentially integrate with external data sources.

The introduction of Flock's AI-driven technology and its connection to the City's ALPR infrastructure raises important considerations related to data storage, retention policies, and privacy concerns under BMC 2.99.

Given these differences, the PAB should review the full technical specifications and privacy implications of Flock's proposed system before finalizing vendor selection. A more detailed analysis of Flock's AI functions, data-sharing capabilities, and potential expansion beyond ALPR should be included in the Surveillance Acquisition Report.

2. Ensuring Grant Funding Authorization Aligns with STO Requirements

The resolution includes a provision authorizing the City Manager to seek grant funding for surveillance technology. While BMC 2.99 allows for grant funding requests, it is important to ensure that such authorization does not bypass the required review process.

- BMC 2.99.030(1)(a) requires that any acquisition or deployment of surveillance technology be subject to a Surveillance Acquisition Report and PAB review prior to approval.
- If grant funding is sought specifically for newly proposed Flock Safety cameras, then funding authorization should be contingent upon final vendor approval following the completion of the STO process.

To align with BMC 2.99, the resolution should clarify that any grant-related expenditures or agreements will be finalized only after full compliance with the STO process, including PAB review and Council approval of a vendor.

Camera Specifications

The city's initial camera acquisition led to the purchase of Avigilon 20C-H5A-4MH cameras through Edgeworth, the exclusive vendor for these units. The Avigilon 20C-H5A-4MH camera features 4MP resolution and incorporates technologies that improve image quality in various lighting conditions, including wide dynamic range and low-light capabilities. It comes with built-in video analytics, such as motion and object detection, and audio detection for specific sounds like glass breaking. The camera supports local data storage and integrates with other systems through ONVIF compliance. It is designed to be weatherproof and vandal-resistant for durability, while also streaming video securely with encryption⁵. However, the Avigilon 20C-H5A-4MH camera is not designed for facial recognition, as it is primarily an optical camera intended for general surveillance and video analytics.

As presented, the March 18th report to Council does not detail what camera model will be purchased from Flock. The only note to the new system capabilities is that the cameras “integrate seamlessly with Flock’s ALPR system. They offer superior technical specifications, featuring advanced pan, tilt, and zoom capabilities along with robust real-time activity alerts.”⁶ Currently, Flock provides a Fixed Video Camera model and a Pan-Tilt-Zoom Video Camera, both of which allow for viewing live and recorded video.⁷ These models are also compatible with the integration of Artificial Intelligence features. It will be important for the PAB to know what systems are contemplated to help in their assessment of the approval requirements under BMC 2.99.030.

Contemplated Uses

The March 18th report outlines how the Flock fixed cameras can integrate with the existing ALPRs at various locations. For the PAB's consideration, it will be crucial to assess the system's capabilities in supporting this integration, as well as the intended uses of the cameras. Understanding these factors will be key to ensuring that the system functions as intended, while also addressing any concerns related to privacy,

⁵ Avigilon H5A Multisensor Camera Specifications: https://d8eqw8u9b6kgn.cloudfront.net/file_library/pdf/h5a-multisensor/avigilon-h5a-mh-datasheet-010923_rev2.pdf

⁶ March 18, 2025 Council Regular Meeting Materials for Action Item 11: <https://berkeleyca.gov/sites/default/files/documents/2025-03-18%20Item%2011%20Revised%20External%20Fixed%20Surveillance%20Camera.pdf>

⁷ Flock Safety Video Cameras: <https://www.flocksafety.com/devices/video-cameras>

effectiveness, and oversight. It is of important note to consider the new systems potential capabilities given Flock’s capability to integrate artificial intelligence with these systems.⁸

Contemplated Locations

On October 12, 2021, the Berkeley City Council approved the installation of security cameras at key intersections entering and leaving Berkeley, with a focus on areas with high instances of gun violence, particularly in South and West Berkeley. Priority locations for installation included:

- 6th/University
- 7th/Ashby
- San Pablo Ave./Ashby
- Sacramento/Alcatraz
- Alcatraz/Adeline
- Ashby/Telegraph
- Gilman/6th
- College/Alcatraz
- Ashby/Domingo
- Ashby/Claremont

Additional locations within the city included:

- University/San Pablo
- University/Sacramento
- Sacramento/Ashby
- George Florence Park
- 10th/Bancroft
- 8th/Channing
- 8th/Addison

On January 30, 2024, the City Council approved additional locations for the installation of External Fixed Video Surveillance Cameras, signage, and increased lighting, in accordance with Berkeley Police Department Policy Numbers 351 and 1304. The approved locations for immediate installation included:

- Alcatraz and College
- Woolsey and Telegraph

⁸ Article “Flock Safety launches new AI-powered tools to accelerate police investigations”:
<https://www.police1.com/police-products/police-technology/publicsafetysoftware/flock-safety-launches-new-ai-powered-tools-to-accelerate-police-investigations>

- Woolsey and Shattuck
- Alcatraz and Adeline
- Alcatraz and Sacramento
- San Pablo Ave. and Gilman

The costs for acquiring cameras and lighting were referred to the FY 2025 Budget process. The Council also identified additional potential locations for future installation, such as:

- Telegraph and Dwight
- 5th Street and Gilman
- 4th Street and Hearst
- Cedar St. and Eastshore Hwy
- 4th Street and Virginia
- 8th Street and Harrison
- 2nd Street and Page
- University and San Pablo

The most recent proposal for camera placements is based on a detailed review of key factors, including high pedestrian traffic, crime trends, retail theft data, and local feedback from business districts and community meetings. The analysis identified specific areas where surveillance would have the greatest impact. As a result, the following intersections are being proposed for the installation of cameras:

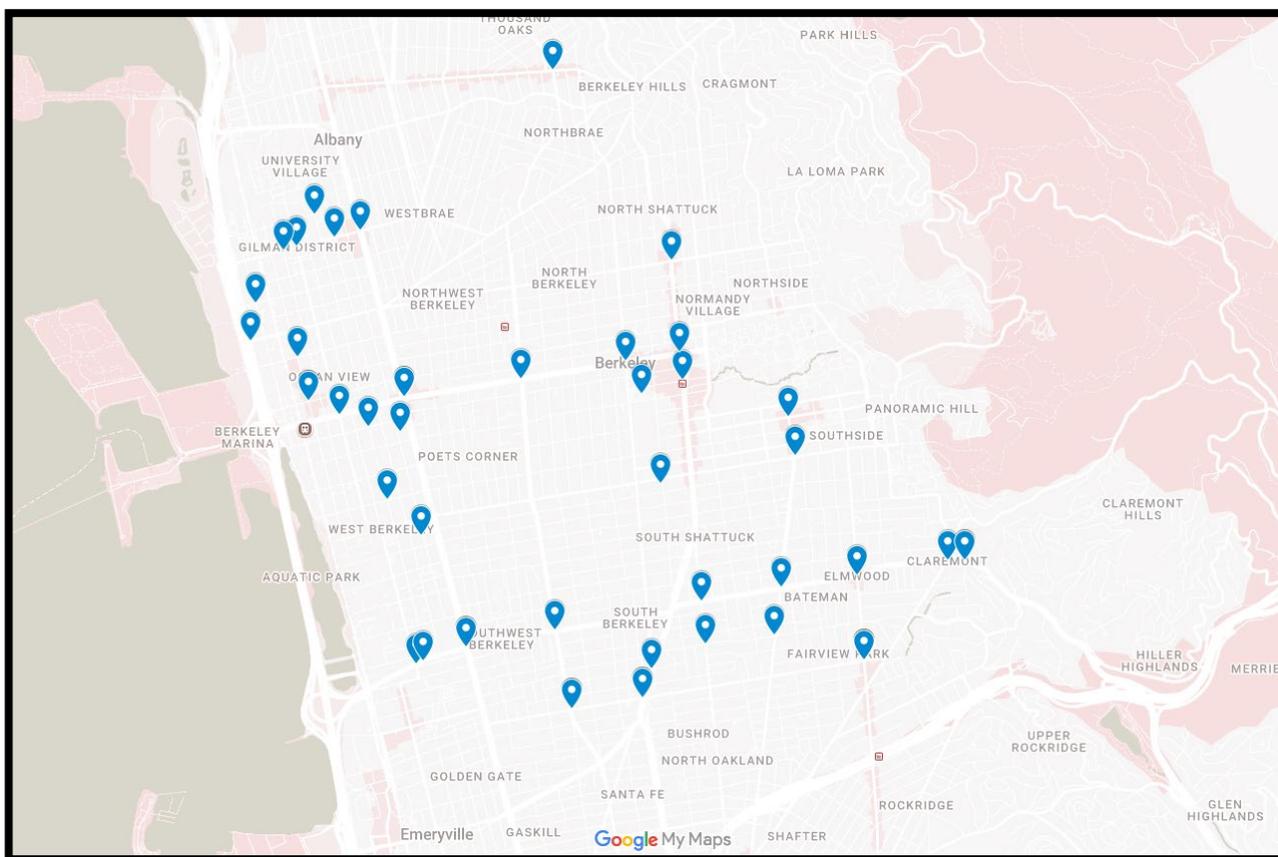
- Center / MLK
- College / Ashby
- Milvia / Alston
- 9th / Gilman
- Center / Shattuck
- Solano / Colusa
- University / Shattuck
- 4th / Hearst
- Cedar / Shattuck
- Adeline / Fairview
- Durant / Telegraph
- Shattuck / Ashby
- 4th / Virginia
- 62nd / King
- University / MLK
- College / Alcatraz

In the event that additional funding becomes available or if the City Council wishes to authorize more locations, the following additional intersections are proposed:

- Ashby / Domingo
- Ashby / San Pablo
- Ashby / 6th
- University / San Pablo

The total number of approved and/or proposed locations is now 51 intersections. See Figure 1 below for the distribution of fixed cameras across the city.

Figure 1. Distribution of Fixed Camera Systems



Source: Map created using Google Maps, with data sourced from the Berkeley Police Department (BPD)



ACTION CALENDAR

March 18, 2025

To: Honorable Mayor and Members of the City Council
From: Paul Buddenhagen, City Manager
Submitted by: Jennifer Louis, Chief of Police
Subject: Revised External Fixed Surveillance Camera Locations and Vendor Transition

RECOMMENDATION

We recommend Council approve a resolution authorizing the City Manager to begin the Surveillance Technology Ordinance (STO) process with a proposal to transition the External Fixed Video Surveillance Camera program from Edgeworth Integration, LLC to Flock Safety. This proposal also reallocates camera placements away from corridors already served by the ALPR system and positions them in areas with high pedestrian traffic. The change addresses installation challenges such as PGE power limitations and Caltrans right-of-way delays and strengthens the City's ability to respond to and investigate crime. We recommend that the resolution authorize the City Manager to execute all necessary actions to implement this transition in compliance with applicable ordinances and policies. We also recommend that Council provide authorization as required by the STO to the City Manager to seek available grant funding for surveillance cameras.

