

CITY OF RICHMOND
Reimagining Public Safety Community Task Force

Wednesday, May 12, 2021 5:30 PM

[TASK FORCE ZOOM MEETING LINK](#)

This meeting is accessible to people with disabilities*



Members:

Burks, Helene
Cantu, Marisol
Chacon, Eddy
Chacon, Luis
Gosney, Don
Joseph, DeWanda
Joseph, Randy
Kilian-Lobos, Kristin
Lee, James
Lee, Armond
Mangels, Laura
Njissang, Marcus
Schlemmer, Joey
Small, Deborah
Soto, Andres
Therriault, Ben
Tucker, David
Walker, Tamisha
Whitmore, Linda
Williams, BK

ALL TASK FORCE MEMBERS WILL PARTICIPATE VIA VIDEO OR TELECONFERENCE

This meeting is scheduled to adjourn at 7:30 PM. The meeting may be extended by a majority vote of the Task Force members.

I. Call to Order - Roll Call

II. Meeting Procedures

Reference page 2 & 3

III. APPROVE -

March 10, 2021 minutes

March 24, 2021 minutes

April 14, 2021 minutes

IV. Public Comments

V. Staff Reports

VI. Presentations, Discussions, & Action Items

Following discussion of each item, the Task Force may vote to make recommendations to staff or to the City Council.

1. DISCUSS and PROVIDE DIRECTION relative to follow up from May 10, 2021 Task Force Presentation of Recommendations at City Council Meeting.
2. DISCUSS and PROVIDE DIRECTION regarding clarification/confirmation of City Council direction relative to developing budget reduction and whether such reductions were to come solely from the Police Department budget – *Addendum A, B, and C attached*
3. RECEIVE and CONSIDER any updates or additional recommendations from Task Force Subcommittees – *Summary of Recommendations in Addendum D attached:*
 - Accountability as Safety
 - Community Based Solutions
 - Health and Safety
 - Smart Budgeting & Resource Allocation
4. DISCUSS and PROVIDE DIRECTION relative to requests for presentations by Task Force Members – *Sample in Addendum E attached*
5. DISCUSS and PROVIDE DIRECTION regarding potential request for a term limit extension of the Reimagining Public Safety Community Task Force - Board Member(s)

VII. Member Comments

VIII. Action Item Recap

IX. Adjournment

CITY OF RICHMOND
Reimagining Public Safety Community Task Force

Wednesday, May 12, 2021 5:30 PM

[TASK FORCE ZOOM MEETING LINK](#)

This meeting is accessible to people with disabilities*

Scheduled Meetings:

General Meeting - Wednesday, May 26, 2021 - 5:30PM

Staff Liaisons:

Johann Fragd (510) 620-6950 johann_fragd@ci.richmond.ca.us
Guadalupe Morales (510) 620-6553 guadalupe_morales@ci.richmond.ca.us
Stephanie Ny (510) 620-6563 stephanie_ny@ci.richmond.ca.us

continued



MEETING PROCEDURES & INFORMATION

ALL TASK FORCE MEMBERS WILL PARTICIPATE VIA VIDEO OR TELECONFERENCE

CORONAVIRUS DISEASE (COVID-19) ADVISORY

Due to the coronavirus (COVID-19) pandemic, Contra Costa County and Governor Gavin Newsom have issued multiple orders requiring sheltering in place, social distancing, and reduction of person-to-person contact. (See, for example, March 31, 2020 County Order extending the shelter-in-place order until May 3, 2020 and March 19, 2020 statewide shelter-in-place order.) Accordingly, Governor Gavin Newsom has issued executive orders that allow cities to hold public meetings via teleconferencing (Executive Order N-29-20).

Both <https://www.coronavirus.cchealth.org/> and <http://www.ci.richmond.ca.us/3914/Richmond-Coronavirus-Info> provide updated coronavirus information. On April 29, 2020, the Health Officer of Contra Costa County issued a press release to inform the public that regional shelter-in-place orders will be extended through May 31, 2020, as some restrictions are eased.

DUE TO THE SHELTER IN PLACE ORDERS, and consistent with Executive Order N29-20, this meeting will utilize video/teleconferencing only.

How to participate in Public Comment and/or to speak on an agenda item in the meeting:

Written comments will only be accepted via email to recreation@ci.richmond.ca.us by no later than 3 p.m. on the day of the scheduled meeting. The comments will be read at the top of the Public Comment portion of the agenda. Emails MUST contain in the subject line:

1. Public Comments
2. Public Comments agenda item #__ [include the agenda item number].

Emails that do not contain the correct identifying information in the subject line may be overlooked and may not become part of the record. Email received after 3 p.m. will not be read into the record. Email received after 3 p.m. will, however, be posted on-line following the meeting as part of the supplemental materials attached to the meeting minutes.

