Office of the City Manager

ACTION CALENDAR
May 14, 2024

To: Honorable Mayor and Members of the City Council

From: Dee Williams-Ridley, City Manager

Submitted by: Carianna Arredondo, Assistant to the City Manager, City Manager's Office

Subject: Reimagining Public Safety Status Report

RECOMMENDATION

Review and discuss the provided status report from the City Manager with the goal of demonstrating transparency and facilitating informed council discussion towards the advancement of the Reimagining Public Safety initiative in Berkeley.

FISCAL IMPACTS OF RECOMMENDATION

The financial implications detailed in the Spring 2024 status report are associated with the Phase 3 recommendations and will largely impact the City's General Fund. These will be considered and addressed during the biennial budget process.

CURRENT SITUATION AND ITS EFFECTS

The Reimagining Public Safety initiative is a Strategic Plan Priority Project, advancing our goal to create a resilient, safe, connected, and prepared city. It unfolds in three phases, focusing on equitable and community-centered public safety transformation:

- Phase 1 (2020-2022) Community Process and Research
- Phase 2 (2022-2024) Continued Analysis and Implementation
- Phase 3 (2024-2026) Continued Implementation and Expansion

Phase 1 (2020-2022)

On July 14, 2020, City Council adopted an omnibus package to re-imagine public safety and policing in the City of Berkeley. The omnibus package consisted of numerous elements including, *but not limited to* the following:

- ***Community/Consultant Engagement Process***. Engaging qualified firms or individuals for a transformative, equitable community safety model in Berkeley.
- ***Specialized Care Unit Development***. Analyzing and developing a pilot program to re-assign non-criminal police service calls to a Specialized Care Unit.
- ***Community Crisis Response (CCR) Bridge Services.*** Establishing Bridge Services during SCU development for immediate crisis support.

- ***Priority Dispatch Development.*** Creating dispatch plans for calls to be handled by alternative entities, considering placement in the Fire Department or elsewhere outside the Police Department.
- ***City Auditor Analysis.*** Analyzing emergency calls and the police budget through a City Auditor's review.
- ***Fair and Impartial Policing Implementation.*** Implementing fair and impartial policing policies and proposals.
- ***BerkDOT Development.*** Developing a Berkeley Department of Transportation (BerkDOT) to incorporate a racial justice lens in traffic enforcement and minimize pretextual stops.
- ***Violence Intervention Program Implementation.*** Implementing the violence intervention program comprehensively.

Subsequent to City Council's adoption of the omnibus motion, the City formed a multi-department working group to oversee implementation, including the City Manager, Deputy City Managers, City Attorney, Fire Chief, HHCS Director, Human Resources Director, Police Chief, and Public Works Director.

The establishment of the Reimagining Public Safety Task Force in January 2021 allowed for in-depth consultations and strategic planning, with the task force playing a key role in incorporating diverse perspectives into the City's community engagement strategy. Based on community input, the Task Force's insights, and expert recommendations, the City Council developed a framework for the initiative's next phase, carrying forward many Phase 1 initiatives into Phase 2.

Phase 2 (2022-2024)
As Phase 2 implementation progresses, it encompasses a series of critical initiatives and deliverables. This phase is marked by a blend of completing projects and ongoing efforts, all of which contribute to the overarching objectives of the initiative.

- ***Staffing Investments.*** Allocating resources to staff in the Department of Health, Housing and Community Services (HHCS), Police, Public Works, and the City Manager's Office to support the implementation of priority recommendations.
- ***Consultant Costs.*** Identifying costs for consultants to assess areas including dispatch needs, crisis response, staffing, beat structure, and BerkDOT development.
- ***Community Investments.*** Directing resources towards strengthening community resilience through violence prevention initiatives, engagement programs, mental health services, and support for individuals impacted by gender-based violence.

This phase builds on the foundation established in Phase 1, upholding a cohesive and interdepartmental strategy to ensure seamless execution of projects aligned with City Council directives. Additionally, the City's commitment to community engagement

continues, collaborating with commissions, boards, committees, ad-hoc groups, and working groups to thoughtfully inform and steer efforts. Following the approach established in Phase 1, initiatives that have yet to be completed in Phase 2 will be carried forward into Phase 3.

Phase 3 (2024-2026)
Phase 3 of Berkeley's Reimagining Public Safety initiative aims to expand and further implement strategies developed in earlier phases, solidifying a comprehensive and responsive public safety model. This phase will broaden the scope of initiatives to more fully meet the diverse needs of the Berkeley community.

- ***Staffing Investments.*** Continuing to allocate resources to essential departments to support the implementation of priority recommendations, with new requests for positions to enhance the City's diversity, equity, and inclusion (DEI) efforts, Vision Zero initiatives, crisis response efforts, and to sustain the Community Service Officer (CSO) and dispatch units.
- ***Consultant Costs.*** Ongoing identification of costs for consultants, including expanding the Vision Zero program, enhancing grant assistance efforts, and allocating resources for a public education and outreach campaign related to the Reimagining Public Safety initiative.
- ***Community Investments.*** Maintaining and enhancing investments in community resilience through violence prevention initiatives, engagement programs, mental health services, and support for individuals impacted by gender-based violence.

Phase 3 recommendations will champion efforts to enhance efficiency and optimize the public safety paradigm, ensuring that the initiative's goals are achieved sustainably and broadened further. Additionally, these recommendations will highlight the importance of ongoing community investments in violence prevention programs, emphasizing the City's commitment to fostering a safe and inclusive environment for the community.

BACKGROUND
In 2020, the United States experienced a pivotal shift in the public safety dialogue, driven by events that exposed a significant erosion of trust in law enforcement, particularly within marginalized communities. The deaths of George Floyd, Breonna Taylor, and others highlighted the critical need to address systemic inequalities and to fundamentally rethink public safety principles. In response, on June 6, 2020, over 7,000 Berkeley residents marched to demand meaningful changes in law enforcement practices.

Recognizing its responsibility in this pivotal moment, the City of Berkeley embarked on an extensive initiative to Reimagine Public Safety:

On July 14, 2020, the City Council passed Resolution No. 69,501-N.S., outlining a new public safety paradigm and initiating a robust community engagement process for transformative change.

On December 15, 2020, the City Council authorized the City Manager to contract with the National Institute of Criminal Justice Reform (NICJR) to conduct research, analysis, and develop reports and recommendations for community safety and police reform. This included leading an inclusive and transparent community engagement process to achieve a transformative model of positive, equitable, and community-centered safety for Berkeley.

On January 19, 2021, the City Council adopted revisions to the enabling legislation for the Reimagining Public Safety Task Force. The Task Force's work focused on providing input and making recommendations to NICJR and City Staff on a set of proposed programs, structures, and initiatives for a final report and implementation plan to guide future budget decisions.

On March 10, 2022, the culmination of research analysis, and community dialogue was manifested in the comprehensive reports from NICJR, the Reimagining Public Safety Task Force, and Resource Development Associates work on the Specialized Care Unit (SCU) design. These reports provided an overview of recommended programs, structural changes, and new initiatives aimed at creating a community-centric safety paradigm, embodying the principles of *Reduce*, *Improve*, and *Reinvest*.

On April 21, 2022, the City Manager and Staff presented a report to the City Council detailing the achievements of Phase 1 of the Reimagining Public Safety initiative. This included proposals for transforming Berkeley’s police force, enhancing priority dispatch, developing BerkDOT, and establishing an SCU, alongside budget recommendations for these initiatives.

On May 5, 2022, a special council meeting led to the formal adoption of the Mayor's framework for continuing the Reimagining Public Safety initiative. This framework was the culmination of years of diligent work from community members, officials and staff. The key decisions made were as follows:

1. Refer up to $5.3 Million to the FY 2023-2024 Budget Process for staff and/or consulting services and community investments to complete the Priority Reimagining Public Safety Initiatives.
2. Direct the City Manager to prioritize over the next two years the programmatic recommendations for Phase 1 of Reimagining Implementation.
3. Direct the City Manager to initiate a design process for an innovative and comprehensive public safety agency or Department of Community Safety within the City of Berkeley administration and return with recommendations to the City Council by May 2024 to align with the FY 25-26 Biennial Budget process.

4. Except where resources may allow for expedited implementation, refer additional reforms to the FY 2025-2026 Biennial Budget.

On June 28, 2022, the City Council adopted the FY 2023-2024 City budget which included key Reimagining Public Safety Tier 1 items.

On January 23, 2024, the City Manager and Staff delivered a detailed status update on the Reimagining Public Safety initiative, outlining its progress, the leadership team driving this effort, and the advances made in key initiatives. This update also addressed the challenges and considerations that have impacted the progress of the initiative. Additionally, a comprehensive presentation on the proposed framework for the Gun Violence Intervention and Prevention Program was presented and subsequently adopted by the City Council.

ENVIRONMENTAL SUSTAINABILITY AND CLIMATE IMPACTS
There are no identifiable environmental effects, climate impacts, or sustainability opportunities associated with the subject of this report.

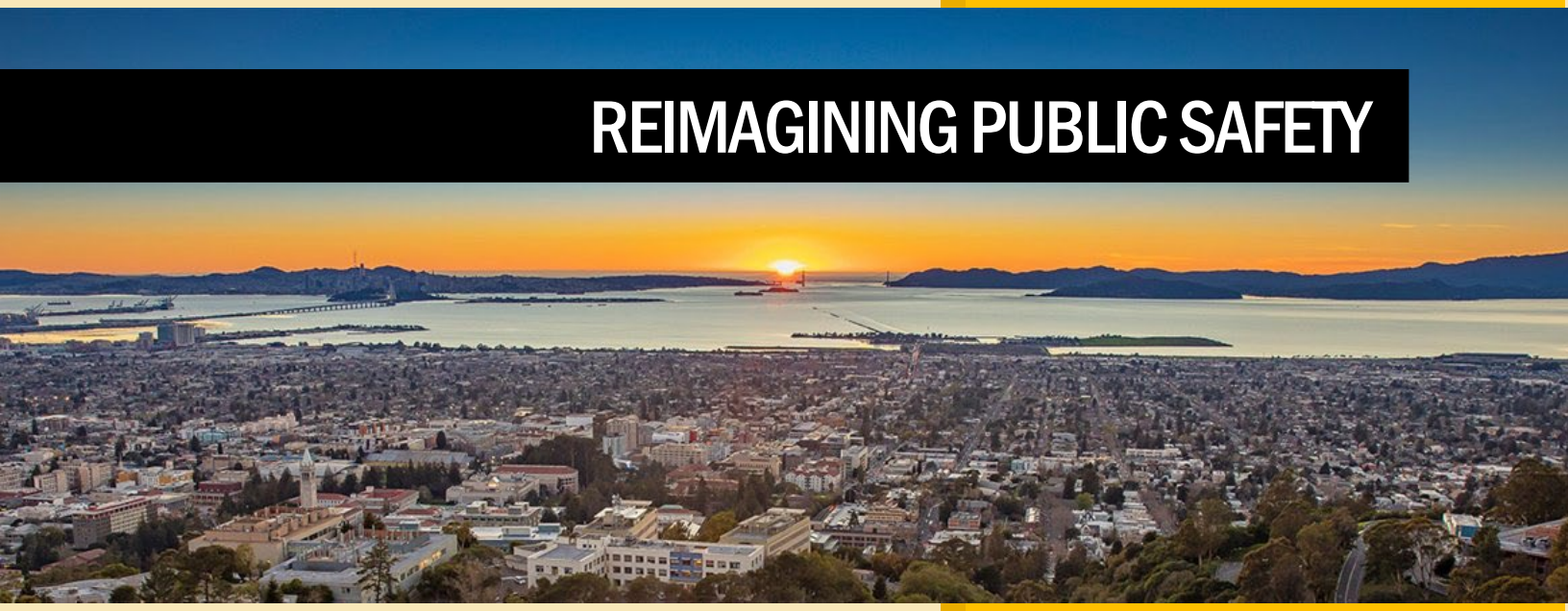
RATIONALE FOR RECOMMENDATION
To improve transparency, provide a progress update, as well as budgetary recommendations related to the City of Berkeley's Reimagining Public Safety efforts, based on the guidelines set forth in Resolution No. 69,501-N.S. and recommendations approved during the Special City Council meeting held on May 5, 2022.

ALTERNATIVE ACTIONS CONSIDERED
Staff does not recommend any alternative actions at this time.

CONTACT PERSON
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Attachments:
1: Reimagining Public Safety Status Update Spring 24 Comprehensive Report
2: Reimagining Public Safety Status Update Spring 24 Companion Appendix

REIMAGINING PUBLIC SAFETY



Status Update and Report Out

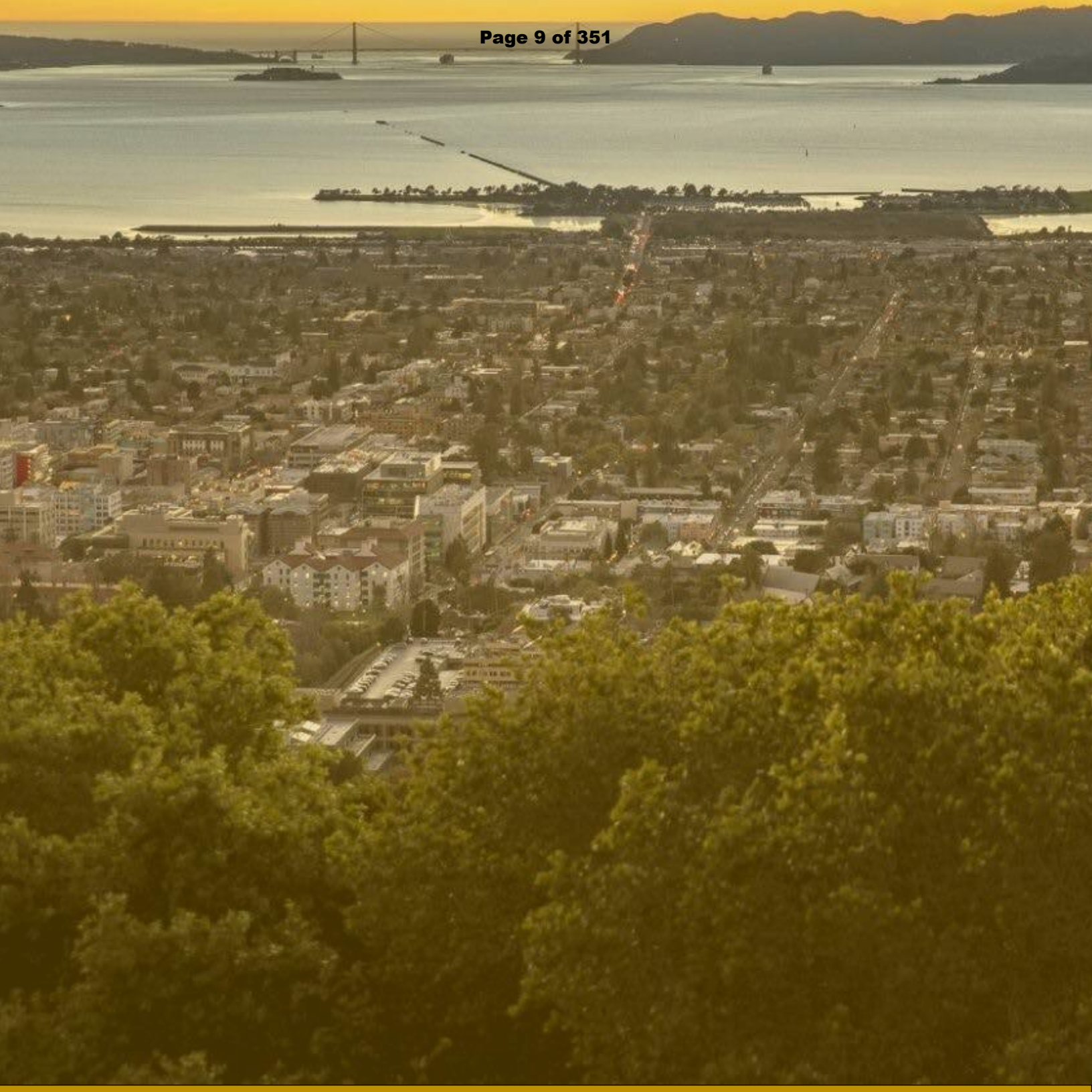
City Manager's Office

Spring 2024

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EXECUTIVE SUMMARY

This section provides an overview of Berkeley's work towards Reimagining Public Safety, highlighting key milestones and the City's commitment to creating an equitable and effective model for all residents.

Introduction

Reimagining Public Safety in the City of Berkeley aims to foster an equitable, holistic, and community-centered approach to safety, transforming traditional public safety models to prioritize health, wellness, and security for all residents. Through a collaborative, multidisciplinary strategy, it seeks to reshape the scope of a traditional police-centered model, address systemic inequities, and enhance community trust and well-being. By reinvesting in health, education, and social services, and introducing alternatives to traditional enforcement, the initiative aspires to establish a sustainable, inclusive public safety system that effectively serves the diverse needs of the community.

This initiative involves a comprehensive and inclusive process that unfolds in three main phases:

- ***Phase 1 (2020-2022) Community Process and Research.*** Phase 1 of the City of Berkeley's Reimagining Public Safety initiative, the City Council adopted critical resolutions to transform public safety through extensive community engagement and research, guided by the expertise of the National Institute for Criminal Justice Reform and the input of the Reimagining Public Safety Task Force. This phase was characterized by partnerships and collaborations aimed at developing a new paradigm of community-centered safety, with a focus on equity and inclusivity, and informed by comprehensive community dialogue and expert analysis. The culmination of these efforts was presented in a series of reports and recommendations that laid the groundwork for transforming Berkeley's approach to public safety, emphasizing the principles of reimagine, improve, and reinvest to address the community's diverse needs.
- ***Phase 2 (2022-2024) Continued Analysis and Implementation.*** Phase 2 focused on putting the conceptual framework developed during Phase 1 into practice, marked by the continuation of analytical work and the beginning of implementation efforts. This phase involves significant staffing investments across various city departments, consulting for critical assessments, and community investments aimed at strengthening resilience through various support and engagement programs. An integrated and interdepartmental approach ensures that all efforts are cohesive and aligned with the City Council's directives, leveraging partnerships and collaborations to inform and guide the work towards a community-centric safety model.
- ***Phase 3 (2024-2026) Continued Implementation and Expansion.*** Phase 3 of the Reimagining Public Safety initiative in Berkeley is set to focus on the expansion and further implementation of the strategies developed in earlier phases, aiming to solidify a comprehensive and responsive public safety model. This third phase is dedicated to broadening the scope of the initiatives to more thoroughly incorporate and address the varied needs of the Berkeley community. The objective is to establish a public safety framework that is both effective and reflective of the community's diversity, ensuring resilience and inclusivity in its approach to safety and well-being. Prior direction is incorporated, but also amended, as needed to align with current fiscal circumstances.

Timeline

Timeline of Events		
Date	**Milestone Description**	**References**
June 16, 2020	The introduction of the "Urgency Item: Safety for All" marked a rapid response to the evolving national conversation, setting the stage for in-depth public safety discussions.	• Annotated Agenda
July 14, 2020	Berkeley approved the Omnibus motion, signaling its commitment to substantive and meaningful reforms.	• See Action Calendar: Items 18a-18e • Annotated Agenda
December 15, 2020	A partnership and contract were established with the National Institute of Criminal Justice Reform (NICJR) to incorporate expert input.	• See Consent Calendar: Item 7 • Annotated Agenda
January 19, 2021	The establishment of the Reimagining Public Safety Task Force institutionalized community and stakeholder engagement, ensuring diverse input in the reimagining process.	• See Consent Calendar: Item 18 • Annotated Agenda
March 10, 2022	Research analysis and community dialogue culminated in comprehensive reports from NICJR, the Task Force, and RDA, and other field experts.	• See Action Calendar: Item 1-2 • Annotated Agenda
April 21, 2022	The City Manager presented a synthesis of efforts, providing an in-depth roadmap and strategic vision for Berkeley.	• See Action Calendar: Item 1 • Annotated Agenda
May 5, 2022	The Mayor presented a plan to Council from which the final resolution was adopted: 1. Allocating up to $5.3 million for FY 2023-2024, aimed at reinforcing staff/consultant resources, and critical community investments to complete the Reimagining Public Safety Initiatives. 2. Prioritization of Phase 1 programmatic recommendations for the next two years (2022-2024). 3. A mandate for designing an innovative and comprehensive public safety agency or Department of Community Safety within the City of Berkeley administration, and return with recommendations to the City Council by May 2024 to align with the FY 2025-2026 Biennial Budget process. 4. Forward-looking plans for further reforms, designated for inclusion in the FY 2025-2026 Biennial Budget.	• See Action Calendar: Item 1a-1c • Annotated Agenda
June 28, 2022	The adoption of the Biennial Budget reflected Berkeley's strategic planning, blending financial prudence with transformative public safety goals.	• See Action Calendar: Item 44 • Annotated Agenda
January 23, 2024	A discussion of the Fall 2023 Status Report took place, along with the presentation and adoption of the Gun Violence Intervention and Prevention Program framework by the City Council.	• See Action Calendar: Item 1 • Annotated Agenda

Phased Deliverables & Status Updates

PHASE I DELIVERABLES

Health, Housing, and Community Services-led Deliverables		
Deliverable	**Recommendation**	**Status Update**
Specialized Care Unit (SCU) Development	Adopt the report, "City of Berkeley Specialized Care Unit Crisis Response Recommendations by Resource Development Associates" and implement the pilot SCU.	**Complete.** HHCS worked extensively with RDA, the Reimagining Public Safety Taskforce, the SCU Steering Committee, and other key community stakeholders to support with the Specialized Care Unit *development* process. The Specialized Care Unit Response Recommendations were shared with Council on March, 10, 2022.
Community Crisis Response (CCR) Bridge Services	Implement the CCR services while Specialized Care Unit stands up.	**In Progress.** Contracts with Alameda County Network of Mental Health Clients (Berkeley Drop-in Center), Options Recovery, and Women's Daytime Drop-in Center renewed/amended, the program is due to sunset Summer 2024.
Gender Violence Recommendations	Implement recommendations from the Reimagining Task Force relating to Gender Violence, LGBTQIA and PEERS as feasible.	**In Progress.** HHCS has hired a Community Services Specialist II to support with implementing these recommendations and preliminary steps of research are underway.

Fire-led Deliverable		
Deliverable	**Recommendation**	**Status Update**
Priority Dispatch Development	Continue development and implementation of prioritized dispatch, request staff return with a recommended plan.	**In Progress.** Federal Engineering, Inc. was contracted for the Dispatch Needs Assessment, a second opinion with another industry expert is underway.

City Manager's Office-led Deliverables		
Deliverable	**Recommendation**	**Status Update**
Community/Consultant Engagement Process	Engaging a qualified firm(s) or individual(s) to lead a robust, inclusive, and transparent community engagement process with the goal of achieving a new and transformative model of positive, equitable and community-centered safety for Berkeley.	**Complete.** The City of Berkeley engaged with several key community stakeholders and field experts in the Reimagining Public Safety process recommendations shared include: the SCU Response Recommendation, Reimagining Public Safety Taskforce Recommendations (shared March 10, 2022), and City Manager's Report and Recommendations (shared April 21, 2022)
Alternative Response Implementation Plan	Develop an implementation plan to expand alternative response from civilian responders beyond the proposed pilot for SCU for other low-level calls that includes but is not limited to: Community Service Officers for only those calls that necessitate police, code enforcement, environmental health, fire inspectors or city-hired community mediators	**In Progress.** Preliminary steps of research are underway.
Violence Intervention Program (GVP/Ceasefire)	Fully implement the Ceasefire violence intervention program	**In Progress.** Gun Violence Prevention analysis has been completed; the RFP process is underway.

PHASE I DELIVERABLES

City Auditor-led Deliverable		
Deliverable	**Recommendation**	**Status Update**
City Auditor Analysis	Having the City Auditor perform an analysis of City's emergency 9-1-1 calls-for service and responses, as well as analysis of the Berkeley Police Department's (BPD) budget.	**Complete.** The City Auditor Completed their report, Data Analysis of the City of Berkeley's Police Response, July 2, 2021.

Public Works-led Deliverables		
Deliverable	**Recommendation**	**Status Update**
Berkeley Department of Transportation (BerkDOT) Development	Pursuing the creation of a Berkeley Department of Transportation ("BerkDoT") to ensure a racial justice lens in traffic enforcement and the development of transportation policy, programs and infrastructure, and identify and implement approaches to reduce and/or eliminate the practice of pretextual stops based on minor traffic violations.	**In Progress.** While the Public Works Department continues to work with stakeholders and constituents in the BerkDOT development process, progress has been slow, especially concerning legislative matters. For instance, the California SB-50 Bill supporting civilian traffic enforcement was declined on September 14, 2023. Funds have been requested for FY 26 allocation.
Crossing Guards Transition	Transition crossing guards from BPD to Public Works until a Department of Transportation is developed.	**Complete.** Transition of crossing guards from BPD to Public Works until a Department of Transportation is developed is completed. Additionally, Public Works planning capacity has been expanded to include collision analysis.
Transportation Functions Consolidation	Continue consolidating transportation functions as recommended by staff.	**In Progress.** Continued efforts are underway.

Police-led Deliverable(s)		
Fair and Impartial Policing Recommendations	Complete the implementation of Fair and Impartial Policing Recommendations.	**In Progress.** Following the approval of the 14 FIP recommendations, the Berkeley Police Department has fully implemented 13 of them and has hired a consultant to fulfill the remaining recommendation.
Auditor Recommendations	Complete Auditor Recommendations on overtime and calls for service.	**Complete.** The Berkeley Police Department initiated efforts to implement them. Progress Updates have been communicated to council and the community via memos and information reports.

City Attorney-led Deliverable		
Litigation Analysis	Analyzing litigation outcomes and exposure for city departments in order to guide the creation of City policy to reduce the impact of settlements on the General Fund.	**In Progress.** The City Attorney's Offices continues to partner with departments on all Reimagining Public Safety-related efforts.

PHASE 2 DELIVERABLES

STAFFING INVESTMENTS

City Manager's Office-led Deliverables		
Deliverable	**Recommendation**	**Status Update**
Assistant to the City Manager Reimagining Project Coordinator	The responsibilities of project management have fallen under the already heavy burden of the existing Deputy City Manager, with part-time support from a Management Analyst. To effectively coordinate the ongoing work, a full-time senior level staff person is required.	**In Progress.** This position was successfully filled on August 2023. The Assistant to the City Manager will continue to support and report out on the city's Reimagining efforts.
Office of Diversity, Equity, and Inclusion (ODEI)	The development of the Office should consider the recommendations from the Task Force. Particular attention from the Office of Equity should be paid to language access.	**In Progress.** The DEI Officer position was successfully filled on November 2023, while the hiring of the DEI Assistant is in progress and office space is being secured. The DEI Officer is actively engaging with key stakeholders to assess the city's current DEI landscape and familiarize themselves with the city's structure and essential personnel.
Grant Assistance	Recommended by City Manager to access grant funds to support reimagining efforts and other programs.	**In Progress.** The city is currently engaged with California Consulting LLC. for grant writing support and coordinated efforts.

Health Housing and Community Services-led Deliverables		
Deliverable	**Recommendation**	**Status Update**
(Phase 1) SCU Implementation	Adopt the report, "City of Berkeley Specialized Care Unit Crisis Response Recommendations by Resource Development Associates" and implement the pilot Specialized Care Unit (SCU)	**In Progress.** Contract with Bonita House initiated; SCU continues to hire and train staff to build to 24/7 operations.

Police-led Deliverables		
Deliverable	**Recommendation**	**Status Update**
(Phase 1) Fair and Impartial Policing Implementation	Recommendation to implement and prioritize FIP and continue to support employee training and professional development.	**In Progress.** 13 of the 14 Task force recommendations have been implemented; BPD will continue to support and fulfill officer training needs through Fiscal Year 2025.
Wellness Funding	Continue to support employee health and wellness.	**In Progress.** Continued partnerships and efforts towards BPD Wellness Practices for officers are underway.
Staffing (CSO & Dispatcher)	Launch a pilot Community Services Officer unit using Police salary savings. Positions would be project based for two-years. Evaluate pilot after two-year period to align with the FY 25-26 Budget Process and determine the appropriate location of the CSO unit within a new Public Safety Department and the role for other non-sworn responders.	**In Progress.** Recruitment is underway, current applicants are being assessed for candidacy.

PHASE 2 DELIVERABLES

STAFFING INVESTMENTS

Public Works-led Deliverables		
Deliverable	**Recommendation**	**Status Update**
Vision Zero Coordinator (Collision Analysis)	Approve a new Vision Zero staff position in Public Works' Division of Transportation to conduct collision analysis. This will promote the City's Vision Zero approach by boosting the City's capacity to analyze collision data collected by the Police Department.	**In Progress.** This position was successfully filled October 2023. The Associate Planner will continue to support and report out on Vision Zero as it relates to Reimagining efforts with preliminary steps of the Collision Analysis underway.

CONSULTANT COSTS

Public Works-led Deliverables		
Deliverable	**Recommendation**	**Status Update**
(Phase 1) BerkDOT Development	Continue BerkDOT process to plan for a civilian traffic enforcement unit, both by informing the content of state law changes to enable such a unit, and by developing two implementation plans: 1) if state law changes to accommodate, and 2) if state law does not change.	**In Progress.** Efforts related to BerkDOT design are in preliminary stages; **project deferred, funding reallocated to existing city services and council referrals.**

Health Housing and Community Services-led Deliverables		
Deliverable	**Recommendation**	**Status Update**
Crisis Needs Assessment	Behavioral Health, Crisis Response, and Crisis-related Services Needs and Capacity Assessments	**In Progress.** Existing contract for SCU program evaluation is amended to add a scope of work for RDA to conduct the crisis needs assessment; work is underway.

Police-led Deliverables		
Deliverable	**Recommendation**	**Status Update**
Staffing Assessment	Analysis of BPD Staffing and Beat Structure.	**In Progress.** Contract with Citygate for Staffing Assessment; preliminary stages of data collection underway.

PHASE 2 DELIVERABLES

CONSULTANT COSTS

City Manager's Office-led Deliverables		
Deliverable	**Recommendation**	**Status Update**
Transportation Fines/Fees	Review Municipal Code for proposed changes to increase equity and racial justice in City's transportation fines and fees, and explore the civilianization of the municipal code.	**In Progress.** Preliminary stages of the RFP for the Transportation Fines & Fees Analysis are in process and the RFP is anticipated to be posted in Summer 2024.
Department of Community Safety	Support an organizational design process to create an umbrella Department of Community Safety.	**To Be Initiated.** Efforts related to Department of Community Safety design are in preliminary stages **project deferred, funding reallocated to existing city services and council referrals.**

Fire-led Deliverables		
Deliverable	**Recommendation**	**Status Update**
(Phase 1) Dispatch Needs Assessment (DNA)	Consulting costs requested by City Manager to support continued analysis of prioritized dispatch and development of an implementation plan.	**In Progress.** Stage 1 of DNA is well underway, staff are reviewing validation report to determine next steps.

COMMUNITY INVESTMENTS

VIOLENCE PREVENTION

Health Housing and Community Services-led Deliverables		
Deliverable	**Recommendation**	**Status Update**
Violence Prevention and Youth Services	Community investments for violence prevention/services programs (McGee Ave. Baptist Church and Berkeley Youth Alternatives).	**In Progress.** Funds have been allocated to Community Based Organizations.

PHASE 2 DELIVERABLES

COMMUNITY INVESTMENTS

City Manager's Office-led Deliverables		
Deliverable	**Recommendation**	**Status Update**
(Phase I) Gun Violence Prevention (Ceasefire) Development	Fully implement the Ceasefire violence intervention program.	**In Progress.** Preliminary analysis of Gun Violence Prevention Programs completed; RFP published and review and selection process underway.

ALTERNATIVES TO SANCTIONS/FINES

Public Works-led Deliverables		
Deliverable	**Recommendation**	**Status Update**
Expand Downtown Streets Teams (DST)	Expand DST as placement for *low-level violations* (e.g. vehicular camping/parking and sidewalk ordinance infractions).	**In Progress.** A contract with DST has been renewed and it has been expanded to cover additional areas; however, for the specific work to place low-level violators, the DST contract will need to be expanded to include this.
Alternatives to Sanctions/Fines Hearing Officer	Expand hearing officer resources in the City Manager's Office to provide alternative referrals to community service and social services for *parking and other infractions.*	**In Progress.** Hearing officer resources have been expanded, alternatives to sanctions and fines *to be implemented*; **project deferred, funding reallocated to existing city services and council referrals.**

COMMUNITY MENTAL HEALTH, BEHAVIORAL AND CRISIS RESPONSE

Health Housing and Community Services-led Deliverables		
Deliverable	**Recommendation**	**Status Update**
(Phase I) Community Crisis Response (CCR) Bridge Services	Implement the Community Crisis Response (CCR) services while Specialized Care Unit stands up.	**In Progress.** Contracts with Alameda County Network of Mental Health Clients (Berkeley Drop-in Center), Options Recovery, and Women's Daytime Drop-in Center renewed/amended, the program is due to sunset Summer 2024.
Youth Peers Mental Health Response	Youth Peers Mental Health response as proposed by the Berkeley High School student-led plan for mental health services.	**In Progress.** Contract with BUSD initiated; wellness center opened winter 2024.

PHASE 2 DELIVERABLES

COMMUNITY INVESTMENTS

RESPITE FROM GENDER VIOLENCE

Health Housing and Community Services-led Deliverables		
Deliverable	**Recommendation**	**Status Update**
Respite from Gender Violence	Provide services and housing leads for victims of Gender Violence. Request staff to work with county partners and CBOs to map the system, identify gaps, recommend how to fill them.	**In Progress.** Community Services Specialist II hired with preliminary steps of system mapping underway.

LANGUAGE EQUITY

City Manager's Office-led Deliverables		
Deliverable	**Recommendation**	**Status Update**
Language Equity	Publish victim resources in plain language and in multiple languages.	**In Progress.** Efforts related to Language Equity are in early stages, the Assistant to the City Manager will partner with HHCS and DEI on implementation plan development.

Phase 3 Deliverables & Recommendations

The subsequent sections present a detailed overview of Phase 3 deliverables and costs for the Reimagining Public Safety initiative. Additionally, recommendations regarding priority of each deliverable (noted via Tier assignment) are also included in an effort to prioritize in the face of constrained General Fund resources for FY 25-26. These recommendations are intended to serve a consultative purpose with the ultimate authority on setting priorities and allocating budget resting with the City Council during the biennial and mid-biennial budget process. Included in this overview is a breakdown of funding that has already been accounted for in the FY 25-26 baseline budget, as well as funding recommendations, and long-term Phase 4 recommendations. Please refer to the legend provided below as an essential guide and glossary of terms is included to clarify the context and provide detailed explanations of each item.

Glossary of Terms

Term	Description
Phase	Each Phase of Reimagining Public Safety coincides with a biennial fiscal year. Phase 2 covered FY 23 & 24; Phase 3 covers FY 25 & 26; Phase 4 covers FY 27 & 28.
Deliverable	Specific outcomes or outputs associated with the Reimagining Public Safety Phase 3 initiative. FY 25 & 26
Allocation Type	The categorization of funds, whether they are part of the baseline budget, a tiered recommendation, anticipated carryforward request, or policy consideration.
In Baseline Budget	Indicates the funding is already included in the FY 25-26 baseline budget.
Tiered (1-3) Recommendation	Funding recommendations for deliverables. **Tier 1** items are items that address public health and safety and support the implementation of the City's strategic plan goals. **Tier 2** are items that are considered to be Non-Critical Operational Needs that may be placed on hold or have existing funding while **Tier 3** includes items deemed to be Non-Urgent Operational Needs.
Carryforward	Funds from the previous fiscal year that are recommended to be extended into FY 25.
Approximated Costs	Estimated Costs of bi-annual funding.
Reason for Recommendation	The justification for each funding recommendation, highlighting its importance. Indicates if requests are limited term, one-time, or ongoing.
Staff Funding Request	Staff proposals for ***Long-Term Phase 4 funding*** (from the General Fund) to support the initiative. Not already included in FY 25-26 baseline budget. These shall be considered and revisited throughout the AAO process and in future Fiscal Years.
Expenditure Type	Categorization of cost type Personnel (Staffing Investments), Non-Personnel (Consultant Costs and/or Community Investments)
Department	The City Department responsible for leading the management of funds and execution of the deliverable, indicated by color:

Grey	City Manager's Office (CMO)
Yellow	Health Housing and Community Services (HHCS)
Blue	Police
Red	Fire
Green	Public Works
Orange	City Auditor's Office
Purple	City Attorney's Office

Phase 3 Deliverables & Recommendations (Cont'd.)

PHASE 3 DELIVERABLES AND RECOMMENDATIONS

STAFFING INVESTMENTS

Deliverable	Allocation Type	Approximated Costs	Reason for Recommendation	Department
Assistant to the City Manager, RPS Coordinator	In Baseline Budget	**$464,956.00**	Oversees RPS implementation. Project based. NTE 3 years.	**CMO**
Diversity, Equity, and Inclusion (DEI) Officer	In Baseline Budget	**$569,222.00**	Responsible for the creation of DEI Division Citywide. Ongoing Need.	**CMO**
DEI Administrative Assistant	In Baseline Budget	**$315,693.00**	Provides critical DEI Division Support. Ongoing Need.	**CMO**
Associate Planner in Transportation	In Baseline Budget	**$377,808.00**	Supports timely Vision Zero safety projects. NTE 3 years.	**Public Works**
8 Public Safety Dispatcher II	In Baseline Budget	**$2,204,438.00**	Addresses overtime and support expanding dispatch responsibilities.	**Police**
1 Public Safety Dispatch Supervisor	In Baseline Budget	**$380,718.00**	Ensures adequate supervisory positions for expanding dispatch.	**Police**
6 Community Service Officers	In Baseline Budget Tier 2 Recommendation	**$1,968,996.00**	Provides additional capability to address public safety goals with appropriate response level, increase capacity for community engagement. Limited Term. *As these are limited term positions, a policy consideration for Council to make these positions permanent would need to be rendered.*	**Police**
Program Manager II	Tier 2 Recommendation	**$525,622.00**	To support public safety reimagining goals and advance programs, projects and policies that will advance meet the City's Complete Streets and Vision 0 goals. NTE 4 years.	**Fire**
Associate Management Analyst	Tier 3 Recommendation	**$191,756.00**	Supplier Diversity Specialist: Monitor and track performance metrics and meet federal requirements to maintain federal funding. Ongoing Need.	**CMO**

PHASE 3 RECOMMENDATIONS

CONSULTANT COSTS & COMMUNITY INVESTMENTS

Deliverable	Allocation Type	Approximated Costs	Reason for Recommendation	Department
RPS Public Education Campaign	Tier 1 Recommendation	**$25,000.00**	Marketing Costs (billboard, print, outreach and education) related to RPS Priority Initiatives *such as* the Specialized Care Unit and Violence Prevention Programming. One-time Request.	**CMO**
Grant Assistance	Tier 1 Recommendation	**$50,000.00**	Continued from prior fiscal year to sustain RPS efforts. One-time Request.	**CMO**
Violence Prevention and Youth Services	Tier 1 Recommendation	**$420,000.00**	To support Voices Against Violence initiative from McGee Ave. Baptist Church and Berkeley Youth Alternatives counseling center and Summer Jam Day Camp. One-time Request.	**CMO**
Vision Zero Action Plan Consultant Costs	Tier 1 Recommendation	**$250,000.00**	Develop Vision Zero Program Deliverables, including the Quick Build Program and updates to the Vision Zero Action Plan. One-time Request.	**Public Works**
FIP Training	Tier 1 Recommendation	**$200,000.00**	Ongoing training in support of Fair and Impartial Policing concepts, officer safety, professional development. One-time Request.	**Police**
Wellness Funds	Tier 1 Recommendation	**$100,000.00**	Critical Incident Stress Contract, Peer Support Team, and emerging wellness needs. One-time Request. *Pending grant funding.*	**Police**
Recommendations on Public Safety/Crime Prevention for Women and Older Persons	Tier 2 Recommendation	**$250,000.00**	To support phased roll out of recommendations addressing public safety/crime prevention for women and older persons. One-time Request.	**CMO**
Specialized Care Unit	Policy Consideration Tier 2 Recommendation	**$2,160,000 – $3,600,000.00**	To support the SCU program fully-staffed 24/7 operations. This budget is conditional, depending on achieving a 40% MediCal reimbursement rate. If this rate is met, the adjusted budget request will be $2,160,000 annually. Ongoing Need.	**HHCS**
BerkDOT Development	Tier 3 Recommendation	**$300,000.00**	BerkDOT implementation, including funding research in support of new "white paper" and potential state legislation. One-time Request.	**Public Works**

PHASE 3 RECOMMENDATIONS

ANTICIPATED CARRYFORWARD REQUESTS

Expenditure Type	Allocation Type	Approximated Costs	Reason for Recommendation	Department
Transportation Fines & Fees Analysis	Carryforward	**$150,000.00**	RFP Implementation Timeline Delayed. Review Berkeley Municipal Code for proposed changes to increase equity and racial justice in the City's existing transportation fines and fees.	**CMO**
Gun Violence Intervention & Prevention Programming	Carryforward	**$2,000,000.00**	RFP Implementation Timeline Delayed. Fully implement the Ceasefire violence intervention program.	**CMO**
Expand Downtown Street Teams	Carryforward	**$50,000.00**	Implementation Timeline Delayed. Expand downtown streets team (DST) as placement for low-level violations (e.g. vehicular camping/parking and sidewalk ordinance infractions).	**Public Works**

Phase 4 (Long Term) Recommendations

PHASE 4 (LONG TERM) RECOMMENDATIONS

Deliverable	Expenditure Type	Approximated Costs	Long-Term Staff Funding Request	Department
Associate Management Analyst	Personnel	**$191,756.00**	Equity & Access Program Lead: Lead with equity, access and belonging lens in all aspects of citywide decision-making, programming and services to identify service gaps and remove disparities.	**CMO**
Associate Management Analyst	Personnel	**$191,756.00**	Equity Engagement, Belonging and Training Specialist: Public engagement and outreach and internal engagement and training.	**CMO**
Language Equity	Non-Personnel	**$30,000.00**	Language Equity Funds to be expanded out in DEI efforts.	**CMO**
Department of Community Safety	Non-Personnel	**$250,000.00**	To support design and implementation framework for the Department of Community Safety.	**CMO**
Youth Peers Mental Health Response	Non-Personnel	**$350,000.00**	To support wellness-specific efforts for Berkeley High School.	**CMO**
Hearing Officer Resources/Alternative to Sanctions/Fines	Non-Personnel	**$150,000.00**	Expand existing hearing officer to provide alternative referrals to community service and social services for parking and other infractions.	**Public Works**

Considerations

As highlighted in the Fall 2023 Status Report, Berkeley's Reimagining Public Safety initiative is encountering interconnected challenges that may affect its direction, effectiveness, and timeline (see Appendix A for Fall 2023 Report). It is vital to address these issues to ensure the initiative is transformative, compliant, sustainable, and resilient.

Ongoing Funding

For the Reimagining Public Safety initiative, Berkeley has allocated significant budgetary support for Fiscal Years 2023 and 2024, with the current report recommending a number of priorities for the Fiscal Year 2025 and 2026 biennial budget process, with the current, constrained fiscal context in mind.

These recommendations are advisory, with the final decision on priorities and funding allocation resting with the City Council and in the broader context of other organizational needs. Furthermore, implementation delays and the unpredictable nature of securing competitive grant funding present significant challenges, potentially complicating the financial evaluation and feasibility of initiatives by May 2024.

Implementation Timeline

The initiative has ambitious objectives, with a projected timeline of 3-5 years for the complete rollout of all components. This timeline may be extended due to legislative changes and unforeseen factors. Regular evaluation is essential to measure the effectiveness of these efforts, requiring a dynamic and phased approach to allow for adjustments and ensure a thorough assessment of all initiatives.

Vacancies and Attrition

From 2018 to 2022, the City of Berkeley observed a concerning attrition trend, with departures exceeding hires. Although hiring rates have since improved, this shortfall previously impacted service delivery and posed challenges for the Reimagining Public Safety initiative. Reduced staffing has significantly affected city services, leading departments to adjust operations and manage costs. Moreover, attrition has resulted in a notable loss of institutional knowledge. Maintaining a stable and committed workforce is essential in Berkeley's ongoing Reimagining Public Safety efforts, aligning with the City Council's established timeframe, scope, and budget. Staffing challenges in critical departments could broadly impact Berkeley's public safety goals, highlighting the need for a comprehensive staffing strategy, as promoted by the Employer of Choice (EOC) initiative.

Regulatory Compliance

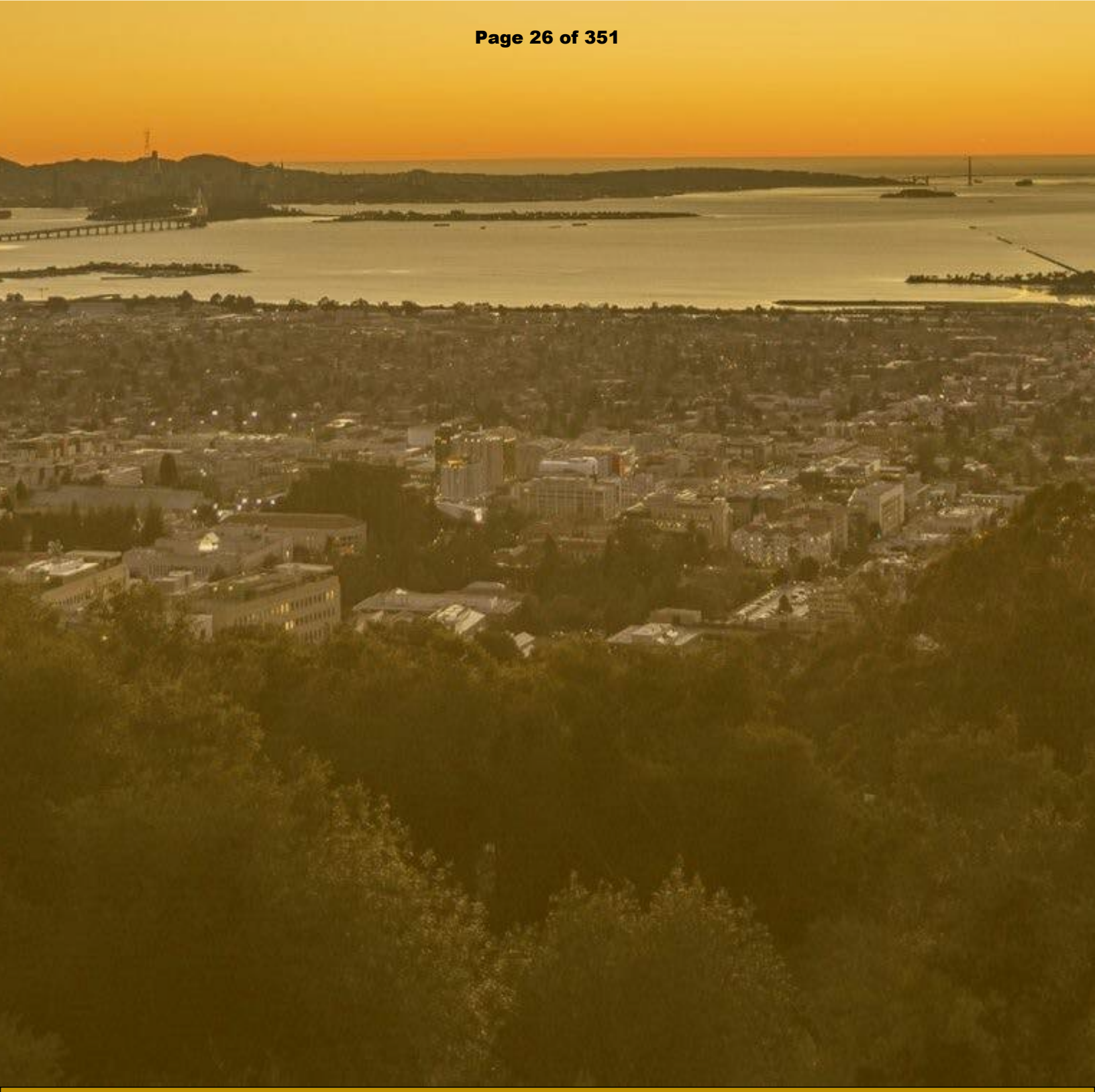
As Berkeley advances with its initiatives, adhering to regulatory frameworks across all sectors is crucial. Local compliance with specific city ordinances and by-laws ensures departmental operations align with established standards. Understanding and navigating California's regulatory landscape is necessary for legal compliance, necessitating regular strategy updates and adjustments. Moreover, initiatives must meet standards set by relevant federal agencies to secure grant eligibility and maintain the integrity of potential national partnerships. This holistic approach to regulatory adherence is fundamental to the success of various city initiatives.

Next Steps

As the City progresses with the Reimagining Public Safety initiative, addressing staffing shortages, legislative changes, and budgetary issues remains crucial, emphasizing a proactive, solution-focused strategy. City leaders are actively working to resolve staffing issues, engaging with legislative bodies to promote the BerkDOT agenda, and expanding efforts in DEI, violence prevention, and mobile crisis response. Budgetary decisions for the upcoming-biennial budget process are also on the agenda.

The City Manager's Office and leading departments aim to provide a progress update by late Fall 2024, offering insights into achievements and ongoing challenges. The City is committed to a community-centric approach throughout this initiative, prioritizing compassion, equity, and democracy in the design, implementation, and evaluation of its efforts.





Priority Reimagining Public Safety Initiatives

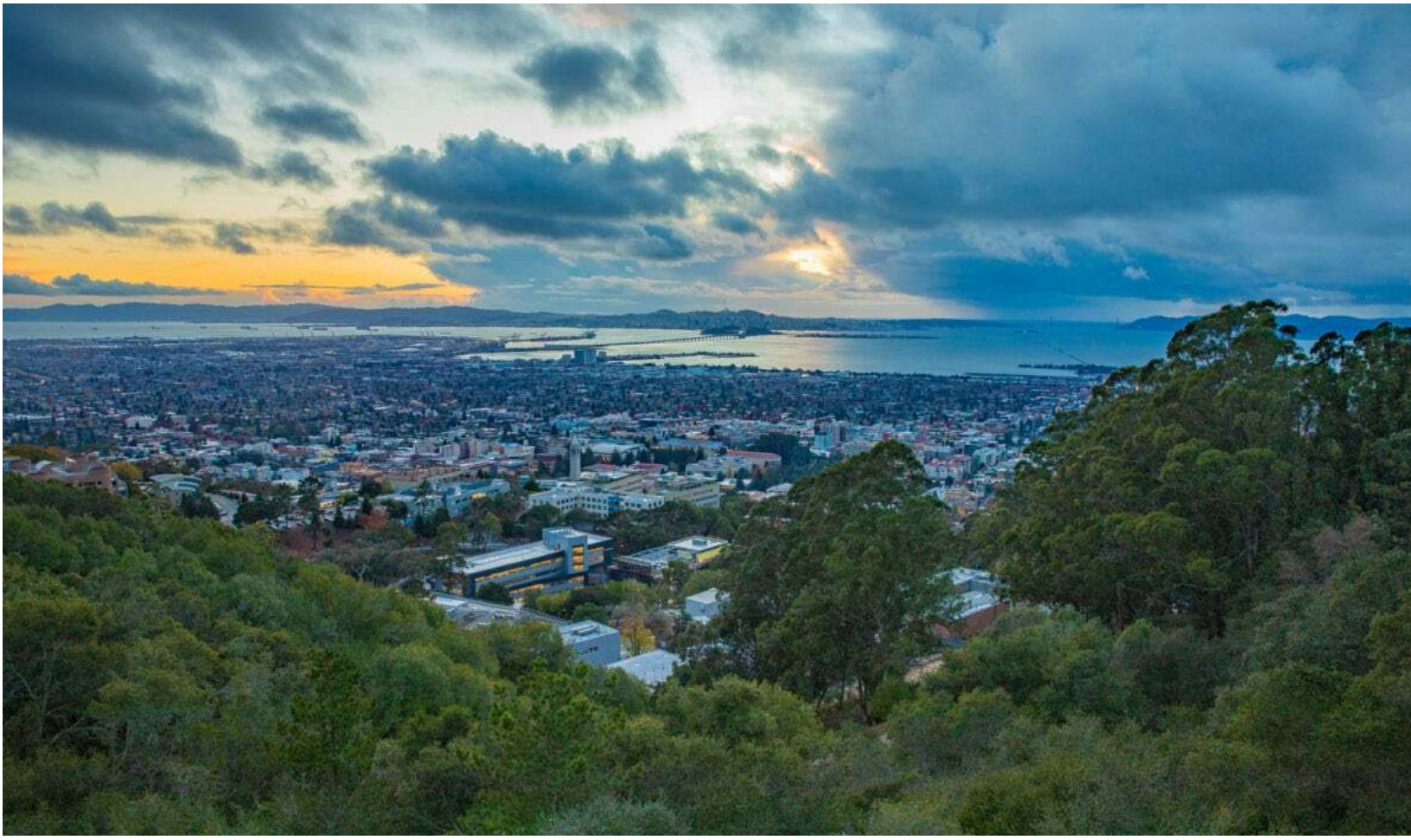
This section offers a concise overview of Berkeley's work towards Reimagining Public Safety, highlighting key milestones and the city's commitment to creating an equitable and effective model for all residents.

Overview

Building on the summaries provided in earlier sections, this part of the report offers a more comprehensive view of the City's efforts. It details the unique challenges and considerations for each deliverable, outlining future steps and associated timelines. Additional details can be found in the report's Companion Appendix. **A new feature in this status update is the inclusion of a fiscal summary with budgetary recommendations to advance the Reimagining Public Safety work**.

As highlighted in the Executive Summary, the City continues to reimagine public safety, facing certain obstacles along the way. Some initiatives have experienced delays, primarily due to staffing constraints and the temporary redirection of resources. The City is dedicated to ensuring transparency and maintaining clear communication regarding all aspects of this initiative, covering both accomplishments and challenges encountered.

It is essential to recognize that, although there are more milestones to achieve, real change is an ongoing process. The City of Berkeley is deeply committed to this important work and the significant journey ahead. Rooted in community engagement, this effort is not just a duty but a privilege and remains at the heart of Berkeley's shared vision for a safer, more inclusive City.



STAFFING INVESTMENTS

REIMAGINING PUBLIC SAFETY PROJECT COORDINATOR

Department Lead: City Manager's Office

Status Update: *In Progress*

Overview:

In ***Phase 2***, the City established the Assistant to the City Manager position as the Reimagining Public Safety Project Coordinator, addressing the initiative's extensive demands. Since their hiring, this role has facilitated significant collaboration with key departments—Police, Fire, Health Housing and Community Services, Public Works, and the City Attorney's Office—to formulate the Reimagining Public Safety Coordination Plan (See Appendix B for Updated RPS Coordination Plan). The plan is strategically designed to optimize resource allocation, enhance interdepartmental communication, and guide the initiative's direction efficiently and effectively.

The Assistant to the City Manager's responsibilities extend beyond coordination and project management. They are tasked with the monitoring, tracking, and reporting of the initiative's progress. Furthermore, this role is central to driving key City Manager's Office (CMO) deliverables, such as Gun Violence Intervention and Prevention, Grant Assistance, Transportation Fines & Fees Analysis, Language Equity, and the foundational steps towards establishing a Department of Community Safety. These critical areas, elaborated within this report, underscore the comprehensive approach taken to reimagine public safety within the City.

As the City transitions into ***Phase 3*** of the initiative, there is a concerted effort to ensure the strategic continuation of this vital work. This includes the request for the carryforward of unused Tier I Reimagining Public Safety General Funds, alongside the reassessment of currently deferred funds during the upcoming biennial budget adoption for Fiscal Years 2025-2026. Additionally, the initiative seeks to secure ongoing funding into FY 25-26 for several projects outlined in this report. Notable among new funding requests from the City Manager's Office is the allocation for a Public Education Campaign ($25,000 for FY 26) on Reimagining Public Safety. This strategic alignment and proactive resource management signal the City of Berkeley's dedication to transforming public safety in a manner that is both comprehensive and community centered.

Key Accomplishments and Next Steps:

RPS Phase	Timeline	Milestone
Phase 2 (2022-2024)	**August 2023**	Assistant to the City Manager hired.
	November 2023	Reimagining Public Safety Coordination Plan.
	December 2023	Reimagining Public Safety Fall 2023 Status Report.
	January 2024	Reimagining Public Safety Fall 2023 Status Presentation to City Council.
	February 2024	Updated Reimagining Public Safety Coordination Plan.
	Anticipated **Ongoing**	The Assistant to the City Manager will continue to coordinate and offer support in project management facets of the initiative.

Fiscal Summary:

Category	Amount	Source	Description of Use
Baseline Allocation	**$464,956.00**	General Fund	Assistant to the City Manager RPS Project Coordinator. NTE 3 years.
Tier I Recommendation	**$25,000.00**	General Fund	To support RPS Public Education and Outreach Campaign for FY 26.

Considerations:

- **Departmental Coordination and Alignment:** Given the multi-departmental involvement, there's a necessity to ensure seamless coordination among various departments such as Police, Fire, Health Housing and Community Services, and Public Works. With city-wide staffing shortages and competing priorities, proper resource management becomes critical to maintain momentum and efficiency. With this in mind, achieving consistent alignment and understanding among the core departmental team leading this work is essential.

Next Steps & Timeline:

- **January 2024 – ongoing:** The Assistant to the City Manager, in their capacity as the Reimagining Public Safety Project Coordinator, will continue to project manage and offer support in various facets of the initiative, collaborating cross-departmentally to provide progress updates to the City Council.

OFFICE OF DIVERSITY, EQUITY, AND INCLUSION (ODEI)

Department Lead: City Manager's Office

Status Update: ***In Progress***

Overview:

Supported by the City Council and the Reimagining Public Safety Task Force, the City Manager's Office has launched a Diversity, Equity, and Inclusion (ODEI) Officer position, part of ***Phase 2*** implementation. As highlighted within the Fall 2023 RPS Status Update, the DEI Officer, operating within the City Manager's Office, will lead the Diversity, Equity, and Inclusion Division, aiming to integrate anti-racism, equity and justice into the City's framework, address disparities, and strengthen community partnerships(See Appendix A, page 25 of Fall 2023 Report). The overarching goal is for City Departments to continue to evolve into entities that are both responsive and truly accountable to the diverse communities they serve.

The DEI Officer's responsibilities will encompass overseeing the division's multifaceted activities and operations, including but not limited to:

- **Strategic Development and Policy Administration:** The DEI Officer will direct the strategic planning and policy development for the DEI Division, ensuring they reflect the City's DEI goals and facilitate long-term change. This role involves aligning divisional efforts across departments for unified city-wide training and professional growth.
- **Inclusive Visionary Leadership:** The DEI Officer will enhance inclusivity by collaborating with city and community leaders, aligning diversity and inclusion initiatives with the City's broader objectives. They will lead strategic planning in diversity and inclusion, evaluating progress and implementing strategies that support the City's commitment to an inclusive and equitable community.

During this phase, the DEI Officer has engaged extensively with a broad spectrum of stakeholders, including City Departments, boards, commissions, and community-based organizations, demonstrating a commitment to incorporating diverse perspectives and insights. The anticipated addition of an Administrative Assistant by the end of Winter 2024 is expected to bolster the division's capacity to achieve its goals effectively. This period of active engagement and strategic personnel planning marks a critical advancement towards establishing a comprehensive Office of Diversity Equity and Inclusion.

As the City transitions into next steps of the initiative, staff recommendations highlight the need for the following key roles to further equity efforts. Additionally, ***staff recommend a long-term phased approach for hiring and buildout of the division.***

- **Supplier Diversity Specialist:** This role will monitor and track performance metrics and comply with federal requirements to secure ongoing federal funding. (***Phase 3***)
- **Equity & Access Program Lead:** This role will champion equity, access, and belonging across all facets of citywide decision-making, programming, and services, identifying service gaps and eliminating disparities. (***Phase 4***)

- **Equity Engagement, Belonging, and Training Specialist:** This role involves extensive public and internal engagement and training to promote significant community outreach and internal development. (***Phase 4***)

These strategic positions, are designed to enhance the City's capabilities in managing diverse supplier relations and requirements, ensuring equitable access and representation across city programs, and advancing both internal and external engagement efforts. This strategic approach underscores the City's commitment to fostering an inclusive and equitable environment for all residents and stakeholders.

Key Accomplishments and Next Steps:

RPS Phase	Timeline	Milestone
Phase 2 (2022-2024)	**November 2023**	DEI Officer Hired.
	Winter 2024 – ongoing	Onboarding of DEI Officer and preliminary planning of DEI strategic plan.
	Winter 2024 – ongoing	Employee and Community engagement.
	Winter 2024	DEI Administrative Assistant Hired.
	Anticipated **Spring 2024**	Office relocation.

Fiscal Summary:

Category	Amount	Source	Description of Use
Baseline Allocation	**$569,222.00**	General Fund	DEI officer.
	$315,693.00	General Fund	DEI Admin Assistant.
Tier 2 Recommendation	**$191,756.00**	General Fund	$191,756 allocation for Management Analyst serving as Supplier Diversity Specialist.
Long Term Phase 4 Recommendation	**$191,756.00**	General Fund	$191,756 allocation for Management Analyst serving as Equity & Access Program Lead.
	$191,756.00	General Fund	$191,756 allocation for Management Analyst serving as Equity Engagement, Belonging and Training Specialist.

Considerations:

- **Staff Capacity for Regulatory Compliance:** New ordinances and policy initiatives by the City Council and commissions require substantial time of city department staff and the City Attorney's Office (CAO). The CAO also defends legal challenges to DEI programs, underlining the need for a robust compliance framework that meets federal mandates and ensures initiatives comply with regulatory standards.
- **Data Collection:** A shared protocol for collecting employee satisfaction and DEI data between HR and the ODEI is yet to be established. Utilizing EEOC workforce data could inform DEI retention strategies and assess DEI staffing needs, enhancing communication and transparency. Collaboration on this effort remains a pending assignment.

- **Ongoing Funding:** DEI and anti-racism efforts have largely depended on volunteer work, with innovative staff members often leaving the city. To sustain these efforts, the city is strategically utilizing resources to maintain financial stability and ensure the initiative's continuity.
- **Implementation Timeline:** Establishing the Office of Equity is projected to take 2-3 years, potentially extended by legislative changes and other unforeseen challenges. This underscores the importance of ongoing analysis and allocating sufficient time to assess the effectiveness of these initiatives.

Next Steps & Timeline:

- **January 2024 – ongoing:** The DEI Officer is actively engaging with key stakeholders to assess the city's current DEI landscape and familiarize themselves with the city's structure and essential personnel. This foundational work is critical for developing a strategic DEI plan. The appointment of the DEI Administrative Assistant is projected to be finalized by Winter 2024. Staff have recommended a long term, phased approach for the introduction of three pivotal roles: Supplier Diversity Specialist, Equity & Access Program Lead, and Equity Engagement, Belonging, and Training Specialist.



GRANT ASSISTANCE

Department Lead: City Manager's Office

Status Update: *In Progress*

Overview:

In ***Phase 2*** of the Reimagining Public Safety initiative, the City Council approved an allocation of $100,000 for fiscal years 2023 and 2024. To boost grant application skills, the City of Berkeley contracted California Consulting, LLC in 2023, focusing on creating a more inclusive approach to public safety that transcends immediate concerns, aiming to improve community wellbeing and spaces (See Appendix A, page 27 of Fall 2023 Report).

In 2023, the pursuit of state and federal grants led the City to focus on initiatives like the Community Resilience Centers (CRC) for climate resilience, aiming to prepare communities for climate-related challenges. The CalTrans Clean California program was targeted for its commitment to community beautification and equity. Federally, the initiative sought support from the PROTECT program, which focuses on enhancing transportation infrastructure resilience against climate change, and the Reconnecting Communities and Neighborhoods (RCN) program, which aligns with the initiative's goals of improving access to essential services and fostering equitable community development.

For 2024, following the approval of carryover funds via the AAO process, the City amended its contract with California Consulting, LLC to fully allocate the grant assistance funds (See Appendix C for Contract Amendment). The Assistant to the City Manager, Cari Arredondo, together with the Reimagining Public Safety Team Leads, are concentrating on several vital areas:

- **Diversity, Equity, and Inclusion:** Promoting inclusivity and fairness in community initiatives.
- **Universal Basic Income:** Investigating financial support mechanisms to ensure economic stability for all citizens.
- **Mobile/Non-Police/Alternative/Peer-Based Crisis Response:** Advancing alternatives to **traditional police responses to crises, with a focus on program funding.**
- **Domestic/Gender-based/Intimate Partner Violence:** Tackling domestic and gender-based violence through supportive measures and resources.
- **Police Wellness, Fair and Impartial Policing (FIP) Training, Police Community Services:** Encouraging police wellness and unbiased policing to enhance community-police relations.
- **Climate Equity:** Integrating climate justice into public safety strategies, ensuring that climate adaptation and mitigation efforts are equitable and inclusive, particularly for communities disproportionately affected by climate change.

These efforts aim to sustain and expand the initiative, ensuring a comprehensive approach to public safety.

Approaching ***Phase 3*** of Reimagining Public Safety, staff are requesting for continued funding of $50,000 for fiscal year 2025 for grant assistance. This sustained investment is crucial for maintaining key efforts in

these areas, ensuring the initiative's ongoing success and its capacity to adapt and respond to Berkeley's evolving public safety needs. This strategic continuity is vital for extending the initiative's impact, fostering a safer, more equitable, and resilient Berkeley.

Key Accomplishments and Next Steps:

RPS Phase	Timeline	Milestone
Phase 2 (2022-2024)	**Summer – Fall 2023**	Contract with California Consulting, LLC has been initiated.
	Anticipated **Ongoing**	The Reimagining Public Safety Project Coordinator will manage continued efforts in grant identification, application, and management.

Fiscal Summary:

Category	Amount	Source	Description of Use
Tier I Recommendation	**$50,000.00**	General Fund	$50,000 for FY 25 for Grant Assistance.

Considerations:

- **Grant Alignment and Coordination:** Strategy for securing grants involves a careful balance between meeting specific grant requirements and advancing the Reimagining Public Safety initiative's goals. This dual focus ensures applications are both targeted and aligned with broader safety objectives, while encouraging departments to work together efficiently.
- **No-match Prioritization and Limitations:** The RPS Team prioritizes grants that do not require matching funds, which helps stretch the initiative's budget further by avoiding additional financial commitments. While this approach maximizes available resources, it's important to recognize the limitations, as no-match grants might not cover all areas of interest. Despite this, the city remains committed to exploring all funding avenues, including those requiring matches, to fully support the Reimagining Public Safety goals.

Next Steps & Timeline:

- **January 2024 – ongoing:** The Assistant to the City Manager will collaborate cross-departmentally to pinpoint grant opportunities that align with objectives of the Reimagining Public Safety initiative, with plans to report on the grants successfully obtained.

SPECIALIZED CARE UNIT IMPLEMENTATION

Department Lead: Health, Housing and Community Services Department

Status Update: *In Progress*

Overview:

In ***Phase 1*** of the Mayor's Reimagining Public Safety initiative, the Berkeley Specialized Care Unit (SCU) was developed through extensive community engagement and research. Guided by a SCU Steering Committee with diverse representatives and informed by research from Resource Development Associates (RDA), the SCU model aligns with Berkeley-specific needs. In 2022, the Health, Housing, and Community Services (HHCS) department bolstered its staff and collaborated with community organizations to provide bridge services for crisis support as the SCU stood up. Bonita House, Inc., selected in December 2022, is implementing the SCU, which began operating in September 2023 and is working towards 24/7 service. The SCU pilot program is funded by various sources, including the American Rescue Plan Act and the California Department of Health Care Services.

Since beginning operations in September 2023, the Specialized Care Unit has provided services to over 200 community members, averaging approximately two to five calls for service each day. SCU services commonly include creating safety plans, which are structured plans for individuals in crisis to follow to seek support in the event of another crisis, as well as providing transportation and referrals to community-based resources, when accepted. The SCU has written less than twenty 5150 psychiatric holds, only using these holds when necessary, and has focused most of its work on de-escalation and creating safety plans.

The SCU currently operates from 6am to 4pm daily and has been working to expand hours into the evening, eventually operating 24/7. Community members can call the SCU through 10-digit phone number that is separate from 911. The SCU will conduct a quick intake to confirm the call is appropriate, and then send the team to the location. HHCS is working with Bonita House to expand these hours of operation as soon as possible to be able to provide this service to community members during the evening

Key Accomplishments and Next Steps:

RPS Phase	Timeline	Milestone
Phase 1 (2020-2022)	**December 2020**	SCU Steering Committee Formed.
	January 2021	Contract with RDA Initiated.
	March 2022	RDA Completes Report & Presents to Council.
	May 2022	City Council informed of Reimagining Public Safety Framework for SCU design.

Key Accomplishments and Next Steps (Continued):

RPS Phase	Timeline	Milestone
Phase 2 (2022-2024)	**October 2023 - ongoing**	The SCU continues to hire and train staff to build toward 24/7 operations. Additionally, HHCS and Bonita House have initiated conversations about using a MediCal billing model to contribute to longer term program costs.
	March 2024	Purchased SCU vans arrive at the Berkeley Corporation Yard and are deployed to the SCU team for operations.

Fiscal Summary:

Category	Amount	Source	Description of Use
Policy Consideration Tier 2 Recommendation	**$3,600,000.00/ year**	To be determined	HHCS anticipates that all grants will be expended at the end of the SCU pilot program in June 2025. For FY26 and beyond, the unbudgeted need to support the SCU program will be approximately $3.6M. While MediCal reimbursement may offset some of this cost, the exact reimbursement rate continues to be determined.

Considerations:

- **Scaling Up:** The SCU continues to operate in a ramp-up state as Bonita House continues to hire and train staff for the program. As staff are hired and trained, they can start providing services in the field. The SCU will continue to expand their hours, as staffing allows, to operate a 24/7 non-police response to mental health and substance use crises. Due to the field-based nature of the SCU, there have been some challenges hiring staff who are willing to work in-person for each shift. While this has delayed the expansion of the SCU, it has helped the SCU hire staff who are a good fit for the program to support ongoing operations and expansion.
- **Grants and Long-term Funding:** As grant funding is of a limited-term nature, HHCS is actively pursuing additional funding opportunities, including through the Department of Health Care Services, to sustain and improve the SCU over time. HHCS is working closely with Bonita House to determine potential MediCal billing, but anticipates that there will be an unbudgeted need of approximately $3,600,000/year to sustain the SCU program once the pilot period ends on June 30, 2025.
- **Leadership Changes:** In early 2024, there have been multiple leadership transitions within HHCS and within Bonita House. Program services have remained consistent, but the leadership changes have impacted the rate of expansion. While the direct program management has stayed consistent, these transitions can impact the speed of expansion.

Next Steps & Timeline:

- **January 2024 – ongoing:** The SCU will continue to hire and train staff to build toward 24/7 operations. Additionally, HHCS and Bonita House have started initial conversations about using a MediCal billing model to contribute to longer term program costs.

STAFFING POSITIONS (REIMAGINING PUBLIC SAFETY COMMUNITY SERVICE OFFICERS & DISPATCHERS)

Department Lead: Police

Status Update: *In Progress*

Overview:

As part of ***Phase 2*** implementation, the City Council allocated funds for Fiscal Years 2023 and 2024 to support a temporary, two-year pilot Community Service Officer and Dispatch program. This program sees the addition of several key positions: 8 Public Safety Dispatcher II, 1 Public Safety Dispatch Supervisor, 6 Community Service Officers (CSOs), and 1 CSO Supervisor. The initiative aims to explore the integration of CSOs into the public safety response, utilizing their capabilities in a variety of non-critical tasks to enhance operational efficiency and community engagement. Recognizing the diverse applications of CSOs in other agencies—ranging from taking cold reports and accident scenes, gathering witness statements, obtaining video evidence, conducting neighborhood checks, to managing traffic, ensuring scene security, and executing logistics—it's evident that CSOs can significantly augment the police force. By leveraging CSOs for these tasks, the program intends to free up sworn officers for redeployment to higher priority calls once a scene is stabilized, thereby optimizing resource allocation and response times. As noted in the Fall 2023 Update, the CSO positions, being temporary in nature, have influenced the decision-making of some prospective candidates, with a few declining offers due to the limited duration of these roles (See Appendix A, page 31 of Fall 2023 Status Report). Despite these challenges, the BPD remains committed to maintaining robust recruitment efforts and is actively engaged in a comprehensive staffing evaluation to ensure the effectiveness and sustainability of its workforce.

As the initiative advances into ***Phase 3***, it is recommended by staff ***categorizing the request to convert the limited term positions to career as Tier 2 to allow time for Council discussion and coordination with BPD on this. The staffing assessment from CityGate is scheduled to be complete by June 2024.*** Formalizing these roles within the Police Department is expected to substantially improve the department's capacity to staff and operationalize the unit effectively. This transition aims to ensure a stable and dedicated workforce, fostering sustained community engagement and bolstering public safety measures through a strategic mix of sworn officers and CSOs, reflecting a smart allocation of resources based on the insights garnered from the deployment of CSOs in various supportive roles.

Key Accomplishments and Next Steps:

RPS Phase	Timeline	Milestone
Phase 2 (2022-2024)	**Summer – Fall 2022**	BPD Recruitment Cycle.
	July 2023	Contract with Citygate for BPD Staffing Assessment.
	Summer – Fall 2023	BPD Recruitment Cycle.
	Anticipated **January 2024 – ongoing**	The Berkeley Police Department will continue recruitment efforts.

Fiscal Summary:

Category	Amount	Source	Description of Use
Baseline Allocation	**$2,204,438.00**	General Fund	Safety Dispatcher II (8).
	$380,718.00	General Fund	Public Safety Dispatch Supervisor (1).
	$1,968,996.00	General Fund Tier 2 Recommendation (for future FY)	Community Service Officers (6). Limited Term.

Considerations:

- **Implementation Timeline with Recruitment Focus:** An effective implementation timeline is essential, now with added emphasis on the recruitment benefits of transitioning positions to permanent status. The shift towards permanency is expected to make the roles within the Community Service Officer and Dispatch program more attractive to potential candidates, addressing some of the recruitment challenges previously encountered due to the temporary nature of these positions. Ensuring that the timeline accommodates for this transition is crucial, as it will likely influence the program's ability to attract and retain qualified personnel.
- **Integration into Future Budgets for Long-term Sustainability:** The recommendation to make these positions permanent underscores the need for careful integration of the program into future budget cycles, particularly looking towards the FY 25-26 Budget Process and beyond. This approach not only secures the necessary funding for these roles but also signals a commitment to the program's long-term viability

Next Steps & Timeline

- **Winter 2023 – ongoing:** The Berkeley Police Department will continue recruitment efforts. Staff recommend that these positions transition from temporary to permanent status. Formalizing these roles within the Police Department is anticipated to significantly enhance the department's ability to staff and effectively operate the unit. This action aligns with the initial recommendations from the ongoing Staffing Assessment.



FAIR AND IMPARTIAL POLICING

Department Lead: Police

Status Update: *In Progress*

Overview:

During ***Phase 1***, In February 2021, the Berkeley City Council approved the implementation of the Mayor's Fair and Impartial Policing (FIP) Taskforce recommendations by the Berkeley Police Department (BPD). To date, BPD has successfully implemented 13 of 14 recommendations as part of their commitment to fair and impartial policing. Which includes specialized FIP training, for which an additional $100,000 was funded in ***Phase 2*** for Fiscal Years 2023 and 2024, covering areas such as Crisis Intervention, LGBTQ awareness, Racial Profiling and Bias training, as well as KIND and ABLE training as noted in the Fall 2023 RPS Update (See Appendix A, page 32 of Fall 2023 Report). Additionally, the Berkeley Police Department presented updates related to FIP at the March 12 Special City Council Meeting (See Appendix D for BPD Annual Report).

As the initiative advances into ***Phase 3***, staff recommend allocating $100,000 for FY 25 & 26 to ensure the force continues to have robust FIP training. Furthermore, the Assistant to the City Manager is collaborating with the Police Department to secure competitive grant funding to advance these efforts.

Key Accomplishments and Next Steps:

RPS Phase	Timeline	Milestone
Phase 1 (2020-2022)	**February 2021**	Mayor and the City Council pass FIP Recommendations
	August 2021 – ongoing	Berkeley Police has implemented ongoing fair and impartial trainings for its officers.
Phase 2 (2022-2024)	**July 2022 – ongoing**	The Berkeley Police Department will continue to fulfill officer training needs.

Fiscal Summary:

Category	Amount	Source	Description of Use
Tier I Recommendation	**$200,000.00**	General Fund	$100,000 per FY for FIP Training

Considerations:

- **Long-Term Funding Needs:** Securing continuous funding for FIP beyond the initial fiscal allocations is critical. This involves both securing stable city budget funds and exploring external grants to ensure the sustainability and expansion of specialized training and strategies.

Next Steps & Timeline

- **Winter 2023 – ongoing.** The Berkeley Police Department will continue to fulfill officer training needs through Fiscal Year 2026; Berkeley PD will have various related CIT, LGBTQ, Bias/Profiling, and FIP-styled training planned for 2024.

WELLNESS PRACTICES

Department Lead: Police

Status Update: *In Progress*

Overview:

In ***Phase 2*** of the Reimagining Public Safety initiative, the Berkeley Police Department were allocated $50,000 towards enhancing staff wellness services, including Crisis Intervention and Stress Management. As noted in the Fall 2023 Status Update, upgrades to facilities and the introduction of an immersive group therapy program for trauma recovery were key components (See Appendix A, page 34 of Fall 2023 Report). Additionally, the launch of a mobile app offering anonymous access to a wide range of health and wellness resources underscores the department's dedication to the physical and mental well-being of its officers.

As the initiative moves into ***Phase 3***, staff recommend allocating $50,000 for FY 25 and FY 26 to maintain and expand wellness integration within the force. Moreover, the Assistant to the City Manager is partnering with the Department to actively seek competitive grant funding to support and advance these critical wellness efforts.

Key Accomplishments and Next Steps:

RPS Phase	Timeline	Milestone
Phase 2 (2022-2024)	**July 2022 – Ongoing**	Wellness efforts for FY 2023 included counseling, critical incident stress training, gym updates, and immersive group therapy, evolving in FY 2024 to incorporate an O2X Partnership and wellness apps & resources for first responders.
	Ongoing	Continued partnerships and efforts towards BPD Wellness Practices for officers.

Fiscal Summary:

Category	Amount	Source	Description of Use
Tier I Recommendation	**$100,000.00**	General Fund	$50,000 per FY for Wellness Funds.

Considerations:

- **Long-Term Funding Needs:** Securing continuous funding for wellness beyond the initial fiscal allocations, will involve both securing stable city budget funds and exploring external grants to ensure the sustainability and expansion of emerging wellness and training needs.

Next Steps & Timeline

- **Winter 2023 – ongoing.** The Berkeley Police Department will continue to strengthen and expand wellness training and leverage grant opportunities.

VISION ZERO PROGRAM

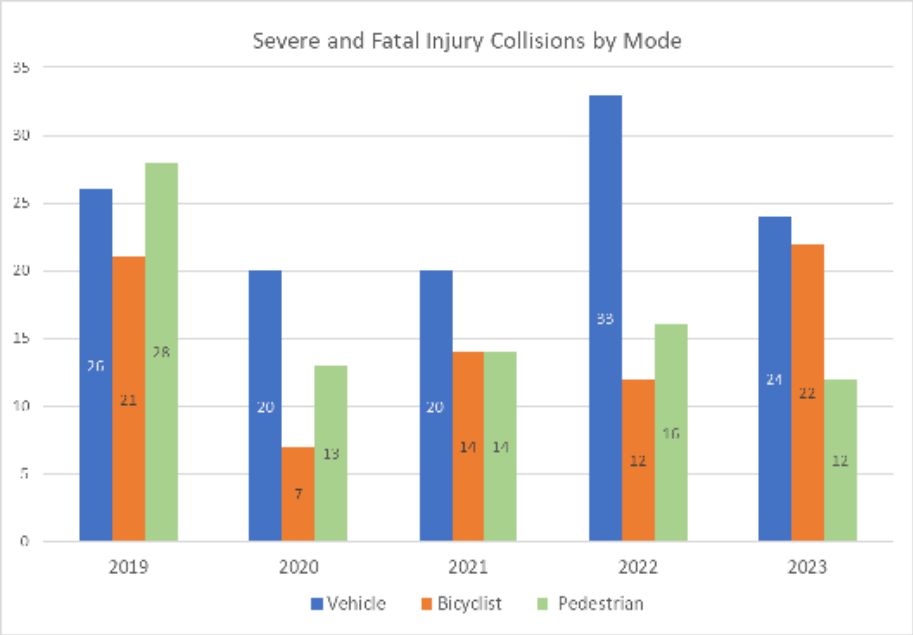
Department Lead: Public Works Department

Status Update: *In Progress*

Overview:

In October 2023, the Public Works department hired a Vision Zero Program Coordinator (Associate Planner). As part of the Reimagining Public Safety initiative this new hire aids in implementing the Vision Zero Action Plan, which includes eleven high-priority actions focused on addressing fatal and serious injury collisions in Berkeley, with the goal of eliminating all fatal and serious injury traffic crashes by 2028. The Vision Zero approach focuses on corridor and system-wide design interventions to improve safety for all modes of transportation in Berkeley, focusing only on severe and fatal collisions, and calling for enforcement only where engineering and education efforts have already been implemented. The Vision Zero Action plan calls for an equity evaluation during the upcoming Plan update to identify gaps in safety and collision datasets and develop milestones to address inequities.

Since being hired, the Vision Zero Program Coordinator has helped manage and support safety projects on Vision Zero High Injury Streets, including the Adeline Street Transportation Improvements Project and Alameda County Transportation Commission's San Pablo Corridor Projects; established monthly meetings with the Berkeley Police Department to discuss collision data and facilitate communication about any gaps necessary for thorough data analysis; and initiated early planning to restart both the Berkeley Vision Zero Coordinating Committee and the upcoming Vision Zero Action Plan update. The Vision Zero Program Manager (Senior Planner) is currently vacant. This position leads the Vision Zero Program and the work of the Vision Zero Program Coordinator (Associate Planner). Recruitment for this position is currently underway with the hope of hiring and onboarding a new Senior Planner by mid-2024.



For the five-year period 2019 through 2023, there was an average of four fatal collisions and 52 severe injury collisions per year on Berkeley streets.

By comparison, the 2020 Berkeley Vision Zero Action Plan reported an average of two fatal collisions and 21 severe injury collisions per year, for the five-year period 2013 through 2017.

Vision Zero traffic safety interventions may consist of major grant-funded corridor project or smaller-scale Quick Build projects. More information and an update on both strategies can be found below.

Since the Fall 2023 update, construction has begun on two grant-funded corridor safety projects on Vision Zero High Injury Streets: the Southside Complete Streets Project, and the Martin Luther King Jr. Way Vision Zero Quick Build. These safety projects originate from City Council adopted plans and policies, including the Berkeley Bicycle Plan (2017), the Berkeley Pedestrian Plan (2020), and Berkeley's Transit-First Policy Implementation Plan (2023). Projects based on these plans and policies are developed and implemented by staff in the Transportation and Engineering Divisions of Public Works, including Vision Zero Program and Capital Improvement Projects staff.

Following two serious injury crashes and a fatal injury crash in February 2024, the Vision Zero Rapid Response Protocol was activated. The Vision Zero Rapid Response Protocol was developed based on a recommendation from the Vision Zero Action Plan that Public Works Transportation staff establish protocols following serious injury and fatal collisions to communicate timely and accurate information and take a data-driven approach to developing safety interventions and projects at crash locations.



In the weeks following a suspected serious injury or fatal collision, Public Works Transportation Division Vision Zero program staff (Vision Zero Program Coordinator (Associate Planner) and Vision Zero Program Manager (Senior Planner, currently vacant)) convenes representatives from the Berkeley Police Department Traffic Unit, Public Works Transportation Division, City Attorney's Office, and City Manager's Office Communications Office for a briefing from the Berkeley Police Department about the collision. At this briefing, BPD shares information about crash location, conditions, and contributing factors from its investigation of the collision. This briefing is intended to help Public Works Transportation staff better understand the crash to potentially develop traffic safety interventions at these locations, where warranted.

Following the crash briefing, Public Works staff, including Traffic Engineering and Vision Zero program staff, meets to evaluate and decide whether to implement countermeasures to improve safety at crash locations and prevent future incidents of this type. If staff determine that countermeasures should be implemented, Public Works leadership works with transportation and maintenance staff to determine if interventions can be completed with existing staff and on-call contracts, or if additional steps will be necessary for implementation.

Vision Zero Program staff are in the process of working with the consultants who assisted with the Vision Zero Action Plan to develop a more formalized Quick Build program that would include a design toolkit, recommendations for specific countermeasures, and guidance as to whether near-term quick build and/or longer term grant funded capital project solutions would be effective.

As Reimagining Public Safety moves into ***Phase 3***, staff recommends continuing to fund the Vision Zero Associate Planner role. Additionally, there are funding recommendations for consultant support, and for an FTE that will work within the Fire Department to support Reimagining Public Safety goals and advance programs, projects and policies that will meet the City's Complete Streets and Vision Zero goals. From 2017-2022, traffic-related trauma in Berkeley resulted in average annual injuries to 490 motorists, 103 cyclists and 101 pedestrians. The substantial toll of traffic-related street trauma in the City requires that the Fire Department expand its traditional response mission to include a "street trauma prevention" component. This builds on the successes of the Department's fire prevention activities in preventing fire-related injuries and deaths and applies it to the problem of street trauma.

Key Accomplishments and Next Steps:

RPS Phase	Timeline	Milestone
Phase 2 (2022-2024)	**October 2023**	Vision Zero Program Coordinator (Associate Planner) Hired.
	January 2024 – Ongoing	In line with the 11 high priority action items identified in key priorities of the Vision Zero Action Plan, the Associate Planner will be supporting the implementation of the programmatic and capital project delivery elements of Vision Zero. Three of the eleven high priority action items include collision analysis as described in the Reimagining Public Safety initiative.
	Fall 2023 – Summer 2024	Martin Luther King Jr Way Vision Zero Quick Build construction. This project is intended to make transportation safer for all modes of transportation along Martin Luther King Jr. Way, a High Injury Street corridor, implementing goals of the Vision Zero Action Plan.
	December 2023 – Early 2025	Southside Complete Streets Project construction. This is a safety project for all modes of travel, and includes improvements on Bancroft Way (a High-Injury Street), as well as portions of Fulton Street, and Dana Street.
	Anticipated **January 2024 – April 2024**	Recruitment for Vision Zero Program Manager (Senior Planner). This position will be responsible for implementing and updating the Vision Zero Action Plan and serve as a project manager for major corridor and "quick build" capital projects on Vision Zero High Injury Streets.

