

From: Chief Jen Louis, Berkeley Police Department

Co-signed by: Chair Josh Cayetano, Police Accountability Board

Date: May 5, 2025

To: Berkeley City Council Public Safety Policy Committee

Subject: Fair & Impartial Policing (FIP) — Final Status and Recommendation

The work of Mayor Arreguin’s Fair and Impartial Policing (FIP) Task Force represents a significant commitment by the City of Berkeley to foster greater trust, equity, and accountability in policing within our community. In 2021, following the foundational work of FIP Task Force, the Berkeley City Council approved a comprehensive package encompassing 14 key recommendations designed to achieve these goals. We are pleased to report that over the past four years the Berkeley Police Department (BPD) has implemented the council-approved FIP recommendations. This process involved regular quarterly updates from BPD and concluded with a thorough review by the Police Accountability Board (PAB). Furthermore, all related datasets now appear on the Transparency Hub, giving the PAB, Council, and the community continuous access to data for effective oversight.

Qualified Positive Recommendation

BPD and PAB jointly **request the Public Safety Policy Committee make a qualified positive recommendation** of the PAB’s item for the following policy areas already incorporated into day-to-day operations:

<u>PAB Recommendation</u>	<u>Refined Action</u>
1. Three-prong approach	Maintain the current traffic safety approach, which has led to a measurable decline in equipment-based stops and improved equity in stop outcomes across demographic groups
2. Evidence-based stops	Require evidence-based stops that meet reasonable-suspicion standards and rely on precision-policing data.
3. Enhanced implicit bias training	Continue to prioritize ABLE, KIND and CIT training for departmental personnel.
4. Early Intervention System (EIS)	Finish deploying the Benchmark Analytics Early Intervention System within the calendar year and prioritize revising BPD Policy 1041, Early Warning System.
8. Business cards	Continue issuing business cards that list commendation and complaint options.
9. Resources on police-civilian encounters	Continue to post links to ACLU guidance on police-civilian interactions through existing city webpages.
<i>(To council)</i> 3. Require BPD to report biannually	Include in BPD’s Annual Report a data-driven analysis of traffic enforcement, including moving and equipment violations. This analysis will support departmental reporting on collision data and serve as a measure of effectiveness, in line with BPD’s commitment to ensuring our enforcement efforts are fair and impartial.

Additional Points

- **Transparency is permanent.** Stop and search metrics refresh daily online via the Department's Transparency Hub without staff intervention, providing timely transparency. As such, additional written updates through this process are no longer necessary.
- **Enforcement focus:** Guided by Fair and Impartial Policing principles and data analysis, BPD's enforcement efforts increasingly prioritize actions directly addressing public safety needs. The PAB's charter-defined oversight responsibilities play a key role in ensuring this focus remains consistent and equitable.
- **Collaboration continues.** BPD and PAB maintain regular communication and operate within the collaborative framework established by the City Charter. Either party may initiate dialogue on emerging or ongoing issues. With the conclusion of the FIP implementation reporting, no additional standing reporting cycle is proposed at this time; however, routine collaboration between the parties will continue as part of standard practice.

Closing the FIP Task-Force Item

The core principles of fair and impartial policing have been fundamentally integrated into the Department's ongoing policies, training, and operational practices. These practices reflect a sustained, department-wide commitment to equity and accountability. Given this progress, and in recognition of the collaborative work already achieved, we jointly recommend that the PSPC make a qualified positive recommendation on the PAB-endorsed items, issue negative recommendations on the remaining proposals, and advise the City Council to formally close the FIP item as a concluded policy initiative.

Thank you for the opportunity to streamline this material for Council review and consideration.

Respectfully


Chief Jennifer Louis
Berkeley Police Department


Joshua Cayetano, Chair
Police Accountability Board