The proposed camera placements result from a detailed review of key factors. We identified locations where monitoring would capture individuals entering or exiting areas of heavy pedestrian traffic. Analysis of crime trends and retail theft data revealed zones that would benefit most from surveillance. Local feedback from business districts and community meetings also indicated specific areas of concern. These considerations have led us to propose camera sites adjacent to key intersections:

- Center / MLK
- Milvia / Alston
- Center / Shattuck
- University / Shattuck
- Cedar / Shattuck
- Durant / Telegraph
- 4th / Virginia
- University / MLK
- College / Ashby
- 9th / Gilman
- Solano / Colusa
- 4th / Hearst
- Adeline / Fairview
- Shattuck / Ashby
- 62rd / King
- College / Alcatraz

In the case that additional funding becomes available and/or Council wishes to authorize more locations, we propose additional camera sites adjacent to these intersections: Ashby / Domingo, Ashby / San Pablo, Ashby / 6th and University / San Pablo.

This revision responds to two main issues. First, camera placements along Ashby and San Pablo will encounter delays due to Caltrans right-of-way challenges and Edgeworth cameras have electricity requirements that cannot be accommodated within our flat-rate contracts for traffic signals with PGE, and installing a dedicated meter would be prohibitively expensive. These challenges render the installation of Edgeworth cameras unfeasible. Second, the widespread deployment of ALPRs now covers vehicle movements, which makes the previously approved locations redundant. The new approach concentrates on high-foot-traffic areas that promise improved evidence collection during incidents.

CURRENT SITUATION AND ITS EFFECTS

Initial camera placements were selected to address vehicle-related crime patterns. The recent deployment of ALPRs now records vehicle ingress and egress citywide. This overlap has rendered some of the originally planned sites unnecessary. In parallel, installation delays on Ashby and San Pablo have emerged from issues with the Caltrans right-of-way. PGE restrictions have also prevented the use of traffic signal poles for powering Edgeworth cameras.

Switching to Flock resolves these issues because its solar-powered cameras can be mounted on any pole along the City's right-of-way, and focusing on pedestrian traffic removes the impetus for placing cameras on Caltrans ROW. In addition, these cameras integrate seamlessly with Flock's ALPR system. They offer superior technical specifications, featuring advanced pan, tilt, and zoom capabilities along with robust real-time activity alerts.

Adopting a new vendor triggers the requirement to submit a fresh acquisition report under the Surveillance Technology Ordinance. Although the underlying technology remains consistent, the ordinance mandates a new submission and waiting period. In addition, the City must work with Edgeworth and Finance to resolve the \$292,000 already expended. Future council items may include authorizing the reallocation of these funds as well as presenting the new acquisition report after review by the Police Accountability Board.

BACKGROUND

Council actions on October 12, 2021, and January 30, 2024 authorized the installation of External Fixed Video Surveillance Cameras at designated intersections. The original directive allocated \$600,000 from the FY 2024 baseline Public Works budget (General Fund 011) for cameras at key locations, and the City has already disbursed \$290,000 to Edgeworth Integration, LLC. Recent evaluations have uncovered significant challenges with this approach. Edgeworth's cameras and servers draw more significantly more electricity than permitted under our flat-rate contract with PGE for

traffic signals- a limitation that prevents installation at all the approved sites. In addition, Caltrans right-of-way issues are delaying installations specifically along Ashby and San Pablo. Furthermore, the City's expanding rollout of ALPR cameras now renders the original locations redundant for vehicle tracking purposes. The ALPR project is progressing well, with 32 of 52 approved Flock ALPRs installed; the remaining sites along Ashby and San Pablo await Caltrans permits. Given these issues, we propose a revised plan that pivots our focus to high-foot-traffic areas while adopting Flock's solar-powered cameras. This vendor switch resolves our electricity challenges and integrates seamlessly with our ALPR system, offering increased investigative value and more effective evidence collection during incidents..

ALTERNATIVE ACTIONS CONSIDERED

Staff considered continuing with the original set of intersections. However, internal reviews suggest that the proposed sites offer more targeted coverage, prompting this request to redistribute the installations. Staff also considered continuing with Edgeworth products; however, technical challenges have rendered this alternative unworkable.

RATIONALE FOR RECOMMENDATION

The revised strategy enables Public Works to complete the camera installations promptly. Devices will be located at points that best support investigations and discourage criminal behavior. Of the 15 fixed camera locations originally proposed and approved by Council that remain uninstalled, 1 location is included the proposed plan for surveillance cameras (62nd / King), 9 are directly covered by an installed or planned ALPR camera (San Pablo / University; 7th / Ashby; San Pablo / Ashby; Sacramento / Ashby; College / Ashby) and the remaining 5 are on thoroughfares covered by nearby ALPRs (7th / Dwight, San Pablo / Dwight, Claremont / Ashby, Alcatraz / College, Woolsey / Shattuck).

ENVIRONMENTAL SUSTAINABILITY AND CLIMATE IMPACTS

Transitioning to solar-powered cameras will reduce the carbon footprint of this project

FISCAL IMPACTS OF RECOMMENDATION

The FY 2024 baseline Public Works budget (General Fund 011) provides \$600,000 to support this project. Flock solar-powered cameras are priced at \$5,000 per camera each year. At that rate, the 15 approved cameras will require an annual expenditure of \$75,000. The City has already disbursed \$290,000 to Edgeworth, but Public Works and the Finance Department will work with Edgeworth to reassign these funds to other projects, including camera installations at the animal shelter, transfer station, and corporation yard. An additional \$310,000 remains requisitioned and unspent. This

amount covers four years of operating costs for the Flock cameras. If the \$290,000 is recovered, it would provide an additional four years of funding.

The Flock surveillance cameras qualify for a consortium purchasing agreement—the same method we used to purchase Flock ALPRs—allowing the City to leverage pre-negotiated pricing and standardized terms.

Additionally, grant funding is available to support the purchase, subject to Council approval per the Surveillance Technology Ordinance. Therefore, we are also requesting permission to seek a grant—including one scheduled to close on March 21, 2025, for up to \$300,000—to cover the purchase costs.

CONTACT PERSON

Jennifer Louis, Chief of Police, (510) 981-5700

ATTACHMENTS

1: Resolution

RESOLUTION NO. ##,###N.S.

RESOLUTION APPROVING REDISTRIBUTION OF FIXED CAMERAS AND
AUTHORIZING VENDOR TRANSITION

WHEREAS, the City's earlier plan for External Fixed Video Surveillance Cameras no longer reflects current operational needs because the Automated License Plate Recognition system now covers key corridors; and

WHEREAS, ongoing issues—including delays from Caltrans right-of-way complications and PGE power supply restrictions—have hindered installations at the initially designated sites; and

WHEREAS, a detailed review of crime trends, retail theft data, and community feedback has identified that reallocating surveillance resources to high pedestrian traffic areas will provide greater investigative value and more effective evidence collection during incidents; and

WHEREAS, the updated plan shifts camera installations to select locations, namely:

- Center / MLK
- Milvia / Alston
- Center / Shattuck
- University / Shattuck
- Cedar / Shattuck
- Durant / Telegraph
- 4th / Virginia
- University / MLK
- College / Ashby
- 9th / Gilman
- Solano / Colusa
- 4th / Hearst
- Adeline / Fairview
- Shattuck / Ashby
- 62rd / King
- College / Alcatraz

WHEREAS, switching from Edgeworth Integration, LLC to Flock Safety permits the use of solar-powered cameras that can be installed on any City right-of-way pole and integrated with the ALPR network without previous constraints; and

WHEREAS, the fiscal framework for this revised approach aligns with the Public Works budget while addressing funds previously allocated to projects with Edgeworth Integration; and

WHEREAS, the revised strategy adheres to the approved Surveillance Camera Policy and is expected to provide more effective coverage for investigative purposes.

NOW, THEREFORE, LET IT BE RESOLVED that the City Manager is hereby authorized to:

1. Initiate the process to transition the External Fixed Video Surveillance Camera program from Edgeworth Integration, LLC to Flock Safety, including the adoption of solar-powered cameras;

2. Reallocate camera placements from corridors now served by the ALPR system to the high pedestrian traffic intersections identified above;
3. Execute all necessary actions, in compliance with applicable ordinances and policies, to implement the revised camera installation strategy;
4. Submit a new acquisition report as required under the Surveillance Technology Ordinance; and
5. Seek, on behalf of the City, available grant funding to assist with the purchase costs of the new system.

Item 10.d.

BPD 2024 Annual Report



2024 Berkeley Police Department Annual Report

March 18, 2025

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Introduction

In presenting the Berkeley Police Department's 2024 Annual Report, we reaffirm our mission, embrace a vision that evolves with modern practices, and recommit to our core values. This document serves as an annual snapshot of our activities and achievements in 2024; additional information and daily updates can be found on our Transparency Hub. Our work this past year was defined by a steadfast focus on delivering core services with efficiency—even in the face of staffing challenges—while upholding a tradition of data-driven, evidence-based, and problem-oriented policing.

Mission: United in service, our mission is to safeguard our diverse community through proactive law enforcement and problem solving, treating all people with dignity and respect.

Vision: The Berkeley Police Department will be a team of leaders at every level. We will foster strong relationships with our community, inspiring trust through our service, building on our historic tradition of progressive policing, and dedicated to the safety of all.

Values: Service is our calling. As members of this community, the Berkeley Police Department team is committed to proactive law enforcement and problem solving, holding these as our core values:

- **Integrity:** We are ethical, fair, and trustworthy in all we do.
- **Safety:** We strive to keep our community and each other safe.
- **Respect:** We fulfill our duties with dignity, compassion, and empathy.
- **Diversity:** We value the strength of a diverse workplace and community. We endeavor to reflect the community we serve, promoting inclusion and fairness.
- **Professionalism:** We commit to organizational excellence through progressive training, positive attitude, and superior performance.

In 2024, Command Staff strategically assessed the challenges and opportunities before us. In a low-staff environment, we focused on core services and operational efficiency while reinforcing our commitment to proactive problem solving and clear internal communication. Our efforts to harness data and feedback have laid a strong foundation for a future in which every decision is informed by evidence and dedicated to equitable public safety.

This report not only documents our measurable progress and responsible stewardship of public trust but also signals our readiness to embrace the next phase. As we look to 2025, our path is clear: we will build on the foundational work of the past several years by integrating innovative tools and practices that support a modern, data-driven, and fair approach to law enforcement.

We invite our community and its representatives to reflect on our shared achievements and join us as we continue evolving our service. Together, with more collaborative and practical approaches, we are focused on providing public safety that is evidence based, transparent, equitable and effective.