Fiscal Summary:

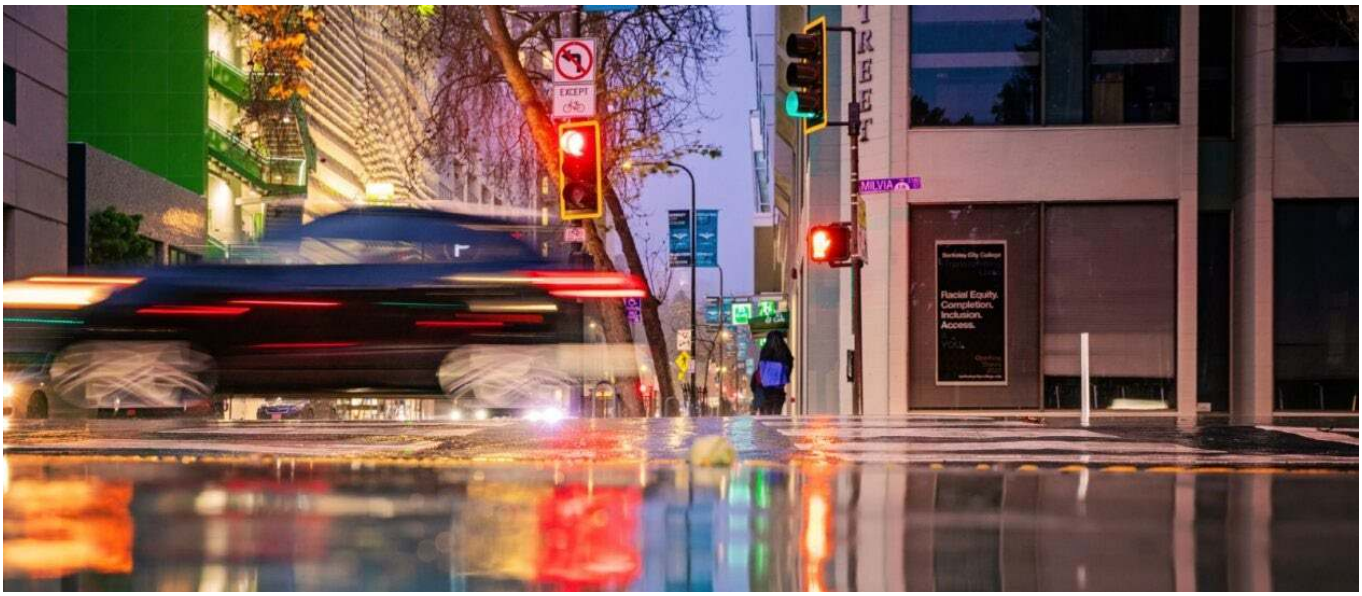
Category	Amount	Source	Description of Use
Baseline Allocation	**$377,808.00**	General Fund	Associate Planner – Vision Zero Program Coordinator.
Tier 1 Recommendation	**$250,000.00**	General Fund	$250,000 for FY 25. Consultant Costs – Develop Vision Zero Program Deliverables.
Tier 2 Recommendation	**$525,622.00**	General Fund	$262,811 per FY for Program Manager II – Fire.

Considerations:

- **Staffing Vacancies.** The City Manager issued Off-Agenda memos, November 2022, December 2022, and October 2023, respectively, to update the City Council on the Public Work's Transportation Division's staffing and work priorities.
    - The Vision Zero Program Manager (Senior Planner) position is currently vacant following the promotion of the former Senior Planner to Principal Planner in August 2023. Recruitment for the Senior Planner position began in January 2024 and closes in mid-March, with anticipated hire by mid-2024.
    - Several key Traffic Engineering positions are currently vacant. This may delay progress on major capital project implementation on High-Injury Streets as this reduces capacity for internal engineering review.

Next Steps & Timeline:

- **January 2024 – ongoing:** In 2024, the Vision Zero program anticipates restarting the Vision Zero Coordinating Committee meetings; initiating the three-year update to the Vision Zero Action Plan; continuing to implement and codify the Vision Zero Rapid Response Protocol, restarting development of the Quick Build Program; continuing to support major grant-funded capital projects on Vision Zero High Injury Streets, such as Southside Complete Streets, Adeline Street Transportation Improvements Project, and the Alameda County Transportation Commission San Pablo Avenue Corridor Projects. Progress on Vision Zero high priority projects and programs in 2024 will depend on hiring a new Vision Zero Program Manager (Senior Planner) by mid-2024.



CONSTULTANT COSTS

BERKEKELY DEPARTMENT OF TRANSPORTATION DEVELOPMENT

Department Lead: Public Works Department

Status Update: *In Progress* (funding deferred)

Overview:

In the Reimagining Public Safety Initiative's ***Phase 1***, groundwork for the Berkeley Department of Transportation (BerkDOT) was established, focusing on consolidating city transportation functions and emphasizing racial justice in transportation policies. For Fiscal Year 2023, the City allocated $300,000 for BerkDOT's development in ***Phase 2***. The Fall 2023 Status Report revealed challenges, including legislative hurdles like the defeat of California SB-50 Bill and significant staffing shortages in the Public Works Department (See Appendix A, page 37 of Fall 2023 Report). These obstacles, along with the deferral of funding due to the Annual Appropriations Ordinance (AAO) process, have temporarily hindered BerkDOT's progress.

As the initiative progresses into ***Phase 3***, staff are closely evaluating the initiative's timeline, dependencies, and priorities. With detailed assessments, pilot programs, and evaluations underway, staff recommend revisiting funding allocation to a future Fiscal Year for a phased approach towards BerkDOT.

Key Accomplishments and Next Steps:

RPS Phase	Timeline	Milestone
Phase I (2020-2022)	**June 2020 – ongoing**	Community Process for BerkDOT Development
	Fall 2022	Crossing guards transitioned from the Police to Public Works' Division of Transportation.
	Fall 2022 – 2023	Public Works staffing vacancies memos issued to City Council and community.
Phase 2 (2022-2024)	**June 2023**	Council referred several Reimagining Tier I requests to the Annual Appropriations Ordinance process.
	January 2024	Funding for the Department of Community Safety deferred.

Fiscal Summary:

Category	Amount	Source	Description of Use
Tier 3 Recommendation	**$300,000.00**	General Fund	$300,000 allocation request future FY.

Considerations:

- **Regulatory Compliance:** BerkDOT must strictly adhere to local, state and federal transportation regulations. This includes not just road and transit roles, but also any pertaining to pedestrian zones, bike lanes, and other urban transportation forms. Ensuring compliance will prevent potential legal complications and foster smoother collaboration and state federal agencies.
- **Budgetary Limitations:** The BerkDOT's budget is currently deferred. This situation necessitates providing essential project and operations within existing resources. The City must explore innovative solutions and consider alternative funding avenues, such as grants or strategic partnerships.
- **Staffing:** The Public Works Department is currently facing a staffing shortage, which affects its capacity to meet all operational demands. The Department is actively recruiting to fill vacancies. It is important to note that with limited personnel, there are competing priorities to manage.

Next Steps & Timeline:

- **January 2024 – ongoing:** Due to the funding deferment and project timeline, staff suggest categorizing $300,000 as Tier 3, allowing for the completion of dependencies like the Transportation Fines & Fees Analysis. Additionally, this will allow for a phased ramp up for BerkDOT efforts.



BEHAVIORAL HEALTH, CRISIS RESPONSE, AND CRISIS-RELATED SERVICES NEEDS AND CAPACITY ASSESSMENTS

Department Lead: Health, Housing and Community Services Department

Status Update: *In Progress*

Overview:

In Phase 2, the City of Berkeley allocated $100,000 in Fiscal Year 2023 for assessing service needs related to behavioral health and homelessness, using data from 911, non-911 calls, and other relevant sources since March 2020. In May 2023, the City Council approved additional funds for Resource Development Associates (RDA) to analyze this data, particularly to support the Specialized Care Unit (SCU)'s implementation and evaluation (See Appendix A, page 39 of Fall 2023 Report).

Concurrently, Health, Housing, and Community Services (HHCS) hired a Community Services Specialist II to evaluate crisis response and related services in Berkeley and Alameda County, focusing on identifying system gaps and enhancing programs like the SCU. This work is expected to continue into 2024. The crisis stabilization needs assessment details suggested recommendations on how the city can better strengthen the social safety net for Berkeley residents' after they experience crisis.

Key Accomplishments and Next Steps:

RPS Phase	Timeline	Milestone
Phase 2 (2022-2024)	**June 2023**	Existing contract for SCU program evaluation is amended to add a scope of work for RDA to conduct the crisis needs assessment.
	June 2023 – August 2023	Crisis needs assessment for 911 call planning begins.
	August 2023 – ongoing	Data analysis of Computer Aided Dispatch (CAD) calls begins.
	August 2023	Community Services Specialist II Hired.
	November 2023 - ongoing	RDA refines data request and is working with the City of Berkeley to complete. This refined data request has delayed the timeline of the initial results, but HHCS continues to work closely with RDA and other stakeholders to receive these initial results of the call data and analysis.
	January 2024 – March 2024	After extensive research, initial recommendations for the Crisis Needs Assessment have been drafted. HHCS is working with affected stakeholders to determine any additional gaps and barriers in crisis stabilization service provision.
	Anticipated **Spring 2024**	Crisis Needs Assessment recommendations pertaining to crisis stabilization reviewed by service utilizers, service providers, community stakeholders, and various city departments whose scope of work may be impacted by the recommendations.

Fiscal Summary:

Category	Amount	Source	Description of Use
New/Continued Recommendation	**TBD**	To be determined	Pending finalization of the crisis needs assessment and recommendations to inform call types that could be diverted to other crisis resources in Berkeley, including the SCU.

Considerations:

- **Expanding Data Analysis & Dynamic Needs:** As the project progresses, there might be a recognition of new data sets essential for comprehensive analysis.
- **Partner Coordination & Feedback:** With multiple partners involved with the different components of the Crisis Needs Assessment, there will be extensive coordination to ensure that all information is gathered to inform these analyses.
- **Policy Awareness:** Staying updated with relevant behavioral health policies and regulations will be key to ensure project success and compliance.

Next Steps & Timeline:

- **Fall 2023 – ongoing:** The data analysis for the 911 call data continues to be ongoing, as the initial data request was revised to gather more specific data. HHCS expects to receive initial results of the analysis in spring of 2024.
- **January 2024 – ongoing:** Initial recommendations for crisis stabilization in Berkeley have been drafted and are being vetted with stakeholders. Next steps will include presenting these recommendations based on the analysis and needs assessment to the appropriate policy committees, and city commissions.

STAFFING ASSESSMENT

Department Lead: Police

Status Update: *In Progress*

Overview:

Under the Reimagining Public Safety ***Phase 2*** recommendations, the Berkeley Police Department has engaged Citygate Associates for a detailed study of its operations. This study focuses on evaluating the Department's organizational structure, resource allocation, and patrol boundaries. Citygate is tasked with proposing organizational enhancements to improve service to the community, while also considering the morale and well-being of the police staff (See Appendix A, page 41 of Fall 2023 Report).

Preliminary insights from Citygate's analysis endorse the Department's proposal to adjust staffing by incorporating Community Service Officers (CSOs) more robustly into its operational strategy. These findings support the initiative's vision to not only refine the Department's structural and operational dynamics but also to ensure a strategic allocation of personnel. This strategic staffing adjustment aligns with broader goals to optimize police resources and response capabilities, leveraging the diverse skill set of CSOs to complement the work of sworn officers.

Key Accomplishments and Next Steps:

RPS Phase	Timeline	Milestone
Phase 2 (2022-2024)	**July 2023**	The Berkeley Police Department has successfully engaged with Citygate Associates for a comprehensive staffing assessment and workload study.
	August 2023 – ongoing	Citygate Staffing Assessment Tasks 1 & 2.
	Fall 2023	Stakeholder Interviews and Community Survey.
	Anticipated **November 2023 – December 2023**	Review of Organizational Functions and Workload.

Fiscal Summary:

Category	Amount	Source	Description of Use
New/Continued Recommendation	**TBD**	To be determined	Pending finalization of the staffing assessment and recommendations.

Considerations:

- **Sustainable Funding:** Long-term sustainability of any staffing or operational enhancements will require careful budget planning, including identifying sources of funding.

Next Steps and Timelines:

- **January 2024 – ongoing:** Citygate's workload study will take approximately nine months and consists of 6 key tasks outlined in the contract and anticipate presenting findings and recommendations at the Fall 2024 RPS Status Update.

TRANSPORTATION FINES & FEES ANALYSIS

Department Lead: City Manager's Office

Status Update: *In Progress* (anticipated carryforward request)

Overview:

Under ***Phase 2*** of the Reimagining Public Safety initiative, the City Council allocated $150,000 in Fiscal Year 2023 to review and propose amendments for the City of Berkeley's Municipal Code. This effort aims to enhance equity and racial justice within the city's transportation fines and fees system and to consider civilian enforcement for certain Municipal Code violations (detailed in Companion Appendix T, pages 3259-3264). The Fall 2023 Status Report identified delays in several deliverables, including this analysis, due to funding deferral in the Annual Appropriations Ordinance (AAO) process (See Appendix A, page 42 of Fall 2023 Report). Funding was subsequently released in January 2024, following approval by the Mayor and City Council.

A Steering Committee, coordinated by the Assistant to the City Manager and comprising representatives from the City Attorney's Office, the City Manager's Office (including the Hearing Officer and DEI Officer), and the Public Works Transportation Division, was established to oversee the Request for Proposals (RFP) Design and Process. The issuance of the RFP is now scheduled for Summer 2024, owing to an extended council recess.

As the initiative transitions into ***Phase 3***, staff recommend that the allocated funds be carried forward into Fiscal Year 2025. This recommendation is crucial for maintaining the project's continuity and ensuring that the City of Berkeley can effectively pursue its objectives of promoting equity and racial justice through the reassessment of transportation fines and fees. This proactive approach underscores the city's commitment to reevaluating and reforming municipal practices to support a more equitable community environment.

Key Accomplishments and Next Steps:

RPS Phase	Timeline	Milestone
Phase 2 (2022-2024)	**June 2023**	City Council referred several Reimagining Tier 1 requests to the Annual Appropriations Ordinance process.
	January 2024	Funding for the Transportation Fines & Fees Analysis was released.
	Anticipated **Spring 2024**	RFP Design and Process.
	Anticipated **Summer 2024**	RFP Call for Bidders is expected to be published.

Fiscal Summary:

Category	Amount	Source	Description of Use
Anticipated Carryforward Recommendation	**$150,000.00**	General Fund	$150,000 *carryforward* for FY 25.

Considerations:

- **Legislative Constraints and Compliance:** Navigating legislative hurdles is paramount to ensure that proposed amendments to the Berkeley Municipal Code enhance equity and racial justice within the transportation fines and fees system while remaining compliant with existing laws. This consideration is crucial for achieving the initiative's objectives without legal impediments.
- **Effective Utilization of Allocated Funds:** With $150,000 allocated for Fiscal Year 2023 and plans to carry forward into FY 2025, managing these funds judiciously is essential. Strategic budgeting and oversight will ensure the project's goals are met efficiently, maintaining momentum and achieving impactful outcomes within the set financial parameters.

Next Steps & Timeline:

- **January 2024 – ongoing:** With funding now released, the immediate focus is on finalizing the RFP for the Transportation Fines & Fees Analysis, scheduled to be posted in Summer 2024. Staff will recommend the carryforward of allocated funds into FY 2025, ensuring that the project's momentum is maintained.

DEPARTMENT OF COMMUNITY SAFETY DESIGN AND IMPLEMENTATION

Department Lead: City Manager's Office

Status Update: ***To Be Initiated*** (project deferred)

Overview:

As a ***Phase 2*** item in the Reimagining Public Safety initiative, $250,000 was initially allocated for Fiscal Year 2024 to support a design process for the creation of a Department of Community Safety. The Fall 2023 Status Report brought to light an important issue: several deliverables within the Reimagining Public Safety initiative, including the creation of the Department of Community Safety, have yet to be initiated (See Appendix A, page 43 of Fall 2023 Report). The postponement of efforts to establish the Department of Community Safety arises from concerns regarding the implementation timeline's feasibility, as well as the need to reallocate funding to existing city services and to address council referrals, in accordance with the Annual Appropriations Ordinance (AAO) process.

As the initiative moves into ***Phase 3***, the City of Berkeley recognizes the importance of prioritizing the advancement of other critical areas within the Reimagining Public Safety initiative before proceeding with the establishment of the Department of Community Safety. This strategic recommendation is based on a thorough review of the general implementation timeline, including the specific timelines for assessments, pilots, and evaluations. To ensure a strategic and judicious use of resources, staff advise revisiting allocating funding for the Department of Community Safety to Phase 4. This approach will allow the city to focus on immediate priorities within the Reimagining Public Safety initiative while planning for future developments in a manner that aligns with the initiative's comprehensive goals.

CONSULTANT COSTS

Key Accomplishments and Next Steps:

RPS Phase	Timeline	Milestone
Phase 2 (2022-2024)	**June 2023**	Council referred several Reimagining Tier 1 requests to the Annual Appropriations Ordinance process.
	January 2024	Funding for the Department of Community Safety deferred.

Fiscal Summary:

Category	Amount	Source	Description of Use
Long Term Phase 4 Recommendation	**$250,000.00**	General Fund	$250,000 *allocation* for future FY to support design of Department of Community Safety.

Considerations:

- **Strategic Allocation of Resources:** The project deferral and reallocation of the $250,000 allocation intended for the design of the Department of Community Safety for Phase 4 emphasizes the critical need for strategic and judicious management of financial resources. The City of Berkeley must ensure that such funding is aligned with both the immediate and long-term goals of the Reimagining Public Safety initiative. It is proposed that the funding allocation for Fiscal Year 2026, allowing for a prioritized and financially responsible approach to initiative planning and execution.
- **Staffing and Legislative Compliance:** Adequate staffing and compliance with legislative mandates are crucial for the Department of Community Safety's success. This entails recruiting and training skilled personnel for the department's effective operation and ensuring all activities are legally compliant. The City of Berkeley will carefully consider any needed legislative changes or policy adjustments to support the initiative. Addressing staffing needs and legislative compliance is essential to equip the department for its mission within a set timeline.

Next Steps & Timeline:

January 2024 – ongoing: Staff recommends revisiting the funding allocation for Phase 4 concerning the design and establishment of the Department of Community Safety.

DISPATCH NEEDS ASSESSMENT

Department Lead: Fire Department

Status Update: *In Progress*

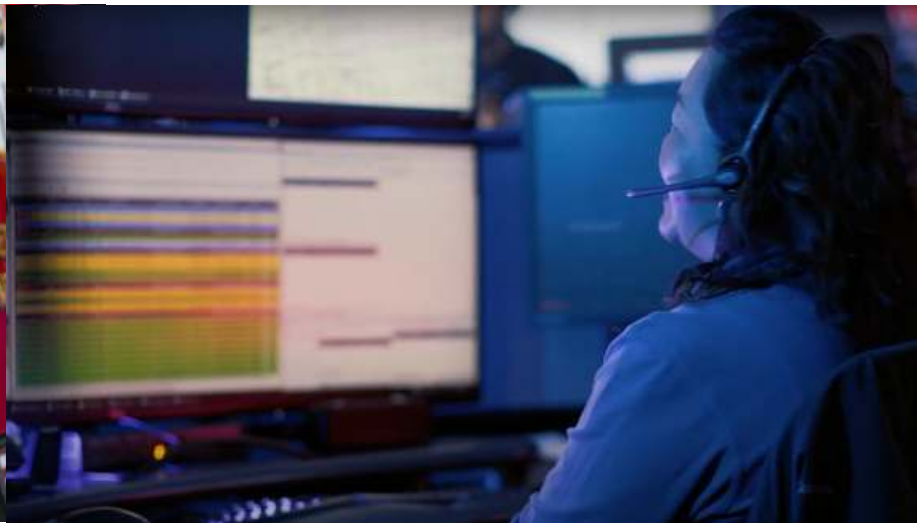
Overview:

As the City moves forward in implementing a plan to evolve and elevate its dispatch system, it's crucial to understand the ongoing enhancements and challenges facing the City's Dispatch Center, a critical hub for police, fire, and emergency medical services (EMS). The center's complex operations echo those of an air traffic control center, where dispatchers handle emergency calls, collect vital information, and coordinate responses using a Computer Aided Dispatch (CAD) system. The Berkeley Fire Department is focused on elevating these services. They aim to implement systematic emergency call triage, provide pre-arrival instructions, and deploy alternative response units like mobile health or the Specialized Care Unit. These enhancements are in line with regional standards and require substantial investment for realization.

The Mayor's phased Reimagining Public Safety initiative, particularly its Phase 1, concentrated on developing the Dispatch Needs Assessment (DNA) and engaging stakeholders. As noted in the Fall 2023 RPS Status Report, with additional funding in Fiscal Year 2023, the focus shifted to DNA redesign as part of Phase 2 (See Appendix A, page 44 of Fall 2023 Report). The initial assessment by proposed a staffing model, facility improvements, and protocols supporting alternative response models and emergency medical dispatch. However, considering the significance of these recommendations and their long-term impact, the Department sought additional subject matter experts (SME) to validate the findings and recommendations of the needs assessment from October 2022. Upon obtaining additional call data and reanalyzing current and recommended models, these SMEs provided an alternative perspective on several key areas: the staffing model, dispatch protocols, alternatives for low-acuity calls, dispatch workflow, and tiered dispatch.

As the Reimagining Public Safety Initiative moves into ***Phase 3***, the validation process aims to ensure that the recommendations are practical, economically viable, and reflective of industry challenges. This crucial step underscores the Department's commitment to informed, effective decision-making and sets the stage for further progress in the following phases of the initiative.





CONSULTANT COSTS

Key Accomplishments and Next Steps:

RPS Phase	Timeline	Milestone
Phase 1 (2020-2022)	**Winter 2021 – Fall 2022**	Completion of the RFP process and Stage One of the assessment.
Phase 2 (2022-2024)	**November 2022 – May 2023**	Completion of the initial needs assessment.
	Fall 2023	Development of Validation Scope and Vendor Selection.
	Fall 2023 – Winter 2024	BFD funded Validation Report with Measure FF Funds. The Validation began in November and finished in end of March.
	Anticipated **Spring 2024**	Completion of the Assessment Validation Report and staff presentations
	Anticipated **Spring 2024**	Anticipated discussions with City project stakeholders to determine future actions for the DNA. Following these discussions, BFD plans to issue an RFP for ongoing subject matter expert (SME) support and the implementation of changes, subject to budget approval and determination of next steps.

Fiscal Summary:

Category	Amount	Source	Description of Use
Allocation	**$95,000.00**	Grant Funding	$95,000 for FY21 for *Initial* Needs Assessment Report.
	$20,000.00	Measure FF Fund	$20,000 for FY24 for Validation Report.
	$200,000.00	Measure FF Fund	$200,000 to support a portion of the Reports and Implementation.
New/Continued Recommendation	**TBD**	To be determined	$196,626,70 from the remaining have been encumbered and will be designated for use in FY 2025. This amount will support the implementation efforts arising from the findings and recommendations of the needs assessment and validation reports.

Considerations:

- **Staffing.** Through FY 23 the Fire Department experienced significant and ongoing recruitment and hiring challenges resulting from the global pandemic, the Office of the Fire Chief has struggled to fulfill community needs through day-to-day operations, strategic planning efforts, and project and program management. The most significant challenges surround overseeing operational and programmatic priorities due to short staffing. The Department is working diligently to reorganize its operations to support current and future staff and staffing needs.
- **Unanticipated Delays.** Initially, the Department challenged the conclusions of the first needs assessment, citing a disconnect with our localized operational knowledge. The report had been crafted following a standard collection of call data from Berkeley's Emergency Communication Center (ECC), leading to a proposed staffing model built upon those findings. However, given the significant implications of the recommended changes, leadership made the decision to pursue a validation study. The second group of consultants introduced a new perspective and a

different approach to their analysis, delving deeper into the data collection process by dissecting both the manner in which calls were received and their categorization. The pivotal difference was in the discovery that while existing industry standards dictated specific call-handling protocols for ECCs and dispatchers, the initial study focused on managing call volumes with staff. The validation study looked at methods to optimize workflow to alleviate the burden on staff. This critical and nuanced insight is set to enhance the City's efficiency and simplify the process of implementing necessary changes and upgrades to the ECC. The requirement for this validation study, coupled with the overall availability of contractors, has resulted in a 14-month delay.

- **Facilities Space.** One of the primary challenges and considerations that may inhibit implementation of Stage II of the Dispatch Needs Assessment is securing an appropriate facility space for the center. There is not enough space for the needed expansion of the Dispatch Center in the Public Safety Building before the Fire Department moves to an independent headquarters facility. Identifying and obtaining the appropriate amount of space to house dispatcher workstations is vital for the successful rollout and operation of the project. Ensuring the space meets the specific requirements and standards, both in terms of functionality and accessibility, is paramount and current configuration of the Public Safety Building will need to be adjusted to accommodate a modern and expended dispatch center.
- **Budget.** Stage 1 of this project was funded through HHCS grant funds. Subsequent activities, including the Validation Report and the planning phase for implementation, have been financed by Measure FF funding. Measure FF is anticipated to cover certain one-time expenses involved in the implementation of the DNA recommendations. However, for recommendations entailing ongoing expenses, securing additional funds will necessitate the City Council's approval and allocation.

Next Steps & Timeline:

- **Winter 2023 – ongoing:** The validation report has resulted in high-level strategic recommendations for an implementation plan. Yet, the development of a more comprehensive implementation plan awaits the City's determination of its preferred direction, and the identification of which recommendations are practical for adoption. These critical decisions are anticipated in the near future. Despite the specifics of the recommendations or the timeline for decision-making, the City's need for continued contractor support to enhance various technology and workflow processes remains unabated. The Berkeley Fire Department team is actively working on preparing a Request for Proposal (RFP) to secure this vital support. Upon finalizing the budget and implementation strategies, the appointed consultant will be charged with devising a strategic plan for phased implementation, projected to span 5 to 10 years.

COMMUNITY INVESTMENTS

VIOLENCE PREVENTION

VIOLENCE PREVENTION AND YOUTH SERVICES

Department Lead: Health, Housing and Community Services Department

Status Update: *In Progress*

Overview:

In ***Phase 2*** of the Reimagining Public Safety initiative, the City of Berkeley has focused on community investments, with significant funding allocated to two Community-Based Organizations (CBOs) (See Appendix A, page 48 of Fall 2023 Report). McGee Avenue Baptist Church Center for Food, Faith, and Justice has been granted $50,000 to support its "Voices Against Violence" youth campaign. This initiative is part of the City's broader efforts to enhance community safety and enrichment. "Voices Against Violence (VAV)" is a Black-led Berkeley-based program committed to justice, equity, and violence prevention. "Voices Against Violence" serves middle and high school students through weekly workshops ranging from violence prevention, identity formation, diversity training, art expression, urban gardening, and healthy living. Participants receive merit-based stipends for attendance, participation, and community service projects, along with weekly meals to provide food resources identified as a need for participants early in the program. The funds have enabled McGee-CFFJ to build upon their established successes and expand their efforts in serving Berkeley's most vulnerable youth and families. Additionally, the "Voices Against Violence" program is able to have an even greater reach by leveraging McGee-CFFJ programming such as the Urban Garden, Culinary Arts and Technology Program, and Soulful Parenting Support Initiative.

Additionally, Berkeley Youth Alternatives (BYA) received $160,000, with $125,000 earmarked for their Counseling Center, which provides essential support services, and $35,000 allocated for the Summer Jam Day Camp. These funds aim to strengthen the community by supporting key programs that contribute to the wellbeing of Berkeley youth, and, therefore, improve the overall safety of Berkeley.

One highlight includes the successful implementation of the Summer Jam Day Camp for children aged 6 to 12 years. The camp operated from 10 a.m. to 4 p.m., with an aftercare service available until 6 p.m. It consisted of four 2-week sessions, each priced at $200, with scholarships available on a sliding scale. Out of 30 participants, 18 students received scholarships, indicating the program's accessibility and community support. The majority of the children attended the entire duration of the camp. The camp offered a comprehensive array of activities designed to promote health, creativity, and personal development. These included swimming, nutrition and gardening lessons, music, sports and games, photography, cooking classes, and separate groups for girls and boys led by counselors. Educational programs focused on literacy development were provided in collaboration with the U.C. Berkeley Public Service Center's BUILD college student mentors. Campers also participated in lawn bowling and community service visits to the elderly.



In addition, Reimagining Public Safety funds supported the BYA Counseling Center over the past year. This funding enabled BYA to serve more youth and families who do not have Medicare or private insurance. The funding was also used to provide incentives to counseling staff, particularly graduate student interns. The funding allowed BYA to hire a new staff member who focused on supporting students who are enrolled in the BYA Afterschool Center and in need of mental health and wellness support. This past summer, BYA launched therapy groups for young people focused on resilience and positive social relationships. The counseling groups were open to all students in BYA's summer programs. As appropriate, students were invited to co-enroll in BYA's individual counseling program to address deeper issues that emerged in group sessions.

In light of these successes and moving towards ***Phase 3*** of the Reimagining Public Safety initiative, staff recommend continuing to support violence prevention efforts in Fiscal Year 25-26. This approach is expected to create synergies and opportunities in alignment with the city-wide violence prevention efforts, fostering a holistic strategy for community safety and enrichment.

Key Accomplishments and Next Steps:

RPS Phase	Timeline	Milestone
Phase 2 (2022-2024)	**July 2022- June 2023**	Funds allocated to CBOs
	Fall 2023 – June 2024	Funds continued allocation to CBOs through FY 24.

Fiscal Summary:

Category	Amount	Source	Description of Use
Tier I Recommendation	**$420,000.00**	General Fund	To support Voices Against Violence initiative from McGee Ave. Baptist Church ($50,000) and BYA ($160,000: $125,000 to support their counseling center and $35,000 for the Summer Jam Day Camp).

Next Steps & Timeline

- **January 2024 – ongoing:** The City will continue to allocate funds to McGee Avenue Baptist Church and Berkeley Youth Alternatives corresponding to their programmatic expenditures through the end of Fiscal Year 2024, which ends on June 30, 2024.

GUN VIOLENCE PREVENTION (BERKELEY CEASEFIRE)

Department Lead: City Manager's Office

Status Update: *In Progress* (anticipated carryover request)

Overview:

As noted in the Fall 2023 Status Report, ***Phase 1*** placed a significant emphasis on involving community and expert engagement (See Appendix A, page 49 of Fall 2023 Report). As the project progressed into ***Phase 2***, the City allocated $1 million in the FY 2023 and FY 2024 budget ($2M total) to directly confront the rising issue of gun violence.

The completion of the Gun Violence Prevention (GVP) report in the summer of 2023 marked a pivotal moment, with preliminary analyses and findings subsequently shared with the Chief of Police, the City Manager's Office, and presented to the City Council and community on January 23, 2024. A comprehensive, four-pronged strategy was unanimously approved, emphasizing: 1) place-based interventions in areas experiencing increased shootings, 2) direct engagement with at-risk individuals through custom notifications, 3) street outreach, and 4) the provision of robust social services. Following this strategic direction, the Assistant to the City Manager collaborated with internal staff and subject matter experts to plan the next steps and RFP processes specific to Berkeley's Gun Violence Intervention and Prevention program. This initiative, striving for a 10% reduction in gun violence incidents, harmonizes community engagement, strategic partnerships with internal city departments and external organizations, expertise from field experts, and empirically-based methods. Overseen by the City Manager's Office, the initiative is in the process of inviting proposals for the strategic design and implementation of the program's crucial elements—custom notifications and street outreach.

Launched in March 2024, the Request for Proposals (RFP) sets the groundwork for a comprehensive selection process, supported by a steering committee consisting of both internal and external stakeholders (See Appendix E for RFP). This step signifies the project's transition into ***Phase 3***, a phase where the team anticipates finalizing a contract by the early summer, aiming for the official launch of the Gun Violence Intervention and Prevention program by early fall of 2024. Staff recommend a carryforward of unspent funds into FY 25-26 budget.

Key Accomplishments and Next Steps:

RPS Phase	Timeline	Milestone
Phase 1 (2020-2022)	**Spring/Summer 2022**	Community Process and Budget Allocation.
Phase 2 (2022-2024)	**Summer 2023**	GVP Report complete. Assistant to the City Manager – Reimagining Public Safety Project Coordinator hired.
	January 2024	Comprehensive RPS update to City Council. Research and stakeholder engagement for next steps and RFP process.
	Anticipated **Spring 2024**	RFP launch and bidding process.
	Anticipated **Summer 2024**	Selection complete and contract finalized.

Fiscal Summary:

Category	Amount	Source	Description of Use
Anticipated Carryforward Recommendation	**$2,000,000.00**	General Funds	$2,000,000 *carryforward* for FY 25 & 26 for Gun Violence Intervention and Prevention Program (Ceasefire).

Considerations:

- **CBO/Staffing Recruitment:** The current recruitment landscape presents its own set of challenges. Staffing up qualified organizations/individuals for this program may face prolonged lead times in recruitment. Beyond initial recruitment, the essential training required to ensure the efficacy of the GVP launch may further extend lead times.

Next Steps & Timeline:

- **January 2024 – ongoing:** Request for Proposals (RFP) process is anticipated to be in progress. Any funds uncommitted during this period will be requested to carry forward into Fiscal Year 2025-2026.



PUBLIC SAFETY/CRIME PREVENTION FOR WOMEN AND OLDER PERSONS

Department Lead: City Manager's Office

Status Update: *In Progress*

Overview:

The recommendation on public safety and crime prevention for women was presented to, and accepted by, the City Council in February of 2024 (See Appendix F for COSOW Item). These recommendations include a comprehensive strategy composed of the following elements:

- **Data-Driven Approach**: Collaboration with the Berkeley Police to identify critical areas and optimal times for safety escorts, aimed at enhancing protection for women based on identified risks.
- **Community Forum:** Organization of a city-wide hybrid safety forum targeted specifically at women, with a focus on engaging older women, to be led by the Berkeley Police Department.
- **Community Ambassadors**: Deployment of ambassador-led safety escorts in business districts and nearby residential areas to improve security.
- **Safety Escorts**: Establishment of a safety escort program inspired by the 2003 Respect-BART initiative.
- **Ride-share Program:** Exploration of the expansion of the Go-Go Grandparent program to provide safer transportation options for women, including potential cost-sharing solutions and modifications for ensuring safe arrivals, pending Council budget review.

In April 2024, staff presented preliminary data and findings to the Commission on the Status of Women and received feedback to inform next steps and further direction (See Appendix G for Presentation Materials). Recognizing the need for a meticulous and diligent approach, there is ongoing engagement with stakeholders to better understand the phased rollout and prioritization of these recommendations. Through data analysis and identification of needs, the goal is to pinpoint areas requiring immediate attention. As the Reimagining Public Safety Initiative advances into ***Phase 3***, staff recommend allocating $250,000 for FY 2025 to support the phased rollout of these programs.

Key Accomplishments and Next Steps:

RPS Phase	Timeline	Milestone
Phase 2 (2022-2024)	**February 2024**	Recommendation approved by City Council.
	Spring 2024	Preliminary research and data. Presentation to the Commission on the Status of Women.
	Anticipated **Spring 2024 – ongoing**	Ongoing research and stakeholder engagement to refine the scope, timeline, and budget, leveraging grants, and prioritizing actions based on data-driven needs analysis.

Fiscal Summary:

Category	Amount	Source	Description of Use
Tier 2 Recommendation	**$250,000.00**	General Fund	$250,000 allocation for FY 25. To support phased roll out of recommendations addressing public safety/crime prevention for women and older persons.

Considerations:

- **Stakeholder Coordination, Compliance and Budget:** A primary challenge for this referral is the coordination between multiple city departments and compliance with legal and regulatory standards. Ensuring that all parts of the initiative align with current laws and city ordinances while effectively collaborating across various sectors can complicate timelines and require additional resources for thorough legal reviews. The current lack of a dedicated budget to explore and consider these recommendations complicates the implementation of the project, necessitating very careful resource management and possibly seeking external funding sources, such as grant opportunities, to support the initiative.

Next Steps & Timeline:

- **Spring 2024 – ongoing:** Ongoing research and stakeholder engagement to refine the scope, timeline, and budget, leveraging grants, and prioritizing actions based on data-driven needs analysis.

ALTERNATIVES TO SANCTIONS/FINES

HEARING OFFICER-ALTERNATIVES TO SANCTIONS/FINES

Department Lead: Public Works Department

Status Update: *In Progress* (project deferred)

Overview:

Under ***Phase 2***, the City allocated $150,000 for Fiscal Year 2024 to improve hearing officer resources. This funding is designated for referring individuals to community and social services for minor infractions, such as parking violations. However, as noted in the Fall 2023 update, the launch of several Reimagining Public Safety deliverables are pending due to funding deferral (See Appendix A, page 51 of Fall 2023 Report). As the initiative transitions into ***Phase 3***, the City of Berkeley acknowledges the need to prioritize the development of other crucial dependencies within the initiative, such as the Transportation Fines & Fees Analysis is currently in progress. This strategic direction, informed by the overall implementation timeline—suggests allocation these funds to Phase 4.

Key Accomplishments and Next Steps:

RPS Phase	Timeline	Milestone
Phase 2 (2022-2024)	**June 2023**	Council referred several Reimagining Tier 1 requests to the Annual Appropriations Ordinance process.
	January 2024	Project for Expanding Hearing Officer Resources/Alternative to Sanctions/Fines deferred.

Fiscal Summary:

Category	Amount	Source	Description of Use
Long Term Phase 4 Recommendation	**$150,000.00**	General Fund	$150,000 *allocation* for future FY.

Considerations:

- **Strategic Allocation of Resources and Implementation Timeline:** The project deferral for Fiscal Year 2024 underscores the necessity of strategically reassessing the project's timeline and resource management, particularly considering dependencies. The City is charged with aligning this funding with the phased goals of the Initiative, striking a careful balance between immediate needs and long-term objectives.

Next Steps & Timeline:

- **January 2024 – ongoing:** Due to the project deferral and funding reallocation to existing city services and council referrals, staff recommend revisiting fund allocation in Phase 4.

EXPAND DOWNTOWN STREETS TEAMS

Department Lead: Public Works Department

Status Update: ***In Progress*** (anticipated carryforward request)

Overview:

In ***Phase 2***, the City allocated $50,000 for Fiscal Year 2024 to enhance the contract with Downtown Streets Team (DST). This decision, formalized through City Council Resolution No. 70, 394-N.S on May 31, 2022, enabled negotiations for new pricing, terms, and expanded services under DST's Clean Cities Program. The program includes hand sweeping, leaf and litter removal, graffiti abatement, and poster removal in various commercial districts. The Public Works Department has entered a new contract with DST, effective June 27, 2023. This contract continues DST's involvement in city maintenance activities, including sweeping, graffiti and litter removal, poster removal, and volunteer work programs. The Fall 2023 Status Report identified delays in several deliverables, including the DST contract's expansion to include DST as a placement for low-level violations, due to funding deferral in the Annual Appropriations Ordinance (AAO) process (See Appendix A, page 52 of Fall 2023 Report). Funding was subsequently released in January 2024, following approval by the Mayor and City Council.

As the initiative transitions into ***Phase 3***, staff are requesting a carryforward of funds to allow for time for expanding the scope of the DST contract to fulfill this recommendation.

Key Accomplishments and Next Steps:

RPS Phase	Timeline	Milestone
Phase 2 (2022-2024)	**June 2023**	City Council referred several Reimagining Tier 1 requests to the Annual Appropriations Ordinance process.
	January 2024	Funding for the Transportation Fines & Fees Analysis was released.
	Anticipated **Summer 2024**	Downtown Streets Team (DST) Contract Expansion.

Fiscal Summary:

Category	Amount	Source	Description of Use
Anticipated Carryforward Recommendation	**$50,000.00**	General Fund	$50,000 *carryforward* for FY 25.

Considerations:

- **Funding:** While the current phase of the project is supported by a one-time allocation, future expansions or enhancements will require careful financial planning.

Next Steps & Timeline:

- **January 2024 – ongoing:** Staff will recommend the carryforward of allocated funds into FY 2025, ensuring that the project's momentum is maintained.

COMMUNITY MENTAL HEALTH, BEHAVIORAL, AND CRISIS RESPONSE

COMMUNITY CRISIS RESPONSE SERVICES (BRIDGE SERVICES)

Department Lead: Health, Housing and Community Services Department

Status Update: *In Progress*

Overview:

In Phase 1 of Berkeley's Reimagining Public Safety initiative, the city developed the Specialized Care Unit (SCU) to assist individuals in mental health or substance abuse crises without police involvement. To support this, the City Council allocated $1.2 million from the FY 2022 budget for Community Crisis Response (CCR) services, also known as "Bridge Services." The city issued a Request for Proposals to community-based organizations for these services. Peer Wellness Collective, formerly Alameda County Network of Mental Health Clients, Options Recovery, and Women's Daytime Drop-in Center were selected to provide expanded peer support, substance use disorder interventions, and enhanced mental health care services, respectively (See Appendix A, page 53 of Fall 2023 Report).

These contracts, launched in Spring 2022 and extended through the end of December 2023 are meant to provide a wide array of crisis services to Berkeley community members as the SCU began operations. Now that the SCU began operations in September 2023, the Community Crisis Response services contracts are winding down. The Peer Wellness Collective contract ended in December 2023, Options Recovery Services ended in February 2024, and the Women's Daytime Drop-In Center contract will end in June 2024.

Key Accomplishments and Next Steps:

RPS Phase	Timeline	Milestone
Phase 1 (2020-2022)	**June 2021**	City Council approves to allocate $1,200,000 from the FY 2022 budget, sourced from the American Rescue Plan, to fund the Community Crisis Response (CCR) services.
	Summer 2021	RFP Process initiated.
	November 2021	Consent item issued to adopt three Resolutions authorizing the City Manager to execute contracts and any amendments or extensions with Alameda County Network of Mental Health Clients (Berkeley Drop-in Center), Options Recovery, and Women's Daytime Drop-in Center for Community Crisis Response Services, in an amount not to exceed $1,200,000.
	Spring 2022 – Winter 2022	Contracts with Alameda County Network of Mental Health Clients (Berkeley Drop-in Center), Options Recovery, and Women's Daytime Drop-in Center initiated.
Phase 2 (2022-2024)	**Spring 2023 – June 2024**	Contracts with Alameda County Network of Mental Health Clients (Berkeley Drop-in Center), Options Recovery, and Women's Daytime Drop-in Center renewed/amended, while the SCU will continue to hire and train staff to build toward 24/7 operations.

Fiscal Summary:

Category	Amount	Source	Description of Use
Allocation	**$1,787,517.11**	American Rescue Plan Act	This includes the initial $1,200,000 allocated in July 2021 to support the Community Crisis Response Services. Additional funds were added to continue the Bridge Services through the end of June 2024 to provide a complete "bridge to SCU" as the SCU continued to hire and train staff.

Next Steps & Timeline:

- **Fall 2023 – December 2023:** HHCS continued partnership with Peer Wellness Collective, formerly Alameda County Network of Mental Health Clients (Berkeley Drop-in Center), Options Recovery, and Women's Daytime Drop-in Center for Community Crisis Response Services, while the SCU will continue to hire and train staff to build toward 24/7 operations. The Peer Wellness Collective contract expired and program concluded at the end of December 2023.
- **February 2024 – June 2024:** Options Recovery Services will conclude their Community Crisis Response "Bridge Services" contract at the end of February 2024. Women's Daytime Drop-In Center will continue their contract through the end of June 2024. Community Crisis Response Services contracts expiring and programs concluding is in line with the intent to be a "bridge to the SCU."

YOUTH PEERS MENTAL HEALTH, BEHAVIORAL, AND CRISIS RESPONSE

Department Lead: Health, Housing and Community Services Department

Status Update: ***In Progress***

Overview:

In response to student-led concerns about the scarcity of school resources for mental health and wellness support, the City of Berkeley, in collaboration with the Berkeley Unified School District (BUSD), inaugurated the Wellness Center at Berkeley High School with a soft opening at the start of the 2023-24 school year and a grand opening on December 2, 2023 (See Appendix A, page 55 of Fall 2023 Report). The mission of the Berkeley High School Wellness Center is to provide a space on campus where all students can reset, recharge and make connections. As of early March 2024, the Center reported a total of 598 student visits. A report on the first semester of services indicated that: 39% of students who visited the Wellness Center said they were experiencing academic stress/concerns, 35% said they were stressed or anxious, and 9% they felt sad or depressed. The remainder of students cited that the reasons for visiting the center were due to relationship issues, bullying, other reasons or they preferred not to say. African American/Black students accounted for half of the visits and Latinx students for 20%, indicating that the Wellness Center is being accessed by racially/ethnically diverse population of students.

The Center offers a variety of services including self-directed activities (such as simply sitting to take a break, journaling/coloring, and using theraputty/kinesthetic materials). The Wellness Center also offers wellness groups, check-ins with adults or peer mentors, and referrals to external services, addressing key student concerns such as academic stress (30%) and stress or anxiety (31%). Wellness Center staff have been trained to serve as a Crisis Response Team. City of Berkeley Health Center staff have helped lead the development and implementation of the Wellness Center and are guiding the Center's development, including supporting referrals for mental health counseling from the Wellness Center team.

The Wellness Center is staffed by a dedicated team of BUSD staff, including a full-time coordinator funded through the City's $350,000 investment, two Restorative Justice Coordinators, and a staff member tasked with supporting the youth peer-mental health team and other program areas. This initiative is a testament to the City's commitment to enhancing community mental health and well-being as part of the broader Reimagining Public Safety Initiative's ***Phase 2*** Community Investments. The establishment of the Center marks a pivotal step in offering students a place to self-regulate and improve self-awareness. Preliminary plans are underway for a satellite Wellness Center at Berkeley Technology Academy. The effectiveness of the Wellness Center will be evaluated in its first formal assessment starting July 2024, with findings to be reported to the Health, Housing, and Community Services department.

Given the Wellness Center's significant impact on student mental health and well-being, and that the coordinator position is funded through end of FY 2026, staff recommend continued funding of $350,000 for ***Phase 4*** of the initiative. This request is supported by the Center's vital role in addressing critical student needs and its alignment with the City's ongoing efforts to enhance community safety and well-being.

Key Accomplishments and Next Steps:

RPS Phase	Timeline	Milestone
Phase 2 (2022-2024)	**Summer 2023**	Mental Health Wellness Coordinator Hired.
	August 2023	Wellness Center Refurbishing and Soft Opening.
	Fall 2023 – ongoing	BUSD - HHCS Collaboration Meeting.
		Outreach activities.
		Preliminary Wellness Center activity and services offered
	Winter 2023	BHS Wellness Center Grand Opening.
	November 2023	BUSD submits project evaluation plan to HHCS.
	Anticipated **July 2024**	Evaluation #1 due to HHCS (for the period of June 26, July 15, 2024 2023 - June 30, 2024).

Considerations:

- **Coordination with the Berkeley High School Health Center:** The BHS Health Center, operated by the mental health and public health divisions of HHCS, continues to provide first aid, mental health, youth development, and reproductive and sexual health services to students

on campus. As Wellness Center services are largely preventive in nature, and Wellness Center and Health Center staff will coordinate as needed to support the unique needs of students.

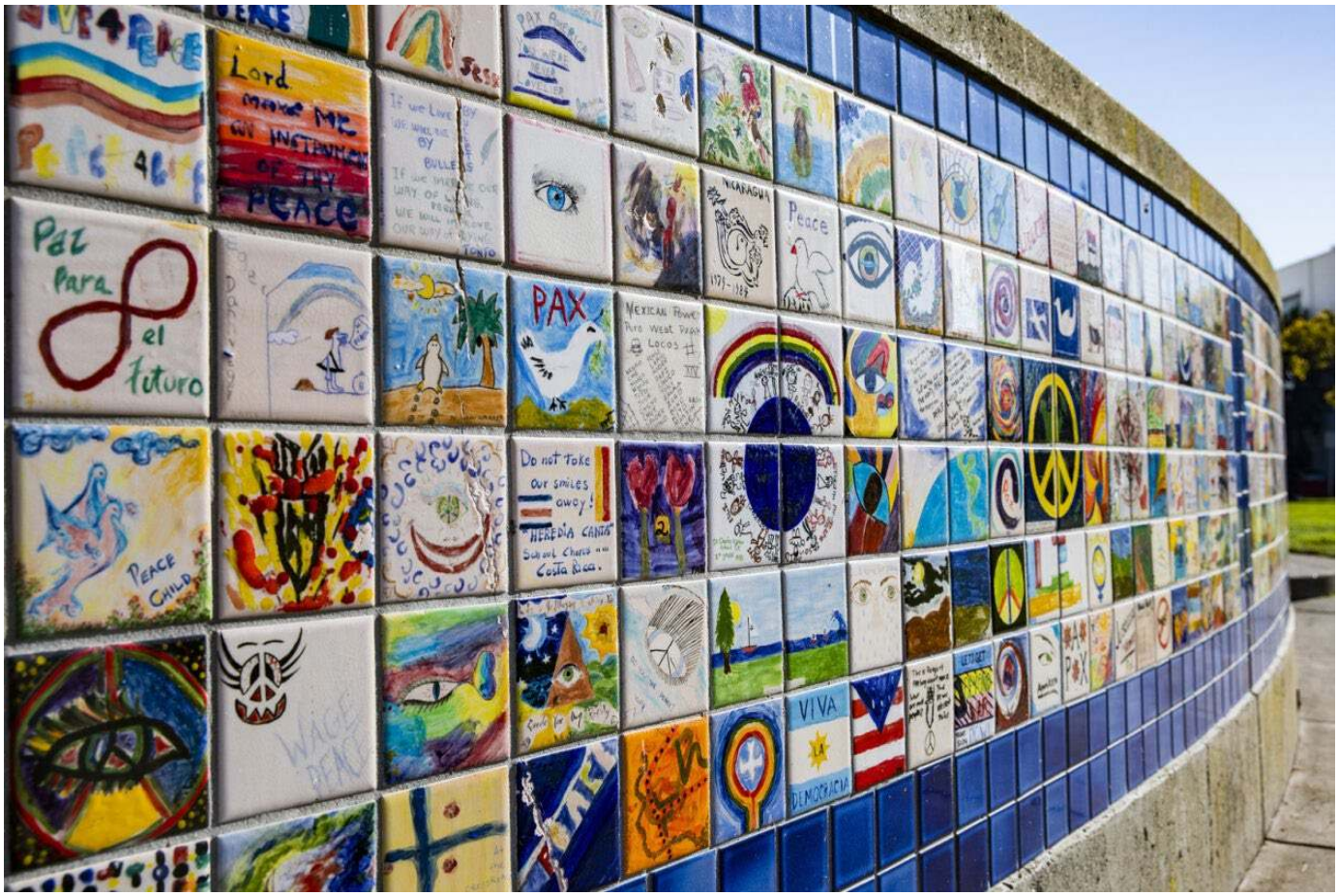
- **Expansion of Programming:** Building upon the foundation of preventive and supportive services, there is a strategic plan to expand the Wellness Center's programming. This development aims to encompass a wider array of workshops, group activities, and individual support services tailored to the evolving needs of the student body.
- **Formation of a Crisis Response Team:** To address the need for prompt support during emergencies, plans include forming a crisis response team at the Wellness Center. This team will specialize in managing mental health crises and other emergencies, providing immediate intervention and support.

Fiscal Summary:

Category	Amount	Source	Description of Use
Long Term Phase 4 Recommendation	**$350,000.00**	General Fund	$175,000 per FY for coordinator position at BHS Mental Health Center.

Next Steps & Timelines:

- **January 2024 – ongoing:** BUSD will submit a project evaluation plan to HHCS. Evaluation #1 will be delivered to HHCS July 2024. Staff recommend continued funding of $350,000 for Phase 4 to support the expansion of the BHS Wellness Center.



RESPITE FROM GENDER VIOLENCE

RESPITE FROM GENDER VIOLENCE

Department Lead: Health, Housing and Community Services Department

Status Update: *In Progress*

Overview:

The Health, Housing, and Community Services (HHCS) Department has initiated a strategic effort to conduct a systems analysis concerning respite from gender violence and its intersections with other pertinent crisis response systems. As noted in the Fall 2023 Status report, the purpose is to increase the community's knowledge about respite resources, understand the strengths and challenges of the current system, and to identify gaps that can be addressed (See Appendix A, page 56 of Fall 2023 Report). To facilitate this, a temporary Community Services Specialist II was hired in August 2023 to lead the process. Additional resources will be identified to fill service gaps. Through engagement with impacted communities, service providers, City department leaders and commissions, HHCS has developed draft policy recommendations which focus on best practices in the areas of Inter-Personal, Intimate Partner, Domestic and Gender-Based Violence (See Appendix G for Presentation Materials). These drafted recommendations are currently being reviewed for feedback by key stakeholder groups in Berkeley, including various City departments as well as commissions such as the Commission on the Status of Women. Considered drafted domestic violence recommendations touch the following areas of work:

1. Financial independence for survivors,
2. Expansion of the Specialized Care Unit scope of work to include appropriate domestic disturbance interventions and calls for service,
3. City investment in Restorative Justice circle work as an alternative to court intervention
4. City investment in trauma-informed, non-carceral crisis response,
5. City investment in accessible and informational DV resource document available in a variety of languages.

Parallel to this initiative the Commission on the Status of Women (COSOW) put forth recommendations related to Public Safety and Crime Prevention for Women (See Appendix F for COSOW Item). The Assistant to the City Manager will work across departments to identify synergies between the recommendations concerning domestic and gender-based violence and those related to public safety and crime prevention for women.

Key Accomplishments and Next Steps:

RPS Phase	Timeline	Milestone
Phase 2 (2022-2024)	**August 2023**	Temporary Community Services Specialist II Hired.
	October – November 2023	Preliminary steps of research to identify resources available at the local, state, and federal level.
	December 2023	Continued research and evaluation to identify resources available based on best practices. Best practices designed for and by survivors of domestic violence nation-wide.

	January – April 2024	Community-based needs assessment to determine alignment between researched best practices and local survivors' experience.
	January – April 2024	Internal-external stakeholder meetings with service providers, city departments, the Commission on the Status of Women and the Mental Health Commission.

Fiscal Summary:

Category	Amount	Source	Description of Use
New/Continued Recommendation	**TBD**	To be determined	Pending agreement and finalization of the recommended policy activities, HHCS will explore grants to support and fund relevant programs.

Considerations:

- **Community Collaboration:** Prioritizing insights from community partners ensure that the policy evolution remains responsive to the lived experience, policy needs, and priorities of survivor communities.

Next Steps & Timelines:

- **Winter 2024:** The Health, Housing, and Community Services Department continues research and evaluation to identify resources available based on the needs of the community.



LANGUAGE EQUITY

LANGUAGE EQUITY

Department Lead: City Manager's Office

Status Update: *In Progress*

Overview:

In ***Phase 2*** of the Reimagining Public Safety initiative, the City Council allocated $15,000 for Fiscal Year 2023 to support the publishing of victim resources in plain and multiple languages and printed and digital format. This investment aims to expand accessibility, ensuring that vital information and support services are available to all community members, including those with limited English proficiency and low literacy levels. This initiative aligns with recommendations from the Reimagining Public Safety Task Force Report (See Appendix A, page 57 of Fall 2023 Report).

For 2024, following the approval of carryover funds via the AAO process, the Assistant to the City Manager began preliminary coordination with the Health, Housing, and Community Services Department. The Community Services Specialist, focusing on gender violence respite work, will lead this effort and co-manage the translation and publishing of victim resources with the Assistant to the City Manager. The team anticipates fulfilling this deliverable before the end of the Fiscal Year.

As the initiative enters ***Phase 3***, staff recommend revisiting the opportunity for additional language equity funds for a future fiscal year in Phase 4. This allows the team leading this work to identify critical areas for the expansion of resource translation. This approach enables growth and a measured pace in these efforts.

Key Accomplishments and Next Steps:

RPS Phase	Timeline	Milestone
Phase 2 (2022-2024)	**Fall 2023**	Research and evaluation to identify resources available based on the needs of the community.
	January 2024 - ongoing	Continued research and evaluation to identify resources available based on the needs of the community; coordination to identify usage for language equity funds.
	Anticipated **Spring 2024**	Initiation of internal partnerships for resource translation and determination of critical areas for language equity expansion.
	Anticipated **Summer 2024**	Contracting Process for Translation Services.

Fiscal Summary:

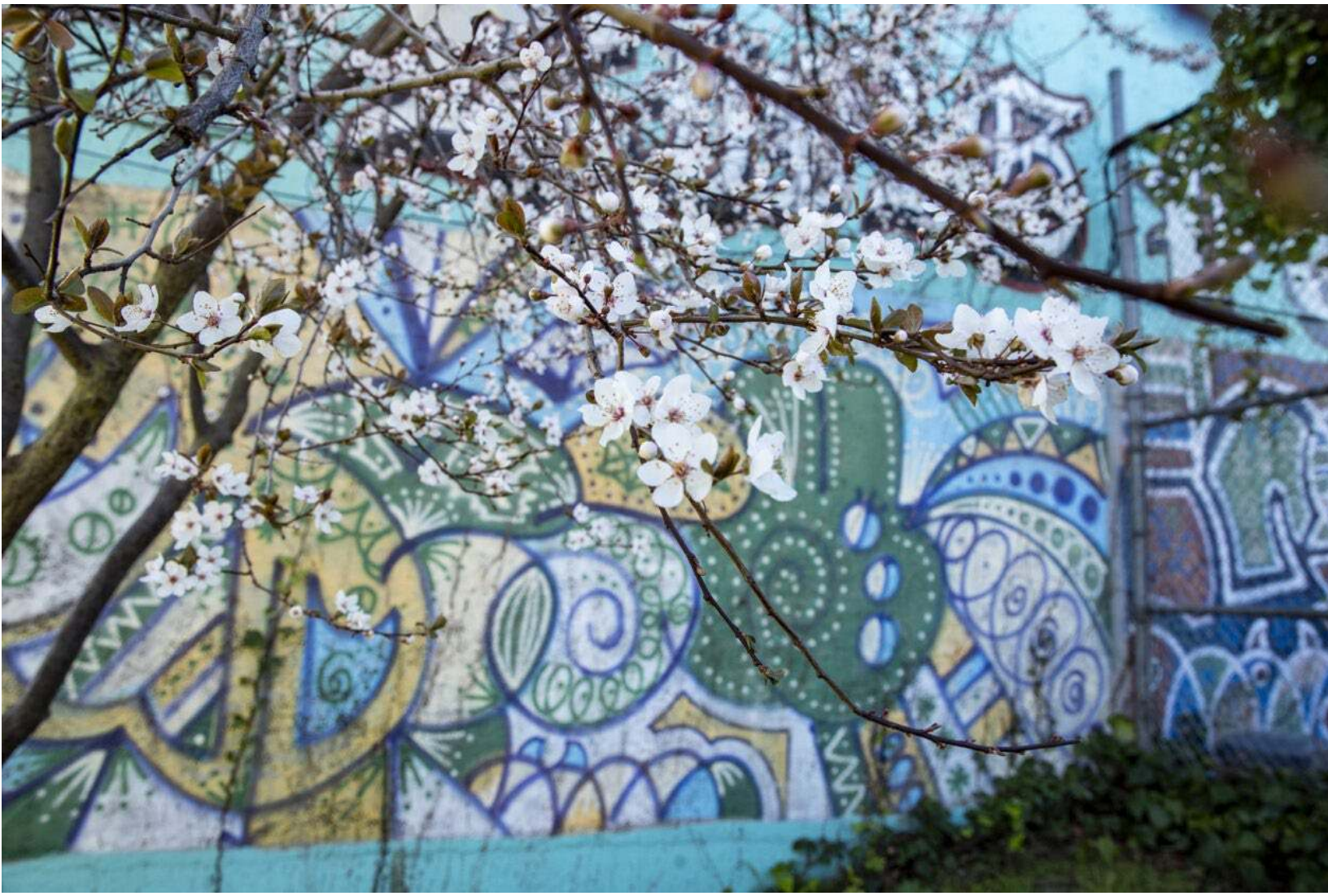
Category	Amount	Source	Description of Use
Long Term Phase 4 Recommendation	**$30,000.00**	General Fund	$15,000 per FY for Language Equity.

Considerations:

- **Cultural Sensitivity and Inclusivity:** Translating materials into multiple languages is not solely a linguistic task but also requires cultural sensitivity to ensure that the information is culturally relevant and holistically accessible.
- **Coordination with Other Services:** The initiative must be integrated with other support services and resources available in the community to ensure a holistic approach to public safety and support for victims.

Next Steps & Timeline:

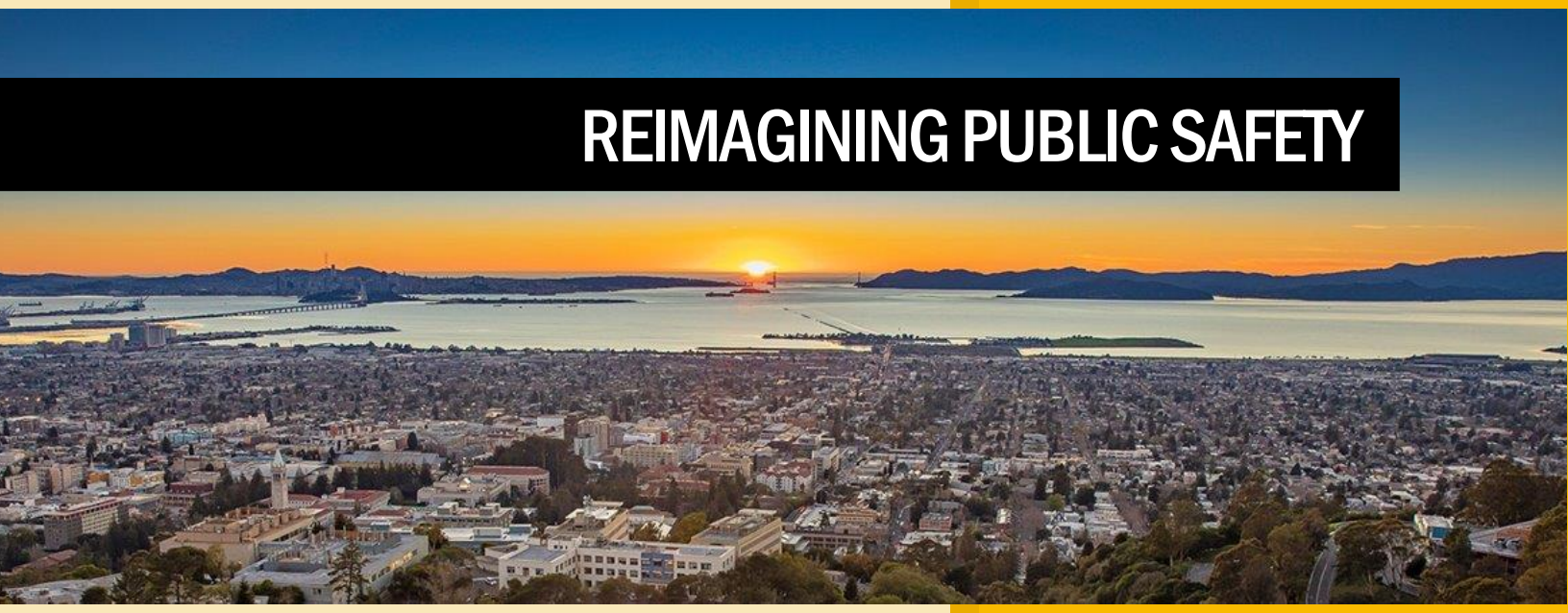
- **January 2024 – ongoing:** The team, led by the Assistant to the City Manager and the Community Services Specialist, aims to complete the translation and publishing of victim resources by the end of Fiscal Year 2024, utilizing approved carryover funds. Staff recommend, an annual $15,000 allocation for language equity funds in Phase 4 to facilitate the expansion of resource translation, focusing on critical areas identified by the Assistant to the City Manager and the DEI Officer for sustainable growth.



APPENDIX

Please refer to the Reimagining Public Safety Status Update Spring 2024 Companion Appendix

REIMAGINING PUBLIC SAFETY



Status Update and Report Out

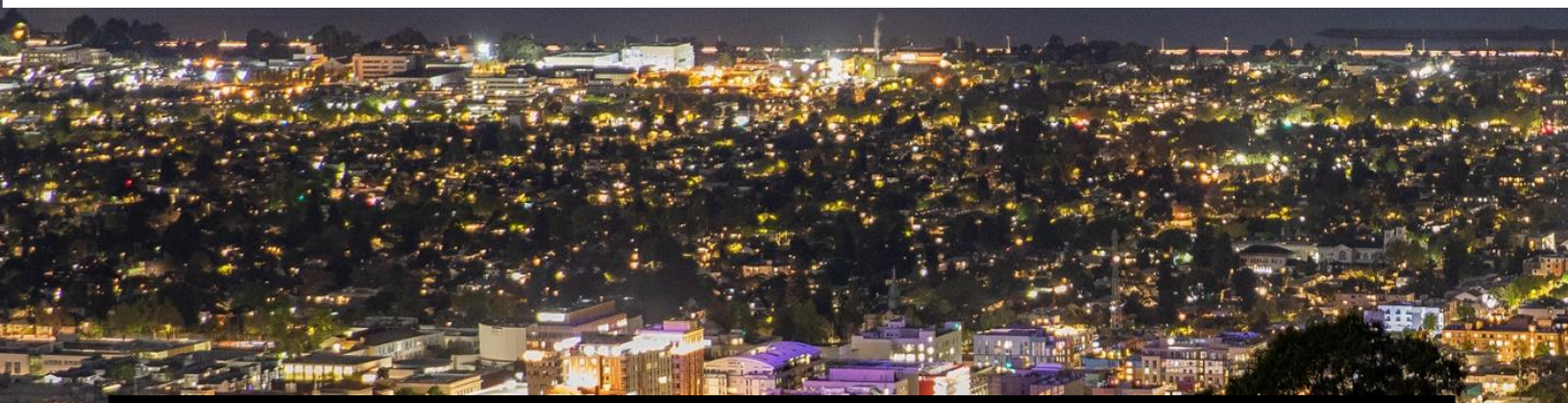
City Manager's Office

Spring 2024

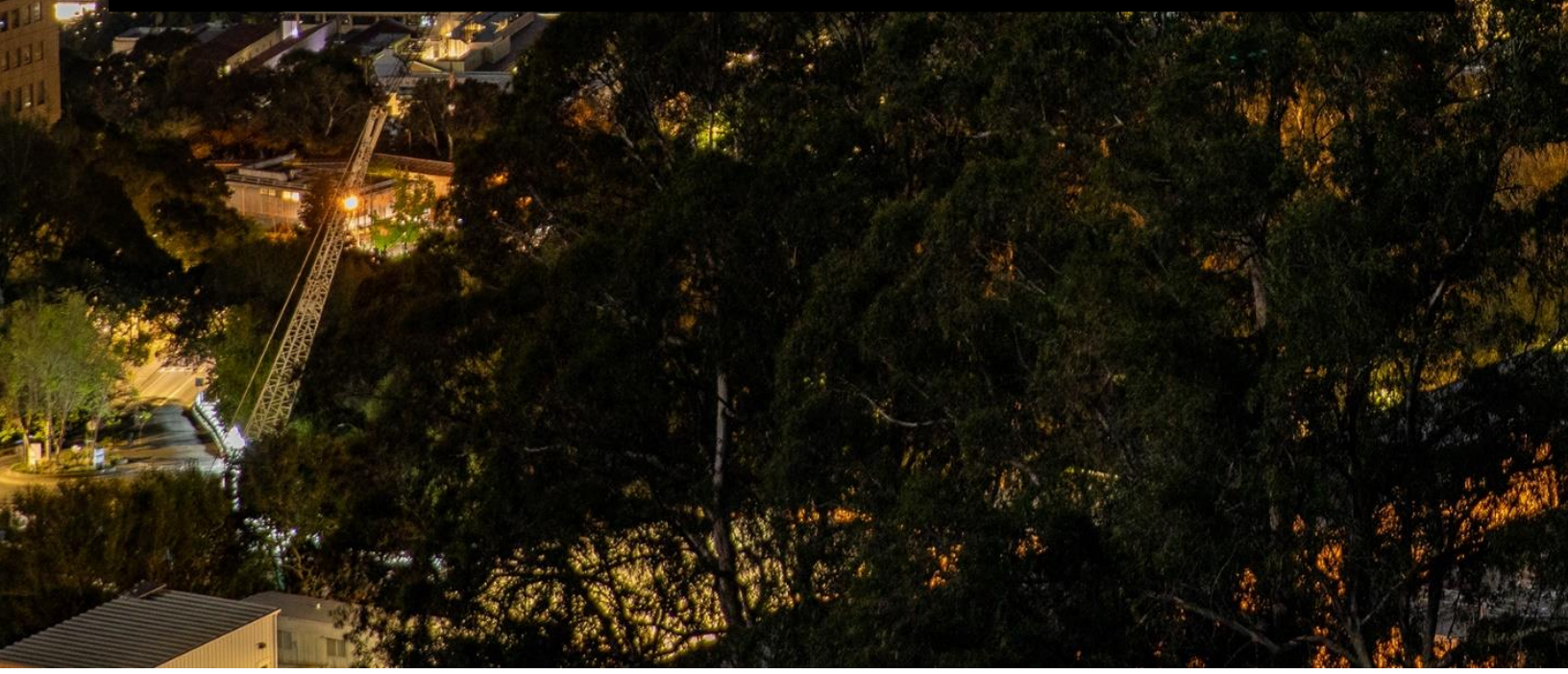
COMPANION APPENDIX



Introduction



The companion appendix document for the Reimagining Public Safety Status Report serves a dual purpose. Firstly, it acts as an archival record, detailing the work conducted in Phase 2 of the initiative. Secondly, it aims to ensure transparency by supplying supporting documents relevant to the initiative's direct engagements. This includes details such as contract numbers and scope of services for contractor role agreements, with the full contracts being accessible through public record requests. This document reflects the commitment to both accountability and due diligence in the ongoing process of redefining public safety measures.



APPENDIX A

Reimagining Public Safety Status Update Fall 2023 Report

APPENDIX A

Office of the City Manager

ACTION CALENDAR
January 23, 2024

To: Honorable Mayor and Members of the City Council

From: Dee Williams-Ridley, City Manager

Submitted by: Carianna Arredondo, Assistant to the City Manager, City Manager's Office

Subject: Reimagining Public Safety Status Report

RECOMMENDATION

1. Review and discuss the provided status report from the City Manager with the goal of demonstrating transparency and facilitating informed council discussion towards the advancement of the Reimagining Public Safety initiative in Berkeley.

2. Provide comments on the Gun Violence Prevention program model report for Berkeley with the goal of facilitating informed council discussion.

FISCAL IMPACTS OF RECOMMENDATION

No direct financial impacts associated with the subject of these reports.

CURRENT SITUATION AND ITS EFFECTS

The Reimagining Public Safety initiative is a Strategic Plan Priority Project, advancing our goal to create a resilient, safe, connected, and prepared city.

The Reimagining Public Safety initiative stands as a pivotal project, dedicated to transforming public safety in an equitable and community-centered way; this initiative involves a comprehensive and inclusive process that unfolds in three main phases:

- Phase 1 (2020-2022) Community Process and Research
- Phase 2 (2022-2024) Continued Analysis and Implementation
- Phase 3 (2024-2026) Continued Implementation and Expansion

Phase 1 (2020-2022)

On July 14, 2020, City Council adopted an omnibus package to re-imagine public safety and policing in the City of Berkeley. The omnibus package consisted of numerous elements including, *but not limited to* the following:

- ***Community/Consultant Engagement Process***. Engaging a qualified firm(s) or individual(s) to lead a robust, inclusive, and transparent community engagement

process with the goal of achieving a new and transformative model of positive, equitable and community-centered safety for Berkeley.

- ***Specialized Care Unit Development***. Analyzing and developing a pilot program to re-assign non-criminal police service calls to a Specialized Care Unit.
- ***Community Crisis Response (CCR) Bridge Services.*** While the SCU Development process and foundational work is taking place, establishing Bridge Services to address immediate needs to strengthen non-police relationships and supports on the ground for individuals on the verge of crisis.
- ***Priority Dispatch Development.*** Creating plans and protocols for calls for service to be routed and assigned to alternative preferred responding entities and consider placing dispatch in the Fire Department or elsewhere outside the Police Department.
- ***City Auditor Analysis.*** Having the City Auditor perform an analysis of City's emergency 9-1-1 calls-for-service and responses, as well as analysis of the Berkeley Police Department's (BPD) budget.
- ***Fair and Impartial Policing Implementation.*** Completing the implementation of Fair and Impartial Policing recommendations and policy proposals.
- ***BerkDOT Development.*** Pursuing the creation of a Berkeley Department of Transportation ("BerkDOT") to ensure a racial justice lens in traffic enforcement and the development of transportation policy, programs and infrastructure, and identify and implement approaches to reduce and/or eliminate the practice of pretextual stops based on minor traffic violations.
- ***Violence Intervention Program Implementation.*** Fully implementing the Ceasefire violence intervention program.

Subsequent to City Council's adoption of the omnibus motion, the City established a multi-department working group to oversee and implement various components of the package. The working group consisted of the following:

- City Manager;
- Deputy City Managers;
- City Attorney;
- Fire Chief;
- Health, Housing and Community Services (HHCS) Director;
- Human Resources Director;
- Police Chief; and
- Public Works Director

The City Manager, leadership team, and city staff actively engaged in comprehensive consultations and strategic planning sessions. Upon the establishment of the Reimagining Public Safety Task Force in January 2021, City department's responsible for executing Reimagining Public Safety directives, engaged with the Reimagining Public Safety Task Force to shed light on the comprehensive understanding of their

operations. Through these informative interactions, the Task Force was better positioned to form recommendations. Working in tandem with the Mayor's office and City Council, the RPS Task Force served as a central pillar of the City's community engagement strategy, ensuring that diverse perspectives are considered.

Following a community-driven process in Phase 1, based on input from community members, the Reimagining Public Safety Task Force, and recommendations from the National Institute for Criminal Justice Reform and other field experts, council developed a framework and direction on Reimagining Public Safety that would lead the city to carry forward it's work into the next phase. Many Phase 1 initiatives are still underway and have been carried forward into Phase 2.

Phase 2 (2022-2024)
Currently *in progress*, Phase 2 comprises a series of pivotal initiatives and deliverables, including:

- ***Staffing Investments*** in the Department of Health, Housing and Community Services (HHCS), Police, Public Works, and the City Manager's office to support with implementing the priority recommendations of this initiative;
- ***Identifying Consultant Costs*** related to assessments, covering areas such as dispatch needs, crisis response, staffing and beat structure, as well as the development of BerkDOT; and,
- ***Community Investments*** dedicated to strengthening community resilience through violence prevention initiatives, engagement programs and mental health services, and providing support for individuals affected by gender-based violence, among other programmatic elements.

As the city progresses through Phase 2 of the Reimagining Public Safety initiative, diligently advancing the groundwork established in Phase 1, the integrated and interdepartmental approach has remained a cornerstone of our efforts. This approach ensures that city departments leading the execution of our Reimagining Public Safety deliverables work cohesively and in alignment with the directives set by the council. In addition, the City's community-centric process continues to encompass engagement with commissions, boards, committees, ad-hoc groups, and various working groups to strategically inform and guide our work.

BACKGROUND
The dialogue surrounding public safety in the United States shifted in 2020. National events starkly highlighted that trust in law enforcement and public safety mechanisms had been deeply eroded for many, especially within marginalized communities. The tragic and unjust deaths of George Floyd, Breonna Taylor, and many others underscored the pressing need to address systemic inequities and to deeply reconsider the tenets of public safety. On June 6, 2020, over 7,000 Berkeley residents marched in the streets to call for transformative change in law enforcement. The City of Berkeley,

aware of its role and responsibilities in this national context, promptly heeded this call for introspection and reform.

The following provides a chronology of the City of Berkeley's systemic actions in its initiative to Reimagine Public Safety***, and includes key dates and context related to our progress with Gun Violence Prevention program development***:

On July 14, 2020, in Resolution No. 69,501-N.S., City Council passed an omnibus motion, which included a package of items providing direction for the development of a new paradigm of public safety in Berkeley. As part of the items that were adopted, City Council adopted Item 18c ("Referral to City Manager to Re-imagine Policing Approaches to Public Safety Using a Process of Robust Community Engagement, to Develop a Path Forward to Transforming Public Safety and Policing in Berkeley") and Item 18d ("Transform Community Safety and Initiate a Robust Community Engagement"), which directs the City Manager to engage a qualified firm(s) or individual(s) to lead a robust, inclusive, and transparent community engagement process with the goal of achieving a new and transformative model of positive, equitable and community-centered safety for Berkeley. Subsequent to the adoption of the omnibus package, the City established a multidepartment working group to oversee and implement various components of the package. The working group consisted of the following: City Manager; Deputy City Managers; City Attorney; Fire Chief; Health, Housing and Community Services (HHCS) Director; Human Resources Director; Police Chief; and Public Works Director.

On December 15, 2020, the City Council authorized the City Manager to enter into a contract with the National Institute of Criminal Justice Reform (NICJR) to conduct research, analysis, and use its expertise to develop reports and recommendations for community safety and police reform as well as plan, develop, and lead an inclusive and transparent community engagement process to help the City achieve a new and transformative model of positive, equitable and community-centered safety for Berkeley

On January 19, 2021, the City Council adopted revisions to the enabling legislation for the Reimagining Public Safety Task Force Per the Enabling Legislation, the Task Force's work centered on providing input to and making recommendations to NICJR and City Staff on a set of recommended programs, structures and initiatives incorporated into a final report and implementation plan developed by NICJR to guide future decision making in upcoming budget processes for FY 2022-23 and, as a second phase produced, in the FY 2024-2026 budget process. The Public Safety / Police Re-Imagining and community engagement process was led initially by Deputy City Manager David White and then Deputy City Manager LaTanya Bellow who provided overall project management support to the team.

On November 9, 2021, the Berkeley City Council unanimously approved a budget referral for $200,000 in consulting costs to begin developing a multi-jurisdictional Gun Violence Intervention (GVI) program, also known as "Operation Ceasefire," in Berkeley.

APPENDIX A

On March 10, 2022, the culmination of research analysis, and community dialogue was manifested in the comprehensive reports from NICJR, the Reimagining Public Safety Task Force, and Resource Development Associates work on the Specialized Care Unit (SCU) design. During the council work session, these reports were shared, providing a detailed overview of suggested programs, structural changes, and new initiatives aimed to establish a community-centric safety paradigm. NICJR's approach and recommendations were rooted in the principles of *Reduce*, *Improve*, and *Reinvest*. The report from the Reimagining Public Safety Task Force offered a response to NICJR's recommendations, including a historical context on public safety issues and steps to address community-centric approaches in Berkeley. Additionally, the session included three reports specifically related to the design and implementation of the Specialized Care Unity (SCU).

On April 21, 2022, the City Manager provided Council with a report and presentation of the work accomplished in Phase 1 of the Reimagining Public Safety initiative. The report submitted included recommendations for advancing various critical initiatives within the Reimagining Public Safety framework. This encompassed proposals for transforming Berkeley's police force, enhancing priority dispatch, developing BerkDOT, and establishing a Specialized Care Unit (SCU). The report also included budget recommendations for these initiatives and highlighted important factors for Council to consider in the City's efforts to move forward with implementation.

On May 5, 2022, a special council meeting was convened, wherein the Mayor's final framework for the next steps of the Reimagining Public Safety initiative was formally adopted. Included in this package was an additional $200,000 for Ceasefire. This framework was the culmination of years of diligent work from community members, officials and staff. The key decisions made were as follows:

1. Refer up to $5.3 Million to the FY 2023-2024 Budget Process for staff and/or consulting services and community investments to complete the Priority Reimagining Public Safety Initiatives.
2. Direct the City Manager to prioritize over the next two years the programmatic recommendations for Phase 1 of Reimagining Implementation.
3. Direct the City Manager to initiate a design process for an innovative and comprehensive public safety agency or Department of Community Safety within the City of Berkeley administration, and return with recommendations to the City Council by May 2024 to align with the FY 25-26 Biennial Budget process.
4. Except where resources may allow for expedited implementation, refer additional reforms to the FY 2025-2026 Biennial Budget.

On May 25, 2022, the Berkeley Police Department launched a Transparency Hub dashboard, that includes data and analysis designed to support the Ceasefire process. BPD continues to build automated data visualization tools for violence prevention program stakeholders to track relevant statistics through the duration of the program.

APPENDIX A

On May 31, 2022, City Council approved a recommendation, submitted by Councilmember Taplin, to refer $1,000,000 to the budget process to provide full staffing for a Berkeley Ceasefire program. Upon approval, Councilmember Taplin hosted a series of Berkeley Ceasefire D2 Ad-hoc advisory sessions.

On June 28, 2022, the City Council adopted the FY 2023-2024 city budget which included key Reimagining Public Safety Tier 1 items.

On November 28, 2022, the Berkeley Police Department expanded its partnership with UC Berkeley to include a collaboration with the Goldman School of Public Policy to design a Gun Violence Prevention program evaluation plan including the definition of success metrics and independent analysis thereof.

On May 12, 2023, the Gun Violence Prevention report, that explores details of assessments and analysis on Violence Prevention Models as it relates to implementation in Berkeley, was completed.

On August 21, 2023, the Assistant to the City Manager, serving as the Reimagining Public Safety (RPS) Project Coordinator was hired and began collaborating with the City's Reimagining Public Safety project team to provide a comprehensive update on RPS initiatives and the City's progress with Gun Violence Prevention program implementation.

ENVIRONMENTAL SUSTAINABILITY AND CLIMATE IMPACTS

There are no identifiable environmental effects, climate impacts, or sustainability opportunities associated with the subject of this report.

RATIONALE FOR RECOMMENDATION

To improve transparency and provide a progress update related to the City of Berkeley's Reimagining Public Safety efforts, based on the guidelines set forth in Resolution No. 69,501-N.S. and recommendations approved during the special council meeting held on May 5, 2022.

ALTERNATIVE ACTIONS CONSIDERED

Staff does not recommend any alternative actions at this time.

CONTACT PERSON

Carianna Arredondo, Assistant to the City Manager, City Manager's Office, 510-981-6903

Attachments:

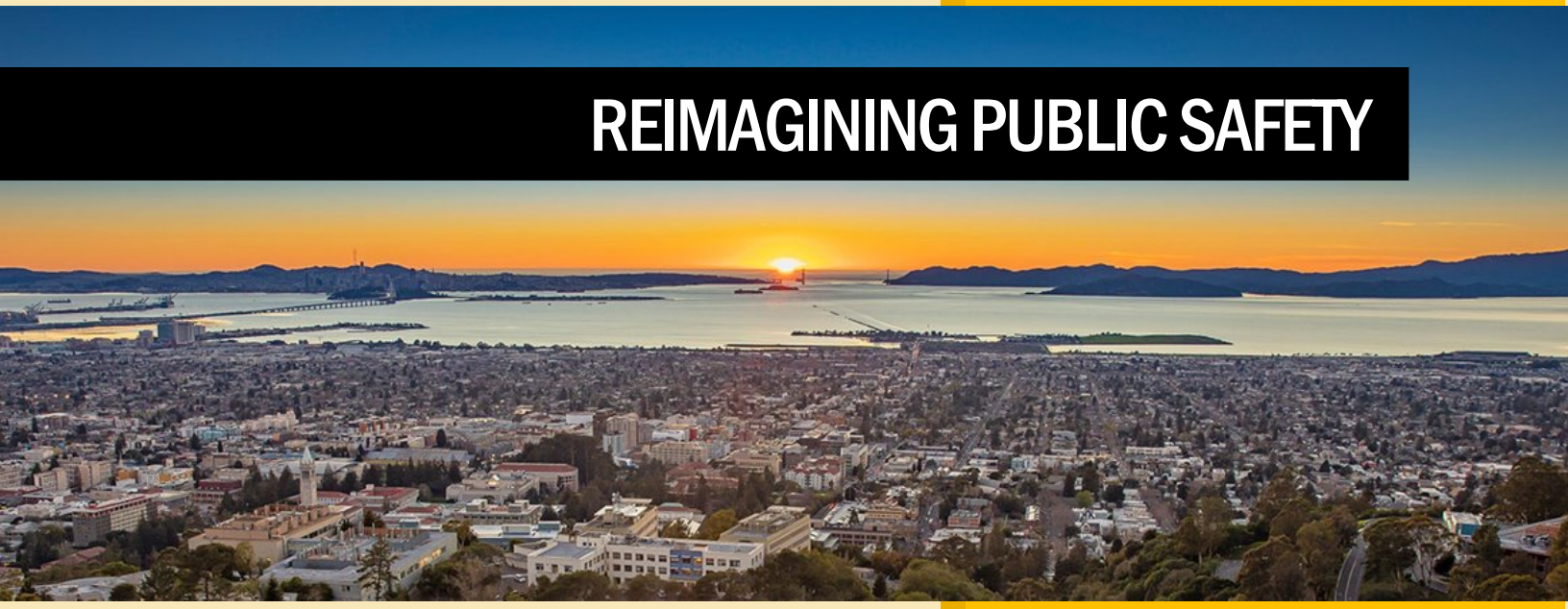
1: Reimagining Public Safety Status Update 2020-23

2: Reimagining Public Safety Status Update 2020-23 Companion Appendix

- For Gun Violence Prevention Program Report, See Appendix N

APPENDIX A

REIMAGINING PUBLIC SAFETY



Status Update and Report Out

City Manager's Office

Fall 2023

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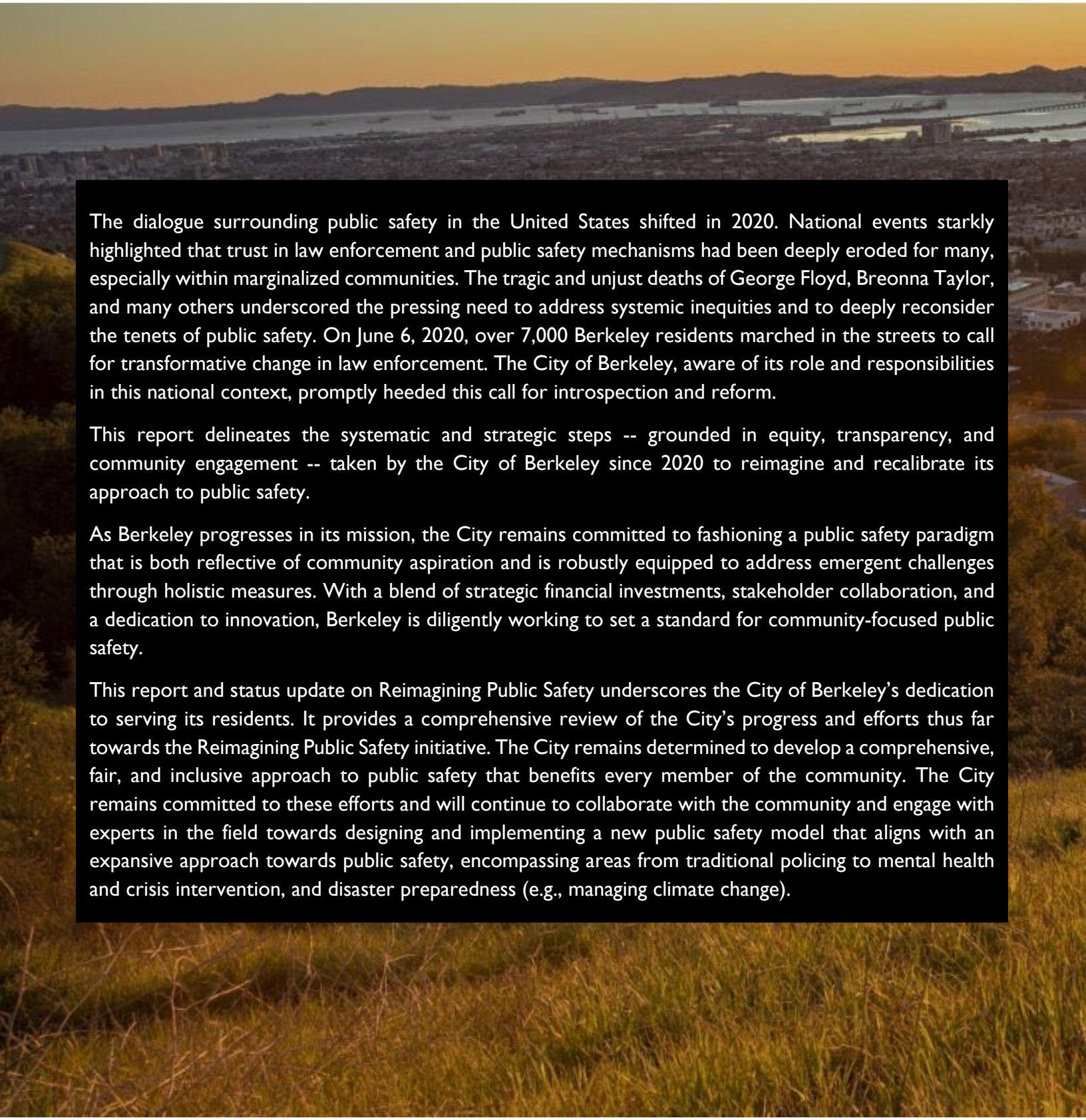


EXECUTIVE SUMMARY

This section provides an overview of Berkeley's work towards Reimagining Public Safety, highlighting key milestones and the city's commitment to creating an equitable and effective model for all residents.