By Computer, Tablet, or Mobile Device:

Step 1: Tune in to the videoconference at the following link: [ZOOM MEETING LINK](#)

Webinar ID: 965 2016 7477

Passcode: TASKFORCE

Step 2: To comment by video conference, click on the Participants button at the bottom of your screen and select the “**Raise Your Hand**” button to request to speak when Public Comment is being announced or as speakers are called upon at the start of each agenda item. Attendees

will then have two (2) minutes to click the **“Raise Your Hand”** button at that time. Speakers will be called upon in the order they select the “Raise Your Hand” feature. When called upon, you will be unmuted. Speakers are allowed up to one (1) minute on public comment and agenda items. After the allotted time, you will then be re-muted.

By Telephone:

Step 1:

Or iPhone one-tap :

US: +13017158592,,96520167477# or +13126266799,,96520167477#

Or Telephone:

Dial(for higher quality, dial a number based on your current location):

US: +1 301 715 8592 or +1 312 626 6799 or +1 646 558 8656 or +1 253 215 8782 or +1 346 248 7799 or +1 669 900 9128

Webinar ID: 965 2016 7477

Passcode: TASKFORCE

International numbers available: <https://zoom.us/j/96520167477>

Step 2: To comment by phone, you will be prompted to “Raise Your Hand” by pressing **“(star)9”** to request to speak when Public Comment is being announced or as speakers are called upon at the start of each agenda item. Attendees will then have two (2) minutes to click the **“Raise Your Hand”** button at that time. Speakers will be called upon in the order they select the “Raise Your Hand” feature. When called upon, you will be unmuted. Speakers are allowed up to one (1) minute on public comment and agenda items. After the allotted time, you will then be re-muted.

<https://support.zoom.us/hc/en-us/articles/201362663-Joining-a-meeting-by-phone>

Accessibility for Individuals with Disabilities

Upon request, the City will provide for written agenda materials in appropriate alternative formats, or disability-related modification or accommodation, including auxiliary aids or services and sign language interpreters, to enable individuals with disabilities to participate in and provide comments at/related to public meetings. Please submit a request, including your name, phone number and/or email address, and a description of the modification, accommodation, auxiliary aid, service or alternative format requested at least two days before the meeting. Requests should be emailed to bruce_soublet@ci.richmond.ca.us or submitted by phone at (510) 620-6507. Requests will be granted whenever possible and resolved in favor of accessibility.

Record of public comments:

Public comments will be considered a public record, put into the official meeting record. Public comments will be available after the meeting as supplemental materials and will be posted as an attachment to the meeting minutes when the minutes are posted:

<https://www.ci.richmond.ca.us/Archive.aspx?AMID=183>.

To: Johann Fragd

From: Debra Small

Date: 4/28/2021

I had always wondered what was the context for the phrase "reduced police force" in Item I-1: to direct staff to prepare a plan to transition from Richmond's current "community policing" model to a plan conducive to the reduced police force and return to Council with the preferred policing model and a plan for implementation by the end of Fiscal Year 2020/2021. Following discussion on the item, the City Council directed staff to "create a transition accountability task force composed by members of the public, including community organizations, individuals who were impacted by law enforcement, and law enforcement."

When read together with the Agenda Report it is clear the City Council was referring to the current staffing of RPD which has been reduced from the 196 officers considered by the Council as optimal for its 'community policing' model. Since the Council had just voted to cut the RPD overtime budget by \$1million and was not considering adding additional officers - due to budgetary constraints - the charge was to develop a plan that was conducive to the current reduced police force and return to Council with a preferred policing model that would enable RPD to better serve the community with current staffing levels. The report acknowledged that some percentage of the services police provide can be provided more efficiently and compassionately through community based programs. This suggests to me that the Task Force was charged in part with presenting proposals for moving some services away from RPD but not with reallocating monies away from RPD to finance new or existing initiatives. I'd appreciate it if you and/or Jim Nantell would review these documents and let me know if my interpretation is correct. If so, I think we have to inform the Task Force of this background information and redirect our conversation about budget reallocations. Thanks in advance for your attention and response.

Peace

Deborah Small



CITY COUNCIL

AGENDA REPORT

DATE: June 30, 2020

TO: Mayor Butt and Members of the City Council

FROM: Councilmembers Jael Myrick & Demnlus Johnson

SUBJECT: COMMUNITY POLICING MODEL

STATEMENT OF THE ISSUE:

Many cities are currently looking at different models of policing in response to the current movement that is demanding municipalities to change priorities as it relates to public safety. Determining how we address these issues here in Richmond can not only improve relations between police and our community but also provide the savings necessary for Richmond to solve its structural budget issues.

RECOMMENDED ACTION:

DIRECT staff to prepare a plan to transition from Richmond's current "community policing" model to a plan conducive to the reduced police force and return to Council with the preferred policing model and a plan for implementation by the end of FY2020/2021. Councilmember Myrick (620-6636) and Councilmember Demnlus Johnson (620-6568)

FINANCIAL IMPACT OF RECOMMENDATION:

The Police Department currently represents 40% of the City's annual budget. By transitioning to a Policing model that works with a smaller staffing, we could potentially save millions of dollars.

