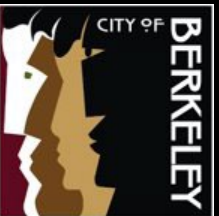




CITY OF BERKELEY *Police Department*

Annual Report

March 18, 2025



2024 Annual Report

Workload

Staffing

Calls for Service

Crime & Investigations

Crime Reports

Clearance Rates

Road Safety & Collisions

Collision Intersections

Primary Collision Factors

Accountability

Stops

Use of Force

Looking Forward



A photograph of two Berkeley Police officers walking down a set of stairs at night. The officer on the left is a woman with her hair in a bun, wearing a dark blue uniform with a star badge. The officer on the right is a man wearing a dark blue uniform, a cap, and sunglasses. They are both carrying equipment on their belts. The stairs have a metal railing. In the background, there are city lights and a red sign with white text that includes 'LE' and '4N'.

Workload

The Berkeley Police Department handled 61,666 calls in 2024 despite operating with fewer officers and dispatchers than authorized, even as 911 calls rose by 9%. New initiatives such as the expanded Community Service Officer program, Automated License Plate Readers, and a strong recruitment drive look to address staffing challenges while building a promising future for community safety.

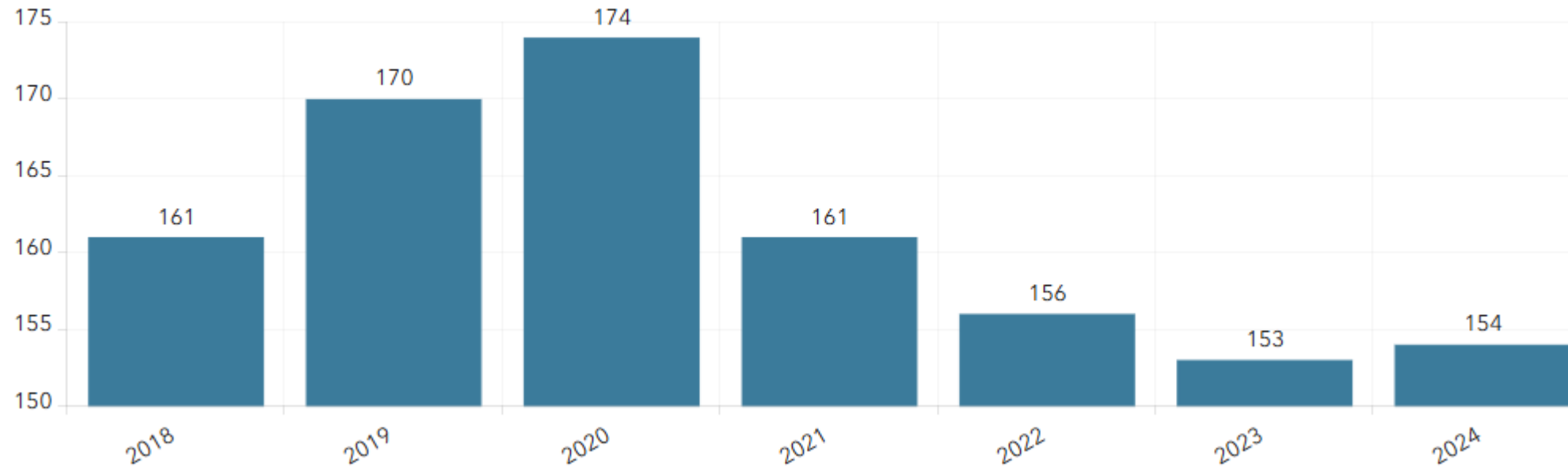
Workload Staffing

Staffing remains a critical challenge, with officer and dispatcher numbers falling short of authorized levels.

- The department employs 154 officers, with 140 available compared to an authorized 181.
- Only 17 dispatchers are on duty of 36 authorized positions.
- Including professional staff, the department has a 19% vacancy rate.

Sworn Staff

Annual Peak Staffing Levels

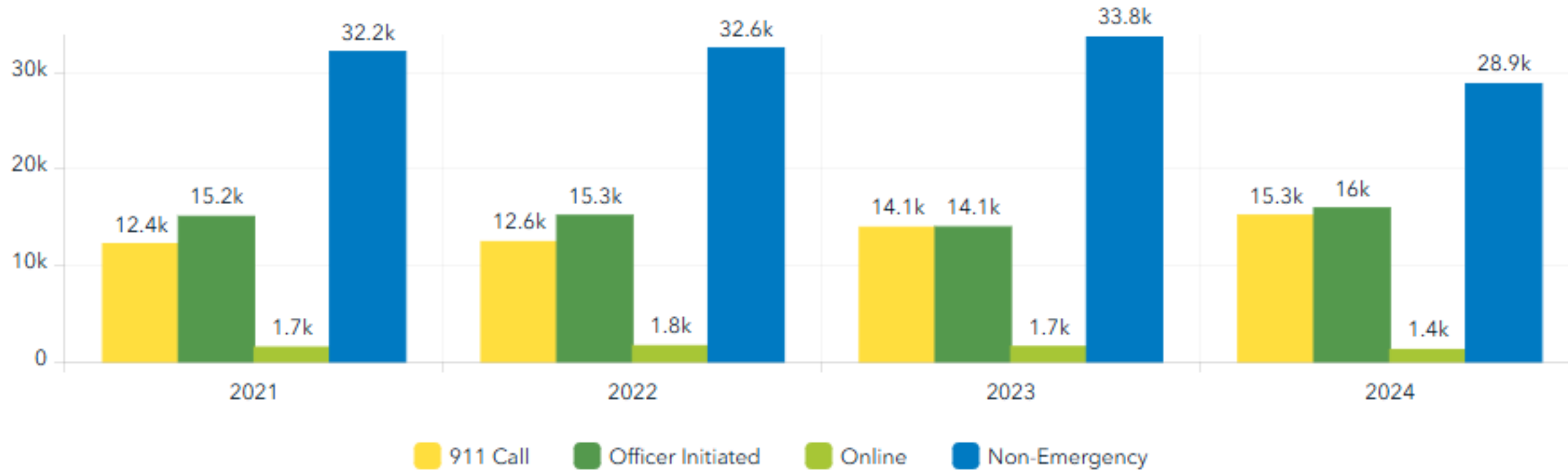


Workload Calls for Service

In 2024, 911 calls reached their highest level in 7 years.