APPENDIX A

Introduction



The dialogue surrounding public safety in the United States shifted in 2020. National events starkly highlighted that trust in law enforcement and public safety mechanisms had been deeply eroded for many, especially within marginalized communities. The tragic and unjust deaths of George Floyd, Breonna Taylor, and many others underscored the pressing need to address systemic inequities and to deeply reconsider the tenets of public safety. On June 6, 2020, over 7,000 Berkeley residents marched in the streets to call for transformative change in law enforcement. The City of Berkeley, aware of its role and responsibilities in this national context, promptly heeded this call for introspection and reform.

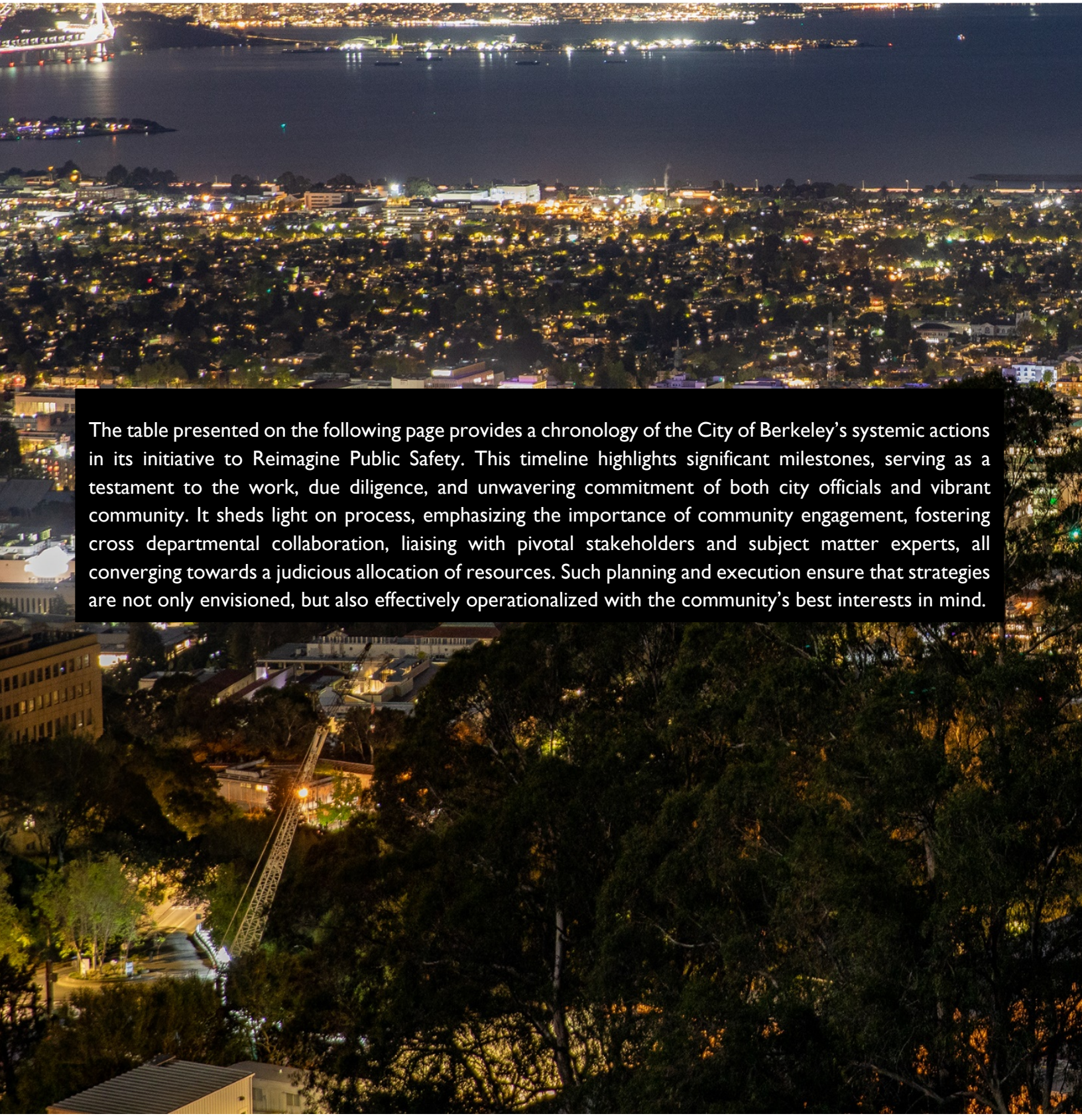
This report delineates the systematic and strategic steps -- grounded in equity, transparency, and community engagement -- taken by the City of Berkeley since 2020 to reimagine and recalibrate its approach to public safety.

As Berkeley progresses in its mission, the City remains committed to fashioning a public safety paradigm that is both reflective of community aspiration and is robustly equipped to address emergent challenges through holistic measures. With a blend of strategic financial investments, stakeholder collaboration, and a dedication to innovation, Berkeley is diligently working to set a standard for community-focused public safety.

This report and status update on Reimagining Public Safety underscores the City of Berkeley's dedication to serving its residents. It provides a comprehensive review of the City's progress and efforts thus far towards the Reimagining Public Safety initiative. The City remains determined to develop a comprehensive, fair, and inclusive approach to public safety that benefits every member of the community. The City remains committed to these efforts and will continue to collaborate with the community and engage with experts in the field towards designing and implementing a new public safety model that aligns with an expansive approach towards public safety, encompassing areas from traditional policing to mental health and crisis intervention, and disaster preparedness (e.g., managing climate change).

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Timeline of Phase 1 Actions and Commitments



The table presented on the following page provides a chronology of the City of Berkeley's systemic actions in its initiative to Reimagine Public Safety. This timeline highlights significant milestones, serving as a testament to the work, due diligence, and unwavering commitment of both city officials and vibrant community. It sheds light on process, emphasizing the importance of community engagement, fostering cross departmental collaboration, liaising with pivotal stakeholders and subject matter experts, all converging towards a judicious allocation of resources. Such planning and execution ensure that strategies are not only envisioned, but also effectively operationalized with the community's best interests in mind.

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Phase 1: Community Process and Research		
Date	**Milestone Description**	**References**
June 16, 2020	A rapid response to the evolving national dialogue was evidenced with the introduction of the "Urgency Item: Safety for All," a directive that set the stage for the Omnibus motion, and comprehensive deliberations on public safety.	• Annotated Agenda
July 14, 2020	With the approval of the Omnibus motion, Berkeley signaled its intention to undertake substantive and meaningful reforms.	• See Action Calendar: Items 18a-18e • Annotated Agenda
December 15, 2020	Recognizing the need for expert input, a partnership and contract with the National Institute of Criminal Justice Reform (NICJR) was established.	• See Consent Calendar: Item 7 • Annotated Agenda
January 19, 2021	Institutionalizing community and stakeholder engagement, the Reimagining Public Safety Task Force was instituted, ensuring that diverse voices were actively included in the reimagining process.	• See Consent Calendar: Item 18 • Annotated Agenda
March 10, 2022	The culmination of research analysis, and community dialogue was manifested in the comprehensive reports from NICJR, the Task Force, and Specialized Care Unit (SCU).	• See Action Calendar: Item 1-2 • Annotated Agenda
April 21, 2022	A presentation by the City Manager's Office served as a synthesis of the work done, offering an in-depth view of Berkeley's roadmap and strategic vision.	• See Action Calendar: Item 1 • Annotated Agenda
May 5, 2022	The Mayor presented a plan to the City Council from which a final framework was adopted: 1. Allocating up to $5.3 million for FY 2023-2024, aimed at reinforcing staff/consultant resources, and critical community investments to complete the Reimagining Public Safety Initiatives. 2. Prioritization of Phase 1 programmatic recommendations for the next two years (2022-2024). 3. A mandate for designing an innovative and comprehensive public safety agency or Department of Community Safety within the City of Berkeley administration, and return with recommendations to the City Council by May 2024 to align with the FY 2025-2026 Biennial Budget process. 4. Forward-looking plans for further reforms, designated for inclusion in the FY 2025-2026 Biennial Budget.	• See Action Calendar: Item 1a-1c • Annotated Agenda
June 28, 2022	The Biennial Budget adoption was emblematic of Berkeley's strategic foresight, weaving in financial judiciousness with transformative public safety objectives.	• See Action Calendar: Item 44 • Annotated Agenda

Progress Overview

Phase I

Community Process and Research

On July 14, 2020, in Resolution No. 69,501-N.S., City Council passed a package of items providing direction for the development of a new paradigm of public safety in Berkeley. As part of the items that were adopted, City Council adopted Item 18c ("Referral to City Manager to Re-imagine Policing Approaches to Public Safety Using a Process of Robust Community Engagement, to Develop a Path Forward to Transforming Public Safety and Policing in Berkeley") and Item 18d ("Transform Community Safety and Initiate a Robust Community Engagement"), which directs the City Manager to engage a qualified firm(s) or individual(s) to lead a robust, inclusive, and transparent community engagement process with the goal of achieving a new and transformative model of positive, equitable and community centered safety for Berkeley.

Partnerships & Collaborations

As outlined in the City Manager's April 2022 report, the City has embraced a holistic and integrated community engagement process. This initiative aims to lead the community toward a transformative model of equity and community-centered safety (See Companion Appendix A, pp. 2-17 of City Manager's Report).

National Institute for Criminal Justice Reform (NICJR) Partnership and Community Engagement

On December 15th 2020, the City Council authorized a contract with NICJR to enhance community safety and police reform strategies. NICJR, selected due to their recognized expertise and alignment with Berkeley's ethos, worked hand-in-hand with City teams, stakeholders, and community to ensure comprehensive strategies for Reimagining efforts.

Reimagining Public Safety Task Force and Departmental Presentations

On January 19, 2021, the City Council adopted revisions to the enabling legislation for the Reimagining Public Safety (RPS) Task Force. The RPS Task Force's work centered on providing input and making recommendations to NICJR and City Staff on a set of recommended programs, structures and initiatives incorporated into a final report and implementation plan developed by NICJR to guide future decision making in upcoming budget processes for FY 2022-23 and, as a second phase advanced, in the FY 2024-2026 budget process. The Public Safety / Police Re-Imagining and community engagement process was led initially by Deputy City Manager David White and then Deputy City Manager LaTanya Bellow who provided overall project management support to the team.

City departments responsible for executing Reimagining Public Safety directives engaged with the Reimagining Public Safety Task Force to shed light on the comprehensive nature of their operations. Through these informative interactions, the Task Force was better positioned to form recommendations. Working in tandem with the Mayor's Office and City Council, the RPS Task Force served as a central pillar of Berkeley's community engagement strategy, ensuring that diverse perspectives are considered as we continue to shape the future of public safety in Berkeley.

Culmination of Efforts and Adopted Framework

On March 10, 2022, the culmination of research, analysis, and community dialogue was manifested in the comprehensive reports from NICJR, the Reimagining Public Safety Task Force, and Resource Development Associates work on the Specialized Care Unit (SCU) design. During a City Council work session, these reports were shared, providing a detailed overview of suggested programs, structural changes, and new initiatives aimed to establish a community-centric safety paradigm. NICJR's approach and recommendations were rooted in the principles of *Reduce*, *Improve*, and *Reinvest*. The report from the Reimagining Public Safety Task force offered a response to NICJR's recommendations, including a historical context on public safety issues and steps to address community-centric approaches in Berkeley (See Companion Appendix A, pp. 861-1005 for Reimagining Public Safety Task Force Report). Additionally, the session included three reports specifically related to the design and implementation of the Specialized Care Unit (SCU) (See Companion Appendix E, pp. 2497-2701 for RDA SCU Reports).

On April 21, 2022, the City Manager provided the City Council with a report and presentation on the work accomplished in Phase 1 of the Reimagining Public Safety initiative. The report submitted included recommendations for advancing various critical initiatives within the Reimagining Public Safety Framework of ***Reimagine***, ***Improve***, and ***Reinvest***:

- ***Reimagine:*** Redesign public safety from a traditional Police enforcement model to one that is focused on the diverse needs of the community it serves.
- ***Improve:*** Improve the City of Berkeley's public safety system for residents and communities that have experienced the greatest harm from the existing public safety model.
- ***Reinvest:*** Increase equitable investment in vulnerable communities and for those who have been historically marginalized.

This encompassed proposals for transforming Berkeley's police force, enhancing priority dispatch, developing a Berkeley Department of Transportation (BerkDOT), and establishing a Specialized Care Unit (SCU). The report also included budget recommendations for these initiatives and highlighted important factors for the City Council to consider in the City's efforts to move forward with implementation (See Companion Appendix A, pp. 2-17 of City Manager's Report).

On May 5, 2022, a special City Council meeting was convened, wherein the Mayor's final framework for the next steps of the Reimagining Public Safety initiative was formally adopted (See Companion Appendix C, pp. 2287-2307). This framework was the culmination of years of diligent work from community members, officials and staff. The key decisions made were as follows:

1. Refer up to $5.3 Million to the FY 2023-2024 Budget Process for staff and/or consulting services and community investments to complete the Priority Reimagining Public Safety Initiatives.
2. Direct the City Manager to prioritize over the next two years the programmatic recommendations for Phase 1 of Reimagining Implementation.
3. Direct the City Manager to initiate a design process for an innovative and comprehensive public safety agency or Department of Community Safety within the City of Berkeley administration, and return with recommendations to the City Council

by May 2024 to align with the FY 25-26 Biennial Budget process.
4. Except where resources may allow for expedited implementation, refer additional reforms to the FY 2025-2026 Biennial Budget.

On June 28, 2022, the City Council adopted the FY 2023-2024 city budget which included key Reimagining Public Safety Tier 1 items.

Ongoing Engagement

While in 2020, a collaborative strategy was set in motion, drawing on the expertise of multiple city departments, as well as the City Auditor, to ensure alignment with the City Council directives, this collaborative approach has remained. In ongoing efforts to maintain transparency and foster trust, the City's team has held public forums, presented City Manager comments, and issued progress memos to the City Council and the community (See Companion Appendix B, pp. 1899-2285 for City Manager's Reimagining Public Safety Off-Agenda Memos).

Deliverables & Status Update

Based on the recommendations listed in the omnibus package, **Phase 1** of the Reimagining Public Safety Initiative, directed by City Leadership, consisted of numerous elements. The following pages provide a high-level overview of the Phase 1 recommendations and status updates. Additionally, the following legend offers an overview of the key Reimagining Public Safety departments leading the implementation of these priority initiatives. It is crucial to emphasize that this initiative is a city-wide effort, reliant on the active involvement of a variety of city staff and community-based subject matter experts throughout its phased implementation. This team is uniquely situated to continue accomplishing this work. Their dedication, passion and leadership around this work is truly exceptional.

Lastly, please refer to the ***Companion Appendix***[1] online for a full scope of archival documentation related our efforts; the ***Abbreviated Appendix*** includes new items introduced.

Reimagining Public Safety Deliverable Leads	
Color Code	**Lead Department**
Grey	City Manager's Office (CMO)
Yellow	Health Housing and Community Services (HHCS)
Blue	Police
Red	Fire
Green	Public Works
Orange	City Auditor's Office
Purple	City Attorney's Office (CAO)



[1] https://berkeleyca.gov/your-government/boards-commissions/reimagining-public-safety-task-force

REIMAGINE PHASE I DELIVERABLES

APPENDIX A

Health, Housing, and Community Services-led Deliverables		
Deliverable	**Recommendation**	**Status Update**
Specialized Care Unit (SCU) *Development*	Adopt the report, "City of Berkeley Specialized Care Unit Crisis Response Recommendations by Resource Development Associates" and implement the pilot Specialized Care Unit (SCU).	**Complete.** HHCS worked extensively with RDA, the Reimagining Public Safety Taskforce, the SCU Steering Committee, and other key community stakeholders in the Specialized Care Unit *development* process. The Specialized Care Unit Response Recommendations were shared with the City Council on March, 10, 2022 (See Companion Appendix E).
(Phase I) *Community Crisis Response (CCR) Bridge Services*	Implement the Community Crisis Response (CCR) services while the Specialized Care Unit is piloted and reaches full operations.	**In Progress.** Contracts with Alameda County Network of Mental Health Clients (Berkeley Drop-in Center), Options Recovery, and Women's Daytime Drop-in Center renewed/amended.
Gender Violence Recommendations	Implement recommendations from the Reimagining Task Force relating to Gender Violence, LGBTQIA and PEERS as feasible.	**In Progress.** HHCS has hired a Community Services Specialist II to support with implementing these recommendations and preliminary steps of research are underway.

Fire-led Deliverable		
Deliverable	**Recommendation**	**Status Update**
Priority Dispatch *Development*	Continue development and implementation of prioritized dispatch, request staff return with a recommended plan.	**In Progress.** Federal Engineering, Inc. was contracted for the Dispatch Needs Assessment, a second opinion with another industry expert is underway.

City Manager's Office-led Deliverables		
Deliverable	**Recommendation**	**Status Update**
Community/Consultant Engagement Process	Engaging a qualified firm(s) or individual(s) to lead a robust, inclusive, and transparent community engagement process with the goal of achieving a new and transformative model of positive, equitable and community-centered safety for Berkeley.	**Complete.** The City of Berkeley engaged with several key community stakeholders and field experts in the Reimagining Public Safety process. Recommendations shared include: the SCU Response Recommendation, Reimagining Public Safety Taskforce Recommendations (shared March 10, 2022), and City Manager's Report and Recommendations (shared April 21, 2022) (See Companion Appendix A).
Alternative Response Implementation Plan	Develop an implementation plan to expand alternative response from civilian responders beyond the proposed pilot for SCU for other low-level calls that includes, but is not limited to: Community Service Officers for only those calls that necessitate police, code enforcement, environmental health, fire inspectors or city-hired community mediators.	**To Be Initiated.** Preliminary steps of research are underway.
Violence Intervention Program (GVP/Ceasefire)	Fully implement the Ceasefire Violence Intervention Program.	**In Progress.** Gun Violence Prevention analysis has been completed, the Assistant to the City Manager is outlining preliminary next steps for implementation.

IMPROVE

PHASE I DELIVERABLES

APPENDIX A

City Auditor-led Deliverable		
Deliverable	**Recommendation**	**Status Update**
City Auditor Analysis	Have the City Auditor perform an analysis of City's emergency 9-1-1 calls-for service and responses, as well as analysis of the Berkeley Police Department's (BPD) budget.	**Complete**. The City Auditor Completed their report, Data Analysis of the City of Berkeley's Police Response, July 2, 2021 (See Companion Appendix A, pp. 521-600).

Public Works-led Deliverables		
Deliverable	**Recommendation**	**Status Update**
Berkeley Department of Transportation (BerkDOT) ***Development***	Pursuing the creation of a Berkeley Department of Transportation ("BerkDoT") to ensure a racial justice lens in traffic enforcement and the development of transportation policy, programs and infrastructure, and identify and implement approaches to reduce and/or eliminate the practice of pretextual stops based on minor traffic violations.	**In Progress.** While the City Manager's Office Public Works Department continues to work with stakeholders and constituents in the BerkDOT *development* process, progress has been slow, especially concerning legislative matters. For instance, the California Senate Bill 50 supporting civilian traffic enforcement was declined on September 14, 2023. Additionally, since Berkeley is not included in the Assembly Bill 645, introducing a Speed Safety System Pilot Program locally would require separate legislation.
Crossing Guards Transition	Transition crossing guards from BPD to Public Works until a Department of Transportation is developed.	**Complete.** Transition of crossing guards from BPD to Public Works until a Department of Transportation is developed is completed. Additionally, Public Works planning capacity has been expanded to include collision analysis.
Transportation Functions Consolidation	Continue consolidating transportation functions as recommended by staff.	**In Progress.** Continued efforts are underway.

Police-led Deliverable(s)		
Deliverable	**Recommendation**	**Status Update**
Fair and Impartial Policing Recommendations	Complete the implementation of Fair and Impartial Policing (FIP) Recommendations.	**In Progress.** Following the approval of the 14 Fair and Impartial Policing recommendations, the Berkeley Police Department has fully implemented 13 of them and has hired a consultant to fulfill the remaining recommendation.
Auditor Recommendations	Complete Auditor Recommendations on overtime and calls for service.	**Complete.** The Berkeley Police Department initiated efforts to implement recommendations. Progress updates have been communicated to council and the community via memos and information reports (See Companion Appendix S, pp. 3246-3257 for latest update).

City Attorney-led Deliverable		
Deliverable	**Recommendation**	**Status Update**
Litigation Analysis	Analyzing litigation outcomes and exposure for city departments in order to guide the creation of City policy to reduce the impact of settlements on the General Fund.	**In Progress.** The City Attorney's Offices continues to partner with departments on all Reimagining Public Safety-related efforts.

Progress Overview

Phase 2

Continued Analysis and Implementation

The Reimagining Public Safety initiative stands as a pivotal project, dedicated to transforming public safety in an equitable and community-centered way; this initiative involves a comprehensive and inclusive process that unfolds in three main phases:

1. Phase 1 (2020-2022) Community Process and Research
2. Phase 2 (2022-2024) Continued Analysis and Implementation
3. Phase 3 (2024-2026) Continued Implementation and Expansion

Following a community-driven process in Phase 1, based on input from community members, the Reimagining Public Safety Task Force, and recommendations from the National Institute for Criminal Justice Reform and other field experts, the City Council developed a framework and direction on Reimagining Public Safety that would lead the city to carry forward it's work into the next phase.

Employing the guiding principles of *Reimagine*, *Improve*, and *Reinvest*, as a framework for the city's efforts, Phase 2 comprises a series of pivotal initiatives and deliverables, including:

- ***Staffing Investments*** in the Department of Health, Housing and Community Services (HHCS), Police, Public Works, and the City Manager's Office, to support with implementing the priority recommendations of this initiative;
- ***Identifying Consultant Costs*** related to assessments, covering areas such as dispatch needs, crisis response, staffing and beat structure, as well as the development of BerkDOT; and
- ***Community Investments*** dedicated to strengthening community resilience through: violence prevention initiatives, engagement programs and mental health services, and providing support for individuals affected by gender-based violence, among other programmatic elements.

Partnerships & Collaborations

As the City of Berkeley progresses through Phase 2 of the Reimagining Public Safety initiative, the City staff leading this work have diligently carried forward the groundwork established in Phase 1. During this phase, an integrated and interdepartmental approach has remained a cornerstone of the City's efforts. This approach ensures that departments leading the execution of the Reimagining Public Safety deliverables work cohesively and in alignment with the directives set by the City Council. In addition, the City's community-centric process continues to encompass engagement with commissions, boards, committees, ad-hoc groups, and various working groups to strategically inform and guide the work. Preparations are underway to provide a detailed account of the evolving nature of these partnerships as Phase 2 nears conclusion.

Deliverables and Status Update

The following pages contain tables that offer a summarized overview of the key deliverables associated with the Reimagining Public Safety initiative. These deliverables, as outlined, derive from the phased approach adopted during the City Council meeting on May 5, 2022 (See Companion Appendix C, pp. 2290-2298 for outline of phased approach and deliverables).

Subsequently, beginning on page 23, the "Priority Reimagining Public Safety Initiatives" section offers a detailed account of each department's specific actions and their current status. Through this structure, the City team leading this work aims to clearly communicate both the individual steps taken by departments and the broader progress made in Berkeley's efforts to reimagine public safety.



REIMAGINE PHASE 2 DELIVERABLES

APPENDIX A

STAFFING INVESTMENTS

City Manager's Office-led Deliverables		
Deliverable	**Recommendation**	**Status Update**
Assistant to the City Manager Reimagining Project Coordinator	The responsibilities of project management have fallen under Deputy City Manager, with part-time support from a Management Analyst. To effectively coordinate the ongoing work, a full-time senior level staff person is required.	**In Progress.** This position was successfully filled on August 21, 2023. The Assistant to the City Manager will continue to support and report out on the city's Reimagining efforts.
Office of Equity (DEI Officer and Assistant)	The development of the Office of Equity should reflect the recommendations from the Task Force. Particular attention from the Office of Equity should be paid to language access.	**In Progress.** The individual appointed to the DEI Officer role is anticipated to commence their duties on November 27, 2023.
Grant Assistance	Recommended by City Manager to access grant funds to support reimagining efforts and other programs.	**In Progress.** The city is currently engaged with California Consulting LLC. for grant writing support and coordinated efforts; **FY 23 funding *carryover request* for AA0#1.**

Health Housing and Community Services-led Deliverables		
Deliverable	**Recommendation**	**Status Update**
(Phase 1) *SCU Implementation*	Adopt the report, "City of Berkeley Specialized Care Unit Crisis Response Recommendations by Resource Development Associates" and implement the pilot Specialized Care Unit (SCU)	**In Progress.** Contract with Bonita House initiated; SCU continues to hire and train staff to build to 24/7 operations.

Police-led Deliverables		
Deliverable	**Recommendation**	**Status Update**
(Phase 1) *Fair and Impartial Policing Implementation*	Recommendation to implement and prioritize FIP and continue to support employee training and professional development.	**In Progress.** 13 of the 14 Task force recommendations have been implemented; BPD will continue to support and fulfill officer training needs through Fiscal Year 2025.
Wellness Funding	Continue to support employee health and wellness.	**In Progress.** Continued partnerships and efforts towards BPD Wellness Practices for officers are underway.
Staffing (CSO & Dispatcher)	Launch a pilot Community Services Officer unit using Police salary savings. Positions would be project based for two-years. Evaluate pilot after two-year period to align with the FY 25-26 Budget Process and determine the appropriate location of the CSO unit within a new Public Safety Department and the role for other non-sworn responders.	**In Progress.** Recruitment is underway, current applicants are being assessed for candidacy.

IMPROVE PHASE 2 DELIVERABLES

APPENDIX A

STAFFING INVESTMENTS

Public Works-led Deliverables		
Deliverable	**Recommendation**	**Status Update**
Vision Zero Coordinator (Collision Analysis)	Approve a new Vision Zero staff position in Public Works' Division of Transportation to conduct collision analysis. This will promote the City's Vision Zero approach by boosting the City's capacity to analyze collision data collected by the Police Department.	**In Progress.** This position was successfully filled October 2023. The Associate Planner will continue to support and report out on Vision Zero as it relates to Reimagining efforts.

CONSULTANT COSTS

Public Works-led Deliverables		
Deliverable	**Recommendation**	**Status Update**
(Phase 1) *BerkDOT Development*	Continue BerkDOT process to plan for a civilian traffic enforcement unit, both by informing the content of state law changes to enable such a unit, and by developing two implementation plans: 1) if state law changes to accommodate, and 2) if state law does not change.	**In Progress.** Efforts related to BerkDOT design are in preliminary stages; **funding deferred for AA0#1 review.**

Health Housing and Community Services-led Deliverables		
Deliverable	**Recommendation**	**Status Update**
Crisis Needs Assessment	Behavioral Health, Crisis Response, and Crisis-related Services Needs and Capacity Assessments	**In Progress.** Existing contract for SCU program evaluation is amended to add a scope of work for RDA to conduct the crisis needs assessment; work is underway.

Police-led Deliverables		
Deliverable	**Recommendation**	**Status Update**
Staffing Assessment	Analysis of BPD Staffing and Beat Structure.	**In Progress.** Contract with Citygate for Staffing Assessment; preliminary stages of data collection underway.

REINVEST PHASE 2 DELIVERABLES

APPENDIX A

CONSULTANT COSTS

City Manager's Office-led Deliverables		
Deliverable	**Recommendation**	**Status Update**
Transportation Fines/Fees	Review Municipal Code for proposed changes to increase equity and racial justice in City's transportation fines and fees, and explore the civilianization of the municipal code.	**To Be Initiated.** This deliverable has yet to be implemented; **funding deferred for AA0#1 review.**
Department of Community Safety	Support an organizational design process to create an umbrella Department of Community Safety.	**To Be Initiated.** Efforts related to Department of Community Safety design are in preliminary stages; **funding deferred for AA0#1 review.**

Fire-led Deliverables		
Deliverable	**Recommendation**	**Status Update**
(Phase 1) *Dispatch Needs Assessment (DNA) & Implementation*	Consulting costs requested by City Manager to support continued analysis of prioritized dispatch and development of an implementation plan.	**In Progress.** Stage 1 of DNA is well underway, a second opinion will be initiated with an additional vendor.

COMMUNITY INVESTMENTS

VIOLENCE PREVENTION

Health Housing and Community Services-led Deliverables		
Deliverable	**Recommendation**	**Status Update**
Violence Prevention and Youth Services	Community investments for violence prevention/services programs (McGee Ave. Baptist Church and Berkeley Youth Alternatives).	**In Progress.** Funds have been allocated to CBOs.

City Manager's Office-led Deliverables		
Deliverable	**Recommendation**	**Status Update**
(Phase1) *Gun Violence Prevention (Ceasefire) Development*	Fully implement the Ceasefire violence intervention program.	**In Progress.** Preliminary analysis of Gun Violence Prevention Programs complete; **FY 23 funding *carryover request* for AA0#1.**

COMMUNITY INVESTMENTS

ALTERNATIVES TO SANCTIONS/FINES

Public Works-led Deliverables		
Deliverable	**Recommendation**	**Status Update**
Expand Downtown Streets Teams (DST)	Expand Downtown Streets Team (DST) as placement for *low-level violations* (e.g. vehicular camping/parking and sidewalk ordinance infractions).	**In Progress.** A contract with DST has been renewed and it has been expanded to cover additional areas; however, for the specific work to place low-level violators; **funding deferred for AA0#1 review.**
Alternatives to Sanctions/Fines Hearing Officer	Expand hearing officer resources in the City Manager's Office to provide alternative referrals to community service and social services for *parking and other infractions.*	**In Progress.** Resources in Public Works have been expanded to support these efforts; alternatives to sanctions and fines to be initiated; **funding deferred for AA0#1 review.**

COMMUNITY MENTAL HEALTH, BEHAVIORAL AND CRISIS RESPONSE

Health Housing and Community Services-led Deliverables		
Deliverable	**Recommendation**	**Status Update**
(Phase 1) *Community Crisis Response (CCR) Bridge Services*	Implement the Community Crisis Response (CCR) services while Specialized Care Unit ramps up.	**In Progress.** Contracts with Alameda County Network of Mental Health Clients (Berkeley Drop-in Center), Options Recovery, and Women's Daytime Drop-in Center renewed/amended.
Youth Peers Mental Health Response	Youth Peers Mental Health Response is retained as proposed by the Berkeley High School student-led plan for mental health services.	**In Progress.** Contract with BUSD initiated; wellness center work is underway with a soft launch of the new center in winter 2024.

APPENDIX A

IMPROVE PHASE 2 DELIVERABLES

COMMUNITY INVESTMENTS

RESPITE FROM GENDER VIOLENCE

Health Housing and Community Services-led Deliverables		
Deliverable	**Recommendation**	**Status Update**
Respite from Gender Violence	Provide services and housing leads for victims of gender violence. Request staff to work with county partners and CBOs to map the system, identify gaps, recommend how to fill them.	**In Progress.** Community Services Specialist II hired with preliminary steps of system mapping underway.

LANGUAGE EQUITY

City Manager's Office-led Deliverables		
Deliverable	**Recommendation**	**Status Update**
Language Equity	Publish victim resources in plain language and in multiple languages.	**To Be Initiated.** Efforts related to Language Equity are in preliminary stages, the Assistant to the City Manager will partner with HHCS on implementation; **FY 23 funding *carryover request* for AA0#1.**

Considerations

In the process of Reimagining Public Safety, Berkeley is faced with a series of interconnected challenges that could shape the trajectory, efficacy, and timeline of implementation. Understanding and addressing these considerations is imperative to ensure that efforts are not only transformative but also compliant, sustainable, and resilient to potential challenges.

Staffing Vacancies and Attrition

From 2018 to 2022, the City of Berkeley observed a concerning trend in attrition, with departures surpassing hires. According to the City Auditors report, by October 2022, the city of Berkeley's vacancy rate was 19%, ranking it as the second highest in the Bay Area (See Companion Appendix U, pp. 3271-3275 for report). This staffing challenge has had tangible impacts on service delivery, and poses significant challenges, especially as the City staff strive to successfully implement the Reimagining Public Safety initiative.

Reduced staffing has had a pronounced impact on various city services. Confronting these challenges, several departments have had to adjust operations and manage costs. Furthermore, attrition has led to substantial loss of institutional knowledge. With that said, in the city's continued progression toward the Reimagining Public Safety initiative, it is crucial to have a stable and committed workforce to drive these transformative changes. This approach is essential to align with the City Council's established timeframe, scope, and budgetary parameters. Ultimately, the staffing challenges in key departments may have ripple effects on the City of Berkeley's broader public safety objectives, emphasizing the interconnectedness of city services and the urgency to address these staffing concerns holistically, such as through the Employer of Choice (EOC) initiative (See Companion Appendix V, pp. 3328-3361 for EOC supporting documentation).

Regulatory Compliance

As the City of Berkeley moves forward with its initiatives, particularly in developing the Berkeley Department of Transportation (BerkDOT), the City must adhere to regulatory frameworks.

- **Local Adherence:** Compliance with City of Berkeley's specific ordinances and by-laws is crucial. These local guidelines dictate the foundation and operation of city departments, ensuring that efforts remain consistent with established standards.
- **State-Level Conformity:** Navigating the intricacies of California's regulatory landscape is essential. For example while the California SB-50 Bill, which supported civilian traffic enforcement, was not approved as of September 14, 2023, it serves as a significant legislative consideration. It is imperative that the City stay updated on these legislative developments and align, or adjust, our strategies accordingly to ensure legal compliance.
- **Federal Standards:** The City's initiatives must meet the expectations set by federal entities, including the United States Department of Transportation and related federal mandates in the realms of public safety and transportation. This ensures eligibility for federal grants and maintains the integrity of potential national partnerships.

We will rely on the City Attorney's Office to ensure that the initiatives associated with these efforts comply with federal, state, and local laws, regulations, and statutes.

Ongoing Funding

In the context of Reimagining Public Safety, it is important to underscore the fiscal parameters under which this effort is operating. The City of Berkeley has allocated budgetary support specifically for Fiscal Years 2023 and 2024, with the anticipation of supplying recommendations for the next budgetary cycle by May 2024 (See Companion Appendix C, pp. 2290-2298 and Appendix T, pp. 3259-3264).

- **Implementation Delays:** Due to delays in rolling out select deliverables, there is a potential challenge ahead. By the time budgetary recommendations are presented to the City Council in May 2024, some Reimagining-related initiatives may still be in the early stages of implementation. This early phase could complicate accurate evaluations of their financial implications and long-term feasibility.
- **Grant Funding:** While external grant funding is being pursued to execute some of the deliverables, the nature of such funding is inherently uncertain. Grants, whether from foundations or government sources, are highly competitive, often involving lengthy decision-making processes. As a result, and there is no guarantee of securing them for intended purposes.

Implementation Timeline

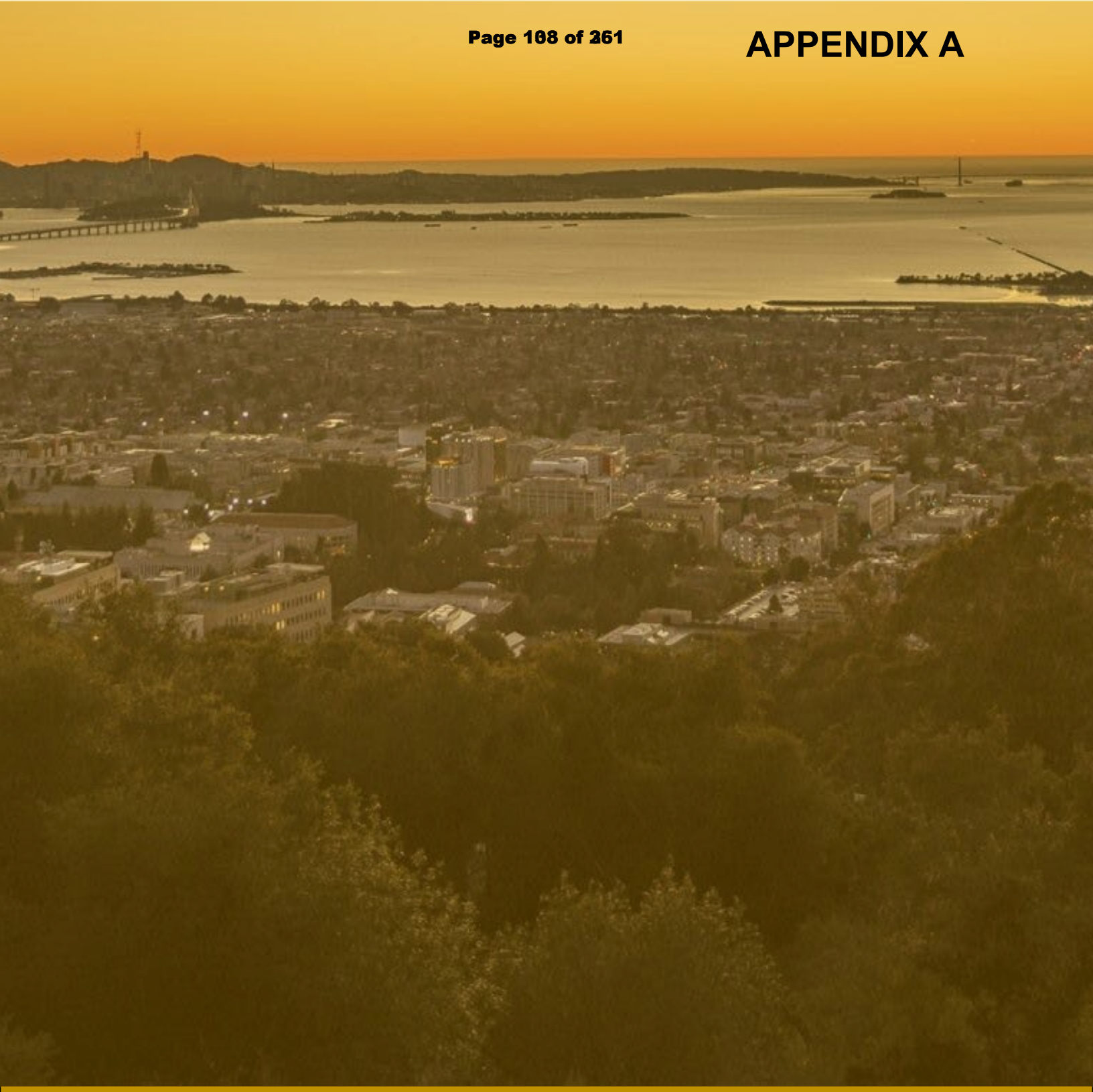
While the Reimagining Public Safety initiative has set ambitious goals, the full realization of these objectives and deliverables may span an extended timeframe. Estimations project a timeline of 3-5 years for the complete roll-out of all items. However, it is paramount to consider that legislative progress and other unforeseen factors could extend this period. Furthermore, regular analysis is vital to understand and ascertain the effectiveness of these implemented initiatives. To ensure accurate assessment, it is crucial to allow enough time for initiatives and measures to take effect. The timeline and phased approach presented, while informed and deliberate, should be viewed as a dynamic structure.

Next Steps

As the City advances efforts towards the Reimagining Public Safety initiative, continuing to strategically navigate evolving challenges such as staffing vacancies, legislative considerations, and budgetary constraints will remain a priority, with a proactive and solution-oriented approach. City leaders, in conjunction with Human Resources, are diligently working to address staffing concerns. Concurrently, the City Manager's Office and Public Works Department is engaged with relevant legislative entities to further the BerkDOT agenda. And lastly, the City staff and Council will make budgetary decisions during the AAO#1 (First Amendment Annual Appropriations Ordinance) process scheduled for mid-December. In this process, the City Council will consider re-appropriation of unspent Fiscal Year (FY) 2023 funds and deferred items into FY 24, informing the development of FY 25-26 Biennial Budget.

The City Manager's Office, alongside the departments spearheading this work, will plan to deliver the next progress update on Reimagining Public Safety by Spring 2024, which will provide further insights into both accomplishments and challenges. In line with these efforts, the City expects to continue to cultivate a community-centered approach as initiatives are designed, implemented, and assessed with principles of compassion, equity, and democracy at the forefront.

APPENDIX A



Priority Reimagining Public Safety Initiatives

This section offers a concise overview of Berkeley's work towards Reimagining Public Safety, highlighting key milestones and the city's commitment to creating an equitable and effective model for all residents.

APPENDIX A

Overview

Building upon the summaries outlined in the earlier sections for Phases I and II, this part of the report delves deeper, offering an expanded view of the City's ongoing endeavors. It will detail the unique challenges and considerations associated with each deliverable, laying out forthcoming steps and associated timelines. Further corroborative details can be found in the report's companion appendix.

As mentioned in the Executive Summary, while the City presses forward in efforts to reimagine public safety, it is pivotal to acknowledge certain roadblocks. Some initiatives have faced delays, primarily attributed to staffing constraints and temporary deferral of resources. It is the City's duty and responsibility to ensure transparency and clear communication regarding all facets of this initiative, including both achievements and challenges encountered.

It is vital to recognize that, while there are further milestones to attain, real change is a continuous process. The City of Berkeley remains deeply invested in this essential work and its impactful journey ahead. This work, grounded in community, is not just an obligation but a privilege, and it remains central to Berkeley's shared vision of a safer, more inclusive city.



STAFFING INVESTMENTS

REIMAGINING PUBLIC SAFETY PROJECT COORDINATOR

Department Lead: City Manager's Office

Status Update: ***In Progress***

Overview:

The City recognized the need for dedicated leadership to support the multi-departmental responsibilities of the Reimagining Public Safety initiative. This requirement led to the creation of the role of Assistant to the City Manager as a Reimagining Public Safety Project Coordinator. Previously, such responsibilities were managed by the Deputy City Manager with support from a Management Analyst. Given the extensive scope of the initiative, this appointment became an essential need and priority. ***This position was successfully filled on August 21, 2023***.

Since assuming the position, the Assistant to the City Manager has engaged with pivotal departments including Police, Fire, Health Housing and Community Services, and Public Works. To streamline the reporting and documentation process, the Assistant to the City Manager has worked collaboratively with these departments to craft the Reimagining Public Safety Coordination Plan (See Abbreviated Appendix D, pp. 2477-2485 for RPS Coordination Plan). This plan serves as an essential roadmap, aiming to efficiently manage resources, bolster communication, and ensure methodical progress towards a new public safety paradigm.

Key Accomplishments and Next Steps:

RPS Phase	Timeline	Milestone
Phase 2 (2022-2024)	**August 2023**	Assistant to the City Manager hired.
	September – November 2023	Reimagining Public Safety Coordination plan created and a Reimagining Public Safety status report is underway.
	Anticipated **December 2023**	Reimagining Public Safety presentation to the City Council (December 5, 2023).
	Anticipated **Fall 2023 – ongoing**	The Assistant to the City Manager, will continue to coordinate and offer support in project management facets of the initiative.

Considerations:

- **Departmental Coordination and Alignment:** Given the multi-departmental involvement, there's a necessity to ensure seamless coordination among various departments such as Police, Fire, Health Housing and Community Services, and Public Works. With city-wide staffing shortages and competing priorities, proper resource management becomes critical to maintain

momentum and efficiency. With this in mind, achieving consistent alignment and understanding among the core departmental team leading this work is essential.

Ongoing Timelines:

- **Fall 2023 – ongoing:** The Assistant to the City Manager, in their capacity as the Reimagining Public Safety Project Coordinator, will continue to project manage and offer support in various facets of the initiative. Their role will be pivotal ensuring seamless progression and implementation of all endeavors associated with Reimagining Public Safety. They will continue to collaborate cross-departmentally to report back to the City Council with updates on the initiative's progress in Spring 2024.

DIVERSITY, EQUITY, AND INCLUSION (DEI) OFFICER

Department Lead: City Manager's Office

Status Update: ***In Progress***

Overview:

Endorsed by the City Council, Reimagining Public Safety Task Force, the City Manager's Office championed the establishment of a DEI Officer position, as part of ***Phase 2*** implementation. Situated within the City Manager's Office, the DEI Officer will helm the Diversity, Equity, and Inclusion Division. The primary vision guiding the Diversity, Equity, and Inclusion Division is to centralize and embed equity and justice practices within the City's infrastructure. By adopting this approach, the City aspires to not only address present disparities but also to cultivate strong alliances with community organizations. The overarching goal is for City Departments to continue to evolve into entities that are both responsive and truly accountable to the diverse communities they serve.

The DEI Officer's responsibilities will encompass overseeing the division's multifaceted actives and operations, including but not limited to:

- ***Strategic Development and Policy Administration:*** Under the direction of the City Manager, the DEI Officer will lead the creation, planning, and deployment of the DEI Division's strategic objectives. Their responsibility will extend to crafting and endorsing policies and procedures, ensuring they resonate with the City's DEI vision and lay the groundwork for enduring, meaningful change. Central to this role will be the Officer's capability to harmonize divisional activities cross-departmentally, fostering a unified approach to city-wide training and professional advancement.
- ***Inclusive Visionary Leadership:*** The DEI Officer will be an integral part of promoting inclusivity within the City. Tasked with the responsibility to collaborate with City and community leadership, the Officer will help align diversity and inclusion initiatives with the City's broader objectives. They are expected to facilitate strategic planning in areas of diversity and inclusion and periodically engage in evaluations through surveys. The aim is to collaboratively develop and implement strategies that reflect the City's mission, vision, and goals, ensuring that Berkeley continues its commitment to being an inclusive and equitable community.

Key Accomplishments and Next Steps:

RPS Phase	Timeline	Milestone
Phase 2 (2022-2024)	***Anticipated*** **November 2023**	DEI Officer Hired. The individual appointed to the DEI Officer role is anticipated to commence their duties on November 27, 2023.
	Anticipated **Fall 2023 – ongoing**	Onboarding of DEI Officer and preliminary planning of DEI strategic plan. Hiring of DEI Administrative Assistant. Next steps would likely include onboarding and familiarization with the city's current DEI landscape and getting acquainted with the City's structure and key personnel in order to begin building a strategic DEI plan.

Considerations:

- **Definition and Scope, and Sustainability:** Navigating the evolving landscape of DEI requires the city of Berkeley to maintain a clear, shared understanding of its significance. Ensuring the that City's DEI vision remains aligned with evolving norms and values while planning for long-term sustainable impact. This overarching consideration encompasses understanding DEI, implementing initiatives, and working towards continuity.
- **Inter-departmental Collaboration and Resource Allocation:** Effective DEI integration hinges on seamless collaboration between various city departments. It is essential to strike a balance between promoting DEI principles and other citywide priorities, which can pose challenges in terms of communication, coordination, and the optimal allocation of resources.
- **Community Trust, Engagement, and Evaluation Metrics:** Building and retaining community trust is vital for the success of DEI efforts. This involves effective communication and the establishment of clear metrics to evaluate the effectiveness of DEI efforts and implementation.

Ongoing Timelines:

- **Fall 2023 – ongoing:** The individual appointed to the DEI Officer role is anticipated to commence their duties on November 27, 2023. The City Manager's Office anticipates next steps would likely include onboarding and familiarization with the city's current DEI landscape and getting acquainted with the City's structure and key personnel in order to begin building a strategic DEI plan and hiring the DEI Administrative Assistant to support this implementation.

GRANT ASSISTANCE

Department Lead: City Manager's Office

Status Update: ***In Progress*** (FY 23 carryover request to AAO#1)

Overview:

In ***Phase 2*** of the Reimagining Public Safety initiative, the City Council approved an allocation of $100,000 for fiscal years 2023 and 2024. This funding aims to bolster the longevity and sustainability of the City's commitment to Reimagining Public Safety. In 2024, the City of Berkeley has engaged California Consulting, LLC to enhance grant application capabilities (See Companion Appendix R, pp. 3241-3244 for California Consulting Contract and Scope of Services). In the pursuit of a more comprehensive Reimagining Public Safety initiative, the City of Berkeley has turned its attention to opportunities that not only address immediate safety concerns but also contribute to the overall wellbeing and enhancement of community spaces.

Among the state and federal grants pursued, notable prospective state funders include the Community Resilience Centers Program[2] (CRC) and the CalTrans Clean California Local Grant Program[3]. The CRC aims to fund facilities that serve as community safe havens during climate adversities, offering shelter and vital resources during challenges such as extreme heat or poor air quality events. The Clean California program is devised to channel funds into local communities, aiming to beautify and uplift local streets, tribal lands, parks, pathways and transit centers. Equally important, the Clean California program is committed to advancing equity, promoting public health, strengthening cultural connections, and enhancing community place making.

Significant Federal grant applications include the PROTECT Discretionary Grant Program[4] and Reconnecting Communities and Neighborhoods (RCN) Program[5]. The PROTECT program's vision revolves around bolstering the resilience of transportation infrastructure against the impending climate crisis. The primary objective of the PROTECT program is not only to ensure resilient transportation infrastructure but also to promote equity by safeguarding disadvantaged communities, who often bear the brunt of natural hazards. The RCN program holds significant alignment with the Reimagining Public Safety objectives as one of its priorities. It emphasizes the advancement of disadvantaged communities, broadens access to essential services such as jobs, education, healthcare, food, and recreation, and underscores the importance of equitable development and community restoration. Additionally, a key focus is on bridging community divides by tackling transportation facilities that impede connectivity, ensuring that mobility, access, and economic development are unobstructed.

Unspent funds ($100,000) from Fiscal Year 2023 have been requested for carryover to FY 2024 as part of AA0#1. The Assistant to the City Manager will collaborate cross-departmentally to pinpoint grant opportunities that align with objectives of the Reimagining Public Safety initiative.

[2] https://sgc.ca.gov/programs/community-resilience-centers/
[3] https://cleancalifornia.dot.ca.gov/local-grant-program
[4] grants.gov/search-results-detail/347585
[5] https://www.transportation.gov/grants/rcnprogram

Key Accomplishments and Next Steps:

RPS Phase	Timeline	Milestone
Phase 2 (2022-2024)	**Summer – Fall 2023**	Contract with California Consulting, LLC has been initiated. Seven grant applications were submitted under the direction of Parks, Recreation and Waterfront Department.
	Anticipated **Winter 2023 – ongoing**	The Reimagining Public Safety Project Coordinator will manage continued efforts in grant identification, application, and management.

Considerations:

- **Grant Alignment and Coordination:** Grants from state, federal, and local sources come with varied criteria. Balancing Berkeley's Reimagining Public Safety goals with these diverse requirements demands precise tailoring of applications, ensuring both alignment with grant specifics and adherence to overarching Reimagining Public Safety objectives. In addition to this, inter-departmental collaboration introduces considerations for streamlined processes.

Ongoing Timelines:

- **Fall 2023 – ongoing:** Unspent funds ($100,000) from Fiscal Year 2023 have been requested for carryover to FY 2024 as part of AA0#1. The Assistant to the City Manager will collaborate cross-departmentally to pinpoint grant opportunities that align with objectives of the Reimagining Public Safety initiative.



SPECIALIZED CARE UNIT *IMPLEMENTATION*

Department Lead: Health, Housing and Community Services Department

Status Update: *In Progress*

Overview:

In part of the Mayor's phased approach to Reimagining Public Safety, ***Phase 1*** work primarily focused on extensive community engagement and research to create recommendations for a Berkeley-specific crisis response model. To ensure that the design of the Specialized Care Unit (SCU) model was aligned with community expectations, Health, Housing, and Community Services created a Steering Committee that includes representatives from the Mental Health Commission, Berkeley Community Safety Coalition, and community service providers, as well as staff from the City's HHCS and the Fire Departments, to provide guidance on SCU design and implementation. In addition, the City contracted with Resource Development Associates (RDA), to conduct research on non-police crisis response models, lead the community engagement process with guidance from the Steering Committee, and make recommendations for a SCU model for Berkeley (See Companion Appendix E, pp. 2487-2496 for RDA Contract). RDA's final report includes 25 recommendations for implementing a successful Specialized Care Unit in Berkeley (See Companion Appendix E, page pp. 2497-2701 for RDA reports). The Steering Committee analyzed and further refined these recommendations, laying the groundwork to move forward with a SCU pilot program.

At the beginning of 2022, to bolster these initiatives, HHCS brought on board several key staff, including a Senior Management Analyst, dedicated to aiding the implementation of the SCU as well as the Community Crisis Response ("Bridge Services") programs. To support these Bridge Services, the City contracted with Options Recovery Services, Peer Wellness Collective (formerly Alameda County Network for Mental Health Clients), and Women's Daytime Drop-In Center to provide a variety of services for vulnerable community members who experience mental health and substance use crises. These programs helped to support the continued need for community crisis support while the City worked toward implementation of the Specialized Care Unit.

In December, 2022, after a competitive Request for Proposal process, Bonita House, Inc. was selected to be the Specialized Care Unit provider. (See Companion Appendix F, pp. 2703-2785 for Bonita House/SCU Contract). In 2023, Bonita House hired and trained initial SCU staff and worked collaboratively with the City and the SCU Steering Committee to ensure the program is implemented in alignment with the recommendations from RDA and Steering Committee. On September 5, 2023, the SCU began providing services to the Berkeley community and currently operates daily from 6 am to 4 pm. Bonita House continues to hire and train staff to ramp-up to full 24/7 operations.

The SCU pilot program is supported by grant funding from the American Rescue Plan Act, California Department of Health Care Services (Crisis Care Mobile Units program), and Mental Health Services Act funding. The full budget breakdown of the SCU contract can be found in Companion Appendix F, pp. 2714-2717.

Key Accomplishments and Next Steps:

RPS Phase	Timeline	Milestone
Phase 1 (2020-2022)	December 2020	SCU Steering Committee Formed.
	January 2021	Contract with RDA for research, community-engagement, and SCU design.
	March 2022	RDA Completes Report & Presents to Council.
	May 2022	City Council informed of Reimagining Public Safety Framework for SCU design.
Phase 2 (2022-2024)	December 2022	Contract with Bonita House for SCU Implementation.
	January 2023 – ongoing	SCU staff are hired and trained; Systems for implementation are developed.
	February 2023 – Ongoing	HHCS hosts Community Dialogues to provide updates on SCU development and implementation. Community listserv begins to provide program-specific updates.
	September 2023	SCU soft launch begins; SCU team begins providing daily services from 6am to 4pm in mid-September. Outreach materials are distributed throughout the community.
	Anticipated October 2023 - ongoing	The SCU will continue to hire and train staff to build toward 24/7 operations. Additionally, HHCS and Bonita House have initiated conversations about using a MediCal billing model to contribute to longer term program costs.

Considerations:

- **Scaling Up:** The SCU continues to operate in a ramp-up state as Bonita House continues to hire and train staff for the program. As staff are hired and trained, they can start providing services in the field. The SCU will continue to expand their hours, as staffing allows, to operate a 24/7 non-police response to mental health and substance use crises. The City of Berkeley continues to work on receiving City-purchased vehicles for SCU operations, which are currently being customized for SCU operations.
- **Grants and Long-term Funding:** As grant funding is of a limited-term nature, HHCS is actively pursuing additional funding opportunities to sustain and improve the SCU over time.

Ongoing Timeline:

- **Fall 2023 – ongoing:** The SCU will continue to hire and train staff to build toward 24/7 operations. Additionally, HHCS and Bonita House have started initial conversations about using a MediCal billing model to contribute to longer term program costs.

STAFFING POSITIONS (PILOT RPS COMMUNITY SERVICE OFFICERS & DISPATCHERS)

Department Lead: Police

Status Update: *In Progress*

Overview:

In part of the ***Phase 2*** implementation, funding was allocated for Fiscal Years 2023 and 2024 by City Council to introduce a temporary two-year pilot program of additional Community Service Officers and Public Safety Dispatchers. City Council directives included an evaluation of the pilot after the two-year period to align with the FY 25-26 Budget Process and determine the appropriate location of the CSO unit within a new Public Safety Department and the role for other non-sworn responders.

The Mayor and City Council approved the Recruiting and Retention Incentive Program (RRIP) for the Berkeley Police Department (BPD). The City has intensified recruitment efforts across the department to address staffing vacancies. These efforts include the approved RPS-designated positions: 8 Public Safety Dispatcher II, 1 Public Safety Dispatch Supervisor, 6 Community Service Officers (CSO), and 1 Community Service Officer Supervisor. The CSO positions are temporary and were budgeted for 3 years starting July 1, 2022. We are currently in the 3rd month of year 2, and any new hires must be told the position ends June 30, 2025. Previous candidates have declined the job offer because of the temporary status.

The Berkeley Police Department's recent Community Service Officer recruitment drive concluded on September 18, 2023 and saw a marked increase in interest attracting 138 CSO applicants – nearly double the previous year's count. The subsequent evaluation, involving written and physical tests, is scheduled for October 21, 2023. It is important to acknowledge that in previous evaluations, several candidates faced challenges in clearing one or both tests. Given the increased applicant pool this year, Berkeley PD remains optimistic about securing a larger number of qualified candidates.

Key Accomplishments and Next Steps:

RPS Phase	Timeline	Milestone
Phase 2 (2022-2024)	**Summer – Fall 2022**	RPS funding allocation of approximated ~$2.5 million for pilot program. BPD Recruitment Cycle commenced.
	July 2023	Contract with Citygate for BPD Staffing Assessment.
	August 2023	Recruiting and Retention Incentive Program.
	Anticipated **Summer – Fall 2023**	BPD Recruitment Cycle.
	Anticipated **October 2023 – ongoing**	The Berkeley Police Department is on track to assess approximately 138 CSO applicants in the month of October.

Ongoing Timeline:

- **October 2023 – ongoing:** The Berkeley Police Department is on track to assess approximately 138 applicants in the month of October and continue efforts to fill these vacancies in 2024, further enhancing BPD's capacity to serve the community.

FAIR AND IMPARTIAL POLICING

Department Lead: Police

Status Update: *In Progress*

Overview:

On February 23, 2021, during a City Council Special Meeting, the recommendations put forth by the Mayor's Fair and Impartial Policing (FIP) Taskforce were directed to the Berkeley Police Department for implementation. Berkeley PD provides quarterly updates to City Council, and has completed 13 of the 14 recommendations to date. These FIP recommendations were introduced during ***Phase 1*** of the Mayor's strategy for Reimagining Public Safety. The Berkeley Police Department has subsequently facilitated a series of FIP-dedicated training sessions, emphasizing key fair and impartial policing tenets. As Berkeley PD continues to advance the recommendations of the Fair and Impartial Policing Task Force, additional Tier 1 funding of $100,000 was approved for Fiscal Years 2023 and 2024 for specialized FIP training for Berkeley police officers. This enactment is a part of ***Phase 2*** in the Mayor's phased approach.

Berkeley PD FIP training also includes Crisis Intervention Team (CIT), LGBTQ, Racial Profiling and Bias[6] training offered through the California Commission on Peace Officer Standards and Training (POST)[7]. Furthermore, BPD has mandated the KIND Policing Education Incentive in the newest 2023 – 2025 Berkeley Police Association MOU with the city (See Companion Appendix H, pp. 2799-2801). The KIND Policing Educational Incentive is a first-of-its-kind initiative that promotes the City's policing values while ensuring the availability of robust training for sworn members of BPD in effective policing that is rooted in procedural justice and impartiality, community-oriented, and culturally competent.

Berkeley PD believe these efforts will enable the Department to better serve the community and ensure public safety for all. The Berkeley Police Department will continue to work closely with the City Council and other stakeholders to develop and implement strategies that are effective, equitable, and just. Berkeley PD remains committed to promoting fair and impartial policing practices and fostering trust and mutual respect between the police and the community we serve.

Key Accomplishments and Next Steps:

RPS Phase	Timeline	Milestone
Phase 1 (2020-2022)	**June 2020 – March 2021**	Community Process for FIP Recommendations *Development* convened.
	February 2021	Mayor and the City Council pass FIP Recommendations
	August 2021 – ongoing	Berkeley Police has implemented ongoing fair and impartial trainings for its officers.

[6] https://catalog.post.ca.gov/SearchResult.aspx?category=Mandates&MAC=9jfKTy12dmPZ5m6b632T9DV8U5Q
[7] https://post.ca.gov/

RPS Phase	Timeline	Milestone
Phase 2 (2022-2024)	July 2022 – ongoing	Continued training inclusive of FIP tenets.
	August 2023	The KIND Policing Educational Incentive is a first-of-its-kind initiative that promotes the City's policing values while ensuring the availability of robust training for sworn members of the Berkeley Police Department in effective policing that is rooted in procedural justice and impartiality, community-oriented, and culturally competent.
	October 2023 – ongoing	The Chief of Police submitted an "Update on the Implementation of Fair and Impartial Policing Task Force Recommendations" October 3 2023. Thirteen of the fourteen Task Force recommendations have been implemented and we remain committed to upholding and sustaining these measures (See Companion Appendix G, pp. 2787-2797).
	Anticipated October 2023 – ongoing	BPD will continue to support and fulfill officer training needs through Fiscal Year 2025. We will have various related CIT, LGBTQ, Bias/Profiling, and FIP-styled training planned for 2024.

Ongoing Timeline:

- **October 2023 – ongoing.** The Berkeley Police Department will continue to fulfill officer training needs through Fiscal Year 2025. Berkeley PD will have various related CIT, LGBTQ, Bias/Profiling, and FIP-styled training planned for 2024.



WELLNESS PRACTICES (CRITICAL INCIDENT STRESS, PEER SUPPORT TEAM, AND EMERGING WELLNESS NEEDS)

Department Lead: Police

Status Update: *In Progress*

Overview:

The Berkeley Police Department has built out a suite of wellness and mental health services for staff as outlined in the key accomplishments section. In part of the Reimagining Public Safety Phase 2 directives, the department has utilized the allocated $50,000 Reimagining Public Safety funds for Crisis Intervention and Critical Incident Stress Management Services. Acknowledging that physical health is intertwined with mental well-being, improvements have been made to BPD's gym facilities, both at the Public Safety Building and the substation. For those officers in need of specialized support, Berkeley PD provided access to an immersive group therapy program designed to provide employees with the ability to recover from traumatic incidents with resilience. In addition to these wellness efforts, we're on the brink of launching a mobile application designed to provide anonymous access to a vast array of health and wellness resources.

Key Accomplishments and Next Steps:

RPS Phase	Timeline	Milestone
Phase 2 (2022-2024)	**July 2022 – June 2023**	FY 2023 Wellness Efforts Include: • Contracted with a local first responder-specific counseling group, Public Safety Family Counseling Group (PSFCG). • International Critical Incident Stress Foundation training in Assisting Individuals in Crisis and Group Crisis Intervention[8]. • Gym Updates • Access to immersive group therapy
	July 2023 – ongoing	FY 2024 Wellness Efforts Include: • O2X Partnership[9] • First Responder Wellness Apps & Resources
	Anticipated **October 2023 – ongoing**	Continued partnerships and efforts towards BPD Wellness Practices for officers.

Ongoing Timeline:

- **October 2023 – ongoing.** The Berkeley Police Department will continue to work with PSFCG to utilize Crisis Intervention and Critical Incident Stress Management Services for the officers through Fiscal Year 2026, in addition to continued wellness offerings. Berkeley PD will have various related CIT, LGBTQ, Bias/Profiling, and FIP styled training planned for 2024.

[8] https://icisf.org/individual-crisis-intervention-and-peer-support-group-crisis-intervention/
[9] https://www.o2x.com/

VISION ZERO PROGRAM COORDINATOR

Department Lead: Public Works Department

Status Update: *In Progress*

Overview:

The Public Works department have successfully hired a Vision Zero Program Coordinator (Associate Planner) in October 2023. This position supports the work of the Vision Zero Program Manager (Senior Planner) which is currently vacant. In line with the eleven high priority action items identified in the Vision Zero Action Plan, the Associate Planner will be supporting with the implementation of the programmatic and capital project delivery elements of Vision Zero. Three of the eleven high priority action items include collision analysis as described in the Reimagining Public Safety initiative. Note the latest Vision Zero Annual Report (2021-2022) (See Companion Appendix I, pp. 2803-2886 for Vision Zero Action Plan and Vision Zero Annual Report). Some of the current program priorities include: supporting the delivery of grant-funded capital traffic safety capital projects on Vision Zero High Injury Streets; reconvening the Vision Zero Coordinating Committee; restarting development and implementation of a Rapid Response program, including: supporting the City's interdepartmental Rapid Response team in understanding the reasons for traffic crashes and restarting development and implementation of a Quick Build program to be able to respond through appropriate traffic safety countermeasures; conducting the three-year update of the Vision Zero Action Plan; and resuming Vision Zero Annual Reports.

Key Accomplishments and Next Steps:

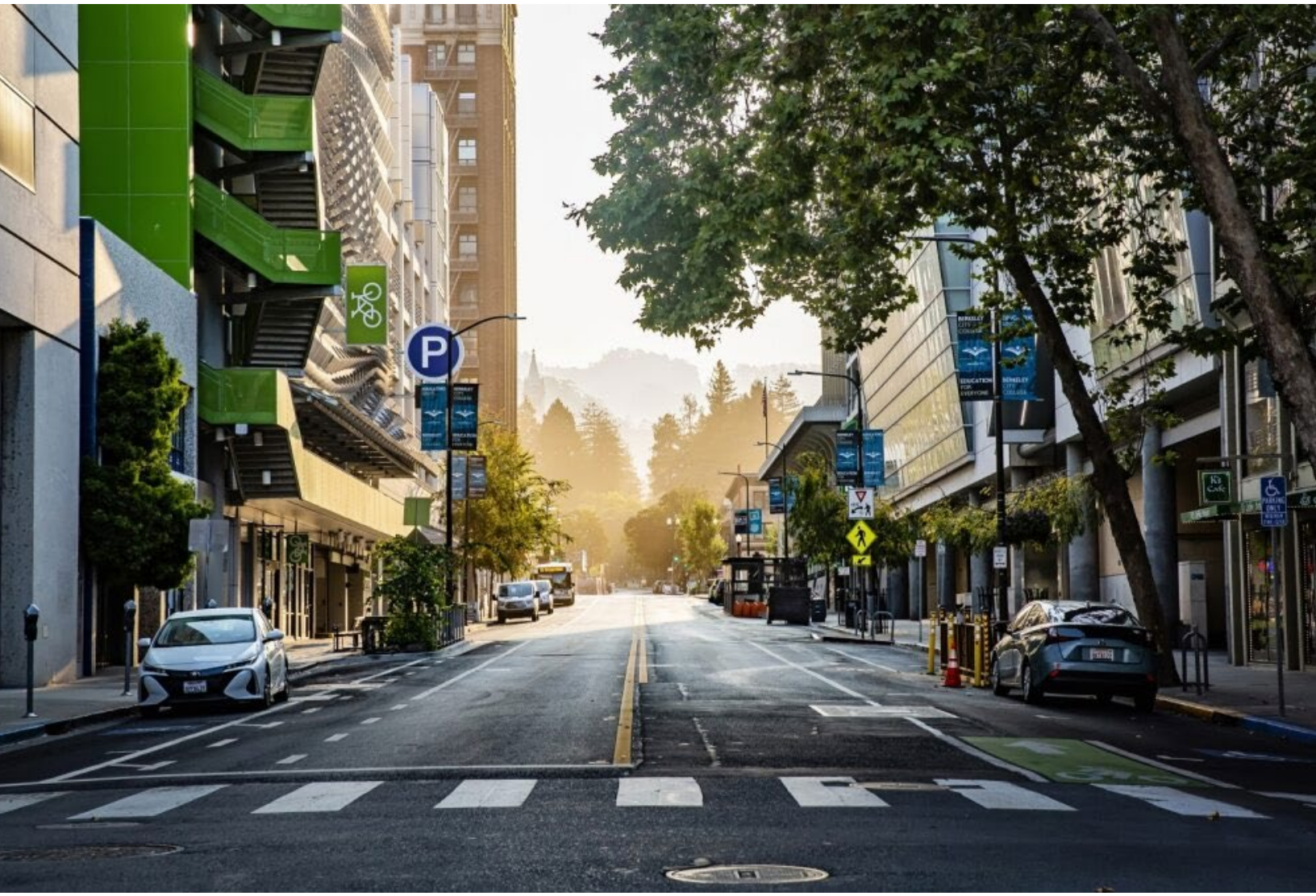
RPS Phase	Timeline	Milestone
Phase 2 (2022-2024)	**October 2023**	Vision Zero Program Coordinator (Associate Planner) Hired.
	Anticipated **January 2024 – ongoing**	In line with the 11 high priority action items identified in key priorities of the Vision Zero Action Plan, the Associate Planner will be supporting the implementation of the programmatic and capital project delivery elements of Vision Zero. Three of the eleven high priority action items include collision analysis as described in the Reimagining Public Safety initiative.

Considerations:

- **Staffing Vacancies.** The City Manager issued three Off-Agenda memos, November 2022, December 2022, and October 2023, respectively, to update the City Council on the Public Work's Transportation Division's staffing and work priorities (See Companion Appendix J, pp. 2888-2900 for Staffing Memos).
    - While the Vision Zero Program Coordinator (Associate Planner) has been hired, the Vision Zero Program Manager (Senior Planner) position is currently vacant following the promotion of the former Senior Planner to Principal Planner in August 2023. Public Works is preparing to kick off the recruitment for this position.

Next Steps & Timelines:

- **January 2024 – ongoing:** In 2024, the Vision Zero program anticipates restarting the Vision Zero Coordinating Committee meetings; initiating the three-year update to the Vision Zero Action Plan; restarting the development of the Rapid Response and Quick Build Programs; continuing to support major grant-funded capital projects on Vision Zero High Injury Streets, such as Southside Complete Streets, Sacramento St Pedestrian Crossing Safety Improvements, and the Alameda County Transportation Commission San Pablo Avenue Corridor Projects. Progress on Vision Zero high priority projects and programs in 2024 will depend on hiring a new Vision Zero Program Manager (Senior Planner).



CONSTULTANT COSTS

BERKEKELY DEPARTMENT OF TRANSPORTATION (BERKDOT) DEVELOPMENT

Department Lead: Public Works Department

Status Update: *In Progress* (funding deferred to AAO#1)

Overview:

In the structured approach to the Reimagining Public Safety initiative, ***Phase 1*** played an instrumental role in laying the groundwork for BerkDOT. This phase focused on preliminary design and development, underpinned by robust stakeholder engagement (See Companion Appendix B, pp. 1899-2285 for Off-Agenda Memos). Central to the vision of BerkDOT is the consolidation of all transportation-related functions in the city into a single entity. This department would be responsible for diverse areas, from traffic management and road maintenance to school crossing guards. Additionally, an embedded racial justice lens in BerkDOT's mandate ensures that transportation policies, programs, and infrastructure actively address racial disparities. By doing so, the City aims to create transportation environments that reduce burdens historically placed on communities of color, ensuring streets where all residents feel secure and included.

The City approved a Tier 1: Reimagining Public Safety budget allocation of $300,000 for Fiscal Year 2023 with the objective of propelling BerkDOT's implementation forward. This budget allocation, which is central to ***Phase 2***, will also support research for a forthcoming "white paper" and potential advocacy for state legislation.

Below outlines five core deliverables *related* to early implementation of BerkDOT:

1. Continue legislative advocacy for changes in state law to grant cities the authority for non-sworn civilian traffic enforcement, and automated enforcement for speeding/red lights.
2. Transition crossing guards from the Police Department to Public Works' Division of Transportation.
3. Strategize for a Civilian Traffic Enforcement Unit, pending legislative changes.
4. Review Berkeley Municipal Code for proposed changes to increase equity and racial justice in the City's existing transportation fines and fees.
5. Develop a roadmap for establishing a standalone Berkeley Department of Transportation.

While the Public Works Department successfully transitioned crossing guards, progress in other sectors have been slow, especially concerning legislative matters. For instance, the California SB-50 Bill[10] supporting civilian traffic enforcement was declined on September 14, 2023. Additionally, since Berkeley

[10] https://leginfo.legislature.ca.gov/faces/billTextClient.xhtml?bill_id=202320240SB50

is not included in the Assembly Bill 645 (AB-645[11]), introducing a Speed Safety System Pilot Program locally would require separate legislation.

Other challenges include the Public Works Department's significant staffing issues. The Berkeley Public Works Department, central in BerkDOT's, faced significant staffing challenges. The City Manager issued Off-Agenda memos in November and December of 2022, and again in October 2023 (See Companion Appendix J, pp. 2888-2900 for Staffing Memos). These memos informed the City Council on the department's staffing challenges and their implications for ongoing projects, highlighting that several initiatives led by Public Works, including BerkDOT's evolution, had been temporarily halted. This pause was later addressed at the Berkeley Budget & Finance Committee on June 22, 2023 and at the June 27, 2023 City Council session. Notably, several Reimagining Tier 1 requests have been referred to the December 2023 Annual Appropriations Ordinance #1 process (See Companion Appendix K, pp. 2902-2997 for Budget & Finance Committee Annotated Agenda and June 2023 Item 53 Council Supplemental Item).

As of this report's submission, movement related to this deliverable has yet to be initiated. The Public Works Department anticipates exploring next steps towards fulfilling this deliverable, once a decision around funding has been finalized at the AAO #1 meeting. Should the allocation be returned, Public Works' proactive response plan will be to launch a comprehensive Request for Proposal (RFP) process to bring aboard a third party with a proven track record in urban transportation to assess preliminary research, bridge any existing gaps, and devise an actionable BerkDOT implementation plan.

Key Accomplishments and Next Steps:

RPS Phase	Timeline	Milestone
Phase 1 (2020-2022)	**June 2020 – ongoing**	Community Process for BerkDOT Development
	Fall 2022	Crossing guards transitioned from the Police to Public Works' Division of Transportation.
	November 2022 – ongoing	Public Works staffing vacancies memos issued to City Council and community.
Phase 2 (2022-2024)	**June 2023**	City Council referred several Reimagining Tier 1 requests to the December 2023 Annual Appropriations Ordinance #1 process.
	Anticipated **November 2023 – ongoing**	Public Works anticipates exploring next steps towards fulfilling this deliverable, once a decision around funding has been made at the AAO#1 meeting. Next Steps would include a possible RFP process for BerkDOT implementation planning.

Considerations:

- **Regulatory Compliance:** BerkDOT must strictly adhere to local, state and federal transportation regulations. This includes not just road and transit roles, but also any pertaining to pedestrian zones, bike lanes, and other urban transportation forms. Ensuring compliance will prevent potential legal complications and foster smoother collaboration and state federal agencies.

[11] https://leginfo.legislature.ca.gov/faces/billNavClient.xhtml?bill_id=202320240AB645

- **Budgetary Limitations:** The BerkDOT's budget is currently deferred. This situation necessitates providing essential project and operations within existing resources. The City must explore innovative solutions and consider alternative funding avenues, such as grants or strategic partnerships.
- **Staffing:** The Public Works Department is currently facing a staffing shortage, which affects its capacity to meet all operational demands. The Department is actively recruiting to fill vacancies. It is important to note that with limited personnel, there are competing priorities to manage.

Ongoing Timeline:

- **Fall 2023 – ongoing:** As of this report's submission, movement related to this deliverable has yet to be initiated. The Public Works Department anticipates exploring next steps towards fulfilling this deliverable, once a decision around funding has been finalized at the AAO #1 meeting. Should the allocation be returned, Public Works' proactive response plan will be to launch a comprehensive Request for Proposal (RFP) process to bring aboard a third party with a proven track record in urban transportation to assess preliminary research, bridge any existing gaps, and devise an actionable BerkDOT implementation plan.

BEHAVIORAL HEALTH, CRISIS RESPONSE, AND CRISIS-RELATED SERVICES NEEDS AND CAPACITY ASSESSMENTS

Department Lead: Health, Housing and Community Services Department

Status Update: ***In Progress***

Overview:

In ***Phase 2,*** the City of Berkeley allocated $100,000 in Fiscal Year 2023 for a service needs assessment based on 911 and non-911 calls for service, dispatch, and response to address the needs of Berkeley people with behavioral health issues and/or who are unhoused. This needs assessment should be conducted using computer-aided dispatch (CAD) or other data from the Berkeley Communications Center, other dispatch agencies, BPD, BFD, and any other relevant data during the COVID-19 pandemic from at least March 2020 through the present. In addition to this service assessment, the recommendation also includes a capacity assessment of crisis response and crisis-related services available to Berkeley.

In May 2023, the City Council authorized the City Manager to add a portion of this funding to an existing contract with Resource Development Associates (RDA) to support a CAD data analysis to better inform the implementation and evaluation of the Specialized Care Unit (SCU) (See Companion Appendix E, pp. 2487-2496 for RDA Contract).

Analyzing the CAD data will help inform future SCU and crisis system operations by gaining a better understanding of the types of calls that could apply to behavioral health crises. Components of this CAD data analysis and follow-up recommendations, as it applies to current program operations will be incorporated into the broader SCU evaluation, and provided to the City throughout the SCU pilot.

APPENDIX A
CONSULTANT COSTS

In addition to the RDA contract to analyze 911 call data, HHCS recently hired a Community Services Specialist II (CSSII) who is focused on analyzing care support systems in the City of Berkeley and Alameda County, including crisis response and crisis-related services. This CSSII will focus on conducting the capacity assessment to determine what exists and system gaps with respect to the SCU, respite, and sobering centers. This work will continue throughout the calendar year and into early 2024.

Key Accomplishments and Next Steps:

RPS Phase	Timeline	Milestone
Phase 2 (2022-2024)	**June 2023**	Existing contract for SCU program evaluation is amended to add a scope of work for RDA to conduct the crisis needs assessment.
	June 2023 – August 2023	Crisis needs assessment for 911 call planning begins with initial data scoping.
	August 2023 – ongoing	Data analysis of Computer Aided Dispatch (CAD) calls begins with City of Berkeley stakeholders.
	August 2023	HHCS hired a Community Services Specialist II to analyze crisis response and related systems, specifically including crisis stabilization.
	Anticipated **Ongoing – December 2023**	Data collection and systems planning.
	Anticipated **December 2023 – ongoing**	Reporting. These projects continue to be ongoing through the rest of 2023. HHCS expects to receive initial results of the analysis of the 911 call data and crisis systems by the beginning of next year

Considerations:

- **Expanding Data Analysis & Dynamic Needs:** As the project progresses, there might be a recognition of new data sets essential for comprehensive analysis.
- **Partner Coordination & Feedback:** With multiple partners involved, there will be extensive coordination to ensure that all information is gathered to inform these analyses.
- **Policy Awareness:** Staying updated with relevant behavioral health policies and regulations will be key to ensure project success and compliance.

Ongoing Timeline:

- **Fall 2023 – ongoing:** These projects continue to be ongoing through the rest of 2023. HHCS expects to receive initial results of the analysis of the 911 call data and crisis systems by the beginning of next year.

STAFFING ASSESSMENT

Department Lead: Police

Status Update: *In Progress*

Overview:

As part of ongoing efforts in the Reimagining Public Safety ***Phase 2*** recommendations, the Berkeley Police Department has contracted with Citygate Associates to undertake a thorough study of the Berkeley Police Department (See Companion Appendix L, pp. 2999-3006 for Contract and Scope of Services). This comprehensive study aims to evaluate the Department's organizational structure, resource allocation, and geographical patrol boundaries. Citygate will also recommend organizational improvements to enhance overall service to the community with consideration given to the morale and well-being of police staff.

Key Accomplishments and Next Steps:

RPS Phase	Timeline	Milestone
Phase 2 (2022-2024)	**July 2023**	The Berkeley Police Department has successfully engaged with Citygate Associates for a comprehensive staffing assessment and workload study. Citygate's workload study will take approximately nine months and consists of 6 key tasks outlined in the contract. RPS funding allocation of $125,000 for FY 2024.
	August 2023 – ongoing	Citygate Staffing Assessment Tasks 1 & 2.
	Anticipated **October 2023 – November 2023**	Stakeholder Interviews and Community Survey.
	Anticipated **November 2023 – December 2023**	Review of Organizational Functions and Workload.

Ongoing Timeline:

- **October 2023 – ongoing.** Citygate's workload study will take approximately nine months and consists of 6 key tasks outlined in the contract. The Berkeley Police Department anticipates providing updates during the next Reimagining



Public Safety status report out.

TRANSPORTATION FINES & FEES ANALYSIS

Department Lead: City Manager's Office

Status Update: *To Be Initiated* (funding deferred to AAO#1)

Overview:

As a ***Phase 2*** item in the Reimagining Public Safety initiative, $150,000 was allocated by the City Council for Fiscal Year 2023 to review the City of Berkeley's Municipal Code for proposed changes to increase equity and racial justice in City's transportation fines and fees, and explore the civilianization of enforcement of various Municipal Code violations (See Companion Appendix T, pp. 3259-3264).

As previously mentioned, several Reimagining Public Safety deliverables, have yet to be initiated. Additionally, at the City Council's Budget & Finance Committee meeting on June 22, 2023 and June 27, 2023 City Council session, several Reimagining Tier 1 requests were deferred to the December 2023 Annual Appropriations Ordinance #1 process (See Companion Appendix K, pp. 2902-2997 for Budget & Finance Committee Annotated Agenda and June 2023 Item 53 Council Supplemental Item). The City Manager's Office anticipates exploring next steps towards fulfilling this deliverable once a decision around funding has been finalized at the AAO #1 meeting.

Key Accomplishments and Next Steps:

RPS Phase	Timeline	Milestone
Phase 2 (2022-2024)	**June 2023**	City Council referred several Reimagining Tier 1 requests to the December 2023 Annual Appropriations Ordinance #1 process.
	Anticipated **October 2023 – ongoing**	The City Manager's Office anticipates exploring next steps towards fulfilling this deliverable, once a decision around funding has been made at the AAO#1 meeting.

Ongoing Timeline:

- **Fall 2023 – ongoing:** As of this report's submission, this deliverable has yet to be initiated. The City Manager's Office anticipates exploring next steps towards fulfilling this deliverable, once a decision around funding has been finalized at the AAO #1 meeting.

DEPARTMENT OF COMMUNITY SAFETY DESIGN AND IMPLEMENTATION

Department Lead: City Manager's Office

Status Update: ***To Be Initiated*** (funding deferred to AAO#1)

Overview:

As a ***Phase 2*** item in the Reimagining Public Safety initiative, $250,000 was allocated for Fiscal Year 2024 to support a design process for the creation of a Department of Community Safety (See Companion Appendix T, pp. 3259-3264).

As previously mentioned, several Reimagining Public Safety deliverables, have yet to be initiated. Additionally, at the City Council's Budget & Finance Committee meeting on June 22, 2023 and June 27, 2023 City Council session, several Reimagining Tier 1 requests were deferred to the December 2023 Annual Appropriations Ordinance #1 process (See Companion Appendix K, pp. 2902-2997 for Budget & Finance Committee Annotated Agenda and June 2023 Item 53 Council Supplemental Item). The City Manager's Office anticipates exploring next steps towards fulfilling this deliverable once a decision around funding has been finalized at the AAO #1 meeting.

Key Accomplishments and Next Steps:

RPS Phase	Timeline	Milestone
Phase 2 (2022-2024)	**June 2023**	Council referred several Reimagining Tier 1 requests to the December 2023 Annual Appropriations Ordinance #1 process.
	Anticipated **October 2023 – ongoing**	The City Manager's Office anticipates exploring next steps towards fulfilling this deliverable, once a decision around funding has been made at the AAO#1 meeting.

Ongoing Timeline:

- **Fall 2023 – ongoing:** As of this report's submission, this deliverable has yet to be initiated. The City Manager's Office anticipates exploring next steps towards fulfilling this deliverable, once a decision around funding has been finalized at the AAO #1 meeting.



DISPATCH ASSESSMENT & IMPLEMENTATION

Department Lead: Fire Department

Status Update: *In Progress*

Overview:

The City's Dispatch center is the hub of both police, fire and emergency medical services (EMS) for the community. When a resident call 911 for help, there is a simple expectation that person has: that the right responders arrive on scene to provide help quickly. What happens behind the scenes is a complex process that is similar to that of an air traffic control center. Dispatchers receive calls for help via 911 or a ten-digit phone number, they ask questions to clarify the need, collect critical information and enter information into a Computer Aided Dispatch (CAD) system, alert the right resource(s), coordinate the response to the call, all the while maintaining awareness of the system status.

With this project, the Berkeley Fire Department's goal is to enhance the City's Dispatch center to allow for the systematic triage of emergency calls, to provide pre-arrival emergency medical instructions to callers, and to create the opportunity to send alternate resources like an alternative mobile health unit (similar to the Fire Departments Mobile Integrated Paramedic unit deployed early in the Pandemic) or the Specialized Care Unit (SCU). To meet these modern fire and EMS capabilities, as seen in most other centers in the region including the Contra Costa Regional Fire Communications Center, the Alameda County Regional Emergency Communications Center, and the San Francisco Emergency Communications Department, a substantial initial and on-going investment may be required.

In part of the Mayor's phased approach to Reimagining Public Safety, ***Phase 1*** work primarily focused on preliminary development and stakeholder engagement of the Dispatch Needs Assessment (DNA) design prior to soliciting a formal (See Companion Appendix B, pp. 1899-2285 for City Manager's Reimagining Public Safety Off-Agenda Memos). As we advanced efforts towards Dispatch Needs Assessment and Redesign, additional funding was approved for Fiscal Year 2023 for DNA efforts, this enactment is a part of ***Phase 2*** in the Mayor's three-tiered approach.

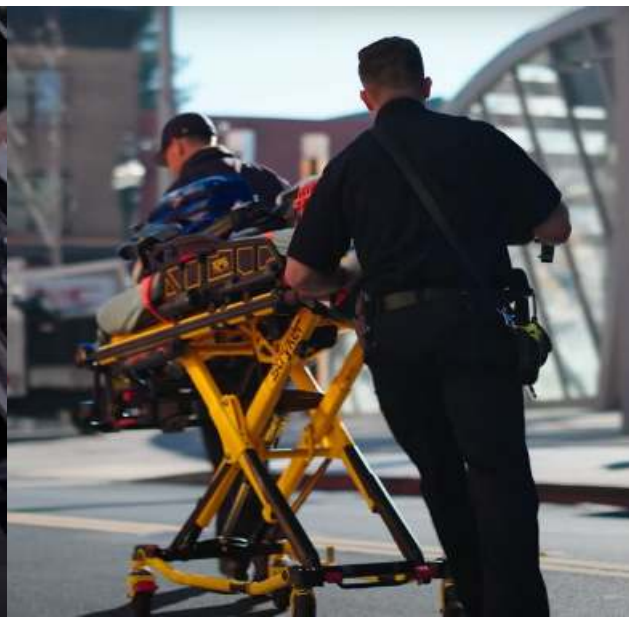
Leading into ***Phase 2*** of the Reimagining Public Safety initiative, the Berkeley Fire Department contracted with Federal Engineering, Inc. (FE) to conduct a Dispatch Needs Assessment (DNA). The results of the completed scope of work is detailed in the high-level implementation plan (See Companion Appendix M, pp. 3009-3014 for FE Contract and High Level Implementation Plan). The recommendations included a staffing model, facility improvements, advanced training and protocols required to support call triaging for alternative response models, and the implementation of emergency medical dispatch.

Due to the significance of the recommendations from FE and following extensive discussions with stakeholders from dispatch, the City Manager's Office, the fire department, and the police department, staff is seeking a second opinion from other industry experts in the field before bringing the full report to City Council and advancing to the next phase of the DNA (implementation of the plan). The scope and lasting impacts of implementation of the DNA recommendations is so significant, it is imperative

that the team exercises due diligence. By soliciting a second opinion, staff aim to ensure that the report and subsequent recommendations to the City Council are anchored in best practices, are pragmatic, fiscally responsible, and represent a comprehensive understanding of the challenges and requirements of this industry. This careful approach underscores the Berkeley Fire Department's commitment to the highest standards of professional and strategic implementation.

