

Page numbers for this agenda packet are marked in **blue** to distinguish them from the numbering within individual documents.



**POLICE ACCOUNTABILITY BOARD
REGULAR MEETING AGENDA PACKET
May 20, 2026
6:30 PM**

Board Members

Joshua Cayetano (Chair)	Leah Wilson (Vice-Chair)
Randy Wells	Joshua Buswell-Charkow
Benjamin Nash	Stephanie Allan

MEETING LOCATION

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

Agenda Item Materials

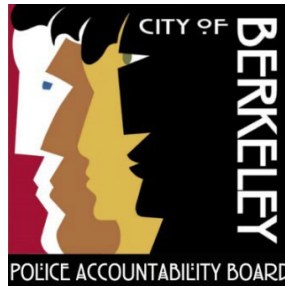
Item	Description	Page
2	May 20, 2026 PAB Regular Meeting Agenda	1
4	Minutes for the Regular Meeting of April 22, 2026	7
8	Subcommittee List	12
9.a.	Presentation by UC Berkeley's Social Sector Solutions on Recommended Outreach Strategies for the ODPa and PAB	15
9.b.	Outreach & Engagement Subcommittee's Commendation Recommendations	65
9.d.	Annotated Agenda for the May 7, 2026 Special Meeting of the Berkeley City Council	69
9.e.	BPD's Proposed Acquisition Report and Surveillance Use Policy for Investigative Software	82

Off Agenda Reports

Item	Description	Page
1	Policy Review Status Updates	98
2	Legislative Updates Relevant to the PAB's Work	104
3	2026 PAB Meeting Calendar	109
4	Communications to the PAB	111

Item 2

May 20, 2026 PAB Regular Meeting Agenda



**POLICE ACCOUNTABILITY BOARD
REGULAR MEETING AGENDA
WEDNESDAY, MAY 20, 2026
6:30 P.M.**

Board Members

Joshua Cayetano (Chair)
Randy Wells
Benjamin Nash

Leah Wilson (Vice-Chair)
Joshua Buswell-Charkow
Stephanie Allan

MEETING LOCATION

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

PUBLIC NOTICE

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

LAND ACKNOWLEDGMENT

The City of Berkeley recognizes that the community we live in was built on the territory of xučyun (Huchiun (Hooch-yoon)), the ancestral and unceded land of the Chochoenyoyo (Chochoenyoyo)-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 (5 MINUTES)**

- a. Roll Call
- b. Introduction of New Board Members
 - i. Stephanie Allan – Nominated by Councilmember Tregub
 - ii. Benjamin Nash – Nominated by Councilmember Bartlett

2. APPROVAL OF AGENDA (2 MINUTES)**3. PUBLIC COMMENT (TBD)**

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

4. APPROVAL OF MINUTES (5 MINUTES)

- a. Minutes for the Regular Meeting of April 22, 2026.

5. ODPa STAFF REPORT (10 MINUTES)

Announcements, updates, and other items.

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

The Chair and Board Members report on their activities.

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

Crime/cases of interest, community engagement/department events, staffing, training,

iii.	2025-CI-0018	xvi.	2026-CI-0006
iv.	2025-CI-0027	xvii.	2026-CI-0007
v.	2025-CI-0030	xviii.	2026-CI-0008
vi.	2025-CI-0033	xix.	2026-CI-0009
vii.	2025-CI-0037	xx.	2026-CI-0010
viii.	2025-CI-0038	xxi.	2026-CI-0011
ix.	2025-CI-0039	xxii.	2026-CI-0012
x.	2025-CI-0041	xxiii.	2026-CI-0013
xi.	2026-CI-0001	xxiv.	2026-CI-0014
xii.	2026-CI-0002	xxv.	2026-CI-0015
xiii.	2026-CI-0003		

END OF CLOSED SESSION

12. ANNOUNCEMENT OF CLOSED SESSION ACTIONS (1 MINUTE)**13. ADJOURNMENT (1 MINUTE)****Off Agenda Reports**

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

Communications Disclaimer

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

Communication Access Information (A.R. 1.12)

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

SB 343 Disclaimer

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

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

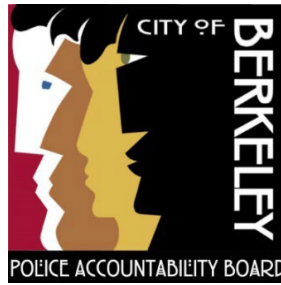
1900 Addison Street, Floor 3, Berkeley, CA 94704

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

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

Email: dpa@berkeleyca.gov

Item 4
Minutes for the Regular Meeting of April 22, 2026



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

Board Members

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

MEETING LOCATION

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

MEETING MINUTES

1. CALL TO ORDER AND ROLL CALL

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

Absent: Board Member Randy Wells¹

ODPA Staff: Katherine Lee, Interim Director of Police Accountability
 Jose Murillo, Policy Analyst
 Syed Mehdi, Data Analyst
 Daniel Weinberg, Investigator

BPD Staff: Deputy Chief Jen Tate
 Lt. Jennifer Coats

¹ Board Member Wells was granted a Leave of Absence for the April 22, 2026 PAB Meeting.

2. APPROVAL OF AGENDA

Motion to approve the agenda, as amended, to reorder Items 6 and 7 such that the Chief of Police's Report is heard as Item 6 and the Chair and Board Member Reports as Item 7.

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

Ayes Buswell-Charkow, Wilson, Cayetano.

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

3. PUBLIC COMMENT

0 Physically Present Speakers

1 Virtually Present Speaker

4. APPROVAL OF MINUTES

a. Minutes for the Regular Meeting of March 25, 2026.

Motion to approve the minutes for the Regular Meeting of March 25, 2026.

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

Ayes Buswell-Charkow, Wilson, Cayetano.

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

5. ODPa STAFF REPORT

Interim Director Lee introduced herself and reported on current priorities, including the ODPa budget presentation and limited ability to reduce costs due to fixed expenses. She noted ongoing evaluation of lease-related costs, an active investigative caseload, and continued work on interim regulations. She also provided updates on surveillance technology items returning to Council on May 7, anticipated timing for the Use of Force Policy review, and progress on the 2025 Annual Report. Director Lee concluded with an update on Board appointments, noting that additional members are expected soon.

6. CHIEF OF POLICE'S REPORT

Deputy Chief Tate reported on recent incidents, including multiple arrests involving armed individuals and an ongoing shooting investigation. She also provided updates on departmental engagement efforts, the record retention schedule moving forward for City review, and coordination with the Board on surveillance technology and Use of Force Policy discussions.

7. CHAIR AND BOARD MEMBERS' REPORTS

Board Members reported on their activities since the last PAB meeting on March 25, 2026.

8. SUBCOMMITTEE REPORTS

Subcommittee's report on their activities since the last PAB meeting on March 25, 2026.

Motion to dissolve the liaison role for Fair and Impartial Policing (FIP)-related matters.

Moved/Second (Cayetano/Wilson) Motion carried.

Ayes Buswell-Charkow, Wilson, Cayetano.

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

9. DISCUSSION AND ACTION ITEMS

- a. Discussion and action regarding commendations for BPD Officers (Wells & Buswell-Charkow)

No action taken by the Board. The item will return at a future meeting.

- b. Discussion and action regarding BPD Policy 300 “Use for Force” (Cayetano)

No action taken by the Board.

- c. Discussion and action regarding the BPD’s proposed Surveillance Technology Ordinance and Police Equipment Ordinance Approvals, Policy Updates, and Contract Authority with Flock Safety (ODPA)

Motion to approve the letter upon further information received from the City Auditor’s Office and to delegate authority to the Vice Chair to implement any changes needed to ensure accuracy and reflect updated information received from City stakeholders.

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

Ayes Buswell-Charkow, Wilson, Cayetano.

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

- d. Discussion and action regarding the BPD’s budget and proposed budget reductions for FY 27 and FY 28 (ODPA)

No action taken by the Board. The Chair will follow up with the City Manager.

10. PUBLIC COMMENT

1 Physically Present Speaker

0 Virtually Present Speakers

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 ODPa:

ODPA Case No. 2025-CI-0034

Motion to approve the ODPa’s recommendations in ODPa Complaint 2025-CI-0034.

Moved/Second (Wilson/Cayetano) Motion carried.
Ayes: Wilson, Cayetano and Buswell-Charkreow.
Noes: None. Abstain: None. Absent: Wells

ODPA Case No. 2026-CI-0011

Motion to not Administratively Close ODPa Complaint 2026-CI-0011.

Moved/Second (Cayetano/Wilson) Motion carried.
Ayes: Wilson, Cayetano and Buswell-Charkow.
Noes: None. Abstain: None. Absent: Wells

ODPA Case No. 2025-CI-0035

Motion to approve the ODPa’s recommendations in ODPa Complaint 2025-CI-0035.

Moved/Second (Wilson/Cayetano) Motion carried.
Ayes: Wilson, Cayetano and Buswell-Charkow.
Noes: None. Abstain: None. Absent: Wells

END OF CLOSED SESSION

12. ANNOUNCEMENT OF CLOSED SESSION ACTIONS

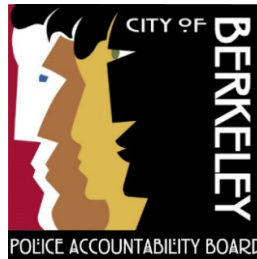
Chair Cayetano announced the closed session actions.

13. ADJOURNMENT AT 8:38 PM

Motion to adjourn. Moved/Second (Wilson/Cayetano). The meeting was adjourned at 8:38 PM by unanimous consent.

Item 8
Subcommittee List

Updated on 5/15/2026



SUBCOMMITTEE LIST

Important Note: As of May 15, 2026, the PAB has 7 of its 9 seats filled with one additional Board Members expected in June, resulting in a quorum of 4 members. Subcommittees must be composed of fewer than a quorum and may not consist of a single member. Accordingly, vacancies must be filled or the subcommittee must be disbanded. If disbanded, its work can be reassigned to individual board members or formally paused or discontinued. For additional information on subcommittee requirements, please visit Chapter II Section 5 of the City of Berkeley's Commissioner's Manual:

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

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

Updated on 5/15/2026

Formally "Commendations"			
Policies and Practices on Encampment Clearances Formed 6-25-2025	Wells Wilson	TBD	TBD

LIAISON LIST

Liaison Name	Assignment
Cayetano	Represent the PAB in the EIS Update Process
Wilson	Represent the PAB in the Regulations Process

Item 9.a.

**Presentation by UC Berkeley's Social Sector
Solutions on Recommended Outreach Strategies
for the ODPA and PAB**

May 20, 2026 PAB Regular Meeting

Berkeley ODPA Final Review

UC Berkeley Social Sector Solutions
team: Hana Dai, Elise Allari, Mahir
Khanna, Dorothy Nguyen, Sherry Chen,
Shravan Davuluri

May 2026



Agenda

- I. Project context & objectives – 4 mins
- II. Executive summary – 6 mins
- III. Midpoint insights – 5 mins
- IV. Strategic outreach plan – 30 mins
- V. Longitudinal survey – 20 mins
- VI. Next Steps – 5 mins
- VII. Questions – 10 mins



CGSL



Photo Credit: Dinakar Tumu

Project context & objectives



CGSL

Project Goal: Help ODPa/PAB strengthen community trust and engagement

New Iteration of Oversight

PAB / ODPa was established by voters through Measure II in 2020, replacing the Police Review Commission which had been in place since 1973

Key Question



How can ODPa strengthen community trust and engagement in Berkeley's police oversight system

Strategic outreach plan



Informed by stakeholder interviews and peer-city research

Deliverables

- Plan recommendations and roadmap
- Implementation toolkit

Perception survey



Pilot-ready instrument to track perceptions and policy-impact

Deliverables

- Survey instrument
- Vendor analysis

Executive summary: A strategy and tools to build community trust and measure impact



CGSL

Key insights

- 1 Identified barriers to community trust: limited awareness, engagement, and coordination with city and BPD**
Interviews and peer city research show the core barriers to community trust: limited awareness, inconsistent engagement, and lack of visible collaboration with the city and BPD
- 2 Developed a strategic, capacity-aligned outreach plan built on three pillars: awareness, proactive engagement, and visible collaboration**
This phased approach prioritizes practical, near-term actions while building toward long-term institutional trust
- 3 Delivered an implementation toolkit ODPAs can use immediately to engage the community**
Deliverables include website updates, process maps, FAQs, and social media guidance to clearly communicate ODPAs' role and processes and close the gap between strategy and execution
- 4 Created a pilot-ready longitudinal survey to track trust, awareness, and community experience over time**
A stable annual core module with rotating topics allows ODPAs to track perceptions and impact of policy over time, a measurement instrument few oversight bodies have, positioning Berkeley to lead nationally
- 5 Equipped ODPAs with capability to move from strategy to execution immediately**
With a strategic plan, implementation materials, survey instrument, and vendor analysis, the ODPAs can begin execution now and build a long-term approach to community trust and oversight

Insights from interviews and peer cities reveal barriers to awareness, trust, and engagement



CGSL

Interviews across government, advocacy, and academia related community members

- 1 **Limited public understanding** of OPA's role leads to **widespread misconceptions** that undermine trust
- 2 **Persistent PAB vacancies** exacerbate community frustration and weaken confidence in the oversight system
- 3 **Current outreach efforts** do not consistently translate into **meaningful community engagement**
- 4 **Missed opportunities for collaboration with city leadership** and BPD limit OPA's ability to grow public trust
- 5 **Few cities track police perceptions over time**, creating an opportunity for OPA to lead within the city of Berkeley and nationally to lead through a **consistent longitudinal survey**

These insights led to two core solutions: a strategic outreach plan and longitudinal survey to close gaps in clarity, engagement, and accountability.



CGSL

Strategic Outreach Plan

A three-pillar outreach strategy to grow trust in ODPA



Three Pillars

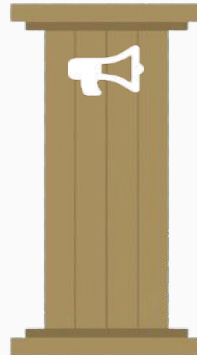
Pillars informed by interviews and best practices from peer and aspiring cities

Awareness & Understanding



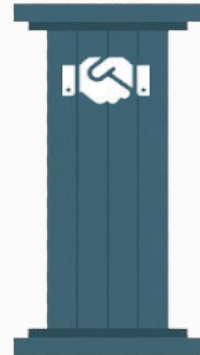
FAQs, process maps, website updates

Proactive Engagement



Annual events calendar

Visible Collaboration



Joint communications and shared wins



Implementation Timeline

Phased implementation aligns with ODPA capacity



Short Term
2026



Medium Term
2026-2029



North Star
2030 and beyond



Pillar 1: Awareness and Understanding

Goal: Make ODPA's role, authority, and complaint process clear and accessible

Recommendations

1

Short Term • Rest of 2026

Process maps and FAQs on ODPA's website; Improved website UX

2

Medium Term • 2026 – 2029

Share plain-language updates on annual reports, complaint trends, and policy reviews via public channels

3

North Star • 2030 and beyond

Public transparency dashboards for policy reviews

Lessons from peer and aspirational cities



Alexandria, Cleveland, and Eugene use FAQs and complaint process maps



Oakland, NYC, and Seattle routinely use social media platforms to advertise outreach events and communicate department wins



Oakland is exploring a transparency dashboard to track progress of policy review recommendations

May 20, 2026 PAB Regular Meeting

Tools that we made: FAQs and Process Maps



CGSL

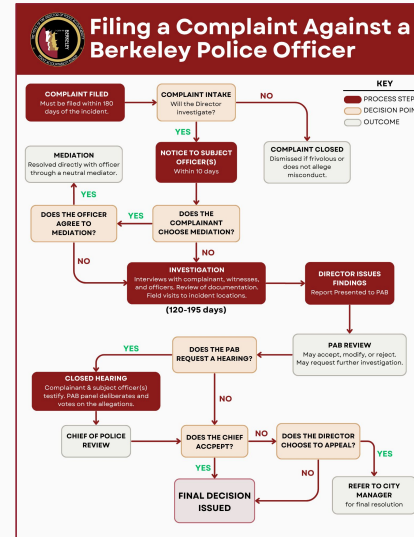
1. Is the ODPa part of the Berkeley city government?

- Yes, the ODPa is a City of Berkeley office funded through the city's general fund budget. The ODPa reports to the Mayor and City Council, and are independent of the City Manager. It was created by Berkeley voters through Measure II in November 2020, and became operational in July 2021. The ODPa and PAB replaced the former Police Review Commission, which was established in 1973.

2. Is the ODPa part of the Berkeley Police Department (BPD)?

- No, the ODPa provides independent civilian oversight, meaning it operates separately from BPD and is not influenced by police leadership. BPD internal affairs investigations are conducted within the police department itself. The ODPa was created to give the public an independent avenue for accountability.

FAQs provide clear, accessible answers to common community questions about the ODPa's role, independence, and complaint processes



Process Maps show what happens at every step after a complaint is filed, or a policy review begins

NYC & Seattle leverage public channels to share department wins



CGSL

NYC Civilian Complaint Review Board
December 22, 2025

Here are the highlights from the CCRB's year, showcasing the work of our Investigations, Administrative Prosecution, and Outreach Units in advancing civilian oversight, accountability, and meaningful community engagement citywide! ♦♦♦ #CivilianComplaintReviewBoard #CCRB #NYC

THE CIVILIAN COMPLAINT REVIEW BOARD

END-OF-YEAR RECAP

Here's what the CCRB did in **2025!**

INVESTIGATIONS UNIT

The heart of the CCRB is its Investigations Unit, composed of the professionals trained with investigating and making findings on complaints against New York City police officers.

In 2025:

- Nearly **6,000** complaints were received.
- Nearly **2,000** City investigated complaints were closed.
- Just over **500** closed complaints contained at least one substantiated allegation.