DISCUSSION:

The City of Richmond continues to face a long-term structural deficit. While we've found ways to close the \$29.9 million budget gap for the coming fiscal year, we know that more substantial decisions will need to be made to bring our budget into structural balance. In addition, a recent movement of people nationally and residents locally are calling on municipalities to reevaluate how we prioritize funding for public safety. This movement correctly asks municipalities like Richmond to consider how large police budgets take resources away from more preventative programs and how some percentage of the services police provide can be provided more efficiently and compassionately through community based programs.

In addition, our budget for the coming fiscal year reduces overtime by \$1 million while not adding any additional officers. This is a recipe for failure unless our policing model is changed into one that can function with a much smaller police force. The current “community policing” model used in Richmond worked best when we had upwards of 196 officers. Today the Richmond Police Department has less than 150 officers and it is clear we will not be able to afford returning to a force that robust anytime in the near future. This means that to prevent ballooning overtime costs alone it will be necessary for the City of Richmond to change its policing model.

Hence, it is recommended that the City Council receive a presentation regarding different policing models that can be successful with minimum staffing and to direct staff to prepare a plan to transition from Richmond’s current “community policing” model which requires a significant amount of officers to function, to a model that can function well with a substantially smaller force. Staff is directed to return to Council with a preferred policing model and a plan for the transition that can be implemented by the end of FY2020/2021.

Excerpt from City Council Minutes for June 30, 2020 Meeting

COUNCIL AS A WHOLE I-1.

The matter to direct staff to prepare a plan to transition from Richmond's current "community policing" model to a plan conducive to the reduced police force and return to Council with the preferred policing model and a plan for implementation by the end of Fiscal Year 2020/2021 was presented by Councilmembers Myrick and Johnson III. Discussion ensued. (11:00 p.m. – A motion by Councilmember Choi, seconded by Councilmember Myrick, extended the meeting for 30 minutes by the unanimous vote of the City Council). The following individuals gave comments via telephone or e-mail: Edith Pastrano, Valerie Jameson, Loren Rasmussen, Kristin Lobos, Marisol Cantu, Tarnel Abbott, Mike Parker, Don Gosney, Carolyn Graves, Sara Cantor, Jiggy Athingam, Edith Pastrano, Blanca Retano, Cristina Lorenzana, Hipolito Pastrano, Elizabeth Castro, Taylor Kennedy Sadie Egan, Claudia Jimenez, and Ben Therriault.

Further discussion ensued. (11:30 p.m. – a motion by Councilmember Willis, seconded by Councilmember Myrick suspended the rules and extended the meeting to complete Item I-1 by the unanimous vote of the City Council. City Manager Laura Snideman stated that staff could return with options and recommendations on how to facilitate community input for either an ad-hoc committee or a task force.

A motion was made by Councilmember Myrick, cc30Jun2020 Page 5 of 5 ud/prc seconded by Councilmember Willis to approve the item; direct staff to create a transition accountability task force composed of members of the public, including community organizations, individuals who were impacted by law enforcement, and law enforcement. The task force would have access to legally allowable City data, have standing meetings with the city manager and police chief; require the task force to convene within two weeks and report back to the City Council by September 15, 2020, and then monthly thereafter. Councilmember Willis made a friendly amendment to allow the task force to receive legal advice. Councilmember Martinez made a friendly amendment to include community groups, such as Safe Return Project, and RYSE Center. Councilmember Myrick accepted the friendly amendment and also included, but not limited to, members of the Community Police Review Commission, Office of Neighborhood Safety, police department, and Contra Costa County. The motion passed by the following vote: Ayes: Councilmembers Choi, Johnson III, Martinez, Myrick, and Willis. Noes: Vice Mayor Bates and Mayor Butt. Absent: None. Abstain: None. Mayor Butt disbanded the previously approved ad-hoc committee.

Description as shown in Council Adopted Commissions Handbook

REIMAGINING PUBLIC SAFETY COMMUNITY TASK FORCE - transition accountability task force composed of twenty-one members of the public, including community organizations, individuals who were impacted by law enforcement, and law enforcement appointed to help prepare a plan to transition from Richmond's current "community policing" model to a plan conducive to a reduced police force.

As Shown on Task Force Web Page

On June 30, 2020, Richmond City Council heard Item I-1 to direct staff to prepare a plan to transition from Richmond's current "community policing" model to a plan conducive to the reduced police force and return to Council with the preferred policing model and a plan for implementation by the end of Fiscal Year 2020/2021. Following discussion on the item, the City Council directed staff to "create a transition accountability task force composed by members of the public, including community organizations, individuals who were impacted by law enforcement, and law enforcement."