The cost of the second opinion is not expected to exceed $20,000 and will be paid by Measure FF funds. Contract initiation and reassessment will conclude in Spring 2024. Within this timeframe, the core objective is to undertake a comprehensive reassessment of the current and proposed staffing model. The reassessment will utilize the most recent call data, as the FE report is now a year old. It is important to contextualize that the data, influenced by the unprecedented challenges of the COVID-19 Pandemic, may not represent typical patterns. The final output will encompass a plan for strategic implementation of the derived recommendations. Upon the completion of the second opinion, Fire Department staff anticipates engaging with City leadership to shape and inform next steps. The findings from this review will be presented to the appropriate stakeholder groups and the Council in 2024. The total contract for the Dispatch Needs Assessment and Implementation Plan is $300,000. In addition to City allocation ($200,000) the initial assessment was funded by HHCS grants (approximately $100,000).





Key Accomplishments and Next Steps:

RPS Phase	Timeline	Milestone
Phase 1 (2020-2022)	February 2021 – December 2021	RFP Process Executed.
	January 2021 – October 2022	Federal Engineering Conducts Assessment. The scope of work for this project examined existing dispatch capabilities and the City's goals to develop a gap analysis and path forward on how to triage calls, divert non-emergency calls—including mental health calls—to appropriate resources, and implement the delivery of emergency medical instructions to callers.
Phase 2 (2022-2024)	November 2022 – May 2023	The Federal Engineering Report on Priority Dispatch was presented to key stakeholders and discussed internally.
	July 2023 – October 2023	Development of Second Opinion Scope and Vendor Selection
	Anticipated Fall 2023	A budget of $20,000 from Measure FF funds is allocated for a second opinion, set to begin in November for a three-month duration. This review will re-evaluate our staffing model using the latest call data, considering the anomalies from the COVID-19 impacted years. The outcome will provide strategic recommendations for implementation.
	Anticipated Winter/Spring 2024	Second opinion report complete.
	Anticipated Winter/Spring 2024	Discussion with City project stakeholders of FE's report and the second opinion to determine next steps for the DNA.

Considerations:

- **Staffing.** Through FY23 the Fire Department experienced significant and ongoing recruitment and hiring challenges resulting from the global pandemic, the Office of the Fire Chief (the Department) has struggled to fulfill community needs through day-to-day operations, strategic planning efforts, and project and program management. The most significant challenges surround overseeing operational and programmatic priorities due to short staffing. The Department is working diligently to reorganize its operations to support current and future staff and staffing needs.
- **Facilities Space.** One of the primary challenges and considerations that may inhibit implementation of Stage II of the Dispatch Needs Assessment is securing an appropriate facility space for the center. There is not enough space in the Public Safety Building before the Fire Department moves to an independent headquarters facility. Identifying and obtaining the appropriate amount of space to house dispatcher workstations is vital for the successful rollout and operation of the project. Ensuring the space meets the specific requirements and standards, both in terms of functionality and accessibility, is paramount and current configuration of the Public Safety Building will need to be adjusted to accommodate a modern and expended dispatch center.
- **Budget.** Stage I of this project was paid for with HHCS grant funds and the second opinion and planning for implementation is funded by Measure FF. Additional funding for implementation of any/all recommendations will need to be approved and appropriated by the City Council.

Ongoing Timeline:

- **Fall 2023 – ongoing:** A budget of $20,000 from Measure FF funds is allocated for a second opinion, set to begin in late Fall 2023. This review will re-evaluate Fire's staffing model using the latest call data, considering the anomalies from the COVID-19 impacted years. The outcome will provide strategic recommendations for implementation.





COMMUNITY INVESTMENTS

VIOLENCE PREVENTION

VIOLENCE PREVENTION AND YOUTH SERVICES

Department Lead: Health, Housing and Community Services Department

Status Update: *In Progress*

Overview:

In ***Phase 2*** of the initiative to Reimagine Public Safety, emphasis was placed on community investments. Two prominent Community-Based Organizations (CBOs), namely McGee Avenue[12] Baptist Church Center for Food, Faith, and Justice and Berkeley Youth Alternatives[13] were identified and selected to receive funds. These allocations are instrumental in bolstering collective efforts to reshape and enhance the dynamics of Berkeley's community. For Fiscal Years 2023 and 2024, $50,000 has been designated to support the "Voices Against Violence" series by the McGee Avenue Baptist Church. Additionally, Berkeley Youth Alternatives has been allocated $160,000, of which, $125,000 is dedicated to their Counseling Center[14] and the remaining $35,000 is designated for the Summer Jam Day Camp.

Center for Food, Faith. In the City's ongoing efforts to enhance community safety and enrichment, the McGee Avenue Baptist Church was granted funding of $50,000 to support with their "Voices Against Violence" youth campaign.

Berkeley Youth Alternatives. BYA, another pillar in the community, has been awarded $160,000. A substantial portion, $125,000 is dedicated to fortifying their counseling center, which plays a crucial role in providing support to many. The remaining $35,000 is allocated to ensure successful continuation of their Summer Jam Day Camp.

Key Accomplishments and Next Steps:

RPS Phase	Timeline	Milestone
Phase 2 (2022-2024)	**July 2022- June 2023**	Funds allocated to CBOs
	Anticipated **Fall 2023 – June 2024**	Funds continued allocation to CBOs through FY 24.

Ongoing Timeline:

- **Fall 2023 – June 2024:** The City will continue to allocate funds to McGee Avenue Baptist Church and Berkeley Youth Alternatives corresponding to their programmatic expenditures through the end of Fiscal Year 2024, which ends on June 30, 2024.

[12] https://www.cffj.org/programs-services
[13] https://www.byaonline.org/
[14] https://www.byaonline.org/programs/counseling-center/counseling-center

GUN VIOLENCE PREVENTION (BERKELEY CEASEFIRE)

Department Lead: City Manager's Office

Status Update: *In Progress* (FY 23 carryover request to AAO#1)

Overview:

As part of the Mayor's phased approach to Reimagining Public Safety, ***Phase 1*** work primarily focused on community-centric processes and comprehensive engagement with key stakeholders and field experts. In this engagement, analysis, and design process, the National Institute for Criminal Justice Reform[15] (NICJR), was commissioned to conduct an assessment of programs and models that increase safety, properly respond to emergencies, reduce crime and violence, and improve policing. Included in their final report was a dedicated assessment of Community Driven Violence Reduction Strategies[16], also known as Gun Violence Prevention or "Ceasefire," This report was presented to the Reimagining Public Safety Task Force, and thereafter to the City Council in Spring 2022 (See Companion Appendix A, pp. 1107-1111, for NICJR Report).

Councilmember Terry Taplin recommended a series of budget referrals (November 2021, May 2022) for a Gun Violence Intervention (Operation Ceasefire) program to be designed and implemented within the city of Berkeley (See Abbreviated Appendix N, pp. 3088-3095). To support this initiative, the Berkeley Police Department (BPD) has established a comprehensive Transparency Hub[17] with data and analysis designed to support the Ceasefire process and inform the community of BPD's efforts in this space.

As the Reimagining Public Safety work transitioned to ***Phase 2*** of analysis and implementation, on June 28, 2022, the City of Berkeley ratified a budget for FY 2023 & FY 2024 with an allocation of $1,000,000 dedicated to addressing the increase in gun violence that the city of Berkeley has experienced in recent years. The budget item, titled "Ceasefire," is predicated on said prior discussions on potential community-based violence prevention strategies. The City Manager has since issued an Off Agenda Memo in October 2022 providing updates on progress thus far, highlighting BPD's preliminary steps, including engagement with Ceasefire programs in surrounding cities and other violence prevention programs when there are Berkeley connections to crime in other jurisdictions as well as their expanded partnership with UC Berkeley to include a collaboration with the Goldman School of Public Policy to design a Gun Violence Prevention program evaluation plan including the definition of success metrics and independent analysis thereof. (See Abbreviated Appendix N, pp. 3014-3087, for Report). In addition to the Police Department's efforts, Councilmember Taplin has coordinated several advisory group meetings inviting a number of community stakeholders and experts in violence reduction programs. These meetings included faith leaders and community-based organizations in Berkeley. The meetings involved identifying current systems and other stakeholders who should be engaged in the process as

[15] https://nicjr.org/
[16] https://berkeleyca.gov/sites/default/files/documents/BerkeleyReport_030722.pdf#page=100
[17] https://bpd-transparency-initiative-berkeleypd.hub.arcgis.com/

well as discussions as to what strategies would work best in Berkeley. A memo was published April 2023 (See Abbreviated Appendix N, page p. 3088, for April 2023 memo).

The Gun Violence Prevention (GVP) report was completed in summer 2023 and preliminary analyses and findings have been presented to the Chief of Police and City Manager's Office, and are expected to be presented to the City Council December 5, 2023 (See Appendix N, pp. 3014-3087, for Gun Violence Prevention Report). Unspent funds ($1,000,000) from Fiscal Year 2023 have been requested for carryover to FY 2024 as part of AA0#1. The Assistant to the City Manager, now onboarded in their role as the Reimagining Public Safety Project Coordinator, will collaborate with essential stakeholders to design the forthcoming steps and processes tailored to meet the specific requirements of Berkeley's GVP program. The team will also explore the potential need for a Request for Proposal (RFP) during this phase.

Key Accomplishments and Next Steps:

RPS Phase	Timeline	Status
Phase 1 (2020-2022)	**Spring 2022**	**Preliminary Steps.** NICJR Presents report to Task Force and Council. Councilmember Terry Taplin presents budget recommendations. BPD launches transparency hub.
	June 2022	$1M allocation adopted for Gun Violence Prevention Program.
Phase 2 (2022-2024)	**November 2022**	Gun Violence Prevention (GVP) Preliminary Analysis Initiated
	May 2023	GVP Report complete.
	August 2023	Assistant to the City Manager – Reimagining Public Safety Project Coordinator hired.
	Anticipated **December 2023**	Comprehensive update on Reimagining and Project update for GVP.
	Anticipated **Winter 2024 – ongoing**	Preliminary research and stakeholder engagement for next steps and possible process.

Considerations:

- **CBO/Staffing Recruitment:** The current recruitment landscape presents its own set of challenges. Staffing up qualified organizations/individuals for this program may face prolonged lead times in recruitment. Beyond initial recruitment, the essential training required to ensure the efficacy of the GVP launch may further extend lead times.

Ongoing Timeline:

- **December 2023 – ongoing:** Unspent funds from FY 2023 have been requested for carryover as part of AA0#1. GVP findings are scheduled to be presented to the City Council December 5, 2023. The Assistant to the City Manager will collaborate with essential stakeholders. This collaboration aims to design the forthcoming steps and processes tailored to meet the specific requirements of the GVP program.

ALTERNATIVES TO SANCTIONS/FINES

HEARING OFFICER-ALTERNATIVES TO SANCTIONS/FINES

Department Lead: Public Works Department

Status Update: *In Progress* (funding deferred to AAO#1)

Overview:

As a ***Phase 2*** item in the Reimagining Public Safety initiative, $150,000 was allocated for Fiscal Year 2024 to enhance hearing officer resources. The remit of this allocation includes referring individuals to community service and social services for various infractions, such as low-level violations related to parking.

As previously mentioned, several Reimagining Public Safety deliverables, have yet to be initiated. Additionally, at the City Council's Budget & Finance Committee meeting on June 22, 2023 and June 27, 2023 City Council session, several Reimagining Tier 1 requests were deferred to the December 2023 Annual Appropriations Ordinance #1 process (See Companion Appendix K, pp. 2902-2997 for Budget & Finance Committee Annotated Agenda and June 2023 Item 53 Council Supplemental Item). The City Manager's Office anticipates exploring next steps towards fulfilling this deliverable once a decision around funding has been finalized at the AAO #1 meeting. In light of the need to address the backlog of the administrative review queue, the Public Works Department has expanded resources to bring on an assistant to support with this process.

Key Accomplishments and Next Steps:

RPS Phase	Timeline	Milestone
Phase 2 (2022-2024)	**June 2023**	City Council referred several Reimagining Tier 1 requests to the November 2023 Annual Appropriations Ordinance #1 process.
	Anticipated **October 2023 – ongoing**	The Public Works Department anticipates exploring next steps towards fulfilling this deliverable, once a decision around funding has been made at the AAO#1 meeting.

Ongoing Timeline:

- **Fall 2023 – ongoing:** As of this report's submission, this deliverable has yet to be initiated. The Public Works Department anticipates exploring next steps towards fulfilling this deliverable, once a decision around funding has been finalized at the AAO #1 meeting.

EXPAND DOWNTOWN STREETS TEAMS

Department Lead: Public Works Department

Status Update: *In Progress* (funding deferred to AAO#1)

Overview:

In ***Phase 2,*** a budgetary provision of $50,000 was allocated for Fiscal Years 2023 and 2024 to expand the scope of the City's contract with Downtown Streets Team[18]. On May 31, 2022, City Council approved Resolution No. 70, 394-N.S to allow for City staff to enter into sole source negotiations with DST for new pricing, contract terms, and scope of services in support of the Clean Cities Program for the continuation of hand sweeping, leaf and litter removal, graffiti abatement, and poster removal services for various commercial districts (See Companion Appendix O, pp. 3097-3100 for 2022 Contract with Downtown Streets Team).

As mentioned, several Reimagining Public Safety deliverables have yet to be initiated. Additionally, at the Berkeley Budget & Finance Committee meeting on June 22, 2023 and June 27, 2023 City Council session, several Reimagining Tier 1 requests have been referred to the December 2023 Annual Appropriations Ordinance #1 process (See Companion Appendix K, pp. 2902-2997 for Budget & Finance Committee Annotated Agenda and June 2023 Item 53 Council Supplemental Item).

Public Works has since then entered into a *new* contract with Downtown Streets Team, June 27, 2023 wherein which DST supports the city with services related to hand sweeping, graffiti and litter abatement, poster removal, and low barrier volunteer work experience programming (See Companion Appendix O, pp. 3101-3103 for 2023 Contract with Downtown Streets Team). The Public Works department anticipates exploring next steps towards fulfilling this deliverable, once a decision around funding has been finalized at the AAO #1 meeting.

Key Accomplishments and Next Steps:

RPS Phase	Timeline	Milestone
Phase 2 (2022-2024)	**June 2023**	City Council referred several Reimagining Tier 1 requests to the December 2023 Annual Appropriations Ordinance #1 process. Public Works enters contract with Downtown Streets Team.
	Anticipated **October 2023 – ongoing**	The Public Works Department anticipates exploring next steps towards fulfilling this deliverable, once a decision around funding has been made at the AAO#1 meeting.

Ongoing Timeline:

- **Fall 2023 – ongoing:** As of this report's submission, this deliverable has yet to be initiated. The Public Works Department anticipates exploring next steps towards fulfilling this deliverable, once a decision around funding has been finalized at the AAO #1 meeting.

[18] https://www.streetsteam.org/berkeley

COMMUNITY MENTAL HEALTH, BEHAVIORAL, AND CRISIS RESPONSE

COMMUNITY CRISIS RESPONSE SERVICES (BRIDGE SERVICES)

Department Lead: Health, Housing and Community Services Department

Status Update: *In Progress*

Overview:

Within the framework of ***Phase 1*** of the Reimagining Public Safety initiative, the city was actively engaged in the planning stages of the Specialized Care Unit (SCU). The SCU, envisioned as a 24/7 mobile unit, will provide support to individuals experiencing a mental health or substance abuse crisis, without necessitating direct police involvement. During the design period, with HHCS actively engaged in the development process, the city recognized the pressing need to enhance non-police relationships and support for individuals at risk of entering a crisis state. In response to this need, the City Council, on June 29, 2021, allocated up to $1,200,000 from the FY 2022 budget, sourced from the American Rescue Plan, to fund the Community Crisis Response (CCR) services. These services, intended to bridge the gap until the SCU became operational, were also referred to as "Bridge Services."

In pursuit of these goals, the City issues a Request for Proposals, seeking community-based organizations (CBOs) and groups with expertise to provide these supportive services. The City of Berkeley received proposals from three local organizations, Alameda County Network of Mental Health Clients[19] (Berkeley Drop-in Center), Options Recovery[20], and Women's Daytime Drop-in Center[21], each with intent to expand their current service offerings. The review committee, consisting of representatives from the Health, Housing and Community Services Department, the Fire Department, the Mental Health Commission, and the Berkeley Community Safety Coalition, recommended funding all three contracts (See Companion Appendix P, pp. 3105-3110 for City Manager's consent item).

These contracts will provide financial support to:

1. Alameda County Network of Mental Health Clients (Berkeley Drop-in Center) to expand their peer support programming for crisis prevention, crisis intervention and post-crisis support (See Companion Appendix P, pp. 3111-3150 for Peer Wellness Berkeley Drop-In Center Contract)
2. Options Recovery for hiring Substance Use Disorder (SUD) Navigators for culturally competent stage-matched interventions (See Companion Appendix P, pp. 3151-3244 for Options Recovery Contract)
3. Women's Daytime Drop-in Center for enhanced mental health care services to the community including assessment, linkages, workshops, and goal-setting (See Companion Appendix P, pp. 3180-3215 for Women's Daytime Drop-in Center Contract)

[19] https://alameda.networkofcare.org/mh/services/agency.aspx?pid=BerkeleyDropInCenter_344_2_0
[20] https://optionsrecoveryservices.com/
[21] https://www.womensdropin.org/

As Reimagining efforts have transitioned into ***Phase 2*** of the implementation process, these contracts were initiated in Spring 2022, and amended to be extended the following year, while the Specialized Care Unit, having launched September 2023, continues to build and ramp up.

Key Accomplishments and Next Steps:

RPS Phase	Timeline	Milestone
Phase 1 (2020-2022)	**June 2021**	City Council approves to allocate $1,200,000 from the FY 2022 budget, sourced from the American Rescue Plan, to fund the Community Crisis Response (CCR) services.
	Summer 2021	RFP Process initiated.
	November 2021	Consent item issued to adopt three Resolutions authorizing the City Manager to execute contracts and any amendments or extensions with Alameda County Network of Mental Health Clients (Berkeley Drop-in Center), Options Recovery, and Women's Daytime Drop-in Center for Community Crisis Response Services, in an amount not to exceed $1,200,000.
	Spring 2022 – Winter 2022	Contracts with Alameda County Network of Mental Health Clients (Berkeley Drop-in Center), Options Recovery, and Women's Daytime Drop-in Center initiated.
Phase 2 (2022-2024)	**Spring 2023 – ongoing**	Contracts with Alameda County Network of Mental Health Clients (Berkeley Drop-in Center), Options Recovery, and Women's Daytime Drop-in Center renewed/amended, while the SCU will continue to hire and train staff to build toward 24/7 operations.

Ongoing Timeline:

- **Fall 2023 – ongoing:** HHCS will continue partnership Alameda County Network of Mental Health Clients (Berkeley Drop-in Center), Options Recovery, and Women's Daytime Drop-in Center for Community Crisis Response Services, while the SCU will continue to hire and train staff to build toward 24/7 operations.



YOUTH PEERS MENTAL HEALTH, BEHAVIORAL, AND CRISIS RESPONSE

Department Lead: Health, Housing and Community Services Department

Status Update: *In Progress*

Overview:

The City's Health, Housing, and Community Services (HHCS) Department has initiated a collaborative effort with the Berkeley Unified School District (BUSD). Central to this partnership is the establishment of a Wellness Center at Berkeley High School[22]. This center is envisioned as a new space for students, providing an environment conducive to rejuvenation, connectivity, and well-being. This initiative falls under of ***Phase 2*** of the Reimagining Public Safety's Community Investments, with "Community Mental Health, Behavioral and Crisis Response" identified as a focal sub-category. In alignment with this vision, the City of Berkeley has allocated $175,000 for Fiscal Year 2023 and 2024 (totaling $350,000) to contract and cover the salary and benefits for a BHS Mental Health and Wellbeing Coordinator to oversee the Wellness Center. In addition, the City partially funds the MEET and Wellness Counselor at the Center (See Companion Appendix Q, pp. 3215-3239 for BUSD Contract and Scope of Services).

Key Accomplishments and Next Steps:

RPS Phase	Timeline	Milestone
Phase 2 (2022-2024)	**July 2023**	Mental Health Wellness Coordinator Hired.
	August 2023	Wellness Center Refurbishing and Soft Opening.
	August 2023 – ongoing	BUSD - HHCS Collaboration Meeting.
		Outreach activities to introduce MHW Coordinator to BUSD staff, students, and parents (as appropriate).
		Preliminary Wellness Center activity and services offered
	Anticipated **November 2023**	BUSD submits project evaluation plan to HHCS.
	Anticipated **July 2024**	Evaluation #1 due to HHCS (for the period of June 26, July 15, 2024 2023 - June 30, 2024).

Considerations:

- **Coordination with the Berkeley High School Health Center:** The BHS Health Center, operated by the mental health and public health divisions of HHCS, continues to provide first aid, mental health, youth development, and reproductive and sexual health services to students on campus. As Wellness Center services are largely preventive in nature, and Wellness Center and Health Center staff will coordinate as needed to support the unique needs of students.

Ongoing Timeline:

- **Fall 2023 – ongoing:** BUSD will submit a project evaluation plan to HHCS. Evaluation #1 will be delivered to HHCS July 2024.

[22] https://sites.google.com/berkeley.net/bhswellness/bhs-mental-health-resources

RESPITE FROM GENDER VIOLENCE

RESPITE FROM GENDER VIOLENCE

Department Lead: Health, Housing and Community Services Department

Status Update: ***In Progress***

Overview:

The Health, Housing, and Community Services (HHCS) Department has initiated a strategic effort to conduct a systems analysis concerning respite from gender violence and its intersections with other pertinent crisis response systems. The purpose is to increase the community's knowledge about respite resources, understand their strengths and challenges, and to identify gaps that can be addressed. To facilitate this, a temporary Community Services Specialist II was hired in August 2023 to lead the process. Additional resources will be identified to fill service gaps.

Key Accomplishments and Next Steps:

RPS Phase	Timeline	Milestone
Phase 2 (2022-2024)	**August 2023**	Temporary Community Services Specialist II hired.
	October – November 2023	Preliminary steps of research to identify resources available at the local, state, and federal level.
	Anticipated **Fall 2023 – ongoing**	Continued research and evaluation to identify resources available based on the needs of the community.

Considerations:

- **Community Collaboration:** Prioritizing insights from community partners ensure that the policy evolution remains responsive to the lived experience, policy needs, and priorities of survivor communities.

Ongoing Timeline:

- **Fall 2023 – ongoing:** The Health, Housing, and Community Services Department anticipates continuing research and evaluation to identify resources available based on the needs of the community.

LANGUAGE EQUITY

LANGUAGE EQUITY

Department Lead: City Manager's Office

Status Update: ***To Be Initiated*** (FY 23 carryover request to AAO#1)

Overview:

In ***Phase 2*** of the Reimagining Public Safety initiative, the City Council allocated a budget of $15,000 for Fiscal Year 2023 to support the publication of victim resources in plain language and multiple languages. This strategic investment is aimed at expanding accessibility and ensuring that vital information and support services are readily available to all members of the community, including those with limited English proficiency, non-English speakers, and individuals with low-literacy levels. This initiative directly aligns with the recommendations outlined in the Reimagining Public Safety Task Force Report (See Companion Appendix A, pp. 938-941 for Reimagining Public Safety Task Force Report).

Unspent funds ($15,000) from Fiscal Year 2023 have been requested for carryover to FY 2024 as part of AA0#1. The Assistant to the City Manager, serving as the Reimagining Public Safety project manager will coordinate with the Health Housing and Community Services Department, specifically, their newly appointed Community Services Specialist II who is focusing on respite from gender violence work.

Key Accomplishments and Next Steps:

RPS Phase	Timeline	Milestone
Phase 2 (2022-2024)	**August 2023**	Assistant to the City Manager and temporary Community Services Specialist II hired.
	October – November 2023	Preliminary steps of research to identify resources available at the local, state, and federal level.
	Anticipated **Fall 2023 – ongoing**	Continued research and evaluation to identify resources available based on the needs of the community; coordination to identify usage for language equity funds.

Ongoing Timeline:

- **Fall 2023 – ongoing:** The team anticipates continuing research and evaluation to identify resources available based on the needs of the community. As the City progresses in this phase, the team will coordinate to identify usage for language equity funds.

APPENDIX B

Updated RPS Coordination Plan

Internal

City Manager's Office

Reimagining Public Safety Coordination Plan

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1 Executive Summary

Introduction: The Reimagining Public Safety (RPS) initiative is a groundbreaking effort by the City of Berkeley to transform its approach to public safety. The initiative aims to build a safe, equitable, and thriving community through a redefined, multidisciplinary approach to public safety.

Justification: The RPS initiative aims to achieve a transformative approach to public safety, improving community well-being and potentially reducing long-term costs. The expected outcome includes not just policy adjustments but also broad, systemic change.

Objectives: To fulfill[1] the task activities and deliverables outlined within the Mayor and Councils recommendations and phased approach regarding Reimagining Public Safety:

1. Refer up to $5.3 Million to the FY 2023-2024 Budget Process for staff and/or consulting services and community investments to complete the Priority Reimagining Public Safety Initiatives listed in Attachment 1, Section A to the report
2. Direct the City Manager to prioritize over the next two years the programmatic recommendations for Phase 1 of Reimagining Implementation listed in Attachment 1, Section B to the report.
3. Direct the City Manager to initiate a design process for an innovative and comprehensive public safety agency or Department of Community Safety within the City of Berkeley administration, as outlined in Attachment 1, Section C to the report, and return with recommendations to the City Council by May 2024 to align with the FY 25-26 Biennial Budget process.
4. Except where resources may allow for expedited implementation, refer additional reforms to the FY 2025-2026 Biennial Budget as outlined in Attachment 1, Section D to the report.

Scope: The initiative encompasses a breadth of fields including, but not limited to, law enforcement, health, housing and community services, dispatch analysis and coordination with our fire teams, and public works. It will focus on collaborative, proactive, and problem-solving approaches that align with the mission and values of our City and Reimagining Public Safety efforts.

Purpose of the Coordination Plan: This coordination plan is aims to integrate the Assistant to the City Manager, serving as the Reimagining Public Safety Project Coordinator, into the RPS Team and establish a framework for collaborating. Designated City Departments (CMO, HHCS, Police, Fire, Public Works), who have been spearheading this initiative forward, will continue to serve as leads for respective Reimagining Public Safety deliverables. The Assistant to the City Manager will serve as the RPS project coordinator and work collaboratively alongside Departments to catalog and report-out RPS project progress.

Timeline: This timeline will follow the 2020-2026 phased approach outlined here.

Budget and Resources: A budget of up to $5.3 million has been referred for the FY 2023-2024 Budget Process. Staff and/or consulting services will be engaged for implementing deliverables.

Next Steps: ***This coordination plan is a dynamic document and may be updated as needed. Upon formal approval of this plan, we will make every effort to execute the plans and activities outlined herein.***

[1] Unless otherwise amended.

2 Introduction

2.1 Objective of the Reimagining Public Safety Initiative Coordination Plan

The primary objective of this Coordination Plan is to articulate the integration of project coordinator responsibilities within the broader context of leaders and teams committed to propelling the Reimagining Public Safety (RPS) initiative forward. Given the dynamic nature of the RPS initiative, the coordination plan is inherently a living document, adaptable to the evolving needs of the team. It establishes a framework for reporting on the progress of various deliverables and sub-deliverables associated with the Reimagining Public Safety initiative (RPS) being implemented across the City of Berkeley. The Assistant to the City Manager – RPS Project Coordinator's role will primarily involve cataloging ongoing work, managing information flow, and ensuring that the key stakeholders are informed of RPS developments and progress.

2.2 Drivers, Problems to be Solved, and Communities Impacted

In striving to reimagine public safety, Berkeley's efforts encompass a balanced distribution of resources, reassessment of policing responsibilities, strategic community investments, and the design of a holistic approach to safety. This approach seeks to offer a balanced model for addressing public safety while also attending to various community needs.

Drivers & Motivators	Problems to be Solved	Communities Impacted
• Community Well-being • Public Trust • Equity and Inclusion • Legislative Momentum • Resource Optimization • Fiscal Responsibility • Compliance and Accountability • Resilience and Preparedness • Technological Advances	• Addressing Historical Inequities • Scope and Range of Police Responsibilities • Community Investment Gap • Resource Allocation • Public Perception and Trust • Data and Reporting • Diverse Population Dynamics • Community Call Responses • Holistic Safety and Well-being Approach • Sustainability	• City of Berkeley Residents ○ Communities of Color ○ Low Income Communities ○ LGBTQIA+ Communities ○ Justice-Impacted Communities ○ Mental Health & Substance Use Communities ○ Youth & Students ○ Immigrant Communities ○ Justice-Impacted Communities • Community Based Organizations • Government Officials ○ City Departments: *CMO, Fire, Police, HHCS, Public Works, HR, IT, Finance* ○ Council Committees: *Public Safety Policy Committee, FITES Committee, Health, Life Enrichment, Equity & Community Committee, Budget & Finance Policy Committee* ○ Boards & Commissions*: Mental Health Commission, Public Safety Policy Committee, Police Accountability Board, RPS Taskforce*

2.3 Purpose and Value to Organization

The purpose of the Reimagining Public Safety Initiative in the City of Berkeley is to develop a more equitable, holistic, and community-centered approach to public safety. By reassessing and restructuring traditional models, we aim to address systemic inequities, increase community trust, and efficiently allocate resources for the well-being of all residents. This initiative not only seeks to enhance the city's public safety and community engagement, but also positions Berkeley as a potential model for innovative, comprehensive, and inclusive public safety strategies nationwide. Reimagining Public Safety Principles, Commitments, and Objectives

Guiding Principle	Commitment
REIMAGINE Redesign public safety from a traditional Police Department to one that is focused on the diverse needs of the community it serves.	**A transformative approach to community-centered safety and reducing the scope of policing**, by re-defining our understanding of safety to be holistic and focus not just on crime prevention but health, wellness, and economic security for all of our residents. While the focus has been on reducing the footprint of policing, we recognize that police play a critical role in our society, and we must determine the right size, focus and function of our Police Department to prevent and respond to crime, while exploring alternative response models and upstream investments in social services to create a healthy, safe and equitable community.
	Reimagining health and safety, considering allocating resources towards a more holistic approach - one that shifts resources away from policing towards health, education and social services, and is able to meet crises with a variety of appropriate responses.
	Identifying alternatives to policing and enforcement to reduce conflict, harm, and institutionalization, introduce alternative and restorative justice models, and reduce or eliminate use of fines and incarceration.
IMPROVE Improve the City of Berkeley's public safety system for residents and communities that have experienced the greatest harm from the existing public safety model.	**A broad, inclusive community process** that will result in deep and lasting change to support safety and wellbeing for all Berkeley residents.
	Determining the appropriate response to community calls for help including size, scope of operation and powers and duties of a well-trained police department.
	Supporting police by freeing them to focus on what they do best: respond to and investigate crimes.
REINVEST Increase equitable investment in vulnerable communities and for those who have been historically marginalized.	**Equitable investment in the essential conditions of a safe and healthy community**, especially for those who have been historically marginalized and have experienced disinvestment.
	Providing meaningful safety, continuing critical health and social services, and committing to, and investing in, a new, positive, equitable and community-centered approach to health and safety that is affordable and sustainable.
	Ensuring an appropriately staffed and deployed Police Department while reducing the impact of Police expenditures to the General Fund; Investing in a suite of alternative response services and a sophisticated dispatch system to deploy the most appropriate emergency response in a cost-effective manner.

3 Reimagining Public Safety Team

The Reimagining Public Safety Team has undertaken the substantial task of reshaping the city's approach to public safety, following the City Council's adoption of the July 2020 omnibus motion. This initiative, as noted in the City Manager's report, represents a collective effort, drawing together city departments, community stakeholders, field experts, and the dedicated Reimagining Public Safety Task Force to collaboratively design a new public safety paradigm.

In Phase 1 (2020-2022), the City Manager, leadership team, and city staff actively engaged in comprehensive consultations and strategic planning sessions; their efforts, focused on ensuring that the initiatives underway are well-aligned with both the community's needs and the city council's directives, set the stage leading into Phase 2 (2022-2024).

The table below offers an overview of the Reimagining Public Safety Team's structure for Phase 2, acknowledging the individuals and their collaborative work[2]. It is crucial to emphasize that this initiative is a city-wide effort, reliant on the active involvement of a variety of city staff and community-based subject matter experts throughout its phased implementation. This team is uniquely situated to continue accomplishing this work. Their dedication, passion and leadership around this work is truly exceptional.

Department	RPS Team	
City Manager's Office (CMO)	**Dee Williams Ridley**	City Manager
	LaTanya Bellow	Deputy City Manager
	Anne Cardwell	Deputy City Manager
	Rex Brown	DEI Officer
	Carianna Arredondo	Assistant to the City Manager *Reimagining Public Safety Project Coordinator*
Health Housing and Community Services (HHCS)	**Scott Gilman (Interim)**	Interim Director, Health Housing and Community Services
	Katherine Hawn	Senior Management Analyst, HHCS *RPS Team Lead Representative (HHCS)*
Police	**Chief Jennifer Louis**	Chief of Police
	Lt. Matthew McGee	Lieutenant, Police *RPS Team Lead Representative (Police)*
Fire	**Chief David Sprague**	Chief of Fire
	Shanalee Gallagher	Program Manager, Fire *RPS Team Lead Representative (Fire)*
Public Works	**Terrance Davis**	Director, Public Works *RPS Team Lead Representative (Public Works)*
	Wahid Amiri	Deputy Director, Public Works Transportation Div.

[2] As noted in the Executive Summary, this coordination plan is aims to integrate the Assistant to the City Manager, serving as the Reimagining Public Safety Project Coordinator, into the RPS Team and establish a framework for collaborating. Designated City Departments (CMO, HHCS, Police, Fire, Public Works), who have been spearheading this initiative forward, will continue to serve as leads for respective Reimagining Public Safety deliverables. The Assistant to the City Manager will serve as the RPS project coordinator and work collaboratively alongside Departments to catalog and report-out RPS project progress.

		RPS Team Lead Representative (Public Works)
City Attorney's Office (CAO)	**Brendan Darrow**	Assistant City Attorney
City Attorney's Office (CAO)	**Emile Durette**	Assistant to the City Attorney *RPS Team Lead Representative (City Attorney's Office)*

4 Deliverables and Tasks

At the time of this coordination plan's creation, the Reimagining Public Safety initiative has already been set into motion. City departments, each taking steps in line with their specific mandates and responsibility, are continuing to move forward in their efforts to support this initiative. Department Heads and the designated RPS Team leads will collaborate with the Assistant to the City Manager serving as the RPS project coordinator in identifying and cataloging work that has already been completed, work that is in progress, and future tasks that still require action. This consolidated view will enable effective resource allocation, risk management, and strategic planning, thus ensuring the deliverables are executed in a timely and effective manner.

Department	Deliverable	
City Manager's Office (CMO)	Phase 1	• Community Engagement Process
	Phase 2	• Asst. To City Manager – RPS Project Coordinator • DEI Officer & Asst to DEI Officer • Grant Assistance • Department of Community/Public Safety *Design* • Fines/Fees Analysis • Ceasefire *Analysis, Design & (early) Implementation*
	Phase 3	• Ceasefire Implementation • Launch Universal Basic Income Pilot
Health Housing and Community Services (HHCS)	Phase 1	• Specialized Care Unit *Design* • Bridge Services
	Phase 2	• Specialized Care Unit *Implementation* • Respite from Gender Violence • Needs and Capacity Assessment • Violence Prevention and Youth Services • Youth Peers Mental Health Response
	Phase 3	• Specialized Care Unit *Expansion*
Police	Phase 1	• Fair and Impartial Policing
	Phase 2	• Fair & Impartial Policing • Beat Study & Staffing Assessment • Wellness Funding -- CIS Contract & PST • Staffing – Community Service Officers & Dispatchers
	Phase 3	• BPD Budget & Staffing Update
Fire	Phase 1	• Dispatch Analysis Study *Design*
	Phase 2	• Dispatch Analysis Study *Implementation*
	Phase 3	• Dispatch Redesign *Application*
Public Works	Phase 1	• BerkDOT *Design*

	Phase 2	• BerkDOT *Analysis & Implementation* • Associate Planner for Vision Zero Collision Analysis • Expand Downtown Streets Teams • Hearing Officers Alternatives to Sanctions/Fines
	Phase 3	• BerkDOT *Implementation* • Implementation of Public Safety Department

5 Assumptions and Constraints

In planning and executing the Reimagining Public Safety initiative, it's crucial to identify the underlying assumptions that guide our strategies, as well as the constraints that may limit our options. This section outlines these assumptions and constraints to provide a structured framework for decision-making, risk management, and effective project implementation on an inter-departmental level.

Assumption/Constraint	Description	Example Detail
Funding	*Adequate financial resources will be available for implementing various aspects of the project.*	*Budget allocation, grants, etc.*
	Limited funds may restrict the extent of changes or pace implementation.	*Budget caps, competing priorities.*
Community Support	*There is strong community support and engagement in the reimagining process.*	*Community meetings, surveys, etc.*
	Resistance or opposition from certain community groups may slow down the project's pace.	*Public protests, negative media attention.*
Legislative Framework	*Necessary changes in local and state laws will be made to facilitate project goals.*	*Policy adjustments for unarmed enforcement.*
	Existing laws may limit the types of changes that can be implemented immediately.	*State laws on unarmed enforcement.*
Staff Recruitment/Retention	*Required staff positions will be filled timely and will remain stable throughout the project.*	*Assistant City Managers, Vision Zero Coordinator, etc.*
	Constraints on hiring or retaining the specialized staff required for the project.	*Recruitment challenges, staffing shortages, causing delay.*
	High attrition rates.	*Hiring and training can take up to a year due to added measures in this specialty.*
Technology	*Technology platforms will effectively support new dispatch and response models.*	*Software for prioritized dispatch.*
	Technological limitations may constrain the speed or effectiveness of new systems or models.	*Outdated systems, interoperability issues, extended timelines.*
	Request for Proposals is often a 6-month process. Actual implementation of new systems could take up to two years.	

6 Project Budget

A budget allocation of up to $5.3 million[3] has been designated for Fiscal Year 2023-2024. Together with additional grants, the total funding for the Reimagining Public Safety Initiative exceeds approximately $9 million. Developed based on recommendations from the City Manager, Mayor, and City Council the budget serves as a financial blueprint for responsibly allocating resources and achieving the initiative's objectives. For optimized tracking and reporting, we've established a simple process that involves multiple stakeholders.

6.1 Reporting Process, Frequency, and Deadlines

The given the dynamic nature of the Reimagining Public Safety work, the team will continue to collaborate on identifying and improving best practices for budget process. RPS Project Leads will be responsible for sharing the following information for respective RPS-related deliverables:

Type of Expense	Tracking Information
For Contracted Items	• Vendor Name • Contract # (if applicable) • Budget COA
For Staffing Positions	• Position Filled (Y/N) • Job Description/Posting Link

Considering the RPS work is funded by the city across FY 2023 and FY 2024, a quarterly reporting cadence is most effective.

By adhering to these guidelines and protocols, we aim to maintain rigorous control and agility while effectively making meaningful progress on the Reimagining Public Safety Initiative.

[3] Subject to change based on bi-annual budget review process and recommendations.

APPENDIX C

Amended Contract for Grant Assistance

APPENDIX 5

Office of the City Manager

CONSENT CALENDAR
March 26, 2024

To: Honorable Mayor and Members of the City Council

From: Dee Williams-Ridley, City Manager

Submitted by: Scott Ferris, Director, Parks Recreation & Waterfront

Subject: Contract No. 32400015 Amendment: California Consulting for on-call grant writing services

RECOMMENDATION

Adopt a Resolution authorizing the City Manager to execute an amendment to Contract No. 32400015 with California Consulting, Inc. for on-call grant writing services to increase the contract amount by $303,000 for a new not-to-exceed amount of $350,000 and extend the contract term to June 30, 2026.

FISCAL IMPACTS OF RECOMMENDATION

This on-call contract has spent almost 95% of the currently authorized not-to-exceed amount of $47,000. A contract amendment in the amount of $303,000 for this on-call contract will come from the following funding sources: Reimagining Public Safety General Fund allocation ($153,000), Fire Department Measure FF allocation ($100,000), and a Parks Tax allocation ($50,000).

CURRENT SITUATION AND ITS EFFECTS

On November 15, 2021, the Bipartisan Infrastructure Law (BIL) enacted the Infrastructure Investment and Jobs Act by congress, which set up a wide variety of competitive grant programs for public agencies. These grant programs will fund billions in infrastructure projects and public safety programs across the U.S. over the next several years. Examples of upcoming grant programs for the Reimagining Public Safety Initiative will include, but are not limited to Crisis Intervention programs, public safety equipment and technology, Diversity, Equity, and Inclusion programs, Gender and Domestic violence prevention programs, and Law Enforcement Mental Health and Wellness Act (LEMHWA) programs; examples of upcoming grant programs for the Berkeley Fire Department will include, but are not limited to fire prevention and safety FEMA grants, community wildfire prevention and mitigation projects, and urban and community forestry management grants; and examples of upcoming Parks infrastructure projects will include, but are not limited to hazardous soil remediation projects, parks improvement projects, and sea-level rise adaptation and habitat projects. Several City departments have a need for grant writing services to compete for these funding programs. A contract amendment with California Consulting, Inc.

will provide the City with high quality grant writing services to compete for these upcoming grant programs.

BACKGROUND
On July 27, 2023, the City executed contract no. 32400015 with California Consulting, Inc. for on-call grant writing services in an amount not to exceed $47,000 for the period of July 20, 2023 through July 20, 2024. For over twenty-seven years, California Consulting has provided grant writing services to cities, school districts, and other public entities throughout California. In the past five years, California Consulting has provided grant-writing assistance to the City of Berkeley for thirteen (13) competitive grants. To-date, the City has received four grant awards totaling $12.9 million, two were not awarded, and we will learn about another seven (7) grant award decisions in the next three to six months. A contract amendment with California Consulting will provide the City with the necessary capacity to submit competitive grant proposals as Notice of Funding Opportunities (NOFO's) for grant programs are announced over the next two fiscal years.

ENVIRONMENTAL SUSTAINABILITY AND CLIMATE IMPACTS
There are no negative impacts to environmental sustainability and climate change associated with the contents of this report.

RATIONALE FOR RECOMMENDATION
In the past five years, California Consulting has provided grant-writing assistance to the City of Berkeley for thirteen (13) competitive grants. To-date, the City has received four grant awards totaling $12.9 million, two were not awarded, and we will learn about seven (7) grant award decisions in the next three to six months. California Consulting has a team of highly-qualified grant writers that will provide the City with the necessary capacity to submit competitive grant proposals as Notice of Funding Opportunities (NOFO's) for grant programs are announced over the next two fiscal years.

ALTERNATIVE ACTIONS CONSIDERED
None

CONTACT PERSON
Scott Ferris, Director, Parks Recreation & Waterfront, (510) 981-6700
David Sprague, Fire Chief, (510) 981-6903
Jen Louis, Police Chief, (510) 981-5900
Carianna Arredondo, Assistant to the City Manager, City Manager's Office, 510-981-7655

Attachments:
1: Resolution

APPENDIX C

RESOLUTION NO. ##,###-N.S.

AMENDMENT TO CONTRACT NO. 32400015 WITH CALIFORNIA CONSULTING, Inc. FOR ON-CALL GRANT WRITING SERVICES

WHEREAS, on November 15, 2021, the Bipartisan Infrastructure Law (BIL) enacted the Infrastructure Investment and Jobs Act by congress, which set up a wide variety of competitive grant programs for public agencies. These grant programs will fund billions in infrastructure projects and public safety programs across the U.S. over the next several years; and

WHEREAS, on July 27, 2023, the City executed contract no. 32400015 with California Consulting, Inc. for on-call grant writing services in an amount not to exceed $47,000 for the period of July 20, 2023 through July 20, 2024; and

WHEREAS, for over twenty-seven years, California Consulting has provided grant writing services to cities, school districts, and other public entities throughout California; and

WHEREAS, in the past five years, California Consulting has provided grant-writing assistance to the City of Berkeley for thirteen (13) competitive capital improvement grants. To-date, the City has received four grant awards totaling $12.9 million, two were not awarded, and we will learn about seven (7) grant award decisions in the next three to six months.

WHEREAS, funding for this contract amendment in the amount of $303,000 will come from the following funding sources: Reimagining Public Safety General Fund allocation ($153,000), Fire Department Measure FF allocation ($100,000), and a Parks Tax allocation ($50,000).

NOW THEREFORE, BE IT RESOLVED by the Council of the City of Berkeley that the City Manager is authorized to execute an amendment to Contract No. 32400015 with California Consulting, Inc. for grant writing services increasing the amount by $303,000 for a revised contract amount not-to-exceed $350,000, and extending the contract to June 30, 2026. A record signature copy of said contract will be on file in the Office of the City Clerk.

APPENDIX D

Berkeley Police Department Annual Report

APPENDIX D
01
Worksession Item

Office of the City Manager

WORKSESSION
March 12, 2024

To: Honorable Mayor and Members of the City Council

From: Dee Williams-Ridley, City Manager

Submitted by: Jennifer Louis, Chief of Police

Subject: 2023 Berkeley Police Department Annual Report

INTRODUCTION
At the request of City Council, the City Manager provides regular reports on crime in Berkeley. The Berkeley Police Department Annual Report details 2023 year-end crime, collision, stop data and use of force data. This annual report also serves to provide a number of status updates on Council referral items, department initiatives and legislative mandates.

CURRENT SITUATION AND ITS EFFECTS
The mission of the Berkeley Police Department is to safeguard our diverse community through proactive law enforcement and problem solving, treating all people with dignity and respect. The Department works in service to the community and in partnership with the community, the Office of the Director of Police Accountability and the Police Accountability Board, as well as other City Departments and our regional partners.

The Berkeley Police Department understands the importance of partnering with the community and maintaining accountability. We are committed to being transparent about our policies and actions, to sharing data and information, and welcoming suggestions on enhancing our service quality as we safeguard our community. To help achieve that goal, the Department launched our Transparency Hub. That hub gives the public an accessible platform to analyze critical data and insights related to policing activities, calls for service, crimes, traffic safety, and community engagement. It can be accessed at bit.ly/bpd-transparency and provides near-real-time, area-specific data directly to our community.

APPENDIX D

To further support our public safety efforts and collaboration with stakeholders and our commitment to transparency and accountability, the Department has expanded the annual crime report to provide a more comprehensive annual report which is attached here and will be presented to Council during the Special Meeting on March 12, 2024. This report will cover a range of topics beyond the traditional reporting on crime and collision data. It will include reporting on staffing levels, specific information on call volume, type and response, efforts related to fair and impartial policing initiatives, crime and public safety problem solving responses, as well as other important departmental efforts.

ENVIRONMENTAL SUSTAINABILITY

There are no identifiable environmental effects, climate impacts, or sustainability opportunities associated with the subject of this report.

FISCAL IMPLICATIONS

Specific fiscal implications related to items referred to within this report are addressed in the biennial budget process. Additional information of costs can be provided as needed.

CONTACT PERSON

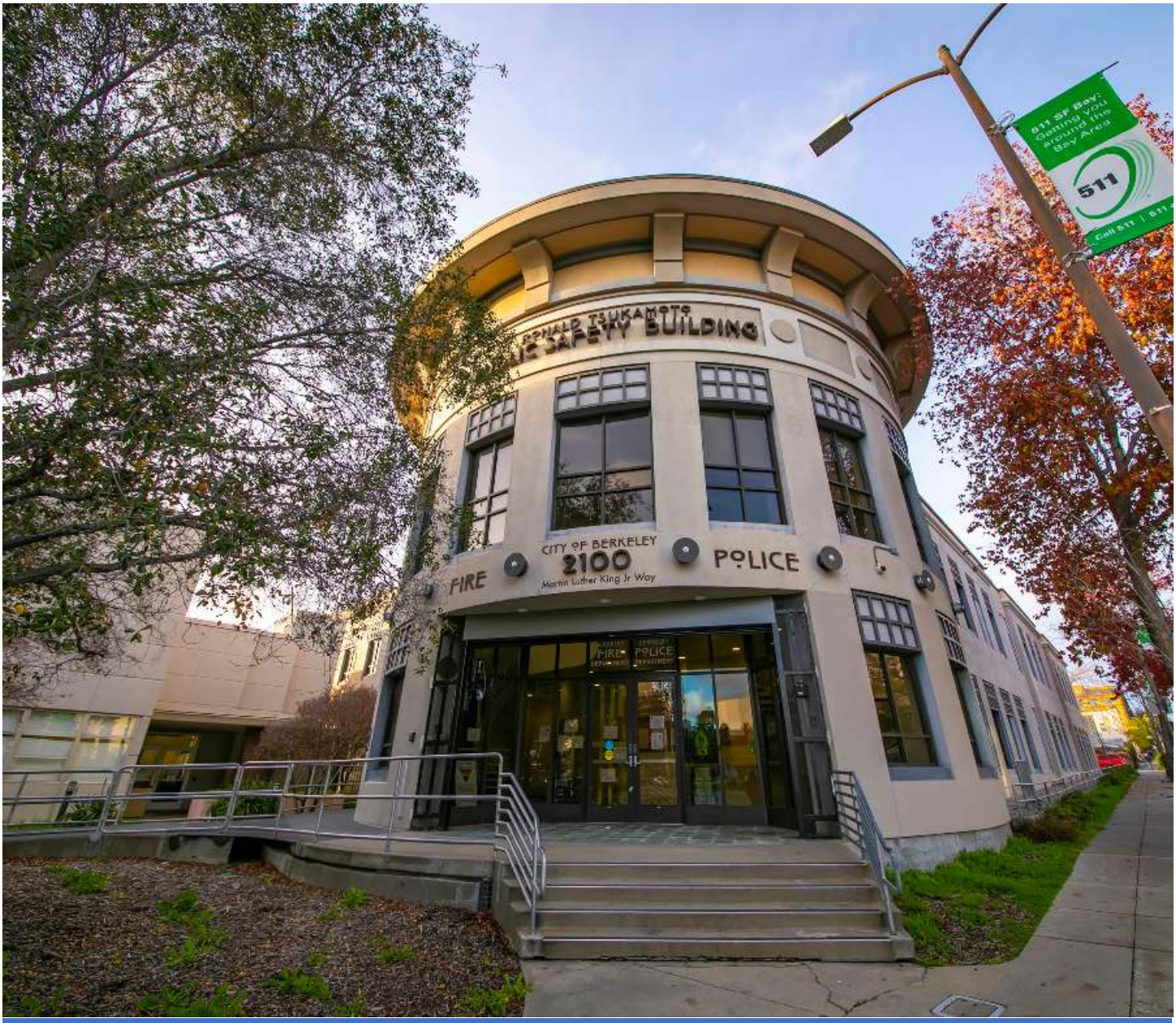
Chief Jennifer Louis, Police Department, (510) 981-5700
Data and Policy Analyst Arlo Malmberg, Police Department (510) 981-5747

ATTACHMENT

1. 2023 Berkeley Police Department Annual Report

cc: Dee Williams-Ridley, City Manager
LaTanya Bellow, Deputy City Manager
Anne Cardwell, Deputy City Manager
Jennifer Louis, Chief of Police
Mark Numainville, City Clerk

APPENDIX D



2023 Berkeley Police Department Annual Report

March 12, 2024

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Introduction

In presenting the Berkeley Police Department's annual report, we reaffirm our enduring mission, embrace our vision for the future, and recommit to our core values. These principles guide our daily operations and strategic planning, ensuring that we serve our community with the utmost integrity, respect, and dedication.

Mission: United in service, our mission is to safeguard our diverse community through proactive law enforcement and problem solving, treating all people with dignity and respect.

Vision: The Berkeley Police Department will be a team of leaders at every level. We will foster strong relationships with our community, inspiring trust through our service, building on our historic tradition of progressive policing, and dedicated to the safety of all.

Values: Service is our calling. As members of this community, the Berkeley Police Department team is committed to proactive law enforcement and problem solving, holding these as our core values:

- ***Integrity***: We are ethical, fair, and trustworthy in all we do.
- ***Safety***: We strive to keep our community and each other safe.
- ***Respect***: We fulfill our duties with dignity, compassion, and empathy.
- ***Diversity***: We value the strength of a diverse workplace and community. We endeavor to reflect the community we serve, promoting inclusion and fairness.
- ***Professionalism***: We commit to organizational excellence through progressive training, positive attitude, and superior performance.

Command Staff began the year by strategically assessing the key challenges and opportunities facing the department. We sought to align our priorities with the needs of the community, the concerns of the Council, and the principles named above. Guided by this analysis, we focused on three priorities for 2023:

Recruitment and Retention: Our priority is attracting and retaining staff who align with our core principles. We are proud of our diverse team that shares our community's values and commitment to service.

Proactivity and Problem Solving: Crime prevention and long-term problem solving is a major focus for us. That's why we emphasize being proactive, using data to spot potential issues early and working with the community to find solutions before problems escalate.

Internal Communication: This year we recommitted ourselves to clear, consistent communication so every member of our department feels informed, understands what's expected, and has the resources they need to do their jobs well.

These priorities are reflected in the work completed in 2023 and detailed below. To that end, the value of this report is multifold. To the Council, it offers a transparent, measurable account of our stewardship of public trust and resources, while also highlighting how our strategies align

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with and complement the work of the Office of the Director of Police Accountability and the Police Accountability Board. To the community, it underscores our unwavering commitment to public safety and service, demonstrating our efforts in connecting with and uplifting the Reimagining Public Safety initiative and Fair and Impartial Policing principles. To our department, it provides a foundation for continuous improvement and a benchmark for the pursuit of excellence as we move into 2024.

As we present this annual report we invite our community and its representatives to reflect on our shared achievements, to engage with us in addressing the challenges ahead, and to contribute to the evolution of our service to better suit the needs of all those we are privileged to serve.

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Staffing & Workload

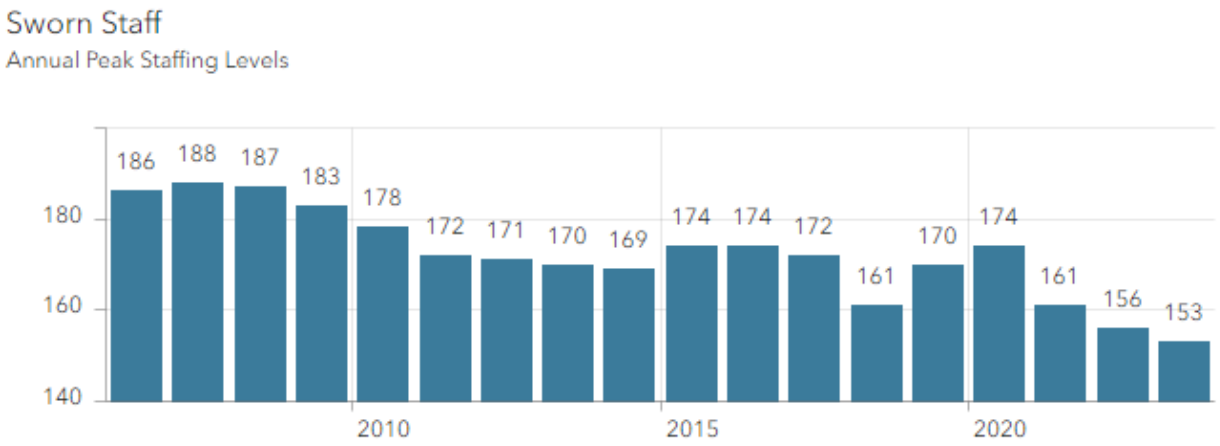
Despite a high workload, our department has sought to enhance efficiency and service quality. Through innovative recruitment and retention strategies, community engagement, and performance analytics, we have continued to strengthen our operational effectiveness. Our ongoing commitment to strategic analysis and accountability ensures sustained care and excellence in our service to the community.

Staffing

Current Levels

As of 2/7/24, we are staffed at 151 police officers, well below our current authorized staffing level of 181 sworn personnel. Two of those positions are held by recruit officers who are currently in the academy, and 5 are in field training and will not reach solo officer status until June 2024. Twenty four of the 151 officers are eligible to retire, and at least half of these 24 have stated an intent to retire over the course of 2024.

Berkeley Police Department currently is authorized 36 dispatch positions and is currently staffed with 23 dispatchers and 4 dispatch supervisors. There are currently 2 dispatchers and 0 supervisors that are eligible to retire. The Communications Center is supported by several per diem and other dispatch-qualified employees who alleviate some of the strain of understaffing.



We are also in the process of hiring additional Community Service Officers (CSO). We are authorized 29 CSOs and are currently staffed with 25. For the last several years we were authorized 22 CSOs but 6 CSOs and 1 CSO Supervisor were added to the Fiscal Year 2023 budget as a recommendation stemming from the reimagining public safety process. Conceptually, the additional CSOs will be trained to respond to lower priority calls and bridge the gap between sworn and professional personnel performing a variety of tasks that would have traditionally fallen to a sworn officer. Community outreach and engagement will be part of the work of CSOs as well. Staff has encountered difficulty identifying the scope of necessary training and attracting existing CSOs to this developing position since it was only funded on a limited three-

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year term in the FY 2023 budget. The Department is committed to supporting this reimagining public safety goal and will continue work to develop this program.

Recruitment and Retention Strategies

The Berkeley Police Department prides itself on rigorous evaluation of police officer applicants, as well as hiring and training some of the profession's best officers who exemplify the department's overall mission as well as the values of our diverse and vibrant City. Beyond the expectations to successfully complete training and education requirements, the department demands that officers hold themselves to a departmental culture of integrity, respect, and professionalism. The Department continues to actively recruit and work with Human Resources to facilitate open and continuous recruitments to reach full staffing of police officers, dispatchers and other critical positions in the department.

Recruitment and Retention Team

To help address the challenges associated with hiring, in 2022 the department committed to the creation of a Recruitment and Retention Team. That team is comprised of officers and dispatchers who work with Personnel and Training on a part-time basis to attend job fairs, work on our social media outreach, respond to applicants who submit interest cards, and facilitate ride-alongs with officers and sit-alongs with dispatchers. In 2023, the Recruitment and Retention Team attended 111 events, corresponded with 2,600 potential applicants, and ultimately funneled 8 recruits into the academy and 4 Lateral officers into the Field Training Program. They also helped to hire 7 Public Safety Dispatchers.



Recruitment Incentives

In 2022, the department introduced the Recruitment and Retention Incentive Program, approved by City Council, to enhance our recruitment strategy and strengthen community ties. This initiative allowed all city employees to refer potential candidates, significantly increasing our recruiter base and ensuring that we are attracting candidates familiar with the community. In that way, this initiative supports our efforts to hire individuals who understand and embody Berkeley's deeply rooted values. The incentive program also boosted hiring bonuses for applicants, with 19 applicants qualifying for the incentive in 2023.

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Wellness

In 2023, BPD received Collaborative Reform Assistance through the COPS Office, which funded in-person financial wellness training to all employees. This also provided future virtual training for 30 new employees as they are hired. The department used funding from the BSCC Officer Wellness Grant to contract with the West Coast Post Trauma Retreat to provide confidential immersive assistance to employees to work through traumatic experiences and build resilience. We also used this funding to provide two blocks of training from The Counseling Team International. The training was called First to Respond, Last to Seek Help and Mental Health Mayday, which further assisted officers navigating vicarious trauma and negative health impacts. The BSCC grant was also used to purchase a two-year contract to provide staff with a mobile wellness application called Light House. This application provides staff with anonymous access to health and wellness resources. We renewed our Public Safety Family Counseling Group contract, which supports our Peer Support Team through training and guidance. Their clinicians are essential to assisting with our response to critical incidents, facilitation of critical incident stress debriefs, and providing individual support to employees. BPD continued our partnership with O2X staff to provide nutrition, mental health, sleep and yoga workshops to employees. Our onsite strength and conditioning coach and athletic trainer both saw improved engagement with public safety personnel. Outdated fitness equipment was replaced, a new outdoor break area was created to provide staff an area to regroup and hold meetings outdoors. The BPD Wellness and Resilience Group along with BPD leadership will continue to look for ways to provide services and opportunities to enhance the overall well-being of BPD employees.

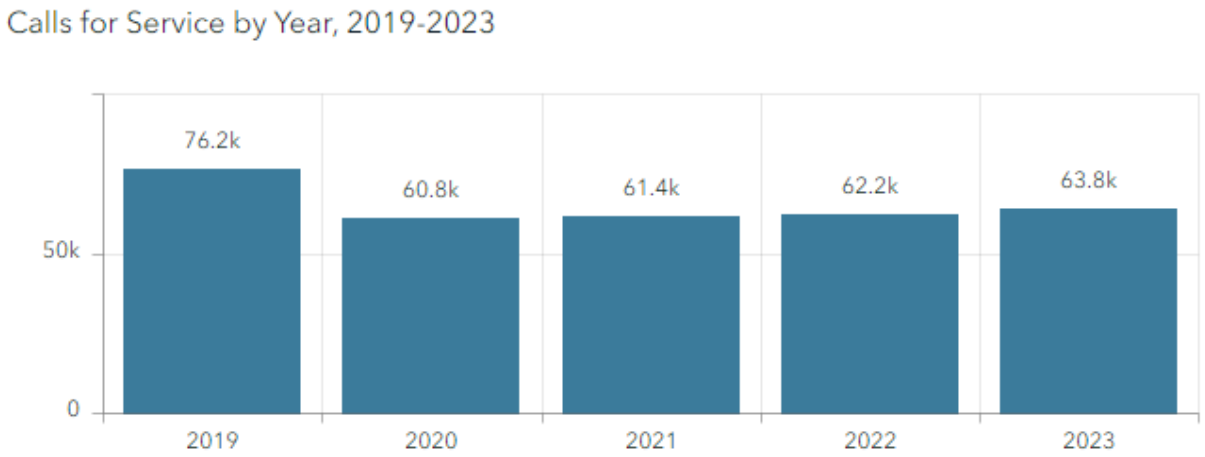
APPENDIX D

Workload / Calls for Service

The Berkeley Police Department (BPD) is committed to providing timely and effective responses to calls for service from our community. This section of the annual report provides a detailed analysis of the calls for service we receive and the strategies we have employed to manage and respond to these calls efficiently and effectively.

Yearly

In 2023, the Berkeley Police Department received a total of 63,791 calls for service (CFS). This figure gives us a sense of the community's needs and the demand for police services.



The data shows a 2.3% increase in the volume of calls compared to the previous year (62,245 total in 2022), signaling a slow increase of call volumes towards pre-pandemic levels. Over the past 5 years, BPD has managed an average of 64,868 calls for service annually.

Monthly

The average number of calls for service per month in 2023 was 5,308.



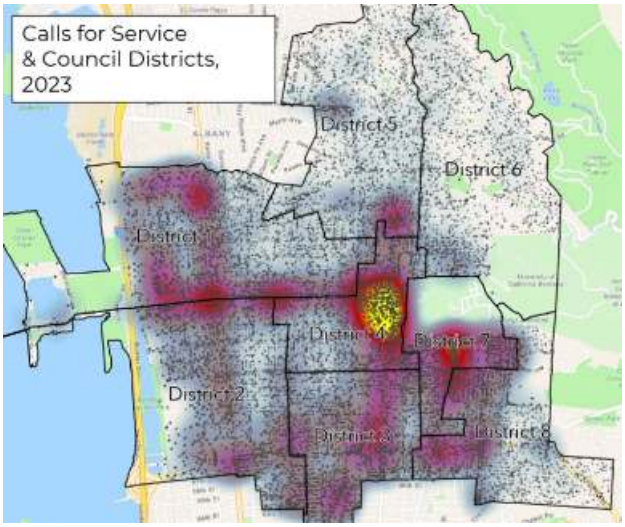
There is a discernible pattern throughout the year with peaks in May and September, reaching up to 5,737 calls. This pattern is consistent with trends observed in recent years and provides insight into seasonal variations in the frequency of calls that we may expect to see in future years.

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Geography

Geographically, the distribution of calls for service highlights areas of higher demand within the city. In 2023, City Council District 4 registered the most calls of any council district.

This geographical pattern has informed our operational strategies, leading to adjustments in police beats (more on our beat map below) and resource allocation to ensure an appropriate and timely response to community needs.



Initial Call Type

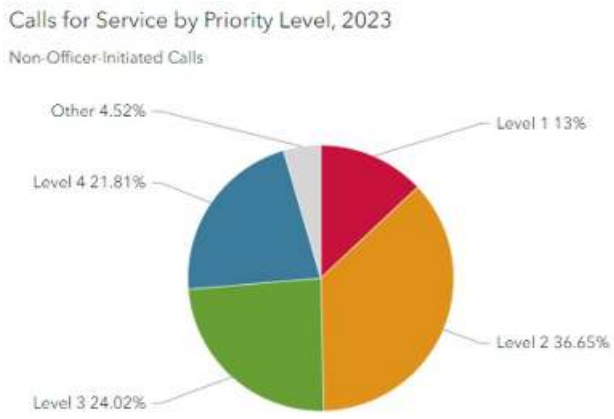
When a dispatcher receives a call for service, they determine a call type, often a penal code type, using the information immediately available from the caller. An officer may arrive on scene and determine the nature of the incident is different than that of the initial call type. Therefore, the call type data, along with priority level data (below), is useful as an indication of the information available to the call taker before an officer arrives on scene to investigate further. The most frequent non-officer-initiated call types in 2023 were:

Most Frequent Initial Call Types*	**2019**	**2020**	**2021**	**2022**	**2023**
Disturbance	6,833	5,578	5,493	5,450	5,378
Audible Alarm	4,207	3,405	3,671	4,007	4,231
Wireless 911	2,830	2,401	2,580	2,814	3,144
Welfare Check	3,020	2,559	2,693	2,679	2,736
Theft	2,864	2,852	2,101	2,187	2,312

**Non-officer-initiated calls; 5 most frequent in 2023*

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The data for 2023 shows that the most frequent call types align with the patterns observed in recent years, offering insight into the prevalent issues and concerns within the community.



Priority Level

In 2023, nearly 50% of non-officer-initiated calls for service were classified as Priority 1 or Priority 2. These categories represent the most urgent calls, requiring immediate police response due to their potential threat to life, safety, or property.

It is important to note that calls classified as lower priority, such as Priority 3 or Priority 4, often involve serious matters that are considered 'cold,' meaning there is no immediate danger to life or property. These calls might include reports of past incidents where the suspect is no longer on the scene or situations that, while serious, do not require an urgent police response. BPD is dedicated to investigating and resolving these matters with the same level of professionalism and thoroughness as higher priority calls, as every call represents a significant concern for the community members involved.

Dispositions

The disposition of a call for service is selected by officers and dispatch from a predefined list and marks the conclusion of the incident. Due to the complexity and dynamic nature of police responses, a single call may result in multiple dispositions.

Dispositions of Interest*	**2019**	**2020**	**2021**	**2022**	**2023**
Case Report	10,141	8,819	8,948	10,318	11,247
RIPA Survey	-	594*	1,489	1,379	1,118
Homeless-Related	-	-	1,275*	2,721	2,727
Mental-Health Related	1,573	1,133	1,840	2,912	3,109

**Non-officer-initiated calls; dispositions for RIPA and Homeless-Related started in 2020 and 2021, respectively.*

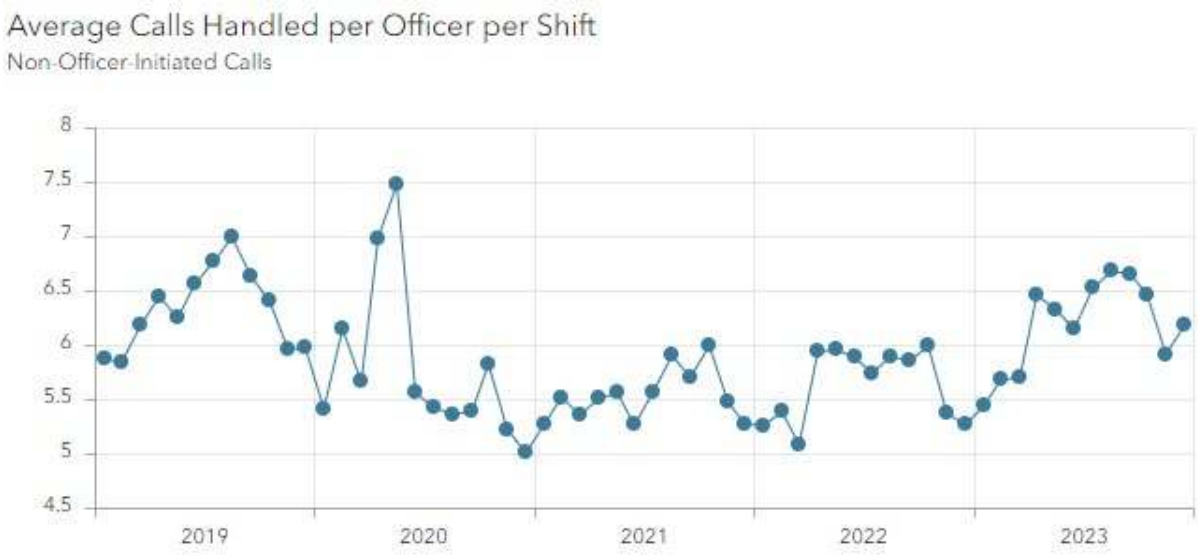
The disposition data shows a notable increase in “Mental-Health Related” dispositions in 2022 (reflecting a change in reporting practice) and “Case Report” dispositions in 2023 (reflecting a rise in crime). “Homeless-Related” dispositions have rapidly increased since being tracked in 2021, while “RIPA Survey” dispositions (stops) have decreased since being tracked in 2020. These trends reflect evolving community needs and the changing focus of police response efforts.

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Workload Metrics

The workload metrics below offer insights into the operational challenges and demands that BPD faces. As staffing levels grow at a slow pace in comparison to the increasing volume of calls for service, it is important to assess the impact on the workload of our officers and the quality of service provided to the community.

Calls per Officer per Shift



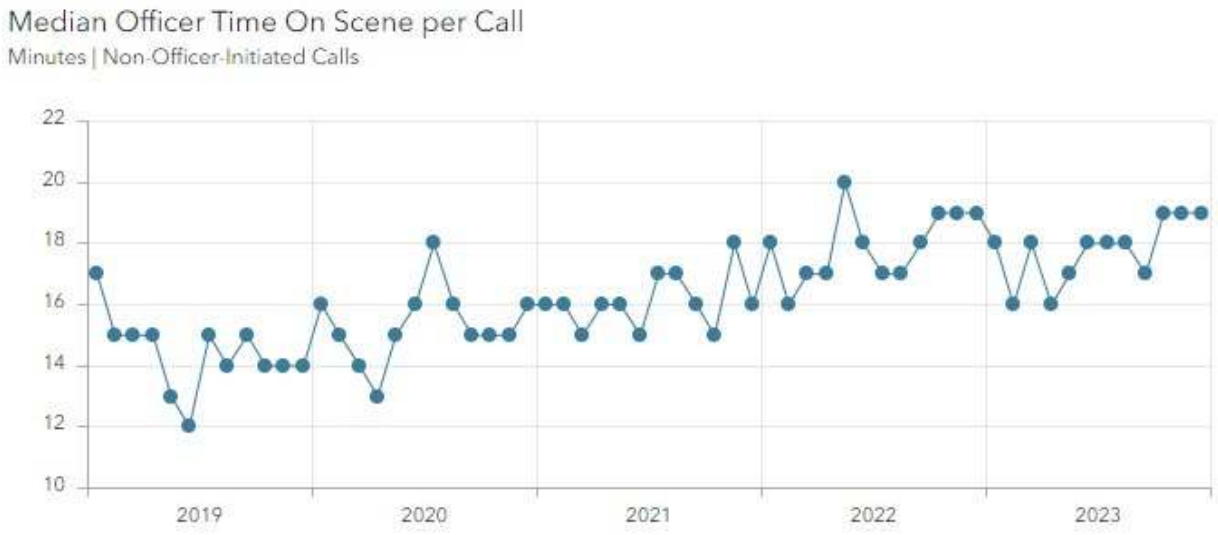
One of the primary indicators of an officer's workload is the number of calls handled per shift. Despite efforts to manage workload through backfilling shifts with overtime, officers addressed more calls per service per shift than in any year since 2019.

This trend is an indicator of the growing demands placed on our officers, highlighting the need for strategic planning and resource allocation to maintain high service standards.

Time on Scene per Call

Another crucial aspect of an officer's workload is the time spent on scene per call. This metric is influenced by various factors, including the nature of the call and the overall activity in the city at the time of the call.

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Despite the increase in calls per shift seen above, officers are dedicating more time on scene for each call. This trend reflects both the increasingly complex and demanding nature of the calls and our officers' commitment to providing thorough and quality service in response to each incident.

Department Initiatives

What We've Done

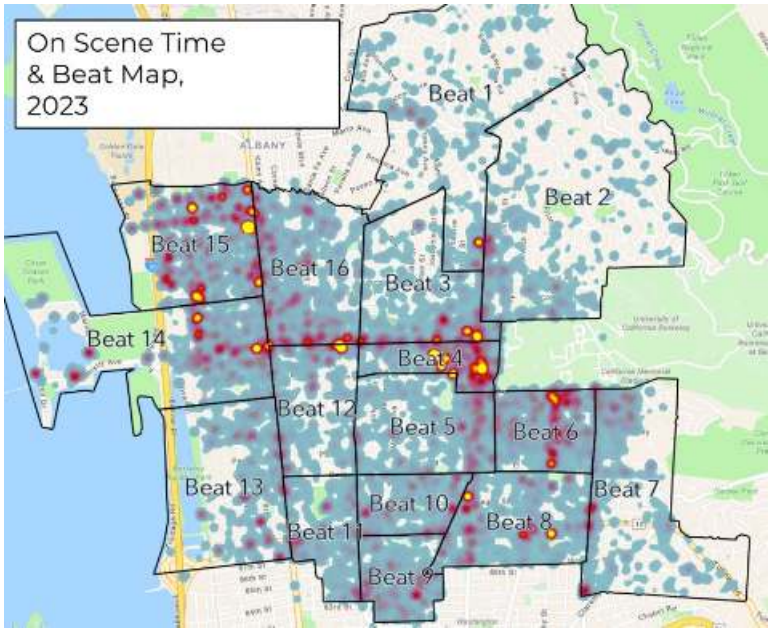
In the face of challenging staffing levels coupled with an increasing workload, the Berkeley Police Department (BPD) has proactively taken steps to prioritize our efforts and enhance organizational efficiency.

Department Priorities

In 2023, BPD identified and committed to three core priorities that guided our actions and decisions throughout the year: recruitment and retention, proactivity and problem solving, and internal communication. These priorities were carefully chosen to address the most pressing challenges and opportunities facing the department and thereby maximize the impact of our efforts

The deliberate focus on these three priorities in 2023 was instrumental in keeping the department on track amidst a myriad of challenges and decisions. By consistently revisiting and reflecting on these key areas, we strived to align critical and pivotal decisions made throughout the year with our overarching objectives and the needs of the community we serve. This strategic focus has streamlined our efforts and reinforced our commitment to excellence, innovation, and community engagement.

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Updated Beat Structure

Due to the dynamic nature of crime patterns, service demands and staffing levels, BPD recognized the necessity to re-evaluate our beat structure, which had been in place for nearly a decade. Though effective at its inception, the previous 16-beat structure placed a significant strain on our limited patrol resources and intensified a need for forced overtime.

In response to these challenges, our Strategic Analysis Team conducted a comprehensive analysis of calls for service volume, considering temporal and spatial factors. This data-driven approach culminated in the development of a more efficient 14-beat map, designed to achieve a better balance in workload distribution and service delivery across the city.

The transition to the new beat structure was implemented in April of 2023 by the Operations Division. This strategic shift not only addressed the immediate need for more manageable workloads and reduced reliance on overtime but also sets the stage for the generation of valuable data that will inform the ongoing sworn staffing study.

Early results suggest our efforts to achieve a more equitable workload distribution among officers have been successful. Nevertheless, we believe the addition of swing officers would significantly enhance the effectiveness of this new structure. This would provide the adaptability necessary to address unanticipated fluctuations in service demands.

As BPD continues to evaluate and improve its operations, we look forward to the analysis and recommendations from an impending comprehensive staffing assessment (detailed later in this report). That assessment will be invaluable as we make informed decisions about staffing levels and beat design.

Community Engagement

The limitations on officer resources puts greater emphasis on the importance of trusted relationships with our community. The Department's community engagement efforts are of

vital necessity to maintaining and increasing an efficient workflow. The Berkeley Police Department's dedication to community engagement and connectedness was a primary focal point in 2023. From monthly Coffee with a Cop events, to numerous neighborhood meetings, city sponsored special events and strategic department Pop Up events, the diverse community engagement activities have initiated, deepened and expanded police department relationships with our community.

One program in particular which highlights our ongoing relationship with our community is the Law and Social Justice pathway, a two-year criminal law program at Berkeley High School. Now in its 8th year, Law & Social Justice brings professionals working within the criminal justice system into contact with juniors and seniors at Berkeley High. The BHS students are introduced to police officers, community service officers, dispatchers, prosecutors, defense lawyers, judges, probation officers, and parole officers, both in the classroom and in the field. The goal of the class is to introduce students to careers while creating a place of informed dialogue pertaining to the criminal justice system. At the completion of this school year the class will have educated more than 680 students.

How We're Doing

In our ongoing effort to provide transparent and accountable policing, BPD closely monitors a range of performance metrics. These metrics serve as indicators of our effectiveness and

MOMENTS OF IMPACT

Among the many opportunities offered by the Law and Social Justice class at Berkeley High, ride-alongs with Berkeley PD police officers stand out for their profound impact on students. One student recounted their experience with Officer Villaroel, saying, "*The most thrilling part about the ride along was when we went code 3 with lights and sirens and we started speeding down the street... I could just feel the adrenaline going through me."* The student went on to reflect "*people either have good experiences or bad experiences with cops and depending on the experience you've had your opinion on cops might change… being on that ride alone makes me want to become a cop*." This firsthand experience not only highlights the challenges and skills involved in policing but also emphasizes the importance of understanding the diverse perspectives people have towards law enforcement.

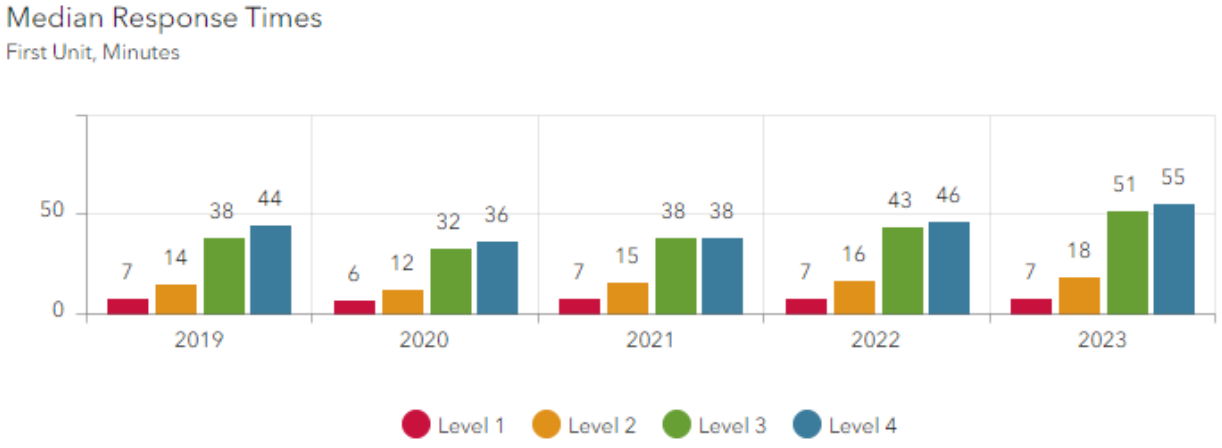
Similarly, another student was moved by the personal story of Officer Valle, noting, "*he also told us that [he] could have never imagined he would become a police officer, because as a teenager he had multiple unpleasant experiences with law enforcement"* Officer Valle ultimately "*decide[d] that he wanted to be the change in the system which resulted in him doing some ride alongs, and then going to the academy*" Such stories are emblematic of the transformative potential of the Law and Social Justice pathway, bridging the gap between law enforcement and the community by fostering empathy, understanding, and dialogue.

Through these interactions and experiences, the Law and Social Justice pathway not only educates but also molds future leaders, thinkers, and change-makers in our society, reinforcing the connection between Berkeley PD and our community.

efficiency and also offer insights into areas where we can improve. This section dives into key performance indicators including response times, time on scene by call type, and officer-initiated calls.

Response Times

Response time is a critical measure of our service to our community. BPD is committed to maintaining swift response times and ensuring that community members receive timely assistance in emergencies and other situations requiring police presence.



*Excludes Officer Initiated calls and call types: Audible Alarms and Traffic Stop

Our median response time for Priority 1 calls was 7 minutes, meeting or exceeding regional standards.

Below is a comparison of response times to agencies in the region that publish this data. Because every agency defines priority levels differently, we have included (where available) the percentage of calls that each priority level represents for the corresponding agency.

Median Response Times, 2023 (minutes)	Level 1 (% of all calls)	Level 2	Level 3	Level 4
Berkeley	7 (13%)	18 (37%)	51 (24%)	55 (22%)
San Francisco	9 (19%)	32 (30%)	105 (51%)	-
Oakland	14	184	443	-
San Jose	7 (5%)	24 (42%)	-	-

Comparison cities chosen based on data availability and region

Time on Scene by Call Type

The time our officers spend on the scene is indicative of the complexity of incidents and our commitment to thorough, community-centered policing. Below is a table of 5 types of calls for service and the resources that BPD allocated to those calls. Below the on-scene time is

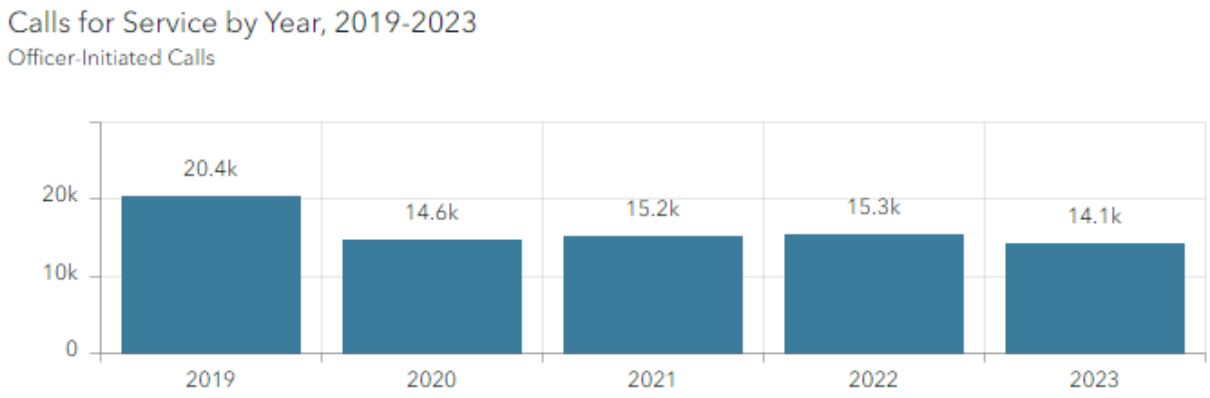
measured from the time that the primary unit- that is, the officer responsible for managing the scene and initial investigation- arrives on scene until that officer is no longer working on the incident.

Median Time on Scene by Call Types of Interest	Median Primary Unit On-Scene Time	Avg. Units/Call
Disturbance	17 minutes	1.9
Grand Theft	62 minutes	1.8
Robbery	116 minutes	5.3
Sexual Assault	194 minutes	2.0
Shooting	285 minutes	15.9

The call types listed above represent some of our most common (Disturbance, Grand Theft) and resource intensive (Robbery, Sexual Assault, Shooting) call types. Less severe calls like disturbances required less time on scene, while more serious crimes such as shootings demanded significantly more officer time and resources. This reflects the department's adaptive resource allocation intended to ensure that more critical situations receive the attention necessary for thorough investigation and community support.

Officer-Initiated Calls

Officer-initiated calls serve as an indicator of proactive policing practices and our dedication to ensuring community safety and preventing crime (for an analysis of the impact of our proactive stops, see the “Stop Report” section below). In 2023, the number of officer-initiated calls reflected the challenges and constraints faced by the BPD, including staffing levels and prioritization of non-officer-initiated calls for service.



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The data indicates a lower volume of officer-initiated calls, with an average of 1,173 calls per month. This trend is unsurprising given the impact of staffing levels and the distribution of workload among our officers. Despite these figures, BPD remains committed to proactive community engagement and crime prevention. We are actively exploring strategies to enhance our proactive policing efforts and ensure that our officers have the support and resources they need to effectively engage in community policing and crime prevention, alongside their responsibilities in responding to non-officer-initiated calls for service.

What's Next

As the Berkeley Police Department (BPD) continues to evolve and adapt to the changing needs of our community and the broader landscape of public safety, we are focused on implementing strategic initiatives that enhance our operational capabilities, ensure accountability, and foster community trust. The upcoming initiatives outlined below represent our proactive approach to addressing current challenges and embracing opportunities for growth and innovation.

Sworn Staffing Study

In our continuous efforts to enhance operational efficiency and align our staffing strategy with the evolving needs of the community, BPD has partnered with Citygate Associates, a firm renowned for its expertise in public safety organizational strategies. Citygate is currently in the process of conducting a comprehensive and independent staffing analysis. This report will bring their extensive experience and specialized knowledge to bear on challenges surfaced by the department, the City Auditor's Audit on Police Overtime and the Fair and Impartial Policing Working Group (more details on recommendations by those bodies below).

Citygate is wrapping up the information gathering phase which involves soliciting feedback from stakeholders as well as analyzing relevant data. The study is on track to be completed by the end of the fiscal year (June 30, 2024). We are optimistic that the findings and recommendations provided by Citygate Associates will be instrumental in shaping our strategic staffing decisions. Early recommendations are being incorporated into the budget process as well as the Command Team Building Workshop we are holding in March 2024. The insights gained from this study will guide our department through this phase of rebuilding staffing levels

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and make sure that future deployment of police services in Berkeley is both effective and aligned with the principles of the Reimagining Public Safety initiative.

Strategic Analysis and Accountability

In a step toward institutionalizing data-driven decision-making and enhancing accountability, the department is focusing analytical efforts on strategic planning and accountability. This approach builds upon the foundational work of the Strategic Analysis Team and aims to drive the implementation of equitable, fair, and effective public safety strategies that are deeply rooted in the principles articulated by the City's Reimagining Public Safety initiative.

This organizational focus will deepen collaboration with key partners including the Police Accountability Board by providing essential data and insights that support comprehensive police accountability and oversight. Key initiatives will include the enhancement and management of our Early Intervention Systems (EIS, more information in the "Audits and Oversight" section) and the overall risk management framework, demonstrating a commitment to operational excellence and innovation in public safety. This shift represents a proactive effort to meet the emerging needs of the department and community and embodies a vision of a more accountable, transparent, and community-aligned approach to public safety.

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Crime & Investigations

Amid increasing crime rates, our department employs creative, problem-oriented solutions. Our robust clearance rates, competitive on a regional scale, reflect our commitment to delivering first-class police work from start to finish.

Crime Data

Understanding the distinctions between calls for service, case reports, and confirmed crimes is crucial for clarity when reviewing crime data. Calls for service are the initial contacts made by the public with our department, ranging from reports of suspicious activities to requests for emergency assistance. These calls often prompt further investigation.

Following an investigation, if there is reason to believe a crime has occurred, an officer writes a case report. These case reports document the investigation's details, including any evidence collected, witness statements, and the officer's observations and conclusions at that stage.