Complaints received, by borough:

- 27% Bronx
- 32% Brooklyn
- 27% Manhattan
- 8% Queens
- 4% Other Island

Complaints received, by type:

- 42% Abuse of Authority

PROSECUTION UNIT

The CCRB's Administrative Prosecution Unit (APU) is responsible for the administrative prosecution of substantiated civilian complaints where the CCRB recommends that Charges and Specifications be filed against an officer accused of misconduct. These are the most serious cases sent to the CCRB investigators.

In 2025, APU:

- Conducted **29** trials of **36** members of service, in all 5 Police Precincts.
- Oversee **227** charges being served to officers with substantiated allegations of misconduct.
- Closed **228** cases under its jurisdiction, of which none were closed due to the expiration of the 18-month statute of limitations.

OUTREACH UNIT

The Outreach Unit connects with everyday New Yorkers to inform the public about the structure and authority of the CCRB, outline rights and responsibilities during police encounters (such as language and/or racial, discrimination, bias or harassment), the investigation and resolution process, and more!

In 2025, the Outreach Unit:

- Host **800** events across the borough.
- Worked with **450** community partners, government agencies, and other organizations.
- Engaged with over **28,000** New Yorkers.
- Participated in the African American Day Parade, Disability Pride Month, and other identity-based observances.
- Received Community Impact Award from Black LI National House of Commons and First Ladyhood.

NYC CCRB showed a new way of providing the community with an easy to understand End-Of-Year Report!

Source: [NYC Civilian Complaint Review Board Facebook](#)

Seattle Office of Police Accountability is in Seattle, WA.
July 17, 2025

In 2024, there were 121 Use of Force allegations, which is about 12% of all allegations, and a 16.5% decrease compared to 2023. SPD officers must report serious uses of force and flag possible misconduct to OPA. You can find SPD's "8.400 Use of Force Reporting and Investigation" policy here: <https://bit.ly/uofreporting>

FORCE ALLEGATIONS DOWN 16.5% FROM 2023

Facts at a Glance:
2024 Annual Report

Seattle Office of Police Accountability

Seattle Office of Police Accountability shared using Facebook a community-wide update by sharing statistics regarding positive change.

Source: [Seattle Office of Police Accountability Facebook](#)

Pillar 2: Proactive Engagement



CGSL

Goal: Strengthen proactive outreach to increase awareness and participation

Recommendations

Lessons from peer and aspirational cities

1

Short Term • Rest of 2026
Build an **annual calendar of priority community events** (e.g. Solano Stroll) to **plan staffing in advance**



Cleveland and NYC maintain a consistent, geographically diverse **calendar of outreach events** and **webinars**

2

Medium Term • 2026 – 2029
Host **public events** that **encourage community feedback** (e.g. *resource fairs, town halls on relevant public safety issues, listening sessions*)



Eugene holds an **annual Spanish Community Safety Resource Fair**; Akron runs **Accountability Circles** bringing **community and police together**

3

North Star • 2030 and beyond
Establish a **Community Engagement Analyst** role and a **Police Accountability Youth Council**



Cleveland and Eugene staff **Community Engagement Analysts**



NYC leads the field with a **Youth Council**

May 20, 2026 PAB Regular Meeting

Tools that we made: Capacity-aligned annual outreach calendar focuses on key audiences identified in interviews



CGSL

<p>Juneteenth</p> <p>Meaningful date to engage with Berkeley's Black community ODPA presence signals visible commitment to equity.</p>	<p>Sat June 21</p>
<p>Solano Stroll</p> <p>Berkeley's largest annual street festival ODPA's top-recommended event to improve community awareness</p>	<p>Sun Sept 14</p>
<p>Farmer's Market</p> <p>PAB & ODPAs members can attend with flexible scheduling Recurring community event.</p>	<p>Sat Year-Round 10 AM - 2:30 PM</p>
<p>Berkeley High School Outreach</p> <p>Leverage existing Berkeley High School partnerships to connect with youth audiences in trusted educational settings in Law & Social Justice pathway/course</p>	<p>TBD Coordinate with CTE</p>

Eugene's Community Engagement Analyst organizes an annual Spanish Community Resource Fair

- The goal is to create a safe place for Spanish-speaking residents to gather, connect with community organizations, and get answers directly from police and civilian oversight
- In 2025 40 families attended the Community Resource Fair, including returning community members from past years – validating the trust-building model
- The Independent Police Auditor Community Engagement Analyst organizes the event in partnership with the City's Office of Equity & Community Engagement

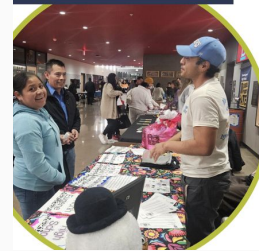
Eugene and Cleveland drive outreach through a Community Engagement FTE. In light of ODPAs' vacancies and Berkeley's FY2027 and FY2028 structural deficit, we recommend hiring additional staff as a long-term goal



CGSL



THE NUMBERS



ATTENDANCE

Approximately 40 families attended our forum, representing over 208 household members who benefited from the information shared—an increase of 38% compared to our previous event. Additionally, upwards of 80 staff from community-based organizations participated. The recording of the Question and Answer portion has reached nearly 200 people to date and remains available indefinitely on the La E-Kiss Facebook page for anyone who wishes to tune in.

40 COMMUNITY ORGANIZATIONS & CITY DEPARTMENTS

The larger venue this year accommodated our highest number of participating organizations to date. A total of 40 community-based organizations and City of Eugene departments participated, providing invaluable information in Spanish about their services. To encourage engagement, they also donated raffle prizes for families to win, instead of paying a tabling fee.

\$3,000

BUDGET MAXIMIZED

We are grateful for the continued support of the Office of Equity and Community Engagement, the 43 School District, and the Eugene Police Department for their contributions to this event. These partnerships enable us to host this event yearly while keeping costs low. Please note that this figure does not include the staff time invested by all those involved in the planning process.

Pillar 3: Visible Collaboration with BPD and City



CGSL

Goal: Build public trust through visible collaboration with city leadership and BPD

Recommendations

Lessons from peer and aspirational cities

1

Short Term • Rest of 2026

Strengthen **internal, working relationship** with **BPD and Council**

Increase **visibility** of 'compliment an officer' feature by placing it next to the complaints channel on ODPa and PAB websites

2

Medium Term • 2026 – 2029

Co-share city wins through owned and shared media opportunities



Spokane partners with SPD to fund police trainings after policy review findings



Alexandria, Akron, and Cleveland feature commendation forms directly next to complaint forms on their homepages



Cleveland and Spokane use **earned media** to feature the **the accountability office's work alongside** the contributions of PD and the Mayor

Tools We Built: Website UX Recommendations Promote Balanced Access to Complaints and Commendations



CGSL

Police Accountability

The Police Accountability Board and the Office of the Director of Police Accountability provide civilian oversight of the Berkeley Police Department.

Berkeley voters created the Police Accountability Board to provide independent civilian oversight of the Berkeley Police Department. The Board advises the public, City Council, and City Manager on policies, practices, and procedures of the Department.

Voters also established the Office of the Director of Police Accountability, whose duties include accepting and investigating complaints filed by members of the public alleging misconduct by a Berkeley police officer. The Director also serves as the Secretary to the Police Accountability Board and assists the Board in carrying out its duties.

The Police Accountability Board and Director of Police Accountability report to the Mayor and City Council, and are independent of the City Manager. The Board and the Director were created with the passage of Measure II, amending the City Charter, in November 2020. We became operational in July 2021.

The Police Accountability Board and Director of Police Accountability replace the former Police Review Commission, established in 1973. The new structure is a modernization and an expansion of tools for meaningful civilian oversight of the police in the 21st century.



BOARD MEETINGS AND AGENDAS
Find the most recent accountability board meeting schedule and agendas here. Subcommittee agendas can also be found here.



HOW TO FILE A COMPLAINT
A complaint form, with instructions on how to file a complaint alleging misconduct by a Berkeley police officer, can be found here.



HOW TO OPEN A POLICY REVIEW
You may ask the Board to conduct a review of a police department policy, practice, or procedure by filing a policy complaint.



HOW TO FILE A COMMENDATION
Recognize noteworthy service from the Berkeley PCD. Share your praise with the Board's police accountability official.

Safety & Health

Disaster Preparedness

Fire

Public Health

Police

Police Accountability

Laws and Regulations

File a Complaint

File a Commendation

Policy Complaints

Reports

Mental Health

Homeless Services

Animal Bites

Home > Your Government > Boards & Commissions > Police Accountability Board

Share Print

Police Accountability Board

The Police Accountability Board was created to promote public trust through independent, objective, civilian oversight of the Berkeley Police Department; provide community participation in setting and reviewing Police Department policies, practices, and procedures; and provide a means for prompt, impartial and fair investigation of complaints brought by members of the public against Berkeley Police officers.

The Police Accountability Board (PAB) is comprised of nine members. Each member was nominated by the Mayor or a City Councilmember and approved by the full Council. Board members are residents of the City of Berkeley, at least 18 years old, who have pledged to be fair-minded and objective, with a demonstrated commitment to community service.

The [Office of the Director of Police Accountability \(ODPA\)](#) supports the work of the Board. Please visit the ODPA's webpage for more information on the [PAB's rules and regulations](#) and the filing process for [personnel](#) or [policy complaints](#) or [commendations](#).

PAB and ODPA reports, press releases, and correspondence to Council are available under the [reports](#) tab. The meeting recordings for all regular and special meetings can be found on the [Police Accountability Board's Youtube Page](#).

Secretary

Katherine Lee

Interim Director of Police Accountability
Phone: (510) 981-4950 / TDD: (510) 981-6903 /
FAX: (510) 981-4955
dka@berkeleyca.gov

Mailing Address

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

[Police Accountability Website](#)

[PAB Website](#)

Co-share city wins through owned and earned media



CGSL

Topics for Co-Messaging

1

Community Safety

Highlighting improved officer conduct (e.g. use of force, discretionary stops, etc) or, public safety statistics

2

Policy Recommendations

Telling the story of how policy recommendations are being put into action

3

Annual Reports / State of the City

Featuring police accountability in city-wide annual reports or Mayoral addresses

INLANDER

Spokane's new police chief is reimagining 'use of force' review boards, with input from the Office of Police Ombuds

Eliza Billingham Apr 30, 2025

In his new role, Wheeler also chairs the use of force review boards. He's able to guide them with deep knowledge of the chief's philosophies around force and de-escalation, with heavy input from the ombuds.

"I've not seen this quick of a response to our recommendations in the past," Logue says. "At the end of the day, the police department has to buy in, and they did."

Hall says the Office of Police Ombuds has considerable sway with him, even if they don't always agree.

"They have a lot of influence over me, because I respect them as partners," Hall says. **"We're very much aligned on what we want to accomplish here. We both want the most professional, respected police department in the Pacific Northwest."**

Source: [Spokane](#)



Mindsets for Scaling Outreach

Implementation for Long-Term Success

1

Implement Gradually

Prevent staff burnout through measured, sustainable rollout

2

Track & Demonstrate

Monitor outreach to show progress & justify additional staffing needs. Metrics include:

- # of attendees at outreach events
- # of owned/earned media mentions
- # of community comments on policy reviews
- % of community survey respondents who are aware of ODP

3

Align with Strategic Goals

Tie outreach to three pillars & city strategic plan (e.g. Create a resilient, safe, connected, and prepared City)

4

Quantify & Share Wins

Effectively communicate successes to City Council & public



CGSL

Longitudinal Survey

May 20, 2026 PAB Regular Meeting

ODPA now has a defined path to launch a defensible annual, mixed-mode longitudinal community survey

Key progress

- 1 **Survey topics have been transformed into a stable core instrument**
The survey focuses on the highest-value longitudinal domains: trust, accountability, ODPa awareness, procedural justice, direct experiences, public safety, and equity
- 2 **Measurement has been shared into a high-level codebook and index framework**
Core items can now feed repeatable indices for trust, procedural justice, oversight, equity, and overall community perception
- 3 **Deployment options have been evaluated through a vendor analysis**
Qualtrics, YouGov, and Ipsos were assessed across cost, sampling quality, customization, speed, longitudinal fit, public-sector credibility, and procurement feasibility
- 4 **The work supports both ODPa's needs and Berkeley's broader survey capability**
The survey can serve as ODPa's first longitudinal measurement tool while also creating a repeatable model for community survey practice across the City

Since the midpoint review, the project has moved from "why a survey matters" to a concrete implementation package: survey instrument, methodology, codebook, vendor options, and next-step launch plan



CGSL

Executive Summary

The ODPa is ready to move from survey design to implementation by confirming vendor, procurement, sampling, and Wave 1 timeline.



Survey design has advanced from concept to implementation-ready measurement infrastructure

Key Survey Topics	Design	Implementation
<ul style="list-style-type: none"> ● Trust & confidence in police ● Accountability & oversight ● ODPA awareness & role clarity ● Procedural justice & fairness ● Direct experiences with police ● Public safety perceptions ● Equity across communities 	<ul style="list-style-type: none"> ● Stable annual core module (2–3 questions per construct) ● Rotating modules for emerging issues ● Standardized Likert-scale statements for consistency ● Composite indices (trust, procedural justice, oversight, equity) ● Codebook + interpretation framework for action 	<ul style="list-style-type: none"> ● Annual cross-sectional survey ● 600–800 Berkeley residents, demographically weighted ● Panel-based sampling, targeted and repeated outreach ● ~8–10 minute survey optimized for completion ● Public dashboards to track and communicate trends

Standardized survey questions enable consistent, longitudinal measurement



CGSL

Area	Sample Statements (<i>Likert scale: Strongly disagree → Strongly agree</i>)
1 Trust & Confidence in Police	<ul style="list-style-type: none"> <i>I trust the Berkeley Police Department</i> <i>I am confident the Berkeley Police Department acts in the best interest of the community</i>
2 Accountability & Oversight	<ul style="list-style-type: none"> <i>Oversight bodies (PAB/ODPA) are effective at holding the police accountable</i> <i>Officers who violate policies are often held responsible</i>
3 Procedural Justice & Fair Treatment	<ul style="list-style-type: none"> <i>Police treat people with respect</i> <i>Police make decisions fairly</i>
4 Public Safety & Community Experience	<ul style="list-style-type: none"> <i>How safe do you feel in the City of Berkeley as a whole? (Very unsafe -> very safe)</i> <i>In the past 12 months, did you contact BPD for help or to report a crime? (Yes / No)*</i>
5 Equity & Fairness Across Communities	<ul style="list-style-type: none"> <i>Police treat people of all races and ethnicities equally</i> <i>Police provide the same level of service across all neighborhoods</i>

21

Answer options are: "Yes, and I was satisfied with the response time", "Yes, but I was unsatisfied with the response time", "No, I did not need to contact them", "No, I had a problem, but chose not to contact BPD"



CGGL

Survey Demonstration

ODPA's vendor selection should balance long-term survey capability, cost, rigor, and scalability



CGSL

Expectations	Specific Requirements	Why It Matters for ODPA
Service Capability	Survey programming, sampling, analytics, dashboards, and support	Vendors differ in operational support and infrastructure capability
Cost	Total investment required to launch and repeat the survey	Helps ODPA assess financial sustainability for annual deployment
Speed	Time required to program, field, and deliver results	Supports timely reporting tied to outreach, policy, and accountability needs
Customization	Flexibility to adapt survey design, modules, and reporting outputs	Supports rotating modules, future policy topics, and evolving community priorities
Longitudinal Fit	Ability to maintain consistent methodology across survey waves	Allows ODPA to track trust, awareness, and perceptions year over year
Sampling Quality	Ability to produce a representative and reliable sample	Ensures results credibly reflect Berkeley residents and support public reporting
Public-Sector Credibility	Strength of vendor reputation, methodology, and defensibility	Helps results withstand scrutiny from residents, stakeholders, and City leadership

Areas of focus



Vendor capability differs across operational support, infrastructure ownership, and reporting capability

Capability Areas

1

Survey Operations

How the vendor supports the survey from setup through fielding, including programming, sampling, deployment, and response monitoring

2

Data & Reporting

How the vendor turns raw responses into usable outputs, including cleaned data, weighted results, analysis, and reporting

3

Long-Term Infrastructure

How the vendor enables ODPA to repeat, adapt, and scale the survey over time as an ongoing measurement capability

Examples



Survey programming & deployment
Sampling / panel management
Survey fielding & outreach
Vendor-managed operational support

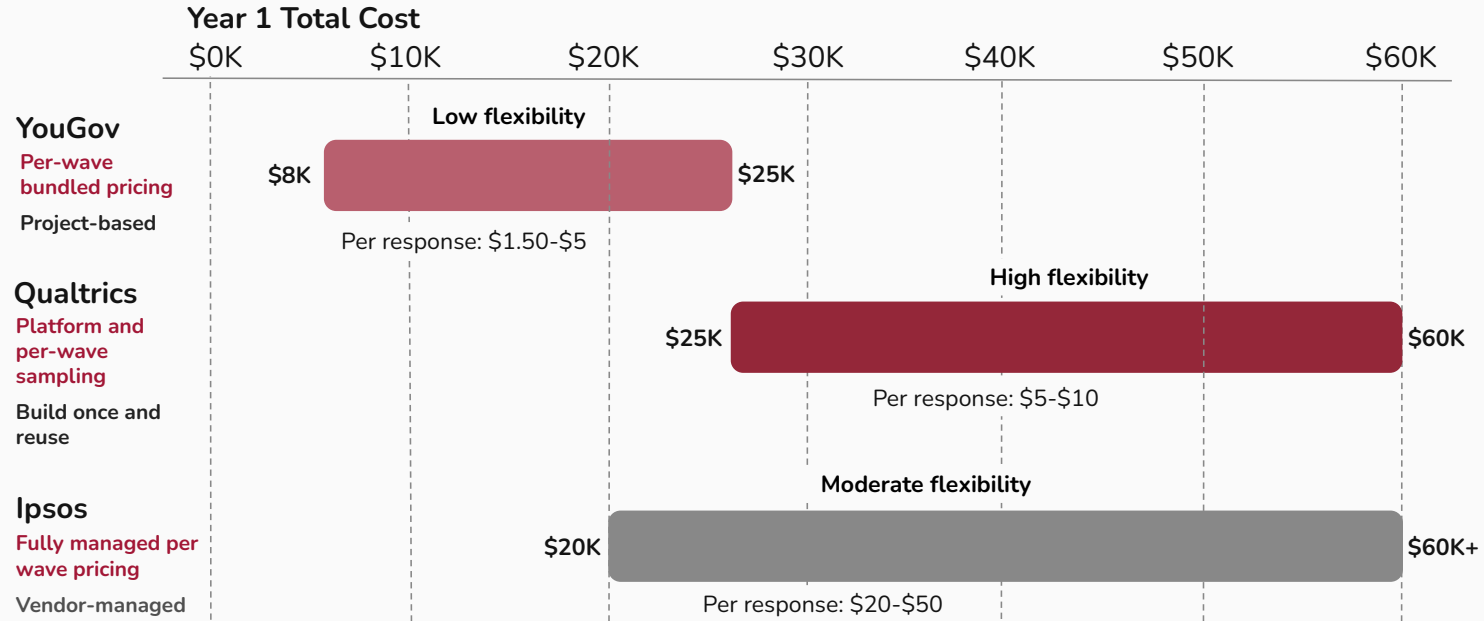


Data cleaning & demographic weighting
Dashboards & reporting tools
Analytics & trend tracking
Public-facing reporting capability



Repeatable annual survey deployment
Longitudinal trend tracking support
Internal ownership of survey assets
Scalability across departments or future use cases

Vendor costs reflect tradeoffs between speed, rigor, and long-term capability



Sources: Qualtrics, YouGov Business, and Ipsos KnowledgePanel official materials; BYU Survey Research Center panel cost benchmarks; Vendr, MySPSSHelp, Capterra, and G2 pricing benchmarks. Exact pricing varies based on targeting and service level; these ranges are based on industry benchmarks and publicly available procurement data.