- District 4 recorded the highest call volume, guiding patrol and resource allocation.

Calls for Service
by Call Source



Workload What We've Done

All Star Recruiting has significantly boosted our candidate pool for both sworn officers and support personnel.

- All-Star Recruiting generated a fivefold increase in candidate submissions.
- Joint workgroups with the Berkeley Fire Department are working to make Communications Center operations more efficient.

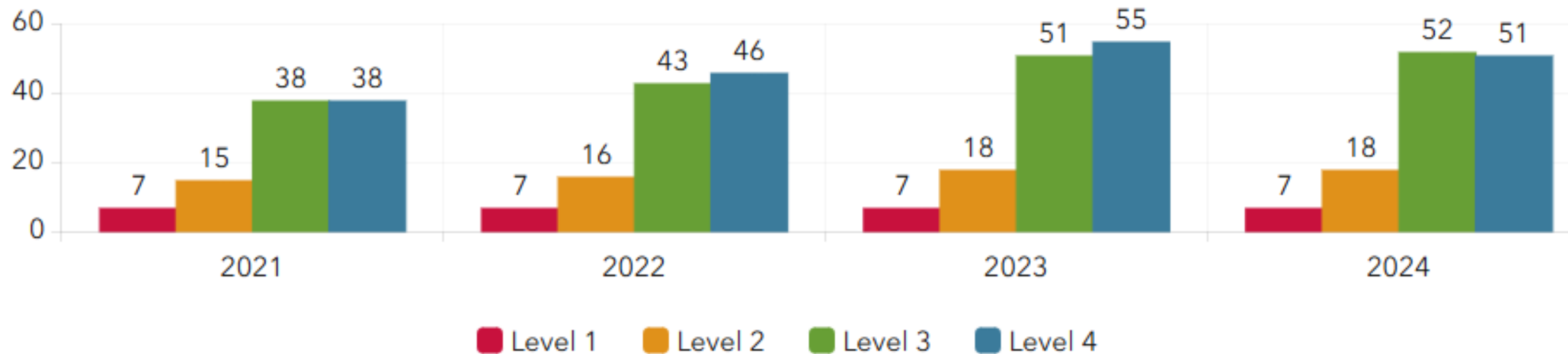


Workload How We're Doing

Response times continue to meet regional benchmarks, with Priority 1 calls answered in a median of 7 minutes.

Median Response Times

First Unit, Minutes



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

Workload What's Next

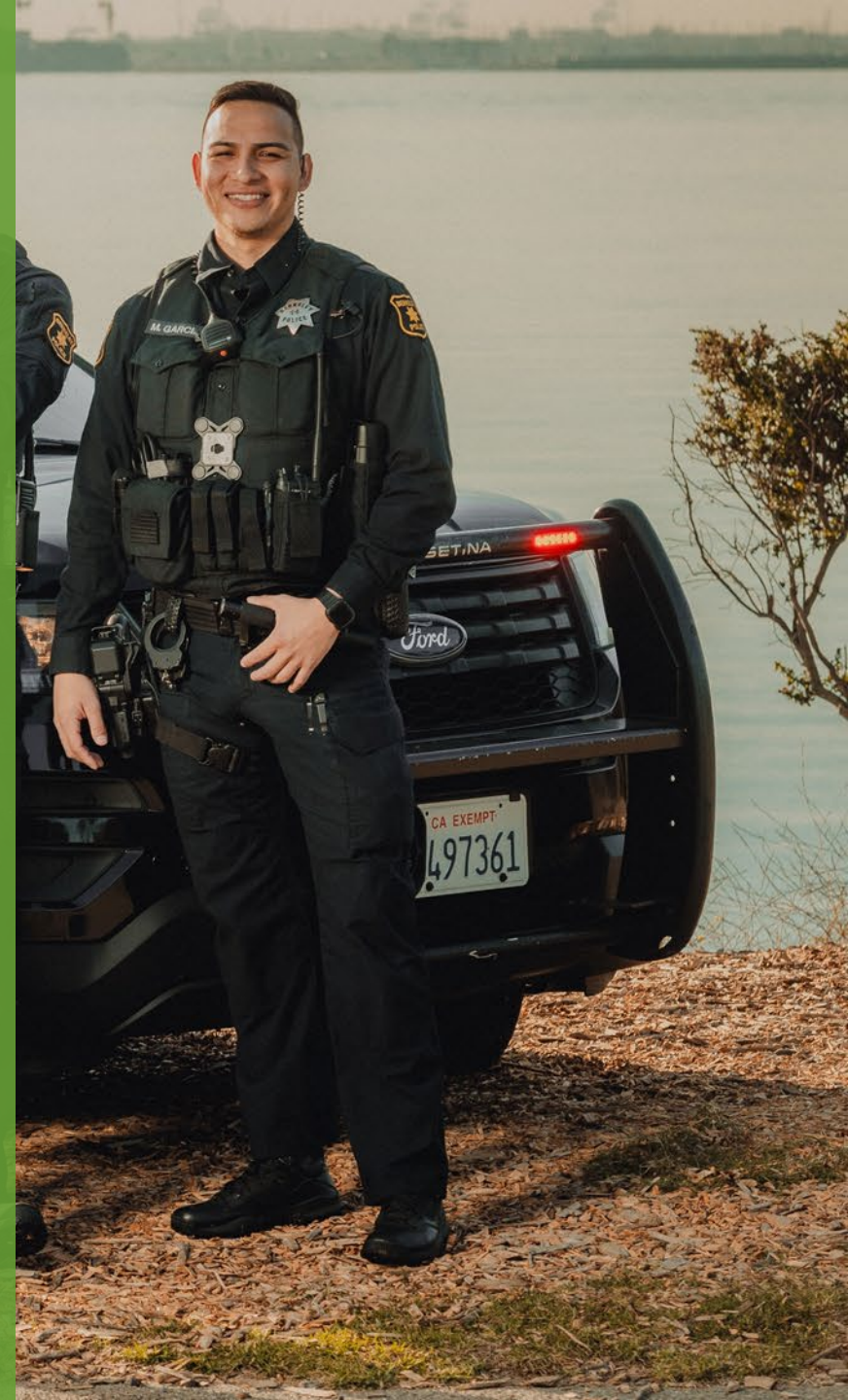
We are placing Community Service Officers into both patrol and investigative roles to bolster service levels.