City of Richmond Reimagine Public Safety Community Task Force

Summary of Recommendations

I. Health and Safety Subcommittee

This subgroup focuses on areas of mental and behavioral health, substance abuse, homelessness with an emphasis on public health oriented approaches that are alternatives to traditional law enforcement.

Public Safety Initiative: Homelessness and Unhoused Intervention

SOS! Richmond has opportunity to expand its functions in a three-tiered program approach

- A. Streets Team (community engagement)
 - a. Six teams
 - b. Proposed program expense: \$1,190,907
- B. Shower Power (hygiene and health services)
 - a. 10 events/week
 - b. Proposed program expense: \$627,774
- C. Transitional Villages (transformational support)
 - a. Adult and Family Transitional Villages (2 total)
 - b. Proposed program expense: \$1,585,658

~\$400K in startup costs which would reduce the annual budget accordingly in years to follow

Total Recommended Funding for SOS budget: \$3,404,339 1st Year \$3,004,339 after 1st Year

Mental Health Component

City of Richmond Community Crisis Response Program Proposal

Program Description the Community Crisis Response Program is a community-led program to address crises that are not appropriate for police response. To start, the program will address mental health crises and substance use issues, eventually expanding to support additional community based issues such as domestic conflict, street based conflict, and noise complaints. The program will respond to crises by dispatching a team of community responders (2 mental health/harm reduction specialists and 1 medic) to the scene, where the responders will engage with the participant empathetically and supportively, with a focus on de-escalation. The team will be dispatched by an in-house dispatcher, and calls will be directed to the number 311. All program staff will receive extensive training in de-escalation, mental health first aid, harm reduction, the biological impacts of substance use, and conflict resolution.

Expenses					
Staff	FTE	Year 1	Year 2	Year 3	Total
Dispatcher	4.2 (Y1 and Y2), 8.4 (Y3)	\$315,000	\$315,000	\$630,000	\$1,260,000
Linkage to Care Specialist	1 (Y1 and Y2), 2 (Y3)	\$75,000	\$75,000	\$150,000	\$300,000
Community Responders	8.4 (Y1 and Y2), 16.8 (Y3)	\$672,000	\$672,000	1,344,000	\$2,688,000
Medic	4.2 (Y1 and Y2), 8.4 (Y3)	\$357,000	\$357,000	\$714,000	\$1,428,000
Program Director	1.00	\$85,000	\$85,000	\$85,000	\$255,000
Benefits		\$601,600	\$601,600	\$1,169,200	\$2,372,400
Total		\$2,105,600	\$2,105,600	\$4,092,200	\$8,303,400
Administration					
Professional Services (training)		\$75,000	\$50,000	\$50,000	\$175,000
Outreach		\$150,000	\$50,000	\$50,000	\$250,000
Utilities		\$10,000	\$10,000	\$10,000	\$30,000
Harm reduction supplies		\$10,000	\$10,000	\$10,000	\$30,000
Other operating expenses		\$95,000	\$95,000	\$95,000	\$285,000
Total		\$340,000	\$215,000	\$215,000	\$770,000
Total		\$2,445,600	\$2,320,600	\$4,307,200	\$9,073,400

Gun Violence Prevention and Intervention Component

"The Office of Neighborhood Safety ("ONS") provides and coordinates targeted intervention and prevention services. Proposed outcomes justifying increased funding include an expanded ability to meet ONS priority objectives focused around increasing accessibility and connectivity to culturally competent human, social, and economic services to reduce and eliminate gun violence in Richmond. ONS works closely with RYSE to provide youth mental health services, particularly for those impacted by gun violence. Prevention and intervention collaboration between ONS and RYSE would be expanded through increased funding.

"Current ONS budget (general fund) = \$1,994,534

Recommended additional funding allocation for ONS = \$2,500,000

Total Proposed 2021 ONS budget (General fund) = \$4,494,534(annually)

II. Community Solutions Subcommittee

This subgroup focuses on alternatives to policing for common problems and areas where we need to meet people's needs - e.g. mutual aid, housing counseling and assistance, immigration issues, interpersonal disputes, family reconciliation, and other issues that people often turn to police to address that could be better resolved using community solutions.

Youth Works Proposal

Recommendation: YouthWorks 2021 Proposal - Serving up to 1,000 youth (Potentially including Undocumented/DACAmented Youth)

2020 YouthWorks Budget: \$325,000 (General Fund)

2021 Proposed Re-allocation Fund: \$1,930,150

2021 YouthWorks Proposed Budget: \$2,255,150

Total additional funding recommended = \$1,930,150

Police Policies & Procedures Proposals

Recommendations Regarding Traffic Violation Protocols & Procedures

- A. ○ Require written consent for all vehicle searches pursuant to a traffic stop
- B. ○ Ban Pretextual Stops
- C. ○ Institute a moratorium on traffic fees and fines until March 2022
- D. ○ De-prioritize traffic stops for minor traffic violations that do not impact public safety - e.g. not wearing seat belt, expired registration, failure to signal.
- E. ○ Focus police actions on investigative stops and driving violations related to traffic safety - e.g. speeding, running red light or stop sign, impaired driving.
- F. ○ Consider developing an alternative method of traffic law enforcement led by unarmed civilians.