May 20, 2026 PAB Regular Meeting

The three leading vendors vary in the level of support, rigor, and infrastructure they provide



- **All three vendors can support broader City survey efforts, though they differ in operational model, infrastructure ownership, and scalability**
- **YouGov:** Lowest-cost and fastest deployment model, with strong panel access and fielding support
- **Qualtrics:** Strongest balance of reusable infrastructure, customization, analytics, and ownership
- **Ipsos:** Highest-touch managed research model with end-to-end execution and methodological rigor



CGSL

Next Steps

- **Confirm available budget** and whether the purchase will be scoped as one survey wave or a multi-year service agreement
- **Request proposals from all three vendors** to satisfy competitive documentation requirements
- **Consult General Services** to determine whether informal competition, blue-backed contract, or formal RFP is required



Next Steps

Outreach strategy and longitudinal survey create a feedback loop to measure, refine, and strengthen community trust over time

Outreach strategy drives engagement

- Core tools to clarify ODPa's role
- Proactive outreach
- Updates showing collaboration and actions taken



Longitudinal survey measures impact

- Launch survey and establish baseline
- Track core metrics
- Measure impact of outreach and policy over time

Short-term focus: Deploy core tools (FAQs, process maps, website updates), pilot proactive engagement, and strengthen collaboration with the City and BPD

APPENDIX



CGSL

Toolkit

May 20, 2026 PAB Regular Meeting

FAQs

ODPA & PAB Information

1. **Is the ODPa part of the Berkeley city government?**
 - o Yes, the ODPa is a City of Berkeley office funded through the city's general fund budget. The ODPa reports to the Mayor and City Council, and are independent of the City Manager. It was created by Berkeley voters through Measure II in November 2020, and became operational in July 2021. The ODPa and PAB replaced the former Police Review Commission, which was established in 1973.
2. **Is the ODPa part of the Berkeley Police Department (BPD)?**
 - o No, the ODPa provides independent civilian oversight, meaning it operates separately from BPD and is not influenced by police leadership. BPD internal affairs investigations are conducted within the police department itself. The ODPa was created to give the public an independent avenue for accountability.
3. **What is the difference between the ODPa and the PAB?**
 - o The ODPa is the office that accepts and investigates complaints against Berkeley police officers. The Director of Police Accountability also serves as Secretary to the PAB. The PAB is the civilian board that reviews the ODPa's findings, decides whether to hold hearings, and advises the City on police policies. They work together but have distinct roles.
4. **How can I get involved with the Police Accountability Board?**
 - o PAB meetings are open to the public. You can attend in person or virtually. Meeting schedules and agendas are posted on the [PAB website](#).

PAB is also looking for more members to serve on the board! If you are interested in serving on the Board, learn more and apply here: tinyurl.com/BerkPAB.

Filing a Complaint

5. **How do I file a complaint?**
 - o You can file a complaint in three ways:
 - i. Complete the **online form**: [Police Accountability Portal](#)
 - ii. **Email**: Download and fill out the [form](#). Submit it to OPA@berkeleyca.gov.
 - iii. **Mail or In Person**: Download and fill out the [form](#). ODPa Staff can provide physical copies of the form upon request. Please mail or deliver to:

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

6. **What's the difference between filing a complaint against a Berkeley Police Officer and a Police Department policy?**
 - o A complaint against an officer alleges that a specific officer engaged in misconduct. It is investigated by the ODPa and could result in disciplinary action. A policy complaint addresses a BPD policy, practice, or procedure that you believe should be changed, regardless of any individual officer's behavior. Policy complaints are filed separately through the [Policy Complaints page](#).
7. **Can I choose mediation instead of an investigation?**
 - o Yes. Complainants may opt for mediation instead of a formal investigation. Mediation offers the chance to resolve your complaint directly with the officer, with a neutral professional mediator facilitating the conversation. In contrast, an investigation is resolved by the ODPa and PAB, and could result in disciplinary action against the officer. ODPa staff will discuss this option with you.

The Investigation Process

8. **What happens after I file a complaint?**
 - o Once your complaint is received, the Director screens it for sufficiency. If accepted, a notice of complaint is issued to the subject officer(s) within ten days. An investigator will then interview you, the subject officer(s), and any witnesses, and collect other relevant evidence such as reports, photographs, and video. Field visits to the incident location may also be conducted.
9. **How long does an investigation take?**
 - o Investigations must be completed within 120 to 195 days, depending on the circumstances.
10. **What records can a complainant access?**
 - o Due to state law and ODPa regulations, complainants are entitled to receive confirmation of the final decision on their complaint, but are not able to access the details of the investigation. This includes the investigative report, transcripts, and other records gathered during the process, as these are considered confidential investigative records.
11. **What happens after the investigation is complete?**
 - o The Director prepares a report with findings and recommendations and presents it to the PAB. The Board may accept, modify, or reject the recommendations. If the Board accepts the findings, they are forwarded to the Chief of Police. The Board may also request a hearing if further fact-finding is necessary.

Other Questions

12. **Can I submit a compliment for a Berkeley police officer?**
 - o Yes. If you had a positive experience with a Berkeley police officer, you can submit a compliment through the [Police Accountability Portal](#).

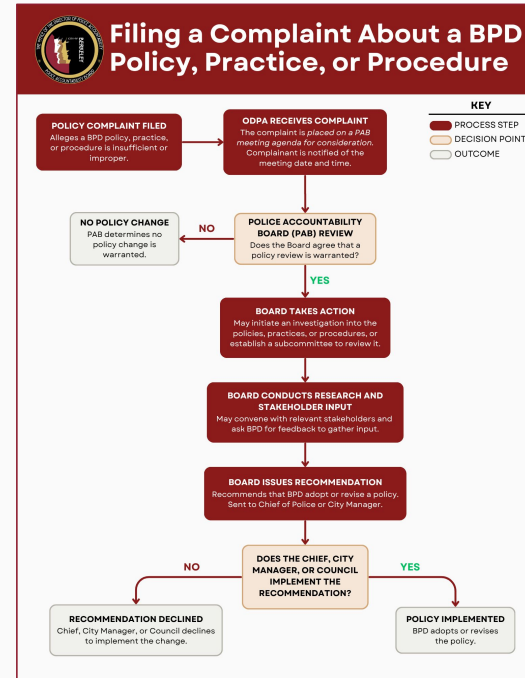
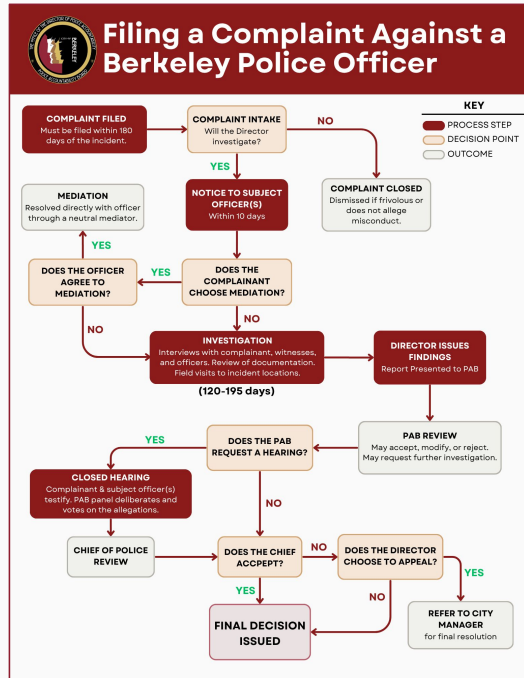


CGSL

Process Maps



CGSL



Improved Website UX - PAB and Police Accountability



CGSL

Police Accountability Board

The Police Accountability Board was created to promote public trust through independent, objective, civilian oversight of the Berkeley Police Department; provide community participation in setting and reviewing Police Department policies, practices, and procedures; and provide a means for prompt, impartial and fair investigation of complaints brought by members of the public against Berkeley Police officers.

The Police Accountability Board (PAB) is comprised of nine members. Each member was nominated by the Mayor or a City Councilmember and approved by the full Council. Board members are residents of the City of Berkeley, at least 18 years old, who have pledged to be fair-minded and objective, with a demonstrated commitment to community service.

The Office of the Director of Police Accountability (ODPA) supports the work of the Board. Please visit the ODPA's webpage for more information on the PAB's rules and regulations and the filing process for personnel or policy complaints or commendations.

PAB and ODPA reports, press releases, and correspondence to Council are available under the reports tab. The meeting recordings for all regular and special meetings can be found on the Police Accountability Board's Youtube Page.

MORE ABOUT ODPA

MEETINGS

Police Accountability Board meetings are open to the public and everyone is welcome. Meetings will be generally held on the 2nd and 4th Wednesday of the month with a 6:30 pm start time.

Share Print

Secretary

Katherine Lee

Interim Director of Police Accountability
Phone: (510) 981-4950 / TDD: (510) 981-6903 /
FAX: (510) 981-4955
kpa@berkeleyca.gov

Mailing Address

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

Enabling Legislation

CHARTER ARTICLE XVII

Membership

COMMISSIONER ROSTER

Apply to serve on this commission

Police Accountability

The Police Accountability Board and the Office of the Director of Police Accountability provide civilian oversight of the Berkeley Police Department.

Berkeley voters created the Police Accountability Board to provide independent civilian oversight of the Berkeley Police Department. The Board advises the public, City Council, and City Manager on policies, practices, and procedures of the Department.

Voters also established the Office of the Director of Police Accountability, whose duties include accepting and investigating complaints filed by members of the public alleging misconduct by a Berkeley police officer. The Director also serves as the Secretary to the Police Accountability Board and assists the Board in carrying out its duties.

The Police Accountability Board and Director of Police Accountability report to the Mayor and City Council, and are independent of the City Manager. The Board and the Director were created with the passage of Measure I, amending the City Charter, in November 2020. We became operational in July 2021.

The Police Accountability Board and Director of Police Accountability replace the former Police Review Commission, established in 1973. The new structure is a modernization and an expansion of tools for meaningful civilian oversight of the police in the 21st century.



BOARD MEETINGS AND AGENDAS

Find the Police Accountability Board meeting schedule and agendas here. Subcommittee agendas can also be found here.

HOW TO FILE A COMPLAINT

A complaint form, with instructions on how to file a complaint alleging misconduct by a Berkeley police officer, can be found here.



HOW TO OPEN A POLICY REVIEW

How can you file a request for a review of a police department policy, practice, or procedure? Here's a policy request form.

HOW TO FILE A COMMENDATION

Recognize a good deed by a Berkeley police officer. Here's a commendation form.

Safety & Health

Disaster Preparedness

Fire

Public Health

Police

Police Accountability

Laws and Regulations

File a Complaint

File a Commendation

Policy Complaints

Reports

Mental Health

Homeless Services

Animal Bites

Outreach Calendar



CGSL

<p>Juneteenth</p> <p>Meaningful date to engage with Berkeley's Black community ODPA presence signals visible commitment to equity.</p>	<p>Sat June 21</p>
<p>Solano Stroll</p> <p>Berkeley's largest annual street festival ODPA's top-recommended event to improve community awareness</p>	<p>Sun Sept 14</p>
<p>Farmer's Market</p> <p>PAB & ODPA members can attend with flexible scheduling Recurring community event.</p>	<p>Sat Year-Round 10 AM - 2:30 PM</p>
<p>Berkeley High School Outreach</p> <p>Leverage existing Berkeley High School partnerships to connect with youth audiences in trusted educational settings in Law & Social Justice pathway/course</p>	<p>TBD Coordinate with CTE</p>

Longitudinal Survey and Codebook



Longitudinal Survey Codebook

This codebook documents the structure, variables, and coding conventions used in the ODPa longitudinal community survey. It is designed to ensure consistency in data collection, analysis, and reporting across survey waves. Each variable is defined with standardized response scales to support reliable comparison over time. In addition to raw survey items, the codebook outlines derived variables and composite indices used to summarize key concepts such as trust, procedural justice, oversight, and equity. This document serves as a reference for analysts, stakeholders, and decision-makers to interpret survey results accurately and consistently.

Index Construction

Composite indices are created by averaging related survey items that measure the same underlying concept, such as trust, procedural justice, oversight, or equity. Each index is standardized on a 1-5 scale, where higher values indicate more positive perceptions. This approach provides a more stable and reliable measure than any single question and supports consistent tracking over time.

- Trust Index = mean(trust variables)
- Oversight Index = mean(oversight variables)
- Procedural Justice Index = mean(pj variables)
- Equity Index = mean(equity variables)
- Overall Index = mean of all indices

Interpretation Guide

Index scores are grouped into defined ranges to help translate results into meaningful insights for decision-making. Lower scores indicate areas of concern that may require immediate attention, while higher scores reflect stronger community confidence and system legitimacy. These ranges allow ODPa to quickly assess performance, identify disparities, and prioritize actions based on the level of need.

- 1.0–2.0: Key Area of Opportunity → Immediate intervention required
- 2.1–3.0: Mixed → Targeted improvements needed
- 3.1–4.0: Generally Positive → Optimize and strengthen
- 4.1–5.0: Strong Trust → Maintain and scale

Trust and Confidence in Police

- QM1.** To what extent do you agree or disagree with the following statements about the Berkeley Police Department? (Strongly disagree / Somewhat Disagree / Neither agree nor disagree / Somewhat Agree / Strongly agree) 5 point scale, Source: [UC Berkeley](#)
- I trust the Berkeley Police Department
 - I am confident the Berkeley Police Department acts in the best interest of the community
- QM2.** To what extent do you agree or disagree with the following statements about Berkeley police officers? (Strongly disagree / Somewhat Disagree / Neither agree nor disagree / Somewhat Agree / Strongly agree)
- Officers treat people with respect
 - Officers are honest and trustworthy
 - Officers clearly explain the reasons for their actions
 - Officers provide the same quality of service to all people



CGGL

Strategic Outreach Plan Examples



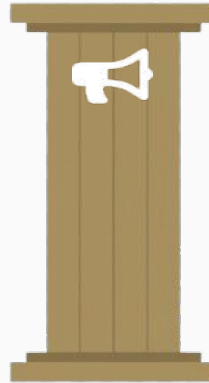
A three-pillar outreach strategy to grow trust in ODPA

Awareness & Understanding



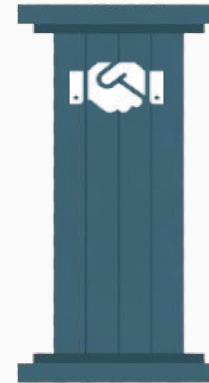
Example: FAQs, process maps, website updates

Proactive Engagement



Example: Host public events

Visible Collaboration



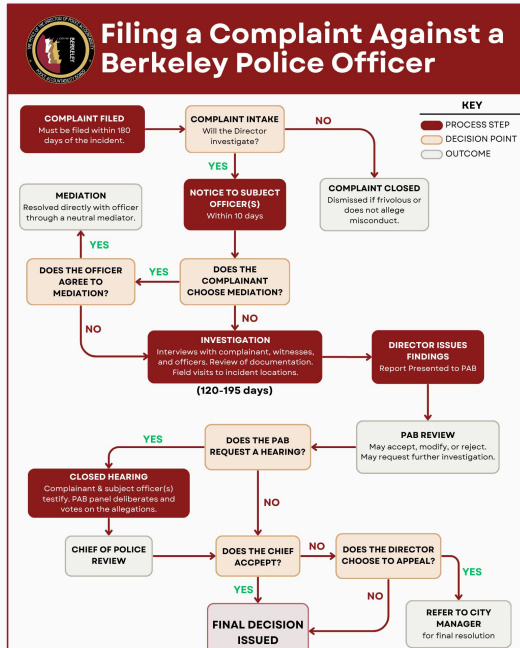
Example: Joint communications and shared wins

Pillar 1: Short Term

Process maps and FAQs on ODPAs website



CSGL

**ODPA & PAB Information**

- Is the ODPAs part of the Berkeley city government?**
 - Yes, the ODPAs is a City of Berkeley office funded through the city's general fund budget. The ODPAs reports to the Mayor and City Council, and are independent of the City Manager. It was created by Berkeley voters through Measure II in November 2020, and became operational in July 2021. The ODPAs and PAB replaced the former Police Review Commission, which was established in 1973.
- Is the ODPAs part of the Berkeley Police Department (BPD)?**
 - No, the ODPAs provides independent civilian oversight, meaning it operates separately from BPD and is not influenced by police leadership. BPD internal affairs investigations are conducted within the police department itself. The ODPAs was created to give the public an independent avenue for accountability.
- What is the difference between the ODPAs and the PAB?**
 - The ODPAs is the office that accepts and investigates complaints against Berkeley police officers. The Director of Police Accountability also serves as Secretary to the PAB. The PAB is the civilian board that reviews the ODPAs's findings, decides whether to hold hearings, and advises the City on police policies. They work together but have distinct roles.
- How can I get involved with the Police Accountability Board?**
 - PAB meetings are open to the public. You can attend in person or virtually. Meeting schedules and agendas are posted on the [PAB website](#).