- A revived CSO patrol program supports non-emergency calls and routine reports.
- CSOs will also assist detectives by collecting field evidence and preparing detailed reports.



Crime & Investigations

Crime trends in 2024 moved closer to historical patterns as shootings, robberies, and burglaries saw marked declines. Department efforts produced solid gains in firearm recoveries and retail theft arrests, while planned fixed camera upgrades promise to further secure public spaces.



Crime & Investigations

Group A Crimes

Crime trends in 2024 show a significant decline in violent offenses as numbers move closer to historical norms.

Crimes Against Persons	2024
Murder	4
Sexual Assault	59
Aggravated Assault	475
Total*	1,789

Crimes Against Property	2024
Robbery	221
Burglary/Breaking & Entering	779
Larceny/Theft Offenses	4,397
Motor Vehicle Theft	1,088
Total*	8,145

Crimes Against Society	2024
Drug/Narcotic Violations	313
Drug Equipment Violations	360
Weapons Law Violation	238
Total*	929

**For a complete count of crime sub-types, please see the written version of the 2024 Annual Report.*

Crime & Investigations

Crimes of Interest

Robberies declined 43% from 2023 to 2024.

- Shootings dropped by 26%, though there were 3 fatal shootings in 2024 up from 2 in 2023.

Robberies	2021	2022	2023	2024
Pedestrian	119	148	205	106
Commercial	118	117	135	97
Home Invasion	8	8	5	2
Bank	6	4	2	1
Carjacking	14	15	39	15
Total	265	292	386	221
By Gun (% of total)	74 (28%)	69 (24%)	111 (29%)	41 (19%)

Shootings	2021	2022	2023	2024
Non-Injury	44	38	24	17
Injury	6	12	8	5
Fatal	0	3	2	3
Total	50	53	34	25

Crime & Investigations

Crimes of Interest

Sexual assaults dropped from historic highs but remain elevated.

- Stolen vehicles have followed a similar pattern.

Property Crimes	2021	2022	2023	2024
Commercial Burglaries	316	435	574	396
Vehicle Thefts	1098	836	1350	1053
Catalytic Converter Thefts	573	847	457	312

Sexual Assault	2021	2022	2023	2024
Felony	57	89	97	78
Misdemeanor	50	81	62	42
Total	107	170	159	120

Crime & Investigations

Crimes of Interest

Anti-Jewish hate incidents have risen significantly, now constituting nearly one-fifth of all hate crimes in 2024.

- Anti-Arab and anti-Muslim incidents represent 6.98% and 4.65% respectively.

Hate Crimes	2021	2022	2023	2024
Race/ Ethnicity/ Nationality	29	24	27	20
Religion	11	3	9	10
Sexual Orientation	2	11	9	14
Gender	0	0	0	0
Disability	0	0	1	1
Total	42	38	46	45

Hate Incidents	2021	2022	2023	2024
Race/ Ethnicity/ Nationality	16	22	24	21
Religion	1	5	19	12
Sexual Orientation	4	4	7	4
Gender	0	0	0	0
Disability	1	0	0	0
Total	22	31	50	37

A background image showing three police officers in tactical gear standing in front of a patrol car. The officers are smiling and appear to be in a field setting. The car has a star emblem on its side.

Crime & Investigations What We've Done

- Gun Violence Intervention & Prevention

- Firearm Recoveries

- Automated License Plate Readers

- Organized Retail Theft Operations

Crime & Investigations

How We're Doing

Clearance rates in 2024 show steady performance with improvements in several key offense categories.

- Homicide clearance remains at 100%.
- Felony sexual assault clearance improved to 33%, and robbery to 34%.
- Much of the increase in theft clearance rate is attributable to this year's retail theft operations.

Clearance Rates	2021	2022	2023	2024
Homicide	100%	100%	100%	100%
Felony Sexual Assault	22%	32%	31%	33%
Robbery	36%	39%	30%	34%
Felony Assault	62%	53%	49%	52%
Burglary	12%	8%	9%	10%
Theft	11%	11%	10%	17%
Stolen Vehicle	9%	12%	11%	12%
Arson	30%	30%	29%	33%