Staffing & Workload

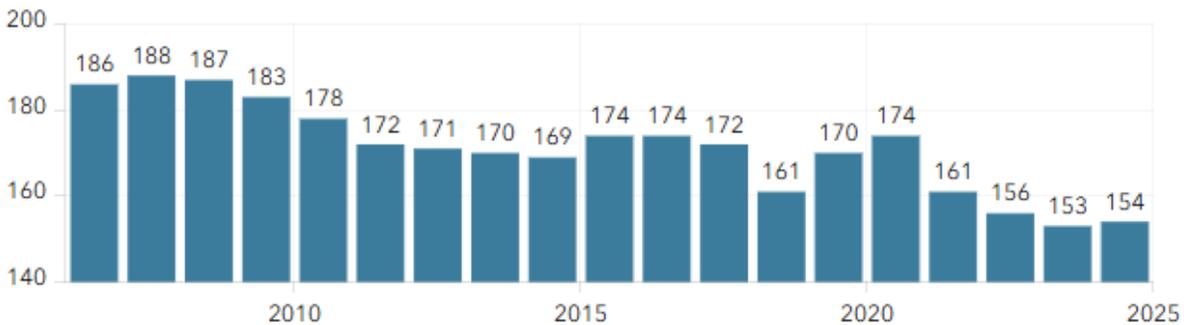
The Berkeley Police Department (BPD) faces significant staffing challenges, operating with 154 sworn officers (below the authorized 181) and 21 dispatchers (below the authorized 41). Despite these shortages, the department responded to 61,666 calls in 2024, with 911 calls increasing by 9% to their highest level in years. Key initiatives include expanding the Community Service Officer program to assist with non-violent calls, implementing a successful Automated License Plate Reader system, and maintaining competitive response times compared to neighboring agencies. Recruitment efforts through All-Star Recruiting have significantly increased the candidate pipeline which promises to help address ongoing staffing needs.

Staffing

The department currently employs 154 officers, 140 of whom are available to work as solo police officers—well below the authorized strength of 181 sworn personnel. Out of the 154 officers, 13 qualify for retirement, including 7 who have announced plans to retire this year.

Sworn Staff

Annual Peak Staffing Levels



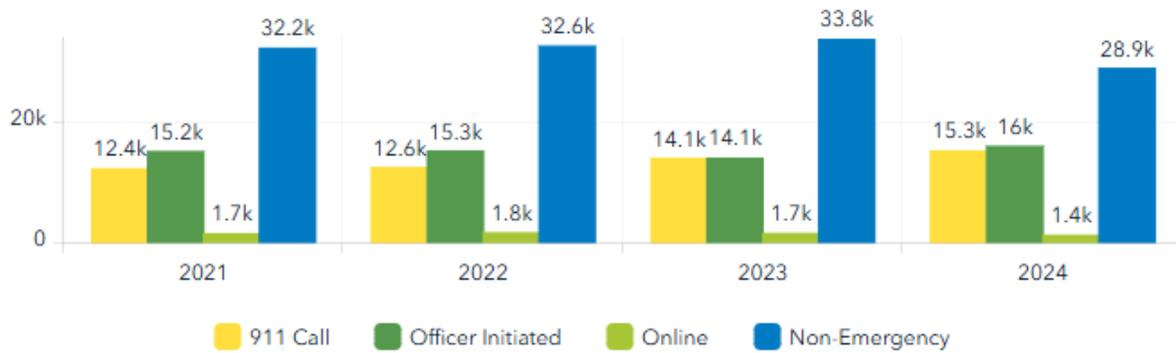
The department is authorized for 36 dispatcher positions and 5 dispatch supervisor positions, but currently staffs 17 dispatchers and 4 supervisors. Per diem and other dispatch-qualified employees help mitigate understaffing at the Communications Center. We're also expanding our Community Service Officer (CSO) capacity, with authorization increased from 22 to 28 positions in the Fiscal Year 2024 budget. Three new CSOs were hired in late 2024, enabling three existing CSOs to begin training with our patrol teams. Additional information on the new CSO program follows below.

Working with the Berkeley Fire Department, we established joint workgroups in early 2025 to collaborate on updates to our Communications Center operations. The three strategic workgroups—focused on recruitment and retention, facilities modernization, and technology integration—are working to enhance emergency response capabilities, streamline information flow, and ultimately deliver faster, more effective service to our community.

Calls for Service

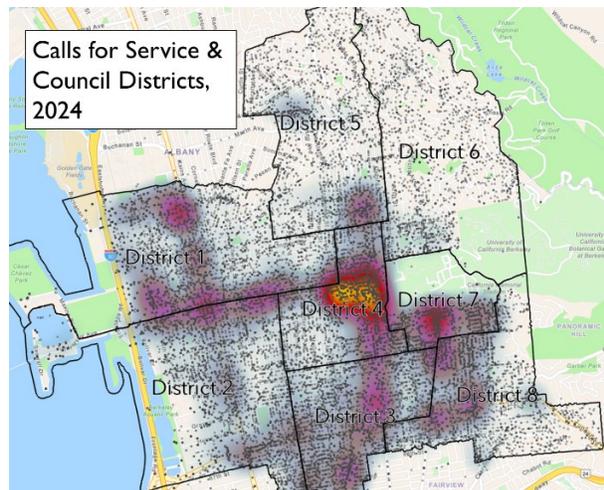
BPD responded to 61,666 calls for service in 2024. Non-emergency calls reached 28,902, officer-initiated calls stood at 16,044, 911 calls accounted for 15,297, online reports totaled 1,403, and 20 were transferred from an automated service.

Calls for Service by Call Source



Total calls for service dropped about 3% from 2023. Non-emergency calls dropped by roughly 14%, and online reports dropped by nearly 15%. Officer-initiated calls climbed by about 14%. Most notably, 911 calls rose by around 9% and reached their highest level in several years. Because these calls trigger the department’s most urgent response, that increase reflects a growing demand for immediate assistance in critical situations.

Certain parts of Berkeley continue to experience a heavier call load than others. In 2024, City Council District 4 logged the highest count among all districts. This trend shapes BPD’s decisions about beat configurations and officer deployment, for example by directing additional patrol resources, like the Bike Unit, where they are needed most.

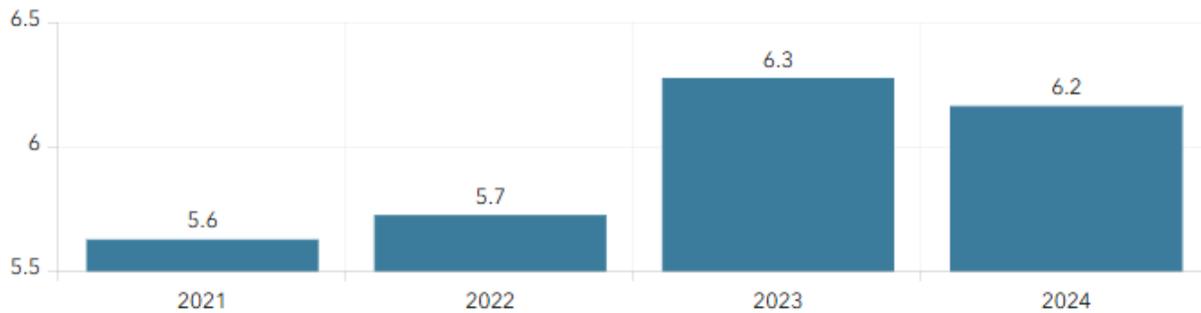


Workload

The average calls per shift is calculated by dividing the total number of non-officer-initiated calls in each shift over the year by the total number of officer shifts assigned to that shift. Between 2021 and 2022, the average number of calls per shift went up by around 2%. The following year, it rose by nearly 11%. Although 2024 experienced a dip of about 2% compared to 2023, the figure still surpasses the levels seen in 2021 and 2022.

Average Calls Handled per Officer per Shift

Non-Officer-Initiated Calls



Overtime remains a critical tool to meet minimum staffing levels for every patrol team. The steady rise in calls per shift signals growing strain on resources. Careful planning and allocation remain key to maintaining consistent service. Officers continue to face mounting demands, and ongoing attention to staffing levels is needed to help preserve the quality of operations.

Our department now faces a reality where staffing challenges and a surge in service calls intersect. With officer and dispatcher numbers trailing behind authorized levels, each shift absorbs more calls than in previous years. Recruitment drives, the infusion of new Community Service Officers, and strategic partnerships have injected fresh talent into our ranks. Yet, the sustained increase in 911 calls continues to stretch our resources. Overtime fills crucial gaps while reconfigured beats help spread the demand more evenly. Our commitment to community safety remains resolute, even as we navigate these rising pressures.

Department Initiatives

What We've Done

All Star Recruiting

BPD prides itself on rigorous evaluation of police officer applicants, as well as hiring and training some of the profession's best officers who exemplify the department's overall mission as well as the values of our diverse and vibrant city. Officers are expected not only to meet strict training and education standards but also to uphold a culture of integrity, respect, and professionalism. In 2024, All-Star Recruiting played a vital role in strengthening BPD's recruitment efforts, helping us attract and engage top talent in a highly competitive hiring landscape. Through targeted outreach, consistent candidate engagement, and a well-attended virtual career fair, All-Star has expanded our applicant pool and increased interest in policing careers. Their partnership has streamlined our recruitment process and alleviated the workload on department staff. As a result of their efforts, we have seen a 5x increase in candidates entering our pipeline compared to previous years. Their contributions have directly supported our goal of building a strong and diverse police force to better serve our community.

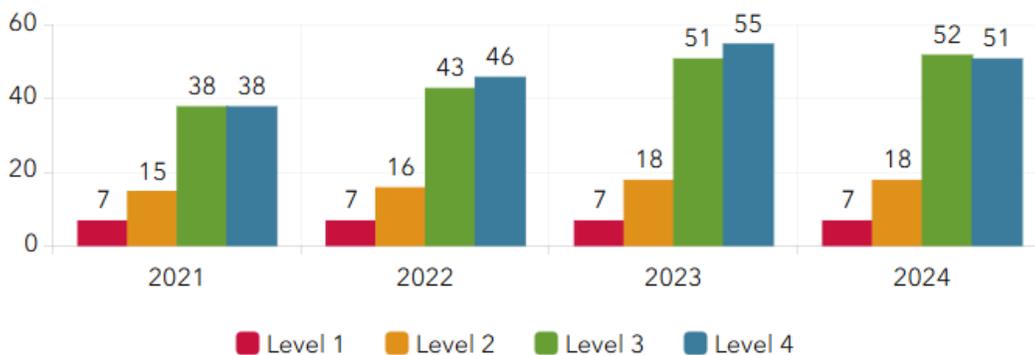


How We’re Doing

Even as we navigate staffing challenges, rising calls for service, and a heavier workload, our commitment to a quality response remains clear. One important measure of our efficiency is how quickly we reach our community members in need. Swift response times are vital during emergencies, and our data shows that our department performs very well compared to neighboring agencies.

Our median response time for Priority 1 calls was 7 minutes, meeting or exceeding regional standards.

Median Response Times
First Unit, Minutes



*Excludes Officer Initiated calls and call types: Audible Alarms and Traffic Stop

Below is a snapshot of 2023 response time data from nearby cities. Note that current 2024 figures are not yet available. Because each agency defines priority levels in its own way, we have included the corresponding percentage of calls for each level where that information was provided.

Median Response Times, 2023 (minutes)	Level 1 (% of all calls)	Level 2	Level 3	Level 4
Berkeley	7 (13%)	18 (37%)	51 (24%)	55 (22%)
San Francisco	9 (19%)	32 (30%)	105 (51%)	-
Oakland	14	184	443	-
San Jose	7 (5%)	24 (42%)	-	-

Comparison cities chosen based on data availability and region

What's Next

Community Service Officers in Patrol and Investigations

As BPD adapts to the evolving needs of our community and the shifting landscape of public safety, we are putting new strategies in place to boost our operational readiness, hold ourselves accountable, and build stronger community bonds. One initiative we're particularly excited about is the expansion of our Community Service Officer program into patrol roles.