PAB is also looking for more members to serve on the board! If you are interested in serving on the Board, learn more and apply here: tinyurl.com/BerkPAB.

May 20, 2026 PAB Regular Meeting

Pillar 1: Short Term

Improved website UX



CSGL

Police Accountability Board

The Police Accountability Board was created to promote public trust through independent, objective, civilian oversight of the Berkeley Police Department; provide community participation in setting and reviewing Police Department policies, practices, and procedures; and provide a means for prompt, impartial and fair investigation of complaints brought by members of the public against Berkeley Police officers.

The Police Accountability Board (PAB) is comprised of nine members. Each member was nominated by the Mayor or a City Councilmember and approved by the full Council. Board members are residents of the City of Berkeley, at least 18 years old, who have pledged to be fair-minded and objective, with a demonstrated commitment to community service.

The [Office of the Director of Police Accountability \(ODPA\)](#) supports the work of the Board. Please visit the ODPA's webpage for more information on the [PAB's rules and regulations](#) and the filing process for [personnel](#) or [policy complaints](#) or [commendations](#).

PAB and ODPA reports, press releases, and correspondence to Council are available under the [reports](#) tab. The meeting recordings for all regular and special meetings can be found on the [Police Accountability Board's Youtube Page](#).

MORE ABOUT ODPA

MEETINGS

Police Accountability Board meetings are open to the public and everyone is welcome. Meetings will be generally held on the 2nd and 4th Wednesday of the month with a 6:30 pm start time.

Share ◀ Print 🖨

Secretary

Katherine Lee

Interim Director of Police Accountability
Phone: (510) 981-4950 / TDD: (510) 981-6903 /
FAX: (510) 981-4955
dpa@berkeleyca.gov

Mailing Address

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

Enabling Legislation

CHARTER ARTICLE XVIII

Membership

COMMISSIONER ROSTER

[Apply to serve on this commission](#)

[PAB Website](#)

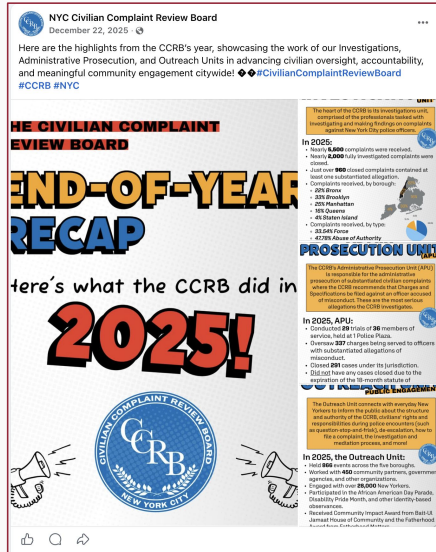
May 20, 2026 PAB Regular Meeting

Pillar 1: Medium Term

Share plain-language updates via public channels



CSGL



NYC CCRB showed a new way of providing the community with an easy to understand End-Of-Year Report!

Source: [NYC Civilian Complaint Review Board Facebook](#)



Seattle Office of Police Accountability shared using Facebook a community-wide update by sharing statistics regarding positive change.

Source: [Seattle Office of Police Accountability Facebook](#)

May 20, 2026 PAB Regular Meeting

Oversight Outreach Samples: Seattle and Oakland



CGSL

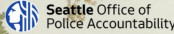
Seattle Office of Police Accountability is at Seattle, Washington. April 3 at 1:47 PM

Sometimes, during an investigation, OPA finds gaps within SPD's policies or practices that go beyond the specific case. This happened in OPA's investigation for 2025OPA-0125.

A person believed to be shoplifting ran from police. An officer pushed them to end the chase, and this caused the community member to become off balance and fall into a shopping cart. Seattle police recognized the officer's level of force might not match the crime or threat posed, which led to OPA's investigation.

Our office then recommended police determine which techniques are safest to end foot pursuits and train officers in these techniques. In response to OPA's recommendation, SPD added training on ending foot pursuits to their curriculum.

Learn more about OPA's Management Action Recommendations here: bit.ly/opa_mars



OPA's Management Action Recommendations regarding SPD Policies

Visit: bit.ly/opa_mars

Note: Seattle Office of Police Accountability shared how a community investigation was able to result in an action recommendation by their office.

Source: Seattle Office of Police Accountability Facebook

City of Oakland, Office of the Inspector General October 8, 2025

THURSDAY, OCTOBER 9th at 5:30 PM:

Attend the Oakland Police Commission meeting in person or online. Link for the agenda and virtual attendance: <https://us02web.zoom.us/j/88294451366#success>

On the agenda:

- Vote regarding OPD's Militarized Equipment Report
- Update from the Oakland Police Department

Share and spread the word!

#PoliceAccountability



police commission meeting

The meeting agenda includes:
OPD's Militarized Equipment Report Recommendations and Vote

OCT 9, 2025 5:30 PM

CITY HALL, COUNCIL CHAMBER
 1 FRANK OGAWA PLAZA

Note: City of Oakland's Inspector General's office promoting their Police Commission meetings via their Facebook page.

Source: City of Oakland, Office of the Inspector General Facebook

Social Media

Digital Revamp Strategy

- **Current Context**
 - The ODPa **lacks digital independence in social media mediums** and “Help” links that engage with their platforms rather than being redirected to City of Berkeley’s main pages. **Reliance on a low-engagement LinkedIn profile** has raised **minimal community awareness**
- **Current Agencies Practices (Peer-Review examples)**
 - Peer agencies (NYC CRB and local police) **leverage high-engagement platforms** like X, Facebook, and Instagram **to prioritize live updates, data transparency, and building a brand voice the establishes community trust**
- **Considerations:**
 - Establishing independent platforms **requires stronger long-term budgetary commitments for dedicated staff**. Initial visibility challenges **require consistent content strategies** to establish and retain active reporting status, to secure long-term community trust



CGSL

Recommendations:

- **Platform Independence:**
Launch dedicated social media pages to shift away from city-wide accounts; unfiltered reporting.
- **Updating website:**
Reflecting social media presence + more active engagement mediums to implement direct independent engagement
- **Hire a Community Engagement Analyst:**
Dedicated lead to manage daily digital operations, host local events, and facilitate community inquiries

Pillar 1: North Star

Public transparency dashboards for policy reviews



CGSL

Oakland Office of the City Auditor Recommendation Statuses

Appendix A: Summary of Recommendation Status by Report

Key: Implemented | Partially implemented | Not implemented



Oakland's Office of the Inspector General is exploring a transparency dashboard to track progress of policy review recommendations. This work is currently underway for the Office of the City Auditor, which currently shares recommendation statuses through static PDFs (as shown above).

Source: Interview with Oakland Office of the Inspector General

42

May 20, 2026 PAB Regular Meeting

Pillar 2: Short Term

Annual calendar of priority community events



CGSL

<p>Juneteenth</p> <p>Meaningful date to engage with Berkeley's Black community ODPA presence signals visible commitment to equity.</p>	<p>Sat June 21</p>
<p>Solano Stroll</p> <p>Berkeley's largest annual street festival ODPA's top-recommended event to improve community awareness</p>	<p>Sun Sept 14</p>
<p>Farmer's Market</p> <p>PAB & ODPA members can attend with flexible scheduling Recurring community event.</p>	<p>Sat Year-Round 10 AM - 2:30 PM</p>
<p>Berkeley High School Outreach</p> <p>Leverage existing Berkeley High School partnerships to connect with youth audiences in trusted educational settings in Law & Social Justice pathway/course</p>	<p>TBD Coordinate with CTE</p>

May 20, 2026 PAB Regular Meeting

Pillar 2: Medium Term Host public events that encourage community feedback



CSGL

COMMUNITY ENGAGEMENT & ACCOUNTABILITY CIRCLES

Community engagement is a core component of Akron's civilian police oversight framework. While case review, policy analysis, and recommendations provide essential accountability mechanisms, sustained community dialogue is necessary to ensure that oversight reflects lived experience, community expectations, and public trust concerns. In 2025, CPOB and OIPA advanced this commitment through structured community engagement initiatives, most notably the *Accountability Circles: Policing and the Path Forward*.

Accountability Circles: Purpose and Structure

Accountability Circles are facilitated, deliberative forums designed to move beyond traditional listening sessions toward intentional dialogue, mutual understanding, and shared problem-solving. In partnership with Project Ujima, CPOB and OIPA convened circles that brought together:

- Clergy and faith leaders
- Community residents and advocates
- Akron Police Department officers and supervisors
- Civic and institutional stakeholders

These forums were structured to encourage candid discussion of policing experiences, oversight expectations, and pathways for reform, while maintaining a respectful and solutions-oriented environment.

Leadership and Facilitation

The 2025 Accountability Circles were led and facilitated by Deputy Independent Police Auditor Keysha Myers and Ms. Crystal Jones (former CPOB Member), whose leadership was instrumental in establishing trust, maintaining productive dialogue, and ensuring that community voices were meaningfully integrated into the oversight process.

Their work emphasized:

- Creating space for historically underrepresented perspectives
- Ensuring that conversations moved beyond expression of frustration to identification of actionable themes
- Bridging the gap between community concerns and policy-level discussions

Akron runs Accountability Circles bringing community and police together in structured, facilitated dialogue.

Source: [Akron Independent Police Auditor 2025 Annual Report](#)

SPANISH COMMUNITY RESOURCE FAIR

NOVEMBER 2024
COMPLETED BY:
BEATRIZ OTERO HERNÁNDEZ

THE NUMBERS

ATTENDANCE

Approximately 40 families attended our forum, representing over 208 household members who benefited from the information shared—an increase of 38% compared to our previous event. Additionally, upwards of 80 staff from community-based organizations participated. The recording of the Question and Answer portion has reached nearly 200 people to date and remains available indefinitely on the La E-Kiss Facebook page for anyone who wishes to tune in.

40 COMMUNITY ORGANIZATIONS & CITY DEPARTMENTS

The larger venue this year accommodated our highest number of participating organizations to date. A total of 40 community-based organizations and City of Eugene departments participated, providing invaluable information in Spanish about their services. To encourage engagement, they also donated raffle prizes for families to win, instead of paying a table fee.

\$3,000 BUDGET MAXIMIZED

We are grateful for the continued support of the Office of Equity and Community Engagement, the 42 School District, and the Eugene Police Department for their contributions to this event. These partnerships enable us to host this event yearly while keeping costs low. Please note that this figure does not include the staff time invested by all those involved in the planning process.

Eugene Independent Police Auditor holds an annual Spanish Community Resource Fair which includes a panel on community safety

Source: Shared with S3 by Eugene Community Engagement Analyst Beatriz Otero

Pillar 2: Long Term

Establish a Community Engagement Analyst role



CSGL

Cleveland, OH

Key Responsibilities

- Develops and **implements a strategy** to identify, initiate and deepen relationships with various community stakeholders
- Serves as point of contact for **coordinating community outreach efforts** with the Cleveland Division of Police

Source: Community Engagement Manager [Job Description](#)

Eugene, OR

Key Responsibilities

- Builds and maintains trusted community relationships through sustained, **grassroots outreach**
- Coordinates outreach events, increasing public awareness of the office, and **gathering community input** through forums, surveys, and other engagement channels.

Source: Interview with Beatriz Otero

In light of ODP's vacancies and Berkeley's FY2027 and FY2028 structural deficit, we recommend hiring additional staff as a long-term goal.

45

May 20, 2026 PAB Regular Meeting

Pillar 2: Long Term Police Accountability Youth Council



CGSL

NYC's Youth Council make youth co-designers of oversight.

- **Formal role:** Working committee of young leaders **advising CCRB on youth engagement** and police-community relations; members also serve as ambassadors to their communities.
- **Structure:** Designed for broad representation and stakeholder buy-in, with nominations tied to boroughs and an application process intended to **include youth impacted by police violence**.
- **Why it matters:** The council gave CCRB direct insight into how to reach youth more effectively and **became an ongoing pipeline** for internships, mentorship, and continued involvement.

CALLING ALL NYC YOUTH AGES 10-18!

Are you interested in criminal justice issues and improving police-community relations?

The Civilian Complaint Review Board is accepting applications for our 2026 Youth Advisory Council!

Deadline to Apply: December 31st, 2025

Ready to join the YAC?

Apply today on our website! Link in bio!

Source: Interview with Yojaira Alvarez, [CCRB website](#), and [CCRB instagram](#)

Pillar 3: Short Term

Strengthen internal relationship with BPD and Council



CSGL

What we heard from the Berkeley Community

**Lack of shared goals**

"If it's ODPA vs. BPD, the community is going to lose. But if it's leaning into those shared goals, the community is going to be better."

**Lack of dialogue**

"People feel like there's not an open dialogue between members of the Police Accountability Board and the police department on police policy."

**Lack of action**

"My perception is that nothing is getting done because [ODPA & BPD] can't agree on anything."

What peer cities recommend

**Sharing reports in advance**

"It takes away their ability to fight us over them if they know about them in advance. And that has really helped in at least taking some of the fight out." - Spokane, WA

**Community trust**

"Studies have shown that civilian oversight is trusted and police department is trusted when we see some professionalism between the two." - Oakland, CA

**Balancing maintaining boundaries**

"We don't wanna come off in the public sector as being united or on the same team because that's not what we're here to do" - Eugene, OR

May 20, 2026 PAB Regular Meeting

Pillar 3: Short Term

Increase visibility of 'compliment an officer' feature



CSGL

Police Accountability Board

The Police Accountability Board was created to promote public trust through independent, objective, civilian oversight of the Berkeley Police Department; provide community participation in setting and reviewing Police Department policies, practices, and procedures; and provide a means for prompt, impartial and fair investigation of complaints brought by members of the public against Berkeley Police officers.

The Police Accountability Board (PAB) is comprised of nine members. Each member was nominated by the Mayor or a City Councilmember and approved by the full Council. Board members are residents of the City of Berkeley, at least 18 years old, who have pledged to be fair-minded and objective, with a demonstrated commitment to community service.

The [Office of the Director of Police Accountability \(ODPA\)](#) supports the work of the Board. Please visit the ODPA's webpage for more information on the [PAB's rules and regulations](#) and the filing process for [personnel](#) or [policy complaints](#) or [commendations](#). PAB and ODPA reports, press releases, and correspondence to Council are available under the [reports](#) tab. The meeting recordings for all regular and special meetings can be found on the [Police Accountability Board's Youtube Page](#).

[PAB Website](#)

Police Accountability

The Police Accountability Board and the Office of the Director of Police Accountability provide civilian oversight of the Berkeley Police Department.

Berkeley voters created the Police Accountability Board to provide independent civilian oversight of the Berkeley Police Department. The Board advises the public, City Council, and City Manager on policies, practices, and procedures of the Department.

Voters also established the Office of the Director of Police Accountability, whose duties include accepting and investigating complaints filed by members of the public alleging misconduct by a Berkeley police officer. The Director also serves as the Secretary to the Police Accountability Board and assists the Board in carrying out its duties.

The Police Accountability Board and Director of Police Accountability report to the Mayor and City Council, and are independent of the City Manager. The Board and the Director were created with the passage of Measure II, amending the City Charter, in November 2020. We became operational in July 2021.

The Police Accountability Board and Director of Police Accountability replace the former Police Review Commission, established in 1973. The new structure is a modernization and an expansion of tools for meaningful civilian oversight of the police in the 21st century.



BOARD MEETINGS AND AGENDAS

Find the Police Accountability Board's meeting schedule and agendas here. Subcommittee agendas can also be found here.

HOW TO FILE A COMPLAINT

A complaint form, with instructions on how to file a complaint alleging misconduct by a Berkeley police officer, can be found here.



HOW TO OPEN A POLICY REVIEW

This may ask the Board to conduct a review of a police department policy, practice, or procedure by filing a policy complaint.

HOW TO FILE A COMMENDATION

Request commendatory service from the Berkeley Police Department by submitting a form to a police accountability official.

Safety & Health

- Disaster Preparedness
- Fire
- Public Health
- Police
- **Police Accountability**
 - Laws and Regulations
 - File a Complaint
 - **File a Commendation**
 - Policy Complaints
 - Reports
- Mental Health
- Homeless Services
- Animal Bites

[Police Accountability Website](#)

Pillar 3: Medium Term

Co-share city wins through owned and shared media



CGSL

Commons Topics

1

Community Safety

Highlighting improved officer conduct (e.g. use of force, discretionary stops, etc) or, public safety statistics.

2

Policy Recommendations

Telling the story of how policy recommendations are being put into action.

3

Annual Reports / State of the City

Featuring police accountability in city-wide annual reports or Mayoral addresses.