The determination of whether prosecution will be pursued falls to the District Attorney (DA). The DA reviews the case report and decides whether they can prove beyond a reasonable doubt that a crime occurred. This higher standard—beyond a reasonable doubt—is the legal benchmark used in criminal trials to determine the guilt of the accused before any criminal penalty is imposed.



The statistics presented below are derived from case reports. These reports form the backbone of our crime data analysis as they provide a comprehensive overview of our department's investigative activities and outcomes.

It is important to note that the data below utilizes the Uniform Crime Reporting (UCR) Summary Reporting System (SRS) methodology. The SRS is a national reporting standing that facilitates a summarized account of major crime categories, thereby allowing comparisons over time and across jurisdictions. In 2024 we transitioned to the National Incident-Based Reporting System (NIBRS), which is an updated national reporting standard that promises a more detailed and nuanced approach to crime data collection and analysis.

NIBRS provides several key advantages over the UCR SRS. Unlike UCR SRS, which focuses on a limited number of "Part One" crimes, NIBRS includes a broader range of crime categories, offering a more comprehensive view of crime in the community. NIBRS captures detailed

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information about each criminal incident, including the types of offenses committed, characteristics of the victims and offenders, types of property involved, and the relationship between the victim and the offender. The detailed data collected through NIBRS supports more sophisticated and nuanced analysis, enabling law enforcement agencies, policymakers, and researchers to identify trends, patterns, and correlations in crime data more effectively across jurisdictions nationwide.

Part One Crimes

Part One Crimes, as classified by the UCR, are comprised of both violent and property crimes, reflecting the most serious offenses. Part Two Crimes include a range of other offenses, providing a broader scope of the crime landscape.

Part One Crimes by Year

In 2023, there was a 10.5% overall increase in total Part One Crime in Berkeley compared to 2022. Specifically, Part One Violent Crimes saw an increase of 100 cases, while Part One Property Crimes rose by 759 cases.

Part One Crimes by Year	**2014**	**2015**	**2016**	**2017**	**2018**	**2019**	**2020**	**2021**	**2022**	**2023**	**% Change 2022-2023**
Homicide	3	1	2	1	1	0	5	0	3	1	-66.7%
Sexual Assault	35	44	54	83	65	74	47	57	89	97	+9.0%
Robbery	263	330	361	364	353	369	274	265	292	386	+32.2%
Aggravated Assault	130	155	185	218	167	175	210	210	282	282	+0.0%
Total Violent Crimes	**431**	**530**	**602**	**666**	**586**	**618**	**536**	**532**	**666**	**766**	**+15.0%**
Burglary	932	1090	805	843	829	771	797	803	1036	1228	+18.5%
Larceny	3615	4099	3965	4556	4004	4993	3933	3736	4611	4532	-1.7%
Auto Theft	555	717	650	621	548	492	805	1098	836	1350	+61.5%
Total Property Crimes	**5102**	**5906**	**5420**	**6020**	**5381**	**6256**	**5535**	**5637**	**6483**	**7110**	**+9.7%**
Arson	15	22	24	30	31	17	52	72	52	84	+61.5%
Total Part One Crimes	**5548**	**6458**	**6046**	**6716**	**5998**	**6891**	**6123**	**6241**	**7201**	**7960**	**+10.5%**

The most significant percentage increases in Part One Crimes were observed in Auto Theft (61.48%), Arson (61.54%), and Burglary (18.53%). Conversely, decreases were recorded in Homicide (-66.7%) and Larceny (-1.71%).

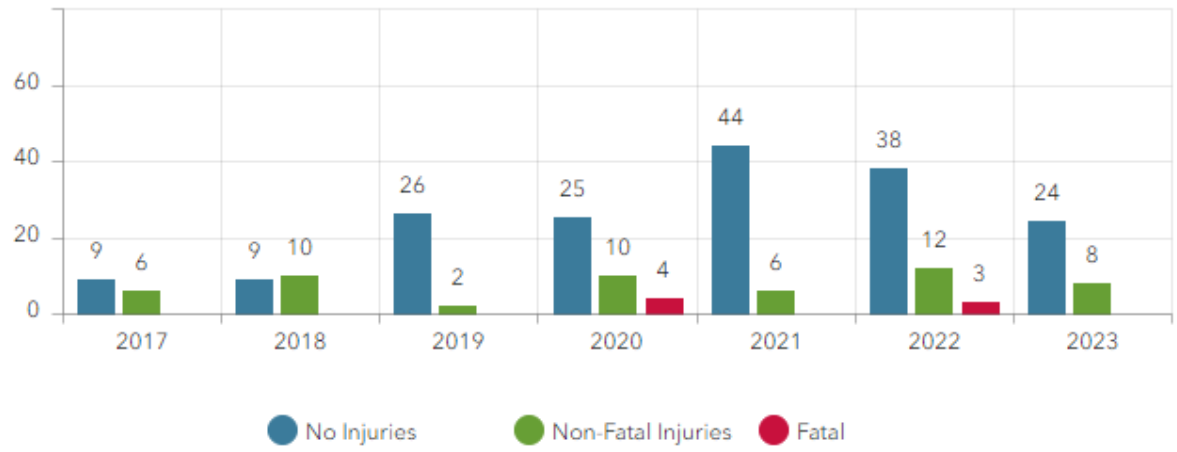
Crime Categories of Interest

In 2023, we observed notable trends in specific crime categories, each presenting unique challenges and requiring tailored approaches for effective management and prevention.

Shootings

2023 marked a significant decrease in shooting incidents within Berkeley, with a total of 31 confirmed incidents compared to 53 in 2022. Confirmed shooting incidents encompass both witnessed events and instances where evidence of gunfire, such as shell casings, was discovered.

Shootings by Type



While the decline in shootings in 2023 is encouraging, the data presented in the chart above shows that the number of incidents remains substantially higher than the 15 reported in 2017. The data further indicates that the decrease in 2023 primarily stems from a reduction in 'No Injury' events, where a firearm was discharged but no individuals were struck; however, the persistent occurrence of both 'Fatal' and 'Non-Fatal Injury' shootings highlights the need for ongoing interventions to combat gun violence. For more on our efforts to recover guns and our collaboration with the City of Berkeley's Gun Violence Intervention & Prevention program see below.

Robbery

Robberies are crimes involving the unlawful taking of property from a person or their immediate presence, through the use of force or threat of force. This definition encompasses a range of scenarios, from physical confrontations where a victim is threatened or harmed to secure their belongings, to intimidation tactics where the threat of violence compels a victim to surrender their property. Robberies can occur in various settings, including but not limited to,

public streets (pedestrian robberies), commercial establishments (commercial robberies), residences (home invasions), banks (bank robberies), and incidents involving vehicles (carjackings). The key elements that define an act as robbery include the intent to permanently deprive the owner of their property, the use or threat of force, and the direct interaction with the victim.

Robberies	**2018**	**2019**	**2020**	**2021**	**2022**	**2023**
Pedestrian	229	247	131	119	148	205
Commercial	108	97	117	118	117	135
Home Invasion	5	4	8	8	8	5
Bank	3	2	5	6	4	2
Carjacking	10	14	13	14	15	39
Total	**355**	**364**	**274**	**265**	**292**	**386**
By Gun (% of total)	82 (23%)	74 (20%)	46 (17%)	74 (28%)	69 (24%)	111 (29%)

The data for 2023 indicates a noticeable increase in robbery incidents, particularly in the pedestrian and carjacking categories. This uptick brings the total number of robberies to 386, marking a 32% rise from the 292 cases in 2022.

Hate Crimes

Hate crimes are crimes motivated by bias against race, color, religion, national origin, sexual orientation, gender, gender identity, or disability. Hate crimes in Berkeley continue to be a critical concern. The majority of hate crime reports in 2023 were characterized as crimes of intimidation, involving slurs or graffiti, rather than physical violence.

Hate incidents are acts of prejudice that are not crimes and do not involve violence, threats, or property damage. We take hate incident reports because these incidents perpetuate prejudice and intolerance, creating an environment of fear and alienation for the targeted individuals and communities, even in the absence of criminal activity.

Hate Crimes	**2018**	**2019**	**2020**	**2021**	**2022**	**2023**
Race/Ethnicity/National Origin	11	5	7	29	24	27
Religion	3	1	2	11	3	9
Sexual Orientation	3	2	1	2	11	9
Gender	1	0	2	0	0	0
Disability	0	0	0	0	0	1
Total	**18**	**8**	**12**	**42**	**38**	**46**

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Hate Incidents	2021	2022	2023
Race/Ethnicity/National Origin	16	22	24
Religion	1	5	19
Sexual Orientation	4	4	7
Gender	0	0	0
Disability	1	0	0
Total	**22**	**31**	**50**

Prior to October 7th, there were 29 hate crimes, 24 of which were tied to race or religion, including 5 anti-Jewish and 1 anti-Arab or anti-Muslim hate crimes. There were 31 hate incidents before this date, with 24 of these being race or religion-related, including 5 anti-Jewish and 4 anti-Arab or anti-Muslim incidents. Since October 7th, we recorded 17 hate crimes, of which 12 were directly related to race or religion, including 5 anti-Jewish hate crimes and a single hate crime targeting Arab or Muslim individuals. In the same period, hate incidents rose to 19, all related to race or religion, with a notable increase to 13 anti-Jewish hate incidents, while no anti-Arab or anti-Muslim hate incidents were reported.

Sexual Assault

The number of sexual assault cases remained at a high level in 2023, mirroring the figures from 2022. This persistent trend emphasizes the importance of providing support services, raising awareness, and implementing preventive measures to address and reduce instances of sexual assault within the community. The Department continues to take reports where the full elements of the penal code are not met, when a survivor requests a report for catharsis and in other non-investigatory situations. For a significant number of cases the survivors choose not to follow through with an investigation. There are a number of reasons for this, but it inflates our reported numbers compared to other agencies and leads to lower clearance rates. It also reflects our total commitment to providing support to survivors. Additionally, these cases are typically closed as “Suspend” not “Closed” as an added safeguard to protect information on these sensitive cases from being released; this practice directly lowers our clearance rate for sexual assaults.

Sexual Assault	2018	2019	2020	2021	2022	2023
Felony	65	74	47	57	89	97
Misdemeanor	31	64	38	50	81	62
Total	**96**	**138**	**85**	**107**	**170**	**159**

In 2023, there were 97 felony and 62 misdemeanor sexual assault cases reported, totaling 159 cases, including an increase in the number of felony cases, and a slight decrease from the previous year's total of 170 cases.

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Property Crimes

2023 saw a notable increase in certain property crimes, specifically retail thefts and vehicle thefts, while catalytic converter thefts declined significantly.

Property Crimes of Interest	2018	2019	2020	2021	2022	2023
Commercial Burglaries	275	307	324	316	435	574
Vehicle Thefts	548	492	805	1098	836	1350
Catalytic Converter Thefts	35	186	586	573	847	457

The Department works in collaboration with regional loss prevention agents to identify organized retail theft offenders. Additionally, the department has been working with the San Francisco Police Department Organized Retail Crime and Fencing units, the Oakland Police Department CRT, the CHP Organized Retail Crime Unit, the Emeryville Police Department, the Palo Alto Police Department, the Walnut Creek Police Department, and the Central Marin Police Authority. We share suspect information, including surveillance photos/videos, suspect vehicles, and suspect MO to link cases committed by the same groups of suspects throughout the Bay Area.

Department Initiatives

What We've Done

Firearm Recoveries

In 2023, a total of 69 firearms were recovered, marking a decrease of 42% from the previous year.

Firearm Recovery Methods	2019	2020	2021	2022	2023
Patrol calls for service	33	36	51	64	41
Patrol proactive traffic stops	25	17	24	12	11
Detective Follow-up investigation	29	32	43	43	17
Total	**87**	**85**	**118**	**119**	**69**

All firearms recovered are processed through the National Integrated Ballistic Information Network (NIBIN). This database is a nationwide collaboration coordinated by the Bureau of Alcohol, Tobacco and Firearms (ATF). The Department enters ballistic information for each firearm recovered and the database makes connections with evidence recovered from shooting scenes, provides information about persons who have owned and or purchased the firearm.

BPD routinely processes recovered firearms for DNA and fingerprints. This work is key to helping determine who shooters or illegal firearms possessors are.

Gun Violence Intervention & Prevention

To further address the issue of gun violence, the City of Berkeley has developed a Gun Violence Intervention & Prevention program framework as a key component of its Reimagining Public

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Safety initiative. This comprehensive program aims to significantly reduce gun violence incidents through a multifaceted approach. The strategy combines place-based interventions in critical areas, direct engagement with individuals at risk, street outreach, and the provision of robust social services. This collaborative effort, involving multiple city departments, community-based organizations and field experts, is grounded in empirical evidence and best practices. It represents Berkeley's holistic and proactive approach to fostering a safer community by addressing the proximate causes of gun violence and supporting those most at risk.

Tailored Response and Proactivity to Hate Crimes

In response to hate crimes, the Berkeley Police Department emphasizes customized and effective strategies. Each incident is carefully evaluated based on its specific details, including the people involved and the context, ensuring the response is accurately tailored.

Area Coordinators from the Community Services Bureau work closely with community leaders from the areas impacted, offering targeted safety advice. This includes specific strategies for Crime Prevention Through Environmental Design (CPTED) and personal safety, all adapted to fit the unique needs of each situation.

The department also proactively keeps an eye out for potential threats to stay ahead of any issues. To further enhance safety, patrols are increased around places of worship and sensitive locations during important events, providing extra security when it matters most.

Additionally, the Hate Crime Awareness Week campaign plays a crucial role in raising awareness about hate crimes, encouraging community resilience, and urging people to report incidents. Through these focused and anticipatory actions, the Berkeley Police Department commits to maintaining a safe and welcoming environment for everyone.

Automated Security Checks

BPD, with insights from our Strategic Analysis Team, has started using data to guide our patrols through automated security checks. These checks send officers to specific places at times where their presence can help prevent crime. By using detailed crime data to decide where and when officers should go, we are more effectively deterring crime. This careful planning of patrols is part of our larger goal to make our policing strategies smarter and more data-driven. This way, we can ensure our crime prevention efforts are not only successful but also adapt to the changing needs of our community.

Engravings

To combat a rise in catalytic converter thefts, the BPD invested in an engraving tool, marking 82 catalytic converters with unique identifiers. This initiative is meant to deter thieves by making stolen parts more identifiable and thus harder to sell.

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Through these initiatives, the Berkeley Police Department has demonstrated its resolve in adopting a forward-thinking and community-centric approach to law enforcement. Our efforts in 2023 have sought to address immediate concerns as well as lay a strong foundation for sustainable safety and security in our community.

How We're Doing

As we navigate the complexities of crime and law enforcement, the Berkeley Police Department (BPD) remains steadfast in its commitment to transparency and accountability. Our performance metrics for 2023, including Part One Crimes per capita and clearance rates, provide valuable insights into our effectiveness and our ongoing efforts to enhance public safety in our community.

Part One Crimes per Capita:

With a population of approximately 118,950 (as of July 2022), there were 669 part one crimes overall per 10,000 residents in Berkeley. There were **64 violent crimes** per 10,000 residents and **598 property crimes** per 10,000 residents in 2023. In 2022, there were 57 violent crimes per 10,000 residents and 555 property crimes per 10,000 residents.

Based on the latest data from the Department of Justice available to the public, the following crime statistics were reported in 2022 for cities selected for their proximity to Berkeley and similar population sizes:

- In Santa Clara, population 126,930, there were **31 violent crimes** (395

MOMENTS OF IMPACT

On 1/21/2023 officers responded to an assault between multiple subjects. The offender had threatened the 14-year-old survivor with a knife, twisted her wrist, causing pain and stole various items from her.

The survivor explained she had been living on the street and she had met the offender three weeks prior. The survivor had begun living with the offender and she was sexually and physically assaulted by the offender during this time. The offender also threatened to kill the survivor and prevented her from leaving the apartment. The survivor disclosed that the offender furnished and injected methamphetamine into the victim's hand. The offender was arrested at the scene.

Through extensive conversations and follow up, Detective Martinez and the survivor built trust and established a close connection. The victim disclosed that she was a victim of human trafficking in other cities prior to her arrival in Berkeley. Detective Martinez connected her with a shelter specializing in homeless and trafficked youth. Ultimately the Alameda County District Attorney's Office charged the offender with multiple sexual crimes, robbery, burglary and drug possession.

In the department's continued commitment to the survivor, Detective Martinez worked with her family to find the right family member for her to live with long term and we matched her with a social worker specializing in trafficked youth. This social worked helped get the survivor back into school, into therapy and helped obtain other resources for the survivor and her family. Throughout the department's contact with the survivor she expressed how she felt seen and heard by the department and her appreciation for the work that was done on her case.

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incidents in total) and **360 property crimes** (4,564 incidents in total) reported per 10,000 residents.

- San Leandro, population 86,762, reported **58 violent crimes** (499 incidents in total) and **490 property crimes** (4,254 incidents in total) per 10,000 residents.
- Richmond, population 114,301, reported **88 violent crimes** (1,006 incidents in total) and **272 property crimes** (3,117 incidents in total) per 10,000 residents.

Clearance Rates

Forensic and electronic evidence, diligent and detailed investigative efforts, as well as community willingness to share information are critical to developing leads and chargeable cases. The following table summarizes our clearance rates of crimes in UCR categories alongside clearance rates for Santa Clara PD (SCPD), San Leandro PD (SLPD) and Richmond PD (RPD) . A note about clearance rates: the numbers reported for BPD in the second table below only cover cases closed within one year of being reported; however, many investigations occur over an extended period and these cases will be closed after this reporting period.

Part One Crimes Clearance Rates* by Year – *DOJ*	2020 SCPD	2020 SLPD	2020 RPD	**2020 BPD**	2021 SCPD	2021 SLPD	2021 RPD	**2021 BPD**	2022 SCPD	2022 SLPD	2022 RPD	**2022 BPD**
Homicide	100 %	14%	25%	**33%**	-	100 %	25%	**100 %**	0.0%	0.0%	35%	**67%**
Sexual Assault	23%	27%	9.1%	**6.4%**	15%	17%	67%	**5.3%**	27%	0.0%	17%	**7.9%**
Robbery	39%	20%	19%	**21%**	35%	19%	26%	**26%**	24%	12%	10%	**31%**
Aggravated Assault	57%	32%	27%	**37%**	65%	38%	44%	**44%**	64%	41%	34%	**43%**
Burglary	7.6%	5.0%	7.6%	**11%**	6.4%	4.7%	17%	**16%**	10%	5.2%	11%	**15%**
Larceny	5.5%	4.1%	2.6%	**6.8%**	4.0%	4.2%	1.5%	**4.8%**	8.5%	4.1%	1.1%	**5.4%**
Auto Theft	4.3%	2.7%	11%	**3.7%**	3.7%	2.7%	7.4%	**4.3%**	6.7%	2.4%	2.5%	**6.1%**
Arson	20%	20%	6.1%	**15%**	47%	4.5%	17%	**19%**	29%	8.3%	17%	**15%**

Part One Crimes Clearance Rates* by Year – *1-Year*	2020 BPD	2021 BPD	2022 BPD
Homicide	**100 %**	**100 %**	**100 %**
Sexual Assault	**22%**	**10%**	**15%**
Robbery	**30%**	**29%**	**32%**
Aggravated Assault	**57%**	**61%**	**46%**
Burglary	**12%**	**15%**	**10%**
Larceny	**7.3%**	**7.0%**	**6.6%**
Auto Theft	**9.3%**	**8.2%**	**11%**
Arson	**25%**	**32%**	**27%**

**Here we are reporting both a DOJ-calculated clearance rate and a 1-year clearance rate for BPD cases. The DOJ rates are calculated by dividing the number of cases reported by the number of cases closed in the same calendar year. A 1-year clearance rate is the percentage of cases that were closed within a year of being reported.*

Looking at the 1-year clearance rates, BPD consistently achieved a 100% clearance rate for homicides across all three years. For sexual assault, BPD's clearance rates ranged from 22% in 2020 to 15% in 2022. Robbery and aggravated assault rates for BPD were generally high, with robbery clearance peaking at 32% in 2022 and aggravated assault at 61% in 2021. Burglary, larceny, and auto theft clearance rates remained relatively low across all jurisdictions, with BPD maintaining consistent rates over the past 3 years.

In 2023, the Property Crimes Bureau was staffed with 3 detectives out of 5 allocated positions, the Youth Services Detail was staffed with 2 detectives of 3 allocated positions, while the Robbery, Homicide and Sex Crimes units were fully staffed.

What's Next

Gun Violence Restraining Orders

The Department recently began using a newly created tool called the Gun Violence Retraining Order (GVRO). This restraining order allows for the seizure of firearms from a person who "poses an immediate and present danger of causing personal injury to self or another by custody or control, owning, purchasing, receiving or having access to a firearm or ammunition." Thus far this tool has been used in response to calls for service where gun violence or self-harm could be an issue. Going forward we will leverage this powerful tool to proactively take guns from individuals who pose an immediate and present danger.

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Automated License Plate Readers & External Fixed Surveillance Cameras

As directed by City Council, in 2023 the Berkeley Police Department (BPD) took additional steps forward in acquiring fixed Automated License Plate Readers (ALPR) and External Fixed Video Surveillance Cameras. Since ALPRs and video surveillance cameras are clearly defined as surveillance technology by the City of Berkeley Surveillance Technology Ordinance (#7,592), we spent months completing the steps outlined in the ordinance to acquire these technologies, including: drafting Surveillance Use Policies; presenting those policies for recommendations to the Police Accountability Board; and receiving City Council Approval of the policies.

Fixed ALPR: After receiving Council approval of the policies (422 and 1305), Berkeley Police Department secured a contract with the preferred vendor, Flock Safety, for the acquisition and installation of 52 cameras on a two-year trial basis from the time of activation. BPD is currently working with Flock Safety and Berkeley Public Works (PW) Department to determine placement of the cameras.

External Fixed Video Surveillance Cameras: San Pablo Park, Berkeley Marina and the PW Transfer Station have had fixed cameras in place for several years. In 2021 BPD was given approval by Council to install additional cameras at ten locations. Those locations are listed in the BPD policies related to Fixed Cameras, 351 and 1304. In 2023, Public Works installed the first camera approved in Policy 351 at 6th and University Avenue and the Berkeley Police Department established procedures for tracking access that will permit an audit to be conducted annually.

Throughout 2023, BPD fielded many inquiries from the Berkeley community expressing a strong interest and support for ALPR and fixed surveillance cameras. In 2024 we will continue on our path to installing and utilizing these technologies for combatting crime with careful consideration of cost, equity, privacy and efficacy guiding us every step of the way.

Regional Collaboration

In January 2024, Berkeley PD participated in a regional convening on crime and public safety hosted by Mayor Arreguín. In attendance were law enforcement leaders and elected officials from across the Bay Area. We discussed the regional efforts underway to address crime and safety concerns as criminals have become more sophisticated and brazen. We identified opportunities for strengthened partnerships across jurisdictional lines and will continue our collaboration in this space to more efficiently and effectively use our resources to solve crimes. There is a lot to be gained from improving our regional approach to data collection and analysis. Investing in both real-time crime analysis for tactical purposes and to inform strategic analysis and long-term planning can enhance our efforts significantly. By sharing data and insights, we can develop more effective strategies to combat crime and ensure public safety. In 2024, we will continue this partnership further at a regional level, exploring innovative solutions and fostering a more collaborative environment for tackling these challenges together.

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Road Safety & Collisions

Leveraging detailed collision data and community insights, our department has strategically enhanced traffic safety through targeted initiatives and enforcement. As we move forward, our partnership with Vision Zero promises to further deepen our dedication to efficient and effective traffic safety solutions.

Collision Data

In 2023, there were a total of 873 collisions. They included 514 injury and 359 non-injury collisions. Total collisions increased by 23, or 2.6% from 2022. Non-injury collisions increased by 3.6% and fatal collisions decreased to 0. Injury collisions decreased by 6.2% and DUI collisions increased by 3.7%.

Collisions	**2019**	**2020**	**2021**	**2022**	**2023**
Fatal collisions	4	2	7	2	0
Injury collisions	520	316	431	548	514
Non-injury collisions	405	271	351	346	359
Total	**929**	**589**	**789**	**896**	**873**

The most common causes of injury collisions (the primary collision factor or PCF) were 22350 VC, 21800-21804 VC, 21950(a)VC, and 22107 VC. Bicyclists (107) and pedestrians (97) accounted for 39.7% of the injury collisions. Bicyclists were found at fault in 60 of the collisions and pedestrians in 22 of the collisions. A closer examination of the 60 at fault injury collisions involving a bicycle revealed 19 involved a solo bicyclist falling or hitting an object.

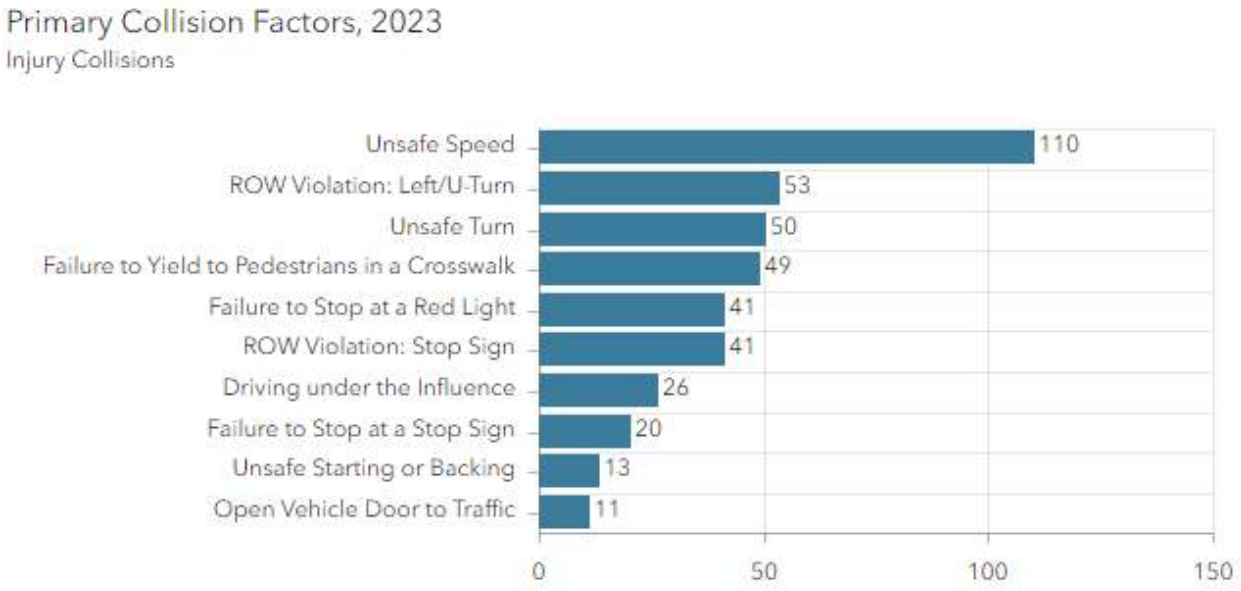
In 2023, 81 collisions (26 injury / 55 non-injury) involved a DUI driver (an increase from 53 in 2022) which resulted in 39 injured people.

2023 was the first year with no fatal collisions since 2011.

The three intersections which accounted for the highest number of collisions were University Ave/ Acton St, Ashby Ave / San Pablo Ave, and Ashby Ave / Shattuck Ave. The top twelve intersections where collisions occurred were:

High Collision Intersections, 2023	Total Collisions	Injury Collisions	# of People Injured	Suspected Serious Injury*
University Ave / Acton St	11	9	14	2
Ashby Ave / San Pablo Ave	11	7	11	0
Ashby Ave / Shattuck Ave	11	4	5	0
Ashby Ave / College Ave	10	6	7	1
University Ave / San Pablo Ave	9	4	8	1
University Ave / MLK Jr Way	9	5	5	0
Ashby Ave / MLK Jr Way	8	7	12	4
San Pablo Ave / Gilman St	8	7	10	0
Shattuck Ave / Channing Way	7	4	4	0
Shattuck Ave / University Ave	7	4	4	0
Mlk Jr Way / Blake St	6	6	9	0
Sacramento St / Alcatraz Ave	6	5	9	0

**Suspected serious injury is any injury other than a fatality that results in significant injury as defined in the CHP Collision Investigation Manual (CHP, 2017, p. 5-5)*



As previously stated, bicycles were involved in 107 of the injury collisions and pedestrians were involved in 97. Of the 97 injury collisions involving a pedestrian, 22 found the pedestrian to be at fault, 74 found the driver of a vehicle to be at fault and 1 found a bicyclist to be at fault. Of the 107 injury collisions involving a bicyclist, 60 found the bicyclist at fault, 34 found the driver of a vehicle at fault, 2 found a pedestrian at fault and the remainder were either unable to

determine fault or a person other than a driver, caused the collision. The biggest factor for this is an occupant in a parked vehicle opening a car door before it is safe/ not yielding to bicyclist in violation of 22517 VC (PCF for 10 bicycle injury collisions in Berkeley in 2023.)

Department Initiatives

What We've Done

In 2022, BPD reprioritized traffic enforcement efforts around a three-prong approach that focuses on primary collision factors, community member reports and observations reported to the BPD and community caretaking. Community caretaking functions consider safety violations that aren't always noted as the primary collision factor but can be a significant contributing factor in serious collisions. BPD will continue to collect and analyze collision data to understand and guide needs and shape future resource allocation decisions.

Primary Collision Factors

Automated Security Checks – Calls for service are automatically generated based on collision data, and time and location of occurrence to focus officer discretionary enforcement time on collision prone locations.

Community Reports

Community members are able to submit traffic safety concerns via the Transparency Hub. The submission is triaged and added to the traffic unit's enforcement requests. After launching this feature in April 2023, the traffic unit received 53 traffic concern submissions.

Community Caretaking

BPD Traffic Unit uses OTS funds to hold DUI checkpoints and DUI saturation patrols. The checkpoints are set up at strategic locations based on the DUI collision and arrest data. DUI checkpoints and saturation patrols use highly trained officers to identify and apprehend impaired drivers and educate the motoring public.

BPD Traffic Bureau just completed a full year of offering a free presentation to senior drivers focusing on the importance of roadway safety for older drivers. The unit has been using education funds from the Office of Traffic Safety (OTS) Grant to teach the program called, "Drive Safer, Drive Longer". This material was developed by the Training, Research and Education for Driving Safety (TREDS) Program at the University of California San Diego School of Medicine. The classes are held once a quarter at the north and south Berkeley Senior Centers and is designed to increase awareness of the dangers older drivers encounter and to offer strategies to keep them safe and mobile.

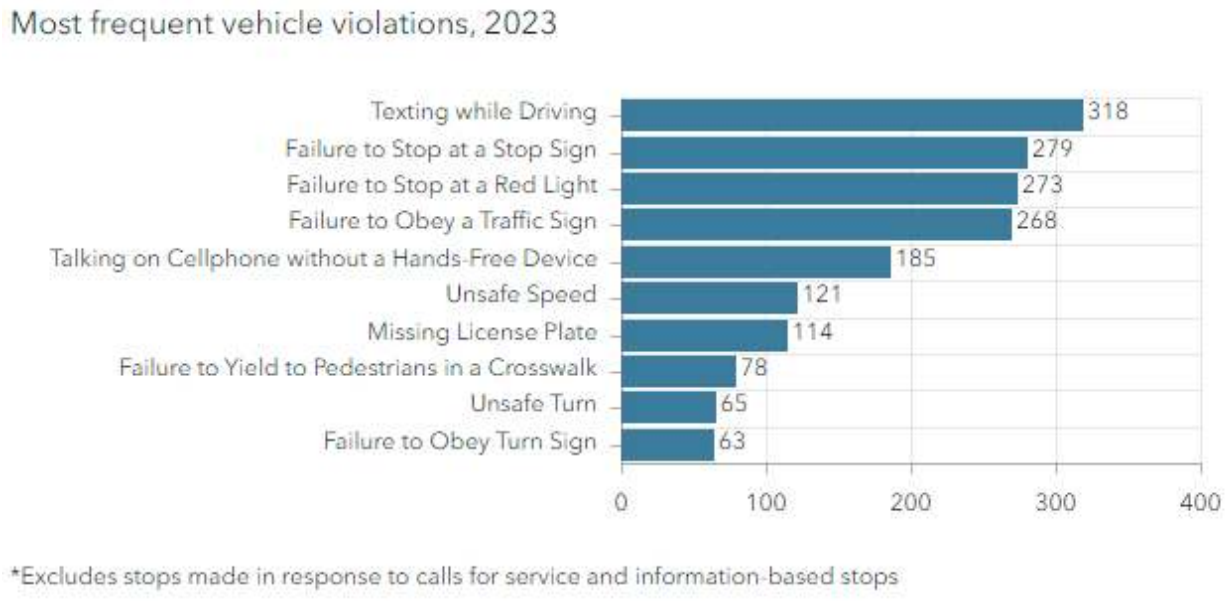
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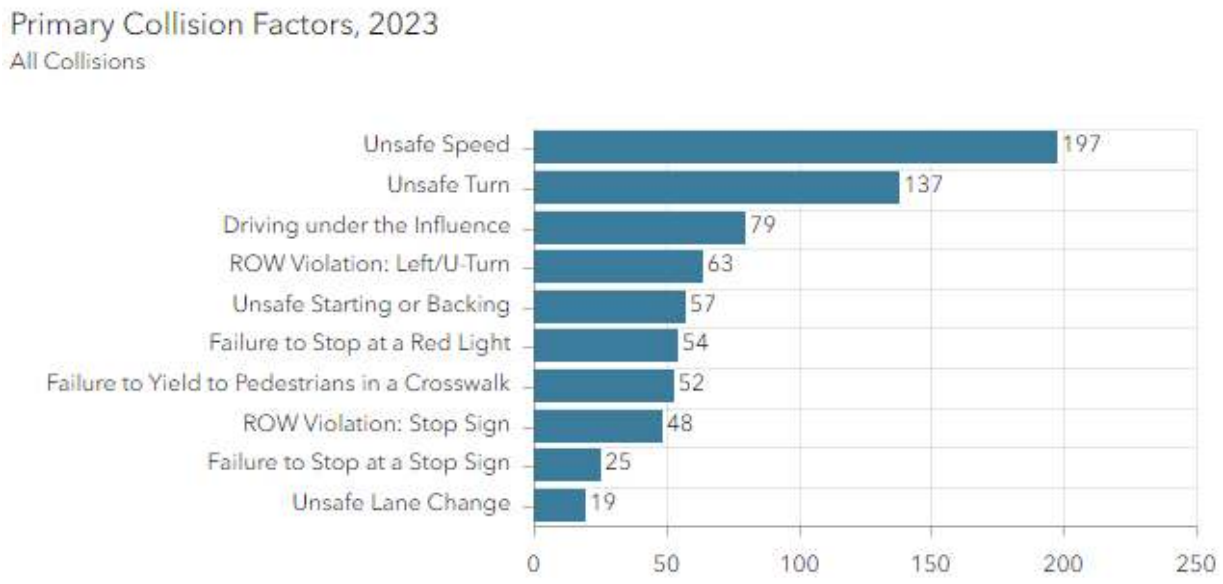


In 2023, BPD applied for and was awarded grant funding that supports our efforts to reduce traffic collisions and impaired driving in Berkeley. Grant sources include the Office of Traffic Safety (Selective Traffic Enforcement Program / STEP Grant) and the California Highway Patrol Cannabis Tax Fund Grant to provide additional enforcement, education and traffic safety programs. The funding allows us to conduct DUI checkpoints, DUI saturation patrols and provide enforcement in locations identified as high collision areas targeting dangerous driving behavior. Grant funding allows officers to attend training to become proficient in field sobriety testing to detect both alcohol and drug impairment. In partnership with OTS and other law enforcement agencies throughout the state BPD participates in national campaigns such as pedestrian safety month, winter DUI mobilization, distracted driving awareness, bicycle safety, motorcycle safety, walk to school day and click it or ticket enforcement.

How We're Doing

Moving Violations and Primary Collision Factors





The tables above outline the moving violations associated with our vehicle stops as well as the primary collision factors for all stops. The violations related to this year's stop data correlate closely with primary collision factors as well as other serious traffic safety violations geared toward community caretaking.

Transparency Hub Survey Responses

After a community member submits a traffic safety concern via the Transparency Hub and enforcement or education is conducted at the location by the traffic unit, the submission is updated by traffic unit staff indicating the concern had been addressed. In 2023, the traffic bureau conducted 10 traffic safety interventions in response to community concern submissions.

What's Next

In 2024, BPD will continue to use Office of Traffic Safety grant funding to support traffic safety measures to enhance our enforcement and education efforts. Through grant funding, we intend to increase the number of Drive Safer, Drive Longer classes for aging drivers, increase the number of DUI checkpoints, and continue to use the Traffic Safety Transparency Hub and collision data to guide our traffic enforcement strategies. As we look for other ways to improve our strategies, we are committed to deepening our Vision Zero collaboration with key stakeholders to identify high-risk locations, analyze the causes and contributing factors of collisions, and develop meaningful interventions. Our continued partnership with Vision Zero stakeholders will allow BPD leadership to identify strategies that inform decision making around the way and areas we prioritize traffic safety, guided by our three-pronged approach for traffic enforcement.

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Accountability: Stops & Use of Force

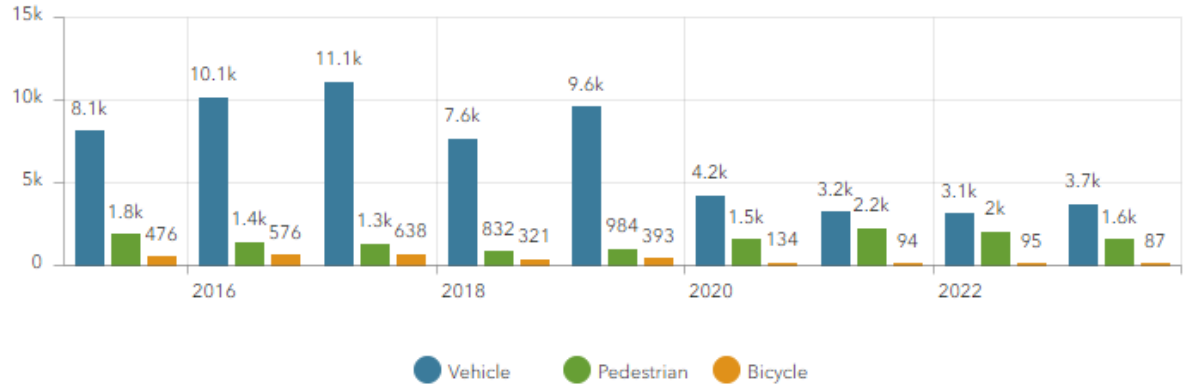
Our department's thorough review of stop data and use of force incidents underscores our commitment to moving forward efforts supporting Fair and Impartial Policing. Performance metrics and tests for bias help ensure our practices don't perpetuate societal inequities. With ongoing enhancements in our Early Intervention System (for more, see the "Audits & Oversight" section below), we are steadfast in our mission to deliver public safety equitably to our community.

Stop Data Report

In October 2020, the Berkeley Police Department began tracking and ultimately supplying the State of California with our stop data pursuant to the Racial Identity Profiling Act (RIPA). BPD began this data collection a full two and a half years before agencies our size were required to comply with RIPA. Berkeley began this process early as part of the department's efforts to better capture, understand and share the data associated with our stops.

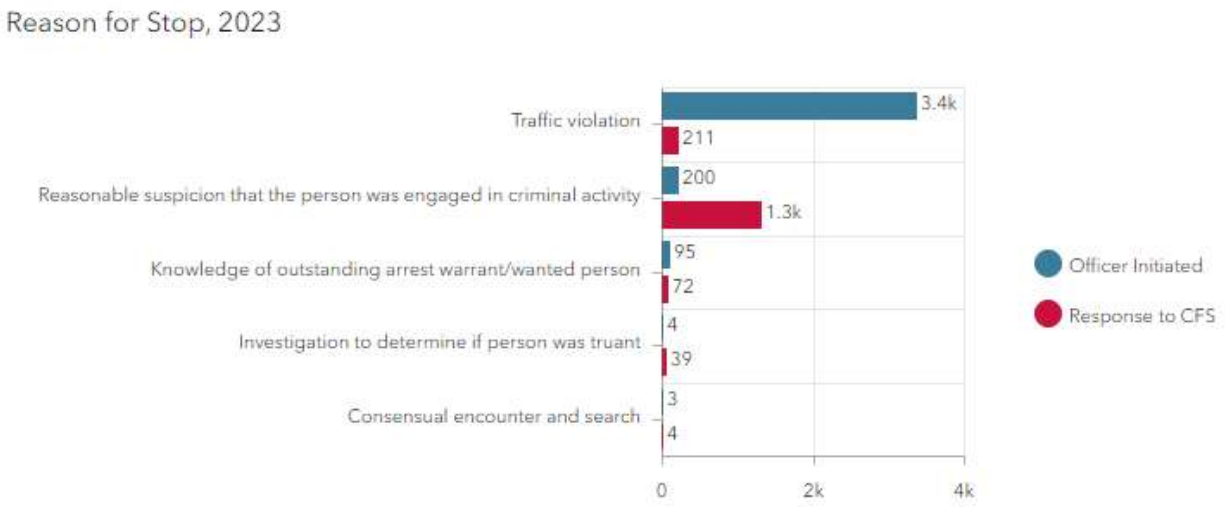
During 2023, BPD averaged 442 total stops including 305 vehicle stops, 129 pedestrian stops, and 7 bicycle stops per month for a yearly count of 5,306 total stops, 3,665 vehicle stops, 1,554 pedestrian stops, and 87 bicycle stops.

Stops by Year and Type



69.08% of all stops were officer-initiated, primarily focusing on traffic violations, while the remaining stops were in response to calls for service. This data, along with the breakdown of reasons for the stops, is depicted in the following graph.

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Yields

880 stops resulted in at least 1 arrest, 2,100 stops resulted in a citation and 1,661 resulted in a warning. 471 stops resulted in no enforcement action.

According to data published by the RIPA board in 2024, Berkeley's yield rate was higher than 92% of all agencies in California in 2022.

In 2023 BPD's search rate for all stops was 14% and had an overall contraband yield rate of 42%. Those searches resulted in 82 seizures of one or more weapons, including 15 recoveries of one or more firearms. The yield rate for all discretionary searches (searches not incident to arrest, a search warrant, vehicle inventory for towing, or exigent circumstances/emergency) was 48%.

Tests for Bias

BPD is deeply committed to ensuring fairness and impartiality in all aspects of law enforcement. To uphold these values, we rigorously examine our practices for any potential biases, employing a series of analytical methods to evaluate the objectivity of our policing. This section details our approach to testing for bias. From analyzing at-fault collision demographics to employing methods like yield rate analysis and the veil of darkness test, our approach is multifaceted and data-driven, aiming to foster a culture of transparency, accountability, and equitable policing.

At the core of our analytical approach is an emphasis on discretionary decision making. Research in this field posits that moments of discretion are when implicit bias is most likely to manifest itself. For that reason, in the analyses below we focus on stops where officers were not responding to a call for service nor relying on additional information (for example, a description of a wanted vehicle) when making the decision to stop. This filtering allows us to key in on moments of maximum discretion where we would most clearly see the effects of implicit bias if such bias were to play a role in officer decision making.

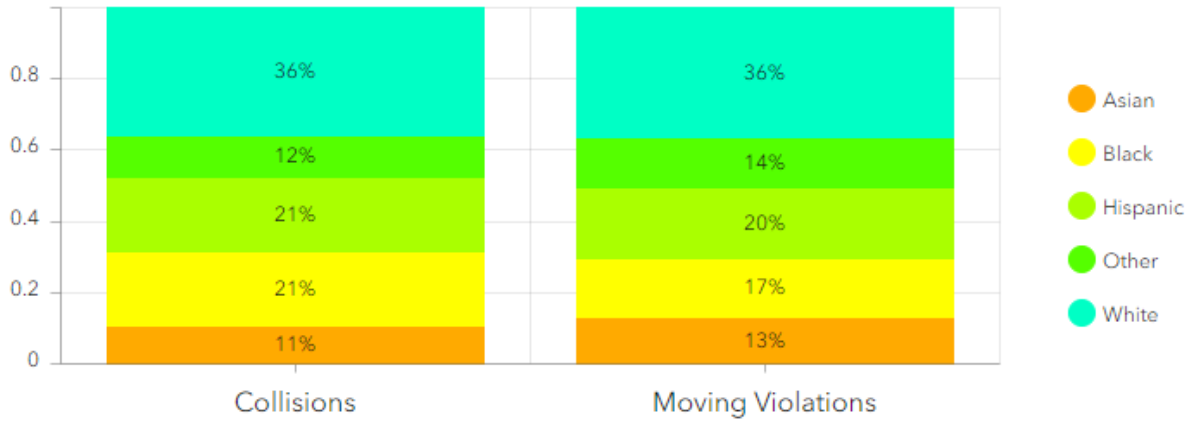
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At-Fault Collision Demographics

A key component of this approach is the comparison of at-fault collision demographics with the demographics of individuals stopped for moving violations. This comparison helps us assess whether traffic stops are being conducted based on objective, race-neutral criteria. This test is particularly important because moving violations made up 81% of all discretionary stops in 2023.

Collision data gives us representative sample of who is driving in Berkeley. This information is useful because it gives us a baseline of the population that officers encounter when they make a stop. Looking at drivers who were determined to be the at-fault party in a collision further refines that baseline to give us a sample of who is driving dangerously in Berkeley. Because we expect our traffic enforcement to focus on dangerous drivers, if our traffic enforcement is unbiased, we would expect a close alignment between the demographics of those involved in at-fault collisions and those stopped for moving violations. Close alignment of those demographics would indicate that stops are influenced by driving behavior rather than implicit biases.

At-Fault Collision & Discretionary Moving Violation Demographics, 2023



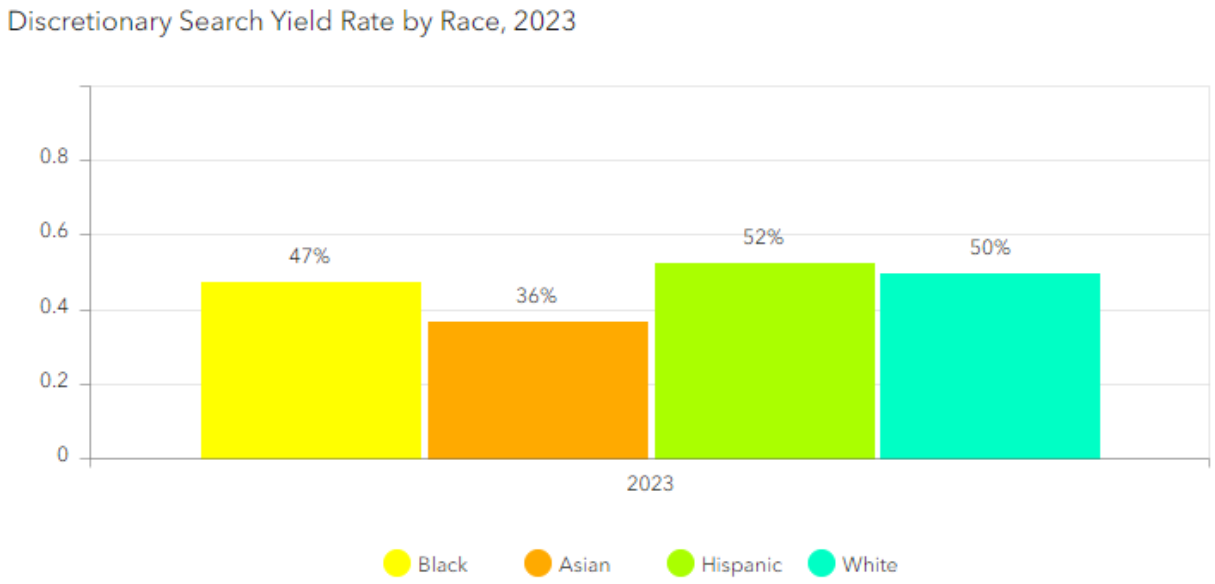
An analysis of 2023 data indicates a close alignment between these two demographic groups. This is the finding we would expect if officers are using race-neutral factors when making a discretionary stop for a moving violation.

Yield Rate Analysis

Another method of determining whether officer discretion is influenced by implicit racial bias is to measure whether the officer's decision to search is subject to a lower threshold of suspicion for Black and Brown people as compared to for White people. Often called yield rate analysis, the method assumes that race-neutral indicators observable by an officer will accurately predict the probability that a search will uncover contraband. The logic follows that a search triggered by a given level of suspicion based on race-neutral factors will 'yield' contraband at the same rate across racial groups. Conversely, a higher yield rate for searches of White people

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as compared to searches of Black people would indicate that officers are deciding to search White people when they have a higher confidence of finding contraband.



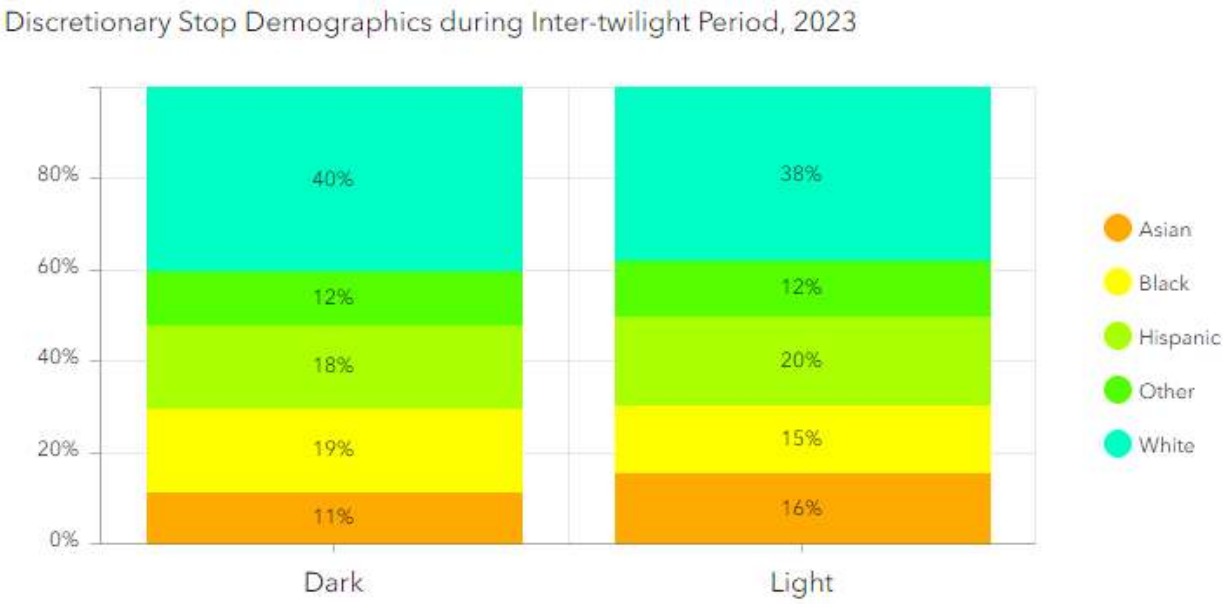
The nearly equivalent search yield rates between Black and White individuals are in line with what we would expect to see if searches conducted by officers were based on factors that do not involve race. A regression analysis conducted by the RIPA board in 2024, which examined data from 2022, found that race—specifically being Black or Hispanic as opposed to White—did not have a statistically significant effect on the likelihood of a Berkeley PD search yielding contraband. This is the result we would expect to see from search decisions being carried out without bias.

Veil of Darkness

The "veil of darkness" analysis is a test of implicit bias at the decision to stop. The analysis looks at the proportion of stops that are of a racial group when it is light outside versus when it is dark outside. If Black people are stopped more often in the light than in the dark, it could indicate that the visibility of race is playing a role in the decision to stop. The test takes advantage of daylight savings time and seasonal changes in day length by looking at times of the day (say, 6:30pm) where for part of the year it is dark outside and part of the year it is light out. Those times can be called the “inter-twilight period.” In that way the test can control for any changes in the distribution of who is on the street throughout the day (as opposed to just doing day vs. night) while observing the difference in stop patterns when race is more visible or less visible to an officer.

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The graph below is a visual representation of this comparison. The test relies on the assumption that race is more apparent to the officer in the light than in the dark, and to the extent that the assumption is violated by the presence of streetlights or racially correlated characteristics of the car or neighborhood, the validity of the test is undermined. Nevertheless, as long as the assumption holds on average, the test can indicate the presence of the effect; that is, a result



concluding a statistically significant result would be evidence of the presence of bias, while a null result would not necessarily prove the absence of bias.

The close alignment of demographic groups for discretionary stops in the dark and in the light during the “inter-twilight period” seen above is what we would expect to see if those stops were being made based on race-neutral factors.

Use of Force Report

Berkeley Police Department takes pride in our ability to accomplish our work with minimal reliance on force through approaches that include de-escalation techniques, as well as an awareness of mental health crisis issues and appropriate responses. The department reinforces these skills and strategies through regular training.

In February 2021, BPD transitioned to a new Use of Force Policy that had several substantial changes, that included a de-escalation requirement and an expanded use of force reporting standard. Under this policy, reportable force is delineated into the following four categories:

Level 1 – Involves grabs, control holds, the use of leverage, or body weight with no injury or complaint of pain.

Level 2 – Applies when an officer points or deploys a firearm while interacting with someone. It also applies to a Level 1 force that involves more than momentary discomfort but does not have an injury or complaint of pain.

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Level 3 – Parallels our old Use of Force reporting standard and involves the use of a weapon, subject injury, or complaint of pain. This category also applies to specific circumstances when an officer does not activate their body-worn camera.

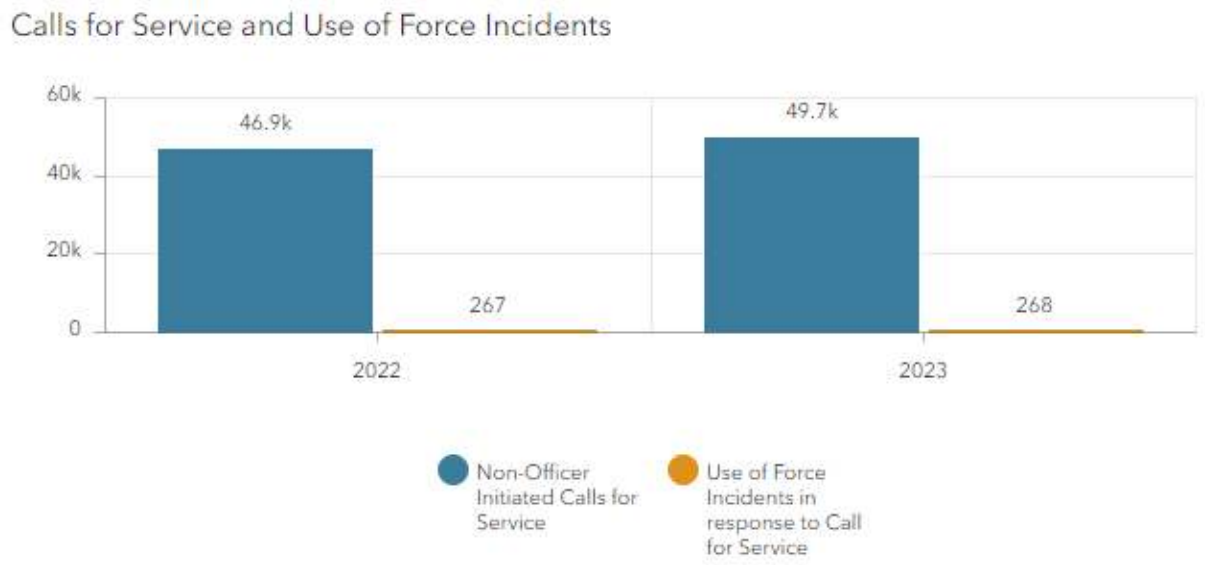
Level 4 – Applies when an officer uses a firearm or when there is an in-custody death.

The department use of force policy requires officers to report uses of force to their sergeant, who documents these incidents in a formal report. A lieutenant and captain review each report, including associated body worn camera (BWC) footage, before forwarding it to Internal Affairs. In a given incident, more than one technique or type of force may be used to bring a resistant or combative individual into custody, and more than one officer may use force during the incident.

In 2023 there were 346 incidents that involved 1,214 uses of force. 68 % of all uses were Level 1 uses of force, and 28% were level two. These two categories accounted for 96% of all uses.

While the department has consistently evaluated individual use of force incidents, our expanded data collection and analysis tools allow us to understand and evaluate our use of force trends and share them with the community.

Of the 49,703 non-officer-initiated calls for service that BPD received in 2023, 0.54% (268 incidents) resulted in a use of force incident, and 0.06% (29) resulted in a use of force that produced more than a minor complaint of pain or where a weapon was used (Level 3 and 4). 77.46% of our use of force incidents occurred when officers responded to calls for service from the community, and trends show that calls for service account for a larger percentage of cases



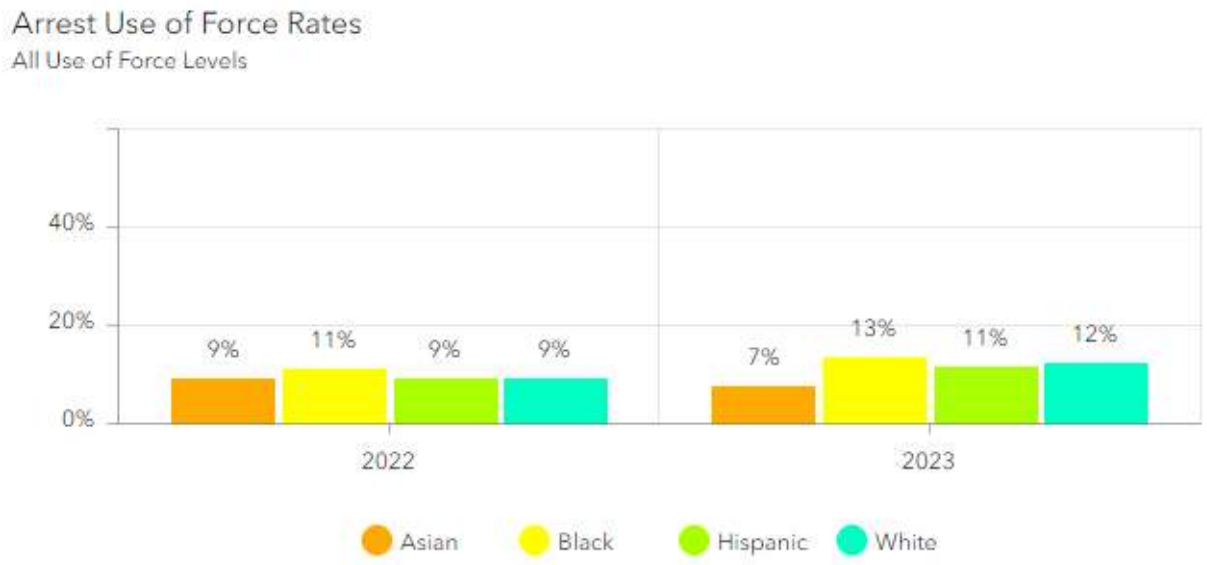
where force was used this year than in previous years: 77.46% versus 75.85% in 2022 and 68.5% in 2021.

The chart below illustrates that while carrying out arrests, the likelihood of use of force incidents occurring during arrests is relatively similar across racial groups. Specifically, the use

of force was involved in 7% of arrests for Asian subjects, 13% for African American subjects, 11% for Hispanic subjects, and 12% for White subjects. These closely aligned rates are what we would expect if the decision to use of force is being determined by factors other than race.

Utilizing the number of arrested subjects as a baseline for comparing use of force rates is a valuable approach because it reflects the most common scenario in which force is applied. By evaluating use of force as a percentage of arrests, we can more accurately assess the frequency and circumstances in which force is used. This method helps to isolate the act of arrest as a variable and allows for a direct comparison of use of force incidents relative to that variable across different racial groups.

The close percentages across racial groups is what we would expect to observe if use of force is



more closely associated with the dynamics of the arrest situation itself rather than the race of the individuals involved.

The department also tracks use of force complaints. While our use of force cases are always reviewed by a Lieutenant and Captain, those associated with a personnel complaint are also subject to an Internal Affairs Bureau (IAB) investigation. The results of the investigation (including BWC footage) are given to a Board of Review that evaluates the case and makes a recommendation to the Chief.

In 2023 the department received a total of 12 complaints associated with use of force incidents. To date, 7 of those investigations have been completed while 5 are still being evaluated. Additionally, 6 out of those 12 cases were also independently assessed by the Office of the Director of Police Accountability and Police Accountability Board. Of the 7 completed cases reviewed by the department or the ODPA/PAB, 0 resulted in sustained findings of misconduct.

The department will continue to collect, evaluate, and assess our use of force data and use it to inform our policies and training with a focus on achieving positive outcomes.

APPENDIX D

Audits & Oversight

In 2023, the Berkeley Police Department significantly advanced towards fulfilling oversight directives, completing key reports, audits, and policy reviews, while actively engaging in training and collaborative efforts to ensure fair and impartial policing.

In 2023 we completed a number of reports and audits including:

- The 2022 Annual Complaint Statistics from the Internal Affairs Bureau
- The 2022 Police Equipment and Community Safety Ordinance Annual Report
- The 2022 Police Department Annual Report
- Biannual Automated License Plate Reader audits
- Quarterly Early warning system audits
- Quarterly Fair and Impartial Policing updates
- City Auditor open audit updates
- Contracted for a department-wide staffing and resources assessment with Citygate consulting

The department also actively participated in a number of subcommittees and collaborative conversations with the PAB including reviews of the policies for Body Worn Cameras, Off Duty Officer Conduct, Early Intervention System, and Departmental budget development.

Our personnel also completed annual refresher training to satisfy our policies and state requirements for continuing education.

The work mentioned here is just a portion of the 2023 efforts within the department, which also included contributions to the city's Gun Violence Intervention & Prevention program and the assessment of 911 dispatch services, alongside collaborations with Health, Housing, and Community Services on reimagining public safety projects. Much of this administrative work falls to sergeants and lieutenants, who are also responsible for the supervision and leadership of their teams.

MOMENTS OF IMPACT

One of the duties of the Police Accountability Board (PAB) is to recognize officers who demonstrate exceptional service. An illustrative example of this is the commendation awarded to Officers Gasper and Ludovico for their skilled and empathetic handling of a critical incident on April 6th.

Facing a situation where a person in crisis threatened to jump from a third-story window, the commendation highlights,

"Both [Ofc. Gasper] and Ofc. Ludovico know many of the people encountered in the west area of Berkeley and have established working relationships with many of those people which has allowed them to gain both trust and compliance in critical incidents. April 6th was one of those days where that trust mattered the most."

Their ability to deescalate the situation and secure medical and mental health support for the individual underscores the importance of community trust and engagement in policing.

This act of recognition by the PAB not only celebrates the officers' dedication but also emphasizes the board's commitment to acknowledging the positive impact of law enforcement personnel who vividly illustrate BPD's commitment to service.

APPENDIX D

Below are updates on our progress towards completing the recent City Auditor report recommendations and our quarterly update on our implementation of the Fair and Impartial Policing Working Group recommendations.

City Auditor Reports

There were three open audits in 2023. Working with Auditor Wong and her staff, two have been fully completed. The remaining open audit contains 12 recommendations. Of these, 10 are complete leaving only 2 open recommendations. Both of these items are related to staffing and involve our in-progress work with an outside consultant (Citygate). Both are actively being worked on;

- 911 Dispatchers: Understaffing Leads to Excessive Overtime and Low Morale (Complete)
- Data Analysis of Berkeley's Police Response (Complete)
- Berkeley Police: Improvements Needed to Manage Overtime and Security Work for Outside Entities (Open/In Progress)

The Department will be submitting our next audit update to City Council in May 2024 regarding the two remaining open audit items. We look forward to continuing to work with Auditor Wong's office to accomplish all of the recommendations in this budget related audit.

Fair and Impartial Policing Recommendations

BPD has worked hard to fully implement the Fair and Impartial Policing (FIP) Working Group recommendations, and efforts in this area are ongoing and live well beyond the specific recommendations of Council. A prime example of this is the analysis presented in the "Accountability" section above, where we track key measures of fair and impartial policing outcome. The FIP Working Group recommendations have provided invaluable guidelines as we enhance our policies and protocols to ensure the highest standards of policing and are deeply aligned with our departmental values. The department will continue ensuring our personnel, policies and actions support fair, impartial and equitable treatment of all those we serve. The department is also committed to maintaining transparency and accountability in our reporting on these efforts to the community and Council. To ensure this, we will continue providing information both via our Transparency Hub as well as our annual department report.

FIP Working Group Recommendations Progress Report: March 2024

We have made significant progress in implementing the recommendations set forth for the department, with actions taken in nearly all areas specified. The final piece, an extensive staffing assessment conducted by Citygate Associates, is underway and its completion will mark the fulfillment of the last recommendation.

To date, implementation of the recommendations has led to the amendment of departmental policies and the establishment of new protocols. Some major accomplishments included a departmental policy focusing traffic stops on safety and preventing collisions, using evidence-

based models and strong data analysis to guide enforcement actions, and our current work to strengthen and expand our Early Intervention System

The additional FIP training funds allocated as part of the reimagining process have allowed us to continue to move this important work forward. We have created a training focus on courses strengthening responses that are Constitutional, Humane, Impartial, Neighborhood and Community Oriented and DEI-Centered. We refer to this as “KIND” training.

We are also bringing Active Bystander for Law Enforcement (ABLE) training to our agency. ABLE is a nationally recognized program with the aim of creating a police culture in which officers routinely intervene and accept interventions from their peers as necessary to: prevent misconduct, avoid police mistakes, and promote officer health and wellness. ABLE guides agencies and communities on the concrete measures that must be in place to create and sustain a culture of peer intervention leading to the benefit of the community and department. The department was honored to receive letters of support and partnership for this program from community-based organizations in our city such as Dorothy Day House and the Center for Food, Faith and Justice

With this progress, we're turning our attention to further enhancing our practices. Central to this is the development of our Early Intervention System (EIS). We recognize the power of an EIS to promote transparency, proactive intervention, and a supportive environment for officer development. We have taken pride in having an EIS protocol since 2004, reflecting our long-held commitment to accountability. In 2023, guided by the recommendations of the FIP Working Group, we updated our policy, significantly broadening the scope and depth of our audits to include the incorporation of RIPA-mandated stop data. Also in 2023, after collaboration with the Police Accountability Board, the department added audits of body-worn camera footage to our quarterly audit procedure.

To accelerate the expansion of our EIS, we've recently released an RFP for design support in building a cutting-edge, real-time system. This system will give us a comprehensive overview of officer and team performance, helping us identify potential areas where proactive support would be beneficial.

Our EIS work has benefited from ongoing collaboration with the Police Accountability Board (PAB), and we understand they are preparing a comprehensive report on the subject. We look forward to continuing our engagement with the PAB on EIS implementation and improvement.

The Berkeley Police Department remains committed to equitable and unbiased policing and we are proud to have implemented almost all of the FIP recommendations. A Special Order (policy) has been released to ensure that current and future members of the Berkeley Police Department carry forward and build upon this important foundational work initiated by the FIP Working Group. Once the final recommendation of the referral is completed, the department will continue efforts related to fair and impartial policing and provide annual updates and progress in this report.

APPENDIX D

2023 Berkeley Police Department Annual Report



APPENDIX E

Gun Violence Intervention and Prevention Program RFP

APPENDIX E

Finance Department
General Services Division

REQUEST FOR PROPOSALS (RFP)
Specification No. #24-11659-C
FOR
Gun Violence Intervention and Prevention Program
PROPOSALS WILL NOT BE OPENED AND READ PUBLICLY

Dear Proposer:

The City of Berkeley is soliciting written proposals from qualified firms or individuals to work with the City of Berkeley to establish and implement a Gun Violence Intervention and Prevention Program. As a Request for Proposal (RFP) this is not an invitation to bid and although price is very important, other factors will be taken into consideration.

The project scope, content of proposal, and vendor selection process are summarized in the RFP (attached). **Proposals must be received no later than 2:00 pm on Thursday April 16, 2024.** Proposals are to be sent via email with the **"Specification No. #24-11659-C** and "**Gun Violence Intervention and Prevention Program**" clearly indicated in the subject line of the email. Please submit one (1) PDF of the technical Proposal with the filename saved as, "**Proposal Vendor Name - #24-11659-C "Gun Violence Intervention and Prevention Program**" Corresponding pricing proposal shall be submitted as a separate document with the filename saved as, "**Pricing Vendor Name - - #24-11659-C "Gun Violence Intervention and Prevention Program."**

Email Proposals to:
City of Berkeley
Finance Department/General Services Division
purchasing@berkeleyca.gov

Proposals will not be accepted after the date and time stated above. Incomplete proposal or proposals that do not conform to the requirements specified herein will not be considered. Issuance of the RFP does not obligate the City to award a contract, nor is the City liable for any costs incurred by the proposer in the preparation and submittal of proposals for the subject work. The City retains the right to award all or parts of this contract to several bidders, to not select any bidders, and/or to re-solicit proposals. The act of submitting a proposal is a declaration that the proposer has read the RFP and understands all the requirements and conditions.

For questions concerning the anticipated work, or scope of the project, please **contact Carianna "Cari" Arredondo *(Project Manager)***, Assistant to the City Manager, via email at **carredondo@berkeleyca.gov** no later than **Monday, April 8th, 2024**. Answers to questions will **not** be provided by telephone or email. Answers to all questions or any addenda will be **posted** on the City of Berkeley's site at Bid & Proposal Opportunities | City of Berkeley (berkeleyca.gov). It is the vendor's responsibility to check this site. For general questions concerning the submittal process, contact purchasing at 510-981-7320.

We look forward to receiving and reviewing your proposal.

Sincerely,
Darryl Sweet, General Services Manager

I. SUMMARY

In response to the growing gun violence crisis, Berkeley has introduced the Gun Violence Intervention and Prevention Program within its larger "Reimagining Public Safety" framework. Aiming for a comprehensive reduction in gun violence incidents, this initiative blends community engagement, strategic collaboration between internal city departments and external organizations, field experts, and methods based on empirical evidence.

With a $2M budget for a two-year pilot (Not to exceed $1M per fiscal year), the Gun Violence Intervention and Prevention program aims to employ a four-pronged strategy that includes:

- **Place-based interventions** at critical areas with increased shootings,
- Direct engagement with individuals at risk via **custom notifications**,
- **Street outreach**, and
- Provision of robust **social services**.

The program, which is overseen by the City Manager's Office, is seeking proposals for the design and implementation of the ***custom notifications*** and ***street outreach*** components, as detailed below. It is crucial to understand that custom notifications require collaboration with law enforcement, whereas street outreach involves a one-way communication channel from the police to outreach workers.

Proposals may address *either* one or *both* components. **While proposals may involve collaboration among multiple Community-Based Organizations (CBOs), prospective bidders must identify a lead organization and may include partner organizations in their submissions.**

- **Custom Notifications**: Custom notifications in Berkeley are a **collaborative strategy** by ***law enforcement*** and ***community-based organizations*** to mitigate gun violence and target high-risk individuals with simultaneous "hard" and "soft" messaging. The "hard" message, delivered by police, outlines specific legal consequences for future violent acts, emphasizing immediate legal risks. Concurrently, a "soft" message from a community-based organization (CBO) conveys support and care, offering access to social services and assistance. This approach combines clear warnings about the consequences of violence with offers of help, aiming to deter violence through awareness of the repercussions and provision of alternatives. Custom notifications leverage social network analysis (SNA) to identify those at risk and employ focused deterrence to reduce gun violence, making it clear that violence is intolerable while also providing pathways to support and change.

- **Street Outreach:** A critical aspect of their operation is the **unidirectional flow** of information from police to outreach workers, keeping them informed about recent incidents without compromising their neutrality and community trust. Street outreach, conducted by Violence Interrupters, is a public health strategy aimed at curbing the spread of violence as a social contagion in communities. These workers, often with personal experiences of incarceration or violence, use their credibility and understanding of street culture to mediate conflicts and prevent violence escalation. They act as crucial connectors between individuals engaged in violence and broader gun violence intervention programs, enhancing law enforcement efforts with their community trust. Their role includes real-time violence identification and interruption, mentoring high-risk individuals, facilitating workshops and peaceful demonstrations. This partnership allows them to effectively prevent retaliation and support individuals at risk, by reinforcing community norms against violence and fostering a safer environment.

The purpose of this RFP is to solicit proposals from community-based organizations and service providers that have the expertise and ability to quickly meet the City's need to create a successful pilot program for the Gun Violence Intervention and Prevention Program in the City of Berkeley. The selected applicant(s) will be required to comply with all applicable requirements for such funds and will be required to report to the City regularly on the use of funds and services beneficiaries.

II. SCOPE OF SERVICES

Applicants are encouraged to thoroughly review the report and recommendations, as outlined in ***Attachments 1*** **to** ***4***. The selected provider(s) must demonstrate a collaborative approach, involving a wide range of internal and external organizations, community stakeholders and show expertise in gun violence intervention and prevention programming; evidenced by a strong commitment to data-driven evaluation, ability to remain within budget limits, foster effective cross-functional collaboration is crucial for the successful implementation and achieve a measurable decrease in gun violence incidents. The City is looking for detailed proposals for its Gun Violence Intervention and Prevention program, specifically focusing on designing and implementing ***street outreach*** and ***custom notification*** initiatives in alignment with the criteria provided. The sections below serve as a detailed outline and guide for the City's expectations for submissions regarding the program narrative:

A. STRATEGIC PROGRAM DEVELOPMENT

Proposals must incorporate advanced strategies based on criminological and public health research and detail methodologies and approaches for engaging the target population, including identification methods, intervention strategies, and case-management coordination and follow-up.

- **Comprehensive Strategy Development**
  - **Intervention Methodology:** Define a collaborative methodology for engaging in-risk individuals, specifying criteria and tools used. Include intervention techniques, frequency, duration, format, and risk assessment protocols.
    - **Custom Notifications:** Given a subset of individuals identified by law enforcement partners, design a methodology and/or framework for coordinating relevant stakeholders to create unified custom notifications and delivery methods to the individual.
    - **Street Outreach:** Describe a strategic plan for managing a team of street outreach workers including day-to-day functions and special activities.
  - **Effectiveness Indicators:** Provide measurable indicators and success metrics for each component (street outreach and custom notifications), including crime rate reduction, improved community trust, and other social impact metrics.

- **Documentation and Reporting**
  - **Operational Protocols:** Outline clear protocols for escalating interventions and response to emerging situations.
  - **Community Engagement Plan:** Formulate a strategy for sustained engagement with diverse community members and stakeholders. Identify relationships with field experts.

- **Budget and Effectiveness Monitoring**
  - **Budget Monitoring:** Provide a detailed breakdown and justification for each budget item. Describe the financial monitoring system, including checks and balances, audit schedules, and reporting formats.
  - **Effectiveness Monitoring:** Identify specific tools and methods for monitoring reductions in gun violence, such as statistical analysis, community surveys, etc., and explain the process for making program adjustments based on effectiveness data, including decision-making criteria and implementation timelines.

- **Data Management and Evaluation**
  - **Data Collection Tools:** Specify tools and software for data collection and analysis.
  - **Continuous Improvement Plan:** Outline a plan for regular program review and refinement based on data insights.

B. IMPLEMENTATION AND COMPLIANCE MONITORING

Detailed implementation plans are required, including staffing qualifications, resource allocation, operational timelines, and a scalable framework for program expansion. Proposals should address integrating innovative and culturally sensitive practices, considering the diverse needs of the community.

- **Implementation Planning**
  - **Operational Framework**: Outline the operational framework, staffing roles, qualifications, and resource allocation for the program. Focus on the logistical aspects of implementing the proposed strategies.
  - **Resource Allocation**: Present a comprehensive budget with allocations for each program element and justifications, focused on the direct support of proposed strategies.

- **Collaboration and Community Engagement**
  - **Collaboration Framework:** Provide a detailed organizational chart showing each entity's specific responsibilities and points of contact. Describe how the collaboration with ***various entities*** will enhance the program's effectiveness.
  - **Community and Stakeholder Engagement:** Detail specific engagement activities, their frequency, and expected outcomes, along with strategies to sustain and deepen relationships with stakeholders, including regular community meetings, feedback mechanisms, etc. Identify continued partnership with local and national field experts and collaboration with city departments.

C. OPERATIONAL TIMELINE & LOCATION

Applicants are expected to outline the expectations for the operational timeline and spatial needs of the program, detailing the specific period post-contract award and providing timelines for each critical phase of the program.

- **Timeline Expectations:** Outline a realistic and flexible timeline for the program's operational rollout, including milestones and benchmarks for the design, implementation, monitoring, and evaluation phases of the program.
- **Location Considerations:** While the City of Berkeley will not provide a location due to the fieldwork nature of this program, we are open to exploring possible city space for operational needs, if necessary. Applicants should detail their plan for location needs, how they intend to address fieldwork requirements, and any potential city space utilization if applicable.

D. ORGANIZATIONAL CAPACITY AND EXPERTISE

Applicants must demonstrate extensive experience and expertise in gun violence intervention and prevention, showcasing a deep understanding of the dynamics of gun violence and the ability to implement effective programs.

- **Organizational Experience**
  - **Case Study Details:** Include data from past programs, specifying the number of individuals reached, the reduction in violent incidents, and other relevant metrics.
  - **Insight Application:** Describe how previous lessons will be applied in the Berkeley context, with modifications or enhancements specific to local needs.

- **Training and Development**
  - **Curriculum Specifics:** Provide a detailed training schedule, including topics covered and qualifications of trainers.
  - **Training Evaluation:** Outline methods for assessing the effectiveness of training, such as pre- and post-assessment, staff feedback, and performance metrics.

This RFP is designed to facilitate the selection of a comprehensive, collaborative, and innovative approach to reduce gun violence in our community through targeted, data-driven interventions and strategic collaborations.

III. SUBMISSION REQUIREMENTS

All proposals shall include the following information, organized as separate sections of the proposal. The proposal should be concise and to the point.

1. Contractor Identification:

   Provide the name of the firm, the firm's principal place of business (see section VII, F. – Local Vendor Preference), the name and telephone number of the contact person and company tax identification number.

2. Client References:

   Provide a minimum *of 3* client references. References should be California cities or other large public sector entities. Provide the designated person's name, title, organization, address, telephone number, and the project(s) that were completed under that client's direction.

3. Price Proposal:

   The proposal must provide detailed pricing for all services, ensuring all program work does not surpass $1M (per fiscal year) for the broader two-year $2M pilot program. Pricing shall be all inclusive unless indicated otherwise. Pricing proposals shall be a separate document. The Proposal shall itemize all services, including hourly rates for all professional, technical and support personnel, and all other charges related to completion of the work. Evaluation of price proposals are subject to the local vendor business preference (see section VII.F.)

   Please complete the Program Budget Template (**See Attachment 4**).

   Note: The City of Berkeley intends to use this two-year pilot program as a foundation for developing a comprehensive approach to gun violence intervention and prevention. The focus will be on employing effective street outreach methods and custom notifications as principal strategies, as outlined in the attached report and recommendations.

4. Contract Terminations:

   If your organization has had a contract terminated in the last five (5) years, describe such incident. Termination for default is defined as notice to stop performance due to the vendor's non-performance or poor performance and the issue of performance was either (a) not litigated due to inaction on the part of the vendor, or (b) litigated and such litigation determined that the vendor was in default.

   Submit full details of the terms for default including the other party's name, address, and phone number. Present the vendor's position on the matter. The City will evaluate the facts and may, at its sole discretion, reject the proposal on the grounds of the past experience.

   If the firm has not experienced any such termination for default or early termination in the past five (5) years, so indicate.

5. Program Narrative:

Proposals should include a detailed narrative addressing the approach to each of the following criteria as outlined in Section II. SCOPE OF SERVICES:

A. **Strategic Program Development:** Proposals must incorporate advanced strategies based on criminological and public health research and detail methodologies and approaches for engaging the target population, including identification methods, intervention strategies, and case-management coordination and follow-up.
B. **Implementation and Compliance Monitoring:** Present a detailed plan for operationalizing the proposed strategies, including staffing, resource allocation, and program expansion. Describe how compliance will be ensured and how culturally sensitive practices will be integrated.
C. **Operational Timeline & Location:** Outline a realistic timeline for the program's operational rollout and provide details on spatial needs, addressing how fieldwork and potential city space utilization will be managed.
D. **Organizational Capacity and Expertise:** Demonstrate experience and expertise in the relevant field. Include case studies, application of insights, training specifics, and methods for evaluating training effectiveness.

IV. SELECTION CRITERIA

The following criteria will be considered, although not exclusively, in determining which firm(s) is hired. A selection panel comprising staff members with expertise in Gun Violence Intervention and Prevention (GVI/P), community engagement, racial equity, financial management, and relevant local knowledge will evaluate and score submissions. The panel will use a standardized scoring rubric to ensure a fair and comprehensive assessment of each proposal.

Category	Criteria	Points
Project Approach	*Approach to Custom Notifications:* Strategy for a custom notifications program that includes: • **Identification:** Collaborating with law enforcement partners to identify a specific subset of individuals deemed at-risk. • **Coordination:** Designing a framework for coordinating with relevant stakeholders, including local authorities, community organizations, and social service providers, to create a unified approach for the development and delivery of custom notifications. • **Delivery:** Outlining the process for the personalized delivery of these notifications to the identified individuals, ensuring the approach is respectful, privacy-conscious, and tailored to address the specific needs and risks associated with each individual.	**30**
	Approach to Street Outreach: Strategy for a street outreach program that includes: • **Team Management:** Describing the management of a team of street outreach workers, focusing on their day-to-day functions, roles, and responsibilities to ensure a proactive and effective outreach effort. • **Special Activities:** Planning and implementing special activities aimed at engaging target populations, enhancing the outreach program's reach and impact. • **Coordination:** Ensuring the street outreach efforts are well-coordinated with community groups, law enforcement, and other stakeholders to provide seamless support to the target populations. • **Training and Support:** Detailing the training, supervision, and ongoing support mechanisms for outreach workers, preparing them to address the complexities of their roles and adapt to the dynamic needs of the communities they serve.	
Expertise & References	*Comprehensive Experience*: Overview of the organization's background in GVP initiatives, with a special focus on custom notifications and street outreach. Submissions should highlight key staff qualifications, local collaborations, and the ability to manage federal funds effectively.	**30**
Experience Serving Diverse Populations	*Inclusive Engagement Strategies*: Presentation of approaches for engaging diverse communities through custom notifications and street outreach, including evidence of past successes and accessibility measures.	**15**

Presentation of Materials	*Alignment with Project Goals and Tailored Approach to Berkeley:* Evaluation of how the proposal aligns with the defined services and outcomes for the GVI/P project. Proposals must reference specific recommendations or findings in the attached documents and demonstrate a tailored approach to meet Berkeley's unique needs.	**15**
Costs	*Budget and Financial Oversight*: Detailed budget breakdown for custom notifications and street outreach, including justifications for cost efficiency and procedures for financial accountability.	**10**

* Effective 1/1/2022. *Local Vendor Preference. For the purposes of comparing pricing as part of this competitive RFP for goods up to $100,000 or non-professional services up to $250,000, 5% shall be deducted from the bid price proposal from any local Berkeley vendor.*

A selection panel will be convened of staff to evaluate and score submittals.

V. PAYMENT

Invoices: Invoices must be fully itemized and provide sufficient information for approving payment and audit. Invoices must be accompanied by receipt for services in order for payment to be processed. **Email invoices to Accounts Payable and cc' carredondo@berkeleyca.gov;** (List on invoice, Attn: Carianna Arredondo, City Manager's Office) and reference the contract number.

City of Berkeley
Accounts Payable
P.O. Box 700
Berkeley, CA 94710-700
Email: **AccountsPayable@berkeleyca.gov**
Phone: 510-981-7310

Payments: The City will make payment to the vendor within 30 days of receipt of a correct, approved and complete invoice.

VI. CITY REQUIREMENTS

*(Do not modify any part of this section except: Living Wage would not apply if commodities are being purchased and Equal Benefits would not apply if the contract amount will be less than $25,000. If this is the case, do not delete the section just note next to it **"Does Not Apply to this Request for Proposal**")*

A. Non-Discrimination Requirements:

Ordinance No. 5876-N.S. codified in B.M.C. Chapter 13.26 states that, for contracts worth more than $3,000 bids for supplies or bids or proposals for services shall include a completed Workforce Composition Form. Businesses with fewer than five employees are exempt from submitting this form. (See B.M.C. 13.26.030)

Under B.M.C. section 13.26.060, the City may require any bidder or vendor it believes may have discriminated to submit a Non-Discrimination Program. The Contract Compliance Officer will make this determination. This applies to all contracts and all consultants (contractors). Berkeley Municipal Code section 13.26.070 requires that all contracts with the City contain a non-discrimination clause, in which the contractor agrees not to discriminate and allows the City access to records necessary to monitor compliance. This section also applies to all contracts and all consultants.
Bidders must submit the attached Non-Discrimination Disclosure Form with their proposal.

B. Nuclear Free Berkeley Disclosure Form:

Berkeley Municipal Code section 12.90.070 prohibits the City from granting contracts to companies that knowingly engage in work for nuclear weapons. This contracting prohibition may be waived if the City Council determines that no reasonable alternative exists to doing business with a company that engages in nuclear weapons work. If your company engages in work for nuclear weapons, explain on the Disclosure Form the nature of such work. **Bidders must submit the attached Nuclear Free Disclosure Form with their proposal**.

C. Oppressive States:

The City of Berkeley prohibits granting of contracts to firms that knowingly provide personal services to specified Countries. This contracting prohibition may be waived if the City Council determines that no reasonable alternative exists to doing business with a company that is covered by City Council Resolution Nos. 59,853-N.S., 60,382-N.S., and 70,606-N.S. If your company or any subsidiary is covered, explain on the Disclosure Form the nature of such work.
Bidders must submit the attached Oppressive States Disclosure Form with their proposal.

D. Sanctuary City Contracting Ordinance:

Chapter 13.105 of the Berkeley Municipal Code prohibits the City from granting and or retaining contracts with any person or entity that provides Data Broker or Extreme Vetting services to the U.S. Immigration and Customs Enforcement Division of the United States Department of Homeland Security ("ICE").
Bidders must submit the attached Sanctuary City Compliance Statement with their proposal.

E. Conflict of Interest:

In the sole judgment of the City, any and all proposals are subject to disqualification on the basis of a conflict of interest. The City may not contract with a vendor if the vendor or an employee, officer or director of the proposer's firm, or any immediate family member of the preceding, has served as an elected official, employee, board or commission member of the City who influences the making of the contract or has a direct or indirect interest in the contract.

Furthermore, the City may not contract with any vendor whose income, investment, or real property interest may be affected by the contract. The City, at its sole option, may disqualify any proposal on the basis of such a conflict of interest. **Please identify any person associated with the firm that has a potential conflict of interest.**

F. Berkeley Living Wage Ordinance:

Chapter 13.27 of the Berkeley Municipal Code requires that contractors offer all eligible employees with City mandated minimum compensation during the term of any contract that may be awarded by the City. If the Contractor is not currently subject to the Living Wage Ordinance, cumulative contracts with the City within a one-year period may subject Contractor to the requirements under B.M.C. Chapter 13.27. A certification of compliance with this ordinance will be required upon execution of a contract. The current Living Wage rate can be found here: Information for Vendors | City of Berkeley (berkeleyca.gov). The Living Wage rate is adjusted automatically effective June 30th of each year commensurate with the corresponding increase in the Consumer Price Index published in April of each year. If the Living Wage rate is adjusted during the term of your agreement, you must pay the new adjusted rate to all eligible employees, regardless of what the rate was when the contract was executed.

G. Berkeley Equal Benefits Ordinance:

Chapter 13.29 of the Berkeley Municipal Code requires that contractors offer domestic partners the same access to benefits that are available to spouses. A certification of compliance with this ordinance will be required upon execution of a contract.