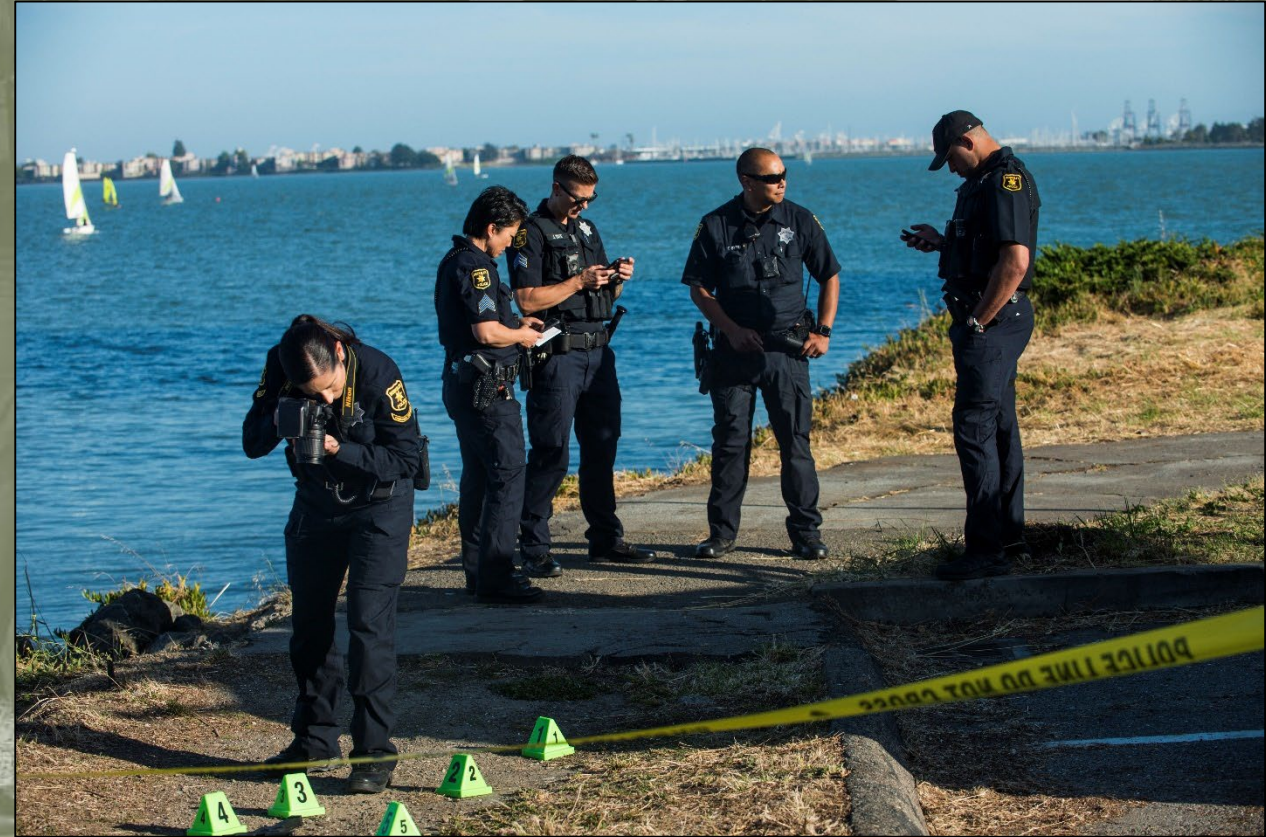
**Here we are a 1-year clearance rate for BPD cases. A 1-year clearance rate is the percentage of cases that were closed within a year of being reported.*

Crime & Investigations

What's Next

Fixed cameras will assist in case clearance and real-time support to emergency response.

- Fixed cameras will be installed in high-foot-traffic areas throughout 2025.
- Upgrades are designed to strengthen both deterrence and evidence collection.
- Continued community partnerships will drive ongoing crime reduction efforts.





Road Safety & Collisions

In 2024, collisions in Berkeley continued recent trends. In 2025, the department will continue its three-pronged strategy as well as boost road safety through stronger Vision Zero partnerships, expanded education for aging drivers, and recurring DUI checkpoints.

Road Safety Totals

Berkeley recorded 877 collisions in 2024, including fatal, injury, and non-injury incidents.

- The overall collision count shows a marginal increase from 2023.
- The figures highlight the ongoing challenges in traffic safety.

Collisions	2021	2022	2023	2024
Fatal Collisions	7	2	0	4
Injury Collisions	431	548	514	559
Non-Injury Collisions	351	346	359	314
Total	789	896	873	877