INLANDER

Spokane's new police chief is reimagining 'use of force' review boards, with input from the Office of Police Ombuds

Eliza Billingham Apr 30, 2025

In his new role, Wheeler also chairs the use of force review boards. He's able to guide them with deep knowledge of the chief's philosophies around force and de-escalation, with heavy input from the ombuds.

"I've not seen this quick of a response to our recommendations in the past," Logue says. "At the end of the day, the police department has to buy in, and they did."

Hall says the Office of Police Ombuds has considerable sway with him, even if they don't always agree.

"They have a lot of influence over me, because I respect them as partners," Hall says. **"We're very much aligned on what we want to accomplish here. We both want the most professional, respected police department in the Pacific Northwest."**

Source: [Spokane](#)

Item 9.b.
Outreach & Engagement Subcommittee's
Commendation Recommendations



MEMORANDUM

Date: May 12, 2026
 To: Honorable Members of the Police Accountability Board (PAB)
 From: Outreach and Engagement Subcommittee (Board Members Buswell-Charkow and Wells)
 Subject: PAB Commendation Recommendations

This memorandum presents motions for commendations of Berkeley Police Department personnel. Each motion identifies the act or incident giving rise to the proposed honor and describes how the conduct meets one or more criteria in Section L(4): exceptional valor, bravery, or heroism; superior handling of a difficult situation; action or performance above and beyond typical duties; or extraordinary compassion, empathy, or kindness.

1. Officers Chaz Torres and Xiao Ren — house fire rescue

Motion: Move to commend Officer Chaz Torres and Officer Xiao Ren for their actions during the October 1, 2025 house fire at 2734 Mabel Street, where they entered a burning residence with smoke and open flames to locate an elderly resident still inside, guided her through the smoke and flames to safety, and provided compassionate assistance to the family during and after the rescue. This conduct meets Section L(4)(a), exceptional valor, bravery, or heroism; Section L(4)(c), action or performance above and beyond typical duties; and Section L(4)(d), extraordinary compassion, empathy, or kindness.

2. Sgt. Quezada, Officer Kastmiller, Officer Driscoll, and Officer Olson — 9/16/25 armed-suspect apprehension

Motion: Move to commend Sgt. Quezada, Officer Kastmiller, Officer Driscoll, and Officer Olson for their actions during the September 16, 2025 response involving a suspect who had reportedly struck pedestrians, fled, entered a backyard, refused commands, and was armed with a knife. These personnel were part of the core response and apprehension team that safely confronted, contained, and took the suspect into custody. This conduct meets Section L(4)(b), superior handling of a difficult situation.

3. Officer Montero — stolen vehicle recovery and assistance to elderly victims

Motion: Move to commend Officer Montero for recovering a stolen vehicle, remaining with the vehicle until the victims could arrive, assisting with towing arrangements,

May 20, 2026 PAB Regular Meeting

answering the victims' questions, and helping three elderly individuals feel safe and secure during an unfamiliar and stressful situation. This conduct meets Section L(4)(d), extraordinary compassion, empathy, or kindness, and Section L(4)(c), action or performance above and beyond typical duties.

4. Officers Salas and Montero — armed/disturbed subject with sharpened stake

Motion: Move to commend Officer Salas and Officer Montero for their response to the February 12, 2025 disturbance involving a combative subject who possessed and brandished a sharpened wooden stake, had struck a parking ticket vending machine, and posed a potential danger to the public. The officers remained calm, used verbal persuasion to get the subject to drop the weapon, avoided injury to the subject, officers, and public, and safely resolved the incident. This conduct meets Section L(4)(b), superior handling of a difficult situation.

5. Officer Maldonado — medical emergency, dog, and family notification

Motion: Move to commend Officer Maldonado for his actions following a November 19, 2025 medical emergency in which a resident passed out, fell unconscious, and was transported by ambulance. Officer Maldonado identified the resident through the dog's tag, secured the resident's loose dog, drove the dog home, and notified the resident's wife of the incident. This conduct meets Section L(4)(c), action or performance above and beyond typical duties, and Section L(4)(d), extraordinary compassion, empathy, or kindness.

6. Officer Sean Tinney — response to elderly/ill resident after suspected burglary

Motion: Move to commend Officer Sean Tinney for his response to a frightened elderly resident with serious health issues after a suspected overnight burglary attempt, including patiently comforting the resident, carefully inspecting the scene, working until nearly dark, and helping clean bloodstains left at the scene. This conduct meets Section L(4)(d), extraordinary compassion, empathy, or kindness, and Section L(4)(c), action or performance above and beyond typical duties.

7. Sgt. Kleppe — holiday gifts for unhoused family

Motion: Move to commend Sgt. K. Kleppe for responding to a request from Options Recovery Services regarding an unhoused family with three young children who had missed another holiday gift program and otherwise would not receive holiday gifts. Sgt. Kleppe brought gift bags for each child, bringing significant joy to the children and their mother. This conduct meets Section L(4)(d), extraordinary compassion, empathy, or kindness, and Section L(4)(c), action or performance above and beyond typical duties.

8. Officer Jan Paul DeGuzman — assistance to elderly resident during road closure

Motion: Move to commend Officer Jan Paul DeGuzman for assisting an 84-year-old resident during a road closure by voluntarily carrying her heavy bag of groceries uphill to her home when the road closure made the normal entrance inaccessible. This conduct

meets Section L(4)(c), action or performance above and beyond typical duties, and Section L(4)(d), extraordinary compassion, empathy, or kindness.

9. Detective Breaux and Sgt. Ledoux — recovery of child's stolen saxophone

Motion: Move to commend Detective Breaux and Sgt. Ledoux for sustained follow-up and persistence in the recovery of a child's stolen saxophone, including frequent communication with the family over several months, work with the family regarding identifying information and online-sale evidence, investigative follow-up that contributed to recovery of the instrument, and ultimately helping secure the saxophone's return. This conduct meets Section L(4)(c), action or performance above and beyond typical duties, and secondarily Section L(4)(d), extraordinary compassion, empathy, or kindness, due to the patient and responsive service provided to the affected family.

10. Officer Alex Chan — support for Jail CSOs during high-volume booking shifts

Motion: Move to commend Officer Alex Chan for repeatedly recognizing and supporting Jail CSOs during unusually high-volume booking shifts, including a shift involving 11 bookings in eight hours and a prior operation involving 17 bookings in eight hours. Officer Chan took initiative to bring drinks and make sure Jail CSOs received food or meal support after recognizing that they had been working continuously with little or no opportunity for breaks or food. This conduct meets Section L(4)(c), action or performance above and beyond typical duties, and Section L(4)(d), extraordinary compassion, empathy, or kindness.

11. November 20, 2025 domestic violence/kidnapping response group

Motion: Move to commend Officer Geoffrey Mitchell, Sgt. Graham Shivas, Officer Tyler Moore, Officer Andrew Johnson, Officer Nicholas Rosato, Sgt. Joseph Ledoux, Sgt. Craig Lindenau, Officer Wesley Grover, Officer Marissa Pickett, Officer Carlos Maldonado, Officer Humberto Rivera, CSO Cuauhtemoc Vargas, and Sgt. Jessica Perry Prieto for their roles in the November 20, 2025 domestic-violence/kidnapping response involving a suspect who reportedly battered his girlfriend, forced her into a vehicle with their three children, fled at high speed, struck another vehicle, and later fled on foot. Personnel identified the suspect vehicle, located the suspect and victim vehicle, investigated the related collision, conducted surveillance, established containment, documented and preserved evidence, and helped bring the suspect into custody without force while ensuring the victim and children were located safe with family. This conduct meets Section L(4)(b), superior handling of a difficult situation.

Item 9.d.

Annotated Agenda for the May 7, 2026 Special Meeting of the Berkeley City Council

May 20, 2026 PAB Regular Meeting

**ANNOTATED AGENDA
SPECIAL MEETING OF THE
BERKELEY CITY COUNCIL**

**Thursday, May 7, 2026
5:00 PM**

SCHOOL DISTRICT BOARD ROOM - 1231 ADDISON STREET, BERKELEY, CA 94702
TELECONFERENCE LOCATION - 1027 BANCROFT WAY, BERKELEY, CA 94710

ADENA ISHII, MAYOR

Councilmembers:

DISTRICT 1 – RASHI KESARWANI
DISTRICT 2 – TERRY TAPLIN
DISTRICT 3 – BEN BARTLETT
DISTRICT 4 – IGOR TREGUB

DISTRICT 5 – SHOSHANA O'KEEFE
DISTRICT 6 – BRENT BLACKABY
DISTRICT 7 – CECILIA LUNAPARRA
DISTRICT 8 – MARK HUMBERT

*This meeting will be conducted in a hybrid model with both in-person and virtual attendance. Attend this meeting remotely using [Zoom](#). To request to speak, use the “raise hand” function in Zoom. To join by phone: Dial **1-669-254-5252** or **1-833-568-8864 (Toll Free)** and enter **Meeting ID: 161 674 7986**. To provide public comment, Press *9 and wait to be recognized by the Chair. To submit a written communication for the public record, email council@berkeleyca.gov.*

Live captioned broadcasts of Council meetings are available on B-TV (Channel 33) and via [internet video stream](#). All Council meetings are recorded.

This meeting will be conducted in accordance with the Brown Act, Government Code Section 54953. Any member of the public may attend this meeting, however, if you are feeling sick, please do not attend the meeting in person. The City Council may take action related to any subject listed on the Agenda.

Pursuant to the City Council Rules of Procedure and State Law, the presiding officer may remove, or cause the removal of, an individual for disrupting the meeting. Prior to removing an individual, the presiding officer shall warn the individual that their behavior is disrupting the meeting and that their failure to cease their behavior may result in their removal. The presiding officer may then remove the individual if they do not promptly cease their disruptive behavior. “Disrupting” means engaging in behavior during a meeting of a legislative body that actually disrupts, disturbs, impedes, or renders infeasible the orderly conduct of the meeting and includes, but is not limited to, a failure to comply with reasonable and lawful regulations adopted by a legislative body, or engaging in behavior that constitutes use of force or a true threat of force.

Government Code Section 84308 (Levine Act) - Parties to a proceeding involving a license, permit, or other entitlement for use are required to disclose if they made contributions over \$500 within the prior 12 months to any City employee or officer. Parties and participants with a financial interest are prohibited from making more than \$500 in contributions to a decisionmaker for the 12 months after the final decision is rendered on the proceeding. The above contribution disclosures and restrictions do not apply when the proceeding is competitively bid, or involves a personnel or labor contract. For more information, see Government Code Section 84308.

Preliminary Matters

Roll Call: 5:09 p.m.

Present: Kesarwani, Taplin, Tregub, O’Keefe, Blackaby, Lunaparra, Humbert, Ishii

Absent: Bartlett

Councilmember Bartlett present at 5:17 p.m.

Action Calendar – Old Business

Action: M/S/C (Ishii/Tregub) to suspend the rules and establish a three-hour public comment period with two hours for in-person comments and one hour for online comments.

Vote: Ayes – Kesarwani, Taplin, Bartlett, Tregub, Blackaby, Lunaparra, Humbert, Ishii; Noes – None; Abstain – None; Absent – O’Keefe.

1a. Public Safety Technology: Surveillance Technology Ordinance and Police Equipment Ordinance Approvals, Policy Updates, and Contract Authority
(Continued from March 24, 2026) (Item contains revised and supplemental material.)
From: City Manager

Recommendation: Adopt a Resolution authorizing the following actions:
Surveillance Technology Ordinance (BMC 2.99)

1. Accept the Surveillance Acquisition Report and approve the Surveillance Use Policy for the Unmanned Aerial Systems (UAS) program.
 2. Accept the Surveillance Acquisition Report and approve the Surveillance Use Policy for Community Video Streams.
 3. Approve updated Surveillance Use Policies for fixed video cameras, reflecting Council-directed revisions to previously approved technology.
- Police Equipment Ordinance (BMC 2.100)
4. Accept the Police Equipment Impact Statement and approve the Police Equipment Use Policy for UAS.
- Contract Authority
5. Authorize the City Manager to amend the existing contract with Flock Safety to add Drone as First Responder (DFR) hardware, software, and services for an initial three-year term, in an amount not to exceed \$750,000.
 6. Authorize the City Manager to amend the existing contract with Flock Safety to add Condor PTZ fixed surveillance cameras for an initial four-year term, in an amount not to exceed \$310,000, with an option to extend for one additional three-year term, for a total not to exceed \$600,000.
 7. Authorize the City Manager to amend the existing contract with Flock Safety to add Flock Nova investigative software for a one-year term, in an amount not to exceed \$75,000, funded by the Byrne State Crisis Intervention Program (SCIP) grant previously accepted by Council on July 29, 2025.
 8. Authorize the City Manager to amend the existing contract with Flock Safety to renew Automated License Plate Readers (ALPRs) for a two-year term, in an amount not to exceed \$330,000, with an option to extend for an additional two-year term, for a total not to exceed \$660,000.

Financial Implications: See report

Contact: Jennifer Louis, Police, (510) 981-5900

May 20, 2026 PAB Regular Meeting

Action Calendar – Old Business

Action: M/S/C (Humbert/Kesarwani) to suspend the rules and extend the meeting to 11:15p.m.

Vote: Ayes – Kesarwani, Taplin, Bartlett, Tregub, O’Keefe, Blackaby, Lunaparra, Humbert; Noes – Ishii.

Action: M/S/Failed (O’Keefe/Lunaparra) to amend the main motion to include the amendments to the UAS Use Policy submitted by Councilmember O’Keefe in Supplemental Communications Packet #2.

Vote: Ayes – Tregub, O’Keefe, Lunaparra, Humbert; Noes – Kesarwani, Taplin, Bartlett, Blackaby, Ishii.

Action: 156 speakers. Motion/Seconded (Blackaby/Humbert) to:

- 1) Not move forward with the full Master Services Agreement (MSA) execution as proposed.
- 2) Authorize extension of the current contract for Automated License Plate Readers (ALPRs) for 12 months for an additional contract amount up to \$200,000.
- 3) Include in the negotiation of the ALPR contract extension the proposed terms contained in the supplemental materials from Councilmember Humbert and Councilmember Blackaby originally submitted on March 24 and included in the May 7 agenda packet; additionally include the exploration of contract terms with a penalty of \$290,000 per violation.
- 4) Refer to the City Manager the initiation of an RFP process in consultation with the Police Accountability Board and BPD for each of the components in the MSA and for their integration.
- 5) Approve Sections 1 – 6, 8, and 9 from the supplemental materials submitted by Mayor Ishii in Supplemental Communications Packet #2 (noted below).
 1. *Amend the Surveillance Use Policy for the Unmanned Aerial System (UAS)*
 2. *Refer the Community Video Stream Acquisition Report and Surveillance Use Policy to the Public Safety Policy Committee (PSPC) for further review*
 3. *Amend the Surveillance Use Policy for Fixed Cameras*
 4. *Amend the UAS Equipment Use Policy*
 5. *Refer the following request for information to the City Manager to quantify the need for UAS*
 6. *Refer the UAS Military Equipment Impact Statement to the City Manager for research and analysis of alternative surveillance technology vendors capable of meeting the City of Berkeley’s safety and surveillance needs while balancing privacy and civil liberties protections*
 8. *Refer to the City Manager to amend Ordinance 2.99 to include a violation/termination clause for surveillance technology vendors.*
 9. *Refer to the City Manager and City Attorney additional contractual language to require a vendor to inform the City of any request for information (including but not limited to subpoenas, discovery requests, or requests under any federal or state statute to the extent permitted by law) it receives related to City-controlled data and safeguard it to the fullest extent allowed by law.*

May 20, 2026 PAB Regular Meeting**Action Calendar – Old Business**

6) Include the following amendments to the policies from Councilmember Lunaparra:

UAS

1303.2 Authorized use:

10. To respond to ~~active~~ violent criminal activity at mass gatherings or special events only when there is probable cause of a felony and an active threat of serious bodily injury.

ALPRs

Extension of ALPRs should include an efficacy assessment and review for compliance to be presented to Council at least 30 days before the end of the extension

7) Take no action on Item 1b.

Action: Request to Sever the Main Motion by Mayor Ishii. M/S/Carried (Blackaby/Humbert) to approve severed portions #1, #5, #6, and #7 noted above.
Vote: Ayes – Kesarwani, Taplin, Tregub, O’Keefe, Blackaby, Lunaparra, Humbert, Ishii; Noes – Bartlett.

Action: Request to Sever the Main Motion by Mayor Ishii. M/S/Carried (Blackaby/Humbert) to approve severed portions #2, #3, and #4 noted above.
Vote: Ayes – Kesarwani, Taplin, O’Keefe, Blackaby, Humbert; Noes – Bartlett, Tregub, Lunaparra, Ishii.

Action: Adopted Resolution No. 72,254 –N.S. amended to remove the Whereas clauses and Resolved clauses regarding the Master Services Agreement (MSA) with Flock Safety and the related contract authority; revise the first Resolved clause regarding acceptance and approval of the amended Surveillance Use Policy and Military Equipment Use Policy for UAS; and the approval of the amended Surveillance Use Policy for Fixed Cameras; revise and renumber paragraph 8 to authorize extension of the current contract for Automated License Plate Readers (ALPRs) for 12 months for an additional contract amount up to \$200,000.

1b. Social Justice Implications of contracts with the Immigration Data Broker, Flock Safety (Continued from April 21, 2026)

From: Peace and Justice Commission

Recommendation: Approve a Policy approving the following actions with regard to safeguards for Berkeley’s surveillance-derived images and footage: Cancel Berkeley’s Flock Safety contracts for public surveillance images and video footage, due to Flock’s repeated sharing of such data with immigration authorities, and the inherent exposure of “cloud-based” storage to Trump administration access.

Financial Implications: None

Contact: Tasha Tervalon, Commission Secretary, (510) 981-7000

Action: See action for Item 1a.