Recommendation Regarding Community and Integrity-Based Hiring Practices:

- A. Include directly impacted people in police training courses.

III Smart Budget and Resource Allocation Subcommittee

This subgroup focuses on budgetary and other resource allocation issues including support for programs such as Office Neighborhood Safety & Ceasefire, and creating synergy between law enforcement and human services resources.

Proposed Richmond Police Department Budget Reallocation Recommendation

Proposed Investments of Funds		
Program	Current Budget	Proposed Increase
Office of Neighborhood Safety	\$ 1,994,534	\$ 2,500,000
RichmondWorks Summer Youth Program	\$ 375,000	\$ 1,930,150
SOS Street Teams	n/a	\$ 1,190,907
SOS Shower Power	n/a	\$ 627,774
SOS Transitional Village	n/a	\$ 1,585,658
Community Crisis Response Program	n/a	\$ 2,445,600
TOTAL		\$ 10,280,089

Proposed RPD Reallocation of Funds			
Overtime	Current Amount (based on pro rata share of projected amount in 4/17/20 detailed budget)	\$ 3,768,171	
	Proposed Reduction	85%	
	Cost Savings - Overtime		\$ 3,195,398
"Other Pay" (including holiday pay and uniform allowances)	Current Amount (based on pro rata share of projected amount in 4/17/20 detailed budget)	\$ 2,150,734	
	Proposed Reduction	72%	
	Cost Savings - "Other Pay"		\$ 1,548,528
Sworn Officers	Average Salary (based on 4/17/20 detailed budget)	\$ 124,836	
	Estimated Benefits (@ 35%)	\$ 43,693	
	Average Salary & Benefits - Estimated	\$ 168,529	
	Proposed Reduction in Sworn Officers	25	
	Cost Savings - Reduction in Sworn Officers		\$ 4,213,215
Professional Services (including computer software maintenance, animal control services, and other professional services)	Current Amount	\$ 3,949,808	
	Pro Rata Cost Savings - Professional Services		\$ 455,047
Cost Pool (including vehicle replacement and general liability)	Current Amount	\$ 3,422,833	
	Pro Rata Cost Savings - Cost Pool		\$ 394,336
Other Operating Expenses (including building and equipment rentals)	Current Amount	\$ 2,600,587	
	Pro Rata Cost Savings - Other Operating Expenses		\$ 299,607
Asset/Capital Outlay (including computer equipment and furniture)	Current Amount	\$ 607,780	
	Pro Rata Cost Savings - Asset/Capital Outlay		\$ 70,021
Equipment & Contract Services	Current Amount	\$ 511,872	
	Pro Rata Cost Savings - Equipment & Contract Services		\$ 58,971
Utilities	Current Amount	\$ 390,299	
	Pro Rata Cost Savings - Utilities		\$ 44,965
TOTAL COST SAVINGS			\$10,280,089

IV. Accountability as Safety Subcommittee

NOTE: RECOMMENDATIONS FROM THIS SUBCOMMITTEE ARE STILL UNDERVIEW AND NOT CURRENTLY APPROVED BY THE FULL TASK FORCE.

This subgroup focuses on RPD staffing, training, basic processes for departmental accountability including complaints and misconduct.



**Richmond, CA
Reimagining
Public Safety
Community
Task Force**

Recommendation Overview

Agenda

- Overview of the Task Force proposals and budget
- Overview of the process that led to the proposals
- Some key points to clarify and dispel misinformation and attacks
- Discuss your questions and comments as well as what might be missing from your perspective
- Our ask: We ask for your support at City Council for our proposals.

Reimagining Public Safety Community Task Force Recommendations:

The proposed initiatives focus on better addressing key community needs and issues to prevent and better respond to community crises, in a way that reduces over reliance on policing

- 1. Funding for Safe Organized Spaces (SOS) [Funding of \$3,404,339]**
 - a. Homelessness/unhoused support and care
 - b. Shower power, streets team, transitional villages
- 2. Increased funding for Office of Neighborhood Safety (ONS) [addtl. Funding of \$2,500,000]**
 - a. Gun violence prevention and intervention
 - b. Youth mental health support (collaboration with RYSE)
- 3. Funding and implementation of Community Crisis Response Program (CCRP) [Funding of \$2,445,600]**
 - a. Mental health crisis response and support
- 4. Increased funding for Youth Works [addtl. Funding of \$1,930,150]**
 - a. Youth employment
- 5. Traffic Violation Protocols & Procedures Review**