The new patrol CSO program revives a successful approach from the early 2000s. CSOs will handle non-emergency calls, manage routine reports, and support tasks like traffic control. At the same time, we will be broadening opportunities for CSOs to assist in investigations. In the Detective Bureau, dedicated CSOs will help collect field evidence, prepare detailed reports, and handle data entry—providing crucial support that allows our detectives to concentrate on complex cases.

Three CSOs are currently in training under the guidance of seasoned Field Training Officers. They are making good progress and are expected to complete their training and work independently by April. This structured, hands-on training ensures that every CSO is well-prepared for the challenges of the field.

By integrating CSOs into both patrol and investigative roles, we are addressing the challenges of rising call volumes and staffing shortages. This initiative positions us to maintain exceptional service levels regardless of staffing fluctuations, ensuring that our community continues to receive the reliable, high-quality response they deserve.



Crime & Investigations

Crime trends in 2024 showed notable improvements compared to 2023, reflecting a return toward historical norms. Shootings decreased by 26%, robberies saw a substantial reduction of 43%, commercial burglaries dropped by 30%, and vehicle thefts declined by 23%. While robberies fell significantly below pre-COVID levels, vehicle thefts remained higher than their pre-pandemic rates. Thefts and burglaries are back within historical ranges.

Since October of 2023 there has been an increase overall in the number of anti-Jewish hate incidents, and an uptick in Anti-Arab or anti-Muslim hate incidents. In 2024 Anti-Jewish hate crimes made up 18.6% of overall hate crimes. Anti-Muslim made up 4.65% and Anti-Arab was 6.98% of the 2024 total.

Department initiatives achieved significant results, with firearm recoveries increasing 28% and retail theft operations leading to 79 arrests over six months. Future plans include following through on City Council direction and installing fixed surveillance cameras in high-traffic public areas to complement the existing Automated License Plate Reader network in order to create a comprehensive security system to enhance both deterrence and investigative capabilities.

Crime Data

When reviewing crime data, it is important to distinguish among calls for service, case reports, and confirmed crimes. Calls for service are the public’s initial contacts with our department.

They include reports of suspicious behavior and requests for emergency help. When these calls prompt an investigation and evidence suggests a crime may have occurred, an officer prepares a case report. This document details the evidence gathered, witness statements, and initial conclusions. The District Attorney then reviews the case report to determine whether they will charge the case or not.



The statistics in this report come from case reports. In previous years, data was compiled for submission to the California Department of Justice (DOJ) using the Uniform Crime Reporting (UCR) Summary Reporting System (SRS), which summarizes major crime categories for consistency over time and across jurisdictions. Last year, in 2024, we began collecting data using the National Incident-Based Reporting System (NIBRS). Unlike the SRS, which records only a single offense per incident based on a hierarchy rule, NIBRS documents every offense occurring in an incident. It also distinguishes between attempted and completed offenses and collects weapon details for all violent crimes. Furthermore, NIBRS gathers extensive information

about victims, offenders, and their relationships. This richer data set provides the California DOJ a more complete picture of criminal incidents and supports more detailed analysis.

Key Differences Between SRS and NIBRS

UCR SRS

- Reports aggregate counts for crimes based on the date it was reported.
- Records one offense per incident, suppressing lesser offenses when multiple crimes occur.
- Does not differentiate between attempted and completed offenses.
- Collects weapon data only for homicide, robbery, and aggravated assault.
- Provides arrest counts for the eight index crimes and twenty-one additional offenses.

NIBRS

- Reports aggregate counts for crimes based on the date it occurred.
- Collects detailed data on victims, offenders, and their relationships across twenty-three categories covering fifty-two offenses, plus arrest data for these and ten additional categories.
- Records every offense that occurs in an incident.
- Differentiates between attempted and completed offenses.
- Gathers weapon information for all violent offenses.

Incident Reporting Examples

Incident	SRS	NIBRS
A bank robbery followed by a hit and run	Robbery	Robbery / Hit and Run
A domestic violence incident in which a phone is vandalized and a purse is stolen	Domestic Violence	Domestic Violence / Vandalism / Theft
A kidnapping followed by a vehicle theft	Kidnapping	Kidnapping / Vehicle Theft

NIBRS Group A

NIBRS Group A offenses fall into three categories: Crimes Against Persons, Crimes Against Property, and Crimes Against Society. NIBRS differs from the older SRS by recording every offense in an incident, providing a more detailed and accurate crime picture.

The Berkeley NIBRS reporting is as follows:

Group A Crimes

Offense	2024
Murder	4
Negligent Manslaughter	1
Justifiable Homicide	0
Non-consensual Sex Offenses:	
Sexual Assault	59
Fondling	53
Aggravated Assault	475
Simple Assault	839
Intimidation	293
Kidnapping/Abduction	59
Consensual Sex Offenses:	
Incest	0
Statutory Rape	3
Human Trafficking, Commercial Sex Acts	0
Human Trafficking, Involuntary Servitude	0
Crimes Against Persons Total	1,789

Offense	2024
Robbery	221
Burglary/Breaking & Entering	779
Larceny/Theft Offenses	4,397
Motor Vehicle Theft	1,088
Arson	48
Destruction of Property	767
Counterfeiting/Forgery	75
Fraud Offense	604
Embezzlement	15
Extortion/Blackmail	24
Bribery	0
Stolen Property Offenses	124
Crimes Against Property Total	8,145

Offense	2024
Drug/Narcotic Violations	313
Drug Equipment Violations	360
Gambling Offenses	0
Pornography/Obscene Material	10
Prostitution	0
Weapons Law Violation	238
Animal Cruelty	8
Crimes Against Society Total	929

Select Crime Categories

Because we only have one year of NIBRS data, the following section uses statutes and internally tracked categories as a baseline for monitoring future trends. This framework draws on legal definitions alongside in-house classifications to paint a clear picture of Berkeley PD's current crime landscape. Each category is carefully structured to form a starting point for spotting shifts as more data rolls in. The approach offers insight into distinct facets of criminal activity while setting us up for meaningful comparisons in the years ahead.

Robberies

Robberies	2021	2022	2023	2024
<i>Pedestrian</i>	119	148	205	106
<i>Commercial</i>	118	117	135	97
<i>Home Invasion</i>	8	8	5	2
<i>Bank</i>	6	4	2	1
<i>Carjacking</i>	14	15	39	15
Total	265	292	386	221
<i>By Gun (% of total)</i>	74 (28%)	69 (24%)	111 (29%)	41 (19%)

Shootings

Shootings	2021	2022	2023	2024
<i>Non-Injury</i>	44	38	24	17
<i>Injury</i>	6	12	8	5
<i>Fatal</i>	0	3	2	3
Total	50	53	34	25

Sexual Assaults

Sexual Assaults	2021	2022	2023	2024
<i>Felony</i>	57	89	97	78
<i>Misdemeanor</i>	50	81	62	42
Total	107	170	159	120

Property Crimes

Select Property Crimes	2021	2022	2023	2024
<i>Commercial Burglaries</i>	316	435	574	396
<i>Vehicle Thefts</i>	1098	836	1350	1053
<i>Catalytic Converter Thefts</i>	573	847	457	312

Hate Crimes & Incidents

Hate Crimes	2021	2022	2023	2024
<i>Race/Ethnicity/National Origin</i>	29	24	27	20
<i>Religion</i>	11	3	9	10
<i>Sexual Orientation</i>	2	11	9	14
<i>Gender</i>	0	0	0	0
<i>Disability</i>	0	0	1	1
Total	42	38	46	45

Hate Incidents*	2021	2022	2023	2024
<i>Race/Ethnicity/National Origin</i>	16	22	24	21
<i>Religion</i>	1	5	19	12
<i>Sexual Orientation</i>	4	4	7	4
<i>Gender</i>	0	0	0	0
<i>Disability</i>	1	0	0	0
Total	22	31	50	37

**Hate incidents are acts of prejudice that are not crimes and do not involve violence, threats, or property damage.*

Department Initiatives

What We've Done

Combatting Gun Violence

In 2024, our department deepened its partnership with the City-run Gun Violence Intervention and Prevention Program (GVIPP), alongside community-based organizations Live Free and the National Institute for Criminal Justice Reform (NICJR). This collaboration strategically addresses gun violence through targeted life coaching, mentorship, and essential support services for individuals most at risk while also responding to incidents, including shooting scenes and hospital visits.

Additionally, GVIPP is committed to capacity building for Berkeley-based community-based organizations that support violence prevention efforts, strengthening their ability to provide long-term, sustainable solutions. This includes collaboration with organizations like Berkeley Tech and the Berkeley HUB, as well as fostering regional coordination with Oakland's Department of Violence Prevention (DVP) and Richmond's Office of Neighborhood Safety (ONS) to ensure a cohesive and effective approach to reducing gun violence across jurisdictions.

Complementing GVIPP's community-centered approach, our detectives expanded their proactive follow-up investigations and doubled down on conducting search warrants. Their efforts helped the department recover 110 firearms associated with crimes—a 28% increase over last year. Detective-led investigations alone yielded 51 firearms, a notable increase from previous years. Proactive traffic stops yielded an additional 10.

	2021	2022	2023	2024
Total Guns Seized as Evidence	108	121	86	110
<i>Of the total, as a result of a Search Warrant</i>	43	43	19	51

Every firearm undergoes processing through the National Integrated Ballistic Information Network. This nationwide collaboration, coordinated by the Bureau of Alcohol, Tobacco, and Firearms, connects ballistic evidence from shooting scenes with records of firearm ownership and purchase. The department also processes each weapon for DNA and fingerprints to identify individuals involved in shootings or illegal possession.

Automated License Plate Readers (ALPR)

The City of Berkeley introduced ALPRs as part of a broader move toward modern technology designed to support both investigations and efficient response to stolen vehicles and vehicles associated with a felony. Council approved 52 cameras, with 32 now active and the remaining 20 awaiting Caltrans approval. We launched a controlled pilot on October 1, 2024 that involved seasoned officers, supervisors, and detectives. This early phase provided intensive training and allowed us to fine-tune our operational protocols before rolling out the technology to all personnel in December.

The ALPR program serves as a critical tool for swiftly identifying vehicles tied to criminal activity and supporting both reactive and proactive investigations. The technology makes our proactive stops more precise, as officers can now focus their discretionary patrol time directly on vehicles known to be stolen or linked to felony activity. In the first three months of the program, from October through December 2024, ALPR technology played a role in 14 arrests, helped recover 10 stolen vehicles, generated 14 investigative leads, and contributed to the issuance of 2 warrants.

We continue to refine our practices based on hands-on experience and ongoing feedback from the field. The results from these first three months give us confidence that further integration of such technology will contribute to safer streets and a more responsive police service.



Organized Retail Theft Operations

Organized retail theft continues to challenge not just our local community but has emerged as a broader regional and national concern. Despite ongoing staffing limitations, we have prioritized addressing this challenge through data-driven, problem-oriented strategies. We strategically expanded our enforcement operations, proactively tracking theft patterns and focusing resources on areas demonstrating higher risk. Launched in June, these operations have produced substantial results. Over a six-month span, 12 dedicated operations resulted in 79 arrests. Nearly 70% of those detained faced additional criminal charges beyond retail theft, such as identity fraud, possession of burglary tools, narcotics offenses, and outstanding warrants linked to more serious robbery cases. One in five of those arrested already had active warrants, and about a quarter were on probation or parole at the time of arrest.