May 20, 2026 PAB Regular Meeting**Adjournment**

Action: M/S/C (Humbert/Tregub) to adjourn the meeting.

Vote: All Ayes.

Adjourned at 11:09 p.m.

Communications

Item #1a: Public Safety Technology: Surveillance Technology Ordinance and Police Equipment Ordinance Approvals, Policy Updates, and Contract Authority

Item #1b: Social Justice Implications of contracts with the Immigration Data Broker, Flock Safety

1. Jackie Fishbein, on behalf of Flock Group, Inc
2. Commission on Labor
3. Human Welfare & Community Action Commission
4. David Soloff
5. Gabriel du Toit
6. Gael Alcock
7. Vanessa Vega & Brian Pasley
8. Chris Hamilton
9. Christi Tuleja
10. Hali Hammer
11. Peter VanArsdale
12. Bobbie Steinhart
13. Victoria Wesson
14. Irene Rice
15. Vijay Ramesh
16. Melanie Lawrence & John Smail
17. Janice Schroeder
18. Jesse Rosemoore
19. Arlene Owseichik
20. Sonya Baehr
21. Leslie Firestone
22. Justine Kessler
23. Dorothea Dorenz
24. Steen Jensen
25. Stephani Lesh
26. Shirley Kirsten
27. Linda Wood
28. Eric Friedman
29. Margots999
30. russbumper
31. 11 similarly-worded form letters

Supplemental Communications and Reports 1

- None

Supplemental Communications and Reports 2

Item #1a: Public Safety Technology: Surveillance Technology Ordinance and Police Equipment Ordinance Approvals, Policy Updates, and Contract Authority

Item #1b: Social Justice Implications of contracts with the Immigration Data Broker, Flock Safety

32. Supplemental agenda material submitted by the Police Department and the Finance Department
33. Supplemental material submitted by Councilmember O'Keefe
34. Revised agenda material submitted by Mayor Adena Ishii
35. Police Accountability Board
36. Merry Frank
37. Steve Ravellette, Victoria Cole, and Melissa Kerpel, on behalf of SafeBears Inc.
38. Alan Pearson
39. Andrea Prichett
40. Verna Winters
41. Shirlonda Henry
42. Laura Schatz (2)
43. Rachel Durling
44. Jeronimo Martin
45. Jane Terjung
46. Barbara Schick
47. James Marshall
48. Andrew Donohoe
49. Karen Young and Mike Ravera
50. Maneesh Saini
51. Greg Bernstein
52. Brett Gabby
53. Susan McCutchan
54. Julie Illi
55. vandi_g
56. Nathaniel Emodi
57. Luna Calderon
58. Franziska Raedeker
59. Gerald Bland
60. Dale Hanchett
61. Patrick Golier
62. Robin Beauchamp
63. Box Dixon
64. Holly Scheider
65. Paul Gumpel
66. Laura Leipzig
67. Stanley Glenn
68. Gregory Snyder
69. Emily Ziebell
70. Jordan Sax
71. Dale Webber
72. Allan Abshez
73. Sonya Tafoya
74. Sherri K.

May 20, 2026 PAB Regular Meeting

75. George Cesana
76. Sandra Martin
77. Karen Rothblatt
78. Debbie Reed
79. Djuna Odegard
80. Deneen Proctor
81. Charles King
82. Susan Berman
83. Steven Donaldson
84. Sharon Findlay
85. Bruce Bauer
86. Gary Miguel
87. Alan Phillips
88. Nora Smiriga
89. Michael Rice
90. Teresa Thornton
91. Janeece Cristales
92. MJ Baumann
93. Mallorie Baron
94. Jack Kurzweil (2)
95. Wei-Bing Chen
96. Hayley Cox
97. Mark Abrahams
98. Jill Johnson
99. Shirlonda Henry
100. Laurie Nardinelli
101. Sam Kessel
102. Jason Martens
103. Joan Garbarino
104. Kate Rassbach
105. Jane Wiedlin
106. Christopher Kroll
107. Sam Kaplan Pettus
108. Keith Barton
109. Peter Deibler
110. Sarah Leverett
111. Yvonne Woolsey
112. Sara Betts
113. Sasha Howes
114. Merle Lustig
115. Phoebe Thomas Sorgen
116. Wynd Kaufmyn
117. Ingrid Safranek
118. Carina O'Brien
119. Megan Mellard O'Neil
120. Melanie Lawrence & John Smail (2)
121. Alan Phillips
122. Ross and Robin Berman
123. Kathleen Rose
124. Boona Cheema

May 20, 2026 PAB Regular Meeting

125. Jean Waddell
126. Ashley DeVore
127. Maryann Osullivan
128. Stanley E. Glenn
129. Cris Benton
130. Claudia Benton
131. John Waters
132. Larry Hendel
133. Bruce & Linda Bargmeyer
134. Deb DenHerder
135. Carole Burns
136. Mangesh & Suchitra Kolhatkar
137. Victoria Cole
138. Austin Abrams
139. Sandy Lee
140. Kate Rassbach
141. Jennifer Miller
142. Martha Brown
143. Jeffrey Heller
144. John J. Parman
145. Christine Johnston
146. Patricia Slater
147. Charles Carlson
148. Kelly Hammargren
149. Brad Winemiller
150. Judith Thomas
151. Judy Grether
152. Akram Belghith
153. Ariella Granett
154. Robb Godshaw
155. Anita Medal
156. Paul Rickey
157. Melissa Pulling
158. Tony Hansen
159. Vanessa Vega
160. Janice Schroeder
161. S. Omowale Fowles
162. Average macandcheese enjoyer
163. Remmelt Ellen
164. Thomas Deckert
165. Rose White
166. Laura Preuss
167. Masumi Maei Hayashi-Smith
168. Carol Denney
169. Mangesh Kolhatkar
170. Gwen Byard
171. Jeanette McNeil
172. Shilpa Jain
173. Elana Auerbach
174. Mary Ann Meany and Donald Santos

May 20, 2026 PAB Regular Meeting

175. Anna Garfink
176. David Korman
177. Danette Davis
178. Johna Pecot
179. Linda Gerson
180. Tim Kingston
181. Alan Phillips
182. Pua Owan
183. Isobel White
184. Micky Duxbury
185. Jennifer Doebler
186. Candice Schott
187. Melanie Curry
188. Nan Gefen
189. Janet Hack
190. Elias Welsh
191. Annabelle Potvin
192. Carol Belcher
193. Amelia Pernell
194. Marcel Hawiger
195. Rebecca Tilley
196. Larry Rail
197. Laurie Schley
198. Helen Finkelstein
199. Marge Sussman
200. Bill Press
201. Karen Bouris
202. Candace Simonen
203. Stephen Wahlstrom
204. Jeff Leyser
205. David Korman
206. Vicki Savitt
207. Susan McCutchan
208. Wolyineka
209. William P. Wreden Jr.
210. Azere Wilson
211. Jo Heilman
212. Ken Berland
213. Betania Goodman
214. Berkeley D1 Resident (2)
215. Anne Wormhoudt
216. Cindy Larson
217. Sara Sunstein
218. Teri Johnstone
219. Peter Metcalf (3)
220. Peggy Radel
221. Noah Kahn
222. Phoebe Thomas Sorgen
223. Julian Foley
224. Liz Ozol

May 20, 2026 PAB Regular Meeting

- 225. Lorian Schaeffer
- 226. Elizabeth Ferguson
- 227. Xiaoyuan Li
- 228. Emily Ziebell
- 229. Peter Calthorpe
- 230. Barbara Gilbert
- 231. Fran Layton
- 232. Beth Blattenberger
- 233. Alysse Wishart
- 234. Deanna Mason
- 235. Anne-Lise Francois
- 236. Sonya Baehr
- 237. Berkeley Neighborhoods Council
- 238. April Gilbert
- 239. Frances Holt
- 240. Koralie Hill
- 241. Tammy Kreznar on behalf of ACLU NorCal
- 242. Andrew Johnson
- 243. Tanya Johnson
- 244. Signe Henderson
- 245. Lesli-Jo Sawada
- 246. Kathy Kojimoto
- 247. Leslie Firestone
- 248. Edith Friedman
- 249. 7 Similarly worded form letters “I am a Berkeley resident...”
- 250. 38 Similarly worded form letters “I am the parent of a UC Berkeley student...”
- 251. 214 Similarly worded form letters “I am writing to urge you to oppose...”

Supplemental Communications and Reports 3

Item #1a: Public Safety Technology: Surveillance Technology Ordinance and Police Equipment Ordinance Approvals, Policy Updates, and Contract Authority

Item #1b: Social Justice Implications of contracts with the Immigration Data Broker, Flock Safety

- 252. Sean Arseo
- 253. Douglas W. James
- 254. Avi Rappoport
- 255. Cheryl Brewster
- 256. Jonathan Holt
- 257. Luz Buitrago
- 258. Nora Smiriga
- 259. Kelly Cooke
- 260. Eric Friedman
- 261. Leila Allen
- 262. Deifler
- 263. Rebecca Pingree
- 264. Anandamayi Arnold
- 265. Fred Dodsworth (2)
- 266. Christopher Warren

May 20, 2026 PAB Regular Meeting

267. Megan Garner
268. Rose E. Aplustill
269. Linda Berkowitz
270. Peter Ciccolo
271. Monika Mann
272. Laura Arriola
273. Jenny Rempel
274. Netsy Firestein
275. Ed Allen
276. David Allen (2)
277. Adrienne McInnis
278. Ian Baker
279. Abigail Tarail
280. Elic Suazo
281. Nisha Saini
282. Crystal Terry
283. Michael Tucker
284. Ed Allen
285. Todd Jalier
286. Risa Dye
287. Lanny DeVuono
288. Samuel Dillon
289. Kate Pocrass
290. Vanessa Nikko Cordova
291. Ben Gardella
292. Peter Deibler
293. Amal C.
294. Catherine Huchting
295. Elise Geske (3)
296. Judith White
297. Rachel Katz
298. Joan Garbarino
299. Katherine Sharpe
300. Christine Staples
301. Cindy Shamban
302. Joanne Carder
303. Chrissy Hoffman
304. Sally Nelson
305. Linda Konkoski
306. Betsy Bigelow-Teller
307. Subarna Mitra
308. Kelsey Kofford
309. Joanna M.
310. Laura Hill
311. Marilyn Cleveland
312. Craig Peterson
313. Jean Tepperman
314. Rachel Vimont
315. Allison Banks
316. John Coveney

May 20, 2026 PAB Regular Meeting

- 317. Jeffrey Church on behalf of Visit Berkeley
- 318. Ashley McClure
- 319. Kitty Calavita
- 320. Crystal Brunzell
- 321. Julia Chervin
- 322. Ary Smith
- 323. Rafael Gonzalez (2)
- 324. Amanda Whitehead
- 325. Barbara Gilbert
- 326. Thu-Anh Nelson
- 327. Diana Lempel
- 328. Max Gomberg
- 329. Patricia Campbell
- 330. David Moren
- 331. Jeremiah Maller
- 332. Diane Tokugawa
- 333. Tony Boyle
- 334. Akemi Osajima
- 335. Anand Patel
- 336. Virginia Browning
- 337. Vivek Kembaiyan
- 338. David Fisher
- 339. Sheila Newbery
- 340. Melissa Ploysophon
- 341. Erika Andersen
- 342. Geoff Lomax
- 343. Daniel Borgstrom
- 344. Todd Seeley
- 345. Julian Friedman
- 346. Janie Hall
- 347. Steve Gilmartin
- 348. Lori Gray
- 349. Kristine Dixon
- 350. Stephen Leake
- 351. Samantha Johnston
- 352. Geraldine Clifford
- 353. Indivisible Berkeley NC/AC Team
- 354. Nina Haft
- 355. Mary Lynn Morales
- 356. David Gifford
- 357. Tania Schwartz
- 358. Brian Hofer on behalf of Secure Justice
- 359. 18 Similarly worded form letters "While BPD promotes..."
- 360. 97 Similarly worded form letters "I am writing to urger you to oppose..."

Miscellaneous

- 361. Unknown

Item 9.e.

**BPD's Proposed Acquisition Report and
Surveillance Use Policy for Investigative
Software**

Background

The Berkeley Police Department (BPD) seeks to implement Investigative Software that enables authorized BPD personnel to search, correlate, and visualize records the Department already maintains or is otherwise authorized to access, in a single secure interface, to support active criminal investigations, serious traffic investigations, and the review of critical incidents and natural disasters.

The Department intends to procure the Investigative Software through a competitive process. The Investigative Software operates above existing approved data sources; it does not itself capture audio, video, location, biometric, or other surveillance data from the public.

Nothing in this report or in the accompanying Surveillance Use Policy modifies, supersedes, or relaxes any provision of any approved Surveillance Use Policy or Police Equipment Use Policy that governs any technology or information source integrated into the Platform. Each integrated source continues to be governed by its own approved policy, including but not limited to that policy's authorized and prohibited uses, retention schedule, data-access rules, data-sharing rules, and oversight requirements. In the event of any conflict between this report or the accompanying Surveillance Use Policy and the approved policy of an integrated source, the more protective provision controls. This report and the accompanying Surveillance Use Policy do not authorize any new collection of data, any new retention of data, any new sharing of data, or any new use of data that would not be permitted under the integrated source's own approved policy.

To the extent that it might be required, this document satisfies the requirements of BMC 2.99 for “publicly-released written report produced prior to acquisition... that includes...” sections covering description, purpose, location, impact, mitigation, data types and sources, data security, fiscal cost, third party dependence and access, alternatives, and experience of other entities of the equipment.

1. Description

Information describing the Surveillance Technology and how it works, including product descriptions from manufacturers

Description:

An Investigative Software is a cloud-hosted software system that sits above existing data sources and provides authorized users a single, audited interface through which to search, link, visualize, and analyze records that today must be queried separately from each source system. The Investigative Software does not itself capture audio, video, location,

biometric, or other surveillance data from the public. It is the layer on top, and not a sensor or collector.

Functionally, an Investigative Software of this category combines two operational layers. The integration layer connects approved internal systems (such as Computer-Aided Dispatch, Records Management, and Digital Evidence Management) and approved external data sources to a common, indexed workspace. The analytics layer provides search, link analysis, case-to-case matching, mapping, timeline construction, and structured workflows over the integrated data, enabling authorized personnel to identify connections among records that would be difficult or impractical to identify through manual cross-system queries.

How it Works:

Approved data sources are connected to the Investigative Software through secure, authenticated integrations (typically encrypted API connections or encrypted data exports). Records from each source are indexed and made searchable through a single interface. When an authorized user runs a query tied to a specific BPD case or incident number, the Investigative Software returns matching records from the connected sources and may display relationships among them. Face Recognition Technology is prohibited.

Manufacturers' Descriptions:

The following are manufacturers' descriptions of investigative software platforms that are representative of a broader range of platforms that are used for the same purposes.

“Peregrine's full-stack platform transforms disconnected data into complete operational context. Built around your reality, it puts actionable intelligence in the hands of every person in your organization.”

“Flock Nova: Search Once. Act Faster. A real-time investigative and operations platform that helps teams find context, coordinate work, and move cases forward.”

“The Mark43 platform enables agencies to operate efficiently across desktop, mobile data terminals (MDT), and mobile devices, providing real-time access to operational data and workflows. The system is designed to be scalable and maintenance-free, supporting secure information sharing and collaboration across public safety teams.”

2. Purpose

Information on the proposed purpose(s) for the Surveillance Technology

The proposed purposes of the Investigative Software are limited to:

- Supporting specific and active criminal investigations.
- Supporting serious traffic-related investigations.

- To support police misconduct investigations.
- Responding to and reviewing critical incidents and natural disasters.

Each individual query of the Investigative Software must, in addition, fall within the authorized purposes of the source policy governing the data being queried. The Investigative Software may not be used for any general intelligence-gathering, for monitoring of First Amendment-protected activity, or for any other purpose not enumerated above.

3. Location

The general location(s) it may be deployed and reasons for deployment

The Investigative Software is a cloud-hosted software application. It is not installed at any physical location in public space and does not involve installation of any new hardware in the field. Access is limited to authorized BPD personnel using Department-issued or Department-authorized devices on the Department's network. Connected internal data sources reside on existing Department systems. Connected external data sources, where authorized, reside with their respective owners or operators and are accessed only through the Platform's secure interface.

4. Impact

An assessment identifying potential impacts on civil liberties and civil rights including but not limited to potential disparate or adverse impacts on any communities or groups

Although the Investigative Software itself collects no new data from the public, the aggregation and easier searchability of data already authorized for the Department's access raises civil-rights and civil-liberties considerations that warrant transparent acknowledgment and specific safeguards. The Department identifies the following potential impacts and addresses each through the mitigations described in Section 5 and through the accompanying Surveillance Use Policy.

- Combining records that are each individually permissible to hold can produce a more revealing picture of a person's movements, associations, and activities than any single record. The Investigative Software addresses this by limiting connected data sources to those enumerated in Section 6, by requiring that every query be tied to a specific BPD case or incident, and by auditing all queries.
- BMC 2.99.030(5) prohibits the City from obtaining, retaining, requesting, accessing, or using Face Recognition Technology or information obtained from Face Recognition Technology. Some Investigative Software vendors offer face-comparison, face-matching, or face-clustering features. Any such feature shall be disabled in the Department's deployment, shall not be enabled by the vendor

without explicit Council approval under BMC 2.99, and any inadvertent receipt of Face Recognition output shall be handled in accordance with BMC 2.99.030(5).