H. Statement of Economic Interest:

The City's Conflict of Interest Code designates "consultants" as a category of persons who must complete Form 700, Statement of Economic Interest, at the beginning of the contract period and again at the termination of the contract. The selected contractor will be required to complete the Form 700 before work may begin.

VII. OTHER REQUIREMENTS

A. Insurance

The selected contractor will be required to maintain general liability insurance in the minimum amount of $2,000,000, automobile liability insurance in the minimum amount of $1,000,000 and a professional liability insurance policy in the amount of $2,000,000 to cover any claims arising out of the performance of the contract. The general liability and automobile insurance must name the City, its officers, agents, volunteers and employees as additional insured.

Insurance not Necessary: ***If the services are such that the risk of exposure to liability is very low, insurance may not be required. An example of such a service is an individual using his/her computer at home to lay out a newsletter for the City.***

** *This determination must be made by the Risk Manager in writing before the RFP is issued.* **

Insurance Waiver: *A situation in which insurance is not necessary is different from a case in which insurance may be waived. An insurance waiver is appropriate where insurance would usually be necessary but when, as a policy matter, the City is willing to take the risk of allowing an uninsured or under-insured individual or business to perform the work (usually when the risk of liability is low). An insurance waiver may be granted only by the Risk Manager in writing with the approval of the City Manager. If a potential bidder expresses an inability to meet the insurance requirement, he or she should be encouraged to contact the Project Manager & Risk Manager for assistance in obtaining insurance.)*

B. Worker's Compensation Insurance:

A selected contractor who employs any person shall maintain workers' compensation insurance in accordance with state requirements. Sole proprietors with no employees are not required to carry Worker's Compensation Insurance.

C. Business License

Virtually every contractor that does business with the City must obtain a City business license as mandated by B.M.C. Ch. 9.04. The business license requirement applies whether or not the contractor has an office within the City limits. However, a "casual" or "isolated" business transaction (B.M.C. section 9.04.010) does not subject the contractor to the license tax. Warehousing businesses and charitable organizations are the only entities specifically exempted in the code from the license requirement (see B.M.C. sections, 9.04.295 and 9.04.300). Non-profit organizations are granted partial exemptions (see B.M.C. section 9.04.305). Persons who, by reason of physical infirmity, unavoidable misfortune, or unavoidable poverty, may be granted an exemption of one annual free license at the discretion of the Director of Finance. (See B.M.C. sections 9.04.290).

Vendor must apply for a City business license and show proof of application to Purchasing Manager within seven days of being selected as intended contractor.

The Customer Service Division of the Finance Department located at 1947 Center Street, Berkeley, CA 94704, issues business licenses. Contractors should contact this division for questions and/or information on obtaining a City business license, in person, or by calling 510-981-7200**.**

D. Recycled Paper

Any printed reports for the City required during the performance of the work shall be on 100% recycled paper, and shall be ***printed on both sides of the page*** whenever practical.

E. State Prevailing Wage:

Certain labor categories under this project may be subject to prevailing wages as identified in the State of California Labor Code commencing in Section 1770 et seq. These labor categories, when employed for any "work performed during the design and preconstruction phases of construction including, but not limited to, inspection and land surveying work," constitute a "Public Work" within the definition of Section 1720(a)(1) of the California Labor Code requiring payment of prevailing wages.

Wage information is available through the California Division of Industrial Relations web site at:
http://www.dir.ca.gov/OPRL/statistics_and_databases.html

F. Local Vendor Preference

City of Berkeley applies a local vendor preference for comparing pricing submittals in RFP responses (City Council Resolution No. 69,890-N.S.)

A **local business** is defined as "a business firm with fixed offices or distribution points located within the City of Berkeley boundaries and listed in the Permits and License Tax paid file, with a Berkeley business street address."

Competing for non-professional services
For the purposes of comparing pricing as part of this competitive RFP for non-professional services up to $250,000, 5% shall be deducted from the bid price proposal from any local Berkeley vendor in order to assign evaluation points to the pricing section.

VIII. SCHEDULE (Dates are subject to change)

❑ Issue RFP to Potential Bidders	Friday, March 20, 2024
❑ Bidders Conference	Friday, April 5, 2024
❑ Questions Due	Monday, April 8, 2024
❑ Answers Posted	Wednesday, April 10, 2024
❑ Proposals Due from Potential Bidders	Tuesday, April 16, 2024
❑ Reference Checks	*Week of* April 22-26, 2024
❑ Panel Interviews	Friday April 26, 2024
❑ Completion of Section Process	Tuesday, April 30, 2024
❑ Notification and Contract Negotiations	*Week of* April 30, 2024
❑ Council Approval of Contract (over $50k)	Tuesday, June 4, 2024
❑ Award of Contract	Wednesday, June 5, 2024
❑ Sign and Process Contract	Tuesday, June 25, 2024
❑ Notice to Proceed	Wednesday, June 26, 2024

Thank you for your interest in working with the City of Berkeley for this service. We look forward to receiving your proposal.

Attachments:

• Gun Violence Prevention Report	Attachment 1
• D2 Advisory Recommendations	Attachment 2
• January 23, 2024 City Council Meeting	Attachment 3
• Program Budget Template	Attachment 4
• Check List of Required items for Submittal	Attachment A
• Non-Discrimination/Workforce Composition Form	Attachment B
• Nuclear Free Disclosure Form	Attachment C
• Oppressive States Form	Attachment D
• Sanctuary City Compliance Statement	Attachment E
• Living Wage Form	Attachment F
• Equal Benefits Certification of Compliance	Attachment G
• Right to Audit Form	Attachment H
• Insurance Endorsement	Attachment I

ATTACHMENT A

CHECKLIST

- ❑ Proposal describing service (one (1) PDF of proposal)
- ❑ Contractor Identification and Company Information
- ❑ Client References
- ❑ Costs proposal by task, type of service & personnel (as a separate document from the proposal)
- ❑ Completed Program Narrative and Budget Template
- ❑ The following forms, completed and **signed in blue ink** (attached):
    - o Non-Discrimination/Workforce Composition Form — Attachment B
    - o Nuclear Free Disclosure Form — Attachment C
    - o Oppressive States Form — Attachment D
    - o Sanctuary City Compliance Statement — Attachment E
    - o Living Wage Form ***(may be optional)*** — Attachment F
    - o Equal Benefits Certification (EBO-1) ***(may be optional)*** — Attachment G

ADDITIONAL SUBMITTALS REQUIRED FROM SELECTED VENDOR AFTER COUNCIL APPROVAL TO AWARD CONTRACT.

- ❑ Provide **original-signed in blue ink** Evidence of Insurance
    - o Auto
    - o Liability
    - o Worker's Compensation
- ❑ Right to Audit Form — Attachment H
- ❑ Commercial General & Automobile Liability Endorsement Form — Attachment I
- ❑ Berkeley Business License (Current Year Certificate)

For informational purposes only: Sample of Personal Services Contract can be found on the City's website on the current bid and proposal page at the top of the page.

NON-DISCRIMINATION/WORKFORCE COMPOSITION FORM FOR NON-CONSTRUCTION CONTRACTS

To assist the City of Berkeley in implementing its Non-Discrimination policy, it is requested that you furnish information regarding your personnel as requested below and return it to the City Department handling your contract:

Organization: _____

Address: _____

Business Lic. #: _____

Occupational Category: _____ (See reverse side for explanation of terms)	Total Employees		White Employees		Black Employees		Asian Employees		Hispanic Employees		Other Employees	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
Official/Administrators												
Professionals												
Technicians												
Protective Service Workers												
Para-Professionals												
Office/Clerical												
Skilled Craft Workers												
Service/Maintenance												
Other (specify)												
Totals:												

Is your business MBE/WBE/DBE certified? Yes: _____ No: _____ If yes, by what agency? _____

If yes, please specify: Male: _____ Female: _____ Indicate ethnic identifications: _____

Do you have a Non-Discrimination policy? Yes: _____ No: _____

Signed: _____ Date: _____

Verified by: _____ Date: _____

City of Berkeley Contract Compliance Officer

Contract Description/Specification No: **Gun Violence Intervention and Prevention Program/24-11659-C**

Attachment B (page 1)

Occupational Categories

Officials and Administrators - Occupations in which employees set broad policies, exercise overall responsibility for execution of these policies, or provide specialized consultation on a regional, district or area basis. Includes: department heads, bureau chiefs, division chiefs, directors, deputy superintendents, unit supervisors and kindred workers.

Professionals - Occupations that require specialized and theoretical knowledge that is usually acquired through college training or through work experience and other training that provides comparable knowledge. Includes: personnel and labor relations workers, social workers, doctors, psychologists, registered nurses, economists, dietitians, lawyers, systems analysts, accountants, engineers, employment and vocational rehabilitation counselors, teachers or instructors, and kindred workers.

Technicians - Occupations that require a combination of basic scientific or technical knowledge and manual skill that can be obtained through specialized post-secondary school education or through equivalent on-the-job training. Includes: computer programmers and operators, technical illustrators, highway technicians, technicians (medical, dental, electronic, physical sciences) and kindred workers.

Protective Service Workers - Occupations in which workers are entrusted with public safety, security and protection from destructive forces. Includes: police officers, fire fighters, guards, sheriffs, bailiffs, correctional officers, detectives, marshals, harbor patrol officers, and kindred workers.

Para-Professionals - Occupations in which workers perform some of the duties of a professional or technician in a supportive role, which usually requires less formal training and/or experience normally required for professional or technical status. Such positions may fall within an identified pattern of a staff development and promotion under a "New Transporters" concept. Includes: library assistants, research assistants, medical aides, child support workers, police auxiliary, welfare service aides, recreation assistants, homemaker aides, home health aides, and kindred workers.

Office and Clerical - Occupations in which workers are responsible for internal and external communication, recording and retrieval of data and/or information and other paperwork required in an office. Includes: bookkeepers, messengers, office machine operators, clerk-typists, stenographers, court transcribers, hearings reporters, statistical clerks, dispatchers, license distributors, payroll clerks, and kindred workers.

Skilled Craft Workers - Occupations in which workers perform jobs which require special manual skill and a thorough and comprehensive knowledge of the processes involved in the work which is acquired through on-the-job training and experience or through apprenticeship or other formal training programs. Includes: mechanics and repairpersons, electricians, heavy equipment operators, stationary engineers, skilled machining occupations, carpenters, compositors and typesetters, and kindred workers.

Service/Maintenance - Occupations in which workers perform duties which result in or contribute to the comfort, convenience, hygiene or safety of the general public or which contribute to the upkeep and care of buildings, facilities or grounds of public property. Workers in this group may operate machinery. Includes: chauffeurs, laundry and dry-cleaning operatives, truck drivers, bus drivers, garage laborers, custodial personnel, gardeners and groundskeepers, refuse collectors, and construction laborers.

CITY OF BERKELEY
Nuclear Free Zone Disclosure Form

I (we) certify that:

1. I am (we are) fully cognizant of any and all contracts held, products made or otherwise handled by this business entity, and of any such that are anticipated to be entered into, produced or handled for the duration of its contract(s) with the City of Berkeley. (To this end, more than one individual may sign this disclosure form, if a description of which type of contracts each individual is cognizant is attached.)

2. I (we) understand that Section 12.90.070 of the Nuclear Free Berkeley Act (Berkeley Municipal Code Ch. 12.90; Ordinance No. 5784-N.S.) prohibits the City of Berkeley from contracting with any person or business that knowingly engages in work for nuclear weapons.

3. I (we) understand the meaning of the following terms as set forth in Berkeley Municipal Code Section 12.90.130:

   "Work for nuclear weapons" is any work the purpose of which is the development, testing, production, maintenance or storage of nuclear weapons or the components of nuclear weapons; or any secret or classified research or evaluation of nuclear weapons; or any operation, management or administration of such work.

   "Nuclear weapon" is any device, the intended explosion of which results from the energy released by reactions involving atomic nuclei, either fission or fusion or both. This definition of nuclear weapons includes the means of transporting, guiding, propelling or triggering the weapon if and only if such means is destroyed or rendered useless in the normal propelling, triggering, or detonation of the weapon.

   "Component of a nuclear weapon" is any device, radioactive or non-radioactive, the primary intended function of which is to contribute to the operation of a nuclear weapon (or be a part of a nuclear weapon).

4. Neither this business entity nor its parent nor any of its subsidiaries engages in work for nuclear weapons or anticipates entering into such work for the duration of its contract(s) with the City of Berkeley.

Based on the foregoing, the undersigned declares under penalty of perjury under the laws of the State of California that the foregoing is true and correct.

Printed Name: _____ Title: _____

Signature: _____Date: _____

Business Entity: _____

Contract Description/Specification No: **Gun Violence Intervention and Prevention Program/24-11659-C**

Attachment C

CITY OF BERKELEY
Oppressive States Compliance Statement

The undersigned, an authorized agent of_____ (hereafter "Vendor"), has had an opportunity to review the requirements of Berkeley City Council Resolution Nos. 59,853-N.S., 60,382-N.S., and 70,606-N.S., (hereafter "Resolutions"). Vendor understands and agrees that the City may choose with whom it will maintain business relations and may refrain from contracting with those Business Entities which maintain business relationships with morally repugnant regimes. Vendor understands the meaning of the following terms used in the Resolution:

"Business Entity" means "any individual, firm, partnership, corporation, association or any other commercial organization, including parent-entities and wholly owned subsidiaries" (to the extent that their operations are related to the purpose of the contract with the City).

"Oppressive State" means: **Tibet Autonomous Region and the Provinces of Ado, Kham and U-Tsang; and Burma (Myanmar)**

“Personal Services” means “the performance of any work or labor and shall also include acting as an independent contractor or providing any consulting advice or assistance, or otherwise acting as an agent pursuant to a contractual relationship.”

Contractor understands that it is not eligible to receive or retain a City contract if at the time the contract is executed, or at any time during the term of the contract it provides Personal Services to:

a. The governing regime in any Oppressive State.
b. Any business or corporation organized under the authority of the governing regime of any Oppressive State.
c. Any person for the express purpose of assisting in business operations or trading with any public or private entity located in any Oppressive State.

Vendor further understands and agrees that Vendor's failure to comply with the Resolution shall constitute a default of the contract and the City Manager may terminate the contract and bar Vendor from bidding on future contracts with the City for five (5) years from the effective date of the contract termination.

The undersigned is familiar with or has made a reasonable effort to become familiar with, Vendor's business structure and the geographic extent of its operations. By executing the Statement, Vendor certifies that it complies with the requirements of the Resolution and that if any time during the term of the contract it ceases to comply, Vendor will promptly notify the City Manager in writing.

Based on the foregoing, the undersigned declares under penalty of perjury under the laws of the State of California that the foregoing is true and correct.

Printed Name: _____ Title: _____

Signature: _____ Date: _____

Business Entity: _____

Contract Description/Specification No: **Gun Violence Intervention and Prevention Program/24-11659-C**

I am unable to execute this Statement; however, Vendor is exempt under Section VII of the Resolution. I have attached a separate statement explaining the reason(s) Vendor cannot comply and the basis for any requested exemption.

Signature: _____ Date: _____

Attachment D

CITY OF BERKELEY
Sanctuary City Compliance Statement

The undersigned, an authorized agent of _____ (hereafter "Contractor"), has had an opportunity to review the requirements of Berkeley Code Chapter 13.105 (hereafter "Sanctuary City Contracting Ordinance" or "SCCO"). Contractor understands and agrees that the City may choose with whom it will maintain business relations and may refrain from contracting with any person or entity that provides Data Broker or Extreme Vetting services to the U.S. Immigration and Customs Enforcement Division of the United States Department of Homeland Security ("ICE"). Contractor understands the meaning of the following terms used in the SCCO:

a. "Data Broker" means either of the following:

i. The collection of information, including personal information about consumers, from a wide variety of sources for the purposes of reselling such information to their customers, which include both private-sector business and government agencies.

ii. The aggregation of data that was collected for another purpose from that for which it is ultimately used.

b. "Extreme Vetting" means data mining, threat modeling, predictive risk analysis, or other similar services." Extreme Vetting does not include:

i. The City's computer-network health and performance tools.
ii. Cybersecurity capabilities, technologies and systems used by the City of Berkeley Department of Information Technology to predict, monitor for, prevent, and protect technology infrastructure and systems owned and operated by the City of Berkeley from potential cybersecurity events and cyber-forensic based investigations and prosecutions of illegal computer-based activity.

Contractor understands that it is not eligible to receive or retain a City contract if at the time the Contract is executed, or at any time during the term of the Contract, it provides Data Broker or Extreme Vetting services to ICE.

Contractor further understands and agrees that Contractor's failure to comply with the SCCO shall constitute a material default of the Contract and the City Manager may terminate the Contract and bar Contractor from bidding on future contracts with the City for five (5) years from the effective date of the contract termination.

By executing this Statement, Contractor certifies that it complies with the requirements of the SCCO and that if any time during the term of the Contract it ceases to comply, Contractor will promptly notify the City Manager in writing. Any person or entity who knowingly or willingly supplies false information in violation of the SCCO shall be guilty of a misdemeanor and up to a $1,000 fine.

Based on the foregoing, the undersigned declares under penalty of perjury under the laws of the State of California that the foregoing is true and correct. Executed this _____ day of _____, 20__, at _____, California.

Printed Name: _____ Title: _____

Signed: _____ Date: _____

Business Entity: _____

Contract Description/Specification No: **Gun Violence Intervention and Prevention Program/24-11659-C**
SCCO CompStmt (10/2019)

Attachment E

CITY OF BERKELEY

Living Wage Certification for Providers of Services

TO BE COMPLETED BY ALL PERSONS OR ENTITIES ENGAGING IN A CONTRACT FOR PERSONAL SERVICES WITH THE CITY OF BERKELEY.

The Berkeley Municipal Code Chapter 13.27, Berkeley's Living Wage Ordinance (LWO), provides that contractors who engage in a specified amount of business with the City (except where specifically exempted) under contracts which furnish services to or for the City in any twelve (12) month period of time shall comply with all provisions of this Ordinance. The LWO requires a City contractor to provide City mandated minimum compensation to all eligible employees, as defined in the Ordinance. In order to determine whether this contract is subject to the terms of the LWO, please respond to the questions below. Please note that the LWO applies to those contracts where the contractor has achieved a cumulative dollar contracting amount with the City. Therefore, even if the LWO is inapplicable to this contract, subsequent contracts may be subject to compliance with the LWO. Furthermore, the contract may become subject to the LWO if the status of the Contractor's employees' changes (i.e. additional employees are hired) so that Contractor falls within the scope of the Ordinance.

Section I.

1. IF YOU ARE A FOR-PROFIT BUSINESS, PLEASE ANSWER THE FOLLOWING QUESTIONS

a. During the previous twelve (12) months, have you entered into contracts, **including the present contract**, bid, or proposal, with the City of Berkeley for a **cumulative amount of $25,000.00 or more**?
YES ____ **NO** ____

If **no**, this contract is NOT subject to the requirements of the LWO, and you may continue to Section II. If **yes**, please continue to question **1(b)**.

b. Do you have six (6) or more employees, including part-time and stipend workers?
YES ____ **NO** ____

If you have answered, "YES" to questions 1(a) and 1(b) this contract IS subject to the LWO. If you responded "NO" to 1(b) this contract IS NOT subject to the LWO. **Please continue to Section II.**

2. IF YOU ARE A NON-PROFIT BUSINESS, AS DEFINED BY SECTION 501(C) OF THE INTERNAL REVENUE CODE OF 1954, PLEASE ANSWER THE FOLLOWING QUESTIONS.

a. During the previous twelve (12) months, have you entered into contracts, including the present contract, bid or proposal, with the City of Berkeley for a cumulative amount of $100,000.00 or more?
YES ____ **NO** ____

If no, this Contract is NOT subject to the requirements of the LWO, and you may continue to Section II. If yes, please continue to question 2(b).

b. Do you have six (6) or more employees, including part-time and stipend workers?
YES ____ **NO** ____

If you have answered, "YES" to questions 2(a) and 2(b) this contract IS subject to the LWO. If you responded "NO" to 2(b) this contract IS NOT subject to the LWO. **Please continue to Section II.**

Section II

Please read, complete, and sign the following:

THIS CONTRACT **IS** SUBJECT TO THE LIVING WAGE ORDINANCE. ☐

THIS CONTRACT **IS NOT** SUBJECT TO THE LIVING WAGE ORDINANCE. ☐

Contract Description/Specification No: **Gun Violence Intervention and Prevention Program/24-11659-C**

Attachment F (page 1)

The undersigned, on behalf of himself or herself individually and on behalf of his or her business or organization, hereby certifies that he or she is fully aware of Berkeley's Living Wage Ordinance, and the applicability of the Living Wage Ordinance, and the applicability of the subject contract, as determined herein. The undersigned further agrees to be bound by all of the terms of the Living Wage Ordinance, as mandated in the Berkeley Municipal Code, Chapter 13.27. If, at any time during the term of the contract, the answers to the questions posed herein change so that Contractor would be subject to the LWO, Contractor will promptly notify the City Manager in writing. Contractor further understands and agrees that the failure to comply with the LWO, this certification, or the terms of the Contract as it applies to the LWO, shall constitute a default of the Contract and the City Manager may terminate the contract and bar Contractor from future contracts with the City for five (5) years from the effective date of the Contract termination. If the contractor is a for-profit business and the LWO is applicable to this contract, the contractor must pay a living wage to all employees who spend 25% or more or their compensated time engaged in work directly related to the contract with the City. If the contractor is a non-profit business and the LWO is applicable to this contract, the contractor must pay a living wage to all employees who spend 50% or more or their compensated time engaged in work directly related to the contract with the City.

These statements are made under penalty of perjury under the laws of the state of California.

Printed Name: _____ Title: _____

Signature: _____ Date: _____

Business Entity: _____

Section III

- **** * FOR ADMINISTRATIVE USE ONLY -- PLEASE PRINT CLEARLY * * ****

I have reviewed this Living Wage Certification form, in addition to verifying Contractor's total dollar amount contract commitments with the City in the past twelve (12) months, and determined that this Contract IS / IS NOT (circle one) subject to Berkeley's Living Wage Ordinance.

_____ _____

Department Name Department Representative

To be completed by Contractor/Vendor

Form EBO-1
CITY OF BERKELEY
CERTIFICATION OF COMPLIANCE WITH EQUAL BENEFITS ORDINANCE

If you are a ***contractor***, return this form to the originating department/project manager. If you are a ***vendor*** (supplier of goods), return this form to the Purchasing Division of the Finance Dept.

SECTION 1. CONTRACTOR/VENDOR INFORMATION

Name:			Vendor No.:
Address:	City:	State:	ZIP:
Contact Person:		Telephone:	
E-mail Address:		Fax No.:	

SECTION 2. COMPLIANCE QUESTIONS

A. The EBO is inapplicable to this contract because the contractor/vendor has no employees.
☐ Yes ☐ No *(If "Yes," proceed to Section 5; if "No", continue to the next question.)*

B. Does your company provide (or make available at the employees' expense) any employee benefits?
☐ Yes ☐ No
If "Yes," continue to Question C.
If "No," proceed to Section 5. (The EBO is not applicable to you.)

C. Does your company provide (or make available at the employees' expense) any benefits to the spouse of an employee? ..... ☐ Yes ☐ No

D. Does your company provide (or make available at the employees' expense) any benefits to the domestic partner of an employee? ..... ☐ Yes ☐ No

If you answered "No" to both **Questions C and D, proceed to Section 5. (The EBO is not applicable to this contract.)** If you answered "Yes" to both **Questions C and D, please continue to Question E.**
If you answered "Yes" **to Question C and** "No" **to Question D, please continue to Section 3.**

E. Are the benefits that are available to the spouse of an employee identical to the benefits that are available to the domestic partner of the employee? ..... ☐ Yes ☐ No

If you answered "Yes," proceed to Section 4. (You are in compliance with the EBO.)
If you answered "No," continue to Section 3.

SECTION 3. PROVISIONAL COMPLIANCE

A. Contractor/vendor is not in compliance with the EBO now but will comply by the following date:

☐ By the first effective date after the first open enrollment process following the contract start date, not to exceed two years, if the Contractor submits evidence of taking reasonable measures to comply with the EBO; or

☐ At such time that administrative steps can be taken to incorporate nondiscrimination in benefits in the Contractor's infrastructure, not to exceed three months; or

☐ Upon expiration of the contractor's current collective bargaining agreement(s).

B. If you have taken all reasonable measures to comply with the EBO but are unable to do so, do you agree to provide employees with a cash equivalent? * ..... ☐ Yes ☐ No

* The cash equivalent is the amount of money your company pays for spousal benefits that are unavailable for domestic partners.

SECTION 4. REQUIRED DOCUMENTATION

At time of issuance of purchase order or contract award, you may be required by the City to provide documentation (copy of employee handbook, eligibility statement from your plans, insurance provider statements, etc.) to verify that you do not discriminate in the provision of benefits.

SECTION 5. CERTIFICATION

I declare under penalty of perjury under the laws of the State of California that the foregoing is true and correct and that I am authorized to bind this entity contractually. By signing this certification, I further agree to comply with all additional obligations of the Equal Benefits Ordinance that are set forth in the Berkeley Municipal Code and in the terms of the contract or purchase order with the City.

Executed this _____day of _____, in the year _____, at _____, _____
(City) (State)

_____ _____
Name (please print) Signature

_____ _____
Title Federal ID or Social Security Number

FOR CITY OF BERKELEY USE ONLY

☐ Non-Compliant (The City may not do business with this contractor/vendor)

☐ One-Person Contractor/Vendor ☐ Full Compliance ☐ Reasonable Measures

☐ Provisional Compliance Category, Full Compliance by Date: _____

Staff Name (*Sign and Print*): _____Date: _____ _____

Contract Description/Specification No: **Gun Violence Intervention and Prevention Program/24-11659-C**

Attachment G (page 2)

CITY OF BERKELEY
Right to Audit Form

The contractor agrees that pursuant to Section 61 of the Berkeley City Charter, the City Auditor's office may conduct an audit of Contractor's financial, performance and compliance records maintained in connection with the operations and services performed under this contract.

In the event of such audit, Contractor agrees to provide the Auditor with reasonable access to Contractor's employees and make all such financial, performance and compliance records available to the Auditor's office. City agrees to provide Contractor an opportunity to discuss and respond to/any findings before a final audit report is filed.

Signed: _____ Date: _____

Print Name & Title: _____

Company: _____

Contract Description/Specification No: **Gun Violence Intervention and Prevention Program/24-11659-C**

Please direct questions regarding this form to the Auditor's Office, at (510) 981-6750.

Attachment H

CITY OF BERKELEY

Commercial General and Automobile Liability Endorsement

The attached Certificates of Insurance are hereby certified to be a part of the following policies having the following expiration dates:

Policy No.	**Company Providing Policy**	**Expir. Date**
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____

The scope of the insurance afforded by the policies designated in the attached certificates is not less than that which is afforded by the Insurance Service Organization's or other "Standard Provisions" forms in use by the insurance company in the territory in which coverage is afforded.

Such Policies provide for or are hereby amended to provide for the following:

1. The named insured is _____.

2. CITY OF BERKELEY ("City") is hereby included as an additional insured with respect to liability arising out of the hazards or operations under or in connection with the following agreement: _____.

   The insurance provided applies as though separate policies are in effect for both the named insured and City but does not increase the limits of liability set forth in said policies.

3. The limits of liability under the policies are not less than those shown on the certificate to which this endorsement is attached.

4. Cancellation or material reduction of this coverage will not be effective until thirty (30) days following written notice to _____, Department of _____, Berkeley, CA.

5. This insurance is primary and insurer is not entitled to any contribution from insurance in effect for City.

   The term "City" includes successors and assigns of City and the officers, employees, agents and volunteers.

_____
Insurance Company

Date: _____ By: _____
Signature of Underwriter's
Authorized Representative

Contract Description/Specification No: **Gun Violence Intervention and Prevention Program/24-11659-C**

Attachment I

APPENDIX F

Commission on the Status of Women Public Safety/Crime Prevention for Women Referral

APPENDIX E 12

Commission on the Status of Women

CONSENT CALENDAR
February 13, 2024

To: Mayor and Members of the Berkeley City Council

From: Commission on the Status of Women

Submitted by: Carole Marasovic, Chair, Commission on the Status of Women

Subject: Recommendation on Public Safety/Crime Prevention for Women

RECOMMENDATION:
That Council refer to the Council Public Safety Policy Committee to develop plans to implement public safety crime prevention programs to address the current rising crime against women, particularly older women. These plans should include a budget referral to the Council Budget and Finance Committee for consideration in the June budget process.

These plans should include:

1. Developing a plan of safety escorts modeled on the Respect-BART Escorts Program passed by Council in 2003 to address the rash of muggings on Berkeley BART paths (North Berkeley and Ashby). As in that plan, where $40,500 was approved by Council, the Council Public Safety Policy Committee should identify the current amount of monies needed for funding for this newly developed 2024 plan and Council refer to the June budget process. These safety escorts should be available throughout the entire community of Berkeley upon request. The Council Public Safety Committee should also identify if a RFP need be issued for this purpose;

2. Develop a plan to engage Berkeley community ambassadors working under the Downtown Berkeley Association, Telegraph Business Improvement District and any similar ambassador programs to provide safety escort services upon request through the business districts they serve and nearby residences that can be reached by foot;

3. Explore if the City ride-share funded program, Go-Go Grandparent, should be expanded and in what form to provide ride shares for women concerned about their safety. Consider cost share, if necessary, for some women and working with the ride-share companies to ensure that they watch for the woman to safely reach her door before leaving; Consider the feasibility of lifting age or disability requirements. Identify a budgetary recommendation to be directed to the Council Budget and Finance Committee.

4. Develop a City-wide community forum targeted towards women with a special emphasis on safety and crime prevention for older, vulnerable women. This meeting should be led by the Berkeley Police Department with participation by other safety-related community resources and moderated by an official proposed by the Council Public Safety Committee. The Committee shall recommend that the forum be hybrid, both Zoom and in person. The Committee shall also discuss how City-wide promotion of this public safety crime prevention forum shall be conducted.

5. Consult with the Berkeley Police Department to provide data and other information identifying geographic locations which are high priority for safety escorts. Consult with Berkeley Police Department to secure other information as to where women are most at safety risk and what hours safety escorts, and other recommendations as stated above, be best utilized. The Berkeley Police Department shall provide this information at a Council Public Safety Committee meeting.

CURRENT SITUATION AND ITS EFFECTS:

In recent years, crime has risen including crime during broad daylight. Women have been frequently targeted, many of which have been older women. Women need to feel safe in our community. Safety escorts will reduce crime. The Commission Chair has consulted with former Councilmember Linda Maio, who sponsored the 2003 item, who confirmed that muggings greatly diminished under the 2003 BART Escorts Program following implementation.

A City-wide community forum will make Berkeley residents more aware of the crime and precautions that need to be taken.

FISCAL IMPACTS OF RECOMMENDATION

Fiscal impacts shall be identified by the Council Public Safety Committee. The figure of $40,500 earlier budgeted is obviously outdated as it is a figure from 20 years ago. In addition, that $40,500 exclusively covered safety escorts down BART paths and during limited hours. This recommendation broadens safety escorts coverage to a City-wide basis. Substantial funding is needed to fully implement these plans. However, the safety of our Berkeley residents is critical.

ENVIRONMENTAL SUSTAINABILITY

There are no identifiable environmental effects, climate impacts, or sustainability opportunities associated with the subject of this report.

BACKGROUND

On November 15, 2023, the Commission on the Status of Women voted as follows:

That Council refer to the Council Public Safety Policy Committee to develop plans to implement public safety crime prevention programs to address rising crime against women, particularly older women as stated in this recommendation in the

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aforementioned 5 points. That Council refer plans developed based on the proposed recommendations for the safety of women, particularly older women, to the June budget process.

M/S/C: Marasovic, Arora

Ayes: Marasovic, Simon, Posey, Ortiz-Cedeno, Arora, Oliver

Noes: None.

Abstain:

Absent: Boyd

LOA: Seshagiri, Goodwin

RATIONALE FOR RECOMMENDATION

Safety is critical to our community. The crime landscape has changed where crime victims are targeted in broad daylight more commonly than in the past. Women have been frequently targeted with many victims older and more vulnerable. These safety issues require awareness, education and implementation of crime prevention models beyond police response after the fact.

ALTERNATIVE ACTIONS CONSIDERED

To leave the situation as is and not provide needed crime prevention protections for women.

CITY MANAGER

The City Manager takes no position on this recommendation.

CONTACT PERSON

Okeya Vance-Dozier, Community Services Specialist II, Office of the City Manager (510) 981-7239
Carole Marasovic, Chair, Commission on the Status of Women, (510) 225-5060

Attachments:

1. BART RESPECT Escorts program contract (2003)
2. BART RESPECT Escorts program contract (2006)
3. Resolution No. 57,737-N.S.
4. City Council Meeting Minutes, November 1, 1994
5. Resolution No. 57,832-N.S.
6. Resolution No. 58,160-N.S.

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7. Resolution No. 58,636-N.S.
8. Resolution No. 59,012-N.S.
9. Resolution No. 62,124-N.S.
10. Resolution No. 63,166-N.S.

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CONTRACT STATUS FORM

CONTRACT NUMBER:	6085
CMS ID CODE:	CZTTS
CONTRACT TYPE:	Community Agency
CONTRACT AMOUNT:	$40,500
VENDOR:	Berkeley Boosters Association
ADDRESS:	1642 University Avenue Berkeley, CA 94703
PROJECT MANAGER:	Douglas Hambleton
DEPT:	POLICE
KEYWORDS:	BART Safety Escort, winter months, commute hours, Ashby station, North Berkeley station, RESPECT Team, 10/27/2003, 03/05/2004, FY03-04
COUNCIL AUTHORIZATION:	Resolution No: 62,124 Ordinance No: _____ Check One: ☐ A.R. 3.14 ☐ BMC 7.12.030

DATES:	
06/24/03	Council Authorization
07/01/03	Contract Start
06/30/04	Contract Expiration
08/19/03	Received from Auditor
08/20/03	Vendor's Copy sealed and Mailed

COMMENTS:	

RETENTION		**CHECKLIST**			
✔	CON 1	8/20	Clerk's Index		700 Form
	CON 2	8/20	CMS Log In		Promissory Note
DATE	6/30/09	8/20	CMS Log Out		
	Indefinite				

REVIEWED BY:	Danielle K. Muller	**DATE:**	08/20/03

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CMS No.: CZTTS
(To be filled in by department)

EXPENDITURE CONTRACT REVIEW FORM
"NEW CONTRACTS"

Contract No.: 6095
(To be filled in by auditor)

CONTRACTOR NAME: BERKELEY BOOSTER ASSOCIATION – BERKELEY ESCORT

This contract package contains: **Three Original (Department, Vital Record and Vendor) contracts in Folders** ***The Vital Record contract MUST be in a folder.** ***Optional: In lieu of folders, the Department and Vendor copies may be assembled with an Acco-fastener.**		Attached	Waiver Attached	Not Required
1	Scope of Services	X		
2	Payment Provisions	X		
3	Evidence of Competitive Solicitation or CM Waiver	☐	☐	X
4	Workforce Composition (businesses with 5 or more employees)	X	☐	☐
5	Nuclear Free Berkeley Disclosure	X		☐
6	Oppressive States Disclosure *(Exception: Community-based, non-profit organizations)*	X	☐	☐
7	Living Wage Certification *(Exception: Construction contracts)* ***LWO form revised 8/02*	X	☐	☐
8	Certification of Compliance with Equal Benefits Ordinance ***EBO form revised 7/02*	X	☐	☐
9	Certificate(s) of Insurance or Waiver *(originals, not copies)*	X	☐	☐
10	Insurance Endorsement	X	☐	☐
11	Council Resolution No.: 62,124 N.S.	X		☐
12	Form 700, Statement of Economic Interests *(consultant contracts only)*	☐		☐

Requisition No.: ~~84856~~ 84877 **(Hard copy attached)** **Contract amount:** $ 40,500

Was there an advance payment made? Yes X No ☐ **If so, Purchase Order No.:** 47095 P

Routing and signatures:

I certify that the contract package is complete and accurate.

1.	**Project Manager**	**Department**	**Phone No.**	**Date**
		Police	981-5800	8/11/03
2.	**Mgr. of Engineering** *(PW construction contracts only)*		981-5976	**Date** 8/11/03
3.	**Dept. Admin. Officer/Accounting**		981-5700	**Date** 8/11/03
4.	**Department Head**			**Date** 8/12/03
5.	**Employee Relations Officer**			**Date**
6.	**Contract Compliance Officer** *(for construction contracts only)*			**Date**

Routing continues to the following persons, who sign directly on the contract:

7. **City Manager** (Will not sign the contract unless all signatures and dates appear above.)
8. **City Auditor** (*Initials* _____)
9. **City Clerk** (*Initials* _____)

RECEIVED
AUG 15 2003
City Auditor

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COMMUNITY AGENCY CONTRACT

This contract is executed on July 1, 2003 and effective on July 1, 2003, between the CITY OF BERKELEY, a Charter City organized and existing under the laws of the State of California, ("CITY"), and Berkeley Boosters Association, a non-profit corporation under the laws of the State of California, doing business at 1642 University Ave, Berkeley, CA. ("CONTRACTOR").

WHEREAS, the City has entered into a grant contract with the United States Department of Housing and Urban Development (HUD), for a Community Development Block Grant under the Housing and Community Development Act of 1974, as amended (CDBG) and/or United States Department of Housing and Urban Development (HUD) for an Emergency Shelter Grant (ESG) under the Stewart B. McKinney Homeless Assistance Act of 1988, as amended and/or Government Code Section 12725 et. seq., as amended, and 42 United States Code (USC) 9901 et.seq., as amended, the Community Services Block Grant Act as amended (CSBG), and/or a Shelter Plus Care Grant (S+C) under the Stewart B. McKinney Homeless Assistance Act of 1988, as amended, and under said grant contract(s) and/or through the use of its General Funds including Measure O Homeless Funds, the City is undertaking certain activities; and

WHEREAS, the City desires to engage Contractor to render certain assistance for such undertaking.

NOW, THEREFORE, the City and Contractor mutually agree as follows:

ARTICLE 1, SCOPE OF SERVICES

A. Contractor agrees to perform all those services described in Exhibit A attached hereto and made a part hereof, in accordance with the terms and conditions stated therein.

B. Contractor shall provide all necessary supplies, equipment, materials, clerical and all other services required for satisfactory performance of this contract as described in Exhibit(s) A attached hereto and made a part hereof, in accordance with the terms and conditions stated therein.

ARTICLE 2, TIME PERIOD OF CONTRACT

Contractor shall begin performance under this contract on July 1, 2003, and shall continue until June 30, 2004, unless earlier terminated as provided in Article 37 below.

ARTICLE 3, PAYMENT

A. This contract is utilized in connection with programs which receive funding from any one or combination of federal and local sources, including but not limited to, CDBG, ESG, CSBG, Shelter Plus Care, and/or the City of Berkeley General Fund.

B. City agrees to pay Contractor its expenses incurred in the performance of this agreement, not to exceed $40,500 in accordance with the Budget and Method of Payment attached hereto as Exhibit B, and made a part hereof, in accordance with the terms and conditions stated therein. Payment by City shall be subject to receipt of Contractor's invoice(s) and supporting documentation of expenditures. At the beginning of the contract period, City will inform Contractor of necessary procedures for billing and required documentation.

C. Fiscal Year 2004: Contractor acknowledges and agrees that the obligation of the City to pay the contract sum above is contingent upon the provision of funds from the State of California to the City's General Fund for the Fiscal Year 2004 which begins in July 2003 and extends through June 2004. Contractor acknowledges and agrees that if the

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State of California provides less monies to the City then was provided in Fiscal Year 2002, the City's General Funds will be adversely impacted and thus the City's ability to continue paying the above sums will be adversely impacted. In this event, the total not to exceed amount of this contract may be reduced unilaterally in the sole discretion of the City at any time during Fiscal Year 2004. The City may, but is not required to, allow the Human Welfare and Community Action Commission, the Homeless Commission, or other appropriate review body to consider the size of this reduction and make recommendations to the City Council for final approval.

D. Fiscal Year 2005: Continued payment to the eligible contractors for Fiscal Year 2005 which begins in July 2004 and extends through June 2005, the second year of the contract term, is subject to the contingencies set forth below:

1) Berkeley General Fund Category: City agrees to pay contractor the same sum specified in subsection B of Article 3 for services provided in Fiscal Year 2004, unless such sum is reduced pursuant to the terms provided for in subsection C. Payment of the same or reduced sum in the second year of this contract is contingent upon the following conditions precedent: a) City receives the same or greater level of funding from the State of California as it received in Fiscal Year 2004; b) satisfactory performance of the Contractor's duties under this contract during the prior year; and c) in the Fiscal Year 2005 budget, the City Council appropriates the same or greater amount of money from the General Fund as it did in Fiscal Year 2004 for the purpose of funding this contract. Contractor acknowledges and agrees that if the State of California provides less funds to the City in Fiscal Year 2005 then was provided in Fiscal Year 2004, the contract amount the City will pay Contractor may be reduced pursuant to the terms described in subsection C of this Article.

2) CDBG Public Services Category Funding: City agrees to pay contractor the same sum specified in subsection B of Article 3 for services provided in Fiscal Year 2004. Payment of the same sum under the second year of this contract is contingent upon the following conditions precedent: a) City receives the same or greater level of funding from HUD as it received in Fiscal Year 2004, and b) satisfactory performance of the Contractor's duties under this contract during the prior year. Contractor acknowledges and agrees that if City receives less funding from HUD in Fiscal Year 2005, the amount City will pay Contractor will be reduced accordingly in the sole discretion of the City, with the reduction being prorated across all agencies receiving contracts under this same funding category.

3) All Other CDBG Categories, S+C and ESG: Contract terms greater than one year are not authorized; therefore, the Contractor must reapply for funding.

4) CSBG and City of Berkeley General Funds: City agrees to pay contractor the same sum specified in subsection B of Article 3 for services provided in Fiscal Year 2004, unless such sum is reduced pursuant to the terms provided for in subsection C. In addition, payment of the same or reduced sum the second year of this contract is contingent upon the following conditions precedent: a) City receives the same or greater level of funding from HUD as it received in Fiscal Year 2004; b) City receives the same or greater level of funding from the State of California as it received in Fiscal Year 2004; c) in the Fiscal Year 2005 budget, the City Council appropriates the same amount of money from the General Fund as it did in Fiscal Year 2004 for the purpose of funding this contract; and D) Contractor satisfactorily performs duties under this contract during the prior year. Contractor acknowledges and agrees that if City receives less funding from the State of California and/or from HUD in Fiscal Year 2005, the amount the City will pay Contractor may be reduced. Contractor further acknowledges and agrees that if funding from the State of California or HUD to the City is reduced, the reduced contract sum for this contract will be reconsidered by the Human Welfare and Community Action Commission, the Homeless Commission, or other appropriate review body which will make recommendations to the City Council for final approval.

ARTICLE 4, BUDGET MODIFICATION

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A. A 10% variation among budget line item categories will be allowed, provided the total expenditure under all line items does not exceed the total contract amount.

B. A variation among budget line items exceeding 10% will be allowed at Contractor's discretion, provided written approval is granted by the Manager of Program Planning, Management and Budget (PPMB) Division or his/her designee prior to submission of Contractor's invoice, and provided that the contract total is not exceeded.

C. Expenditures covered by unauthorized budget modifications will be subject to disallowance by City and repayment by Contractor.

ARTICLE 5, METHOD OF PAYMENT MODIFICATION

A. Modifications in the Method of Payment requested by Contractor will be allowed provided the total contract amount is not exceeded and provided prior written approval is granted by the Manager of PPMB or his/her designee.

B. Modifications in the Method of Payment that exceed the total contract amount will require City Council approval.

ARTICLE 6, RECORDS

A. Contractor agrees to keep all necessary books and records, including property, personnel, and financial records, in connection with the operations and services performed under this agreement, in accordance with 24 CFR Part 570 and OMB Circular A-110.

1) Records of nonexpendable property shall be maintained in accordance with the procedures set forth in Attachment N of Office of Management and Budget Circular A-102, and shall contain any additional information which may be required by City.

2) Financial records of contract funds shall be kept separately and not co-mingled with records of other funds.

3) Solely for the purpose of verifying compliance with the terms of this Contract, Contractor shall maintain the following types of records:

   a) job description, minimum qualifications, and compensation for all positions funded under this contract;

   b) time sheets or comparable documentation for all personnel compensated with contract funds (such records shall clearly shows the time spent on contract activities).

4) Contractor assures that for contracts exceeding one hundred thousand dollars ($100,000), to the best of its knowledge, it is fully complying with the earning assignment orders of all employees, and is providing the names of all new employees to the New Hire Registry maintained by the Employment Development Department as set forth in the Child Support Compliance Act of 1998, subdivision (1) Public Contract Code 7110.

B. Contractor agrees to maintain racial, gender, head of household, age, income, family size, and neighborhood residence data, as may be required under the law, showing the extent to which these categories of persons have participated in, or benefited from the contract activities.

C. Contractor agrees to maintain employee and applicant records in a confidential manner to assure compliance with the Information Practices Act of 1977, as amended, and the Federal Privacy Act of 1974, as amended.

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D. Contractor agrees to maintain and preserve such records during the period from start of contract performance until three (3) years from the submission of the final performance report or until the audit, referred to in Article 39, is conducted and Contractor receives City notification that said audit has been accepted, whichever is later, except as follows:

1) Records that are subject of audit findings shall be retained for five years after such findings have been resolved.

2) Records for non-expendable property which was acquired with contract funds shall be retained for three years after its final disposition.

3) Records for any person displaced as a result of contract activities shall be retained for three years after the contract activities have been completed or the person has received his/her final relocation payment, whichever is later.

4) Records pertaining to each real property acquisition shall be retained for five years after settlement of the acquisition, or until disposition of the applicable relocation records in accordance with paragraph (3) of this section, whichever is later.

E. The Secretary of HUD, the Comptroller General of the United States, the State Department of Economic Development, the City, or any of their duly authorized representatives shall have access to and right to examine such records related to this contract during this period.

ARTICLE 7, REPORTS AND ON-SITE REVIEWING

A. Reports: Contractor agrees to submit periodic program status and financial reports to City in a timely manner, and other reports and information as City determines are necessary to carry out its responsibilities in accordance with 24 CFR 570 and OMB Circular A-110.

B. On-Site Performance Review: Authorized representatives of HUD, the State of California, and the City shall have the opportunity to review Contractor's performance under this contract at the sites where such performance is being conducted. This review shall be in accordance with 24 CFR Part 570 and OMB Circular A-110. Such review is solely for the purpose of verifying that the Contractor is providing the quality and quantity of services specified in this contract and includes:

1) Observation of service delivery and training, as agreed upon by Contractor, and administrative activities in support of this contract.

2) Interview with Contractor personnel and staff currently involved in project operations.

3) Inspection of construction work in progress and upon completion.

4) Validation of source data used in the preparation of reports to the City, provided this does not result in any breach of client confidentiality and is mutually agreed upon.

5) Interviews with clients, when such interviews will not result in a breach of client confidentiality and are mutually agreed upon.

6) Inventory of personal property acquired with contract funds.

Refusal or failure by Contractor to provide reviewing opportunities as described herein within ten (10) working days after notice from the City constitutes a violation of this contract and is cause for contract termination.

ARTICLE 8, FINANCIAL MANAGEMENT

The Contractor shall maintain a financial management system in accordance with OMB Circulars A-87, A-110 and A-122, which provide for:

A. Records that identify adequately the source and application of funds for contract activities.

B. Effective control over and accountability for all funds, property, and other assets. Contractor shall adequately safeguard all such assets and shall assure that they are used solely for authorized purposes.

C. Comparison of actual outlays with budgeted amounts for contract funds.

D. Procedures to minimize the time elapsing between the transfer of funds from the City and disbursement by the Contractor, whenever funds are advanced by the City. CDBG funds shall be placed in an interest bearing account, where appropriate.

E. Procedures for determining the reasonableness, allowability, and allocability of costs.

F. Accounting records that are supported by source documentation.

G. A systematic method to assure timely and appropriate resolution of audit findings and recommendations.

ARTICLE 9, REAL PROPERTY

A. Definition: Real property refers to land including improvements, structures and appurtenances thereto, excluding movable machinery and equipment.

B. Use and Disposition: Use and disposition of real property acquired or improved, partly or wholly with contract funds in excess of $25,000, shall be governed by requirements prescribed by HUD or its successor, and City, including the following:

1) Title to real property shall vest in Contractor subject to the condition that Contractor shall use the real property for the authorized purpose of this contract until (5) five years after the expiration of this contract or such period of time as determined by the City and stated in Exhibit A.

2) Contractor shall obtain approval from the City for use of the real property for activities other than those authorized by this contract when Contractor determines that the property is no longer needed for such purpose. Use for other activities shall be limited to those carried out under other federal grant programs, or under programs that have purposes consistent with those authorized for support by City.

3) If disposed of in a manner resulting in the Contractor being reimbursed in the amount of the current fair market value of the property, the Contractor shall reimburse the City in the amount of the current fair market value less any portion acquired or improved with non-CDBG funds. Such reimbursement is not required after the period of time specified in B (1) above.

ARTICLE 10, TANGIBLE PERSONAL PROPERTY

All procurement transactions funded under this contract for tangible personal property shall be conducted in a

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manner consistent with HUD regulations in OMB Circular A-110, Attachment N.

A. Definitions

1) Personal Property: Personal property refers to all property, except real property, which is acquired with contract funds. Tangible property has physical existence. Intangible property has no physical existence.

2) Non-expendable Personal Property: Non-expendable personal property means tangible personal property, acquired with contract funds, having a useful life of more than one year and an acquisition cost of $300 or more per unit.

3) Expendable Personal Property: Expendable personal property refers to all tangible personal property acquired with contract funds other than non-expendable property.

B. Acquisition

1) Purchase of personal property exceeding $300 per item and not delineated in Exhibit B shall require prior approval from the City.

2) Contractor shall submit documentation to City for each item of non-expendable property at the time such property is acquired. Documentation shall demonstrate proof of purchase and indicate date of acquisition, cost, and description of the item, and any other information which may be required by the City.

C. Identification, Inventory, and Maintenance

1) Contractor shall conduct annual inventories to verify the existence, condition, current utilization, and future need for non-expendable property. Contractor shall submit a written report on each inventory conducted by Contractor to the City. Such report shall account for any differences between Contractor's property records and the inventory findings.

2) Contractor shall ensure adequate safeguards to prevent loss, damage, and theft of property. In case such property is stolen or lost, Contractor shall immediately notify the Police Department, obtain a written police report, and notify the City within three (3) working days of discovering stolen or lost property.

D. Use and Disposition

1) Non-Expendable Property

a. Title to non-expendable personal property having a unit acquisition cost of less than $1,000 shall vest in the Contractor. For non-expendable personal property having a unit acquisition price of $1,000 or more, HUD/State/ City reserves the right to transfer the title to HUD/ State/City or to a third party when such third party is otherwise eligible under existing statutes.

b. Contractor shall use the property for the project or program for which it is acquired as long as needed, whether or not the project or program continues to be supported by Government funds. When no longer needed for the original project/program, Contractor shall use the property in connection with other Government sponsored activities in the following order of priority:

(1) Activities sponsored by HUD/State/City.

(2) Activities sponsored by other Government agencies

c. During the time the property is held for use on the project or program for which it was acquired, Contractor may make the property available for use on other projects or program if such other use does not interfere with the work on the project or programs for which it was originally acquired.

d. When Contractor no longer needs the property as provided in (b) above, the property may be used for other activities as follows:

(1) Non-expendable property with a unit acquisition price of less than $1,000 may be used by Contractor for other activities without reimbursement to the Government, or may be sold and the proceeds retained by the Contractor.

(2) Non-expendable property with a unit acquisition price of $1,000 or more may be retained by Contractor for other uses provided compensation is made to HUD/State/City or its successor(s). If Contractor has no further need for the property and the property has further use value, Contractor shall request and follow disposition instructions from the City.

2) Expendable Property

a. Title to expendable personal property shall vest in the Contractor upon acquisition. Upon termination of the contract, Contractor shall conduct an inventory to determine the amount of unused expendable personal property on hand which was acquired with contract funds. If there is a residual inventory of such property exceeding $1,000 in total aggregate fair market value, upon termination or completion of the contract activities and if the property is not needed for any other Government sponsored project or program, the Contractor shall retain the property for use on non Government sponsored activities or sell it, but in either case, compensate the Government for its share.

ARTICLE 11, INTANGIBLE PROPERTY

A. Invention and Patents: Any discovery or invention arising out of or developed in the course of work aided by this contract shall be promptly and fully reported to the City. Contractor shall request City to determine whether patent protection on such invention or discovery should be sought, and to determine how the rights in the invention or discovery, including rights under the patent thereon, shall be allocated and administered to protect the public interest.

B. Copyrights: Except as otherwise provided in this contract, Contractor is free to copyright any books, publications, or other copyrightable materials arising out of or developed during the course of work aided by contract funds, but the City, State and HUD reserve a royalty-free, non- exclusive and irrevocable right to reproduce, publish, or otherwise use, and to authorize others to use, the work for government purposes.

C. Publications: Books, publications, and other printed materials resulting from and developed in the course of work aided by this contract, whether copyrighted or not, shall acknowledge the support of HUD/State/City funds by he City. Five (5) copies of each such publication are to be furnished to the City as the City may reasonably require.

D. Publicity: Any publicity generated by Contractor for the project funded pursuant to this contract, during the term of this contract or for one year thereafter, will make reference to the contribution of the City in making the project possible. The words "City of Berkeley " and the specific funding source will be explicitly stated in any and all pieces of publicity, including but not limited to fliers, press releases, posters, brochures, pubic service announcements, interviews, and newspaper articles.

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The City's staff will be available whenever possible at the request of Contractor to assist Contractor in generating publicity for the project funded pursuant to this contract. Contractor further agrees to cooperate with authorized City officials and staff in any City-generated publicity or promotional activities undertaken with respect to this project.

ARTICLE 12, PROCUREMENT STANDARDS

A. All procurement transactions funded under this contract shall be conducted in a manner that provides, to the maximum extent practical, open and free competition consistent with HUD Regulations at 24 CFR Part 570, OMB Circular A-110 Attachment O, and Executive Orders 11625, 12138, 12432.

B. Contractor shall make positive efforts to use small business and minority and women-owned business sources of supplies and services (see also Article 19) and business concerns located in Berkeley or owned in substantial part by Berkeley residents (see also Article 17).

C. For procurement of services, supplies, or other property, Contractor shall use one of the following procurement methods:

1) $1 to $999. Prices may be solicited by phone and selection determined by Contractor.
2) $1,000 to $5,000. Three or more prices may be solicited by phone and selection determined by Contractor.
3) $5,000 to $14,000.Three quotations must be received by phone, FAX or letter and documented. Selection is determined by Contractor.
4) $15,000 to $25,000.Three or more written bids must be requested with a specific due date. Award is made to the lowest responsible bidder.
5) $25,000 and Over.

a). Competitive Sealed Bids - In competitive bids (formal advertising), sealed bids are publicly solicited and a firm fixed-price contract (lump sum on unit price) is awarded to the responsible bidder whose bid, conforming with all the material terms and conditions of the invitation for bids, is lowest in price.

b). Competitive Negotiation - In competitive negotiation, proposals are requested from a number of sources and the Request for Proposal is publicized, negotiations are normally conducted with more than one of the sources submitting offers, and either a fixed price or cost-reimbursable type contract is awarded, as appropriate. Competitive negotiations may be used if conditions are not appropriate for the use of formal advertising.

D. Contractor shall maintain records sufficient to detail the significant history of a procurement costing $15,000 or more ($10,000 or more for CDBG). These records shall include, but are not necessarily limited to, information pertinent to the following: rationale for the method of procurement, selection of contract type, contractor selection or rejection and the basis for the cost or price.

ARTICLE 13, RELEASE, INDEMNIFICATION AND INSURANCE

A. Release: Contractor, upon final payment of amount due under this contract, less any credits, refunds, or rebates due to City, releases and discharges City from all liabilities, obligations and claims arising from this contract.

B. Indemnification: Contractor, for itself, and its heirs, successors, and assigns, agrees to release, indemnify, hold harmless, and defend City, its officers, agents, volunteers, and employees, from and against any and all claims, demands, liability, economic loss of any type, damages, lawsuits, or other actions for damage or injury to persons or property arising out of or in any way connected with the Contractor's operations under this contract, or the performance

of this contract by Contractor or its officers, employees, partners, directors, subcontractors, or agents.

C. Insurance:

1) The Contractor shall maintain at all times during the performance of this contract, a commercial general liability insurance policy with a minimum occurrence coverage in the amount of $1,000,000; an automobile liability insurance policy (if applicable) in the minimum amount of $1,000,000; and, if any licensed professional performs services under this contract, a professional liability insurance policy in the minimum amount of $1,000,000 to cover any claims arising out of Contractor's performance of services under this contract. Said insurance, except professional liability, shall name the City, its officers, agents, volunteers, and employees as additional insureds and shall provide primary coverage with respect to the City. All said insurance policies shall provide that the insurance carrier shall not cancel, terminate, or otherwise modify the terms and conditions of said policies except upon thirty (30) days prior written notice to the City; shall be evidenced by the original Certificate of Insurance. If Contractor is to perform construction work under this contract, Contractor shall also provide an endorsement in the form of the City's form Endorsement, or the insurance carrier's standard form Endorsements evidencing the required coverage; and shall be approved as to form and sufficiency by the Employee Relations Officer.

2) If the commercial general liability insurance referred to above is written on a Claims Made Form, then, following termination of this Agreement, coverage shall survive for a period of not less than five years. Coverage shall also provide for a retroactive date of placement coinciding with the effective date of this contract.

3) If Contractor employs any person, it shall carry workers compensation and employers liability insurance and shall provide a certificate of insurance to the City. The workers compensation insurance shall provide that the insurance carrier shall not cancel, terminate, or otherwise modify the terms and conditions of said insurance except upon thirty (30) days prior written notice to the City; shall provide for a waiver of any right of subrogation against City to the extent permitted by law; and shall be approved as to form and sufficiency by the City's Employee Relations Officer.

4) Contractor shall forward all insurance documents to City of Berkeley contract monitor.

5) Construction Contracts Only: If the budgeted costs of construction activities funded by this contract, as delineated in Exhibit B, exceed $100,000, Contractor shall comply with HUD's bonding policies and requirements as set forth in OMB Circular A 110 Attachment B.

6) Contractor shall not store hazardous materials or hazardous waste within the City of Berkeley without the proper permit from the City. If a release of hazardous materials or hazardous waste that cannot be controlled occurs in connection with the performance of this contract, contractor shall immediately notify the Berkeley Police Department and the City's Health Protection Office.

ARTICLE 14, CONFORMITY WITH LAW AND SAFETY

A. Contractor shall observe and comply with all applicable laws, ordinances, codes and regulations of governmental agencies, including federal, state, municipal, and local governing bodies, having jurisdiction over the scope of services or any part thereof, including all provisions of the Occupational Safety and Health Act of 1979 and all amendments thereto, and all applicable federal, state, municipal, and local safety regulations. All services performed by Contractor must be in accordance with these laws, ordinances, codes, and regulations. Contractor shall release, defend, indemnify, and hold City, its officers, agents, volunteers, and employees harmless from any and all damages, liability, fines, penalties, and consequences from any noncompliance or violation of such laws, ordinances, codes and regulations.

B. If a death, serious personal injury, or substantial property damage occurs in connection with the performance

of this Agreement, Contractor shall immediately notify the City's Employee Relations Officer by telephone. Contractor shall promptly submit to City a written report, in such form as may be required by City, of all accidents which occur in connection with this contract. This report shall include the following information: (1) name and address of the injured or deceased person(s), (2) name and address of Contractor's subcontractor, if any, (3) name and address of Contractor's liability insurance carrier, and (4) a detailed description of the accident and whether any of City's equipment, tools, or materials were involved.

ARTICLE 15, CONFLICT OF INTEREST PROHIBITED

A. In accordance with Government Code section 1090, BMC 3.64, and Berkeley City Charter section 36, neither Contractor nor any person who is an employee, officer, director, partner, or member of contractor, or immediate family member of any of the preceding shall have served as either an elected officer, an employee, or a Board, Committee, or Commission Member of the City of Berkeley, who has formally or informally influenced the making of this contract.

B. In accordance with Government Code section 1090 and the Political Reform Act, Government Code sections 87100 et seq., no person who is a director, officer, partner, trustee, employee, or consultant of the Contractor or immediate family member of any of the preceding shall make or participate in a decision made by the City of Berkeley or a board or commission thereof, if it is reasonably foreseeable that the decision will have a material effect on any source of income, investment, or interest in real property of that person or Contractor.

C. Interpretation of this section shall be governed by the definitions and provisions used in the Political Reform Act, Government Code sections 87100 et seq., and the regulations manuals, and codes adopted thereunder, Government Code section 1090, BMC 3.64, and section 36 of the City of Berkeley Charter.

ARTICLE 16, CONSULTANTS TO SUBMIT STATEMENTS OF ECONOMIC INTEREST

The City's Conflict of Interest Code, Resolution No. 59,372-N.S., as amended, requires every consultant to disclose conflicts of interest by filing a Statement of Economic Interest (Form 730). Consultants agree to file such statements with the City Clerk at the beginning of the contract period and upon termination of the Contractor's service.

ARTICLE 17, ECONOMIC OPPORTUNITIES FOR LOCAL BUSINESSES AND LOW INCOME RESIDENTS

To the greatest extent feasible, Contractor shall offer opportunities for training and employment to lower income Berkeley residents, and patronize and award contracts for work in connection with this contract to business concerns which are located in Berkeley or owned in substantial part by Berkeley residents. Such economic opportunities shall be provided for in accordance with Section 3 of the Housing and Urban Development Act of 1968, as amended, and implementing regulations issued at 24 CFR Part 135.

ARTICLE 18, PROGRAM INCOME

A. Service Fees: Income earned from fees charged for services provided under this contract shall be considered additional revenue to be expended by Contractor during this contract period for additional services rendered as a result of such revenue. Should Contractor be unable to expend all fee-related revenue during the contract period, such revenue shall be considered carryover funds available for the successive CDBG year.

B. Facility Use Fees: Receipts derived from the operation of a public work or facility, the construction of which was assisted with contract funds, do not constitute program income.

C. Interest on Advances: Interest earned in excess of $100 per fiscal year on advance of contract funds shall be remitted to the City.

D. Proceeds from Sale of Personal Property: Proceeds from the sale of personal property acquired with contract funds shall be subject to the requirements set forth in Attachment N of the Office of Management and Budget Circular A-110, "Property Management Standards." See also Article 10.D.

E. Real Property: Proceeds from the lease of real property acquired or improved, in whole or in part, with CDBG funds in excess of $25,000 shall be determined by the City. See Article 9.B.

ARTICLE 19, DISCRIMINATION PROHIBITED

Contractor hereby agrees to comply with the provisions of City Ordinance No. 5876-N.S., as amended from time to time, attached hereto as Exhibit C, and made a part hereof. In the performance of this agreement, Contractor agrees as follows:

A. Contractor shall not discriminate against any employee or applicant for employment because of race, color, religion, ancestry, national origin, age (over 40) sex, pregnancy, marital status, disability, sexual orientation, or AIDS. This requirement shall apply to the following: employment, upgrading, demotion or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship.

B. No person shall, on the grounds of race, color, religion, ancestry, national origin, age (over 40), sex, pregnancy, marital status, disability, sexual orientation, or AIDS, be excluded from participation in the performance of this contract.

C. In the sale, lease or other transfer of land acquired, leased or improved with assistance provided under this contract, the deed or lease for such transfer shall contain a covenant prohibiting discrimination upon the basis of race, color, religion, sex, national origin, sexual preference, age or disability, in the sale, lease or rental, or in the use of occupancy of such land or any improvements erected or to be erected thereon.

D. In the performance of this contract, Contractor agrees to comply with all applicable provisions of Title II of the Americans with Disabilities Act of 1990 and any amendments thereto. Contractor shall further observe and comply with all applicable federal, state, municipal and local laws, ordinances, codes and regulations that prohibit discrimination against individuals with disabilities or require that individuals with disabilities are not excluded from participating in or receiving benefits, services or activities of the City.

If Contractor is or becomes a "public accommodation" as defined in Title III of the Americans with Disabilities Act of 1990, Contractor shall observe and comply with all applicable provisions of the Act and any amendments thereto, and all applicable federal, state, municipal and local laws, ordinances, codes and regulations prohibiting discrimination on the basis of disability in the full and equal enjoyment of goods, services, facilities, privileges, advantages, or accommodations offered by the Contractor. All Contractor's activities must be in accordance with these laws, ordinances, codes, and regulations, and Contractor shall be solely responsible for complying therewith.

E. Contractor shall permit City access to records of employment, employment advertisement, application forms, EEO-1 forms, and any other documents which, in the opinion of City are necessary to monitor compliance with the non-discrimination provisions, and will, in addition, fill-out in a timely fashion, forms supplied by City to monitor these non-discrimination provisions, to the extent required by HUD Regulations at 24 CFR Part 570.

F. For Construction Contracts Only

If the budgeted cost of construction activities funded by this contract exceeds $10,000, as detailed in Exhibit B, Contractor shall comply with all requirements of Executive Order 11246, Equal Employment Opportunity, as amended

by Executive Orders 11375 and 12086 attached hereto as Exhibit D, and made a part hereof.

ARTICLE 20, LOBBYING PROHIBITION

Contractor shall comply with Section 1352, Title 31, U.S. Code stipulating that no Government funds shall be spent for lobbying and agrees to disclose names of persons and amounts paid with non-Government funds to influence decisions by Congress or Executive Branch agencies.

ARTICLE 21, DRUG-FREE WORKPLACE

Contractor shall provide a drug-free workplace and establish a drug-free awareness program in compliance with the Drug-Free Workplace Act of 1988 and the required certification.

ARTICLE 22, NUCLEAR FREE BERKELEY

Contractor agrees to comply with BMC 12.90, the Nuclear Free Berkeley Act, as amended from time to time.

ARTICLE 23, BERKELEY LIVING WAGE ORDINANCE

A. Contractor hereby agrees to comply with the provisions of the Berkeley Living Wage Ordinance, B.M.C. Chapter 13.27. If Contractor is currently subject to the Berkeley Living Wage Ordinance, as indicated by the Living Wage Certification form, attached hereto, Contractor will be required to provide all eligible employees with City mandated minimum compensation during the term of this Contract, as defined in Chapter 13.27, as well as comply with the terms enumerated herein. Contractor expressly acknowledges that, even if Contractor is not currently subject to the Living Wage Ordinance, cumulative contracts, grants or other monies received by the City may subject Contractor to the requirements under B.M.C. Chapter 13.27 in subsequent contracts.

B. If Contractor is currently subject to the Berkeley Living Wage Ordinance, Contractor shall be required to maintain monthly records of those employees providing service under the Contract. These records shall include the total number of hours worked, the number of hours spent providing service under this Contract, the hourly rate paid, and the amount paid by Contractor for health benefits, if any, for each of its employees providing services under the Contract. These records are expressly subject to the auditing terms described in Article 39.

C. If Contractor is currently subject to the Berkeley Living Wage Ordinance, Contractor shall include the requirements thereof, as defined in B.M.C. Chapter 13.27, in any and all subcontracts in which Contractor engages to execute its responsibilities under this Contract. All contractor employees who spend 50% or more of their compensated time engaged in work directly related to this Contract shall be entitled to a living wage, as described in B.M.C. Chapter 13.27 and herein. All subcontractor employees who spend 25% or more of their compensated time engaged in work directly related to this Contract shall be entitled to a living wage, as described in B.M.C. Chapter 13.27 and herein.

D. Contractor's failure to comply with this Section shall subject Contractor to termination of this Contract pursuant to Article 36.

ARTICLE 24, BERKELEY EQUAL BENEFITS ORDINANCE

A. Contractor hereby agrees to comply with the provisions of the Berkeley Equal Benefits Ordinance, B.M.C. Chapter 13.29.

B. If Contractor is currently or becomes subject to the Berkeley Equal Benefits Ordinance, Contractor agrees to provide the City with any records the City deems necessary to determine compliance with this provision.

These records are expressly subject to the auditing terms described in Article 39 of this contract.

C. Contractor's failure to comply with this Section shall subject Contractor to termination of this Contract pursuant to Article 37.

ARTICLE 25, RELIGIOUS ACTIVITY PROHIBITED

There shall be no religious worship, instruction or proselytization as part of or in connection with the performance of this contract.

ARTICLE 26, POLITICAL ACTIVITY PROHIBITED

None of the funds, materials, property or services contributed by the City under this contract shall be used in the performance of this contract to further the election or defeat of any candidate for public office, to support or defeat any ballot measure, for any partisan political activity, or for the conduct of political activities in contravention of Chapter 15 of Title 5, United States Code.

ARTICLE 27, COVENANT AGAINST CONTINGENT FEES

Contractor warrants that no person or selling agency or other organization has been employed or retained to solicit or secure this contract upon an agreement of understanding for a commission, percentage, brokerage, or contingent fee. For breach or violation of this warrant, the City shall have the right to annul this contract without liability or, in its discretion, to deduct from the compensation, or otherwise recover, the full amount of such commission, percentage, brokerage or contingent fees.

ARTICLE 28, LABOR STANDARDS (Construction Contracts Only)

A. Except as herein provided, all laborers and mechanics employed by Contractor or by Contractor's subcontractors in the construction, alteration or repair, including painting and decorating of projects, building, and work which is assisted with contract funds, shall be paid at rates not less than those currently determined by the Secretary of Labor, in accordance with the Davis-Bacon Act, as amended (40 U.S.C. 276a-276a-5), and shall receive overtime compensation in accordance with and subject to the provisions of the Contract Work Hours and Safety Standards Act (40 U.S.C. 327-333), and the Contractor and subcontractors shall comply with all regulations issued pursuant to these Acts and with other applicable federal laws and regulations pertaining to labor standards to the extent required by HUD Regulations at 24 CFR Part 570. Any additional contract provisions required by federal statutes to be inserted herein, are attached hereto as Exhibit E and made a part hereof.

B. This provision does not apply to:

1) The rehabilitation of residential property with less than eight dwelling units.

2) Projects where the total budgeted cost of construction activities is less than $2,000.

3) Emergency Shelter Grant Funds

ARTICLE 29, FLOOD DISASTER PROTECTION

Use of contract funds for acquisition or construction in an area identified as having special flood hazards shall be subject to the requirements of the Flood Disaster Protection Act of 1973 (P.L. 93-234), including the mandatory purchase of flood insurance in accordance with the requirements of Section 102(a) of said Act.

APPENDIX F

ARTICLE 30, CLEAN AIR ACT AND FEDERAL WATER POLLUTION CONTROL ACT

Contractor shall comply with the provisions of the Clean Air Act as amended (42 U.S.C. 1957 et seq.), and the Federal Water Pollution Control Act, as amended (33 U.S.C. 1251 et seq.), and the regulations thereunder (40 CFR Part 15 and 40 CFR Part 61).

ARTICLE 31, LEAD-BASED PAINT

Contractor shall comply with the lead-based paint requirement of 24 CFR Part 5 Subpart B issued pursuant to the Lead-Based Paint Poisoning Prevention Act (42 U.S.C. 4801 et seq.). Such requirements prohibit the use of lead-based paint for construction, rehabilitation, or modernization of residential structures; mandate the elimination of immediate lead-based paint hazards in residential structures assisted with CDBG funds; and require the notification of the hazards of lead-based paint poisoning to purchasers and tenants of residential structures constructed prior to 1950 and assisted with CDBG funds.

ARTICLE 32, ARCHITECTURAL BARRIERS ACT OF 1968

Any building or facility, excluding privately owned residential structures, designed, constructed, or altered with contract funds shall comply with the requirements of the "American Standards Specifications for Making Building and Facilities Accessible to, and Usable by the Physically Handicapped," Number A-117, I-R 1971, subject to the exceptions contained in 41 CFR Subpart 101-19.604, issued pursuant to the Architectural Barriers Act of 1968, 42 CFR U.S.C. 4151, as amended.

ARTICLE 33, ENVIRONMENTAL REVIEW RECORD (ERR)

The City will work with the Contractor to prepare the ERR. The ERR will cover areas such as historic preservation, floodplain management, endangered species, air quality, toxic chemicals, noise control, among others, in compliance with HUD Regulations at 24 CFR Part 58. These regulations cover all CDBG-funded projects. No funds will be disbursed under this contract until the ERR has been accepted and approved by HUD.

ARTICLE 34, RELOCATION

A. Contractors engaging in acquisition/rehabilitation activities must comply with the Uniform Relocation Act (URA), as amended, and applicable guidelines at 49 CFR Part 24 and 24 CFR Part 511, as well as the State of California Government Code 7265.3, as amended, and City policies.

B. Any person displaced by rehabilitation, financed partially or wholly with contract funds, shall be offered the option of relocation after completion of the rehabilitation in the dwelling from which the person was displaced, and shall be provided the benefits due in accordance with State of California Government Code 7265.2, as amended.

ARTICLE 35, NON-PROFIT STATUS

A. Except as herein provided, Contractor must be a non-profit corporation. Contractor shall furnish the City with a copy of its articles of incorporation, a copy of its by-laws, and a current list of its Board of Directors. If there are any changes in Contractor's non-profit status with the California Secretary of State, Contractor shall notify City within five (5) working days of the notice of said change. Loss of non-profit status or failure to maintain a status of good standing with the Secretary of State is cause for termination of the contract.

B. Contractor must be a neighborhood-based, non-profit organization, a small business investment company, or a local development corporation, according to the definitions set forth in 24 CFR 570.204(s), to be eligible to undertake economic development or neighborhood revitalization activities pursuant to 24 CFR 570.204(c). Contractor shall

furnish the City with document(s), evidencing proof of such status. If there are any changes in such status, Contractor shall notify City within five (5) working days of said change. Failure to maintain eligible organizational status as required by Government regulations is cause for termination of the contract.

C. This provision may not necessarily apply to Contractor if Contractor is undertaking only rehabilitation activities pursuant to 24 CFR 570.202 or economic development activities pursuant to 24 CFR 570.203.

ARTICLE 36, CHANGES

A. The terms and conditions of this contract shall not be altered or otherwise modified except upon a duly executed written amendment to this contract.

B. Contractor may request changes in the Scope of Services described in Exhibit A. Such changes, including any increase or decrease in the amount of the Contractor's compensation (Exhibit B), require City Council approval and must be incorporated by written amendment to this contract.

ARTICLE 37, CONTRACT TERMINATION

This contract may be terminated for cause by Contractor upon thirty (30) days prior written notice. The City may terminate this contract in whole or in part with or without cause, which includes but is not limited to:

A. Failure, for any reason, of Contractor to fulfill in a timely and proper manner its obligations under this contract, including compliance with City, State and Federal laws and regulations and applicable directives.

B. Failure to meet the performance standards contained in Exhibit(s) A of this contract. When the City notifies the Contractor that its contract performance is below performance specifications as outlined in the contract Exhibits, a corrective action plan must be submitted in writing by the Contractor to the City within thirty (30) days. Failure to achieve the performance specifications within a maximum of sixty (60) days is cause for immediate contract termination.

C. Improper use or reporting of funds provided under this contract.

D. Reduction, suspension or termination of funding or grant(s) to the City from any Federal or State sources under which this contract is made, or the portion thereof earmarked for this contract or appropriated by the City Council for this contract.

E. A written notice shall be deemed served upon sending said notice in a postage-paid envelope addressed to the other party to this contract and depositing the same with the United States Post Office with postage prepaid. For purposes of this contract, all notices to the City shall be addressed as follows:

City Manager
City of Berkeley
2180 Milvia Street
Berkeley, California 94704

For purposes of this contract, all notices to Contractor shall be addressed to Contractor's authorized signee as indicated on the last page of this contract to the address indicated on page 1 of this contract.

F. If either party terminates this contract before the Contractor completes the services in Exhibit(s) A, in addition to any other rights and remedies provided by law or under this contract, Contractor shall be entitled to compensation for services performed hereunder, through and including the date of termination, but not to exceed the

payment according to the rate specified in Exhibit B. Contractor shall be entitled to all reasonable costs incurred in connection with such services. In no event will the amount paid exceed the full amount in Article 3 of this contract.

ARTICLE 38, CLOSE OUT PROCEDURES

Contractor shall prepare and submit a final invoice for final claims no later than sixty (60) days after the termination of this contract. The final invoice shall cover all claims for costs incurred by the Contractor during the period of the contract. All unexpended funds shall be returned to the City. Where funds are due the City, payment should be made to CITY OF BERKELEY and must accompany the final invoice.

ARTICLE 39, AUDIT

All contractors receiving $300,000 or more in Government funds shall have their financial and compliance records, maintained in connection with the operations and services performed under this contract, audited annually by an independent auditing agent selected by the City. This audit will be conducted in accordance with the Single Audit Act of 1984, Office of Management and Budget Circulars A-133 (June 30, 1997), and any other prescribed guidelines. Contractors receiving $300,000 or more in Government funds and choosing to select their own independent auditor shall provide the City with a copy of the audited Financial Statement which is to be prepared in compliance with OMB Circulars A-110 and A-133 (June 30, 1997). Contractors receiving less than $300,000 in Government funds are exempt from audit pursuant to the Single Audit Act of 1984, but records must be available for review by appropriate officials. All contractors regardless of the amount of Government funds received, are subject to State and Local regulations.

Pursuant to Section 61 of the Berkeley City Charter, the City Auditor's Office may conduct an audit of Contractor's financial, performance and compliance records maintained in connection with the operations and services performed under this Contract. In the event of such audit, Contractor agrees to provide the City Auditor with reasonable access to Contractor's employees and make all such financial, performance and compliance records available to the Auditor's Office. City agrees to provide Contractor an opportunity to discuss and respond to any findings before a final audit report is filed.

The City will provide Contractor with the preliminary draft of the audit report and hold a conference with Contractor to discuss the report if any findings are noted. Contractor shall respond to all findings within ten (10) working days after the conference. The auditing agent will then prepare its final audit report and submit it to the City Manager. City will notify contractor of any disallowed expenses. Contractor shall make payment of disallowed expenses to City within thirty (30) days of such notification, unless otherwise specified by the City. Failure to reimburse the City may result in the discontinuance of any or all City contracts with Contractor and may make Contractor ineligible for additional or further funds from the City.

ARTICLE 40, GOVERNING LAW

This contract shall be governed by the laws of the State of California.

ARTICLE 41, INDEPENDENT CONTRACTOR

A. Contractor shall be deemed at all times to be an independent contractor and shall be wholly responsible for the manner in which Contractor performs its obligations under this Agreement. Contractor shall be liable for its acts and omissions, and those of its employees and its agents. Nothing contained herein shall be construed as creating an employment, agency or partnership relationships between City and Contractor.

B. Terms in this Agreement referring to direction from City shall be construed as providing for direction as to policy and the result of Contractor's work only and not as to the means or methods by which such a result is obtained.

C. Nothing in this Contract shall operate to confer rights or benefits on persons or entities not party to this Contract.

ARTICLE 42, CITY BUSINESS LICENSE, PAYMENT OF TAXES, TAX I.D. NUMBER

Contractor has obtained a City business license as required by B.M.C. Ch. 9.04, and its license number is written below; or, Contractor is exempt from the provisions of B.M.C. Ch. 9.04 and has written below the specific B.M.C. section under which it is exempt. Contractor shall pay all state and federal income taxes and any other taxes due. Contractor certifies under penalty of perjury that the taxpayer identification number written below is correct.

ARTICLE 43, ENTIRE AGREEMENT

A. The terms and conditions of this contract and all exhibits attached hereto or documents expressly incorporated by reference therein represent the entire contract between the parties hereto with respect to the subject matter hereof, and this contract shall supersede any and all other prior contracts, either oral or written, regarding the subject matter between the City and Contractor. No other contract, statement, or promise relating to the subject matter of this contract shall be valid or binding except upon a duly executed written amendment to this contract.

B. Should any conflicts arise between the terms and conditions of this contract and the terms and conditions of any exhibits attached hereto or documents expressly incorporated by reference therein, the terms and conditions of Federal Regulations shall control.

ARTICLE 44, OWNERSHIP OF DOCUMENTS

A. When this contract is terminated Contractor agrees to return to City all documents, drawings, photographs and other written or graphic material, however produced, that it received from City, its contractors or agents, in connection with the performance of its services under this contract. All materials shall be returned in the same condition as received.

B. All internal work, papers, internal drawings, internal memoranda of any kind, photographs, and any written or graphic material, however produced, prepared by Contractor in connection with its performance of services under this contract, shall be, and shall remain after termination of this contract, the property of Contractor. Contractor may use that material for any purpose whatsoever. However, if either party terminates this contract before Contractor completes all services required under Article 1, the latest set of draft documents shall be and shall remain the property of the City.

C. The final written product of this contract shall be the property of the City. City may use all or any part of the product for projects other than those contemplated by this contract. Contractor shall not be liable for any improper reuse of the product. City may also retain the original of any design documents upon request.

ARTICLE 45, SETOFF AGAINST DEBTS

Contractor agrees that City may deduct from any payments due to Contractor any monies that Contractor owes the City under any Ordinance, contract, or Resolution for any unpaid taxes, fees, licenses, unpaid checks, or other amounts.

ARTICLE 46, RECYCLED PAPER FOR WRITTEN REPORTS

If Contractor is required by this contract to prepare a written report or study, Contractor shall use recycled paper for said report or study when such paper is available at a cost of not more than ten percent more than the cost of virgin paper, and when such paper is available at the time it is needed. For the purposes of this contract, recycled paper is

APPENDIX F

paper that contains at least 50% recycled product. If recycled paper is not available, Contractor shall use white paper. Written reports or studies prepared under this contract shall be printed on both sides of the page whenever practical.

ARTICLE 47, MATERIAL SAFETY DATA SHEETS

A. To comply with the City's Hazard Communication Program, Contractor agrees to submit Material Safety Data Sheets (MSDS) for all products Contractor intends to use in the performance of work under this contract in any City facility. The MSDS for all products must be submitted to the City before commencing work. The MSDS for a particular product must be reviewed and approved by the City's Employee Relations Officer before Contractor may use that product.

B. City will inform Contractor about hazardous substances to which it may be exposed while on the job site and protective measures that can be taken to reduce the possibility of exposure

ARTICLE 48, SEVERABILITY OF PROVISIONS

Should a provision of this contract be held invalid by a court of competent jurisdiction, the remaining provisions hereof shall continue to be valid and enforceable.

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APPENDIX F

ARTICLE 49, ASSIGNMENT

This contract may not be assigned without the prior written consent of the City.

IN WITNESS WHEREOF, the City and Contractor have executed this contract through their duly authorized representatives as of the date first above written.

CITY OF BERKELEY

By _____
City Manager

THIS CONTRACT HAS BEEN APPROVED AS TO FORM BY THE CITY ATTORNEY FOR THE CITY OF BERKELEY
July 2003

Registered by:

_____
City Auditor

Attest:

_____
Deputy City Clerk

CONTRACTOR

By _____

EXECUTIVE DIRECTOR
Title

IRS Tax I.D. No.: [redacted]

B.M.C. § _____

City of Berkeley Business License No.: 2003-10724

Incorporated: Yes X No _____

Subject of Contract: PUBLIC SAFETY

APPENDIX F

EXHIBIT A

SCOPE OF SERVICES

APPENDIX F

EXHIBIT A
SCOPE OF SERVICES

Berkeley Boosters Association
P.O. Box 17
Berkeley, CA 94701
Telephone: (510) 704-0467
Fax: (510) 649-0886

E-mail: dmanson@berkeleyboosters.org
Web Site: www.berkeleyboosters.org

RESPECT GRANT 2003/2004: BART ESCORT SERVICE

1. PROGRAM DESCRIPTION:

During the winter months, the Berkeley Boosters Association will provide BART SAFETY ESCORT Service to BART patrons during the two (2) busiest commute hours each evening. The service will be provided at both the Ashby and North Berkeley BART stations. The patrons will be escorted from the BART station to their cars or homes within a radius of approximately five (5) city blocks.

II. SCOPE OF SERVICE:

The ***Berkeley Boosters RESPECT Team*** will provide, from Monday, October 27, 2003 (end of daylight savings time) to Friday, March 5, 2004, BART SAFETY ESCORT SERVICE at both the Ashby BART station and the North Berkeley BART station. The ESCORT SERVICE will be provided Monday to Friday for two (2) hours during the evening commute time (except on City Holidays). The training will occur during the week of October 20, 2003.

The staffing model calls for four (4) team members plus one supervisor at each station. The team members will wear uniforms (light blue baseball jacket with BART ESCORT and RESPECT insignia, navy pants, light blue shirt) and will be equipped with flashlights and police radios. Team members will be upper class Berkeley High School students (over the age of 15) and/or local community college, UC students, or community members. The Supervisors will be adults, typically veteran supervisors from within the Berkeley Police Department Traffic Enforcement Division.

III. TRAINING:

The team members will be trained through an intensive training that includes police radio training and protocol, conflict resolution, diversity training, public relations, positive communication skills, personal safety and other topics. This training will be provided by experienced personnel from within the Boosters, as well as various outside experts from within Berkeley Police Department and BUSD School Safety personnel. The BART Escorts work in teams of two (except supervisors, who may work alone). Each team is equipped with a police radio for emergencies. Each team member will be assigned a call number (e.g. G-31).

IV. NETWORKING WITH OTHER AGENCIES:

It is the responsibility of the Executive Director to establish contact with BART Police and the Berkeley Police Department Patrol Division. The Berkeley Police Department will assist in the radio training for the ESCORTS.

APPENDIX F

EXHIBIT B

PAYMENT

CONTRACT AMOUNT $ 40,500

SIX (6) TWO MONTHS CASH ADVANCE PAYMENTS

LINE ITEM BUDGET ATTACHED.

APPENDIX F

RESPECT – BART ESCORTS PROGRAM
Operating Statement
July 1, 2003 – June 30, 2004
Date: As of 12/18/02

INCOME

GRANTS	
CITY OF BERKELEY	$40,500
TOTAL PROGRAM INCOME:	**$40,500**

EXPENSE

PERSONNEL	
Executive Director	$ 2,900
Administrative Director	$ 2,900
Supervisors	$ 8,820
Part Time Escorts	$11,500
Accounting	$ 1,200
Subtotal Personnel	**$27,320**
Employer Payroll Taxes @11%	$ 3,005
Worker's Comp @9%	$ 2,458
Health Insurance	$ 780
Subtotal Fringe Benefits	**$ 6,243**
TOTAL PERSONNEL & FRINGE BENEFITS	**$ 33,563**
EQUIPMENT	
Uniforms, Equipment & Supplies	$ 2,000
TOTAL EQUIPMENT	**$ 2,000**
OPERATING EXPENSE	
Grant Operating Expense	$ 4,937
TOTAL OPERATING	**$ 4,937**
TOTAL EXPENSES	**$ 40,500**

APPENDIX F

REQUEST FOR WAIVER OF COMPETITIVE SOLICITATION

BY CITY MANAGER

DATE: **August 11, 2003**

TO: Weldon Rucker, City Manager

FROM: Roy L. Meisner, Chief of Police

DEPT. Police Department

RE: REQUEST FOR WAIVER

BERKELEY BOOSTERS ASSOCIATION
CONTRACT NAME

INSTRUCTIONS:

A written request must be submitted for a waiver consideration. Please complete and forward to City Manager.

We are requesting a waiver on the above contract for one the following reason(s). Explanation must clearly state why this exception meets the required criteria. For details see section on Evidence of Competitive Solicitation online.

1. Service is very **SPECIALIZED** because the Berkeley Booster Association is selected through the annual General Funded Community Agency allocations.

