



MEMORANDUM

Date: February 24, 2026
To: Honorable Members of the Police Accountability Board (PAB)
From: Leah T. Wilson, PAB Vice-Chair
Subject: 2026 PAB Strategic Planning Session

The PAB held its 2026 Planning Session on January 17, 2026. This memorandum summarizes the key discussion areas and preliminary priorities identified during the retreat. As a next step, the Board should revisit and refine its 2026 priorities in light of recent changes, including reduced Board membership, the termination of the Director of the Office of Police Accountability, and hiring freezes and budget reductions affecting the office in 2026.¹

I. 2025 Accomplishments:

In 2025, the Board advanced substantial policy and oversight work, including:

- Controlled Equipment reporting and oversight.
- Surveillance technology review.
- Vehicle pursuit policy recommendations.
- Participation in procurement and vendor selection for a new Early Intervention System.
- Assessment of the implementation of Fair and Impartial Policing (FIP) recommendations and related recommendations.
- Review and modification of MOUs and ordinance provisions.
- Prioritization of policy reviews (mandatory, discretionary–PAB initiated, discretionary–public requested).
- Updated regulations governing the handling of complaints regarding police misconduct and other matters.

¹ 2026-01-17 PAB Special Meeting – Strategic Planning Session Minutes:
https://berkeleyca.gov/sites/default/files/legislative-body-meeting-minutes/2026-01-17_Special_Meeting_Minutes.pdf

- Expansion of academic partnerships (vehicle pursuit, encampment policy, AI, and other expert-informed reviews).
- Limited community engagement and continued communication with Councilmembers.

II. Core Challenges Identified:

- ODPa staffing constraints.
- Failure to finalize regulations.
- Lack of a sequenced and formalized process for PAB review of policies/policy matters, resulting in rushed and post-facto review of important issues.
- Limited traction on sustained personnel complaints (frequent reversals).
- Compressed and inconsistent timelines for investigations and policy review.
- Difficulty maximizing the impact of reports and recommendations.
- Limited community engagement.

III. Initial List of 2026 Priorities:

Finalize and Modernize the Regulations Framework

- Finalize updated regulations.
- Improve efficiency of the modification process.
- Maintain a running list of potential Charter amendments.

Institutionalize Early Policy Involvement

- Formalize a process for Council or policy committee referral of items to the PAB for review.
- Ensure sufficient time for PAB review of matters upon referral.
- Establish structured internal workflow for policy review.

Strengthen Personnel Complaint Oversight and Accountability

- Track and quantify investigation timelines.
- Develop metrics regarding sustained findings and reversal rates.
- Incorporate complaint data into annual reporting with quantitative analysis.

Maximize Impact of Reports and Recommendations

- Clearly list recommendations at the beginning of each report.
- Track the number of substantive recommendations made to Council.
- Develop impact and effectiveness measures.

Ensure Completion of Mandatory Oversight Activities

- Develop an annual compliance calendar.
- Review and prioritize outstanding policy reviews.
- Revisit MOUs and place on agenda as appropriate.
- Ensure the commendations process occurs.

Sanctuary City Oversight and Contract Compliance Review

- Partner with the City Auditor to review vendor contracts for sanctuary city compliance.
- Monitor ongoing implementation to ensure compliance in practice.

Community Engagement and Board Capacity

Achieve a full complement of Board members.

- Explore outsourcing social media management.
- Participate in community events (e.g., Solano Stroll, Juneteenth).
- Consider adding public members to standing committees.
- Continue strengthening academic partnerships.

Strengthen Inter-Agency and Oversight Relationships

- Establish quarterly meetings with other oversight bodies.
- Strengthen working relationships with City leadership.
- Encourage communication between Board members and appointed Councilmembers.

PAB Performance Metrics

The PAB reviewed current board performance metrics and identified additions and modifications to the existing list:

- Number of substantive recommendations submitted to Council. [add]
 - Percentage adopted or incorporated.
- Timeliness of investigation completion. [add]
- Eliminate reference to the effectiveness of personnel investigations [modify]
- Number of mandatory policy reviews completed. [add]
 - Number of policies reviewed pre-implementation.
- Community engagement events conducted. [add]