- Some underlying data sources reflect historical patterns of police contact, which in Berkeley and elsewhere have not fallen evenly across communities. A tool that makes those records easier to query can, if used carelessly, reinforce those patterns. Mitigations include the case-number-tied query requirement, the prohibition on general intelligence-gathering and dragnet searches in the accompanying Surveillance Use Policy, and the audit-log requirement that records the user, time, source, case number, and reason for each query.
- Investigative Software vendors typically offer the ability to share case data with other participating agencies. Under the accompanying Surveillance Use Policy, the Investigative Software does not create independent authority to share data with any third party; any sharing of data that originates from a connected surveillance technology source is governed by that source's approved Surveillance Use Policy or Police Equipment Use Policy. Berkeley's sanctuary policies, the California Values Act (Gov. Code §§ 7282.5, 7284.2 et seq.), AB 1184, AB 352, AB 1242, SB 345, and BPD Policy 423 therefore continue to govern data accessed through the Platform.
- The Investigative Software permits queries of publicly available open-source data when tied to a specific active investigation. Open-source data can implicate First Amendment-protected activity and produce inaccurate or biased results. The accompanying Surveillance Use Policy addresses this by requiring that every query be tied to a specific case or incident and by prohibiting general intelligence-gathering and dragnet searches.
- Publicly available reporting in 2024 and 2025 has documented that at least one Investigative Software vendor explored sourcing data from data breaches and dark-web marketplaces. The accompanying Surveillance Use Policy prohibits the ingestion of any data the vendor obtained from stolen-data sources, breach-origin sources, or unauthorized aggregations, and requires written vendor representation confirming that no such data is present in the Department's instance.
- There is a risk that integrating multiple technologies into a single platform could implicitly relax the protections in any one technology's existing approved policy. The accompanying Surveillance Use Policy expressly addresses this risk: it does not modify any integrated source's existing policy, and where the Platform's rules and a source's rules conflict, the more protective provision controls.

5. Mitigations

Information regarding technical and procedural measures that can be implemented to appropriately safeguard the public from any impacts identified

The Department will implement the following technical and procedural mitigations, each of which is also embodied in the accompanying Surveillance Use Policy:

- Face Recognition Technology and any face-comparison or face-identification feature shall be disabled and shall not be enabled, used, or queried.
- Every query shall be associated with a specific BPD case number or incident number, a case type, and/or a documented reason, recorded in the Platform's audit log.
- The Investigative Software shall not be configured to ingest, and the Department shall not authorize the ingestion of, any data the vendor obtained from data breaches, dark-web marketplaces, or unauthorized aggregations. Vendor written representation shall be obtained at contract execution.
- Connected data sources are limited to those enumerated in Section 6 of this report.
- For each connected source, the source's existing approved Surveillance Use Policy or Police Equipment Use Policy continues to control. Where the Platform's rules and the source's rules conflict, the more protective rule applies.
- The Investigative Software does not create independent authority to share data with any third party. All third-party data sharing is governed by the approved policy of the connected source from which the data originates.
- The Investigative Software shall be hosted in a CJIS-compliant environment with Multi-Factor Authentication, role-based access controls, and encryption in transit and at rest.
- The Investigative Software shall generate an audit log of every access event.
- All Investigative Software output shall be treated as an investigative lead only and shall be independently corroborated before any enforcement, charging, or detention decision.

6. Data Types and Sources

A list of the sources of data proposed to be collected, analyzed, or processed by the Surveillance Technology, including "open source" data

The Investigative Software does not itself collect data from the public. The Investigative Software analyzes data from the connected sources enumerated below. Each connected source is, at all times, governed by its own approved policy in addition to this policy, and the more protective provision controls.

Authorized Connected sources

- BPD Computer-Aided Dispatch (CAD) records.
- BPD Records Management System (RMS) reports and supplements.
- BPD Digital Evidence Management System metadata, and case-specific content.
- Automated License Plate Reader (ALPR) data.
- Fixed video camera data.
- Unmanned Aerial Systems (UAS) data.
- Opt-in case-linkage data voluntarily shared by other participating law-enforcement agencies.
- NIBIN (National Integrated Ballistic Information Network) ballistic-evidence data, accessed by federally authorized BPD personnel in connection with firearm investigations.
- Publicly available open-source data.
- Any future surveillance technology approved by Council through the STO process.

Excluded Sources

The following sources shall not be connected to the Platform:

- Face Recognition Technology data.
- Federal immigration enforcement databases, and any data feed whose primary purpose is to support civil immigration enforcement.
- Out-of-state criminal databases queried for the purpose of supporting laws that restrict or criminalize reproductive rights or the provision or receipt of gender-affirming care, consistent with California law.
- Any data the vendor obtained from data breaches, dark-web marketplaces, or unauthorized aggregations. Vendor written representation that no such data is present in the Department's instance shall be obtained at contract execution.

7. Data Security

Information about the steps that can be taken to ensure adequate security measures to safeguard the data collected or generated from unauthorized access or disclosure

The Investigative Software shall use a multi-layered security architecture to preserve the integrity and confidentiality of the data:

- Access shall require secure login credentials with Multi-Factor Authentication (MFA).
- Access shall be restricted to authorized personnel and audited for compliance.
- The storage environment shall comply with CJIS standards.
- Evidentiary data downloaded for investigations shall be stored in the Department's digital evidence system and retained according to state law.
- Vendor obligations including prompt notification of any security incident or data breach, contractual financial penalties for unauthorized disclosures, restrictions on vendor use of City data, and survival of City data-handling protections after contract termination, as set forth in the procurement contract.

8. Fiscal Cost

The fiscal cost of each type of Controlled Equipment, including the initial costs of obtaining the equipment, the costs of each proposed use, the costs of potential adverse impacts, and the annual, ongoing costs of the equipment, including operating, training, transportation, storage, maintenance, and upgrade costs.

The costs below represent estimates.

Initial Cost:

- Initial year subscription cost is estimated at \$75,000 to \$150,000, depending on vendor selection, connected source count, and feature set. Funding will be identified through the City's standard budgeting and appropriation processes.

Cost of Use:

- Operational use is absorbed within existing salaries of investigators and analysts. The Investigative Software is intended to reduce the time officers and analysts spend on cross-system queries.

Costs of Potential Adverse Impacts:

- Potential costs include data-breach liability, claims of privacy violation, and litigation costs associated with civil-rights claims. These risks are mitigated by the contractual financial-penalty clause to be negotiated into the procurement contract, by CJIS-compliant hosting, by the prohibitions on Face Recognition and excluded data sources, and by strict audit and supervisory review.

Annual and Ongoing Costs:

- Continued operation beyond the initial year is estimated at \$75,000 to \$150,000 per year, subject to vendor selection and Council appropriation. Any continuation beyond the initial term will require a separate contract authorization by Council.

Training Costs:

- Initial and ongoing training is to be included in the vendor subscription and absorbed into regular in-service training hours.

Maintenance and Storage Costs:

- Maintenance of the Investigative Software is included in the subscription.

Upgrade Costs:

- Software upgrades are included in the annual subscription model.

9. Third Party Dependence and Access

Whether use or maintenance of the technology will require data gathered by the technology to be handled or stored by a third-party vendor on an ongoing basis, and whether a third party may have access to such data or may have the right to sell or otherwise share the data in aggregated, disaggregated, raw or any other formats

The Investigative Software does not create independent authority to share surveillance technology data with any third party. Surveillance technology accessed through the Investigative Software that originates from a connected source may only be shared with any non-City entity in accordance with the approved Surveillance Use Policy or Police Equipment Use Policy that governs that Connected Source. All restrictions on sharing contained in those approved policies including any applicable provisions regarding sanctuary protections, federal immigration enforcement, out-of-state reproductive-rights or gender-affirming-care enforcement and vendor disclosure apply to the data when it is accessed through the Platform.

The procurement contract shall provide that the City retains ownership of all of its data and any anonymized derivatives, that the vendor is prohibited from selling, sharing, or distributing City data without explicit City authorization, that the vendor may disclose City data to a government agency only upon a legal request and with the City's written consent, that consistent with the California Values Act and BPD Policy 423 the vendor may not provide City data to federal immigration authorities in response to an administrative subpoena or similar request without a court order, that the vendor must promptly notify the City of any security incident or data breach, and that City ownership and control of its data survives contract termination.

10. Alternatives

A summary and general assessment of potentially viable alternative methods (whether involving the use of a new technology or not), if any, considered before deciding to propose acquiring the Surveillance Technology

Status quo (no platform). Investigators continue to query each source system separately and reconcile results manually. This preserves the strictest separation between systems but materially slows investigations where ballistic, ALPR, and case-report data must be combined quickly, and makes it harder to detect serial offenses that span multiple report categories.

In-house data integration. The City could build its own integration layer across CAD, RMS, and Digital Evidence Management. This option offers maximum control but is fiscally and technically prohibitive within the relevant timeframe and would not, on its own, provide the case-linkage benefits available from opt-in inter-agency data sharing.

11. Experience of Other Entities

To the extent such information is available, a summary of the experience of comparable government entities with the proposed technology, including any unanticipated financial or community costs and benefits, experienced by such other entities

Investigative Software platforms of this category are in use by a range of California and out-of-state agencies, including municipal police departments, county sheriffs, and state-level criminal-justice entities. State-level deployments include statewide criminal-justice data-sharing platforms in at least one state, supported by an analytics vendor in this category.

Publicly available reporting has identified concerns with certain configurations of Investigative Software products in other jurisdictions, including: default-on use of face-matching features in some vendor deployments; reports that one vendor explored sourcing data from breaches and dark-web marketplaces before publicly stating it would not do so; default-on inter-agency sharing settings, including with federal agencies in apparent violation of state sanctuary laws; and inadequate audit-log review by adopting agencies. The mitigations in this report and the accompanying Surveillance Use Policy are designed specifically to address each of these concerns.

Several California municipalities have adopted public use policies for analogous integration or analytics platforms within the past year. Those policies share certain core features: a defined data-source list, prohibitions on face recognition, mandatory audit logs, and deference to the source-system policies that govern each integrated data source. The Department has reviewed those policies and has incorporated analogous protections in the accompanying Surveillance Use Policy. Where peer policies have been criticized, including by civilian oversight bodies, the principal concerns have been

insufficient restriction on inter-agency sharing and lack of explicit prohibitions on stolen-data ingestion. The accompanying Surveillance Use Policy addresses each of these concerns directly by deferring third-party data sharing to the approved policies of the Connected sources from which the data originates, and by prohibiting ingestion of any data the vendor obtained from data breaches, dark-web marketplaces, or unauthorized aggregations.

Berkeley Police Department

Law Enforcement Services Manual

Policy
1307

Berkeley Police Department
Law Enforcement Services Manual

Surveillance Use Policy - Investigative Software

1307.1 PURPOSE

This policy provides guidance for the use of Investigative Software by the Berkeley Police Department (BPD). The purpose of the Investigative Software is to enable authorized BPD personnel to search, correlate, and visualize records that the Department already maintains or is otherwise authorized to access, in support of specific and active criminal investigations, firearm and gun-violence investigations, serious traffic investigations, police misconduct investigations, and review of critical incidents and natural disasters.

The Investigative Software integrates and enables analysis of data from sources that are separately approved under BMC Chapter 2.99 and governed by their own approved Surveillance Use Policies, authorized for the Department's possession or access by state or federal law, or otherwise authorized for the Department's use. The Investigative Software itself does not capture audio, video, location, biometric, or other surveillance data from the public; it is the workspace through which already-authorized data is queried. This policy expressly prohibits querying or sharing data for the purpose of supporting federal civil immigration enforcement or for the purpose of supporting the enforcement of laws that restrict or criminalize reproductive rights, abortion, or the provision or receipt of gender-affirming care.

1307.2 AUTHORIZED USE

Only BPD members who have received training on this policy, on the approved Surveillance Use Policies of the connected sources that the member will access through the Platform, on BPD Policy 423 (Immigration Law), and on applicable state restrictions on reproductive-rights and gender-affirming-care data sharing, and who have then been granted access by an administrator, may access the Platform. Every query shall be associated with a specific BPD case number or incident number, a case type, and/or a documented reason, recorded in the Platform's audit log.

The Investigative Software may only be accessed and used by authorized BPD personnel and such access will be for the following purposes only:

- To support specific and active criminal investigations.
- To support serious traffic-related investigations.
- To support police misconduct investigations.
- To respond to and review critical incidents or natural disasters.

Each query of the Investigative Software must, in addition, fall within the authorized purposes of the approved policy that governs the Connected Source being queried. If a Connected Source's policy authorizes its data only for specified investigative uses, the Investigative Software shall not be used to query that data for any other use.

Prohibited Uses

The following uses of the Investigative Software are prohibited:

- Use of Face Recognition Technology, or any feature that performs automated or semi-

Berkeley Police Department

Law Enforcement Services Manual

automated identification or verification of an individual based on the individual's face.

- General intelligence-gathering, dragnet searches, or any query that is not tied to a specific BPD case or incident.
- Use to harass, intimidate, or retaliate against any individual or group.
- Querying or sharing data for the purpose of supporting federal civil immigration enforcement. Consistent with BPD Policy 423, state law, and the City's sanctuary policies, data accessed through the Investigative Software may not be shared with federal immigration authorities except as required by court order, and any such request shall be reported to the Chief of Police and to Council within 10 days.
- Querying or sharing data with law-enforcement agencies from other states for the purpose of supporting the enforcement of laws that restrict or criminalize reproductive rights, abortion, or the provision or receipt of gender-affirming care.
- Use of Investigative Software output as the sole basis for any enforcement action. Platform-generated correlations, links, and matches shall be treated as investigative leads only and shall be independently corroborated before any arrest, detention, or charging decision.
- Any use for personal, political, commercial, or non-law-enforcement purposes.
- Any use that is prohibited by the approved Surveillance Use Policy or Police Equipment Use Policy of a Connected Source whose data is being queried.

1307.3 DATA COLLECTION AND CONNECTED SOURCES

The Investigative Software does not itself collect data from the public. The Investigative Software analyzes data from the Connected Sources enumerated below. Each Connected Source is, at all times, governed by its own approved policy in addition to this policy, and the more protective provision controls.

Authorized Connected Sources

- BPD Computer-Aided Dispatch (CAD) records.
- BPD Records Management System (RMS) reports and supplements.
- BPD Digital Evidence Management System metadata, and case-specific content.
- Automated License Plate Reader (ALPR) data.
- Fixed video camera data.
- Unmanned Aerial Systems (UAS) data.
- Opt-in case-linkage data voluntarily shared by other participating law-enforcement agencies.
- NIBIN (National Integrated Ballistic Information Network) ballistic-evidence data, accessed by federally authorized BPD personnel in connection with firearm investigations.
- Publicly available open-source data
- Any future surveillance technology approved by Council through the STO process.

Excluded Sources

The following sources shall not be connected to the Platform:

- Face Recognition Technology data.
- Federal immigration enforcement databases, and any data feed whose primary purpose is

Berkeley Police Department

Law Enforcement Services Manual

to support civil immigration enforcement.

- Out-of-state criminal databases queried for the purpose of supporting laws that restrict or criminalize reproductive rights or the provision or receipt of gender-affirming care, consistent with California law.
- Any data the vendor obtained from data breaches, dark-web marketplaces, or unauthorized aggregations. Vendor written representation that no such data is present in the Department's instance shall be obtained at contract execution.

1307.4 DATA ACCESS

Access to the Investigative Software shall be limited to BPD personnel who have completed required training and have a current and documented investigative need. A user's access to a connected source through the Investigative Software shall not exceed the access that the user would have to that source directly under the source's own approved policy.

1307.5 DATA PROTECTION

This program shall utilize a multi-layered security architecture to preserve the integrity and confidentiality of the data:

- Access shall require secure login credentials with Multi-Factor Authentication (MFA).
- Access shall be restricted to authorized personnel and audited for compliance.
- The storage environment shall comply with CJIS standards.
- Evidentiary data downloaded for investigations shall be stored in the Department's digital evidence system and retained according to state law.
- Vendor obligations including prompt notification of any security incident or data breach, contractual financial penalties for unauthorized disclosures, restrictions on vendor use of City data, and survival of City data-handling protections after contract termination, as set forth in the procurement contract.

1307.6 CIVIL LIBERTIES AND RIGHTS PROTECTION

To protect against use of the Investigative Software in ways that would violate or infringe upon civil rights or civil liberties, including but not limited to potential disparate or adverse impacts on any community or group, the following safeguards apply:

- Face Recognition Technology is prohibited.
- Every query must be tied to a specific BPD case or incident.
- Investigative Software output shall be treated as an investigative lead only and shall be independently corroborated before any enforcement, charging, or detention decision.
- All other access, retention, sharing, training, and audit provisions of this policy serve to protect against unauthorized use of the Investigative Software and the data accessed through it.

1307.7 DATA RETENTION

Data accessed through the Investigative Software but not downloaded or saved by the Department is not retained by the Department independently of the Connected Source. The retention schedule of the connected source from which the data was obtained continues to control.

Data downloaded or saved by the Department in connection with a specific case shall be stored in the Department's digital evidence system and retained in accordance with state law and existing Departmental evidence-retention protocols.

Berkeley Police Department

Law Enforcement Services Manual

1307.8 PUBLIC ACCESS

Data collected and used in a police report shall be made available to the public in accordance with department policy and applicable state or federal law. Requests for records derived from the Investigative Software shall be processed in the same manner as requests for department public records pursuant to Policy 804. Records that are the subject of a court order or subpoena shall be processed in accordance with the established department subpoena process.

1307.9 THIRD-PARTY DATA-SHARING

The Investigative Software does not create independent authority to share surveillance technology data with any third party. Surveillance technology accessed through the Investigative Software that originates from a connected source may only be shared with any non-City entity in accordance with the approved Surveillance Use Policy or Police Equipment Use Policy that governs that Connected Source. All restrictions on sharing contained in those approved policies including any applicable provisions regarding sanctuary protections, federal immigration enforcement, out-of-state reproductive-rights or gender-affirming-care enforcement and vendor disclosure apply to the data when it is accessed through the Platform.

