

Implementation of the Reimagining Public Safety Task Force Recommendations

JUNE 1, 2021

Background

- Reimagining Public Safety Task Force presented recommendations to City Council on May 10, 2021
- \$10.3M in recommendations
- Proposed funding by reducing the Police Dept. budget by \$10.3M
- City Council directed the City Manager to return with recommendations on how to implement the proposals

Proposal Areas

- Expanding youth employment via YouthWORKS - \$1.98M
- Expanding the Office of Neighborhood Safety - \$2.5M
- Establishing a Community Crisis Response Team - \$2.4M
- Funding Homeless and Unhoused Population Interventions - \$3.4M

Staff Recommendations FY21-22 budget

- YouthWORKS: Increase funding by \$1.98M
- ONS: Increase funding by \$1.6M
- Community Crisis Response: Add \$1M placeholder while implementation plan work continues
- Homelessness and Unhoused Intervention: Fund expenditures totaling \$1M to address homeless and unhoused issues

YouthWORKS

Background

- The City's YouthWORKS program provides workforce development services to Richmond's young people, 16-24
- All participants are from Richmond households
- Households earn no more than 70% of locally adjusted federal poverty rate (\$29,200 for a family of four)

YouthWORKS

Benefits

- Skills development
- Workforce training
- Interview development
- Financial literacy development

YouthWORKS

Increased Funding

- Participant wages & support services ~\$1.5 million
- Payroll taxes, fees, staff costs ~ \$400,000
- Provide up to 500 youth with a job / job training
 - 16-17 y/o: 300 youth x 100 hours x \$15.21/hr = \$456,300
 - 18-24 y/o: 200 youth x 300 hours x \$15.21/hr = \$912,600

YouthWORKS

Staff Recommendation

- Add \$1.9M to YouthWORKS budget for FY21-22 which will fund up to 500 jobs for Richmond youth
- This model will provide youth with more hours and a more impactful experience

Office of Neighborhood Safety

Background

- A non-law enforcement agency whose purpose is to reduce gun violence
- Existing budget ~ \$1.6M
- 8 full-time staff and 8 part-time staff
- 6500 outreach contacts and 7500 hours of service per year

Office of Neighborhood Safety

Benefits to Expanding

- Create new shifts
- Presence in schools
- Having more of a Latinx presence
- Being more involved w/40+ population
- Hire 2 administrative staff + 6 outreach coordinators

Office of Neighborhood Safety

Implementation Considerations

- New organizational chart
- Establish classifications & compensation
- Hire and onboard new staff
- Engage in conversations with community partners
- Work with West Contra Costa Unified School District

Office of Neighborhood Safety

Staff Recommendation

- FY 2021-22: \$1.6M allocation due to the time required to implement changes
- Future Years: \$2.5M allocation

Community Crisis Response Team

Background

- Task force proposal includes developing a Community Crisis Response Team
- Address mental health crises and substance use issues
- Expand to domestic & street conflict and noise complaints
- Team of 2 mental health/harm reduction specialist + 1 medic
- Standalone dispatch center

- Unlike the first two programs, program doesn't currently exist.

Community Crisis Response Team

Implementation Considerations

- Preliminary review of costs indicate they may be under-budgeted
- Where the call center would be housed
 - Facilities, computer & phone equipment, furniture costs unknown
- Acquisition of 311 line & potential for confusion with existing 311
- Acquisition of vehicle and associated costs
- Development of professional training standards
- Development of performance standards and outcomes

Community Crisis Response Team

Expansion or Tailoring of Existing Resources

- County operates 4 Mental Crisis Response Teams and 4 Mobile Response Teams (adding 1 more by fall)
- May be possible to contract with them for an exclusive service contract
- Another scenario includes utilizing the current Dispatch center and housing a team at a fire station

Community Crisis Response Team

Staff Recommendation

- In order to implement such a program effectively, staff needs more time to work with the Task Force
- Explore and research all options
- Staff recommends setting aside \$1.0M in funds for FY21-22

Homeless and Unhoused Intervention

Background

- A significant amount of the proposed funding is in response to the needs of homeless and the impacts associated with the large number of homeless in our community.
- The Task Force recommended that approximately \$3.4M be allocated to Safe Organized Spaces Richmond (SOS! Richmond) to implement:
 - 1) Streets Team for Community Engagement;
 - 2) Shower Power for Encampment Infrastructure; and
 - 3) Adult and Family Transitional Villages.