These efforts occurred at key retail locations like REI and Walgreens on Gilman Street, among other establishments identified through data analysis and retailer feedback. According to internal reports from our retail partners, these initiatives have directly contributed to a notable decrease in theft incidents within their stores.

Looking forward, we plan to pilot a Flex Team in 2025 to provide focused support in response to evolving crime trends. This specialized unit will address specific issues such as organized retail theft and tactics like stolen license plates intended to evade detection by ALPRs.

How We’re Doing

Group A crimes per capita and BPD clearance rates provide valuable insights into our effectiveness and our ongoing efforts to enhance public safety in our community.

With a population of approximately 118,962 (as of July 2023), Berkeley experienced about **98 Crimes Against Persons** per 10,000 residents in 2024. There were roughly **674 Crimes Against Property** per 10,000 residents, and **77 Crimes Against Society** per 10,000 residents.

Clearance Rates*	2021	2022	2023	2024
<i>Homicide</i>	100%	100%	100%	100%
<i>Felony Sexual Assault</i>	22%	32%	31%	33%
<i>Robbery</i>	36%	39%	30%	34%
<i>Felony Assault</i>	62%	53%	49%	52%
<i>Burglary</i>	12%	8%	9%	10%
<i>Theft</i>	11%	11%	10%	17%
<i>Stolen Vehicle</i>	9%	12%	11%	12%
<i>Arson</i>	30%	30%	29%	33%

**Here we show 1-year clearance rates for BPD cases. A 1-year clearance rate is the percentage of cases that were closed within a year of being reported.*

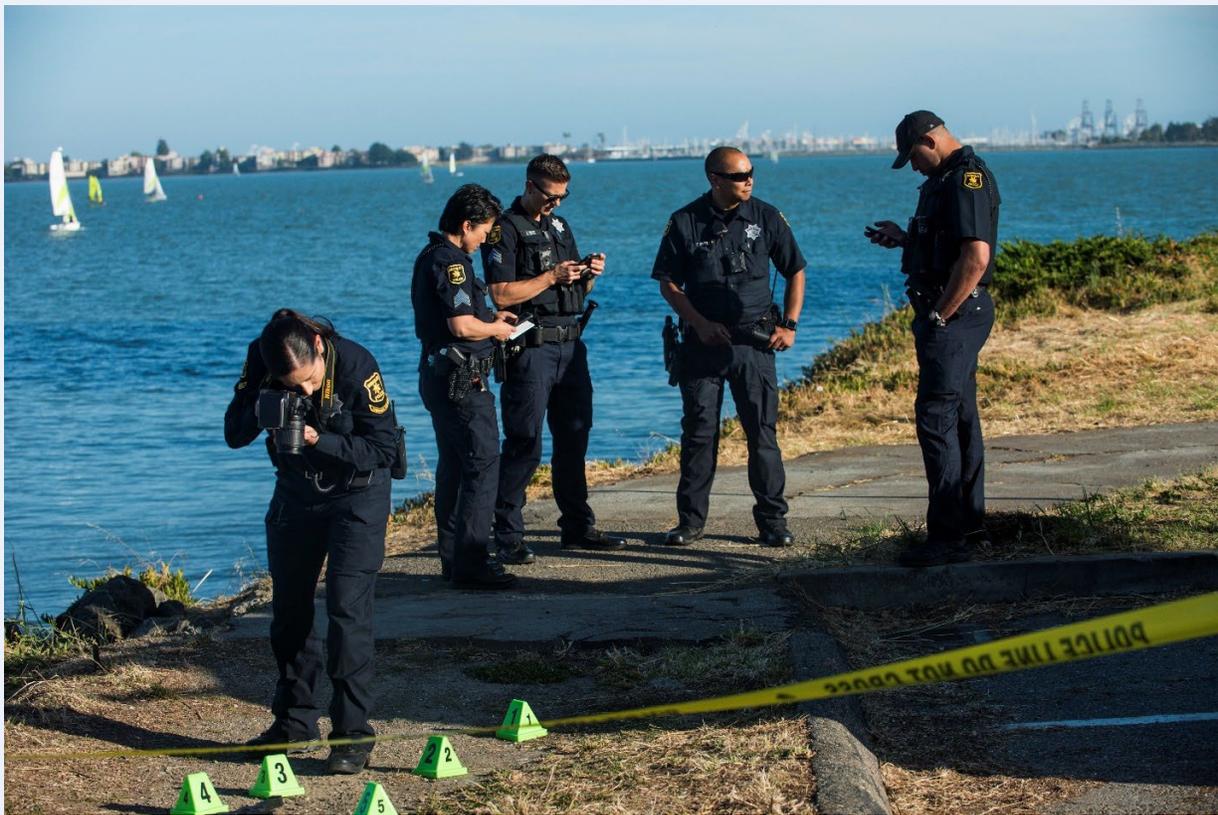
What's Next

Fixed Surveillance Cameras

In 2025 we will be installing fixed surveillance cameras at intersections and public spaces with high pedestrian traffic. Our analysis of crime trends and community input pinpointed these areas as maximally beneficial for bolstering public safety. The cameras will record clear, real-time footage during incidents, giving law enforcement immediate access to crucial evidence.

Installing these modern cameras in busy public areas is expected to discourage criminal activity. Their placement in locations where people naturally gather will not only strengthen local security but also provide law enforcement with reliable visual records. This capability will help reconstruct events, support rapid responses, and ensure detailed post-incident reviews to keep our communities safer.

The new fixed cameras will complement the ALPRs mentioned above. ALPRs monitor key entry and exit points and busy roadways, and the addition of cameras in high pedestrian traffic areas strategically extends our coverage. Officers and detectives will receive a complete view of both vehicular and pedestrian activity through this layered network.



Road Safety & Collisions

Berkeley saw 877 total collisions in 2024, including 4 fatal incidents, 559 injury collisions, and 314 non-injury collisions. The most hazardous intersection remained Ashby Avenue/San Pablo Avenue with 16 total collisions and 10 resulting in injuries. The department conducted targeted High Intensity Traffic enforcement operations at high-collision locations, using both historical data and community input from our public facing Traffic Concern Survey to prioritize efforts. The three-pronged approach to traffic safety has tightened alignment between moving violations recorded during vehicle stops and the primary collision factors identified. For 2025, the department plans to enhance collaboration with Vision Zero stakeholders, expand education programs including Drive Safer, Drive Longer classes for aging drivers, increase DUI checkpoints, and continue using data-driven enforcement strategies to improve road safety throughout Berkeley.



Collision Data

Collision Totals:

Collisions	2021	2022	2023	2024
Fatal collisions	7	2	0	4
Injury collisions	431	548	514	559
Non-injury collisions	351	346	359	314
Total	789	896	873	877

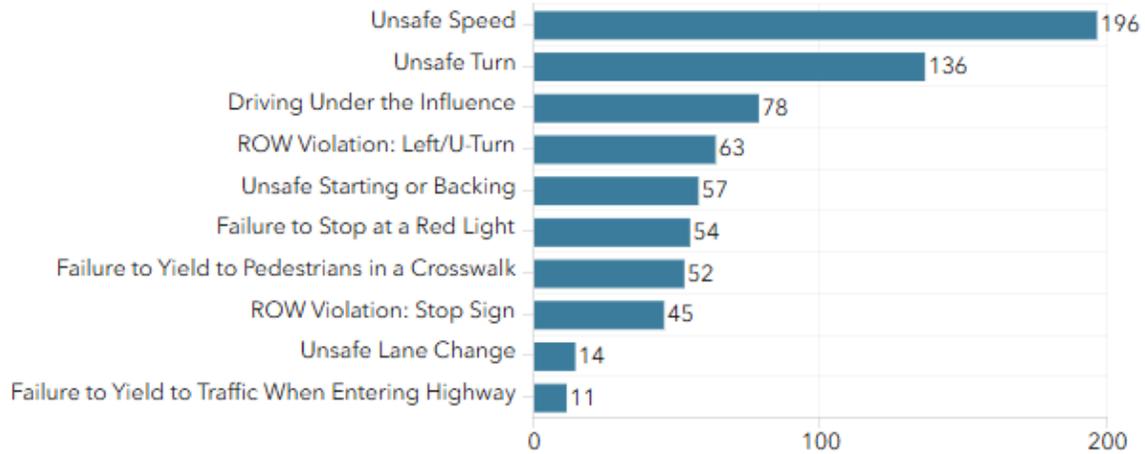
Top collision locations:

High Collision Intersections, 2024	Total Collisions	Injury Collisions	# of People Injured	Suspected Serious Injury*
Ashby Ave / San Pablo Ave	16	10	17	0
Gilman St / San Pablo Ave	10	8	10	4
Alcatraz Ave / Sacramento St	9	8	11	3
Adeline St / Ashby Ave	8	4	4	1
Ashby Ave / Sacramento St	8	8	11	0
Dwight Way / Shattuck Ave	8	3	6	0
Ashby Ave / Seventh St	8	7	12	2
Addison St / MLK Jr Way	7	3	3	0
Adeline St / Alcatraz Ave	8	5	5	0
Adeline St / MLK Jr Way	7	5	6	0
Bancroft Way / Dana St	7	6	6	2
Dwight Way / Sacramento St	7	6	9	0

*Suspected serious injury is any injury other than a fatality that results in significant injury as defined in the CHP Collision Investigation Manual (CHP, 2017, p. 5-5).

Primary Collision Factors, 2024

All Collisions



Department Initiatives

What We've Done

Drive Safer Drive Longer

In 2024, our organization delivered four community events under the "Drive Safer, Drive Longer" banner. These sessions took place at both the North Berkeley and Sound Berkeley Senior Centers and provided practical guidance on sustaining safe driving practices among senior citizens. At each event, experts from the Berkeley Police Department Traffic Bureau explained the influence of health conditions on driving and offered actionable advice for steering clear of risky road situations. Participants received information on vehicle comfort and safety, DMV licensing procedures, and a range of supportive resources.

**Drive Safer
Drive Longer**

Want to know how to keep your driving skills sharp and stay in the driver's seat?