The procurement contract shall provide that the City retains ownership of all of its data and any anonymized derivatives, that the vendor is prohibited from selling, sharing, or distributing City data without explicit City authorization, that the vendor may disclose City data to a government agency only upon a legal request and with the City's written consent, that consistent with the California Values Act and BPD Policy 423 the vendor may not provide City data to federal immigration authorities in response to an administrative subpoena or similar request without a court order, that the vendor must promptly notify the City of any security incident or data breach, and that City ownership and control of its data survives contract termination.

1307.10 TRAINING

All BPD members authorized to access the Investigative Software shall receive appropriate training before access is granted, and refresher training not less than annually. Training shall include:

- Use of the Investigative Software.
- This policy and BMC Chapter 2.99.
- The approved Surveillance Use Policy and Police Equipment Use Policy of every Connected Source that the member will access through the Platform.
- BPD Policy 423 (Immigration Law), the California Values Act, and applicable state restrictions on reproductive-rights and gender-affirming-care data sharing.
- State and federal law on privacy, search and seizure, and the use of analytics in criminal investigations.
- The limitations of Investigative Software output, including the requirement that all Platform-generated correlations be treated as leads and independently corroborated.
- Identification and avoidance of disparate-impact and bias risks.

Records utilized in investigations shall be collected pursuant to Policy 802 (Property and Evidence) and retained pursuant to Policy 804 (Records Maintenance).

1307.11 AUDITING AND OVERSIGHT

The Investigative Software generates a site log each time the system is accessed. Audits will be conducted on a regular basis, at least biennial. As part of the audit, the Offices of Strategic Planning and Accountability (OSPA) will confirm that BPD does not enter any direct data sharing agreements or give direct access to outside agencies.

Berkeley Police Department

Law Enforcement Services Manual

BPD will enforce against prohibited uses of the Investigative Software pursuant to Policy 1010, Personnel Complaints, or other applicable law or policy. The City Manager shall enforce against any prohibited use of cameras and/or access to data by other City of Berkeley personnel.

The audit shall be documented in the form of an internal department memorandum to the Chief of Police. The memorandum shall include any data errors found so that such errors can be corrected. After review by the Chief of Police, the memorandum and any associated documentation shall be placed into the annual report filed with the City Council pursuant to BMC Section 2.99.020 2. d., published on the City of Berkeley website in an appropriate location, and retained within the Professional Standards Bureau.

1307.12 MAINTENANCE

Maintenance of the Investigative Software shall be provided by the vendor under the procurement contract. Maintenance of integrated internal systems remains the responsibility of the respective system vendors.

Off-Agenda 1
Policy Review Status Updates

Updated May 12, 2026



POLICY REVIEW STATUS REPORT

Guiding Authority

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

Case Load Overview

As of May 12, 2026, the Police Accountability Board (PAB) has six (6) active policy reviews. ODPa staff is currently evaluating each open review to identify priority items for the PAB and assess whether any reviews may no longer be relevant or warrant prioritization due to developments that have occurred since their initial adoption.

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

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

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

Updated May 12, 2026

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.

Activity Report

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

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

Summary

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

Activity Report

Evaluating potential referrals to subcommittee or PAB members.

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

Summary

Updated May 12, 2026

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

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

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

Summary

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

Activity Report

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

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

Summary

Updated May 12, 2026

The Complainant expressed concerns with the Berkeley Police Department's General Order D-2, "Public Recording of Police Activity," (now BPD Policy 426) following an incident on June 4, 2025, in which they allege they were physically prevented by three officers from observing and documenting police activity at 8th and Harrison Street. The Complainant argues that the policy fails to clearly affirm the First Amendment rights of onlookers and does not adequately direct officers to limit the use of "police lines" to situations where such restrictions are necessary for officer safety or to protect the integrity of an investigation.

Activity Report

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

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

Summary

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

Activity Report

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

Updated May 12, 2026

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

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

Off-Agenda 2
Legislative Updates Relevant to the PAB's Work



MEMORANDUM

Date: May 15, 2026
To: Honorable Members of the Police Accountability Board
From: Katherine Lee, Interim Director of Police Accountability
 Jose Murillo, ODPa Policy Analyst
Subject: Legislative Updates

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

State Legislative Updates¹

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

NAME OF LEGISLATION	STATUS	SUMMARY/PURPOSE
AB 1537 (Bryan) – Peace Officers: Secondary Employment	5/14/2026 – From committee: Amend, and do pass as amended. (Ayes 10. Noes 4.) (May 14)	Prohibits peace officers from engaging in part-time or any other form of secondary employment for the United States (U.S.) Department of Homeland Security (DHS) or any other entity that engages in immigration enforcement
AB 1544 (Krell) – Court proceedings: media access	5/07/2026 – In Senate. Read first time. To Com. On RLS. For assignment.	Clarifies and strengthens public access rights to court proceedings by prohibiting officials from restricting entry to open court settings—except as necessary to maintain order—makes violations enforceable under the Bane Act, and affirms that existing access rights are not limited or reduced.

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

May 20, 2026 PAB Regular Meeting

Public

<p>AB 1627 (Avila Farias) - Public employment: disqualifications</p>	<p>5/07/2026 – <i>Read second time. Ordered to third reading.</i></p>	<p>Disqualifies a person previously employed by the United States Immigration and Customs Enforcement (ICE) or specified out-of-state corrections departments, during specified time periods, from being employed as a peace officer</p>
<p>AB 1896 (Gonzalez) – Public employment: disqualifications</p>	<p>5/14/2026 – <i>From committee: Do Pass. (Ayes 11. Noes 4.) (May 14).</i></p>	<p>Amends various existing laws relating to disqualification from public employment, minimum standards relating to peace officers, and adds certain criteria for an individual employed by an entity that engaged in immigration enforcement on or after January 20, 2025, to January 20, 2029, except as provided, among other provisions.</p>
<p>AB 2347 (Ahrens) – Commission on Peace Officer Standards and Training: hate crime training and guidelines</p>	<p>05/14/2026 – <i>In committee: Held under submission.</i></p>	<p>Requires the Peace Officer Standards and Training Commission (POST) to conduct a comprehensive review of hate crimes training programs and adopt evidence-based training requirements to fill any gaps in the handling of hate crimes, as specified.</p>
<p>SB 691 (Wahab) – Body-worn cameras: policies</p>	<p>5/04/2026 – <i>Referred to Com. On PUB.S.</i></p>	<p>This bill requires, on or before July 1, 2027, each law enforcement agency that has a body-worn camera policy to update that policy to include a procedure for emergency service personnel to request, prior to any public release, the redaction of evidentiary and nonevidentiary recordings of a patient undergoing medical or psychological evaluation, procedure, or treatment by emergency service personnel.</p>
<p>SB 1105 (Perez) – Law Enforcement</p>	<p>5/14/2026 – <i>Read second time. Ordered to third reading.</i> 5/14/2026 - <i>From Committee: Do Pass. (Ayes 5. Noes 2.) (May 14).</i></p>	<p>Current law grants limited arrest authority—and in some cases peace officer status—to federal law enforcement under specific conditions. This bill removes those authorities and prohibits California agencies from participating in joint task forces involving profiling, while requiring</p>

May 20, 2026 PAB Regular Meeting

Public

	Attorney General approval and compliance standards for interagency agreements.
--	--

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

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

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

Lexipol Policy Updates

Updates to the following policies have been implemented since the PAB's last meeting on April 22, 2026.

Policy Title	Summary
BPD Policy 1032 "The Critical Incident Stress Management (CISM) and Peer Support Program"	Updates policy to expand employee mental health and wellness resources, clarify staff roles and responsibilities, and strengthen confidentiality and response procedures after critical incidents.
BPD Policy 1021 "Occupational Disease and Work-Related Injury Reporting"	Updates policy to include clearer reporting procedures, mental health related workplace injuries, and updated medical treatment and workers' compensation guidance for employees.
BPD Policy 1007 "Sick Leave"	Updates policy to clarify employee reporting requirements, supervisor responsibilities, attendance monitoring procedures, and documentation standards related to sick leave use.

May 20, 2026 PAB Regular Meeting

Public

<p>BPD Policy 1004 “Anti-Retaliation”</p>	<p>Updates primarily consist of administrative and language updates, including replacing gendered terminology such as “he/she” with gender neutral language, while also clarifying existing retaliation reporting, investigation, and whistleblower protection procedures.</p>
--	--

Berkeley City Council & Council Committee Meeting Updates

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

Upcoming City Council Meetings

May 19, 2026 Regular Meeting of the City Council

Item No.	Title	Recommendation
8	Amendment to BMC Chapter 2.100 to Subject Pepper Spray to the Approval	<p>Adopt the first reading of an Ordinance amending Berkeley Municipal Code Section 2.100.040 to add pepper spray to the list of police equipment subject to the approval processes and reporting requirements defined in Chapter 12.8 of the California Government Code and BMC Chapter 2.100, and to require reporting on the administration of first aid following each use of pepper spray.</p>
21	Proposed Fy 2027 and FY 2028 Biennial Budget and Proposed Biennial Budget Public Hearing #1	<p>Accept the Proposed Fiscal Year 2027 and Fiscal Year 2028 Biennial Budget for review and consideration by the City Council, conduct Public Hearing No. 1 on the Proposed Budget, and final adoption for June 23, 2026.</p>

Off-Agenda 3
2026 PAB Meeting Calendar

2026 PAB MEETING CLENDAR

JAN

S	M	T	W	T	F	S
				1	2	3
4	5	6	7*	8	9	10
11	12	13	14	15	16	17
18	19	20	21*	22	23	24
25	26	27	28	29	30	31

*PAB Nominations and Election of Chair and Vice Chair

FEB

S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28

MAR*

S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

*Annual Report to be presented in March

APR

S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

MAY

S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

JUN

S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

JUL

S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

AUG

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

SEP

S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

OCT

S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

NOV

S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

DEC

S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

NACOLE from 11/8-11/12

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

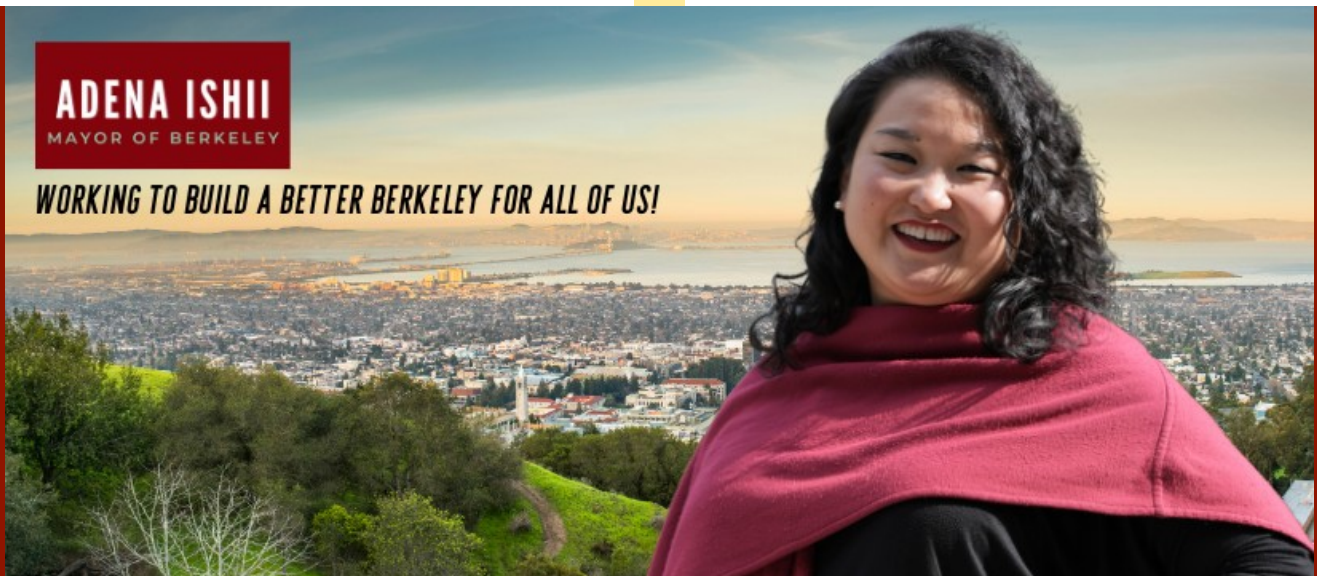
<https://berkeleyca.gov/sites/default/files/work-plans/PAB%20Meeting%20Calendar%202026.pdf>

Off-Agenda 4
Communications to the PAB

May 20, 2026 PAB Regular Meeting

From: Mayor Adena Ishii <mayor@berkeleyca.gov>
Sent: Thursday, May 14, 2026 3:39 PM
To:
Subject: ODPa Update: May 26 Community Meeting

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



Dear Community Member:

You're invited to attend a community meeting to share your thoughts on the City of Berkeley's next Director of Police Accountability.

TUESDAY, MAY 26, 2026

6:00 PM - 8:00 PM

Hybrid Format

(in-person and virtual participation options)

MEETING PURPOSE: The City of Berkeley has begun the process to recruit the next Director of Police Accountability, who will oversee the Office of the Director of Police Accountability (ODPA) and act as Secretary to the Police Accountability Board (PAB). [Learn more about the ODPA and PAB.](#)

Please RSVP if you would like to participate in person or virtually. You will receive an email with location information or a Zoom link prior to the meeting.

RSVP**OTHER WAYS TO PROVIDE FEEDBACK:**

- [Online anonymous survey](#), open through **Wednesday, June 10**.
- Make public comment at the **June 9** regular [City Council meeting](#).
- Send a direct email to the recruiter, Lauren Gerson-Greene: lauren@wbcpinc.com.

MAKING PROGRESS: When the City Council dismissed the Director of Police Accountability earlier this year, we made a promise to the community that we would ensure continuity of operations for the Office of the Director of Police Accountability (ODPA) and would put in place measures to make sure its important work goes on seamlessly.

Since that time, we:

- Formed a subcommittee to oversee the hiring process (I am on the subcommittee, along with Councilmembers Lunaparra and Humbert).
- Hired an Interim Director of Police Accountability, Kathy Lee, whose prior experience working for the City of Berkeley brings the expertise, commitment, and leadership needed during this transition.
- Appointed 3 new members to the Police Accountability Board, with a few more in the pipeline.
- Have had regular meetings with Interim Director Kathy Lee and PAB Chair Joshua Cayetano to ensure they are supported and have what they need to carry out their responsibilities effectively.

I am pleased with the progress we've been able to make in a relatively short time and I know we still have more work ahead of us.

WHAT'S NEXT: The City of Berkeley will be posting the Director of Police Accountability position at the end of May, and plans to hold interviews towards the end of July.

As this process moves forward, I will be sure to keep you updated. I look forward to receiving your feedback.

In community,

May 20, 2026 PAB Regular Meeting



Adena Ishii
Berkeley Mayor

Instagram

Bluesky

Facebook

Website

[View email in browser](#)

Berkeley Mayor Adena Ishii · 2180 Milvia Street, 5th Floor · Berkeley, CA 94704 · USA

[update your preferences](#) or [unsubscribe](#)

May 20, 2026 PAB Regular Meeting

From: Wendy Alfsen
Sent: Saturday, May 9, 2026 12:23 PM
To: Office of the Director of Police Accountability
Subject: Thank you to POLICE ACCOUNTABILITY BOARD & ODPa ON PUBLIC SAFETY TECHNOLOGY

Follow Up Flag: Follow up
Flag Status: Flagged

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

Please share with the PAB and the ODPa staff the deep appreciation of the Berkeley Friends Meeting for the research, analysis and recommendations to City Council. As community public voice, particularly on policy, for the transparency and accountability of Berkeley Police Department and its sworn officers in enforcement in the interests of justice--serve and protect--under the Constitutions and laws, PAB and PDPA are essential.

It is all of the various PAB efforts with ODPa staff assistance, with its framework of recommendations supported by research and analysis, which educated the City Council and the general public. We were able to understand and evaluate the issues and tradeoffs underlying the 8 decisions BPD sought to create a surveillance public safety technology ecosystem.

Your extraordinary effort transformed Council decision-making. A more just result emerged, requiring an appropriate process which considers multiple public interests, for informed decision-making on these critical decisions.

Since the focus of Berkeley Friends Meeting is peace and justice, we continue to work for police demilitarization and reimagined public safety. Thank you for your excellent work.

Berkeley Friends Meeting

Wendy Alfsen and Barb Atwell, Co-Clerks, Racial Justice Action Team, Social & Environmental Action Committee

2151 Vine St., Berkeley, CA 94709

510-843-9725, berkeleyfriendsmeeting.org

On Tue, May 5, 2026 at 11:54 AM Office of the Director of Police Accountability <OfficeoftheDirectorofPoliceAccountability@berkeleyca.gov> wrote:

Dear Berkeley Community Members and Members of the Press,

May 20, 2026 PAB Regular Meeting

On behalf of the Police Accountability Board (PAB), please find attached a press release regarding the PAB's transmission of additional recommendations to the City Council on the surveillance technology proposals under consideration at the [May 7, 2026 Special Meeting of the Berkeley City Council as Item 1.a.](#)

The release includes information on how to access the PAB's recommendations, as well as details on how to attend the meeting for those interested in participating.

Links:

- [Press Release](#)
- [PAB Memorandum](#)

We appreciate the community's continued engagement on this important issue.

The PAB's next regular meeting will be on May 20, 2026.

In Community,

Office of the Director of Police Accountability

1900 Addison Street, 3rd Floor

Berkeley, CA 94704

(510) 981-4950

CONFIDENTIALITY NOTICE: This message, including any attachments, is intended solely for the use of the intended recipient(s) and may contain confidential information. If you are not the intended recipient or an authorized agent thereof, you are hereby notified that any dissemination, disclosure, or copying of this message, or any attachment, is strictly prohibited. If you have received this message in error, please immediately notify the sender by reply email and delete the message from your files.