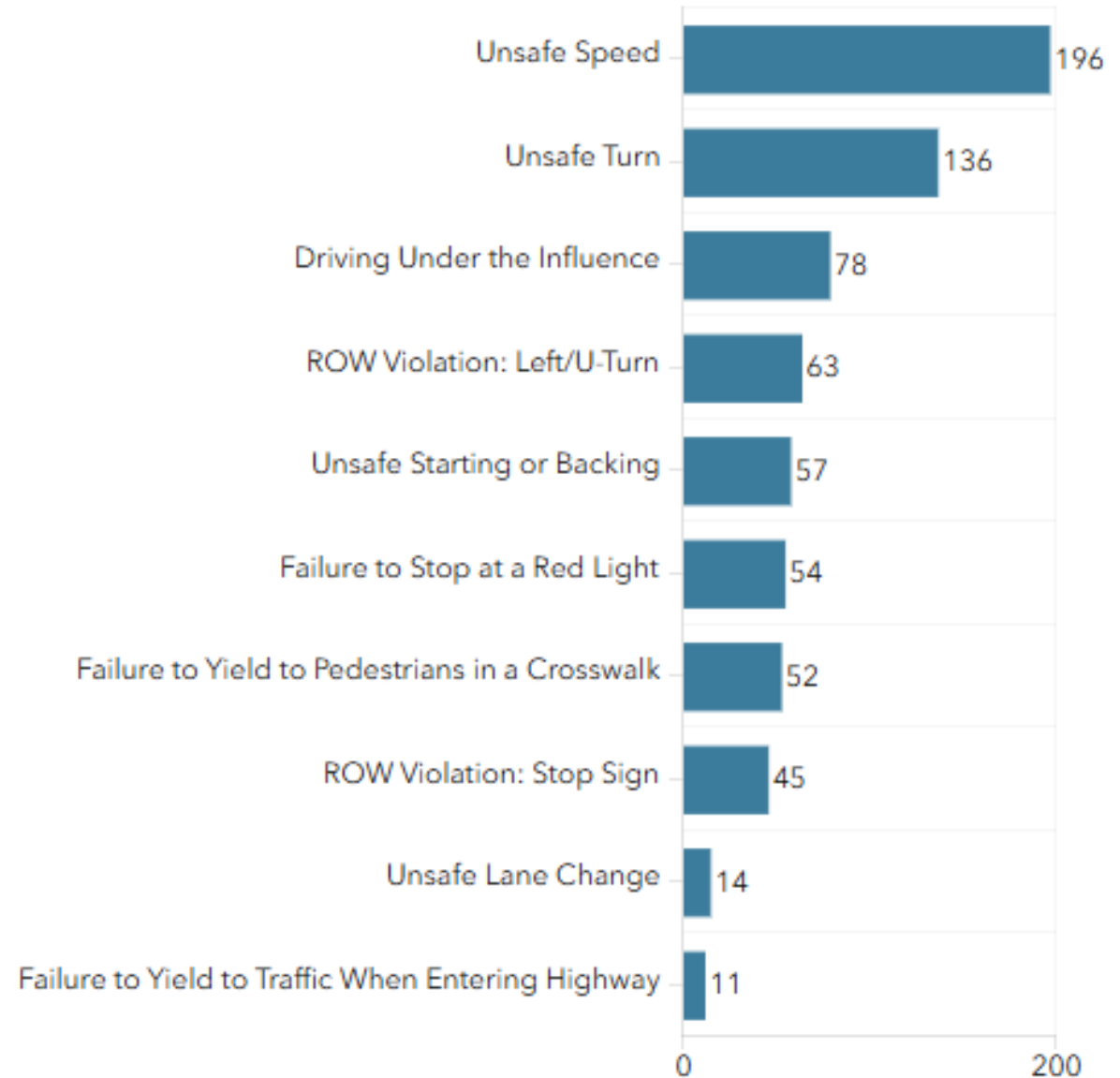
Road Safety

Primary Collision Factors

Speeding continues to be the most frequent primary collision factor, with other factors also contributing significantly.

- Enforcement efforts focused on these factors through targeted traffic operations.
- Data analysis guides resource allocation for high-risk behaviors.

Primary Collision Factors, 2024
All Collisions



Road Safety Intersections

Certain intersections in Berkeley continue to experience a high volume of collisions, requiring focused interventions.

High Collision Intersections	Total Collisions	Injury Collisions	# of People Injured	Serious Injury
Ashby Ave / San Pablo Ave	16	10	17	0
Gilman St / San Pablo Ave	10	8	10	4
Alcatraz Ave / Sacramento St	9	8	11	3
Adeline St / Ashby Ave	8	4	4	1
Ashby Ave / Sacramento St	8	8	11	0
Dwight Way / Shattuck Ave	8	3	6	0
Ashby Ave / Seventh St	8	7	12	2
Addison St / MLK Jr Way	7	3	3	0
Adeline St / Alcatraz Ave	8	5	5	0
Adeline St / MLK Jr Way	7	5	6	0
Bancroft Way / Dana St	7	6	6	2
Dwight Way / Sacramento St	7	6	9	0

Road Safety What We've Done

Drive Safer Drive Longer classes equipped senior drivers with practical safety guidance in 2024.

- Sessions were hosted at North Berkeley and South Berkeley Senior Centers.
- Experts delivered actionable advice on managing health impacts on driving and understanding vehicle safety and DMV licensing procedures.

***Drive Safer
Drive Longer***



Want to know how to keep your driving skills sharp
and stay in the driver's seat?

The Berkeley Police Department, Traffic Bureau experts
have information to share on these topics:

- How health conditions impact driving
- Tips to avoid risky situations on the road
- Vehicle comfort and safety
- DMV licensing procedures and services
- Resources to promote safe driving

Date: Thursday, May 16, 2024

Time: 10:00 AM

Location: North Berkeley Senior Center

1901 Hearst Ave

Berkeley, CA 94709

Please RSVP by calling (510) 981-5980

Funded by a grant from the California Office of Traffic Safety through the National Highway Traffic Safety Administration



TREDs
TRAINING, RESEARCH AND EDUCATION
FOR DRIVING SAFETY

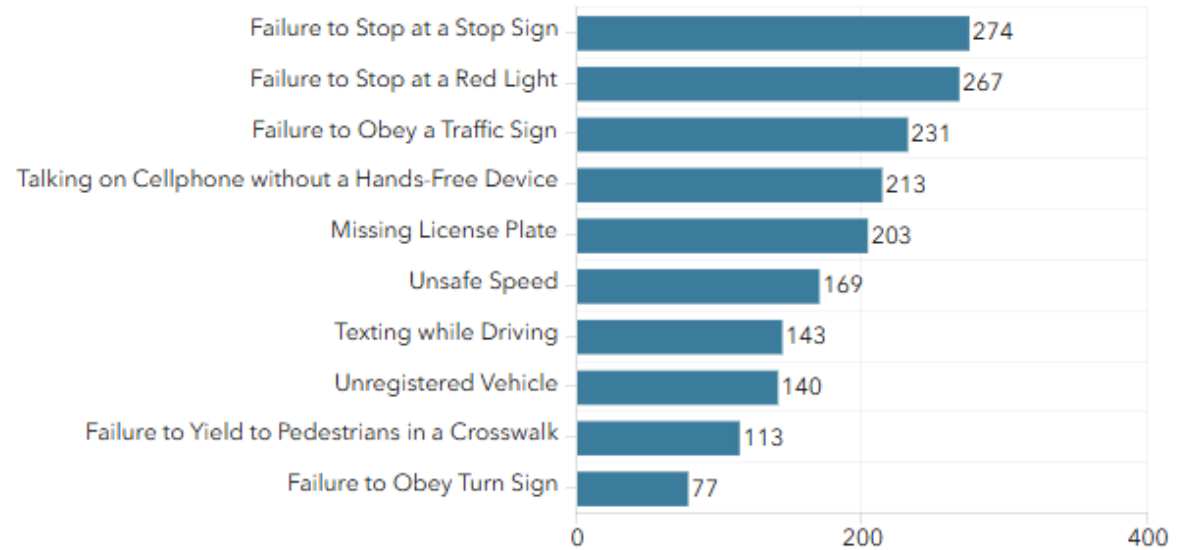
Road Safety

How We're Doing

2024 data shows a strong alignment between stops for moving violations and primary collision factors.

