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**POLICE ACCOUNTABILITY BOARD
SPECIAL MEETING AGENDA PACKET
SUPPLEMENTAL #1
December 3, 2025
6:30 PM**

Board Members

Joshua Cayetano (Chair) Leah Wilson (Vice-Chair)
Kitty Calavita Juliet Leftwich
Randy Wells Joshua Buswell-Charkow

MEETING LOCATION

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

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ITEM 5
INTRODUCTION BIOGRAPHY OF DANIEL WEINBERG

Daniel Weinberg, ODPa Investigator



Dan Weinberg is originally from the New York area, and they made their way out to California by way of Chicago. He has experience with disability rights legal organizations, working on cases and investigations to improve access to mental health care for incarcerated people, gain release for people with medical conditions in ICE detention, and enforce the rights of people in medical and mental health facilities. They also have experience in federal fair housing investigations and increasing the sustainability of diversity, equity, inclusion, and accessibility programs. Outside of work, Dan enjoys going to concerts, travelling, and is, unfortunately, a huge Mets fan.

ITEM 9.B.

**MEMORANDUM FROM BOARD MEMBER WELLS TITLED "RECOMMENDATION
FOR POLICE ARREST QUOTA"**



MEMORANDUM

Date: December 1, 2025
To: Honorable Members of the Police Accountability Board (PAB)
From: Randy Wells, PAB Board Member
Subject: Police Arrest Quota Subcommittee Policy Recommendation

1. Executive Summary

Background:

The Swanson report's text message review shows that, although no formal arrest quotas were established, Downtown Task Force (DTF) patrol officers were implicitly pushed toward a target of 100 arrests per month through repeated references to "Operation 100." While DTF members rejected the term "quota," they acknowledged an expectation of high arrest numbers as a key indicator that they were being proactive and doing their job. As a result, the PAB recommends the development of a new freestanding policy prohibiting all arrest quotas whether they refer to vehicles, cyclists, or pedestrians.

Recommended Policy Language:

No member of the department shall establish or enforce any quotas for arrests or citations.

Fair & Impartial Policing:

The spirit of this policy is to uphold the values of fairness, impartiality, and community-focused policing, ensuring that enforcement actions are driven by actual circumstances and the safety needs of our community, rather than by numerical performance targets.

Deputy Chief Tate and I are aligned to include the recommended language in the Fair & Impartial Policing section. Our intent is to make clear that decisions by officers and all members of the Berkeley Police Department must be grounded in fairness, objective judgment, and community trust—rather than driven by numerical performance targets or arrest metrics.

I've reviewed the longer Sample Quota Ban Policy and believe the recommended language accurately reflects its intent: the policy makes clear that any form of stop, ticket, or arrest quota—formal or informal—is strictly prohibited, and that officers' actions must

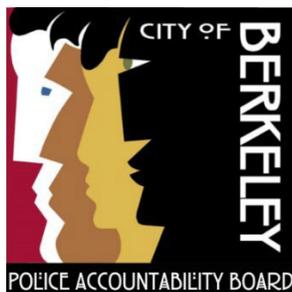
be guided by genuine public safety needs rather than numerical targets, reinforcing BPD's commitment to fairness, accountability, and community-centered policing.

Expected Impact:

- **Refocuses enforcement on public safety, not metrics:** Establishes that stops, tickets, and arrests must be grounded in actual circumstances and safety needs, rather than numerical targets, reinforcing sound professional judgment.
- **Strengthens fair and impartial policing:** Reduces incentives for over-enforcement or pretextual activity in specific neighborhoods or communities, aligning practice with the City's equity and anti-bias commitments.
- **Builds community trust and legitimacy:** Sends a clear signal to the public that BPD rejects quota-driven policing and prioritizes fairness, transparency, and community well-being over "numbers."
- **Clarifies expectations and reduces organizational risk:** Provides clear guidance for all officers, making it easier to identify, correct, and prevent quota-like practices, thereby lowering legal, oversight, and reputational risk.

ITEM 9.C.

**MEMORANDUM FROM BOARD MEMBER WELLS TITLED "SUMMARY OF BRINC
UNMANNED AERIAL FIRST RESPONDER SYSTEM DEMONSTRATION"**



MEMORANDUM

Date: December 1, 2025
To: Honorable Members of the Police Accountability Board (PAB)
 Hansel Aguilar, Director of Police Accountability (DPA)
From: Randy Wells, PAB Board Member
Subject: Summary of BRINC Unmanned Aerial First Responder System
 Demonstration

1. Executive Summary

Purpose:

On Friday, November 7th, the Berkeley Unmanned Aerial First Responder System demonstration highlighted how, when applied responsibly, drone technology can enhance public safety and officer well-being through faster, safer responses and real-time situational awareness. BRINC is a U.S.-based public safety technology company that builds drones and software for police, fire, and emergency services, and currently works with over 600 public safety agencies in the U.S., including more than 10% of SWAT teams. Its unmanned aerial first responder system operates as a “drone as first responder” program, launching drones in response to 911 calls to deliver rapid aerial imagery and information that supports better decision-making, improves officer safety, and increases overall response efficiency.

Core Issue:

From a policy lens, this kind of unmanned aircraft / first-responder tech creates *opportunities* to hard-code Berkeley’s values into how it’s used. Such as:

1. Transparency and Public Trust
2. Strong Privacy and Civil Liberties Protections
3. Clearly Defined Use Cases & Prohibitions
4. Governance, Oversight and Community Voice
5. Data Governance (storage, sharing and deletion)
6. Accountability, Training & Audit
7. Performance, Safety, and Outcome Evaluation
8. Integration with Existing Policies & Complaint Processes

Recommendation:

I recommend that we work in close partnership with the Mayor's Office and Councilmembers O'Keefe and Tregub to develop clear policy recommendations for this technology that center transparency, accountability, and community trust while also increasing overall operational efficiency. As part of this process, it would be valuable for Chief Louis to articulate her broader vision for policing in Berkeley, including the role that technology will play in strengthening public safety and addressing ongoing staffing challenges.

In addition, BPD should clearly communicate the specific use cases for this technology—why it is needed, how it will be deployed, and how it will benefit both the department and the community. To ensure meaningful public engagement, Chief Louis or designated BPD representatives should host town halls and community meetings to explain the program, answer questions, and address concerns directly from residents.

Expected Impact:

- A clear, community-informed policy framework that defines guardrails, oversight, and accountability for use of the technology.
- Improved public understanding of why the technology is being considered, how it will be used, and what safeguards are in place.
- Strengthened trust between BPD and residents through proactive engagement, town halls, and transparent communication.
- More efficient, data-informed public safety operations that help address staffing challenges while maintaining Berkeley's values.
- A shared vision from City leadership and BPD that aligns technology deployment with broader goals of safety, equity, and community well-being.