



**POLICE ACCOUNTABILITY BOARD  
SPECIAL MEETING MINUTES  
WEDNESDAY, DECEMBER 3, 2025  
6:30 P.M.**

**Board Members**

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

**MEETING LOCATION**

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

**MINUTES**

**1. CALL TO ORDER AND ROLL CALL**

**Present:** Board Member Joshua Cayetano (Chair)<sup>1</sup>  
Board Member Leah Wilson (Vice Chair)  
Board Member Kitty Calavita  
Board Member Juliet Leftwich  
Board Member Randy Wells  
Board Member Buswell-Charkow

**Absent:** None.

**ODPA Staff:** Hansel Aguilar, Director of Police Accountability  
Jose Murillo, ODPa Policy Analyst  
Syed Mehdi, ODPa Data Analyst  
Daniel Weinberg, ODPa Investigator

**BPD Staff:** Jen Tate, Deputy Chief

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<sup>1</sup> Participating remotely on a Just cause provision

## 2. APPROVAL OF AGENDA

**Motion to approve the agenda with an amendment placing Closed Session Item 11 directly after Item 7 “Chief of Police’s Report” and prior to Item 8 “Subcommittee Report.”**

Moved/Second (Wilson/Calavita) Motion carried.

Ayes: Buswell-Charkow, Cayetano, Calavita, Leftwich, Wells, and Wilson.

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

## 3. PUBLIC COMMENT

*0 Physically Present Speakers*

*0 Virtually Present Speakers*

## 4. APPROVAL OF MINUTES

a. Minutes for the Regular Meeting of November 5, 2025

**Motion to approve the minutes for the Regular Meeting of November 5, 2025.**

Moved/Second (Leftwich/Calavita) Motion carried.

Ayes: Buswell-Charkow, Cayetano, Calavita, Leftwich, Wells, and Wilson.

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

## 5. ODPa STAFF REPORT

Director Aguilar provided updates on staffing, operations, and upcoming partnerships. He reported that Investigator Daniel Weinberg, who previously served with the ODPa through an AppleOne contract, has been formally hired as a City of Berkeley employee. He noted that, despite this transition, the office continues to manage a high case workload with only one investigator and may return to the Board with recommendations regarding potential intake adjustments to ensure thorough case review.

Director Aguilar also introduced a new partnership with UC Berkeley’s Social Sector Solutions program. A student team has been assigned to support ODPa’s community outreach efforts and assist in the development of a long-term community survey strategy. The team members shared their professional backgrounds and expressed their commitment to supporting ODPa’s accountability work.

## 6. CHAIR AND BOARD MEMBERS’ REPORTS

Chair Cayetano reported ongoing meetings with Councilmembers regarding the PAB’s vehicle pursuit policy proposal. No additional activities were noted.

## 7. CHIEF OF POLICE’S REPORT

Deputy Chief Tate provided updates on recent cases of interest, traffic safety initiatives, and

staffing levels, including two major incidents in November, ongoing retail theft operations, and newly awarded traffic safety grants. She also responded to Board inquiries regarding interagency drone use and an Automated License Plate Reader audit notification.

## 8. CLOSED SESSION

### CLOSED SESSION ITEMS

Pursuant to the Court's order in *Berkeley Police Association v. City of Berkeley, et al.*, Alameda County Superior Court Case No. 2002-057569, the Board will recess into closed session to discuss and act on the following matter(s):

a. Conference With Labor Negotiators; Government Code § 54957.6 Designated representatives: Hansel Aguilar, Director of Police Accountability; Kitty Calavita and Julie Leftwich, Members, Police Accountability Board Regulations Subcommittee

Employee organization: Berkeley Police Association

**The PAB received updates on the status of their permanent regulations for investigating complaints.**

b. City Manager Dispositions for Cases #2025-CI-0013 & 2025-CI-0014 and Related Timeline Issues.

**No formal action taken.**

c. Case Updates and Recommendations Regarding Complaints Received by the ODPa:

**Motion to accept the ODPa's recommendation for the administrative closure of ODPa complaint #2025-CI-0024.**

Moved/Second (Leftwich/Calavita) Motion carried.

Ayes: Buswell-Charkow, Cayetano, Calavita, Leftwich, and Wilson.