❖ Total Budget Funding: \$10, 280, 089

Homelessness and Unhoused Intervention and Support

- Richmond is facing a “homelessness” crisis, over 1,000 people are living without housing
 - 56% of unsheltered people are Black/African American
 - Housing insecurity reinforces trauma and poverty.
- Proposed outcomes include working to meet a community need for unique care and support, particularly around:
 - homelessness community engagement and outreach
 - hygiene and health support
 - transitional housing for adults and families
- SOS! Richmond has proven to be invested in and is prepared to expand availability of these services in a humanizing, caring, and transformational way



Homelessness and Unhoused Intervention and Support

- SOS! Richmond has the opportunity to expand its functions in a three-tiered program approach
 - Streets Team (community engagement)
 - Six teams
 - Proposed program expense: \$1,190,907
 - Shower Power (hygiene and health services)
 - 10 events/week
 - Proposed program expense: \$627,774
 - Transitional Villages (transformational support)
 - Adult and Family Transitional Villages (2 total)
 - Proposed program expense: \$1,585,658
 - ~\$400K in startup costs that would reduce budget accordingly in years to follow
- Total proposed SOS! budget: \$3,404,339



Gun Violence Prevention and Intervention

- The Office of Neighborhood Safety (“ONS”) provides and coordinates targeted intervention and prevention services
- Proposed outcomes include an expanded ability to meet ONS priority objectives focused around increasing accessibility and connectivity to culturally competent human, social, and economic services to reduce and eliminate gun violence in Richmond
- Recent increased need is among middle-aged community members, as well as all-shift support, and increased support for collaborative work with RYSE Center
- ONS has a proven record

Office of Neighborhood Safety **Richmond 2020**

Firearm Incidents Causing Injury or Death Prevented

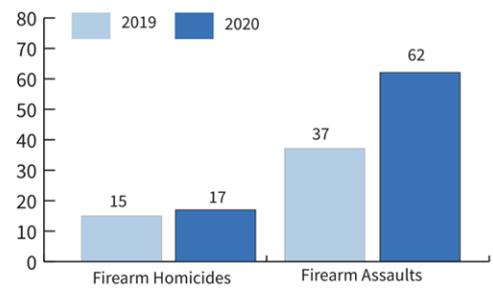
28 Firearm Incidents Prevented **\$12.2-\$28 M** Savings from gun violence interruptions



Gun Violence Reduction Work

- 4,443 Street Outreach + Fellow Contacts
- 7,917 Hours of engagement
- 248 Service referrals
- 28 Imminent gun violence conflicts interrupted
- 88 Community conflicts mediated that could have escalated into gun violence
- 27 Shootings responded to – ONS helped avoid further retaliatory violence

Richmond Firearm Homicides & Assaults | 2019 & 2020



* Cost Estimates from The Public Policy Institute of CA

27 Fellows

Gun Violence Prevention and Intervention for Youth

- ONS works closely with RYSE to provide youth mental health services, particularly for those impacted by gun violence
 - Prevention and intervention collaboration with ONS includes:
 - “Restorative Pathways Project”
 - Trauma-informed case management and individual counseling services for young people harmed by violence
 - Including anger management and restorative justice practices and support
- ONS + RYSE Collaborative team’s capacity is currently limited due to understaffing and budget limitations
 - Increased staffing and counseling providers would meet the need for increased youth mental health support required for intervening in and preventing cycles of gun violence

Gun Violence Prevention and Intervention

- The Office of Neighborhood Safety (ONS) has the opportunity to expand its current functions
 - Current ONS Budget: \$1,994,534
 - Proposed additional budget funding: \$2,500,000
 - \$500,000 allocated for wraparound services for youth impacted by gun violence with RYSE
- Total proposed ONS budget: \$4,494,534



911 Calls that Richmond Police Responded to Last Year:

- 1,664 mental health crises. More than 30 per week on average.
- 1,480 calls for a 'welfare check', about 4 per day.
- 529 calls related to a party.
- 677 "Juvenile Out Of Control or Runaway" calls, about two per day.
- 172 calls about prostitution.
- 82 suicide attempts, or about 7 per month.

Sending police to these situations is not effective and often produces more harm in racist ways.

Create and Invest in a Community Crisis Response Program (CCRP)

24/7 emergency dispatch staff and a team of a medic and a community responder who has mental health training and roots in the community.

CCRP Team responds to mental health and substance use crises, and eventually other situations.

Police only involved when a resident requests it, a threat with a weapon is made, or the team has exhausted de-escalation techniques.

Stand alone 311 phone number will coordinate with 911 dispatch as needed.

Public outreach campaign will educate public about the existence of the program, how to call, and what kinds of situations the program can support.

A Community Oversight Committee will inform the implementation, monitoring, and evaluation of the program.