- Texting and cellphone violations are often considered “secondary collision factors”.
- Missing license plate violations are often linked to stolen vehicles and other crimes.

Most frequent vehicle violations



*Excludes stops made in response to calls for service and information-based stops



Road Safety What's Next

Vision Zero Collaboration

High Intensity Traffic Operations

Office of Traffic Safety Grants

Accountability

BPD maintains a dedication to equitable, transparent, and accountable policing practices. This is reflected in our low rates of force, high standards for officer accountability, and ongoing efforts to ensure fair and impartial policing.



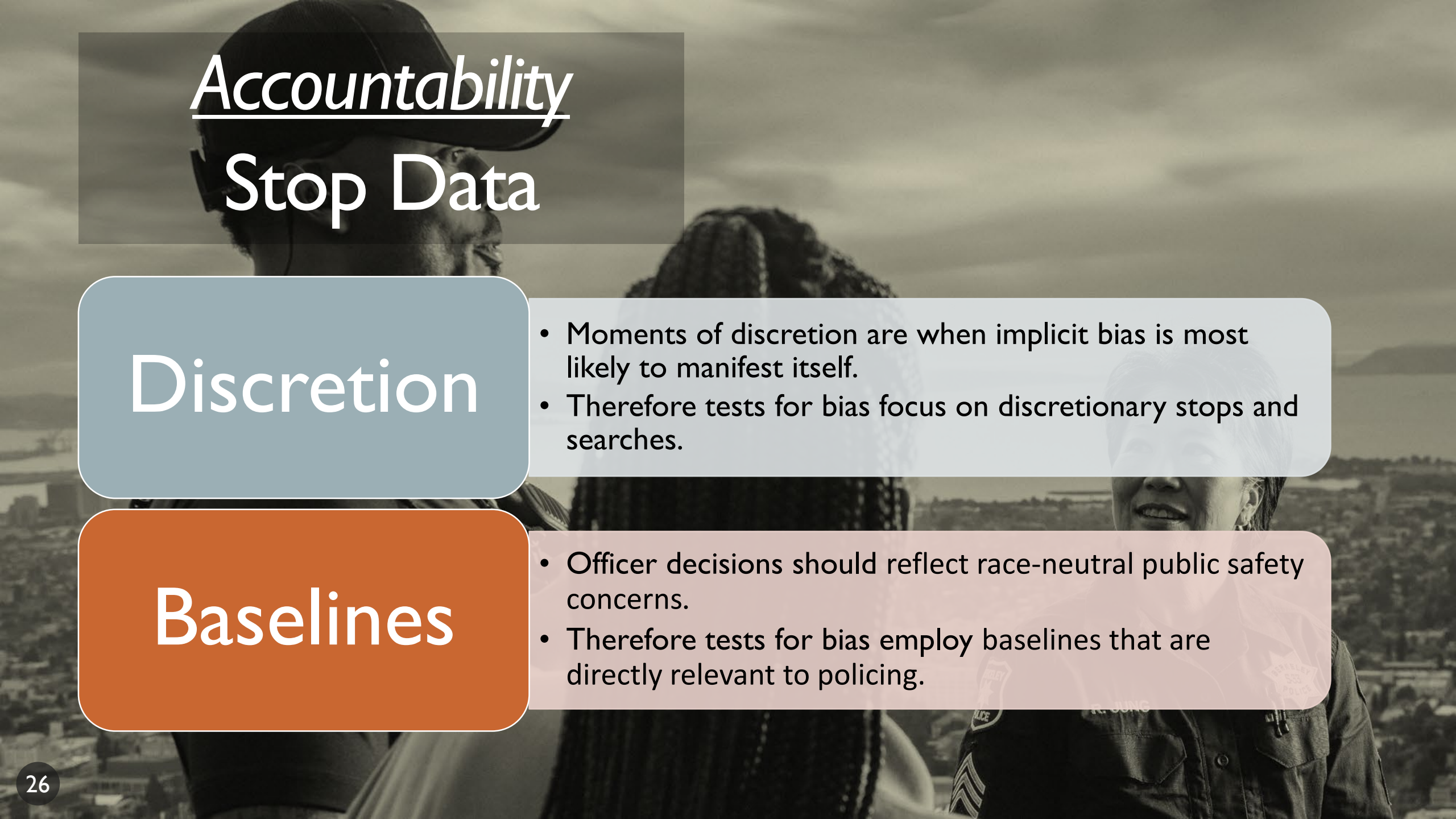
Accountability Initiatives

- Office of Strategic Planning and Accountability

- Early Intervention System

- KIND Training

- Policy Updates



Accountability Stop Data

Discretion

- Moments of discretion are when implicit bias is most likely to manifest itself.
- Therefore tests for bias focus on discretionary stops and searches.