The Berkeley Police Department, Traffic Bureau experts have information to share on these topics:

- How health conditions impact driving
- Tips to avoid risky situations on the road
- Vehicle comfort and safety
- DMV licensing procedures and services
- Resources to promote safe driving

Date: Thursday, May 16, 2024
Time: 10:00 AM
Location: North Berkeley Senior Center
1901 Hearst Ave
Berkeley, CA 94709

Please RSVP by calling (510) 981-5980

Funded by a grant from the California Office of Traffic Safety through the National Highway Traffic Safety Administration

OTS CALIFORNIA OFFICE OF TRAFFIC SAFETY BERKELEY POLICE TRENDS TRAINING, RESEARCH AND EDUCATION FOR DRIVING SAFETY

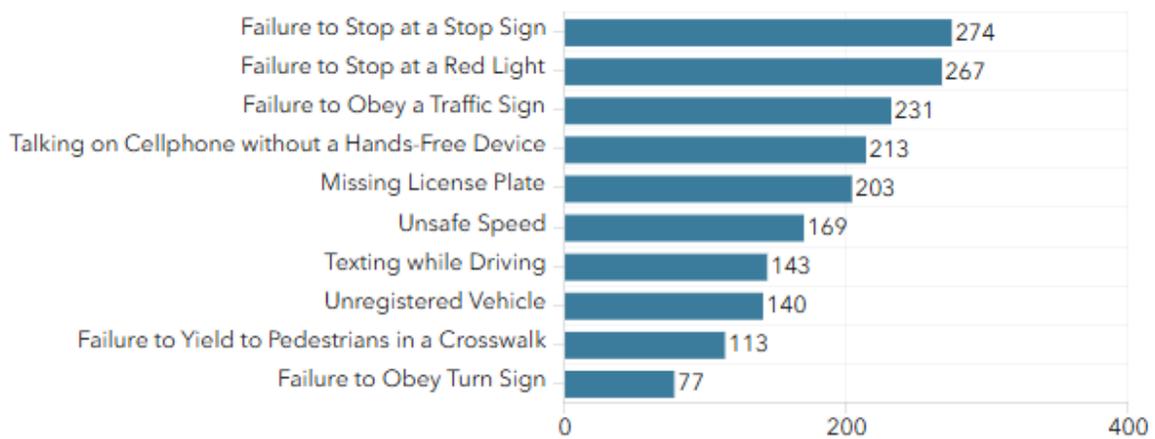
The program received grant funding from the California Office of Traffic Safety through the National Highway Traffic Safety Administration. Positive community responses have reinforced our commitment to supporting senior drivers, and we look forward to hosting similar events in the future.

How We're Doing

Moving Violations

The chart below presents the moving violations recorded during vehicle stops, compared against the primary collision factors (PCFs) identified in the previous section. This year's data reveals substantial overlap between common moving violations and the key PCFs, indicating a strong connection to critical traffic safety issues. Additionally, the data highlights other significant violations that support our comprehensive three-pronged strategy for enhancing road safety.

Most frequent vehicle violations, 2024



*Excludes stops made in response to calls for service and information-based stops

What's Next

Collaboration with City, Regional and State Partners

In 2025, our work on traffic safety begins with a closer partnership with Vision Zero stakeholders. BPD leadership will work with these key partners to identify high-risk locations, study the root causes of collisions, and design targeted interventions that inform our overall safety strategy. Our efforts also extend to High Intensity Traffic operations (HIT) involving a regional collaboration of 10 local law enforcement agencies. HIT uses data analytics and community input to pinpoint dangerous zones and implement specific measures that discourage risky driving behaviors while improving road safety.

We will continue using Office of Traffic Safety grant funding to support both enforcement and educational programs. This strategy includes expanding the Drive Safer, Drive Longer classes for aging drivers, increasing DUI checkpoints, and employing collision data from the Traffic Safety page of the Transparency Hub to guide our enforcement actions. Combined with our three-pronged approach to traffic safety, these initiatives create a comprehensive strategy rooted in real-world data and collaborative insight.

Accountability

BPD maintains a commitment to equitable, transparent, and accountable policing practices. We carefully analyze our data related to stops and use of force, employing rigorous methods to detect and address any implicit biases. Our philosophy emphasizes proactive, data-driven law enforcement combined with respect for community trust. This is reflected in our low rates of force, high standards for officer accountability, and ongoing efforts to ensure fair and impartial policing.

Stop Data Report

In 2024, our department conducted 4,771 stops. These included 3,312 vehicle stops, 1,392 pedestrian stops, and 67 bicycle stops. Discretionary actions accounted for approximately 60% of these encounters, largely addressing traffic violations. The remaining 40% resulted from calls for service or were based on specific information.

According to data published in the most recent RIPA board report, Berkeley's yield rate was higher than 82% of all agencies in California.

Outcomes from these stops varied:

878 stops led to at least one arrest, 1,573 resulted in citations, and 1,795 concluded with warnings. The department conducted searches in 13% of stops, with contraband found in 51% of these searches. Overall, searches resulted in the seizure of 63 weapons, including 12 firearms recoveries. Notably, discretionary searches—those not related to reasons other than an arrest, search warrant, vehicle inventory, or emergency conditions—had an even higher yield rate of 60%.

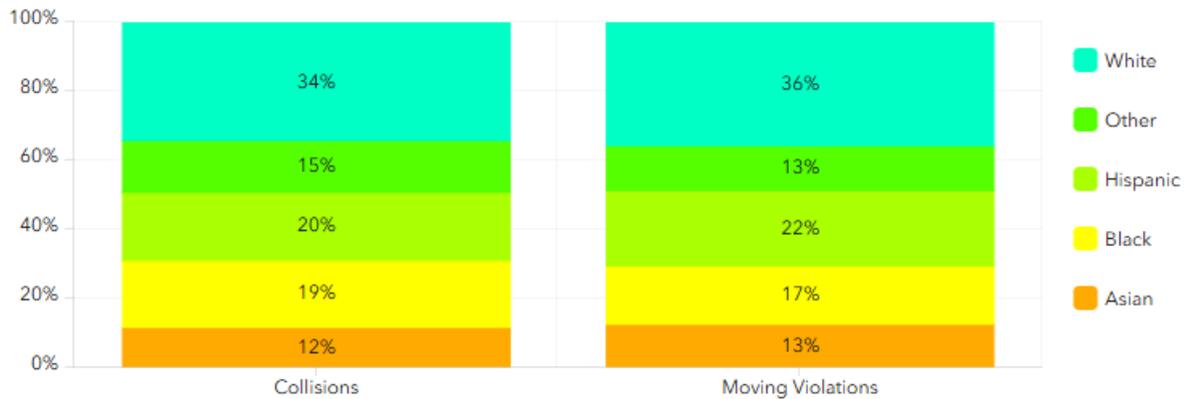
Tests for Bias

We are committed to the principles of fair and impartial policing and take great care to ensure that our practices do not contribute to disparate outcomes. One way we honor that commitment is by employing statistical tests for implicit bias in officer decision-making. These tests allow us to isolate the specific impact of officer bias from other factors that might drive disparities between stop demographics and census demographics.

At-Fault Collision Demographics

A key part of our approach involves comparing the demographics of drivers involved in at-fault collisions with those stopped for moving violations. This comparison checks whether traffic stops follow objective, race-neutral criteria—a crucial test since moving violations made up 73% of discretionary stops in 2024. Collision data provides a snapshot of who is driving in Berkeley and establishes a baseline for the population encountered during stops. By focusing on drivers deemed at fault in collisions, we narrow this sample to those driving dangerously. If our traffic enforcement is fair, the demographics of at-fault drivers should closely match those of drivers stopped for moving violations. Our analysis of 2024 data showed a strong alignment between these groups, suggesting that stops likely result from driving behavior rather than implicit bias.

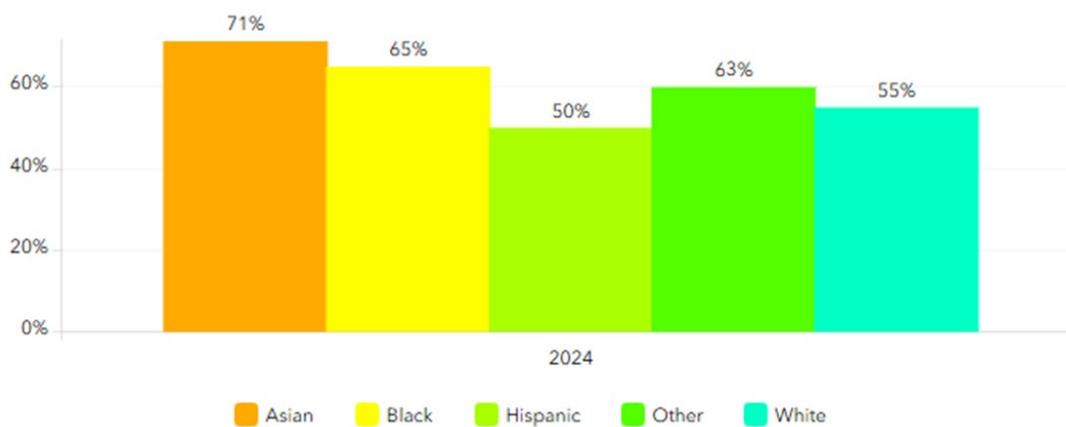
At-Fault Collision & Discretionary Moving Violation Demographics, 2024



Yield Rate Analysis

The yield rate for police searches refers to the proportion of searches that result in the discovery of contraband or evidence. It is a measure of the effectiveness of searches, calculated as the number of successful searches (those yielding contraband) divided by the total number of searches conducted. This method can be used to better understand whether implicit racial bias influences officers’ decisions to conduct searches. For example, it can be used to evaluate whether officers apply a lower threshold of suspicion when searching White individuals compared to others. The underlying assumption is that race-neutral factors should predict the chance of finding contraband equally across all groups. A higher yield from searches of White individuals than Black individuals might indicate that searches involving Black individuals are happening with less evidence of the need to search – i.e. Black people are being searched more often because they are Black and not based on other standards. Our findings reveal the opposite: lower yield rates for White individuals, suggesting that search decisions are made without racial bias. A regression analysis by the RIPA board in 2024 reviewed 2022 data and found no significant effect of race—whether Black or Hispanic—on the likelihood that a search would yield contraband (the RIPA board did not run this test in the 2024). This evidence indicates that our search practices are likely based on race-neutral factors.

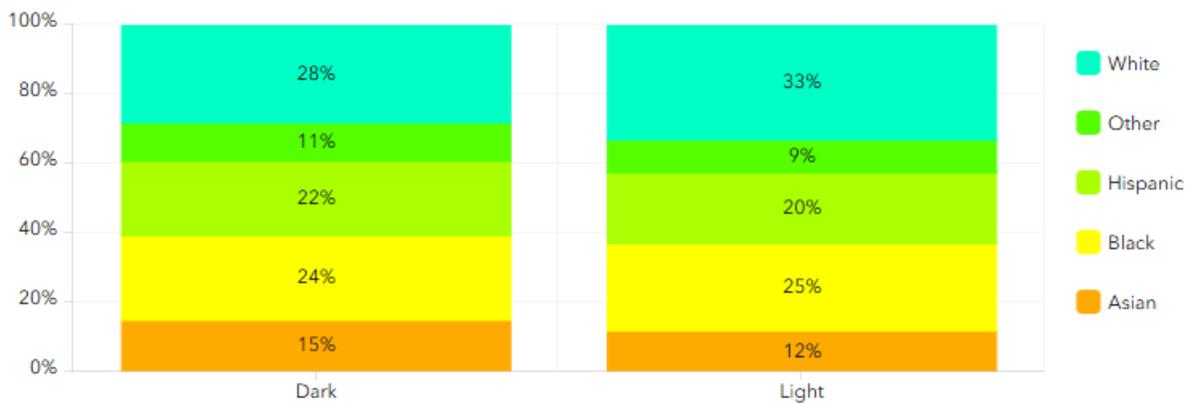
Discretionary Yield Rate by Race, 2024



Veil of Darkness

This test examines whether bias plays a role in the decision to stop individuals by comparing the proportion of stops for a racial group in daylight with those after dark. For instance, if Black individuals are stopped more frequently during daylight than at night, visible race might influence these decisions. The test employs specific times, such as 6:30 p.m., that are dark during part of the year and light during part of the year to control for hourly variations in traffic activity. The graph below illustrates this comparison. A difference could indicate bias, while a minimal difference does not conclusively prove its absence. The close alignment of demographic groups for discretionary stops in the dark and in the light seen below is what we would expect to see if those stops were being made based on race-neutral factors.