Noes: None. Abstain: None. Absent: Wells.<sup>2</sup>

**Motion to accept the ODPa's recommendation in ODPa complaint #2025-CI-0017.**

Moved/Second (Wilson/Leftwich) Motion carried.

Ayes: Buswell-Charkow, Cayetano, Calavita, Leftwich, Wells, and Wilson.

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

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## 9. ANNOUNCEMENT OF CLOSED SESSION ACTIONS

Vice Chair Wilson announced closed session actions.

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<sup>2</sup> Board Member Wells was not present in the room during roll-call vote.

## 10. SUBCOMMITTEE REPORTS

Subcommittees report on their activities since the last PAB regular meeting on November 5, 2025.

## 11. DISCUSSION AND ACTION ITEMS

- a. Presentation by Hans Johnson, Chair of the Los Angeles County Civilian Oversight Commission, on California Assembly Bill 847.

Discussion of the item was deferred to a future meeting due to the guest speaker's unavailability following the extended closed session. ODPa will coordinate with the presenter to schedule a future presentation date.

- b. Discussion and action regarding the proposed Arrest and Citation Quota Policy

**Motion to approve the recommended arrest and citation quota language with the amendment to include "implicit or explicit" quotas, and further direct Board Member Wells to work with Deputy Chief Tate to bring the language to City Council in the form of a formal proposed resolution.**

Moved/Second (Wilson/Leftwich) Motion carried.

Ayes: Buswell-Charkow, Cayetano, Calavita, Leftwich, Wells, and Wilson.

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

- c. Discussion and action regarding the City Council-approved acquisition and use of unmanned aerial systems (UAS) by the BPD

No formal action was taken by the PAB. ODPa staff will track the item and prepare the necessary material for the PAB's review under BMC 2.99.030<sup>3</sup>.

- d. Discussion of Annual Report Presentation to City Council and Potential Action on Related Next Steps, including Community Engagement Efforts

No formal action was taken. ODPa staff presented an overview of the discussion from the November 18, 2025 Council Special Meeting<sup>4</sup> and summarized the feedback provided by the City Council.

- e. Discussion and action on the proposed 2026 Police Accountability Board Regular Meeting schedule

ODPa staff presented the proposed 2026 meeting calendar to the PAB. The PAB provided feedback and requested an updated proposal for the next meeting.

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<sup>3</sup> Berkeley Municipal Code 2.99.030 "City Council Approval Requirements":  
<https://berkeley.municipal.codes/BMC/2.99.030>

<sup>4</sup> Annotated Agenda for the November 18, 2025 Special Meeting of the Berkeley City Council:  
<https://berkeleyca.gov/sites/default/files/city-council-meetings/2025-11-18%20Special%20Annotated%20Agenda%20-%20Council.pdf>

f. Discussion and action on the 2026 PAB Annual Retreat and related planning

No formal action was taken. The PAB discussed potential dates and asked ODPa staff to coordinate with the Chair and Vice-Chair to poll members for availability and plan the session logistics.

g. Discussion and action regarding the first reading of the proposed Police Accountability Board Policy Manual to replace the existing PAB Standing Rules

The PAB discussed the proposed draft Policy Manual and provided initial feedback. Board members will forward further comments to the Vice Chair, who will compile a revised redlined version for review. No formal action was taken.

h. Discussion and action on the annual review of the Use of Force Policy to reflect developing practices and procedures per SB 230 and BPD Policy 300.13 "Policy Review and Updates" (ODPA)

**Motion To direct the DPA to notify the BPD that the PAB intends to use its December 17 meeting to conduct the required annual convening on the Use of Force Policy pursuant to BPD Policy 300.13, and to provide the Department with relevant ODPa materials in advance to support that discussion.**

Moved/Second (Wilson/Calavita) Motion carried.

Ayes: Buswell-Charkow, Cayetano, Calavita, Leftwich, Wells, and Wilson.

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

## 12. PUBLIC COMMENT

*0 Physically Present Speakers.*

*0 Virtually Present Speakers.*

## 13. ADJOURNMENT

Motion to adjourn. Moved/Second (Wilson/Leftwich). The meeting was adjourned at 9:54 PM by unanimous consent.

Minutes Approved On: 12/17/2025

Hansel A. Aguilar, Commission Secretary