2. This product or service can only be provided by this contractor (**SOLE SOURCE**)

This service and/or product must be provided **IMMEDIATELY** because

4. **OTHER CATEGORY**. NOTE: **The lack of advanced planning does not constitute an immediate need**. The reason for this request is

WAIVER IS RECOMMENDED _____

DENIED _____

_____ 8/15/03

Weldon Rucker, City Manager Date

NON-DISCRIMINATION WORK FORCE

FOR ALL NON-CONSTRUCTION CONTRACTS

To assist the City of Berkeley in implementing its Non-Discrimination policy, it is requested that you furnish information regarding your personnel as requested below and return it to the City Department handling your contract.

ORGANIZATION: Berkeley Boosters Assn./Police Activities League

ADDRESS: P.O. Box 17 Berkeley, CA. 94701

BUSINESS LICENSE NO: 2003-10724

Occupational Category (see reverse side for explanation of terms)	Total Employees		WHITE		BLACK		ASIAN		HISPANIC		OTHER (SPECIFY)	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Officials/Administrators	1	0									Bi racial	
Professionals	0	2		1								Pacific Islander
Technicians	0	0										
Protective Service Workers	3	0	1		2							
Para-professionals	8	9	2	2	6	7						
Office/Clerical	0	1										Pacific Islander
Skilled Craft Workers	0	0										
Service/Maintenance	0	0										
Other (Specify	0	0										
Totals	12	12	3	3	8	7					1	2

Is your business MBE/WBE/DBE certified? Yes ____ No X

If yes, by what agency? ____

If yes, please specify: Male ____ Female ____ or indicate ethnic identification ____

Do you have a policy of non-discrimination? Yes X No ____

Signed: [signature] Date: 6/12/03

Verified by: [signature] Date: 6/23/03

City of Berkeley Contract Compliance Officer

Page 2 of 2

APPENDIX F

APPENDIX F

CITY OF BERKELEY
Nuclear Free Zone Disclosure Form

I (we) certify that:

1. I am (we are) fully cognizant of any and all contracts held, products made or otherwise handled by this business entity, and of any such that are anticipated to be entered into, produced or handled for the duration of its contract(s) with the City of Berkeley. (To this end, more than one individual may sign this disclosure form, if a description of which type of contracts each individual is cognizant is attached.)

2. I (we) understand that Section 12.90.070 of the Nuclear Free Berkeley Act (Berkeley Municipal Code Ch. 12.90; Ordinance No. 5784-N.S.) prohibits the City of Berkeley from contracting with any person or business that knowingly engages in work for nuclear weapons.

3. I (we) understand the meaning of the following terms as set forth in Berkeley Municipal Code Section 12.90.130:

   "Work for nuclear weapons" is any work the purpose of which is the development, testing, production, maintenance or storage of nuclear weapons or the components of nuclear weapons; or any secret or classified research or evaluation of nuclear weapons; or any operation, management or administration of such work.

   "Nuclear weapon" is any device, the intended explosion of which results from the energy released by reactions involving atomic nuclei, either fission or fusion or both. This definition of nuclear weapons includes the means of transporting, guiding, propelling or triggering the weapon if and only if such means is destroyed or rendered useless in the normal propelling, triggering, or detonation of the weapon.

   "Component of a nuclear weapon" is any device, radioactive or non-radioactive, the primary intended function of which is to contribute to the operation of a nuclear weapon (or be a part of a nuclear weapon).

4. Neither this business entity nor its parent nor any of its subsidiaries engages in work for nuclear weapons or anticipates entering into such work for the duration of its contract(s) with the City of Berkeley.

Based on the foregoing, the undersigned declares under penalty of perjury under the laws of the State of California that the foregoing is true and correct.

Printed Name: David Mangson Title: Executive Director

Signature: [signature] Date: 6-12-03

Business Entity: Berkeley Boosters Association / P.A.L.

Contract Description/Specification No. _____

Attachment C

APPENDIX F

CITY OF BERKELEY

Oppressive States Compliance Statement for Personal Services

The undersigned, an authorized agent of Berkeley Boosters Assn. (hereafter "Vendor"), has had an opportunity to review the requirements of Berkeley City Council Resolution No. 59,853-N.S. (hereafter "Resolution"). Vendor understands and agrees that the City may choose with whom it will maintain business relations and may refrain from contracting with those Business Entities which maintain business relationships with morally repugnant regimes. Vendor understands the meaning of the following terms used in the Resolution:

"Business Entity" means "any individual, firm, partnership, corporation, association or any other commercial organization, including parent-entities and wholly-owned subsidiaries" (to the extent that their operations are related to the purpose of the contract with the City).

"Oppressive State" means: **Tibet Autonomous Region and the Provinces of Ado, Kham, and U-Tsang,**

"Personal Services" means "the performance of any work or labor and shall also include acting as an independent contractor or providing any consulting advice or assistance, or otherwise acting as an agent pursuant to a contractual relationship."

Contractor understands that it is not eligible to receive or retain a City contract if at the time the contract is executed, or at any time during the term of the contract it provides Personal Services to:

a. The governing regime in any Oppressive State.
b. Any business or corporation organized under the authority of the governing regime of any Oppressive State.
c. Any person for the express purpose of assisting in business operations or trading with any public or private entity located in any Oppressive State.

Vendor further understands and agrees that Vendor's failure to comply with the Resolution shall constitute a default of the contract and the City Manager may terminate the contract and bar Vendor from bidding on future contracts with the City for five (5) years from the effective date of the contract termination.

The undersigned is familiar with, or has made a reasonable effort to become familiar with, Vendor's business structure and the geographic extent of its operations. By executing the Statement, Vendor certifies that it complies with the requirements of the Resolution and that if any time during the term of the contract it ceases to comply, Vendor will promptly notify the City Manager in writing.

Based on the foregoing, the undersigned declares under penalty of perjury under the laws of the State of California that the foregoing is true and correct.

Printed Name: David W. Mawson, Jr. Title: Executive Director

Signature: David W. M Date: 6-12-03

Business Entity: Berkeley Boosters Assn. P.A.L.

I am unable to execute this Statement; however, Vendor is exempt under Section VII of the Resolution. I have attached a separate statement explaining the reason(s) Vendor cannot comply and the basis for any requested exemption.

Signature: _____ Date: _____

Contract Description/Specification No.: _____

Attachment D

APPENDIX F

CITY OF BERKELEY
Living Wage Certification for Providers of Personal Services

TO BE COMPLETED BY ALL PERSONS OR ENTITIES ENGAGING IN A CONTRACT FOR PERSONAL SERVICES WITH THE CITY OF BERKELEY.

The Berkeley Municipal Code Chapter 13.27, Berkeley's Living Wage Ordinance (LWO), provides that contractors who engage in a specified amount of business with the City (except where specifically exempted) under contracts which furnish services to or for the City in any twelve (12) month period of time shall comply with all provisions of this Ordinance. The LWO requires a City contractor to provide City mandated minimum compensation to all eligible employees, as defined in the Ordinance. In order to determine whether this contract is subject to the terms of the LWO, please respond to the questions below. Please note that the LWO applies to those contracts where the contractor has achieved a cumulative dollar contracting amount with the City. Therefore, even if the LWO is inapplicable to this contract, subsequent contracts may be subject to compliance with the LWO. Furthermore, the contract may become subject to the LWO if the status of the Contractor's employees change (i.e. additional employees are hired) so that Contractor falls within the scope of the Ordinance.

Section I.

1. IF YOU ARE A FOR-PROFIT BUSINESS, PLEASE ANSWER THE FOLLOWING QUESTIONS

a. During the previous twelve (12) months, have you entered into contracts, including the present contract, bid, or proposal, with the City of Berkeley for a cumulative amount of $25,000.00 or more?
YES ____ **NO** ____

If **no**, this contract is NOT subject to the requirements of the LWO, and you may continue to Section II. If **yes**, please continue to question **1(b)**.

b. Do you have six (6) or more employees, including part-time and stipend workers?
YES ____ **NO** ____

If you have answered, "YES" to questions 1(a) and 1(b) this contract IS subject to the LWO. If you responded "NO" to 1(b) this contract IS NOT subject to the LWO. **Please continue to Section II.**

2. IF YOU ARE A NON-PROFIT BUSINESS, AS DEFINED BY SECTION 501(C) OF THE INTERNAL REVENUE CODE OF 1954, PLEASE ANSWER THE FOLLOWING QUESTIONS.

a. During the previous twelve (12) months, have you entered into contracts, including the present contract, bid or proposal, with the City of Berkeley for a cumulative amount of $100,000.00 or more?
YES X **NO** ____

If no, this Contract is NOT subject to the requirements of the LWO, and you may continue to Section II. If yes, please continue to question 2(b).

b. Do you have six (6) or more employees, including part-time and stipend workers?
YES X **NO** ____

If you have answered, "YES" to questions 2(a) and 2(b) this contract IS subject to the LWO. If you responded "NO" to 2(b) this contract IS NOT subject to the LWO. **Please continue to Section II.**

Section II

Please read, complete, and sign the following:

THIS CONTRACT **IS** SUBJECT TO THE LIVING WAGE ORDINANCE. ☒

THIS CONTRACT **IS NOT** SUBJECT TO THE LIVING WAGE ORDINANCE. ☐

APPENDIX F

The undersigned, on behalf of himself or herself individually and on behalf of his or her business or organization, hereby certifies that he or she is fully aware of Berkeley's Living Wage Ordinance, and the applicability of the Living Wage Ordinance, and the applicability of the subject contract, as determined herein. The undersigned further agrees to be bound by all of the terms of the Living Wage Ordinance, as mandated in the Berkeley Municipal Code, Chapter 13.27. If, at any time during the term of the contract, the answers to the questions posed herein change so that Contractor would be subject to the LWO, Contractor will promptly notify the City Manager in writing. Contractor further understands and agrees that the failure to comply with the LWO, this certification, or the terms of the Contract as it applies to the LWO, shall constitute a default of the Contract and the City Manager may terminate the contract and bar Contractor from future contracts with the City for five (5) years from the effective date of the Contract termination. If the contractor is a for-profit business and the LWO is applicable to this contract, the contractor must pay a living wage to all employees who spend 25% or more or their compensated time engaged in work directly related to the contract with the City. If the contractor is a non-profit business and the LWO is applicable to this contract, the contractor must pay a living wage to all employees who spend 50% or more or their compensated time engaged in work directly related to the contract with the City.

These statements are made under penalty of perjury under the laws of the state of California.

Printed Name: David W. Manson, Jr Title: Executive Director

Signature: David W. M Date: 6/12/03

Business Entity: Berkeley Boosters Assn. / P.A.L.

Contract Description/Specification No: _____

Section III

- ***** FOR ADMINISTRATIVE USE ONLY -- PLEASE PRINT CLEARLY ******

I have reviewed this Living Wage Certification form, in addition to verifying Contractor's total dollar amount contract commitments with the City in the past twelve (12) months, and determined that this Contract (IS) / IS NOT (circle one) subject to Berkeley's Living Wage Ordinance.

Police Department
Department Name

Annie Thomas
Department Representative

To be completed by Contractor/Vendor

APPENDIX F

Form EBO-1
CITY OF BERKELEY
CERTIFICATION OF COMPLIANCE WITH EQUAL BENEFITS ORDINANCE

If you are a ***contractor***, return this form to the originating department/project manager. If you are a ***vendor*** (supplier of goods), return this form to the Purchasing Division of the Finance Dept.

SECTION 1. CONTRACTOR/VENDOR INFORMATION

Name: Berkeley Boosters Assn. / Police Activities League			Vendor No.:
Address: PO Box 17	City: Berkeley	State: CA	ZIP: 94701
Contact Person: David W. Manson, Jr		Telephone: 510-704-0467	
E-mail Address: dmanson@berkeleyboosters.org		Fax No.: 510-649-0886	

SECTION 2. COMPLIANCE QUESTIONS

A. The EBO is inapplicable to this contract because the contractor/vendor has no employees.
☐ Yes ☐ No *(If "Yes," proceed to Section 5; if "No", continue to the next question.)*

B. Does your company provide (or make available at the employees' expense) any employee benefits?
☒ Yes ☐ No
If "Yes," continue to Question C.
If "No," proceed to Section 5. (The EBO is not applicable to you.)

C. Does your company provide (or make available at the employees' expense) any benefits to the spouse of an employee? ☐ Yes ☒ No

D. Does your company provide (or make available at the employees' expense) any benefits to the domestic partner of an employee? ☐ Yes ☒ No
If you answered "No" to both Questions C and D, proceed to Section 5. (The EBO is not applicable to this contract.)
If you answered "Yes" to both Questions C and D, please continue to Question E.
If you answered "Yes" to Question C and **"No"** to Question D, please continue to Section 3.

E. Are the benefits that are available to the spouse of an employee identical to the benefits that are available to the domestic partner of the employee? ☐ Yes ☐ No
If you answered "Yes," proceed to Section 4. (You are in compliance with the EBO.)
If you answered "No," continue to Section 3.

SECTION 3. PROVISIONAL COMPLIANCE

A. Contractor/vendor is not in compliance with the EBO now but will comply by the following date:

☐ By the first effective date after the first open enrollment process following the contract start date, not to exceed two years, if the Contractor submits evidence of taking reasonable measures to comply with the EBO; or

☐ At such time that administrative steps can be taken to incorporate nondiscrimination in benefits in the Contractor's infrastructure, not to exceed three months; or

☐ Upon expiration of the contractor's current collective bargaining agreement(s).

B. If you have taken all reasonable measures to comply with the EBO but are unable to do so, do you agree to provide employees with a cash equivalent?* ☐ Yes ☐ No

* The cash equivalent is the amount of money your company pays for spousal benefits that are unavailable for domestic partners.

SECTION 4. REQUIRED DOCUMENTATION

At time of issuance of purchase order or contract award, you may be required by the City to provide documentation (copy of employee handbook, eligibility statement from your plans, insurance provider statements, etc.) to verify that you do not discriminate in the provision of benefits.

APPENDIX F

SECTION 5. CERTIFICATION

I declare under penalty of perjury under the laws of the State of California that the foregoing is true and correct and that I am authorized to bind this entity contractually. By signing this certification, I further agree to comply with all additional obligations of the Equal Benefits Ordinance that are set forth in the Berkeley Municipal Code and in the terms of the contract or purchase order with the City.

Executed this 12 day of JUNE, in the year 2003, at Berkeley (City) CA (State)

David W. Manson, Jr.
Name (please print)

Signature

Executive Director
Title

[redacted]
Federal ID or Social Security Number

FOR CITY OF BERKELEY USE ONLY

☐ Non-Compliant (The City may not do business with this contractor/vendor)

☐ One-Person Contractor/Vendor ☑ Full Compliance ☐ Reasonable Measures

☐ Provisional Compliance Category, Full Compliance by Date: _____

Staff Name(*Sign and Print*): Annie Thomas ANNIE THOMAS Date: 6/25/03

ACORD CERTIFICATE OF LIABILITY INSURANCE

APPENDIX F

DATE (MM/DD/YYYY) 04/28/2003

PRODUCER (260)482-5455 FAX (260)483-6297
Diller-Smith & Associates
2526 Scotswolde Dr.
P.O. Box 8517
Ft. Wayne, IN 46808

INSURED California Police Activities League #2
2000 East 14th Street
San Leandro, CA 94577

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW.

INSURERS AFFORDING COVERAGE	NAIC #
INSURER A: CLARENDON AMERICA INSURANCE CO.	
INSURER B: AMERICAN NATIONAL LIFE INSURANCE CO. OF TX.	
INSURER C:	
INSURER D:	
INSURER E:	

COVERAGES

THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. AGGREGATE LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.

INSR LTR	ADD'L INSRD	TYPE OF INSURANCE	POLICY NUMBER	POLICY EFFECTIVE DATE (MM/DD/YY)	POLICY EXPIRATION DATE (MM/DD/YY)	LIMITS	
A		GENERAL LIABILITY X COMMERCIAL GENERAL LIABILITY CLAIMS MADE X OCCUR X INCLUDES ATHLETIC PARTICIPANTS GEN'L AGGREGATE LIMIT APPLIES PER: POLICY PRO-JECT LOC	ECP000305-00	01/01/2003	01/01/2004	EACH OCCURRENCE DAMAGE TO RENTED PREMISES (Ea occurance) MED EXP (Any one person) PERSONAL & ADV INJURY GENERAL AGGREGATE PRODUCTS - COMP/OP AGG	$ 1,000,000 $ 50,000 $ NONE $ 1,000,000 $ 2,000,000 $ 1,000,000
A		AUTOMOBILE LIABILITY ANY AUTO ALL OWNED AUTOS SCHEDULED AUTOS X HIRED AUTOS X NON-OWNED AUTOS	EPC000305-00	01/01/2003	01/01/2004	COMBINED SINGLE LIMIT (Ea accident) BODILY INJURY (Per person) BODILY INJURY (Per accident) PROPERTY DAMAGE (Per accident)	$ 1,000,000 $ $ $
		GARAGE LIABILITY ANY AUTO				AUTO ONLY - EA ACCIDENT OTHER THAN AUTO ONLY: EA ACC AGG	$ $ $
A		EXCESS/UMBRELLA LIABILITY X OCCUR CLAIMS MADE DEDUCTIBLE RETENTION $	EEX000026-00	01/01/2003	01/01/2004	EACH OCCURRENCE AGGREGATE	$ 4,000,000 $ 5,000,000
		WORKERS COMPENSATION AND EMPLOYERS' LIABILITY ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? If yes, describe under SPECIAL PROVISIONS below				WC STATU-TORY LIMITS OTH-ER E.L. EACH ACCIDENT E.L. DISEASE - EA EMPLOYEE E.L. DISEASE - POLICY LIMIT	$ $ $
B		OTHER ACCIDENT/MEDICAL	FLD02-34200-BC	01/01/2003	01/01/2004	AD & D $50,000 ACCIDENT MEDICAL EXCESS-MAX. BENEFIT $50,000 DED.: NONE	

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES / EXCLUSIONS ADDED BY ENDORSEMENT / SPECIAL PROVISIONS

A SEXUAL ABUSE/MOLESTATION POL#: ECP 000305-00 EFF: 1/1/03 TO 1/1/04
$25,000 PER OCCURRENCE AGGREGATE $100,000
CERTIFICATE HOLDER IS AN ADDITIONAL INSURED FOR CAL PAL. EVENT: PAL EVENTS
EVENT DATE: COVERAGE PERIOD
INSURED MEMBER CHAPTER: BERKELEY BOOSTERS/PAL, ATT CHERYL LA ROSA LONGO, PO BOX 17 BERKELEY, CA 94701

CERTIFICATE HOLDER

04/28/03 CITY OF BERKELEY
BERKELEY POLICE DEPARTMENT
ATT TRACY VESELY
2180 MILVIA STREET
BERKELEY, CA 94704

CANCELLATION

SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, THE ISSUING INSURER WILL ENDEAVOR TO MAIL 30 DAYS WRITTEN NOTICE TO THE CERTIFICATE HOLDER NAMED TO THE LEFT, BUT FAILURE TO MAIL SUCH NOTICE SHALL IMPOSE NO OBLIGATION OR LIABILITY OF ANY KIND UPON THE INSURER, ITS AGENTS OR REPRESENTATIVES.

AUTHORIZED REPRESENTATIVE
John Lefever/AKB

©ACORD CORPORATION 1988

APPENDIX F

IMPORTANT

If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must be endorsed. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).

If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).

DISCLAIMER

The Certificate of Insurance on the reverse side of this form does not constitute a contract between the issuing insurer(s), authorized representative or producer, and the certificate holder, nor does it affirmatively or negatively amend, extend or alter the coverage afforded by the policies listed thereon.

APPENDIX F NB

POLICYHOLDER COPY

STATE COMPENSATION INSURANCE FUND

P.O. BOX 807 SAN FRANCISCO,CA 94142-0807

CERTIFICATE OF WORKERS' COMPENSATION INSURANCE

ISSUE DATE: 01-01-2002

GROUP: 000380
POLICY NUMBER: 0000609-2003
CERTIFICATE ID: 10
CERTIFICATE EXPIRES: 01-01-2004
01-01-2003/01-01-2004

CITY OF BERKELEY NB
PARKS & RECREATION ATTN TRACY A VESELY
2180 MILVIA ST 3RD FL
BERKELEY CA 94704

This is to certify that we have issued a valid Workers Compensation insurance policy in a form approved by the California Insurance Commissioner to the employer named below for the policy period indicated.

This policy is not subject to cancellation by the Fund except upon 30 days advance written notice to the employer.

We will also give you 30 days advance notice should this policy be cancelled prior to its normal expiration.

This certificate of insurance is not an insurance policy and does not amend, extend or alter the coverage afforded by the policies listed herein. Notwithstanding any requirement, term or condition of any contract or other document with respect to which this certificate of insurance may be issued or may pertain, the insurance afforded by the policies described herein is subject to all the terms, exclusions and conditions of such policies.

Tom Harrison
AUTHORIZED REPRESENTATIVE

Kenneth C. Bolton
PRESIDENT

EMPLOYER'S LIABILITY LIMIT INCLUDING DEFENSE COSTS: $1,000,000.00 PER OCCURRENCE

ENDORSEMENT #2065 ENTITLED CERTIFICATE HOLDERS' NOTICE EFFECTIVE 01-01-2003 IS ATTACHED TO AND FORMS A PART OF THIS POLICY.

EMPLOYER

BERKELEY BOOSTERS ASSOCIATION
(A NON PROFIT CORP.)
PO BOX 17
BERKELEY CA 94701

PRINTED: 12-13-2002 P0409

APPENDIX F

Additional Coverages and Factors 12/23/2002

Line of Business Coverages for General Liability

Coverage	Limits	Ded/Ded Type	Rate	Premium	Factor
General Aggregate	2,000,000				
Products/Completed Ops Aggregate	1,000,000				
Personal & Advertising Injury	1,000,000				
Each Occurrence	1,000,000				
Fire Damage	50,000				
Medical Expense	NONE				

CITY OF BERKELEY - COMMUNITY SERVICES PROGRAMS

APPENDIX F

CONTRACTORS INVOICE

PLEASE TYPE Respect "BART" ESCORTS

1.CONTRACTOR'S NAME (Agency)	2. ADDRESS:	CITY/STATE/ZIP
Berkeley BOOSTERS	PAL POBOX 17	Berkeley 94701

3. FUNDS REQUESTED FOR:

a. [X] Initial Advance b. [ ] Periodic Advance c. [ ] Reimbursement d. [ ] Final Invoice e. [ ] Other Specify f. Report for Month/s of: _____ Month/s Day Year

g. PROGRAM TYPE: CSBG _____ GENERAL FUND X OTHER _____

4.COST INCURRED: a.From Start Of Agreement	b.To End of Report Mo:	5. PERIOD COST PROJECTED: a. From End of Report Mo:	b. To End of Two Mo. Projection:
7 1 03	9 1 03		
Mo Day Yr	Mo Day Yr	Mo Day Yr	Mo Day Yr

COMMUNITY SERVICES CONTRACTORS INVOICE

6. COST CATEGORY	7.CONTRACT COMPONENT BUDGET (Nearest Dollar)	8.COSTS FOR REPORT MONTH ONLY (Nearest Dollar)	9.CUM. COSTS (Nearest Dollar)	10.COSTS PROJECTED (Nearest Dollar)	11. TOTALS (Column 9 + Column 10)
PERSONNEL SERVICES	a. 27320	a.	a.	a. ADVANCE	a.
FRINGE BENEFITS	b. 6243	b.	b.	b.	b.
TRANS. COST	c.	c.	c.	c.	c.
OPERATING COSTS	d. 4937	d.	d.	d.	d.
EQUIPMENT PURCHASES	e. 2000	e.	e.	e.	e.
INSURANCE	f.	f. ADVANCE	f.	f.	f.
OTHER: Specify	g.	g.	g.	g.	g.
OTHER: Specify	h.	h.	h.	h.	h.
TOTALS:	i. 40,500	i.	i.	i. 6,750	i. 6,750

P.O.#_____ FOR CITY USE ONLY INVOICE #_____

12. LESS CASH RECEIVED: $ 0

BUDGET CODE: _____ -- _____ -- _____ -- _____ -- _____

13. NET AMOUNT OF THIS REQUEST $ 6,750

AMOUNT TO BE PAID $_____

14. CONTRACTOR CERTIFICATION: I certify that the costs incurred are taken from the books of account and that such costs are valid and consistent with the terms of this agreement:

Cheryl La Rosa Longo Dir. of Admin. 6-23-03

Authorized Contractor's Signature Title Date Signed

CITY STAFF ONLY

PERFORMANCE SATISFACTORY FOR PAYMENT:

APPROVED BY: EXAMINED BY:

Signature Date Signature Date

COPY 1 - FINANCE
COPY 2 - HHS ACCOUNTING
COPY 3 - CONTRACT MONITOR
COPY 4 - CONTRACTOR

Rec #62.12C

APPENDIX F

City of Berkeley, California **BUSINESS LICENSE**

BUSINESS TYPE: POLICE ACTIVITIES LEAGUE

LOCATION IN BERKELEY: VARIOUS

OWNER: DAVID MANSON EXEC DIR

D.B.A: BERKELEY BOOSTERS ASSN/P.A.L.

MAIL ADD.: P O BOX 17

CITY: BERKELEY CA 94701

CITY OF BERKELEY

LICENSE NUMBER: 2003-10724

DATE: 2003

EXPIRES: 12/31/03

0002 This license is renewable on or before 2/28/04

THIS LICENSE IS ISSUED WITHOUT VERIFICATION THAT THE LICENSE IS SUBJECT TO AN EXEMPTION FROM LICENSING BY THE STATE.

THIS LICENSE MUST BE CONSPICUOUSLY POSTED AND BE RENEWED WITHIN 30 DAYS AFTER EXPIRATION. IT SHALL NOT BE CONSTRUED AS AUTHORIZING THE CONDUCT OR CONTINUANCE OF ANY ILLEGAL OR UNLAWFUL BUSINESS.

LICENSE COLLECTOR 277239

325-766 (REV. 12/90)

Expenditure Contract Amendment Review Form

APPENDIX F

Original CMS #: Y3DFY *(To be filled in by department)*	Amendment CMS #: RRKBC *(To be filled in by department)*	Contract No.: 6724A *(To be filled in by auditor)*

CONTRACTOR NAME: Berkeley Boosters Association

This contract package contains: **Three Original Contracts (Department, Vital Record and Vendor) contracts in Folders** ***The Vital Record contract MUST be in a folder.** ***Optional: In lieu of folders, the Department and Vendor copies may be assembled with an Acco-fastener.**	**Attached**	**Waiver Attached**	**Not Required**
1. Authorizing Council Resolution No.: 63,166 N.S.	☒		☐
2. Living Wage Certification *(if not submitted with original contract)* **LWO form revised 8/02 ***Submitted With Original Contract***	☐	☐	☐
3. Certification of Compliance with Equal Benefits Ordinance *(if not submitted with original contract)**EBO form revised 7/02* ***With Original Contract***	☐	☐	☐
4. Insurance Certificate Original on File: Contract Number 6701 ***copy attached***	☒	☐	☐

Requisition No.: 105122 **(Hard copy attached)** **Purchase Order No:** 56137

Original contract amount	$ 174,368
Amount(s) added by previous amendment(s)	$ 0 (if applicable)
Amount added by this amendment	$ 29,643
Total contract amount after amendment	$ 204,011

Routing and signatures: All elements of the contract package including information provided above and on the Amendment Data Transmittal form have been reviewed for completeness and accuracy and evidenced by the following signatures:

1.	Kristen Lee — **Project Manager**	Housing PPMB — **Dept./Division**	x 5427 — **Tel. No.**	1/18/2006 — **Date**
2.	**Dept. Admin. Officer or Accounting**			1/25/06 **Date**
3.	**Manager of Engineering** (PW *construction only*)			**Date**
4.	**Department Head**			1/25/06 **Date**
5.	**Employee Relations Officer**			1/27/06 **Date**
6.	**Contract Compliance Officer** (*Construction only*)			**Date**

Routing continues to the following persons, who sign directly on the contract:

7. **City Manager (Will not sign unless all signatures and dates appear above)**
8. **City Auditor (Initials_____)**
9. **City Clerk (Initials_____)**

RECEIVED
JAN 30 2006
City Auditor

APPENDIX F

CMS# RRKBC

AMENDMENT TO CONTRACT

THIS CONTRACT is entered into January 15, 2006, between the CITY OF BERKELEY ("CITY"), a Charter City organized and existing under the laws of the State of California, and The Berkeley Boosters Association ("CONTRACTOR"), a non-profit corporation under the laws of the State of California, doing business at P.O. Box 17, Berkeley CA 94701.

WHEREAS, CITY and CONTRACTOR previously entered into Contract Number 6724, dated July 1, 2005, which Contract was authorized by the Berkeley City Council by Resolution No. 62,976 - N.S.; and

WHEREAS, on December 13, 2005 by Resolution No. 63,166-N.S., the Berkeley City Council authorized an amendment of said contract, adding a total of $29,643; $10,000 for the Berkeley Guides program and $19,643 for the BART Escorts program.

THEREFORE, City and Contractor mutually agree to amend said contract as follows:

1. Section 1 is amended to include the services detailed in Exhibit A, which is attached to and made part of this Contract.
2. Section 3 is amended to read as follows:

PAYMENT

For services referred to in Section 1, City will pay Contractor a total amount not to exceed $ 204,011. City shall make payments to Contractor in accordance with provisions described in Exhibit B, which is attached to and made part of this Contract.

APPENDIX F

3. In all other respects, the contract dated July 1, 2003, shall remain in full force and effect.

IN WITNESS WHEREOF, City and Contractor have executed this Contract as of the date written on the first paragraph of this Contract.

CITY OF BERKELEY

By _____
Deputy City Manager

THIS CONTRACT HAS BEEN APPROVED AS TO FORM BY THE CITY ATTORNEY FOR THE CITY OF BERKELEY
6/01

Registered by:

_____
City Auditor

Attest:

_____
ASST. ~~Deputy~~ City Clerk

CONTRACTOR: Berkeley Boosters Association

_____
By: David W. Manson, Jr., Executive Director

STATEMENT OF WORK PLAN APPENDIX F

(Please TYPE: Use additional sheets if necessary)
(Services For Berkeley Residents Only)

Agency: Berkeley Boosters Police Activities League
Contract Period: July 1, 2005 – June 30, 2006
Program Title: BART ESCORTS

A. Brief Program Description [*Primary Goal(s)*]

Youth Employment and Public Safety Program
Primary goals:

1) Job Training
2) Employment Support
3) Job Placement
4) Public Safety

B. Scope of Services - Briefly describe each service activity or project to be undertaken.
(See attached)

C. Networking and Merging of Efforts with Other Agencies. *(Quantify planned contacts, referrals, etc., with and/or to specific agencies)*

Berkeley Police Department – Training
Inter City Services – Training and Assessment
BART - Training

APPENDIX F

BART Escorts Program Description (Public Safety / Employment Training)

A violent incident in 1995 led to the establishment of this Berkeley Boosters PAL program. A woman was attacked and severely hurt at the North Berkeley BART station. The City of Berkeley approached us for help. We organized the BART Safety Escort program. BART gave us a grant for the purchase of uniforms, radios, and a van, and the City of Berkeley paid for the salaries of the employees. For the last 9 years, we have provided escort services at both the North Berkeley BART station and the Ashby BART station.

This program serves a dual purpose: providing a public safety benefit for Berkeley residents and also a youth employment program for Berkeley residents. We will operate during nine weeks in the winter during daylight savings time (January through March) . At each station, we will have 6 people – one adult supervisor and five young people, high school or community college students or other at-risk youth. They will work in pairs, carry flashlights and escort BART patrons from the station to their parked cars or their homes. In this role, they will be equipped with, and trained to use police radios-which put them in direct contact with Police and Fire dispatch. They are able to immediately radio directly to the Public Safety Communications Center in cases of crimes, fires, medical emergencies or other critical needs.

These services will be provided Monday through Friday from 5:30pm to 7:30pm, during the heavy commute hours.

As a result of the dual nature of this program, the BART Escorts actually address several of the priorities outlined in the City Manager's letter to prospective applicants as important unmet needs:

- Provides healthy youth alternatives
- Reduces Poverty
- Ensures public safety

The BART Escorts will be responsible for the establishment and ongoing maintenance of a friendly, approachable presence to improve the feeling of safety and welcomeness at the Ashby and North Berkeley BART stations during the non-daylight savings commute hours. The BART Escorts will participate in training, evaluating and coaching sessions with the Berkeley Guides coordinator, the Berkeley Police Department, and their Supervisor/Job Coach, as well as the Executive Director of the Berkeley Boosters PAL. Their training shall include both employment / employability training as well as job-specific trainings such as conflict resolution, personal safety, verbal de-escalation, and customer service skills. They shall maintain accurate and complete records of their daily activities. They will be responsible to maintain the daily log book of incidents, events, contacts, and escorts. When appropriate, they shall refer individuals in need of services to the appropriate city or public service agency, and will initiate police intervention backup when necessary. ***Berkeley Guides*** will provide special attention to vulnerable groups such as children, older adults and disabled persons.

As an employment and job readiness program for Berkeley residents between 14 and 24, the BART Escorts program will also provide its participants with a meaningful job training experience. Not only will this serve as a means of providing gainful employment, but also serve as an entryway into other meaningful employment and career opportunities.

Since the State of California's Employment Development Department's Labor Market Information Division has identified that most new job growth will be in Health Care and Social Assistance, Retail Trade and Accommodation and Food Services, we will tailor our training towards skills that are valuable in those fields. We will spend one week prior and one week after the official start of BART Escort services providing vocational assessment tests, pre-employment training, and post-employment job search, resume building, networking training, and job placement assistance. Following U.S. Department of Labor recommendations that "proven techniques for developing improved employment outcomes for young people....includes four core areas: Preparatory Experiences, Connecting Activities, Work-Based Experiences and Leadership Development," our program plan includes activities designed to address each of these.

APPENDIX F

Our pre-session Training Week addresses the need to provide a meaningful Preparatory Experience. Drawing upon our years of experience providing team-building experiences that deepen the nature of interpersonal relationships among Police Officers and young people, we will provide participants with a full-day ropes course during our Training Week that will include trust-building and team-building activities with their supervisors and Police Department trainers. In addition, participants will be given a learning skills inventory and vocational assessment test. Results will be shared with the participants to help them begin to develop an understanding of their own unique skill sets. Connecting Activities will take place during the five-month course of our program. In addition to their regular contacts with positive adult role models serving as their supervisors (our BART Escorts supervisors are both long-time City of Berkeley employees within the Berkeley Police Department's Parking Enforcement Division and have been with us for the past four years), we will also provide once monthly social activities to reinforce their sense of teamwork and community.

The outcomes for the project fall under the City of Berkeley category of Employment:

- TRAINING:
  - By June 30, 2006, 10 (10) clients will have achieved marketable employment skills as evidenced by pre- and post-tests, and/or job placement.
- JOB PLACEMENT:
  - By June 30, 2006, ten (10) clients will have secured employment as evidenced by pay stubs.
- SUPPORT:
  - By June 30, 2006, ten (10) clients obtained continued employment training and/or placement assistance through ongoing Berkeley Boosters PAL staff support, as well as use of One Stop Career Center services, as evidenced by attendance sign-in sheets.

APPENDIX F

Page 2505 of 3321

D. **Service Activities** ***(Berkeley Residents Only Who Meet Income Guidelines – 200 percent of Poverty Level Only for CSBG/GF, or Those Who Receive TANF or SSI or Who Have a Disability.)*** - The following indicates planned number of times a client will receive a service, and the planned number of clients to be served. A client is to be recorded only once during the program year; however, that same client may receive other types of services during the year. The Service Measure (s) should indicate, in a few words, the measurable unit of contact (*e.g., bed nights, hours, sessions, classes, etc.*)

		Planned Quarterly		Planned Annually	
Services Activity	**Service Measure**	*** # of Client Contacts**	**# of New Clients**	*** # of Client Contacts**	**# of New Clients**
Job Training	Hours	5	10	5	10
Vocational Skills / Aptitude Assessment	Hours	2	10	2	10
Employability Skills Training	Hours	2	10	2	10
Resume Building Skills Workshop	Hours	2	10	2	10

INCOME LIMITS FOR POVERTY, VERY LOW INCOME AND LOW INCOME FAMILIES -- 2005								
Household Size →	**1 Person**	**2 Person**	**3 Person**	**4 Person**	**5 Person**	**6 Person**	**7 Person**	**8 Person**
Poverty Level	9,570	12,830	16,090	19,350	22,610	25,870	29,130	32,390
200% of Poverty	19,140	25,660	32,180	38,700	45,220	51,740	58,260	64,780
Very Low (50% of AMI)	29,000	33,100	37,250	41,400	44,700	48,000	51,350	54,650
Low (80% of AMI)	46,350	53,000	59,600	66,250	71,550	76,850	82,150	87,450

* N/A if meeting with monitor indicates.

F. Characteristics of Participants to be Served: Projections (*Berkeley Residents Only*)

APPENDIX F

1. Total number of clients with disabilities to be served: 0
2. Total number of homeless clients to be served: 0
3. Total number of Female Heads of Household to be served: 0
4. Total number of clients residing in the Target Area to be served: 10
5. Total number of clients not residing in the Target Area to be served: 0

G. Agency Fee Schedule - *(if applicable, attach copy)* *N/A*

H. Briefly Describe Method for Verification of Client Income Eligibility:

Self-Reported through intake forms and verified via collection of tax returns or paystubs

I. Specify the outcomes to be achieved by this contract. (Refer to *City-Wide Outcomes.)*

- TRAINING:
  - By June 30, 2006, 10 (10) clients will have achieved marketable employment skills as evidenced by pre- and post-tests, and/or job placement.
- JOB PLACEMENT:
  - By June 30, 2006, ten (10) clients will have secured employment as evidenced by pay stubs.
- SUPPORT:
  - By June 30, 2006, ten (10) clients obtained continued employment training and/or placement assistance through ongoing Berkeley Boosters PAL staff support, as well as use of One Stop Career Center services, as evidenced by attendance sign-in sheets.

WORK PLAN – BART ESCORTS

List key activities for the period January 1, 2006 – June 30, 2006 for each major component or service. Complete and submit one Workplan sheet per program/project. Include number of new participants expected to be served each month, number of participant contacts, project phases, significant events, milestones, or construction deadlines as appropriate.

PROGRAM BART Escorts

(NOTE: Total number of participants to be served is ALWAYS 12, with one exception: Escorts Provided. the figures that are provided below indicate the **number of participant contacts**)

APPENDIX F

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Page 6 of 7 Exhibit A

Component/Service	July	Aug	Sept	Oct	Nov	Dec	Jan	Feb	March	April	May	June	Total
Vocational Skills Assessment							1						2
Learning Styles Inventory							1						1
Employment / Employability Training							5			5			10
Work-Based Experiences							2	20	23				94
Public Safety Training							2						8
Support Programs Interface (One Stop Career Center, Inner-City Services, etc.)							1			1			3

APPENDIX F

PROPOSED BENEFICIARIES – BART Escorts

Please report the total number of participants residing in Berkeley to be served with this funding request during the period July 1, 2005 – June 30, 2006.

10 Total number of **Berkeley** residents the project will serve from July 1, 2005 – June 30, 2006. (estimate)
3 200% of Poverty or below (see chart below)
5 50% of Area Median Income (AMI) or below
2 80% of Area Median Income (AMI) or below

ANNUAL INCOME LIMITS FOR POVERTY, VERY LOW INCOME AND LOW INCOME FAMILIES – 2004								
Income Level	**1 Person**	**2 Person**	**3 Person**	**4 Person**	**5 Person**	**6 Person**	**7 Person**	**8 Person**
200% of Poverty	18,620	24,980	31,340	37,700	44,060	50,420	56,780	63,140
50% of AMI	29,000	33,100	37,250	41,400	44,700	48,000	51,350	54,650
80 % of AMI	46,350	53,000	59,600	66,250	71,550	76,850	82,150	87,450

Target Population and Outreach: Describe the population(s) targeted (e.g., youth, seniors, disabled, homeless) and your planned outreach to them.

The list of proposed beneficiaries of the BART Escorts service is to indicate the number of youth employees ages 14-24 ONLY that this program will serve. THIS FIGURE DOES ***NOT*** INCLUDE THE NUMBER OF BERKELEY RESIDENTS THAT WILL BE SERVED THROUGH THE PUBLIC SAFETY BENEFIT OF THIS PROGRAM WITH ESCORTS TO THEIR CARS OR HOMES. We have not included that estimate, because there is no way for us to accurately determine the level of income for those Berkeley residents. However, in the past, over a five-month period, we have averaged 630 total escorts for the past three years.

We will be targeting teens and young adults that are primarily residents of the South and West Berkeley areas. Our outreach efforts to recruit the appropriate youth to our program will include collaborating with other youth serving agencies such as Berkeley Youth Alternatives, the Young Adult Project, EBAYC R.I.S.E., Berkeley Alternative High School, and others to alert their participants about the program. In addition, we will also outreach through the faith community in South and West Berkeley and ask various spiritual leaders to inform their congregations about this opportunity.

J. Contract Stipulations & Agency Compliance Plan:

APPENDIX F

1. Contractor shall provide the City with job descriptions of all of the employees' positions funded under this Contract, as listed in Exhibit B, Composite Program Budget.

2. Contractor shall provide the City with a list of authorized signatories for the Contractor's Advance Payment Request or Invoice and Quarterly Statement of Expense (or other cost documentation, as required by contracting department).

WORK PLAN – BERKELEY GUIDES

List key activities for the period July 1, 2005 – June 30, 2006 for each major component or service. Complete and submit one Workplan sheet per program/project. Include number of new participants expected to be served each month, number of participant contacts, project phases, significant events, milestones, or construction deadlines as appropriate.

PROGRAM Berkeley Guides

Component/Service	July	Aug	Sept	Oct	Nov	Dec	Jan	Feb	March	April	May	June	Total
Escorts	7	7	7	7	7	7	5						42
Assistance / Directions	80	80	80	80	80	80	60						480
Intervention in Problematic Street Behaviors (Aggressive Panhandling / Mental Health Issues / Altercations)	40	40	40	40	40	40	25						240
Respond to Merchant Calls	40	40	40	40	40	40	25						240
Meet with Downtown Partners (DBA, BPD, Mental Health, Visitor & Convention Bureau)	21	21	21	21	18	16	10						118
Provide public safety presence at Berkeley events (Front Row Festival, Farmer's Market, Arts District Events)	4	5	4	8	8	8	5						37

APPENDIX F

APPENDIX F

COMMUNITY AGENCY
EXHIBIT B
COMPOSITE PROGRAM BUDGET
REVENUE & EXPENSE SUMMARY

BERKELEY GUIDES			Period 1/1/06-6/30/06	
Contractor: Berkeley Boosters Assoc./PAL		APPROPRIATE REQUIREMENTS		
SOURCES OF FUNDS	**TOTAL**	Expenditure Categories		
Revenue Categories		Salaries & Benefits	Services & Supplies	Fixed Assets
I. CITY OF BERKELEY ALLOCATED FUNDS				
A. CDBG	$ -			
B. ESG	$ -			
C. CSBG	$ -			
D. General Funds	$ 29,643	25,328	4,315	
E. Measure "E"	$ -			
F. Others, Specify: S+C	$ -			
Sub-Totals	$ 29,643	$ 25,328	$ 4,315	$ -
II. OTHER SOURCES OF FUNDS				
A. Federal	$ -			
B. State				
1. Education	$ -			
2. Family Planning	$ -			
3. Prop 99	$ -			
4. Other: Specify	$ -			
5. Other: Specify	$ -			
Federal & State Sub-Totals	$ -	$ -	$ -	$ -
C. Other Local (Redevelopment/Rent Board)	$ -			
D. County	$ -			
E. Patient/Client Fees/	$ -			
F. Private/Foundations/Corporations	$ -			
G. Fundraising Activity/Inkind	$ -			
H. Miscellaneous/Other Local Gov.	$ -			
Other Sub-Totals	$ -	$ -	$ -	$ -
GRANT TOTAL	$ 29,643	$ 25,328	$ 4,315	$ -

Community Agency
Composite Program Budget
Revenue Sources & Expenditure Categories Detail
(Services Provided to Berkeley Residents Only)

Exhibit B
Page 2 of ___

Contractor: Berkeley Boosters Association			Contract Service Category		Period 1/1/06-6/30/06		Contract Number		
Expenditure Categories									
PROJECTS			**#1 BART Escorts**		**#2 Berkeley Guides**		**#3**		
Salary & Wages Position/Title	(*) FTE	Annual Salary	(*) FTE	Amount	(*) FTE	Amount	(*) FTE	Amount	Total
									$ -
Executive Director	1.00	56,000	3%	1,450	1%	600			$ **2,050**
Administrative Director	1.00	42,500	3%	1,450	1%	400			$ **1,850**
Coordinator	1.00	36,565	0%		8%	3,000			$ **3,000**
Supervisors (2)		2,800	100%	2,800	0%				$ **2,800**
Senior GUIDE	1.00	33,042	0%		6%	2,000			$ **2,000**
Part Time GUIDE	0.40	20,000	0%		4%	800			$ **800**
Part Time Escorts	0.20	6,750	100%	6,750	0%				$ **6,750**
Accounting	0.10	4,000	9%	350	1%	32			$ **382**
									$ -
									$ -
									$ -
									$ -
									$ -
Page Sub-Totals			2.15	$ **12,800**	0.21	$ **6,832**	0.00	$ -	$ **19,632**

Page 2 of 4
Exhibit B

APPENDIX F

Community Agency
Composite Program Budget
Expenditure Categories & Benefits Detail
(Services Provided to Berkeley Residents Only)

Expenditure Categories									
PROJECTS (CONT.)			**#1 BART Escorts**		**#2 Berkeley Guides**		**#3**		
Salary & Wages Position/Title	(*) FTE	Annual Salary	(*) FTE	Amount	(*) FTE	Amount	(*) FTE	Amount	Total
									$ -
									$ -
									$ -
									$ -
									$ -
									$ -
									$ -
									$ -
									$ -
									$ -
									$ -
Salary Sub-Total			2.15	$ 12,800	0.21	$ 6,832	0.00	$ -	**$ 19,632**
Benefits									
FICA 6.2% up to $84,900									$ -
Medi-care 1.45% unlimited									$ -
PAYROLL TAX			12%	1,536	12%	816			**$ 2,352**
Workers Comp			14%	1,792	14%	952			**$ 2,744**
Health Insurance				300		300			**$ 600**
Dental Insurance									$ -
Other:									$ -
Benefits Sub-Total				$ 3,628		$ 2,068		$ -	**$ 5,696**
Salaries & Benefits Total				**$ 16,428**		**$ 8,900**		**$ -**	**$ 25,328**

Page 5 of 7 Exhibit B

Page 288 of 1121

APPENDIX F

Community Agency
Composite Program Budget
Revenue Sources & Expenditure Categories Detail
(Services Provided to Berkeley Residents Only)

Expenditure Categories (CDBG, ESG, General Fund, CSBG)				
PROJECTS / PROGRAMS	**#1 BART Escort**	**#2 Berkeley Guides**	**#3**	**Total**
Services & Supplies				
Rent	350	50		**$ 400**
Utilities	200	50		**$ 250**
Insurance	750	200		**$ 950**
Telephone	150	350		**$ 500**
Postage	150	50		**$ 200**
Printing	500	250		**$ 750**
Travel				**$ -**
Supplies		50		**$ 50**
Other: Equipment	1,115	100		**$ 1,215**
Other:				**$ -**
Services & Supplies Sub-Total	**$ 3,215**	**$ 1,100**	**$ -**	**$ 4,315**
Fixed Assets				**$ -**
Fixed Assets Sub-Total	**$ -**	**$ -**	**$ -**	**$ -**
Salaries & Benefits Sub-Total	**$ 16,428**	**$ 8,900**	**$ -**	**$ 25,328**
Total Budget	**$ 19,643**	**$ 10,000**	**$ -**	**$ 29,643**

APPENDIX F

ACORD™ CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY) 12/28/2005

PRODUCER (661) 327-3111 FAX (661) 327-1262
Thomas E Mestmaker Ins & Assoc
c/o Wilson, Paves & Assoc
2300 Bahamas Drive
Bakersfield CA 93309

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW.

INSURED
Berkeley Boosters Association PAL
PO Box 17

Berkeley CA 94701

INSURERS AFFORDING COVERAGE	NAIC #
INSURER A: Lexington Ins Company	
INSURER B: National Union Fire Ins	
INSURER C:	
INSURER D:	
INSURER E:	

COVERAGES

THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. AGGREGATE LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.

INSR LTR	ADD'L INSRD	TYPE OF INSURANCE	POLICY NUMBER	POLICY EFFECTIVE DATE (MM/DD/YY)	POLICY EXPIRATION DATE (MM/DD/YY)	LIMITS	
A		GENERAL LIABILITY X COMMERCIAL GENERAL LIABILITY CLAIMS MADE OCCUR X Sexual Abuse X Limit $100,000 GEN'L AGGREGATE LIMIT APPLIES PER: POLICY PRO-JECT LOC	4194471	1/1/2006	1/1/2007	EACH OCCURRENCE DAMAGE TO RENTED PREMISES (Ea occurrence) MED EXP (Any one person) PERSONAL & ADV INJURY GENERAL AGGREGATE PRODUCTS - COMP/OP AGG	$ 1,000,000 $ 50,000 $ excluded $ 1,000,000 $ 2,000,000 $ 1,000,000
		AUTOMOBILE LIABILITY ANY AUTO ALL OWNED AUTOS SCHEDULED AUTOS HIRED AUTOS NON-OWNED AUTOS				COMBINED SINGLE LIMIT (Ea accident) BODILY INJURY (Per person) BODILY INJURY (Per accident) PROPERTY DAMAGE (Per accident)	$ $ $ $
		GARAGE LIABILITY ANY AUTO				AUTO ONLY - EA ACCIDENT OTHER THAN AUTO ONLY: EA ACC AGG	$ $ $
		EXCESS/UMBRELLA LIABILITY OCCUR CLAIMS MADE DEDUCTIBLE RETENTION $				EACH OCCURRENCE AGGREGATE	$ $
		WORKERS COMPENSATION AND EMPLOYERS' LIABILITY ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? If yes, describe under SPECIAL PROVISIONS below				WC STATU-TORY LIMITS OTH-ER E.L. EACH ACCIDENT E.L. DISEASE - EA EMPLOYEE E.L. DISEASE - POLICY LIMIT	 $ $ $
B		OTHER Accident Medical	SRG9101690	1/1/2006	1/1/2007	Limit Deductible Per Occurrence	$50,000 $50.00

DESCRIPTION OF OPERATIONS/LOCATIONS/VEHICLES/EXCLUSIONS ADDED BY ENDORSEMENT/SPECIAL PROVISIONS

City of Berkeley Its Officers, Agents, Volunteers and Employees are named as Additional Insured with respects to the General Liability and only with regards to the operations of the Named Insured.* non payment of premium will result in a 10 day notice of cancellation

CERTIFICATE HOLDER

City of Berkeley
Its Officers, Agents, Volunteers and Employees
2180 Milvia Street
Berkeley, CA 94704

CANCELLATION

SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, THE ISSUING INSURER WILL ENDEAVOR TO MAIL 30 DAYS WRITTEN NOTICE TO THE CERTIFICATE HOLDER NAMED TO THE LEFT, BUT FAILURE TO DO SO SHALL IMPOSE NO OBLIGATION OR LIABILITY OF ANY KIND UPON THE INSURER, ITS AGENTS OR REPRESENTATIVES.

AUTHORIZED REPRESENTATIVE
Mike Wilson/RP

 POLICYHOLDER COPY **APPENDIX F** NB

STATE COMPENSATION INSURANCE FUND

P.O. BOX 420807, SAN FRANCISCO,CA 94142-0807

CERTIFICATE OF WORKERS' COMPENSATION INSURANCE

ISSUE DATE: 01-01-2006

GROUP: 000380
POLICY NUMBER: 0000609-2006
CERTIFICATE ID: 13
CERTIFICATE EXPIRES: 01-01-2007
01-01-2006/01-01-2007

CITY OF BERKELEY NB
PARKS & RECREATION C\O MARK SELEZNOW
2180 MILVIA ST
BERKELEY CA 94704

This is to certify that we have issued a valid Workers' Compensation insurance policy in a form approved by the California Insurance Commissioner to the employer named below for the policy period indicated.

This policy is not subject to cancellation by the Fund except upon 30 days advance written notice to the employer.

We will also give you 30 days advance notice should this policy be cancelled prior to its normal expiration.

This certificate of insurance is not an insurance policy and does not amend, extend or alter the coverage afforded by the policy listed herein. Notwithstanding any requirement, term or condition of any contract or other document with respect to which this certificate of insurance may be issued or to which it may pertain, the insurance afforded by the policy described herein is subject to all the terms, exclusions, and conditions, of such policy.

AUTHORIZED REPRESENTATIVE

Dianne C. Oki
PRESIDENT

EMPLOYER'S LIABILITY LIMIT INCLUDING DEFENSE COSTS: $1,000,000 PER OCCURRENCE.

ENDORSEMENT #2065 ENTITLED CERTIFICATE HOLDERS' NOTICE EFFECTIVE 01-01-1999 IS ATTACHED TO AND FORMS A PART OF THIS POLICY.

EMPLOYER

BERKELEY BOOSTERS ASSOCIATION (A NON PROFIT CORP.)
PO BOX 17
BERKELEY CA 94701

M0409

PRINTED : 12-17-2005

(REV.2-05)

APPENDIX F

ACORD CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY) 8/4/2006

PRODUCER (661)327-3111 FAX (661)327-1262
Thomas E Mestmaker Ins & Assoc
c/o Wilson, Paves & Assoc
2300 Bahamas Drive
Bakersfield CA 93309

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW.

INSURED
Berkeley Boosters Association PAL 6724A
PO Box 17

Berkeley CA 94701

INSURERS AFFORDING COVERAGE	NAIC #
INSURER A: Lexington Ins Company	
INSURER B: National Union Fire Ins	
INSURER C:	
INSURER D:	
INSURER E:	

COVERAGES

THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. AGGREGATE LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.

INSR LTR	ADD'L INSRD	TYPE OF INSURANCE	POLICY NUMBER	POLICY EFFECTIVE DATE (MM/DD/YY)	POLICY EXPIRATION DATE (MM/DD/YY)	LIMITS	
A		GENERAL LIABILITY X COMMERCIAL GENERAL LIABILITY CLAIMS MADE OCCUR X Sexual Abuse X Limit $100,000 GEN'L AGGREGATE LIMIT APPLIES PER: POLICY PRO-JECT LOC	4194471	1/1/2006	1/1/2007	EACH OCCURRENCE DAMAGE TO RENTED PREMISES (Ea occurrence) MED EXP (Any one person) PERSONAL & ADV INJURY GENERAL AGGREGATE PRODUCTS - COMP/OP AGG	$ 1,000,000 $ 50,000 $ excluded $ 1,000,000 $ 2,000,000 $ 1,000,000
		AUTOMOBILE LIABILITY ANY AUTO ALL OWNED AUTOS SCHEDULED AUTOS HIRED AUTOS NON-OWNED AUTOS				COMBINED SINGLE LIMIT (Ea accident) BODILY INJURY (Per person) BODILY INJURY (Per accident) PROPERTY DAMAGE (Per accident)	$ $ $ $
		GARAGE LIABILITY ANY AUTO				AUTO ONLY - EA ACCIDENT OTHER THAN AUTO ONLY: EA ACC AGG	$ $ $
		EXCESS/UMBRELLA LIABILITY OCCUR CLAIMS MADE DEDUCTIBLE RETENTION $				EACH OCCURRENCE AGGREGATE	$ $
		WORKERS COMPENSATION AND EMPLOYERS' LIABILITY ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? If yes, describe under SPECIAL PROVISIONS below				WC STATU-TORY LIMITS OTH-ER E.L. EACH ACCIDENT E.L. DISEASE - EA EMPLOYEE E.L. DISEASE - POLICY LIMIT	$ $ $
B		OTHER Accident Medical	SRG9101690	1/1/2006	1/1/2007	Limit Deductible Per Occurrence	$50,000 $50.00

DESCRIPTION OF OPERATIONS/LOCATIONS/VEHICLES/EXCLUSIONS ADDED BY ENDORSEMENT/SPECIAL PROVISIONS

City of Berkeley Its Officers, Agents, Volunteers and Employees are included as Additional Insureds with respects to the General Liability and only with regards to the operations of the Named Insured. *CANCELLATION FOR NON PAYMENT WILL RESULT IN A TEN DAY NOTICE.

CERTIFICATE HOLDER

City of Berkeley,Its Officers, Agents
Volunteers and Employees
2180 Milvia Street
Berkeley, CA 94704

CANCELLATION

SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, THE ISSUING INSURER WILL ENDEAVOR TO MAIL 30 DAYS WRITTEN NOTICE TO THE CERTIFICATE HOLDER NAMED TO THE LEFT, BUT FAILURE TO DO SO SHALL IMPOSE NO OBLIGATION OR LIABILITY OF ANY KIND UPON THE INSURER, ITS AGENTS OR REPRESENTATIVES.

AUTHORIZED REPRESENTATIVE
Mike Wilson/RP

APPENDIX F

IMPORTANT

If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must be endorsed. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).

If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).

DISCLAIMER

The Certificate of Insurance on the reverse side of this form does not constitute a contract between the issuing insurer(s), authorized representative or producer, and the certificate holder, nor does it affirmatively or negatively amend, extend or alter the coverage afforded by the policies listed thereon.

APPENDIX F

RESOLUTION NO. 57,737 -N.S.

AUTHORIZING FUNDING FOR THE RESPECT PROGRAM ESCORT SERVICE AT THE NORTH AND SOUTH BERKELEY BART STATIONS DURING EVENING COMMUTE HOURS FOR THE PERIOD NOVEMBER 1 THROUGH DECEMBER 31, 1994, AND EXECUTION OF AN AMENDMENT TO THE AGREEMENT WITH BERKELEY BOOSTERS AND BREAK THE CYCLE TO INCLUDE THESE SERVICES

BE IT RESOLVED by the Council of the City of Berkeley as follows:

That the City Manager is hereby authorized to provide funding for the RESPECT Program Escort Service at the North and South Berkeley BART Stations during evening commute hours for the period November 1 through December 31, 1994 in an amount not to exceed $15,000, to escort commuting residents to their cars and homes and to assist in forming groups of residents to walk with one another to their destinations; and that during this time the City Manager shall (1) contact BART regarding sharing of financial support and (2) present to the Council the results of a program evaluation and a recommendation regarding the continuance of the service.

FURTHER RESOLVED that the City Manager is authorized to execute an amendment to the agreement with Berkeley Boosters and Break the Cycle to cover these services; a record signature copy of the amendment to be filed in the Office of the City Clerk.

APPENDIX F

Copies sent 11/4/94

To: Health & Human Services
City Manager
Independent Task Force
on Homelessness

RESOLUTION

No. 57,737 N.S.

Dated November 1, 1994

Adopted by the Council of the City of Berkeley by the following vote:

Ayes: Councilmembers Collignon, Dean, Maio, Olds, Shirek, Spring, Wainwright, Woodworth and President Leiter.

Noes: None.

Abstaining: None.

Absent: None.

JEFFREY S. LEITER
Mayor and President of the Council

Attest: SHERRY M. KELLY
City Clerk and Clerk of the Council

APPENDIX F

MINUTES
BERKELEY CITY COUNCIL
REGULAR MEETING

November 1, 1994

Section A. Preliminary Matters

1. Roll Call: 7:08 p.m.

   Present: Councilmembers Collignon, Dean, Maio, Olds, Shirek, Spring, Wainwright, Woodworth, President Leiter and Acting City Manager Rucker.
   Absent: None.

2. Ceremonial Matters:

   a. Presentation of the Meritorious Service Award from the California Emergency Services Association to the Hills Emergency Forum.

   b. Proclamation proclaiming the week of November 13 through November 20,1994 as Ecology Center Week in honor of the Ecology Center's 25th Anniversary.

   c. Proclamation in observation of Diwali, the Indian New Year.

3. Comments From The Public: 11 speakers heard.
   Comments from: Bert J. Mondino, 3010 Shattuck; Carolyn Erbele, 1711 Channing; John Roberts, 2927 Newbury Street; Clifford Fred, 1334 Peralta Avenue; William Rentz, 2262 Summer Street; John Yellen, P. O.Box 13531; Mark Liolios, 1846 Parker Street; John Raina, Jr., 1455 Stannage Avenue; Nancy Bickel, 1522 Summit; Dan Craig, 2230 Shattuck Avenue; Arash Davallon, 2601 Channing Way #309.

4. Consent Calendar: Various actions to remove, withdraw, and/or continue items as noted in specified sections.

5. Report-Closed Session: No report

APPENDIX F

Section B. Action On Minutes

Meeting of October 4 (spec. closed) and October 4 (reg.), 1994
Action: Approved Minutes of October 4, 1994 regular meeting. Continued Closed Session minutes to next meeting.
Motion:
Moved, seconded, carried (Wainwright/Spring) to take the action shown above.

Section D. Consent Calendar

The Second Reading of Ordinances was moved to the Consent Calendar by Councilmember Collignon, moved for adoption by Councilmember Wainwright and seconded by Councilmember Woodworth, and adopted by unanimous vote of the Council unless otherwise stated:

1. **Amending Section 5 of Ordinance No. 5061-N.S. Transfer Tax (Section 7.52.060 of the Berkeley Municipal Code), to extend the time limit on the completion of seismic work for purposes of the seismic retrofit exemption.**
   Action: Adopted **Ordinance No. 6262-N.S.** Effective: December 1, 1994

2. **Authorizing the City of Berkeley to vacate a 5-foot wide sewer easement located at 1197 Cragmont and authorizing the execution of related quitclaim deed to Douglas and Patricia Hill.**
   Action: Adopted **Ordinance No. 6263-N.S.** Effective: December 1, 1994

Section D. Consent Calendar

The Consent Calendar was moved by Councilmember Wainwright, seconded by Councilmember Woodworth, and adopted by unanimous vote of the Council unless otherwise stated:

(a) From City Manager:

1. **Needle Exchange Emergency Distribution**
   Recommendation: Adopt a Resolution reviewing and confirming the continued existence of a local emergency with regard to HIV transmission from use of HIV-infected needles among injection drug users, and authorizing the Director of Public Health to take steps to enable the operation of needle exchange emergency distribution. Expense: None
   Action: Adopted **Resolution No. 57,733 -N.S.**

APPENDIX F

2. **Contract: X-Rays And Laboratory Services**
Recommendation: Adopt a Resolution authorizing a contract with Alta Bates Medical Center for X-rays and laboratory services for calendar years 1993 and 1994; and authorizing execution of any amendments.
Expense: Not to exceed $17,500 per each contract year
Action: Adopted **Resolution No. 57,734-N.S.**

3. **Contract: Sanitary Sewer Replacement Project**
Recommendation: Adopt a Resolution approving the Plans and Specifications for Sanitary Sewer Replacement Project Sub-Basin 11-107A at Santa Barbara Road, Indian Rock Avenue, Shattuck Avenue and Visalia Avenue; accepting the bid and awarding a contract to Woods Construction Company. Expense: $529,511
Action: Adopted **Resolution No. 57,735-N.S.**

4. **Application: PG&E Energy Advantage Program**
Recommendation: Adopt a Resolution authorizing the City Manager to submit an application to the PG&E Energy Advantage Program for participation in its energy efficiency project support and low-cost financing program and accept funds, if awarded, and execute the resultant agreement and any amendments.
Revenue: Annual Net Savings: $53,000 after Loan Repayment in year 6 of the Agreement.
Action: Adopted **Resolution No. 57,736-N.S.**

(b) From Mayor and Council:

1. **Trash Pick Up Time On Bowditch And Channing**
From: Councilmember Carla Woodworth
Recommendation: That Council direct the City Manager to modify pick-up times on Bowditch and Channing at the request of the residents. Expense: None
Action: Approved recommendation.

2. **Funding For RESPECT Escort Service For Two Months**
From: Councilmembers Linda Maio, Maudelle Shirek and Mayor Jeffrey Leiter
Recommendation: That Council provide two months of funding for the RESPECT Program Escort Service at North Berkeley and South Berkeley BART stations during the evening commute hours to escort commuting residents to their cars and homes, and to assist in forming groups of residents to walk with one another to their destinations, during which time the City Manager will 1) contact BART regarding sharing of financial support ; and 2) present to the Council the results of a program evaluation and a recommendation regarding the continuance of the service
Action: Approved recommendation. Adopted **Resolution No. 57,737-N.S.**

APPENDIX F

(c) From Others:

1. **Review Of Sanitary Sewer Fund Billing**
From: City Auditor Anna Rabkin
Recommendation: That Council request report back by January 31, 1995 on implementation of audit recommendations to collect over $3 Million estimated owing to the Sanitary Sewer Fund. Revenue: Estimated owing $3,050,000 to $3,335,000
Contact: Anna Rabkin, City Auditor, 644-6440
a. City Manager Report For Information
Action: Removed from Consent Calendar for discussion by Councilmember Dean. Approved recommendation. Requested the City Manager report back regarding possible exemptions for businesses impacted negatively by work on sewer reconstruction.
Motion:
Moved, seconded, carried (Dean/Collignon) to take the action shown above.

2. **Review Of Engineering Permittee's Compliance With Business License Requirements**
From: City Auditor Anna Rabkin
Recommendation: That Council request the City Manager to report by February 1995 on implementation of procedures at permit issuing offices to ensure equitable compliance with the Business License Tax Ordinance.
Action: Approved recommendation.

Section F. Continued or Uncompleted Items

(a) From City Manager:

1. **Allocation of $60,000 Repaid By Redevelopment Agency Under Repayment Agreement For 3000 Block Of Sacramento Street To Housing Trust Fund (Continued from 10/4/94, Item G(a)1)**
Recommendation: Adopt a Resolution which 1) approves allocation of funds repaid by the Agency under the Repayment Agreement for the 3000 Block of Sacramento Street Project to the Housing Trust Fund and 2) directs the City Manager to include allocation to the Housing Trust Fund in the next amendment to the Appropriation Ordinance for Fiscal Year 94-95. Expense: $60,000
Action: Moved to Consent Calendar by Councilmember Dean. Adopted **Resolution No. 57,738-N.S.**

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2. **Reduction Of Interest Rate On Loan From The City To The Redevelopment Agency For Development Of The 3000 Block Of Sacramento Street (CR#93-086) (Continued from 10/4/94)**
Recommendation: Adopt a Resolution authorizing City Manager to amend the Repayment Agreement between the City and the Redevelopment Agency for development of the 3000 Block of Sacramento Street to reduce the interest rate charged by the City. Repayment to the General Fund: $555,629
Contact: Neil Mayer, Community Development, 644-6073
Action: Moved to Consent Calendar by Councilmember Dean. Adopted **Resolution No. 57,739-N.S.**

(b) From Mayor and Council:

1. **Allocation Of Funds For The Ohlone Mural (Continued from 10/25/94, Item D(b2)**
From: Councilmember Dona Spring
Recommendation: That Council allocate the $3,000 approved in the 1994-95 budget (from Measure AA Funds) for the Ohlone Mural (work in progress) to commemorate the Ohlone Indians in Ohlone Park. Expense: $3,000 has already been allocated and does not involve additional funds.
a. City Manager Oral Report
Action: Moved to Consent Calendar by Councilmember Spring. Approved recommendation. Adopted **Resolution 57,740-N.S.**

Section G. Reports For Action

(a) From City Manager:

1. **Contract: Lenny Goldberg & Associates**
Recommendation: That Council decide whether it wishes to continue its contract with Lenny Goldberg & Associates for legislative representation on rent control issues and if so, adopt a Resolution authorizing execution of a contract amendment extending the term to September 15, 1995. Expense: $13,200 from salary savings
Action: All motions failed. No Action taken.
Motion:

Prior to discussion of this item, Mayor Leiter recused himself due to conflict of interest, and turned over the chair to Vice Mayor Collignon.

Councilmember Maio inquired of the City Attorney regarding her potential conflict of interest. The City Attorney indicated a formal advice letter would have to be obtained from the Fair Political Practices Commission (FPPC) in Sacramento; that Councilmembers Maio and Wainwright had the option to participate pending receipt of an opinion from the FPPC. Councilmember Maio stated she would like to wait for the FPPC opinion.

Moved, seconded, failed (Maio/Woodworth) to continue the item until a formal opinion from the FPPC has been obtained. (Ayes - Maio, Shirek, Spring, Woodworth; Noes - Collignon, Dean, Olds, Wainwright; Abstaining - Leiter)

Moved, seconded (Olds/Dean) not to continue the contract and wait until there

APPENDIX F

is some issue on rent control proposed in Sacramento and then select a consultant on a monthly basis.

Upon further discussion, Councilmember Dean added an amendment, to refer this issue back to the Rent Stabilization Office.

Upon call of the roll, the motion failed. (Ayes - Collignon, Dean, Olds; Noes - Shirek, Spring, Woodworth; Abstaining - Maio, Wainwright, Leiter)

2. **Contract: Provision Of Licensed Drug/Alcohol Social Model Residential Recovery Home Bed Days To Individuals Referred By Berkeley Mental Health**
Recommendation: Adopt a Resolution authorizing the City Manager to execute a contract with Bi-Bett Corporation, for the provision of 1,095 licensed drug/alcohol social model residential recovery home bed days to individuals referred by Berkeley Mental Health from December 1, 1994 through November 30, 1995, and authorizing a two-month advance payment. Expense: $50,000
Action: Adopted **Resolution No. 57,741-N.S.**
Motion:

Moved, seconded (Olds/Wainwright) to renegotiate this contract so that clarity can be obtained in the bidding process and Berkeley businesses will have a chance to be considered; that the item be brought back for reconsideration.

Moved, seconded, carried (Collignon/Maio) a substitute motion, to approve the City Manager's recommendation. (Noes - Olds)

3. **Presentation And Adoption Of The Proposed Downtown Berkeley Public Improvements Plan and Mitigated Negative Declaration**
Recommendation: Adopt a Resolution adopting both the 1994 Downtown Berkeley Public Improvements Plan for public infrastructure improvements and the Mitigated Negative Declaration per the California Environmental Quality Act (CEQA)
Expense: Estimated to be between $7 and $8 Million
a. Board of Library Trustees Information Report
b. Planning Commission Report
c. Communications
Action: Adopted **Resolution No. 57,742-N.S.** and referred issues related to Negative Declaration to the City Manager.
Motion:

Mayor Leiter recused himself from participation due to conflict of interest and turned the chair over to Vice Mayor Collignon.

Moved, seconded, carried (Olds/Shirek) to take the action shown above. (Abstaining - Leiter)

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(c) From Others:

1. **Sather Gate Retrofit Project -- Recommendation To Study Alternative Design Work**
From: Citizens Budget Review Commission
Recommendation: That the City Manager authorize that the alternative study in parallel with the additional design work that is about to begin on the existing steel option.
a. City Manager Report
Recommendation: That Council not reject current bids for the project as designed by Degenkolb Engineers. Expense: Rejection of bid could result in loss of $1,300,000 in FEMA monies and possible legal action by contractors/subcontractors.
Action: Approved the City Manager's recommendation not to reject current bids and continue with the project.
Motion:
Moved, seconded (Collignon/Shirek) to approve the City Manager's recommendation.
Moved, seconded, failed (Woodworth/Dean) to approve the Citizens Budget Review Commission's recommendation. (Ayes -Dean, Olds, Woodworth; Noes - Collignon, Maio, Shirek, Spring, Leiter; Abstaining - Wainwright)
The main motion carried. (Ayes - Collignon, Maio, Shirek, Spring, Woodworth, Leiter; Noes - Dean, Olds, Wainwright)

Section H. Reports For Information

(c) From Others:

1. **Measure O**
From: Peace & Justice Commission
Action: Received and filed.

APPENDIX F

Section I. Priority Items (Set For Certain)

1. **PUBLIC HEARING REGARDING ZONING APPEAL, 2109 CEDAR STREET (Continued from 10/18/94, Item I.3)**
a. Appeal filed by Charles Forline against the decision of the Zoning Adjustments Board which denied without prejudice (1) Use Permit under Section 9E.2(e) to establish a food service in an existing retail commercial space and (2) Variance under Section 9E.8(b)(2) to establish a food service without providing the required one additional off-street parking space (Submitted 9/20/94)
b. Zoning Adjustment Board Report (Submitted 9/20/94)
c. Communication from Charles Forline (submitted 9/20/94)
Action: Closed public hearing. Adopted **Resolution No. 57,743-N.S.** overruling the Zoning Adjustments Board's decision and granting the Use Permit and Variance based on findings and subject to conditions contained in the City Manager's report which was submitted for this meeting.
Motion:
Moved, seconded, carried (Wainwright/Maio) to close the public hearing.
Moved, seconded, carried (Olds/Dean) to overrule the Zoning Adjustments Board's decision and grant the Use Permit and Variance based on findings and subject to conditions contained in the City Manager's report.

Section J. Communications

The following communications were read, noted and filed, unless otherwise shown:

1. Mila Tolbert, Co-Chair, Oakland & March McGaugh, Co-Chair, Berkeley, The Association Of Concerned Neighbors Of Bateman-Fairview Park, regarding the AHA/BOSS proposal for a halfway house at 2350 Woolsey Street.
2. Communications in support of proposed Rose Street residence for AIDS patients:
   a. Joyce Kraus, 1510 Summit Road
   b. Bryan Uhlewbrock, 287 Hanover Avenue, Oakland, CA.
   c. Sue Friday, 5361 Manila Avenue, Oakland, CA.
   d. Leon Moffett, 287 Hanover Avenue, Oakland, CA.
   e. Carol Mosher, Berkeley Friends Meeting
   f. David C. Barrows, 240 Grand Avenue #24, Oakland, CA.
   g. Lucy Jane Bledsoe, 1226 Cedar Street
   h. Patricia E. Mullan, 1226 Cedar Street
3. Richard Katz, 39th Assembly District, State Capitol, Sacramento, CA., regarding Domestic Partners Registry bill.
4. Rick Crispino, Executive Director, P. O. Box 3780, copy of letter to Department of Health and Human Services Mental Health Division, announcing Bonita House has been chosen as one of six projects nationwide to receive a second round of funding through the Cooperative Agreements for Federal CMHA/CSAT Collaborative Demonstration Program for Homeless Individuals.

APPENDIX F

5. **Petition filed with the Berkeley City Clerk, with recommendations from John Yellen at the request of Councilperson Linda Maio at the Council meeting of Oct. 18, 1994 regarding proposed removal of residential Street Sweeping Program Westbrae/Gilman Commercial District. Referred to the City Manager by Councilmember Maio.**
6. Connie Silvey, 1411 Gilman Street, regarding a proposed casino at the foot of Gilman Street.
7. **Tra-My Culp, regarding the need for a left turn light at the intersection at University and San Pablo Avenue. Referred to the City Manager by Councilmember Maio.**
8. Charles Smith, 61 San Mateo Road, submitting article entitled " Bicycles and Buses".

Section K. Adjournment

Adjourned at 10:03 p.m.

This is to certify that the foregoing is a true and correct copy of the minutes of November 1, 1994, as approved by the Berkeley City Council.

ATTEST: Sherry McKelly
City Clerk and Clerk of the Council

APPENDIX F

RESOLUTION NO. 57,832-N.S.

AUTHORIZING FUNDING FOR THE RESPECT PROGRAM ESCORT SERVICE AT THE ASHBY AND NORTH BERKELEY BART STATIONS DURING EVENING COMMUTE HOURS FOR THE PERIOD FEBRUARY 1 THROUGH MARCH 25, 1995, AND EXECUTION OF AN AMENDMENT TO THE AGREEMENT WITH BERKELEY BOOSTERS ASSOCIATION TO EXTEND THESE SERVICES.

BE IT RESOLVED by Council of the City of Berkeley as follows:

That the City Manager is hereby authorized to provide funding for the RESPECT Program Escort Service at the Ashby and North Berkeley BART Stations during evening commute hours for the period February 1, 1995 through March 25, 1995 in an amount not to exceed $13,561, to provide escort services and coordination of safe travel to local destinations.

FURTHER RESOLVED that the City Manager is authorized to execute an amendment to the agreement with Berkeley Boosters Association to include these services; a record signature copy of the amendment to be filed in the Office of the City Clerk.

APPENDIX F

Copies sent 1//20/95

To: Health and Human Services

RESOLUTION

No. 57,832 N.S.

Dated January 17, 1995

Adopted by the Council of the City of Berkeley by the following vote:

Ayes: Councilmembers Armstrong, Maio, Olds, Shirek, Spring, Wainwright, Woodworth, Woolley-Bauer and President Dean.

Noes: None.

Abstaining: None.

Absent: None.

SHIRLEY DEAN
Mayor and President of the Council

Attest: SHERRY M. KELLY
City Clerk and Clerk of the Council

APPENDIX F

RESOLUTION NO. 58,160-N.S.

AUTHORIZING THE EXECUTION OF A CONTRACT AND ANY AMENDMENTS WITH BERKELEY BOOSTERS INC. FOR THE RESPECT PROGRAM BART ESCORT SERVICE FOR FY 1995-96.

WHEREAS, the RESPECT Program has completed three successful years of service to "at risk" youth and has also established a successful escort program for BART patrons from the Ashby and North Berkeley BART stations during the Standard Time months of November through March; and

WHEREAS, the City of Berkeley has received approximately $50,000 from BART for one-time equipment costs to support this program.

NOW, THEREFORE, BE IT RESOLVED by the Council of the City of Berkeley that the City Manager is hereby authorized to execute a contract with the Berkeley Boosters Inc. RESPECT Program to provide an escort service for BART patrons during the months of November 1995 through March 1996 in an amount not to exceed $45,000 to be paid from budget code 010-4693-440.34-11.

BE IT FURTHER RESOLVED that the Contractor may receive a two-month advance payment.

FURTHER RESOLVED that record signature copies of said contracts and any amendments to be on file in the Office of the City Clerk.

The foregoing Resolution was adopted by the Berkeley City Council on September 12, 1995, by the following vote:

Ayes: Councilmembers Maio, Shirek, Spring, Wainwright and President Dean.

Noes: Councilmember Olds.

Abstain: Councilmembers Armstrong and Woodworth.

Absent: Councilmember Woolley-Bauer.

SHIRLEY DEAN
Mayor and President of the Council

Attest: SHERRY M. KELLY
City Clerk and Clerk of the Council

APPENDIX F

RESOLUTION NO. 58,636-N.S.

AUTHORIZING THE CITY MANAGER TO EXECUTE A CONTRACT AND ANY AMENDMENTS WITH BERKELEY BOOSTERS ASSOCIATION FOR THE RESPECT PROGRAM AND THE BART ESCORT SERVICE PROGRAM IN AN AMOUNT NOT TO EXCEED $87,500 FOR THE PERIOD JULY 1, 1996 TO JUNE 30, 1997

WHEREAS, the RESPECT Program has been successfully providing service to "at risk" youth since 1993; and

WHEREAS, the Program provides classroom education in ethnic diversity in Berkeley, and

WHEREAS, the Program provides escort services from the Ashby and North Berkeley BART Stations during the months of November through March.

NOW THEREFORE, BE IT RESOLVED by the Council of the City of Berkeley that the City Manager is hereby authorized to execute a contract and any amendments with Berkeley Boosters Association to provide services to "at risk" youth under the RESPECT Program and Escort Service from Ashby and North Berkeley BART Stations during the months of November through March in an amount not to exceed $87,500 from budget code 010-4676-440.34-11 for the period July 1, 1996 to June 30, 1997.

BE IT FURTHER RESOLVED, that Berkeley Boosters Association shall receive a two-month advance payment. A record signature copy of said contract and any amendments are on file in the Office of the City Clerk.

The foregoing Resolution was adopted by the Berkeley City Council on September 17, 1996, by the following vote:

Ayes: Councilmembers Armstrong, Maio, Olds, Shirek, Spring, Wainwright, Woodworth, Woolley-Bauer and President Dean.

Noes: None

Absent: None.

Shirley Dean
Mayor and President of the Council

Attest: _____
Sherry M. Kelly
City Clerk and Clerk of the Council

APPENDIX F

RESOLUTION NO. 59,012-N.S.

AUTHORIZING THE CITY MANAGER TO EXECUTE A CONTRACT AND ANY AMENDMENTS WITH BERKELEY BOOSTERS ASSOCIATION FOR THE RESPECT PROGRAM AND THE BART ESCORT SERVICE PROGRAM, IN AN AMOUNT NOT TO EXCEED $87,500 FOR THE PERIOD JULY 1, 1997 THROUGH JUNE 30, 1998

WHEREAS, the RESPECT Program has been successfully providing services to "at risk" youth since 1993; and

WHEREAS, the Program provides classroom education in ethnic diversity in Berkeley; and

WHEREAS, the Program provides escort services from the Ashby and North Berkeley BART Stations during the months of November, 1997 through March, 1998.

NOW THEREFORE, BE IT RESOLVED by the Council of the City of Berkeley that the City Manager is hereby authorized to execute a contract and any amendments with Berkeley Boosters Association to provide services to "at risk" youth under the RESPECT Program, and Escort Service from Ashby and North Berkeley BART Stations during the months of November, 1997 through March, 1998 in an amount not to exceed $87,500 from budget code 010-4676-440.34-11 for the period July 1, 1997 to June 30, 1998.

BE IT FURTHER RESOLVED, that Berkeley Boosters Association shall receive a two-month advance payment. A record signature copy of said contract and any amendments to be on file in the Office of the City Clerk.

The foregoing Resolution was adopted by the Berkeley City Council on June 10, 1997, by the following vote:

Ayes: Councilmembers Armstrong, Breland, Maio, Olds, Shirek, Spring, Woolley, Worthington and Mayor Dean.

Noes: None.

Absent: None.

Shirley Dean, Mayor

Attest: Sherry M. Kelly, City Clerk

APPENDIX F

RESOLUTION NO. 62,124–N.S.

RESOLUTION ADOPTING THE CITY OF BERKELEY BUDGET FOR FISCAL YEAR 2004

WHEREAS, on May 13, 2003 the City Manager presented to the Council a Proposed Biennial Budget for fiscal years 2004 and 2005, and

WHEREAS the City Manager's Proposed Budget included a specific balancing plan to address the projected budget deficits for FY2004, a contingency plan for additional reductions in the event of mid-year impacts from the State Budget, and preliminary reduction proposals to address the looming FY2005 deficit; and

WHEREAS, the City Council held a series of meetings to consider the Proposed Budget, including public hearings held on May 20th, 2003 and June17th 2003, and;

WHEREAS, members of the City Council presented recommended revisions to the Proposed Budget at the Council meeting of June 10th and the Special Meeting of June 17th, and;

WHEREAS, in addition to formal budget adoption, Council action is required to authorize two-month advances for selected community agencies receiving City funds in FY2004;

NOW THEREFORE, BE IT RESOLVED that City Council approves the FY2004 Budget as contained in the City Manager's Proposed FY2004 & FY2005 Budget, presented on May 13th, 2003 (Attachment A and Attachment A - Exhibit 1), and amended by the City Council on June 24th, 2003 (Attachment B), including the reallocation of up to $140,000 in Bicycle Plan Implementation funds for construction on new, permanent and landscaped traffic circles.

BE IT FURTHER RESOLVED, that the appropriations constituting the FY2004 Adopted Budget will be reflected in a separate FY2004 Annual Appropriation Ordinance, as required by City Charter.

BE IT FURTHER RESOLVED, that the City Council adopts the contingency plan (Attachment A – Exhibit 2) consisting of additional budget reductions that may be needed in order to address potential adverse impacts from the FY2004 State Budget, provided that the City Manager will present a report to the City Council assessing the impacts of the State Budget and, if needed, recommending mid-year balancing measures prior to implementing any of the contingency plan reductions.

BE IT FURTHER RESOLVED, that the City Manager is directed to ensure that salary savings from vacant positions be held in reserve to help further buffer any adverse impacts from the State Budget; and be it

BE IT FURTHER RESOLVED, that the City Council commits to a series of city-wide priority-setting discussions to inform development of recommendations to address the looming $8 million General Fund deficit projected for FY2005.

APPENDIX F

BE IT FURTHER RESOLVED, that the City Manager is authorized to execute contracts and/or amendments, as necessary, to provide two-month advances to selected community agencies receiving City funds in FY2004, as reflected in Attachment C.

BE IT FURTHER RESOLVED, that the City Manager is authorized to finalize and submit the Community Action Plan for the Community Services Block Grant for 2004.

The foregoing Resolution was adopted by the Berkeley City Council on June 24, 2003 by the following vote:

Ayes: Councilmembers Breland, Hawley, Maio, Spring, Worthington, Wozniak and Mayor Bates.

Noes: Councilmember Olds.

Abstain: Councilmember Shirek.

Absent: None.