\$2,445,600 per year

Youth Employment, Skill Building, and Support

- In the midst of the COVID 19 pandemic, youth employment and life skills training experience is an urgent need
- Employment deters youth from the street, and allows opportunities for self-sustainability and preparation for future careers
- YouthWORKS supports systems-involved youth and young adults with unique barriers enter the workforce, and gain career training and planning skills
- Proposed outcomes include expansion of YouthWORKS employment, training, and youth support opportunities
 - Networking
 - Skill-building
 - Experience
 - Unique employment skills and direct experience
- YouthWORKS has a proven track record-- several Task Force public comments have uplifted YouthWORKS' personal impact



Youth Employment, Skill Building, and Support

- 2020 youth served include:
 - Ages of 16-21 interested in pursuing careers in the private, nonprofit and government sectors
 - Underserved Richmond youth (disability, foster, LGBTQIA, homeless, low-income households)
 - 92% came from low income households earning below \$40K
 - 82 participants were below poverty level with the household income of less than \$20K
 - 53.8% female and 49.6% male
 - None of the participants committed any criminal actions during the program



Youth Employment, Skill Building, and Support

- YouthWORKS has opportunity to expand its current functions and reach up to 1,000 youth
 - Current YouthWORKS Budget: \$375,000
 - Less than 200 summer youth jobs x 100 hours
 - Proposed additional budget funding: \$1,930,150
- Total proposed YouthWORKS budget: \$2,255,150
 - 1,000 youth jobs x 100 hours



Traffic Violation Protocols & Procedures Review

- Given historical and contemporary patterns of racial disparities in traffic enforcement, implementation of the following protocols and procedures is recommended:
 - Written consent for all vehicle searches pursuant to a traffic stop
 - Banning Pretextual Stops
 - Institute a moratorium on traffic fees and fines until March 2022
 - De-prioritize traffic stops for minor traffic violations that do not impact public safety - e.g. , expired registration, failure to signal
 - Focus police actions on investigative stops and driving violations related to traffic safety - e.g. speeding, running red light or stop sign, impaired driving
 - Consider developing an alternative method of traffic law enforcement led by unarmed civilians
 - Include directly impacted people in police training courses.
- Modeled after recent policy review in Berkeley, CA and other cities and police departments across the country
- Proposed outcomes include reducing racial disparities in policing, particularly around traffic enforcement