Discretionary Stop Demographics during Inter-twilight Period, 2024



Often, comparisons are made between the racial or ethnic composition of stops and that of the residential population. However, this baseline can be misleading because differences may arise from factors entirely outside of police control. In fact, as noted in the annual RIPA Board report, “[d]ifferences between stop population proportions and residential population proportions for each racial or ethnic group can be caused by several factors, including potential differences in exposure to criminogenic factors, allocation of law enforcement resources, elements that draw large populations of non-residents to congregate in a place, and officer bias.” This means that even a department operating without bias might still see a disparity when comparing stop data to census figures.

To ensure that we hold ourselves accountable for the drivers of disparities that we can control—namely, officer bias—we focus our analysis on officer-initiated stops. Research shows that implicit bias is most evident when officers exercise discretion, such as in stops made without a call for service or specific identifying information. By concentrating on these encounters, we can better detect and address potential biases in our decision-making processes, so that our enforcement actions are based solely on objective behavior rather than on race or other irrelevant factors.

Use of Force Report

The Berkeley Police Department takes pride in accomplishing our work with minimal reliance on force by emphasizing de-escalation techniques, an understanding of mental health crises, and appropriate responses—all of which are reinforced through regular training. Under our policy, reportable force is divided into four levels:

Level 1 – Involves grabs, control holds, the use of leverage, or body weight with no injury or complaint of pain.

Level 2 – Applies when an officer points or deploys a firearm while interacting with someone. It also applies to a Level 1 force that involves more than momentary discomfort but does not have an injury or complaint of pain.

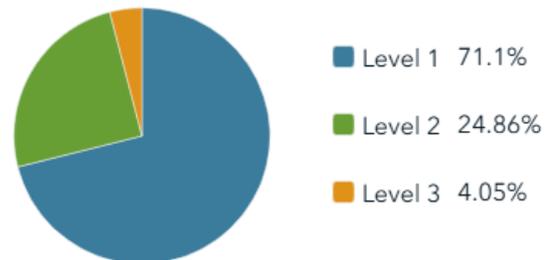
Level 3 – Involves the use of a weapon, subject injury, or complaint of pain. This category also applies to specific circumstances when an officer does not activate their body-worn camera.

Level 4 – Applies when an officer uses a firearm or when there is an in-custody death.

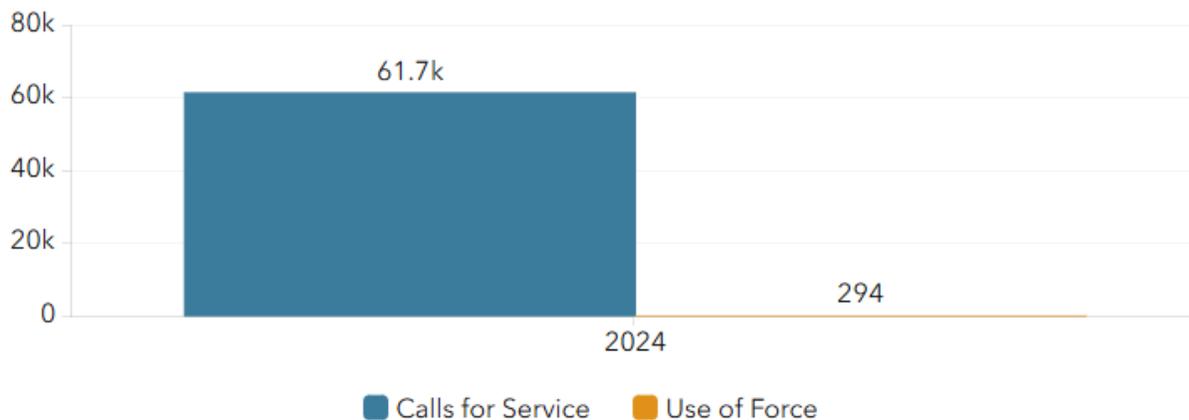
Officers are required to report any use of force to their sergeant, who documents the incident in a formal report that is then reviewed by a lieutenant and a captain.

In 2024, there were 294 incidents involving 1,041 uses of force—of which 71% were Level 1 and 25% were Level 2, together accounting for 96% of all uses. Of the 61,666 calls for service received in 2024, 0.48% resulted in a use of force, and 0.05% (29 incidents) led to force that produced more than a minor complaint of pain or involved a weapon (Levels 3 and 4).

Use of Force Level
By Uses, 2024



Calls for Service and Use of Force Incidents



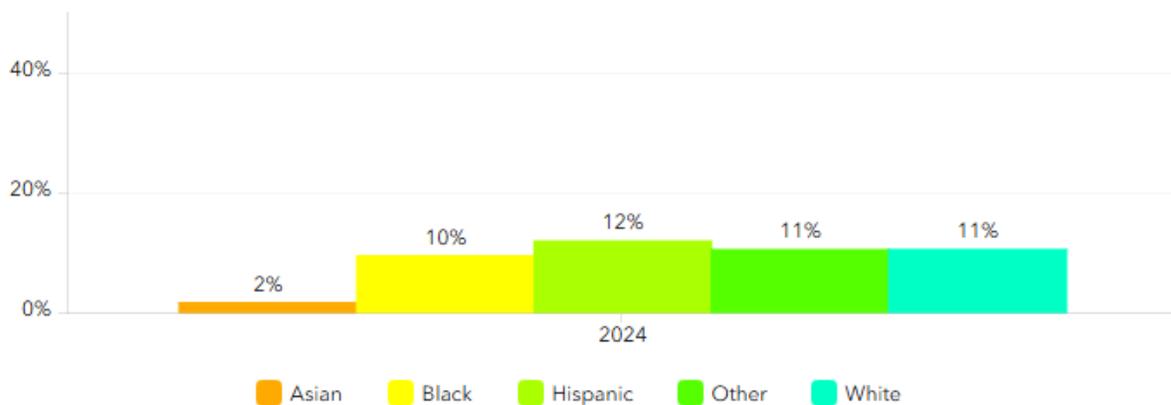
Currently, our department reports more use-of-force types than many comparable police agencies due to expansive Level 1 reporting. We anticipate modifying our reporting practices in 2025 to better reflect common standards among peer agencies. Simplifying reporting will

decrease administrative tasks that have not contributed significantly to oversight and allow supervisors to prioritize field leadership. This adjustment will ensure we are capturing meaningful and actionable force data, helping us better understand and evaluate trends, improve officer performance, and maintain transparency with our community.

We test for bias in the decision to use force by comparing the percentage of arrests where force is applied across racial groups. Using the number of arrests as our baseline is valuable because it focuses on the most common situation in which force is used, isolating the arrest scenario as a key variable.

Arrest Use of Force Rates

All Use of Force Levels



The consistent percentages seen indicate that decisions to use force are driven more by the circumstances of the arrest rather than by race.

The department also tracks complaints related to the use of force. While every use of force is reviewed by a lieutenant and captain, use of force incidents linked to a personnel complaint undergo an additional investigation by the Internal Affairs Bureau. The complaint investigation results, including body-worn camera footage, are then submitted along with recommendations to the Chief. In 2024, the department received a total of 13 allegations regarding use of force incidents; to date, investigations of 11 allegations have been completed, including 5 that were also investigated by the Office of the Director of Police Accountability, while 2 are still under evaluation. None of the 11 completed allegations resulted in sustained findings of misconduct. We remain committed to continuously collecting, evaluating, and assessing our use of force data to inform our policies and training—with a focus on achieving positive outcomes.

Looking Ahead

The Berkeley Police Department is committed to modernizing our policies and operational practices to deliver efficient, transparent, and accountable service that aligns with our community's values. This past year, despite staffing challenges and increasing demand, we successfully expanded our ranks through our partnership with All-Star Recruiting, bringing new talent into our ranks, and set the stage to significantly bolstering our personnel by integrating Community Service Officers into patrol and investigative roles.

We have enhanced our effectiveness through technology and strategic partnerships, including the implementation of Automated License Plate Readers (ALPRs) and the preparation of fixed-camera surveillance systems. These technologies, along with intensified Organized Retail Theft operations and targeted gun recovery efforts, enable the department to address crime proactively and enhance public safety through evidence-driven approaches.

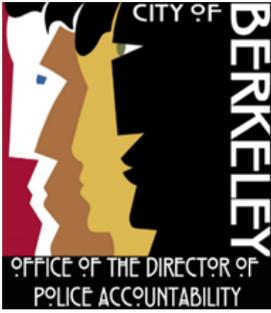
Collaboration with community partners continues to guide our approach. Through efforts like the Gun Violence Intervention and Prevention Program (GVIPP), Drive Safer Drive Longer classes, and our ongoing involvement with the City's Vision Zero initiative, we focus on long term solutions that are responsive and effective when tackling the priorities identified by our community.

Transparency stands at the heart of our work. Our Transparency Hub constantly evolves to meet public needs. In the coming year, we plan to broaden this resource further. It will offer regular updates about crime patterns, enforcement activities, and how our department uses technology. This commitment is essential for building public trust and demonstrating accountability.

As we look toward the future, we are focused on advancing our abilities to be more precise and data driven, with an eye toward increased prevention and real-time response capabilities. Advancing technologies look to improve rapid deployment capabilities, immediate situational awareness, and improved safety outcomes during a number of public safety responses from critical incidents to natural disasters. By exploring these innovative solutions, we aim to maintain the trust and safety of our community while setting a new standard in public safety. We look forward to continued partnerships with City Council, other city agencies, and community members to advance our shared goals for a safer, more responsive Berkeley.



Legislative Updates Relevant to the PAB's Work



MEMORANDUM

Date: March 14, 2025
To: Honorable Members of the Police Accountability Board
From: Hansel Aguilar, Director of Police Accountability *Ha*
 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 relevant to the PAB's work have been introduced in the state of California:

NAME OF LEGISLATION	STATUS	SUMMARY/PURPOSE
<u>SB 385 “Peace Officers”</u>	(Introduced) 2025-03-07 - Set for hearing March 25.	This bill, SB 385, requires peace officers hired on or after January 1, 2029, to obtain a modern policing degree or a bachelor's or advanced degree from an accredited institution within 36 months of employment. It builds on existing certification and education requirements and takes effect immediately as an urgency statute.
<u>AB1178 “Peace Officers”</u>	(Introduced) 2025-02-24 - Read first time.	This bill expands redaction requirements under the California Public Records Act, requiring law enforcement agencies to

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

<u>Confidentiality of Records</u>		remove identifying details of undercover officers, task force members, and those with verified death threats. It imposes a state-mandated local program and includes legislative findings justifying access limitations.
<u>SB707 “Open Meetings: Meeting and teleconference requirements”</u>	(Introduced) 2025-03-12 - Referred to Coms. on L. GOV. and JUD.	SB 707 expands public meeting access by requiring remote participation, interpretation services, and multilingual agendas for local government bodies until 2030. It revises teleconferencing rules and extends provisions for emergencies and just cause absences.