Baselines

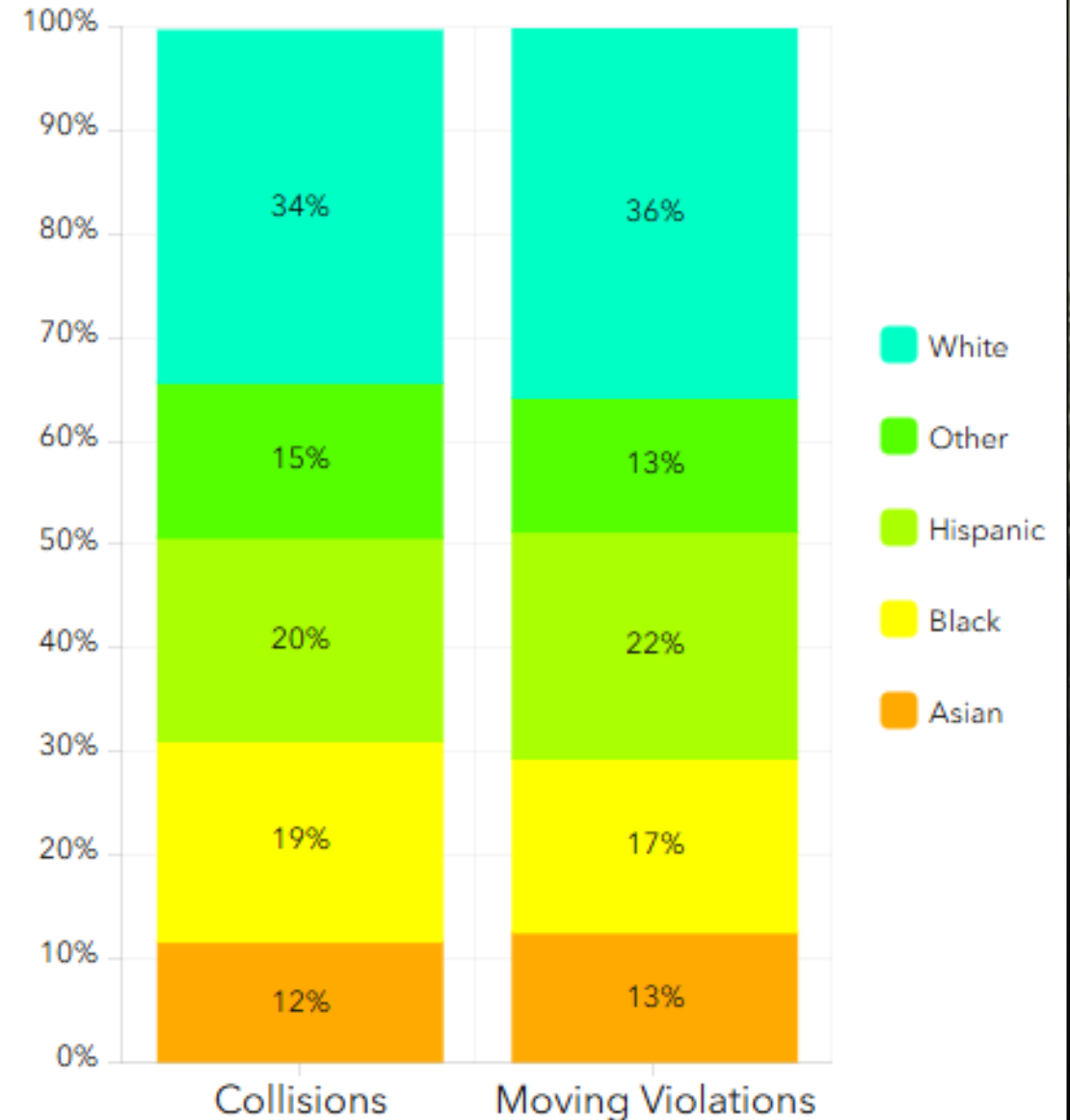
- Officer decisions should reflect race-neutral public safety concerns.
- Therefore tests for bias employ baselines that are directly relevant to policing.

Stop Data Tests for Bias

The demographics of at-fault drivers in collisions and those stopped for moving violations are closely aligned.

- Collision data gives us a representative sample of who drives in Berkeley.
- If officers are making race-neutral decisions to stop, we would expect demographics of those stopped for moving violations to align with demographics of drivers in Berkeley.