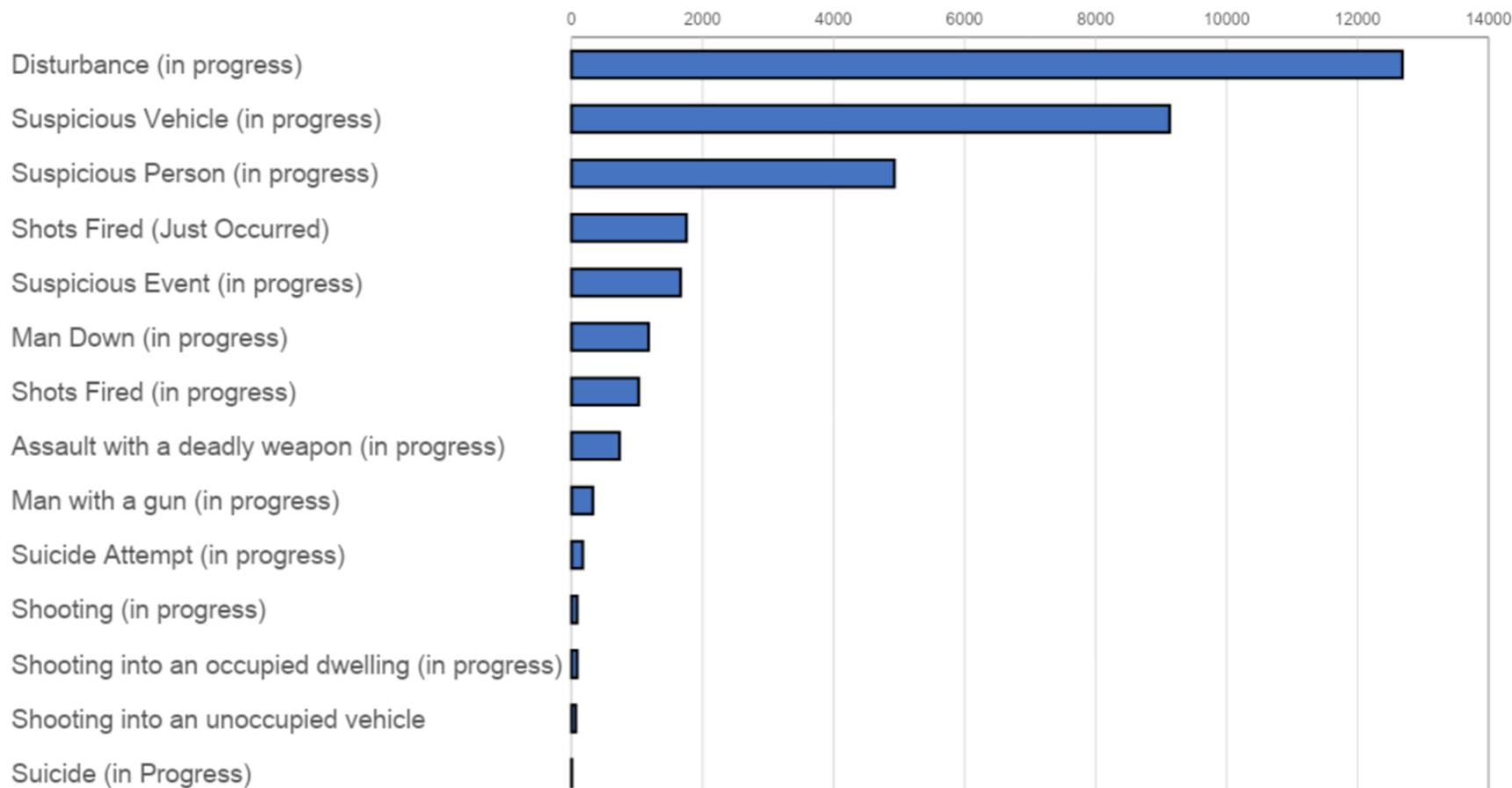
Cost of Proposals

Program	Current Budget	Proposed Increase
Office of Neighborhood Safety	\$ 1,994,534	\$ 2,500,000
RichmondWorks Summer Youth Program	\$ 375,000	\$ 1,930,150
SOS Street Teams	r/a	\$ 1,190,907
SOS Shower Power	r/a	\$ 627,774
SOS Transitional Village	r/a	\$ 1,585,658
Community Crisis Response Program	r/a	\$ 2,445,600
	TOTAL	\$ 10,280,089

Proposed RPD Reallocation of Funds

Overtime	Current Amount (based on pro rata share of projected amount in 4/17/20 detailed budget)	\$ 3,768,171	
	Proposed Reduction	85%	
	Cost Savings - Overtime		\$ 3,195,398
"Other Pay"	Current Amount (based on pro rata share of projected amount in 4/17/20 detailed budget)	\$ 2,150,734	
	Proposed Reduction	72%	
	Cost Savings - "Other Pay"		\$ 1,548,528
Sworn Officers	Average Salary (based on 4/17/20 detailed budget)	\$ 124,836	
	Estimated Benefits (@ 35%)	\$ 43,693	
	Average Salary & Benefits	\$ 168,529	
	Total Current RPD FTEs	217	
	Proposed Reduction in Sworn Officers	25	
	Cost Savings - Reduction in Sworn Officers		\$ 4,213,215
Professional Services	Current Amount	\$ 3,949,808	
	Pro Rata Cost Savings - Professional Services		\$ 455,047
Cost Pool	Current Amount	\$ 3,422,833	
	Pro Rata Cost Savings - Cost Pool		\$ 394,336
Other Operating Expenses	Current Amount	\$ 2,600,587	
	Pro Rata Cost Savings - Other Operating Expenses		\$ 299,607
Asset/Capital Outlay	Current Amount	\$ 607,780	
	Pro Rata Cost Savings - Asset/Capital Outlay		\$ 70,021
Equipment & Contract Services	Current Amount	\$ 511,872	
	Pro Rata Cost Savings - Equipment & Contract Services		\$ 58,971
Utilities	Current Amount	\$ 390,299	
	Pro Rata Cost Savings - Utilities		\$ 44,965
TOTAL COST SAVINGS			\$ 10,280,089

Calls in these categories will likely be reduced by preventative functions of CCRP, ONS, SOS, & YouthWORKS



Origins of the Task Force: Black Lives Matter in Richmond

- In Summer 2020, Richmond residents protested and organized around the fact that Black lives matter
- Richmond residents began to hold public meetings to discuss what “reimagining public safety” could look like, usually with 20-50 participants and hundreds more involved in various capacities over the last 12 months
 - This work has included:
 - surveying over 250 residents about their ideas and interests around public safety
 - Community outreach and engagement via numerous meetings with youth leaders, service providers, member organizations, neighborhood councils, faith leaders, and others to listen and discuss solutions.
- With mass community support and engagement, on June 30th, 2020, Councilmembers Johnson and Myrick moved to create the eventual 21 member “Reimagining Public Safety Community Task Force” to re-envision policing in Richmond and recommend changes to the city council
- **RECOMMENDED ACTION:**
 - “DIRECT staff to prepare a plan to transition from Richmond’s current “community policing” model to a plan conducive to the reduced police force and return to Council with the preferred policing model and a plan for implementation by the end of FY2020/2021. Councilmember Myrick (620-6636) and Councilmember Demnlus Johnson (620-6568)”



Questions?