Homeless and Unhoused Intervention

Implementation Considerations

- City procurement policy – need to issue a Request for Proposals
- Coordination and input from City's Homeless Task Force and ad-hoc committee
- Due to the magnitude of the funding, staff recommends funding a strategic plan

Homeless and Unhoused Intervention

Strategic Plan

- Staff recommends funding a strategic plan to set goals and priorities, reach consensus, craft needed action, and identify resources, including partnerships for implementation.
- Identify include short-, mid-, and long-term strategies
- Develop performance measurements to evaluate effectiveness and outcomes
- Allows for collaborative input from the City's Homeless Task Force, County staff, and the public

Homeless and Unhoused Intervention

Staff Recommendation

- Recommend funding \$1M in FY21-22 to support the development of a strategic plan (\$150,000) plus immediate short-term and longer-term efforts:
 - A. \$500,000 - Richmond Rapid Response (R3F) fund for rent assistance and to assist the unhoused community
 - B. \$50,000 for SOS! for expanded shower services at Rydin and Castro Street encampments
 - C. \$100,000 for additional security for HCEB Safe Parking Program (SPP)
 - D. \$75,000 for lighting at Rydin Road and Castro SPP sites
 - E. \$75,000 for case management for Scattered Sites Safe Parking
 - F. \$50,000 for consultant to evaluate & plan for sites for transitional village

Overall Funding Recommendation

- Incorporate \$5.58M into the FY21-22 budget to fund these programs
- Reduce the Police Department budget by \$2.3M
- Use \$1.63M from American Rescue Plan Act
- Use \$1.3M of estimated excess funding from current fiscal year (FY21)
- Use \$350,000 of housing in-lieu fees and low-moderate housing funds

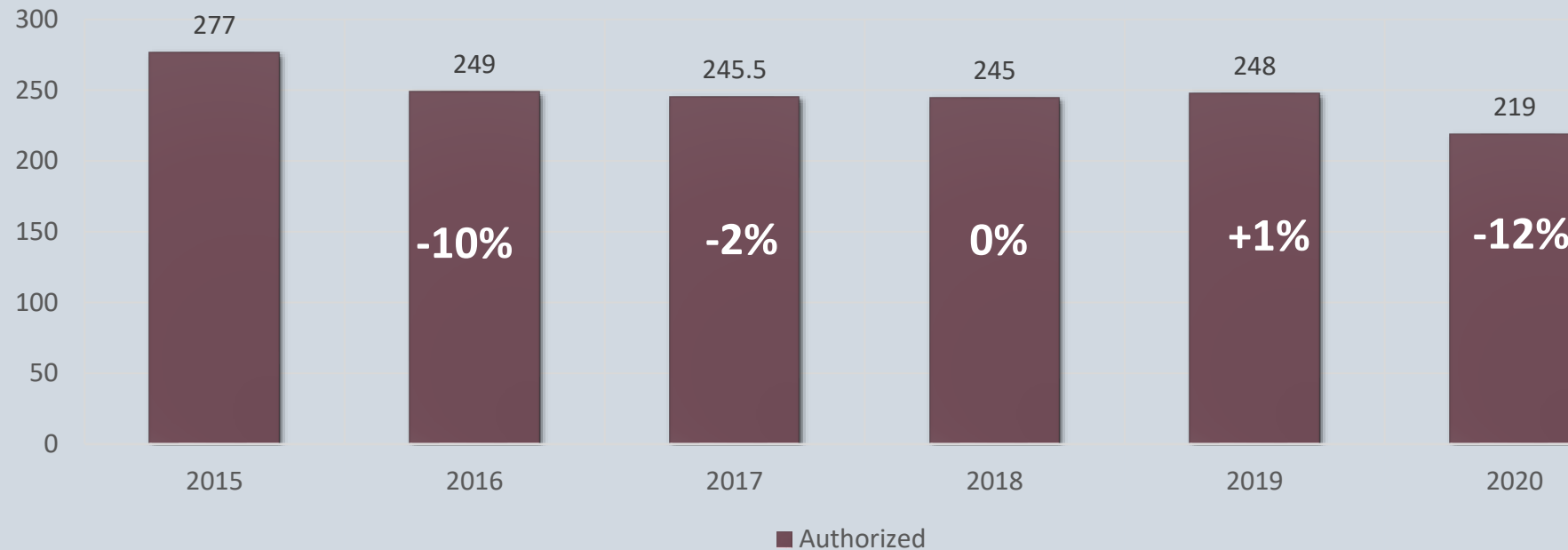
Police Department Impacts

- Task Force recommended \$10.3M in cuts to the police department
- Various factors make it difficult to fully utilize \$10.3M next fiscal year
- Impacts of a potential \$10.3M reduction

Strategy to Achieve Budget Reduction

- Staff reductions
 - 35 sworn Police Officer positions
- Contracts
- Elimination of Units
 - Traffic
 - Community Violence Reduction Team
 - Regulatory Unit

Other Impacts



From 2015 to 2020, the number of authorized sworn positions was reduced by 21%.

Staffing

- Current Staffing/Revised Staffing
- Attrition (Normal vs Dysfunctional)
- Hiring Challenges
- Investment in Current Staff

Community Impacts

- Reduced Response to Calls for Service
- Emergency Calls
- Longer Response Times
- Investigations
- Quality of Life
- Community Events/Meetings/Activities

Recommendation

- Continue reorganization in progress
- Reallocate funding for 10 vacant positions
- Identify reasonable timeline for transition to other service providers
- Implementation/evaluation plan
- Identify alternate funding sources

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