Tom Bates

Tom Bates, Mayor

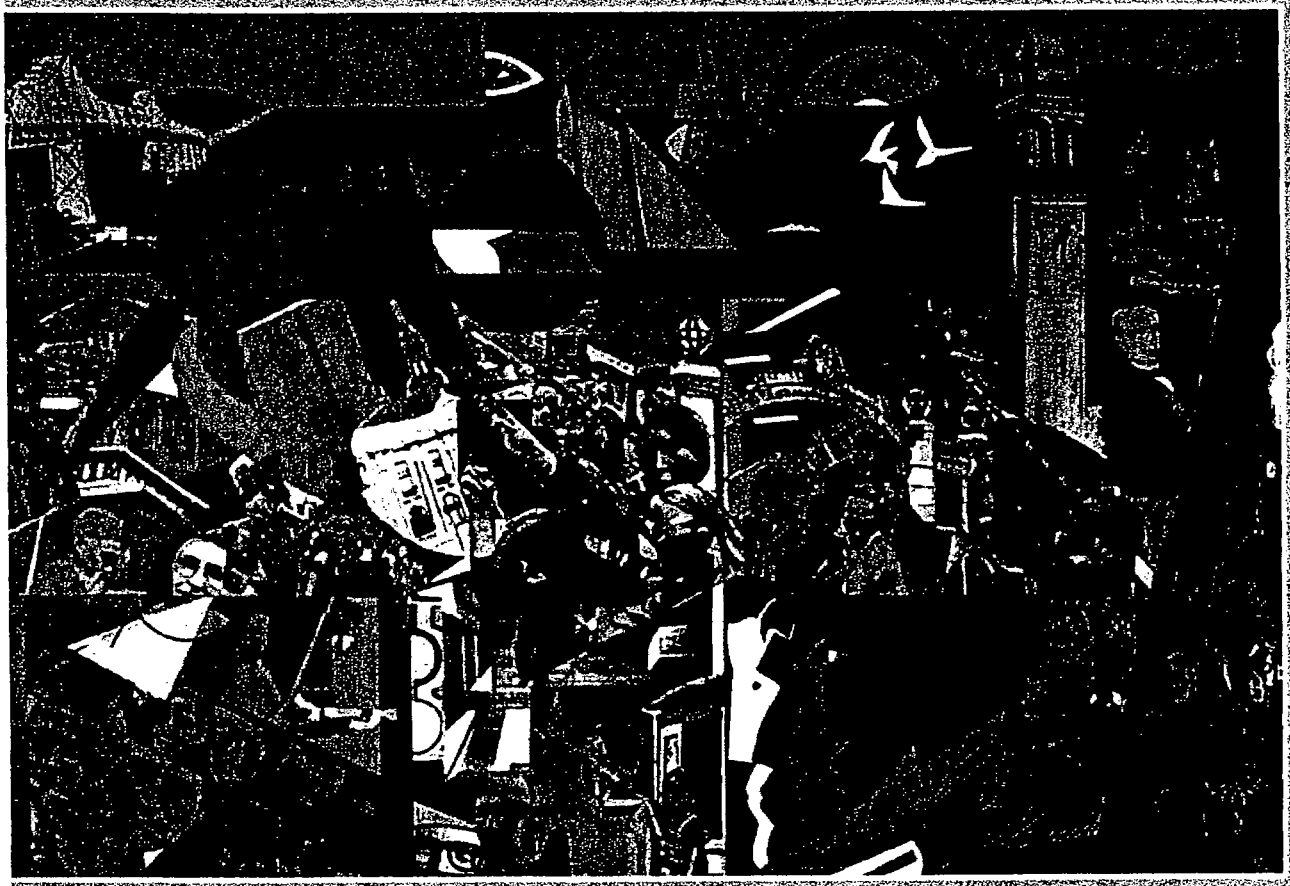
Attest: _____
Sherry M. Kelly, City Clerk

APPENDIX F

ATTACHMENT A

CITY OF BERKELEY

Please refer to Department File copy or online at:
http://www.ci.berkeley.ca.us/citycouncil/2003citycouncil/packet/budget/



PROPOSED
FY 2004 & FY 2005
BIENNIAL BUDGET

APPENDIX F

City Manager's
Budget Reductions Proposals
FY 2004

Fund	Department	Program	Description	STAFFING FTE	STAFFING FM	FY2004 GF Reductions	Dept Total
GENERAL FUND - Recurring Reductions							
Fund Transfer (from General Fund to Other Funds)							
Fire	Emergency Services		Transfer staff costs to Measure Q - Emergency Fire Equipment			$ 50,000	
HHS	Envimonmental Health		Office Specialist II-Shift 18% costs to Sewer Fund			26,746	
HHS	Mental Health		Transfer General Fund costs to MH Realignment funds			331,823	
HHS	Public Health		Transfer General Fund costs to other funds			154,213	
Housing			Housing Trust Fund / Shift to CDBG (RHIP Fees)			130,000	
Housing			Transfer funding for .15 Sr. Planner to Permit Fund			10,000	
Human Resources	Administration		Transfer 10% of Director salary and IS Support Technician to Training Funds			29,088	
PRW			Transfer .20 of OSII to Playground Camp Fund			11,649	
Planning	Toxics		Reallocate labor costs to other funds			15,254	
Transportation	Administration		Shift staffing costs to Off-Street Parking Fund			30,000	
			Sub-Total Transfers			*$ 788,773*	

Attachment A
EXHIBIT - 1

APPENDIX F

City Manager's
Budget Reductions Proposals
FY 2004

Fund	Department	Program	Description	STAFFING FTE	STAFFING V/F	FY2004 GF Reductions	GF Totals
Expenditure Reductions							
	Citywide	Facilities Maintenance	Reduce Citywide Facilities Maint. Costs			$ 50,000	
	Citywide	Fleet Maintenance	Reduce Fleet Costs / No. of Vehicles and Maint. Costs			75,000	
	Citywide	Administrative Overhead	Telephones / Pagers/ Cell Phones			80,000	
	Citywide	Administrative Overhead	Reduce Citywide Travel Costs (20% Reduction)			40,000	
	Citywide		Living Wage Set-Aside			133,000	
							378,000
	City Clerk	Administration	Eliminate Asst. Management Analyst	1.00	V	74,192	
	City Clerk	Elections	Reduce Runoff Election costs			15,779	
							89,971
	City Manager	Administration	Delete E-Civis Grant Locator contract			11,000	
	City Manager	Neighborhood Services	Delete Asst. to CM	1.00	V	110,689	
	City Manager	Neighborhood Services	Delete CIP funding in Neigh. Services			25,000	
	City Manager	Animal Services	Delete Animal Services Operations Supervisor	1.00	V	74,780	
	City Manager	Program Evaluation	Delete Membership in ICMA Perf. Meas. Project			5,000	
							226,469
	Finance		Eliminate one vehicle			3,226	
	Finance		Reduce overtime			25,000	
	Finance		Reduce exdsting contracts			100,000	
	Finance		Misc program reductions			65,000	
	Finance		Delete 1.0 Sr Field Representative	1.00	V	72,000	
	Finance		**Delete 2.0 OSIIs / Replace with 1.0 AOSIII (Accounting)**	**1.00**	**F**	**57,401**	
							322,627
	Fire	Fire Suppression	Reduce Overtime			50,000	
							50,000
	HHS		**Public Health - Delete Comm. Health Worker**	**1.00**	**F**	**47,964**	
	HHS		Senior Programs - Eliminate 1 vehicle			14,300	
	HHS		Eliminate funding for Hourly Administrative Support			11,000	
	HHS		Pre-Apprenticeship Program Support			11,430	
							84,694
	Housing		Combine HIV/AIDS Housing & Homelessness Prevention Prog			30,000	
	Housing		Reduce funding for Utility Bill Payment Assistance			45,000	
	Housing		Eliminate Contract with Ecology Center			40,000	
	Housing		Reduce Funding for Community Agencies (5%)			139,000	
	Housing		Reduce Sr. Mgmt. Analyst	1.00	V	107,718	
	Housing		Reduce Funding to Municipal Renewable Energy Program			76,000	
	Housing		Reclass Sr. Mgmt. Analyst to Community Serv. Specialist II		F	27,000	
							464,718

APPENDIX F

City Manager's
Budget Reductions Proposals
FY 2004

Budget Department	Department	Description	STAFFING FTE	STAFFING FY	FY2004 Reductions	Dept Totals
Human Resources	Administration	Eliminate Dept Vehicle			3,765	*3,765*
I/T	Network Support	Re-organization - Network Admin./Help Desk	5.00	F	250,000	*250,000*
OED	Economic Development	Eliminate staff position I- Comm Dev. Proj. Coordinator			101,349	
OED	Arts	Reduce Arts Grants (2.5%)			6,250	
OED	Arts	Civic Arts - Berkeley Art Center Contract (2%)			1,250	
OED	Arts	Civic Arts - Community Arts Organizations (10%)			3,100	
OED	Arts	Civic Arts - N. Shattuck Concerts			5,000	
OED	Business Assistance	South Berkeley - Misc. Prof. Services			8,700	
OED	Business Assistance	West Berkeley Market			25,000	
OED	Business Assistance	North Shattuck Association			15,000	
OED	Business Assistance	South Berkeley Neighborhood Development Corp.			4,967	
OED	Marketing	Adjust ConVis Contract (1% of Hotel Tax Revenues)			10,000	*180,616*
PRW	Aquatics	Close One of Five Pools during Witner Months (Rotating anually)			*Unfunded in baseline*	
PRW	Administration	Reduce Unallocated Contract Funds			56,544	
PRW	Recreation	Eliminate .50 Recreation Acivity Leader	0.50	V	23,400	
PRW	Recreation	Eliminate Citywide Special Programs			19,010	*98,954*
Planning	Advanced Plannng	Reclass Planning positions			13,000	
Planning	Building & Safety	Delete Senior Mgmt. Analyst	1.00	V	112,530	
Planning	Current Planning	Reclass positions / Reduce Non-Personnel Costs			29,510	*155,040*
Police	Community Services	Berkeley Boosters / Guides			19,300	
Police	Community Services	Berkeley Boosters / Escorts			4,500	
Police	Customer Service	Second Floor Counter - Reduce 1.0 FTE	1.00	V	73,270	
Police	Patrol	Reduce Overtime			50,000	*147,070*
PRC	Police Review Commissior	Reduce Non-Personnel Expenditures			2,000	
					$ 2,453,924	
TOTAL RECURRING GENERAL FUND PRPOSED REDUCTIONS					*$ 3,242,697*	
			Annual	FTE	15.5	
			Sworn FTE		0	
			Cumulative		*0*	

APPENDIX F

City Manager's
Budget Reductions Proposals
FY 2004

Fund/Department	Position	Description	FTE	Ongoing Savings	FY2004 Savings	Savings
GENERAL FUND - One-Time Reductions						
		Reduce Transfer to Public Liability Fund			$ 373,000	
		Deferral of Capital Program Allocations				
		Streets Capital			375,000	375,000
		Sidewalk Capital			75,000	75,000
		Transportation / New Traffic Signals			120,000	120,000
		Parks ADA Capital			137,500	137,500
		Curb Ramp ADA Capital			37,500	37,500
		City Buildings ADA Capital			37,500	37,500
		TOTAL One-Time General Fund Proposed Reductions			*$ 1,155,500*	*$ 782,500*
OTHER RESERVES / FUND BALANCES						
		Cost Savings Strategy				
		Continue Selective Hiring Freeze			$ 1,000,000	
		Draw-down of Reserves				
		General Fund Reserve				1,000,000
		PERS Super-Fund Savings / Offset Retirement Cost Increase				1,000,000
		Reserves / Other Fund Balances				1,000,000
		Total Available Reserve Balances (to Buffer FY2005 Reductions)			*$ 1,000,000*	*$ 3,000,000*

APPENDIX F

City Manager's
Budget Reductions Proposals
FY 2004

Fund/ Department/ Div./ Program	Description	STAFFING FTE	F/V	FY2004 Reductions	Dept. Totals
NON GENERAL FUND - Recurring Reductions					
WIA					
HHS Employment	Funding Reduction in WIA/Employment Programs	2.00	F/V	$ 150,000	
Mental Health (065)					
HHS Mental Health	*Reduction in Mental Health Programs (FY2005)*	*3.00*			*331,823*
HHS Mental Health	Reduce 2.0 Mental Health Clinicians	2.00			152,239
HHS Mental Health (AB2034)	Reduction in State-funded Grant Program / Homeless	TBD			718,645
Berkeley Housing Authority (205)					
BHA Public Housing	*Reduce Administrative Support for Public Housing*	2.00	F/V	150,000	
Measure B Sales Tax (390)					
Public Works	Reduce Capital Funding Allocation			1,000,000	
Parks Tax (450)					
Parks	Transfer Payroll to other funds			80,850	Transfer
Parks	Transfer Landscape Architect costs to Projects			110,250	Transfer
Parks	Reduce Water Costs (10%)			32,000	
Parks	Reduce Cell Phones/Pagers			5,000	
Parks	Reduce Event Fee Waivers (Portables)			15,000	
Parks	Eliminate 1.0 Landscape Gardener	1.00	V	68,250	
Parks	Eliminate 1.0 Bldg Mtc Mechanic	1.00	V	73,500	
Parks	Eliminate Seasonal Employment Program			54,000	
Parks	Reduce Berkeley Youth Alternatives Contract			20,000	
Parks	Reduce East Bay Conservation Corp Contract			30,000	
Parks	Reduce budgeted overtime by 42%			25,000	
Parks	Reduce budgeted landscape supplies			50,000	
Parks	Eliminate 3 vehicles			30,000	
Parks	Reduce annual CIP funding			20,000	
	Additional Program Reductions				150,000
Streetlisght Assessment (470)					
Public Works	Reduce Overtime			10,000	
Public Works	Elimiate Survey Technician	0.40	F	28,243	
Sewer Fund (830)					
Public Works	Eliminate .5 Survey Technican	0.50	F	35,304	
Clean Storm Water (831)					
Public Works	Eliminate .1 Survey Technican	0.10	F	7,061	
	Reduce Contract Services			150,000	

APPENDIX F

City Manager's
Budget Reductions Proposals
FY 2004

Fund: Department / Program	Description	03 AFFINET FTE	03 AFFINET FTE	FY2004 BA* Reductions	Dept. Totals
Fleet Maintenance (865)					
Public Works	TBD			300,000	
Facilities Maintenance (863)					
Public Works	Eliminate janitorial overtime			20,000	
Public Works	Other			80,000	
			7.00	$ 2,544,458	$ 1,352,707

APPENDIX F

Attachment B

Office of the Mayor

Revised Budget Proposal
Mayor Tom Bates

June 20, 2003

APPENDIX F

Mayor Tom Bates
Revised Budget Proposal
June 20, 2003

SUMMARY OF REQUESTED ACTIONS
JUNE 24th CITY COUNCIL MEETING

Special Session (5 p.m.)

1. Adopt a parking fee structure that will raise $2.8 million in new revenue.

Regular Session (7 p.m.)

2. Adopt the Manager's Proposed FY 2004 Budget with amendments as indicated in Attachment A.
3. Provide Commission and the City Manager a 60 day review period for all funding allocation increases in excess of $2500.
4. Create a State Budget Emergency Reserve.

Overview

First, I want to thank city staff, commissioners, and my colleagues for all of the time, energy, and hard work that went into our budget process. I believe we are accomplishing this difficult task in a way that all of Berkeley can be proud.

As we near the end of this year's process, I respectfully put forward this revised budget proposal (included as Attachment A) in an effort to reconcile the various budget requests and suggestions made by Members of the Council and the public. If the Council is amenable, I would like to use this revision as the starting point for our discussion on June 24th.

I believe the budget presented in this revised proposal restores funding to a number of important community services, provides a buffer to protect us from state funding cuts, and keeps our books in balance.

Revenue Available

The Council will make its final decision on new parking fine revenue at the June 24th meeting. In this budget, I am recommending that the Council adopt a fee structure that raises $2.8 million through increase parking fines. A $2.8 million increase would raise an additional $800,000 above the City Manager's recommendation of $2 million.

Table 1 indicates this additional available revenue.

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TABLE 1: Total Additional Revenue Available	
Additional Parking Fine Increase	$800,000
Unallocated Community Agency Funds	$115,000
TOTAL FUNDING AVAILABLE	**$915,000**

Protect Important Community Services

In this proposal, I have reconciled the various requests made by Council Members and the community. (See attached spreadsheet for the specifics.) With large county and state funding cuts expected this year, it is crucial that Berkeley protects front line programs and services.

I add one note of caution to those organizations receiving additional funding under this proposal. If the state adopts a budget that cuts city funding, we may need to revisit these allocations. All organizations should develop contingency plans in case the Council makes emergency funding reductions later this fiscal year.

TABLE 2: Funding Additions by Program	
Arts Programs	$105,600
Health/ Family/ Community Services	$226,404
Homeless/ Housing Programs	$111,435
Youth and Education Programs	$237,500
Other Funding Increases	$5,000
TOTAL RESTORATION	$685,939

- **Arts Programs -- $105,600**
  The City has a vibrant cultural arts community and economy. In this budget, I recommend restoring approximately $45,600 in arts program funding. I am also recommending $10,000 for the Office of Economic Development to produce an arts newsletter to help publicize our many wonderful cultural events.

  I am recommending that we restore $50,000 of the cut made in funding for community events. For years, the city has been budgeting costs for community events far below their actual costs. Last year, we spent double the amount that had been budgeted for community events. The City Manager has recommended reducing our expenditures on community events from last year's total of $269,542 to $195,000 in fiscal year 2004. The City Manager will return in July with a recommendation on how to determine specific event funding allocations given the adopted budget.

  In addition, I am asking the Council to place the funding earmarked for the Black Repertory Theater into a South Berkeley Arts Reserve until a comprehensive report on their organization can be completed.

- **Health/ Family/ Community Services -- $226,404**
  In this budget, I am requesting we add $226,404 to our budget for health, family, and community services. This funding will improve detox services, help protect families

APPENDIX F

from domestic violence, help feed seniors, and keep the Ed Roberts Campus facility moving towards permit approval.

- **Homeless/ Housing Programs -- $111,435**
  With County and State cuts to front line homeless and housing programs, I am requesting that the City Council restore $111,435 to protect these essential services. This funding will help provide food, clothing, and employment services to our homeless population. While I am recommending that we restore funding to the Coalition for Alternatives in Mental Health, I request that the Council direct the City Manager to withhold the second six months of funding pending programmatic and structural reforms.

- **Youth and Education Programs -- $237,500**
  In this budget, I am requesting we restore $95,500 in funding to youth and education programs, including the Berkeley Youth Alternatives, Jubilee, Berkeley Cougars, and the Flaming Five Drill Team. In addition, I have set aside $72,000 for the Athletes United for Peace (or other organization) to fund a midnight basketball program. If the Council approves this earmark, I would ask Athletes United and other organizations to submit proposals through the relevant Commission and staff review.

  I am also requesting that $70,000 be set aside for a Youth Services Volunteer Initiative. In response to a recommendation from the Youth and Education Summit, we are developing a centralized conduit for recruiting and matching community volunteers with youth in the community. This position would work hand-in-hand with the Berkeley Schools Volunteers (BSV), coordinating and matching tutors and mentors with students in need of one on one academic, social and emotional support. BSV would continue to coordinate and train volunteers placed via the schools (classrooms and after school). The BERKELEY CHAMPIONS FOR KIDS would focus effort on volunteers who want to work in community-based programs, such as libraries, recreation centers, community-based after school programs, faith-based organizations, neighborhood associations, etc.

Commission and Manager Review

For all allocation adjustments in excess of $2,500, I request that the Council direct the City Manager and the relevant Commissions to review these allocation changes and report back to the Council with any concerns or recommendations. This review should be completed within 60 days from the budget adoption on June 24th.

If the Manager or Commissions recommend changes, they should be brought to the Council at its first meeting in September. In the interim, programs may request partial funding (up to a two month advance) from the City Manager. That interim funding will be provided at his discretion until the review is complete.

APPENDIX F

State Budget Emergency Reserve

TABLE 3: Reserves	
State Budget Emergency Reserve	$229,061

I also recommend setting aside $229,061 in a "State Budget Emergency Reserve" as a buffer against possible state budget cuts. If any of this funding remains after the state adopts its budget, I request that it be transferred to the Housing Trust Fund and allocated as part of the normal process.

APPENDIX F

ATTACHMENT A: SUMMARY OF PROPOSED COUNCIL BUDGET ADDITIONS

AMOUNT

	Bates	Breland	Hawley	Maio	Olds	Shirek	Spring	Worthington	Wozniak	June 24 PROPOSAL	Notes
Arts Programs											
Arts -- Community Organizations	$ 3,100									$ 3,100	
Arts -- Grants	6,250									$ 6,250	
Berkeley Arts Center	1,250									$ 1,250	
BBA Arts - Front Row							2,500			$ 2,500	
Shotgun Players	1,000									$ 1,000	
Integrated Arts for Disabled	1,500						1,500			$ 1,500	
North Shattuck Music Series							5,000			$ 5,000	
YAW - Totland	25,000			25,000			25,000			$ 25,000	*
Office of Economic Development -- Arts Newsletter	10,000			10,000						$ 10,000	
Restore Community Event Funding										$ 50,000	City Manager will return with expenditure plan.
Black Rep Theater	$ (22,500)									$ (22,500)	Place funds in South Berkeley Arts Reserve pending report on the Theater Group.
Arts Subtotal										$ 105,600	
Health/ Family/ Community Services											
Family Violence Law Center - DV Advocacy Project	$ 3,900						7,000			$ 3,900	*
Family Violence Law Center - DV & Homelessness Prevention	3,680						incl.			$ 3,680	*
Habitat	10,250			10,300			10,250		28,000	$ 28,000	*
Community Gardening Collaborative	10,000			10,300			10,000			$ 10,000	*
Center for Independent Living - Employment	3,374									$ 3,374	*
Fresh Choice Ecology Center	10,000						10,000			$ 10,000	*
Japanese American Services	2,450									$ 2,450	*
ERC -- Facility Planning	40,000						25,000			$ 40,000	*
Pacific Center -- Facility Planning	25,000									$ 25,000	*
Restore 2 weeks of Summer Recreation Programs	60,000		60,000							$ 60,000	
Lifelong Medical Center - Detox Facility			5,000							$ 5,000	*
San Pablo Park - Climbing Wall			60,000							$ -	Refer to the City Manager for review.
Restore funding for Mini-Bus Driver and Van		66,900								$ -	Funding restored in Manager's recommendation
West Berkeley Neighborhood Development Corp.		25,000								$ 25,000	Provide the second half of their annual funding only if the organization makes structural and programmatic reforms.
Rec Program Fee Reduction						10,000				$ 10,000	Set aside funding to offset City Recreation fees increases for low income youth in South Berkeley.

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Health/ Family/ Community Services Subtotal										$ 226,404	
Homeless/ Housing Programs											
Berkeley Ecum. Ministries - Anne Carter Free Clothing	10,400									$ 10,400	*
Berkeley Emergency Food Project - Quarter Meal	27,504			27,504						$ 18,004	Amount reduced to reflect Save Safety Net Request.
Berkeley Emergency Food Project - Women's Shelter	1,234										Current allocation matches organization's request.
BOSS -- Harrison House	14,550									$ 4,367	Funding increase restores initial BOSS funding request.
BOSS -- Housing Advocacy	21,433									$ 21,433	Funding contingent on coordination with other housing advocacy organizations in Berkeley.
Finch -- HYC, Housing Resources Counselor	5,671									$ 5,671	*
Housing Rights, Inc -- AHAP	15,000			15,000			15,000			$ 15,000	*
Jobs for Homeless Consortium --	19,000						19,000			$ 19,000	*
Suitcase Clinic	4,000			4,000			4,000			$ 4,000	*
Coalition for Alternatives in Mental Health	13,560	13,500		13,560		13,500	11,000			$ 13,560	Provide the second half of their annual funding only if the organization makes structural and programmatic reforms.
Housing Trust Fund - provide addt'l. funding				TBD			222,051				Move Unallocated Funds to HTF if not needed to buffer state budget cuts this year.
Homeless/ Housing Programs Subtotal										$ 111,435	
Youth and Education											
BYA - Preschool Program/ After school program	27,500			27,500			35,000			$ 27,500	*
BYA - Performing Arts	15,000			15,000						$ -	Funding not recommended by advisory Commission.
BYA - Twilite Basketball	23,800			23,800						$ 23,800	*
BYA - Parks - Youth employment	20,000			20,000						$ 20,000	*
Jubilee -- Interfaith Youth Initiative	6,000	6,000		6,000			6,000			$ 6,000	*
Athletes United for Peace	72,000			72,000						$ 72,000	Earmark funding pending appropriate review of program applicaton.
Berkeley Cougars	15,000	15,000					15,000			$ 15,000	*
Youth Services Volunteer Initiative	70,000									$ 70,000	Earmark funding but leave unallocated pending program development.
Flaming Five Drill Team		3,200								$ 3,200	Pending program development.
Youth and Education Subtotal										$ 237,500	
Infrastructure											
Sidewalk repair - restore proposed reduction				75,000						$ -	City Manager reports that current budget is sufficient.
Traffic Circles			Measure B ($225K)	TBD							Refer use of Measure B funds to Transportation Commission and Manager for review.
Street Smarts Pedestrian Safety Lights							2,500			$ -	This funding exists in the budget already. Refer to Manager as to whether this program is best alternative.

APPENDIX F

OTHER										
Public Financing of Campaigns							50,000		$ -	Refer this request to City Clerk's on-going research into campaign reform options.
Neighborhood Omsbudsman							80,000		$ -	Program currently under review by Mayor's Permit Task Force. Await those recommendations before funding program.
Increase in Council Members Budget							10,000		$ 5,000	Supplement for Council Member Spring to accommodate increased staff costs due to disability.
PROGRAM FUNDING TOTAL	$ 575,906	$ 129,600	$ 125,000	$ 354,364	$ -	$ 23,500	$ 565,801	$ -	$ 28,000	$ 685,939	
REVENUE SOURCES										
Parking Fine Increase									$ 800,000	
Unallocated Community Funding									$ 115,000	
TOTAL									$ 915,000	
STATE BUDGET EMERGENCY RESERVE									$ 229,061	Maintain reserve to buffer state budget impacts. After state budget adoption, transfer to the HTF.

*City Manager and the relevant Commissions review allocation changes over $2500 and report back to the Council with any concerns or recommendations.

APPENDIX F

City Manager's
Budget Reduction Proposals
FY 2004
Contingency "B" List

Fund	Department	Program	Description	FTE	F/V	"B" Reductions	Dept. Totals
General Fund - Recurring Reductions							
Expenditure Reductions							
	Citywide		Reduce Citywide Facilities Maint. Costs			50,000	
	Citywide		Reduce Fleet Costs / No. of Vehicles and Maint. Costs			120,000	*170,000*
	Attorney		Reduce Legal Secretary	1.00	F	75,000	*75,000*
	City Clerk		Eliminate Assistant City Clerk	1.00	F	57,362	*57,362*
	City Manager		Delete NewsScan Service			24,900	
	City Manager		Delete Senior Staff Position	1.00	V	153,538	
	City Manager		Delete CIP funding in Neigh. Services			50,000	
	City Manager		Reduce Unallocated funding - Animal Services			35,000	
	City Manager		Delete Sr. Management Analyst	1.00	F	75,000	
	City Manager		Berkeley Alliance			80,000	*418,438*
	Finance		Delete 1.0 Assistant Magment Analyst (Customer Service)	1.00	F	93,296	
	Finance		**Delete 1.0 Sr Accountant**	**1.00**	**V**	**52,500**	
	Finance		Delete 1.0 Programmer Analyst	1.00	F	94,000	*239,796*
	Fire		Delete Asst. Fire Chief	1.00	V	180,000	
	Fire		Delete Fire Inspector	1.00	V	96,000	
	Fire		Reduce Overtime / Fire Suppression			100,000	*376,000*
	HHS		Director and Administration - Reduce admin support	0.75	V	44,245	
	HHS		Associate Management Analyst position elimination	1.00	F	86,178	
	HHS		Public Health - Delete P/T Home Service Aides	1.50	F	81,212	
	HHS		**Senior Programs - Delete Mini Bus Driver**	**1.00**	**F**	**52,622**	
	HHS		Reduce 50% Senior Service Assistant	0.50	V	29,286	
	HHS		Senior Programs - Restructure Operations	2.20		164,342	
	HHS		Employment and Youth - Reduce Youth Services Advisor	0.50		22,034	
	HHS		Employment Specialist	0.50	F	30,319	*510,238*
	Housing		Reduce Funding for Community Agencies (addt'l. 5%)			139,000	
	Housing		Eliminate Housing Inspector and Permit Specialist	2.00	F/V	66,005	*205,005*
	Human Resources		Eliminate Professional Position (TBD)	1.00	V	83,822	*83,822*

Attachment A
EXHIBIT - 2

APPENDIX F

City Manager's
Budget Reduction Proposals
FY 2004
Contingency "B" List

Fund	Department	Program	Description	FTE	F/V	"B" Reductions	Dept Totals
	I/T		Delete Sr. Management Analyst / Telecommunications	1.00	F	100,095	*100,095*
	OED		*Admin. - Reduce Admin Support Line Items*			*58,301*	
	OED		Reduce Arts Grants			56,250	
	OED		Civic Arts - Reduce Berkeley Art Center Contract (10%)			4,373	
	OED		South Berkeley - Misc. Prof. Services			10,875	
	OED		Econ./Sustainable Development - WBAIC			4,000	
	OED		Econ./Sustainable Development - SBA			10,000	
	OED		Telegraph Avenue Association			4,050	
	OED		Alameda County Economic Development Advisory Board			2,774	*150,623*
	PRW		Reduce YAP Non-Personnel Costs			15,000	
	PRW		Reduce Fee Waivers for Facility Rentals			10,000	
	PRW		Eliminate 1.0 OSII for YAP Program	1.00	F	65,100	
	PRW		*Reduce Summer Programs*			56,000	
	PRW		Eliminate 1.0 Asst. Recreation Coordinator	1.00	F	55,000	
	PRW		Delete One Admin.	1.00	F	100,000	*301,100*
	Police		Eliminate Berkeley Boosters / Guides			173,700	
	Police		Eliminate Berkeley Boosters / Escorts			40,500	
	Police		Reduce Overtime			150,000	
	Police		Special Enforcement Unit	2.00	V	278,998	
	Police		Property Crimes Unit	1.00	V	139,499	
	Police		School Resource Officers	1.00	V	139,499	*922,196*
	PRC		Reduce Clerical support	0.87		50,440	*50,440*
	CITY-WIDE GENERAL FUND PROPOSALS					$ 3,660,115	
					"A" List Reductions	$ 3,242,697	
					Cummulative Reductions	$ 6,902,812	

Annual	FTE	28.82
Cumulative	FTE	44.32
Sworn FTE		6
Cumulative	FTE	6

APPENDIX F

COMMUNITY AGENCY ADVANCES

Attachment C

	AGENCY NAME	DEPT.	FY 2004 Contract	FY 2004 Advance
1	Affordable Housing Assoc.	Housing	102,211	25,553
2	Ala Costa Center	Housing	32,839	16,420
3	AC Homeless Action Ctr.	Housing	42,700	21,350
4	Asian for Jobs Oppor.	Housing	156,000	39,000
5	Bay Area Comm. Resrcs.	Housing	17,000	8,500
6	Bay Area Hispano Inst.	Housing	116,803	29,201
7	B A O R P	Housing	28,047	14,023
8	Berkeley Adult School	Housing	27,560	13,780
9	Berk-Albany Licensed Day Care	Housing	287,500	71,875
10	Berkeley Arts Center Assoc	OED	54,977	9,163
11	Berkeley Booster Escort	Police	40,500	6,750
12	Berkeley Booster Guides	Police	173,585	28,931
13	Berkeley Community Media	IT	279,000	65,375
14	Berkeley Convention & Visitors Bureau	OED	228,375	38,063
15	Berkeley Dispute Resolution Serv.	Housing	77,700	19,425
16	Berk. Ecum. Min. Found.	Housing	52,000	13,000
17	Berk. Food & Housing Proj.	Housing	489,308	122,327
18	Berkeley Place	Housing	24,826	12,413
19	Berk. Youth Alternatives	Housing	80,720	20,180
20	Bonita House	Housing	25,020	12,510
21	Black Repertory Group	Housing	22,500	11,250
22	Building Opp. For Self-Sufficiency	Housing	437,129	94,282
23	Center for Access & Tech.	Housing	6,000	6,000
24	Center for Ind. Living	Housing	200,040	50,010
25	Christmas in April	Housing	110,360	19,742
26	Coal.for Alter.in Mental Health	Housing	75,000	18,750
27	Comm. Energy Services Corp.	Housing	338,097	84,524
28	Dorothy Day House	Housing	30,888	15,444
29	East Bay Asian Youth	Housing	293,494	73,374
30	East Bay Comm.Law Center	Housing	20,800	10,400
31	Easy Does It	Housing	688,948	172,237
32	Eden Council for Hope and Opp.	Housing	184,339	46,085
33	Ephesian Child Care Center	Housing	116,096	29,024
34	Family Violence Law Center	Housing	33,120	16,560
35	Family Violence Law Center	Police	39,000	6,500
36	Fred Finch Youth Center	Housing	43,250	21,625
37	Housing Rights, Inc.	Housing	35,147	17,574
38	Inter City Services	Housing	141,229	35,307
39	Japanese America Servs.	Housing	22,050	11,025
40	Jubilee Restoration	Housing	82,400	20,600
41	Lifelong Medical Care	Housing	280,401	66,350
42	Luther Church of the Cross	Housing	15,000	7,500

APPENDIX F

COMMUNITY AGENCY ADVANCES

Attachment C

	AGENCY NAME	DEPT	FY 2004 Contract	FY 2004 Advance
43	McGee Ave. Baptist Church	Housing	21,611	10,806
44	Multi Cult. Institute	Housing	115,782	28,946
45	New Bridge Foundation	Housing	135,000	33,750
46	New Light Sr. Citizens, Inc.	Housing	83,150	20,788
47	Nia House Learning Center	Housing	36,471	18,236
48	Northern Cal. Land Trust	Housing	25,000	12,500
49	Options Recovery Services	Housing	54,304	13,576
50	Pac. Ctr. for Human Growth	Housing	27,000	13,500
51	Resources for Comm. Dev.	Housing	141,750	35,438
52	Saint John's Child Care	Housing	26,834	13,417
53	Sick Child Care Program	Housing	32,000	16,000
54	South Berk. Comm. Church	Housing	55,000	13,750
55	Stiles Hall	Housing	27,680	13,840
56	Telergraph Avenue Association	OED	54,000	9,000
57	Through the Looking Glass	Housing	35,000	17,500
58	Tinkers Workshop	Housing	20,000	10,000
59	United for Health	Housing	13,374	6,687
60	Women's Daytime Drop In Ctr.	Housing	87,710	21,928
61	Women's Employ. Res. Corp.	Housing	43,367	21,684
62	Women's Refuge, Inc.	Housing	21,060	10,530
	Subtotal		6,608,052	1,763,878
Agencies Added via Budget Amendments				
	a) Young Artists Workspace	Parks	25,000	4,166
	b) Habitot	Parks	28,000	4,666
	c) Community Garden Collaborative	Parks	10,000	1,666
	d) Fresh Choice Ecology Center	Housing	10,000	1,666
	e) Ed Roberts Campus	Housing	40,000	6,666
	f) Pacific Center for Human Growth	Housing	25,000	4,166
	g) West Berkeley Neighborhood Dev. Ctr.	OED	25,000	4,166
	h) Jobs for Homeless Consortium	Housing	19,000	3,166
	I) Athletes United for Peace	Parks	72,000	12,000
	j) Berkeley Cougars	Parks	15,000	2,500
	Subtotal		269,000	44,828
Totals			6,877,052	1,808,706

APPENDIX F

RESOLUTION NO. 63,166–N.S.

ALLOCATING ANTICIPATED, ONE-TIME GENERAL FUND REVENUE IN THE AMOUNT OF $898,564 AND APPROVING ADDITIONAL STAFFING FOR PERMIT CENTER ACTIVITY

WHEREAS, the City Council adopted the FY 2006 & FY 2007 Biennial Budget on June 28, 2005; and

WHEREAS, Council referred a number of programs to the FY 2006 budget process (Exhibit A) for continued funding; and

WHEREAS, several non-discretionary costs have arisen (Exhibit A) since July 1, 2005 that require allocation of funds not currently included in the FY 2006 Adopted Budget; and

WHEREAS, General Fund revenues for FY 2006 are projected to be $1.08 million more than the FY 2006 Adopted Budget; and

WHEREAS, activity at the Permit Service Center has increased and four additional positions are needed to maintain adequate service levels; and

WHEREAS, the Permit Service Center Fund has a sizeable fund balance that can accommodate the addition of four new positions at a cost of approximately $500,000.

NOW THEREFORE, BE IT RESOLVED the Council of the City of Berkeley allocates anticipated, one-time General Fund revenue in the amount of $898,564 to provide continued funding for specific programs and to fund non-discretionary costs that have arisen since July 1, 2005 identified in Exhibit A as amended, and approve additional staffing for Permit Center activity.

The foregoing Resolution was adopted by the Berkeley City Council on December 13, 2005 by the following vote:

Ayes: Councilmembers Capitelli, Maio, Olds, Worthington, Wozniak and Mayor Bates.

Noes: Councilmember Spring.

Abstain: Councilmembers Anderson and Moore.

Absent: None.

Tom Bates

Tom Bates, Mayor

Attest: Sara T. Cox

Sara T. Cox, City Clerk

APPENDIX F

FY 2006 and FY 2007 Exhibit A

Recommended Budget Augmentations

	1-Time	Recurring	Total
REVENUES			
Available New Revenue			
Use of Reserve	$ 247,000		
Revised FY 2006 Revenue Projections	$ 1,083,261		
Total Available Revenues:	**$ 1,330,261**		**$ 1,330,261**
EXPENDITURES			
Homeless & Social Programs			
Paratransit Services		$ (9,000)	
Civic Arts Coordinator		$ (24,165)	
Pedal Express		$ (12,500)	
Berkeley Boosters - BART Escorts		$ (19,643)	
Japanese American Services of the East Bay		$ (7,500)	
Berkeley Day Time Drop In Center		$ (8,856)	
BOSS		$ (31,000)	
Veterans Building Unbudgeted Costs for Agencies		$ (112,000)	
Berkeley Boosters, Berkeley Guides Program		$ (10,000)	
Subtotal	**$ -**	**$ (234,664)**	
Other Program Costs			
Police Crime Analyst		$ (40,000)	
NewsScan		$ (9,400)	
Lead Abatement Survey & Analysis		$ (10,000)	
Subtotal	$ -	**$ (59,400)**	
Non-discretionary Costs Since 7/1/05			
Telephone Emergency Response System		$ (7,500)	
PG&E Street Lights - outstanding bills	$ (247,000)		
Hurricane Katrina - estimated non-reimbursable costs	$ (100,000)		
Increased Fuel Costs (estimated)		$ (250,000)	
Subtotal	**$ (347,000)**	**$ (257,500)**	
Total Recommended Expenditures:	**$ (347,000)**	**$ (551,564)**	**$ (898,564)**
Total Remaining Available Revenue:			**$ 431,697**

APPENDIX G

Commission on the Status of Women April 16, 2024 Presentations

APPENDIX G

Recommendations for the City of Berkeley's Domestic, Intimate Partner and Gender-Based Violence Response

Sasha Gayle-Schneider (they/them)
Katie Hawn (she/her)

Office of the Director - Department of Health, Housing & Community Services

DRAFT RECOMMENDATIONS FOR FEEDBACK



Commission on the Status of Women: DV Response Update

Agenda

High-Level Background

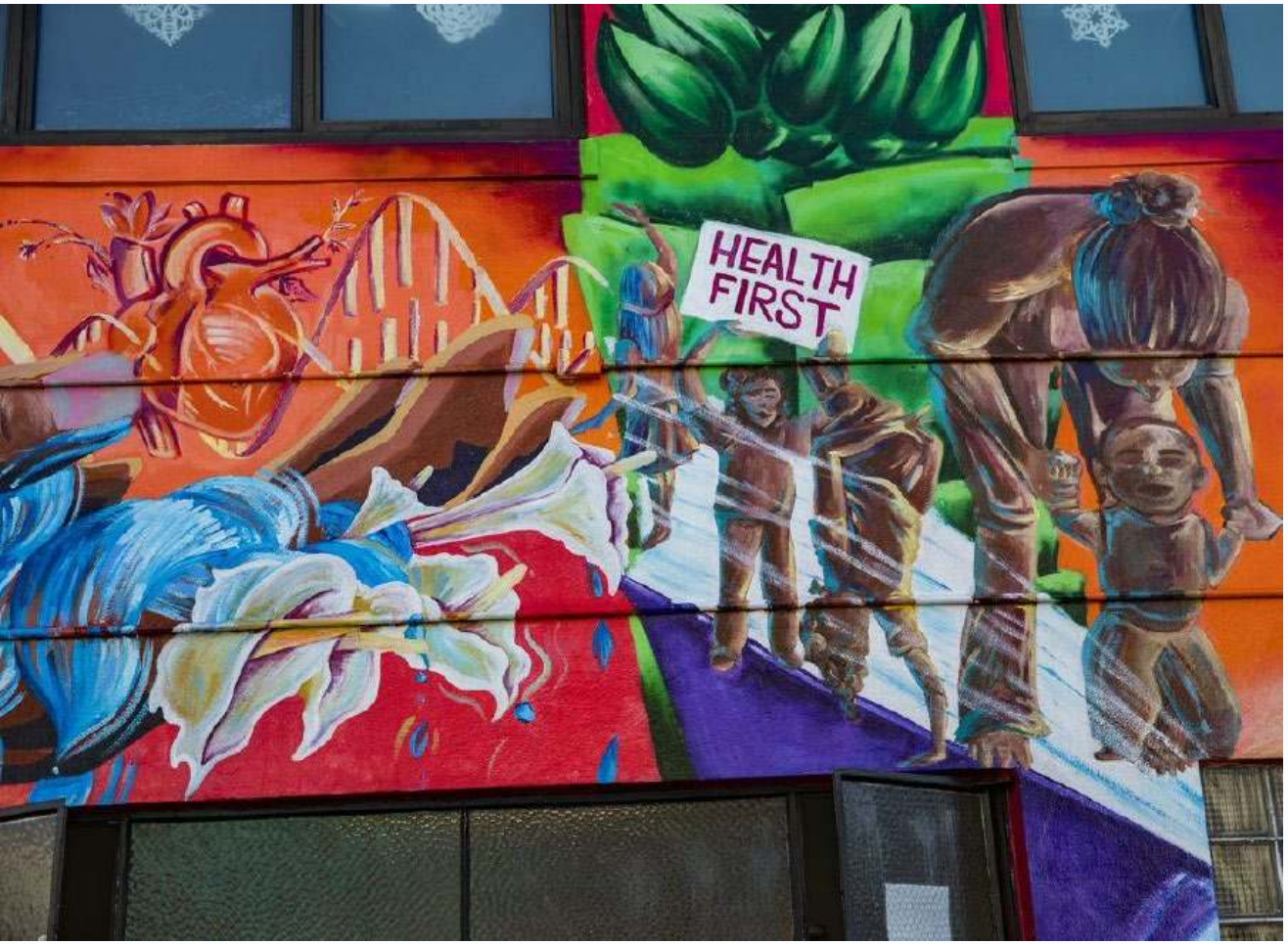
Recommendations & Progress Updates

Next Steps

Conversation & Feedback



Background



Background

- Budget referral from May 2022, as a component of the City of Berkeley's Reimagining Public Safety process.
- Domestic Violence recommendations dovetail with the Care First Jails Last recommendations on Crisis Stabilization and broad-based best practices.
- Identifying gaps in service and policy integration, in order to address needs long-term and stay sustainable.

Process

- Stakeholder engagement: of community leaders, service utilizers, public officials and people who have survived incidence of violence.
- The Alternatives to Incarceration workgroup compiled recommendations.

Evaluative Criteria

Harm Reduction: Does this recommendation reduce the number of people who cycle through crisis & carceral systems? Does this recommendation reduce the harm and trauma caused by those systems, to the individual?

Transformation: Does this recommendation reinforce the status quo, or would its implementation meaningfully create new pathways/investments in public safety (crisis diversion & stabilization)? Does this recommendation support healing and long-term positive change for everyone involved in the incidents of violence?

Political feasibility: Is this recommendation responsive to the needs and priorities of service utilizers?

Financial feasibility: Is the implementation of this recommendation financially possible given budgetary constraints?





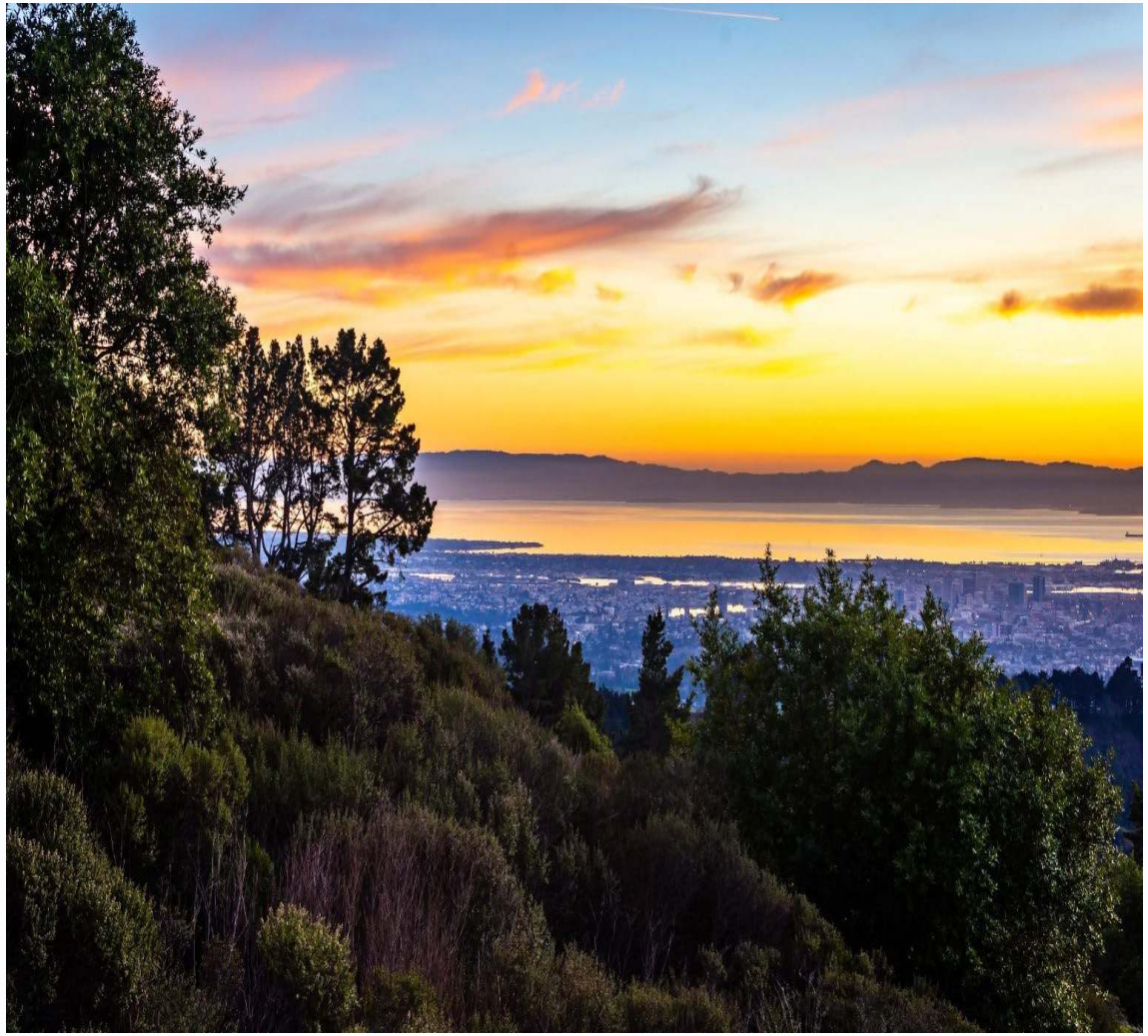
Recommendation 1

Trauma Informed, Non-Carceral Crisis Response

Expand the Specialized Care Unit scope of work to include domestic violence calls for service.
Expand, diversify and strengthen non-crisis mobile response teams to address gaps, including assisting people who identify as TGI, LGBQ+, and/or cisgender women who are in an emerging crisis and/or need community-based conflict resolution.

Internal Planning

- Liaising with the SCU on triage possibilities & best practices learned from other crisis programs
- Liaising with Berkeley Police Department for data analysis & policy evaluation



Recommendation 2

Restorative Justice & Circle Work Interventions

Establish effective restorative justice programs, crisis mediation and violence prevention programs to mediate incidence of Intimate Partner/Gender-Based/Domestic Violence.

Internal Planning

- Pursuing grant opportunities to explore possible funding streams
- Annual cost estimate: $200k per year plus fringe benefits for 2 restorative justice circle staffers (social workers or peer counselors) + $20K for program administration



Commission on the Status of Women: DV Response Update

Recommendation 3

Crisis Response & Stabilization Shelter Beds

Establish a 24/7 shelter bed facility, with short/medium term housing stabilization options, for survivors of domestic violence. This service would be operated by a contracted community-based organization, overseeing implementation (day-to-day operations, hiring & staffing, referrals, case management).

Internal Planning

- Pursuing grant opportunities to explore possible funding streams
- Annual cost estimate: $700K for staffing, $100K program supplies



Recommendation 4

Financial Stabilization and Independence for Survivors of Violence

Incubate new innovative employment programs for people who identify as survivors of domestic, intimate partner or gender-based violence. **Utilize tax credits, stipends, vouchers** (housing, transit or otherwise), **motel conversions and/or cash benefit programs to address the costs incurred** when cisgender women, LGBQ+ people and TGI people seek safety away from abusive or violent relationships.

Internal Planning

- Liaising with Mental Health Division to identify pre-existing cash benefit programs
- Publish multi-lingual resources for survivors to access a wide range of financial support services

Commission on the Status of Women: DV Response Update

What's Next?



COSOW Commission Feedback

Discussion and feedback from the Commission on the Status of Women



Data & Criteria Analysis

Data inquiry for Alameda County Department of Public Health, internal BPD data on calls for service, literature review, and budgetary analysis



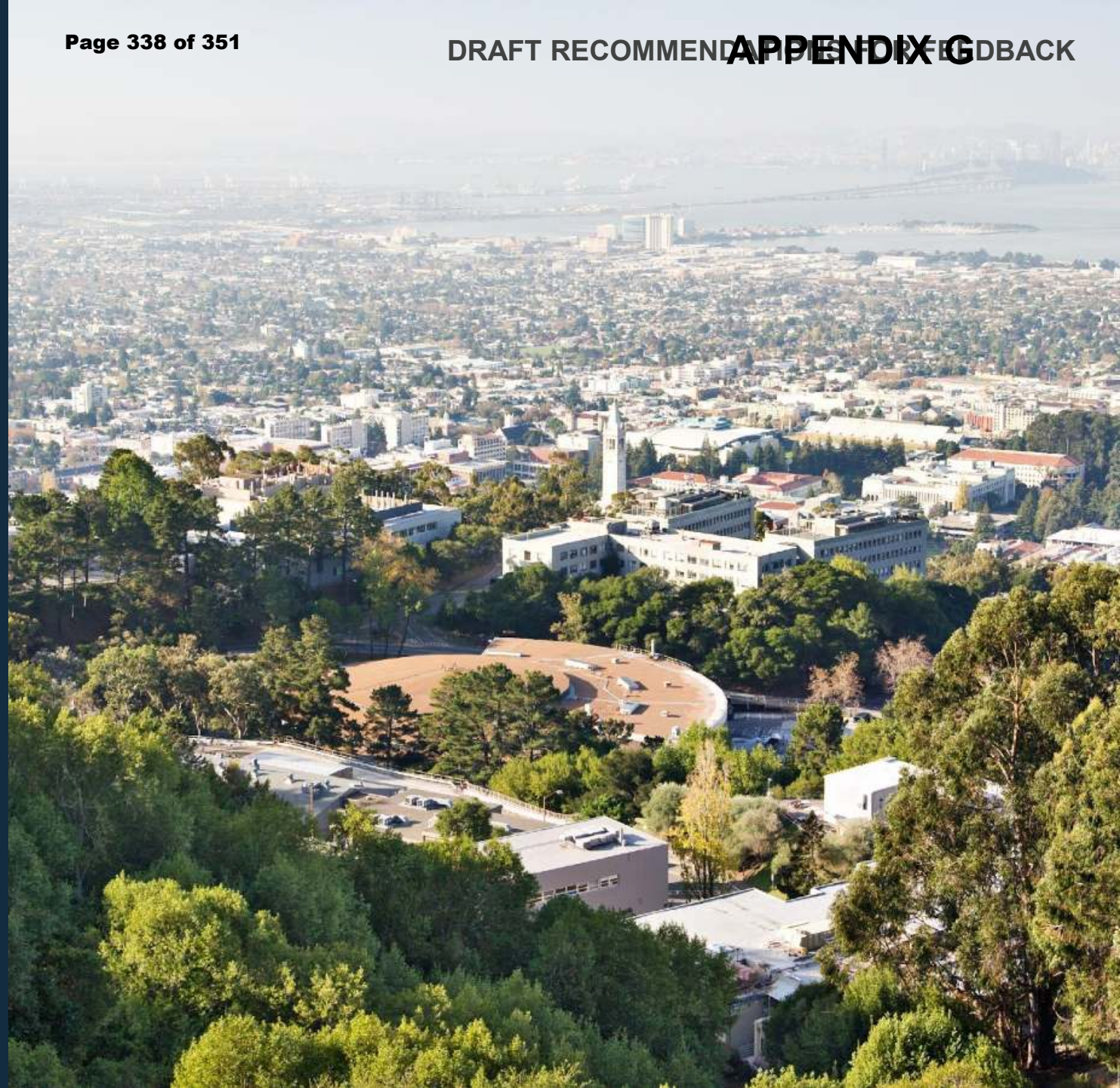
Implementation

Present referral response recommendations to Mayor and City Council

Thank you!

Conversation & Feedback

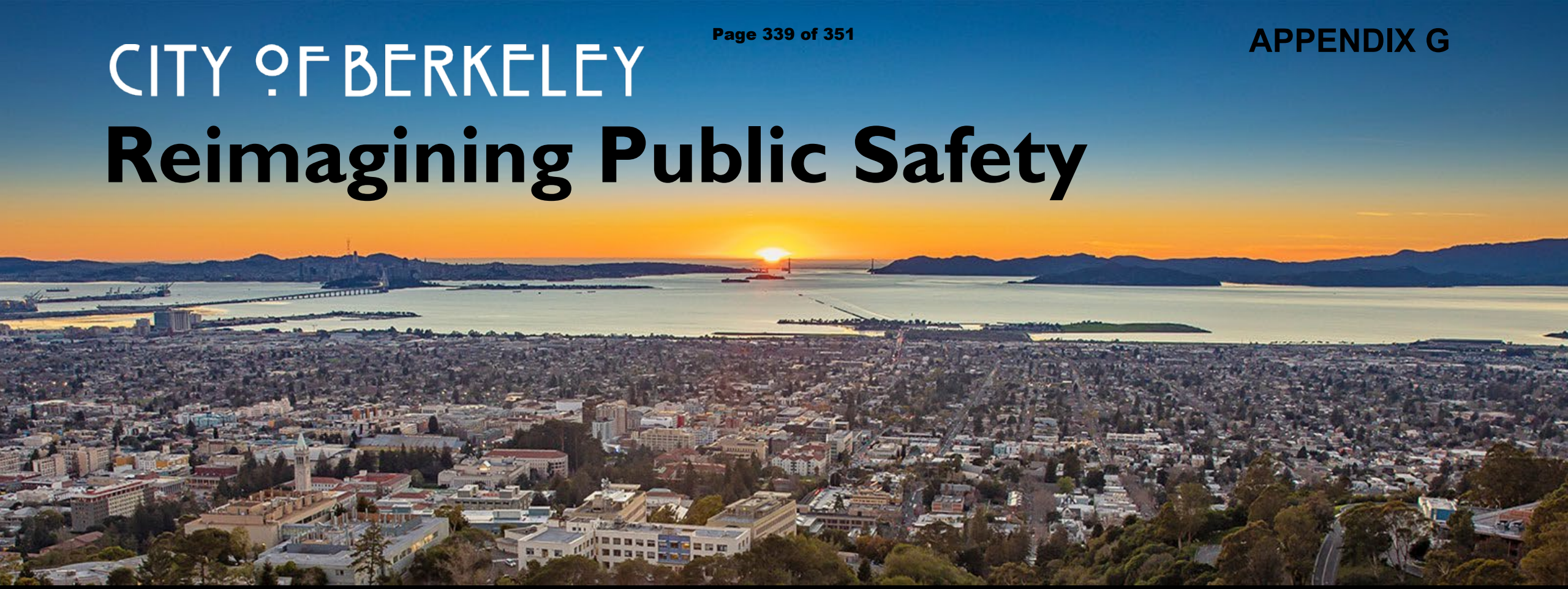
Department of Health, Housing & Community Services



APPENDIX G

CITY OF BERKELEY

Reimagining Public Safety



Recommendation on Public Safety/Crime Prevention for Women

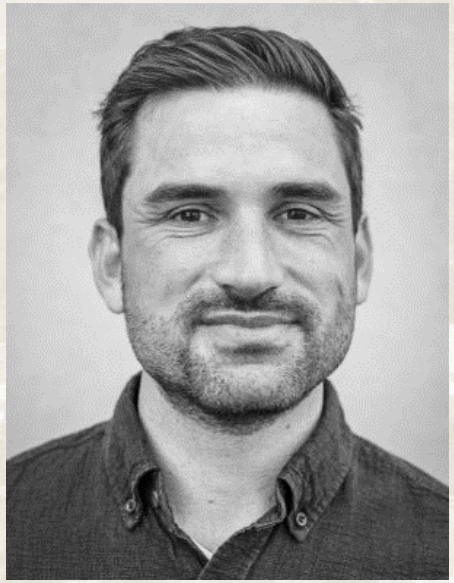
April 17th, 2024

APPENDIX G

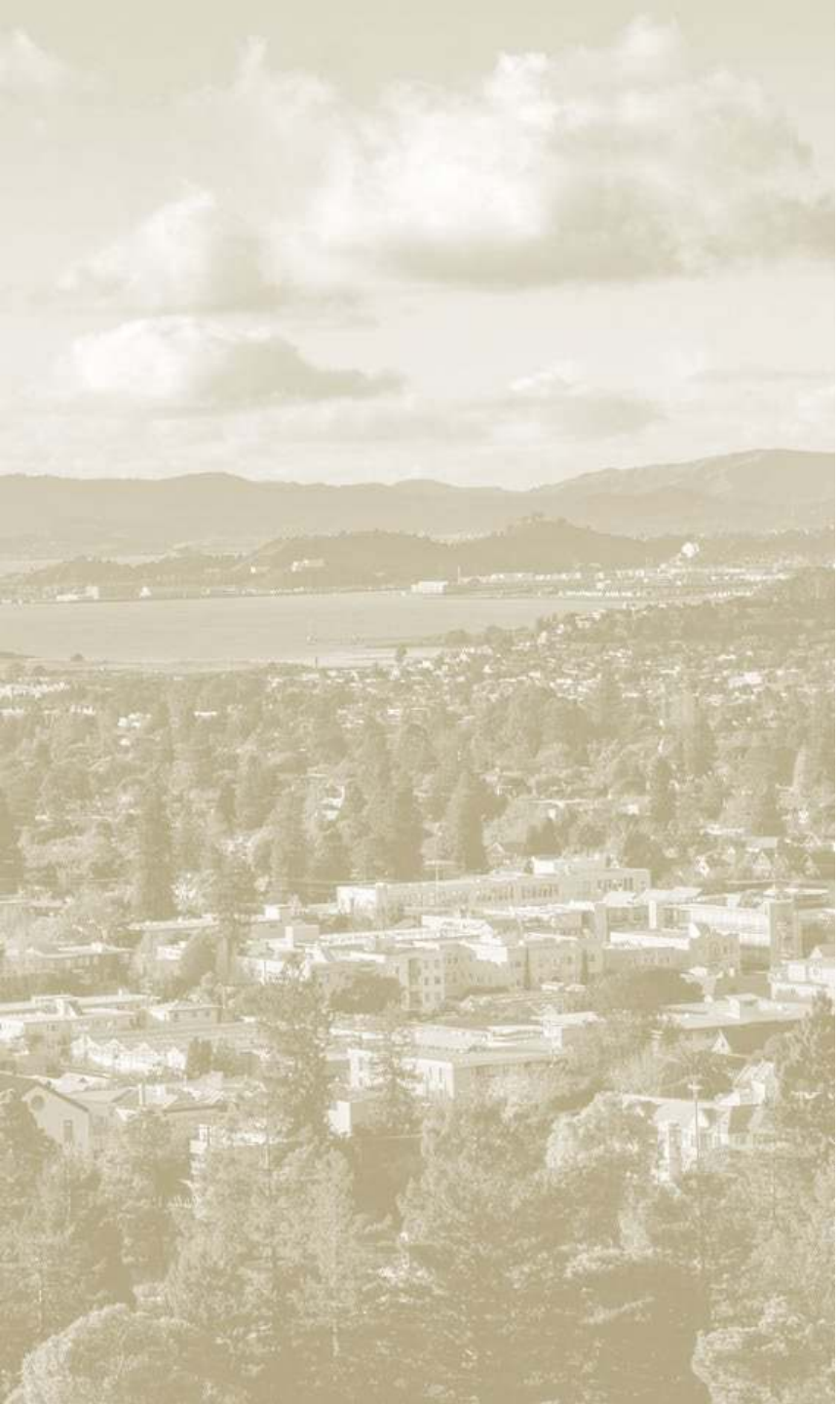
Presenters



Dr. Carianna "Cari" Arredondo *(she/ella/they)*
Assistant to the City Manager
Reimagining Public Safety
carredondo@berkeleyca.gov



Arlo Malmberg *(he/him)*
Data & Policy Analyst at BPD
Strategic Analysis Team
amalmberg@berkeleyca.gov



Overview

Objective: *Present an overview of crime trends to inform next steps for the referral on Public Safety/Crime Prevention for Women.*

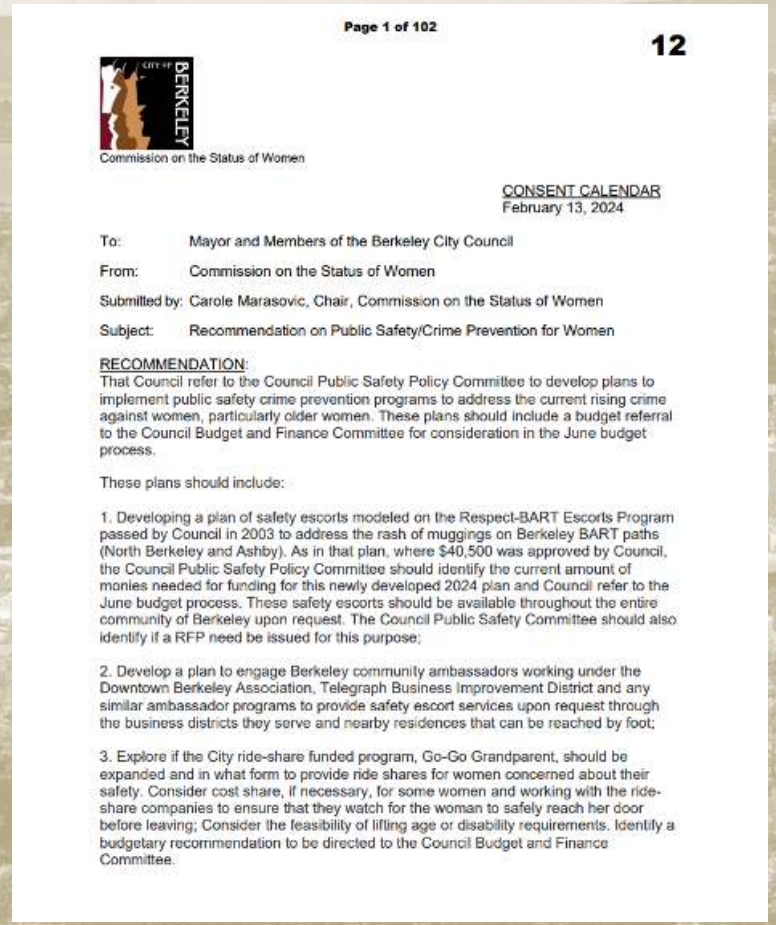
- **Background:**
  - *Context and Recommendations*
- **Violence Against Women and Older Persons in Berkeley:**
  - *Trends and Analysis*
- **Considerations and Next Steps:**

APPENDIX G

Recommended Actions

Develop plans to implement public safety crime prevention programs to address the current rising crime against women, particularly older women. These plans should include a budget referral to the Council Budget and Finance Committee for consideration in the June budget process.

These plans should include...



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Commission on the Status of Women

CONSENT CALENDAR
February 13, 2024

To: Mayor and Members of the Berkeley City Council

From: Commission on the Status of Women

Submitted by: Carole Marasovic, Chair, Commission on the Status of Women

Subject: Recommendation on Public Safety/Crime Prevention for Women

RECOMMENDATION:
That Council refer to the Council Public Safety Policy Committee to develop plans to implement public safety crime prevention programs to address the current rising crime against women, particularly older women. These plans should include a budget referral to the Council Budget and Finance Committee for consideration in the June budget process.

These plans should include:

1. Developing a plan of safety escorts modeled on the Respect-BART Escorts Program passed by Council in 2003 to address the rash of muggings on Berkeley BART paths (North Berkeley and Ashby). As in that plan, where $40,500 was approved by Council, the Council Public Safety Policy Committee should identify the current amount of monies needed for funding for this newly developed 2024 plan and Council refer to the June budget process. These safety escorts should be available throughout the entire community of Berkeley upon request. The Council Public Safety Committee should also identify if a RFP need be issued for this purpose;

2. Develop a plan to engage Berkeley community ambassadors working under the Downtown Berkeley Association, Telegraph Business Improvement District and any similar ambassador programs to provide safety escort services upon request through the business districts they serve and nearby residences that can be reached by foot;

3. Explore if the City ride-share funded program, Go-Go Grandparent, should be expanded and in what form to provide ride shares for women concerned about their safety. Consider cost share, if necessary, for some women and working with the ride-share companies to ensure that they watch for the woman to safely reach her door before leaving; Consider the feasibility of lifting age or disability requirements. Identify a budgetary recommendation to be directed to the Council Budget and Finance Committee.

APPENDIX G

RECOMMENDATIONS

Data-Driven Approach

- Collaborate with Berkeley Police to identify key areas and times for safety escorts based on safety risks to women.

Community Forum

- Host a hybrid safety forum for women, led by Berkeley Police, focusing on older women with city-wide promotion planning.

Community Ambassadors

- Implement ambassador-led safety escorts in business areas and adjacent neighborhoods.

Safety Escorts

- Create a safety escort program inspired by the 2003 Respect-BART initiative to counter muggings on Berkeley BART paths.

Ride-share Program

- Explore expanding Go-Go Grandparent for safer rides for women, considering cost-sharing, safe arrivals, and lifting restrictions for Council budget review.

APPENDIX G



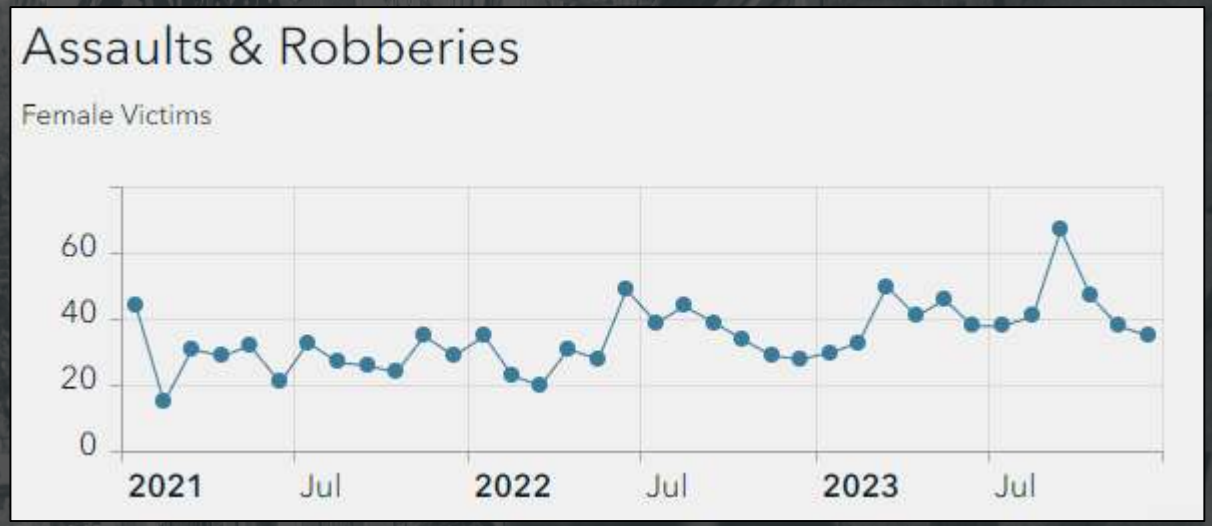
VIOLENCE AGAINST WOMEN AND OLDER PERSONS IN BERKELEY

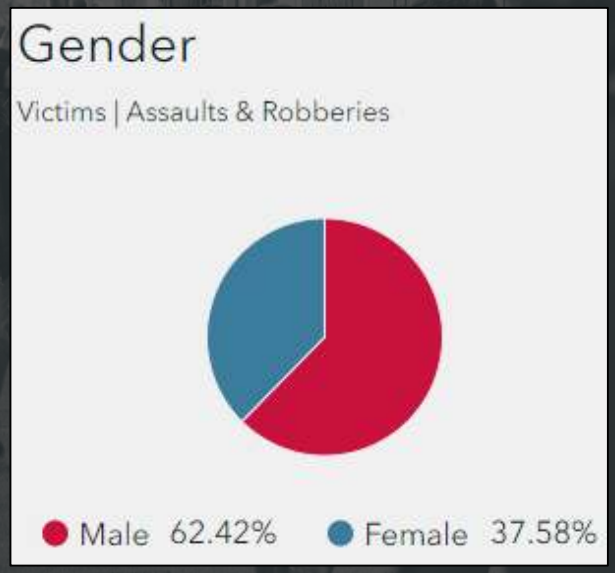
APPENDIX G

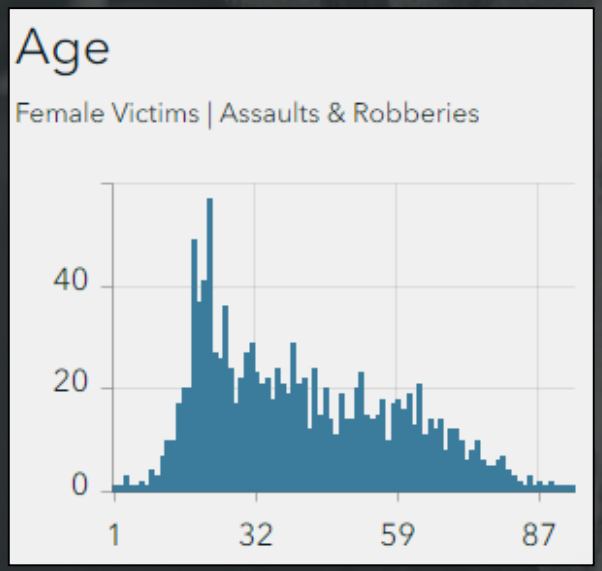
ASSAULTS AND ROBBERIES OF WOMEN

Assaults and robberies against women have increased in the last 3 years.

- This increase mirrors broader crime trends.
- Women represent 38% of all assault and robbery victims in that timespan.





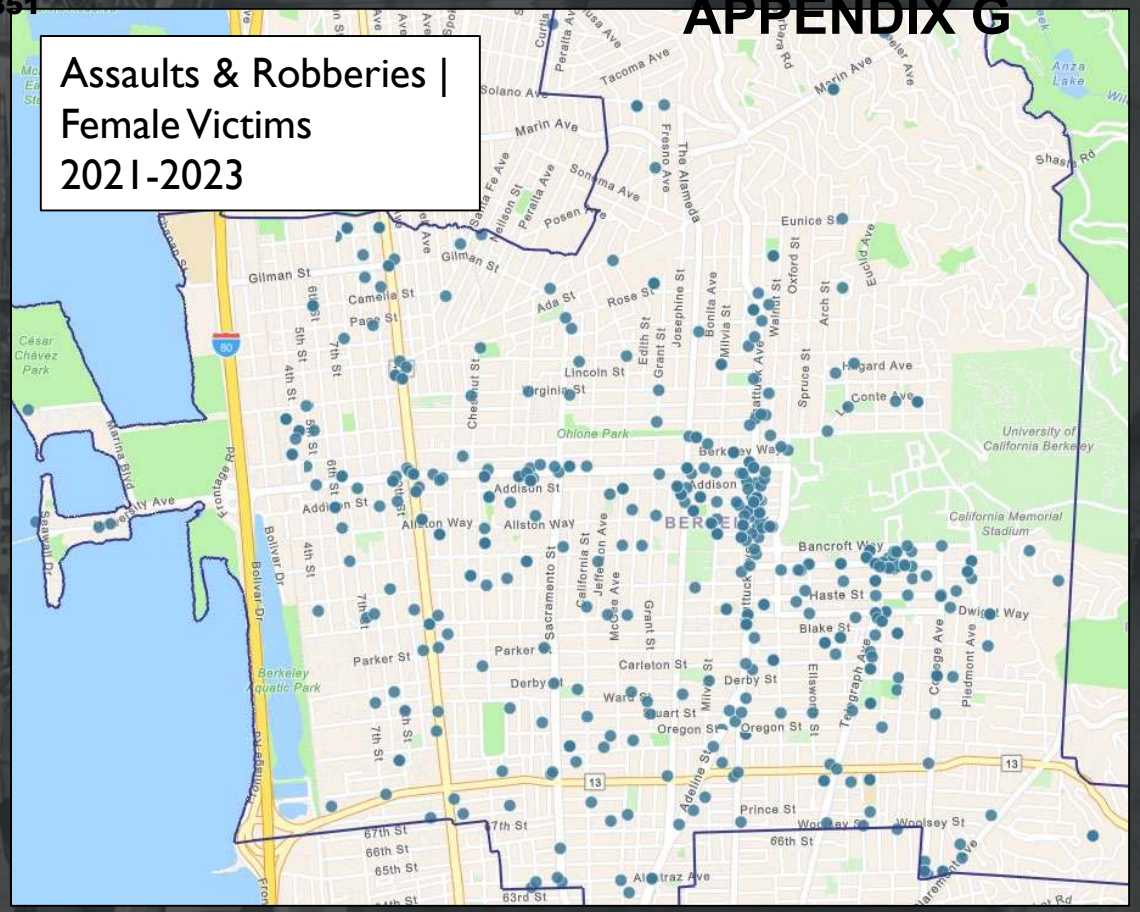


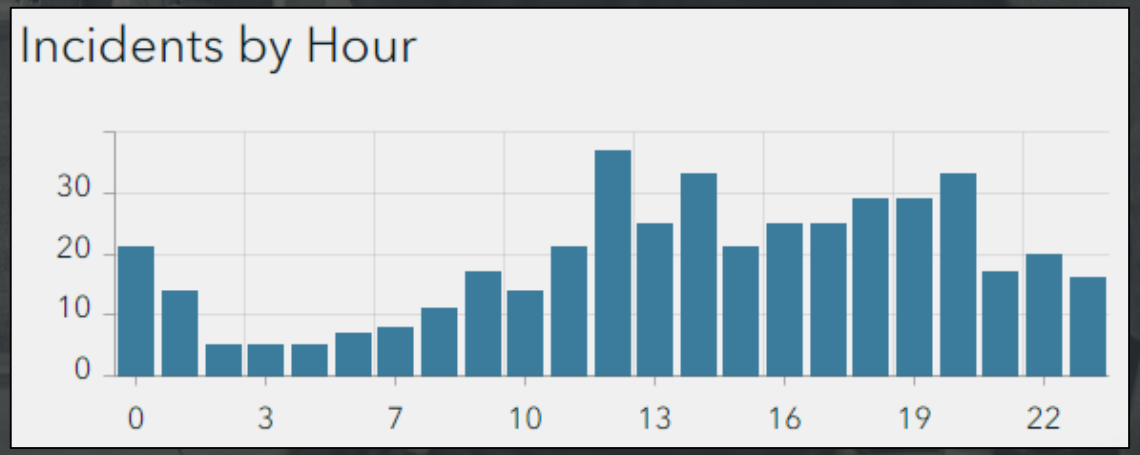
APPENDIX G

ASSAULTS AND ROBBERIES OF WOMEN

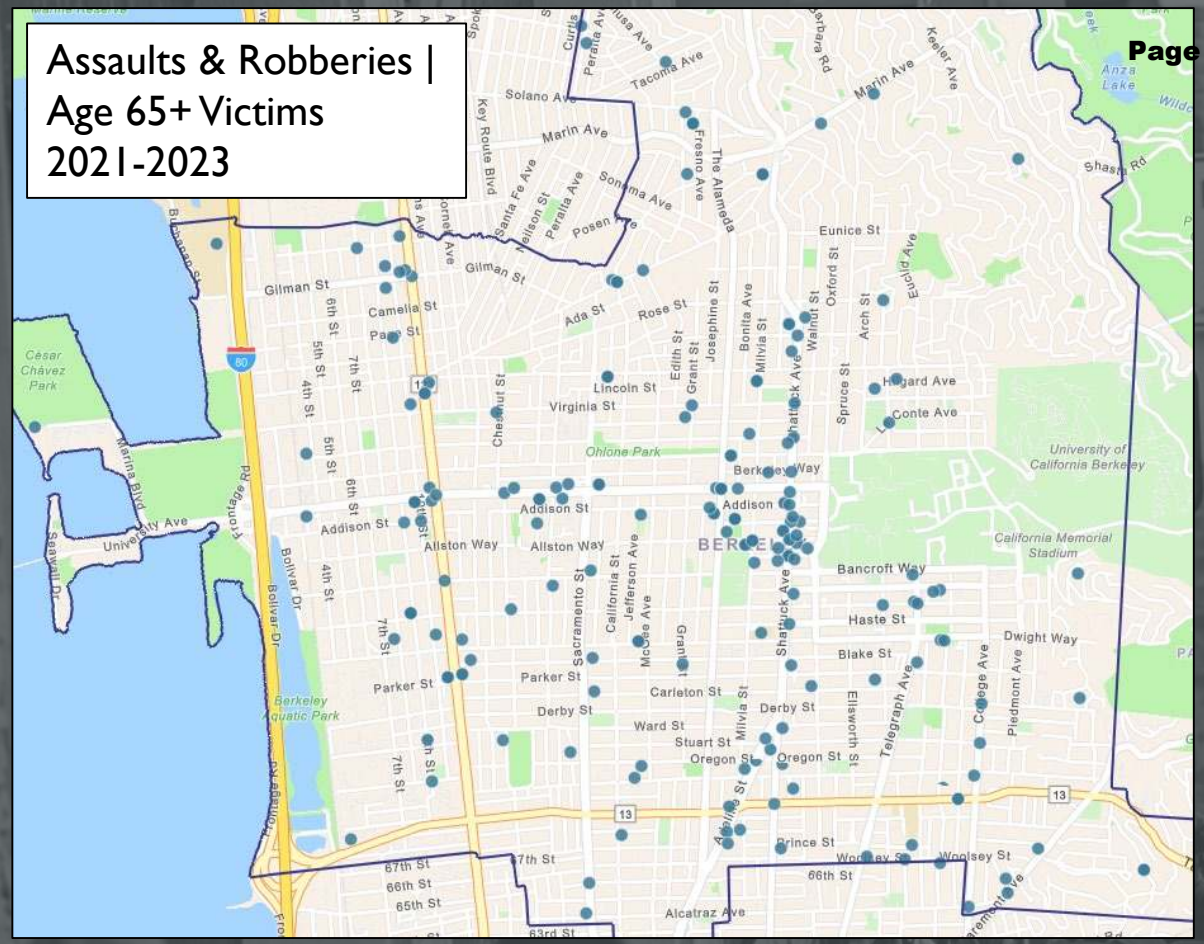
The Downtown area stands out as the primary location for assaults, batteries, and robberies targeting women.

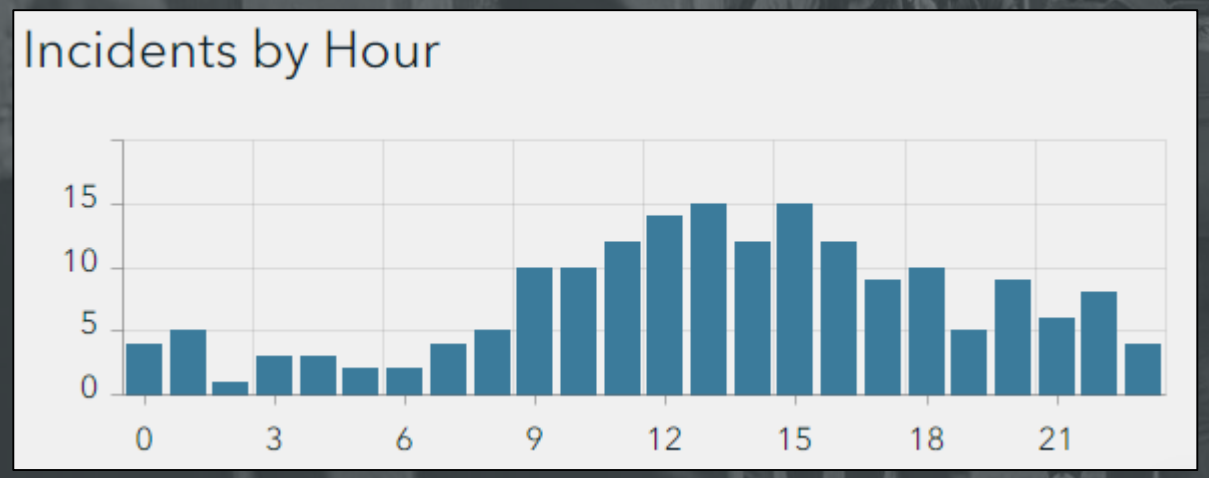
- Crime peaks at lunchtime (11 am-2 pm) with high foot traffic.
- Night (9 pm-2 am) sees high crime with fewer people out.





ASSAULTS AND ROBBERIES OF OLDER PERSONS





Assaults and robberies against older persons reflect general crime patterns.

- Downtown is the focal point for crimes targeting older people.
- Crime surges between 11 am and 2 pm, aligning with peak pedestrian presence.

APPENDIX G

RECOMMENDATIONS

Data-Driven Approach

- Collaborate with Berkeley Police to identify key areas and times for safety escorts based on safety risks to women.

Community Forum

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Community Ambassadors

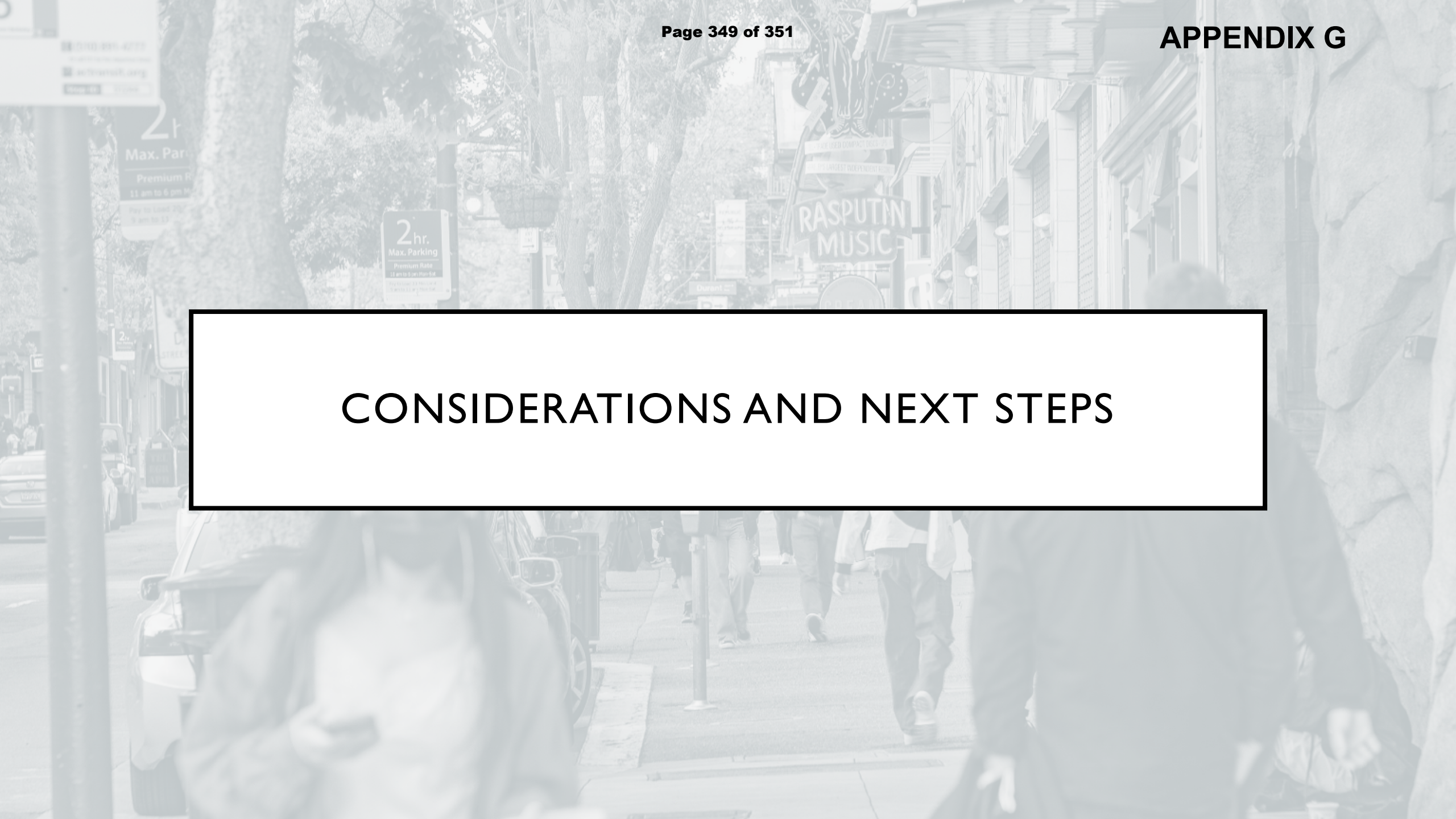
- Implement ambassador-led safety escorts in business areas and adjacent neighborhoods.

Safety Escorts

- Create a safety escort program inspired by the 2003 Respect-BART initiative to counter muggings on Berkeley BART paths.

Ride-share Program

- Explore expanding Go-Go Grandparent for safer rides for women, considering cost-sharing, safe arrivals, and lifting restrictions for Council budget review.

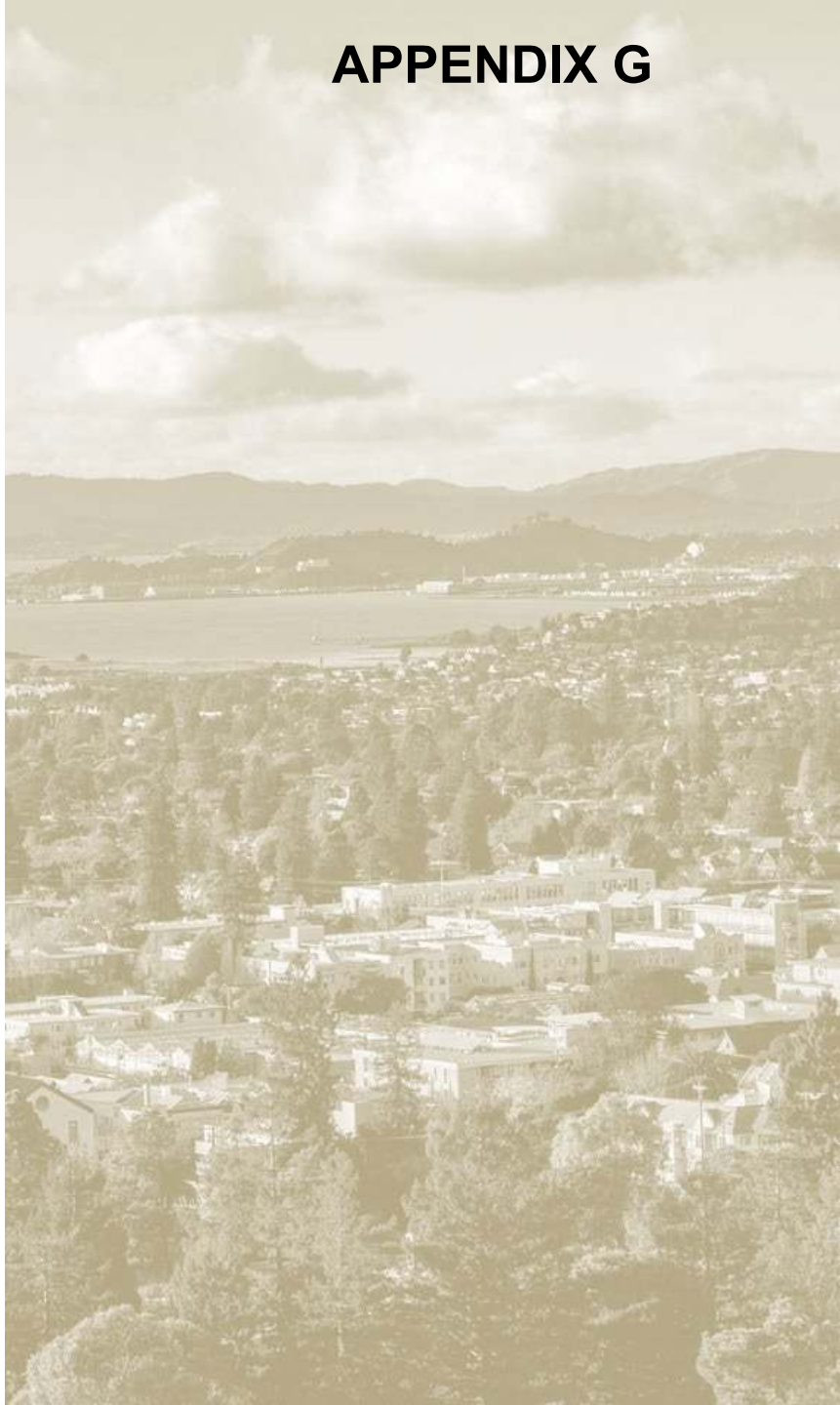


CONSIDERATIONS AND NEXT STEPS

Considerations and Next Steps

- **Considerations:**
  - *Scope of Work*
  - *Implementation Timeline*
  - *Budget Constraints*

- **Next Steps:**
  - *Stakeholder Engagement*
  - *Prioritization of Recommendations*



APPENDIX G



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