



Office of the City Manager

CONSENT CALENDAR

January 21, 2025

To: Honorable Mayor and Members of the City Council

From: Paul Buddenhagen, City Manager

Submitted by: Jen Louis, Chief of Police

Subject: Contract - Benchmark Analytics for Early Intervention System Platform

RECOMMENDATION

Adopt a Resolution authorizing the City Manager to execute a contract and any amendments with Benchmark Analytics (Contractor) to provide a cloud-based Early Intervention System (EIS) platform from February 3, 2025 to February 3, 2027, in an amount not to exceed \$200,000 with an option to extend for two additional years, for a total contract amount not to exceed \$400,000.

FISCAL IMPACTS OF RECOMMENDATION

These services will be funded by the General Fund in an amount not to exceed \$200,000 with an option to extend for two additional years, for a total contract amount not to exceed \$400,000. This software has existing budget approval for \$100,000 per year and there are no new fiscal impacts associated with adopting the attached resolution. Funding for the extension for the additional two years is contingent on funding being approved within the forthcoming Fiscal Year 2027 and 2028 biennial budget.

CURRENT SITUATION AND ITS EFFECTS

The Police Department intends to implement a comprehensive Early Intervention System platform to proactively identify potential issues and support officer well-being and professional development. The current system lacks automated mechanisms for department management to systematically monitor and analyze officer performance data. A modern, data-driven platform will help reduce liability exposure through early detection and intervention. This system reinforces departmental values, particularly our core value of professionalism- demonstrated through progressive training, positive attitude and superior performance.

BACKGROUND

As part of the Department's commitment to the principles of fair and impartial policing, the Department revised Policy 1041 governing the Early Warning System in 2021 to incorporate individual officer stop data. In 2022, Council approved \$100,000 for a consultant to further improve the system. During the RFP process, the Department, the Police Accountability Board and the Berkeley Police Association identified a need to pivot toward a comprehensive cloud-based Early Intervention System platform. Council approved funding for this subscription service as part of the FY25-26 budget process in June 2024.

Internal

In September 2024, the City issued a request for proposals for an Early Intervention System platform. A panel consisting of representatives from the Berkeley Police Department, the Police Accountability Board, and the Berkeley Police Association selected Benchmark Analytics' proposal as the best solution based on their research-based approach, extensive law enforcement experience, and proven platform capabilities.

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

Benchmark Analytics offers a unique, evidence-based Early Intervention System built on research partnerships with the University of Chicago. Their configurable platform will enable BPD to:

- Analyze officer performance data through advanced analytics
- Identify potential issues early through a proven risk assessment model
- Implement targeted interventions and track outcomes
- Maintain comprehensive documentation and reporting capabilities

The platform has proven success in major departments across California and the nation, including the San Jose Police Department, San Francisco Police Department, Baltimore Police Department, and Charlotte-Mecklenburg Police Department. The system's track record in these jurisdictions demonstrates its effectiveness in supporting officer development and risk management in diverse agency contexts.

ALTERNATIVE ACTIONS CONSIDERED

The Department considered both consulting services to improve the current system and early intervention platforms from other vendors. After thorough evaluation, Benchmark Analytics' research-based platform offered the most comprehensive and proven solution for BPD's needs.

CONTACT PERSON

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ATTACHMENTS

1. Resolution

RESOLUTION NO. XX,XXX-N.S.

BENCHMARK ANALYTICS FOR EARLY INTERVENTION SYSTEM PLATFORM

WHEREAS, in accordance with the principles of fair and impartial policing, the Berkeley Police Department revised Policy 1041 governing the Early Warning System in 2021 to incorporate individual officer stop data; and

WHEREAS, in 2022, Council approved funding to improve the Department's early warning system capabilities through external consultation; and

WHEREAS, during the RFP process, and in accordance with the Department's commitment to fair and impartial policing, the Department identified a need for a comprehensive cloud-based Early Intervention System platform to provide automated data analysis and risk assessment capabilities; and

WHEREAS, Benchmark Analytics offers a unique, research-based Early Intervention System platform built in partnership with the University of Chicago and supported by the National Police Early Intervention and Outcomes Research Consortium; and

WHEREAS, the Benchmark Analytics platform will provide BPD with advanced analytics, proven risk assessment models, intervention tracking, and comprehensive reporting capabilities; and

WHEREAS, Council approved ongoing funding for this subscription service as part of the FY25-26 budget process in June 2024; and

WHEREAS, funds are available in the FY 2025 budget in the General Fund.

NOW THEREFORE, BE IT RESOLVED by the Council of the City of Berkeley that the City Manager is authorized to execute a contract and any amendments with Benchmark Analytics (Contractor) to provide a cloud-based Early Intervention System platform from February 3, 2025 to February 3, 2027, in an amount not to exceed \$200,000 with an option to extend for two additional years, for a total contract amount not to exceed \$400,000.