Additional legislation pertaining to public safety in the state of California may be monitored here: <https://legiscan.com/CA/legislation> .

The BPD’s Policy and Training Bureau prepared a legislative update summarizing legal changes affecting law enforcement in 2024 and 2025. Based on the California Peace Officers’ Association’s 2024 and 2025 Legislative Update Manual, it highlights key updates from both years but does not cover every legislative change. Unless otherwise noted, the changes outlined in the updates took affect January 1, 2024 or January 1, 2025. The following BPD Policies include the legislative updates:

SOURCE	LINK
BPD Policy 1505 “2024 Legislative Update”	https://berkeleyca.gov/sites/default/files/documents/RELEASE_20240301_T161429_Berkeley%20PD%20Policy%20Manual.pdf#Page=1037
BPD Policy 1506 “2025 Legislative Update”	https://berkeleyca.gov/sites/default/files/documents/RELEASE_20240301_T161429_Berkeley%20PD%20Policy%20Manual.pdf#Page=1041
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

There have been no Lexipol KMS updates since the last PAB meeting.

City of Berkeley Council Meeting Updates

The following items being considered by the City Council are relevant to the PAB:

March 18, 2025 City Council Special Meeting

ITEM	DESCRIPTION	RECOMMENDATION
<p>Item 1.</p> <p>2024 Berkeley Police Department Annual Report</p>	<p>2024 report on BPD activities.</p>	<p>None.</p>

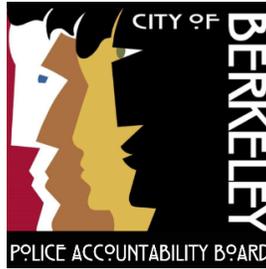
March 18, 2025 City Council Regular Meeting

Action Calendar

ITEM	DESCRIPTION	RECOMMENDATION
<p>Item 10.</p> <p>Formation of a Sex Trafficking Task Force to Address Current Sex Trafficking in Berkeley</p>	<p>The recommendation proposes that the City Council refer to the City Manager the formation of a Sex Trafficking Task Force to develop prevention strategies, including social media outreach, and recommend support services for women and girls exiting sex trafficking, with members representing city commissions, law enforcement, local</p>	<p>Recommendation: To recommend to Council to refer to the City Manager to form a sex trafficking task force. The Task Force’s objective shall be two-fold: to develop recommendations of sex trafficking prevention strategies to be implemented including through social media and to provide recommendations for supports for women and girls seeking to exit sex trafficking.</p>

	government, youth, experts, and individuals with lived experience.	
<p>Item 11.</p> <p><u>Revised External Fixed Surveillance Camera Locations and Vendor Transition</u></p>	<p>Description: Seeking approval to change external fixed video surveillance camera vendor and initiate STO process</p>	<p>Council is recommended to approve transitioning the External Fixed Video Surveillance Camera program from Edgeworth Integration, LLC to Flock Safety. The proposal shifts cameras from areas covered by ALPRs to high-foot-traffic locations, improving crime response and addressing installation challenges. It also seeks authorization for the City Manager to pursue grant funding.</p>

Policy Review Status Updates



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 March 13, 2025, the Police Accountability Board (PAB) has 14 open policy reviews. There has been no new policy reviews submitted to the PAB since the last meeting on February 19, 2025.

Note: ODPa staff is evaluating expected completion timelines in line with PAB priorities for 2025. Additionally, staff is reviewing 2025 legislative updates for alignment and their impacts on the open policy reviews. Given recent staffing changes at ODPa, priority is being given to the approximately 27 open personnel complaints that are timebound by the City Charter and state law.

Policy Review Number	2487
Policy Topic	Involuntary Injections/Medical Care
Relevant Policy	BPD 431 "Medical Aid and Response"
Status	Records Obtained; Review in Progress
Date Presented to the PAB	1/12/2022
Anticipated Completion	The review is currently being evaluated to determine the appropriate next steps and timeline for completion.
Assigned To	ODPA
Summary	
A personnel complaint alleging improper force by officers, resulting in minor injuries, led to a policy review initiated by the PAB at ODPa's request. Despite the personnel complaint being closed due to the complainant's non-cooperation, the review	

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

proceeded after body-worn camera footage suggested an officer directed paramedics to inject a substance into the complainant.

Activity Report

Evaluating for potential referrals to subcommittee or PAB members.

Policy Review Number	2488
Policy Topic	Standards of Use of Force During an Arrest
Relevant Policy	BPD Policy 300 "Use of Force"
Status	Records Obtained; Review in Progress
Date Presented to the PAB	1/31/2024
Anticipated Completion	The review is currently being evaluated to determine the appropriate next steps and timeline for completion.
Assigned To	ODPA

Summary

The policy review began from a complaint alleging excessive force by BPD during an arrest, which was paused for a criminal matter. After the complainant's release on April 15, 2022, the investigation resumed, leading to the complaint being closed and a policy review initiated to further verify and specify the use of force incident.

Activity Report

Evaluating for potential referrals to subcommittee or PAB members.

Policy Review Number	17
Policy Topic	Use of Force During a Mental Health Response
Relevant Policy	BPD Policy 300 "Use of Force" BPD Policy 409 "Crisis Intervention"
Status	Records Obtained; Review in Progress
Date Presented to the PAB	7/27/2022
Anticipated Completion	The review is currently being evaluated to determine the appropriate next steps and timeline for completion.
Assigned To	ODPA

Summary

The policy review began from a self-initiated complaint about an individual's death at Alta Bates Summit Medical Center, alleging improper use of force or handcuffs by BPD. The complaint was closed administratively, and while the ODPA has not verified the allegations, Berkeleyside reported that BPD stated the DA's office found no force was used and did not classify it as an in-custody death.

Activity Report

Evaluating for potential referrals to subcommittee or PAB members.

Policy Review Number	19
Policy Topic	Detention of Inebriated Individuals
Relevant Policy	BPD Policy 900 "Temporary Custody of Adults"
Status	Records Obtained; Review in Progress
Date Presented to the PAB	1/31/2023
Anticipated Completion	The review is currently being evaluated to determine the appropriate next steps and timeline for completion.
Assigned To	ODPA
Summary	
<p>On January 8, 2022, Berkeley Police responded to a call about an intoxicated individual, aiding but ultimately releasing them without a medical evaluation due to a rash. Later found in distress and pronounced dead, the incident prompted the Police Accountability Board to convert their investigation into a review of BPD's policies on medical treatment for arrestees and the release of intoxicated individuals.</p>	
Activity Report	
Evaluating for potential referrals to subcommittee or PAB members.	

Policy Review Number	2023-PR-0006
Policy Topic	Parking Enforcement Practices
Relevant Policy	BPD Policy 500 "Traffic Function and Responsibility" BPD Policy 502 "Vehicle Towing and Release" BPD Policy 507 "72-Hour Parking Violations"
Status	Review In Progress
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 Board Member Moore
Summary	
<p>The complainant raised concerns about the Berkeley Police Department's inconsistent parking enforcement, specifically the failure to ticket out-of-state vehicles for violations. They allege that officers dismiss issuing citations for such vehicles due to difficulty in collecting fines, particularly during the UC Berkeley academic year, causing neighborhood inconveniences.</p>	
Activity Report	
Evaluating for potential referrals to subcommittee or PAB members.	

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	March 5, 2025
Assigned To	ODPA
Summary	
<p>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 encounters and existing orders, the complainant reports continued issues with enforcement.</p>	
Activity Report	
<p>The ODPA held a focus group at the North Berkeley Senior Center on February 7, 2025. The information gathered is currently under review for inclusion in the final report.</p>	

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	
<p>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</p>	

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.

that the PAB is considering a subcommittee dedicated to off-duty law enforcement actions.

Activity Report

Evaluating for potential referrals to subcommittee or PAB members.

Policy Review Number	2023-PR-0009
Policy Topic	Use of Force – Handcuffing
Relevant Policy	BPD Policy 300 “Use of Force”
Status	Review in Progress
Date Presented to the PAB	1/5/2024
Anticipated Completion	The review is currently being evaluated to determine the appropriate next steps and timeline for completion.
Assigned To	ODPA

Summary

This policy complaint concerns an incident on October 7, 2023, at University Avenue and California Street, where a BPD officer stopped, handcuffed, interrogated, and then released a cyclist.

Activity Report

Evaluating for potential referrals to subcommittee or PAB members.

Policy Review Number	2024-PR-0003
Policy Topic	Computer Voice Stress Analyzers (CVSA)
Relevant Policy	BPD Policy 807 “Computer Voice Stress Examinations”
Status	Review in Progress
Date Presented to the PAB	5/22/2024
Anticipated Completion	The review is currently being evaluated to determine the appropriate next steps and timeline for completion.
Assigned To	PAB

Summary

The policy review examines the Berkeley Police Department's use of CVSA and evaluates the effectiveness of this technology.

Activity Report

Evaluating for potential referrals to subcommittee or PAB members.

Policy Review Number	2024-PR-0004
Policy Topic	Artificial Intelligence (AI) Assisted Report Writing
Relevant Policy	BPD Policy 323 “Report Preparation”
Status	Open

Date Presented to the PAB	6/5/2024
Anticipated Completion	The review is currently being evaluated to determine the appropriate next steps and timeline for completion.
Assigned To	ODPA
Summary	
This review aims to assess the feasibility of AI-assisted report writing and identify potential benefits and concerns associated with its use by law enforcement.	
Activity Report	
Evaluating for potential referrals to subcommittee or PAB members.	

Policy Review Number	2024-PR-0005
Policy Topic	BPD Relationship with Downtown Berkeley Ambassadors
Relevant Policy	BPD Policy 300 "Use of Force" BPD Policy 425 "Body Worn Cameras"
Status	Pending Acceptance
Date Presented to the PAB	10/30/2024
Anticipated Completion	The review is currently being evaluated to determine the appropriate next steps and timeline for completion.
Assigned To	ODPA
Summary	
The complaint alleges BPD failed to report improper force, destroyed evidence, and allowed a citizen to use a chokehold, raising concerns about the practice of "deputizing citizens." The complainant requests an investigation, disciplinary action, policy review, public transparency, and restitution.	
Activity Report	
Evaluating for potential referrals to subcommittee or PAB members.	

Policy Review Number	2024-PR-0006
Policy Topic	BPD's Use of the Specialized Care Unit
Relevant Policy	BPD Policy 409 "Crisis Intervention" BPD Policy 410 "Mental Illness Commitments"
Status	Open
Date Presented to the PAB	11/13/2024
Anticipated Completion	The review is currently being evaluated to determine the appropriate next steps and timeline for completion.
Assigned To	ODPA
Summary	

The complaint details an October 5, 2024, incident where a young woman in a mental health crisis was handcuffed after a domestic violence report. The complainant expressed concern over her distress and the absence of a mental health response, with officers allegedly stating they lacked time for such resources.

Activity Report

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

Activity Report

Evaluating for potential referrals to subcommittee or PAB members.

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 and Policy Analyst Murillo met on March 12, 2025, to review policies from other local jurisdictions and research best practices related to subject officer interactions with complainants.