Collision and Stop Demographics

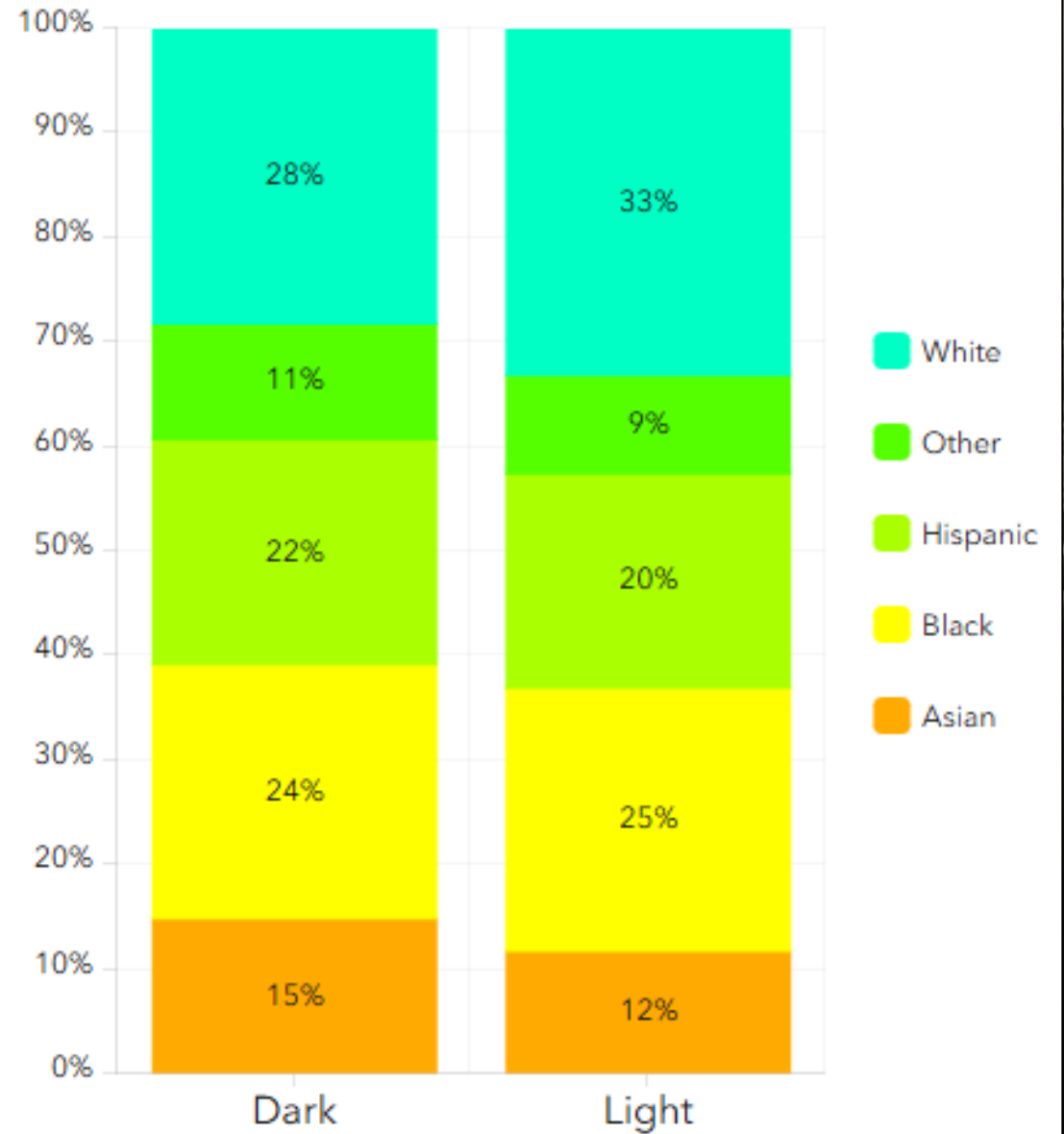


Stop Data Tests for Bias

The demographic profiles of discretionary stops in the light and in the dark are consistent.

- By focusing on times when it can be either light or dark across different seasons, the test aims to isolate the effect of visibility of race on stop demographics.
- If officers are making race-neutral decisions to stop, we would expect demographics of those stopped in the dark to align with demographics of those stopped in the light.

Stop Demographics during Inter-twilight Period

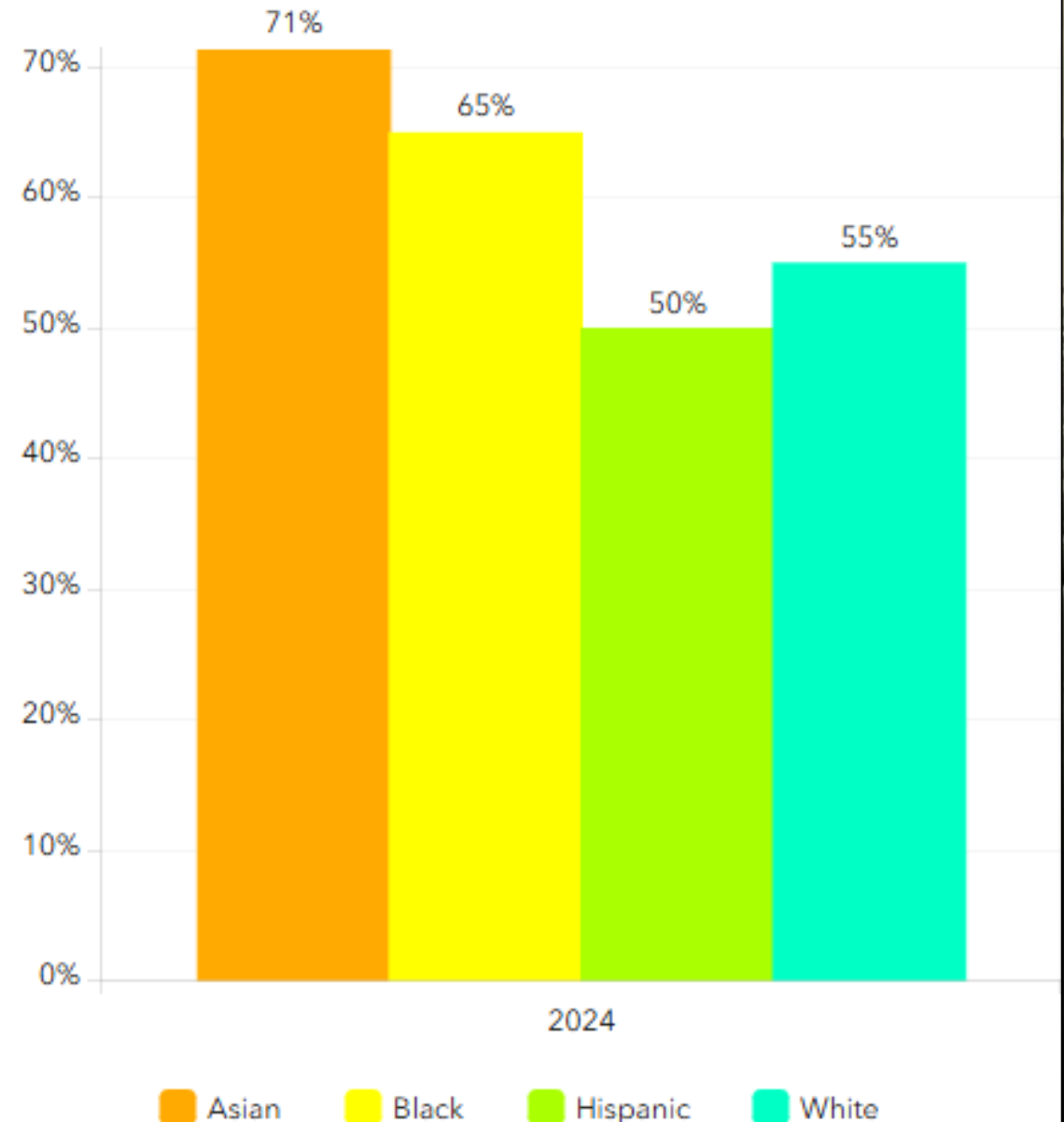


Stop Data Tests for Bias

Search yield rates across racial groups are consistent with race-neutral decision making.

- Yield rate comparisons use all searches as a baseline to compare which searches yield contraband more often.
- If officers are making race-neutral decisions to search, we would expect yield rates to be similar across racial groups.

Discretionary Yield Rate by Race

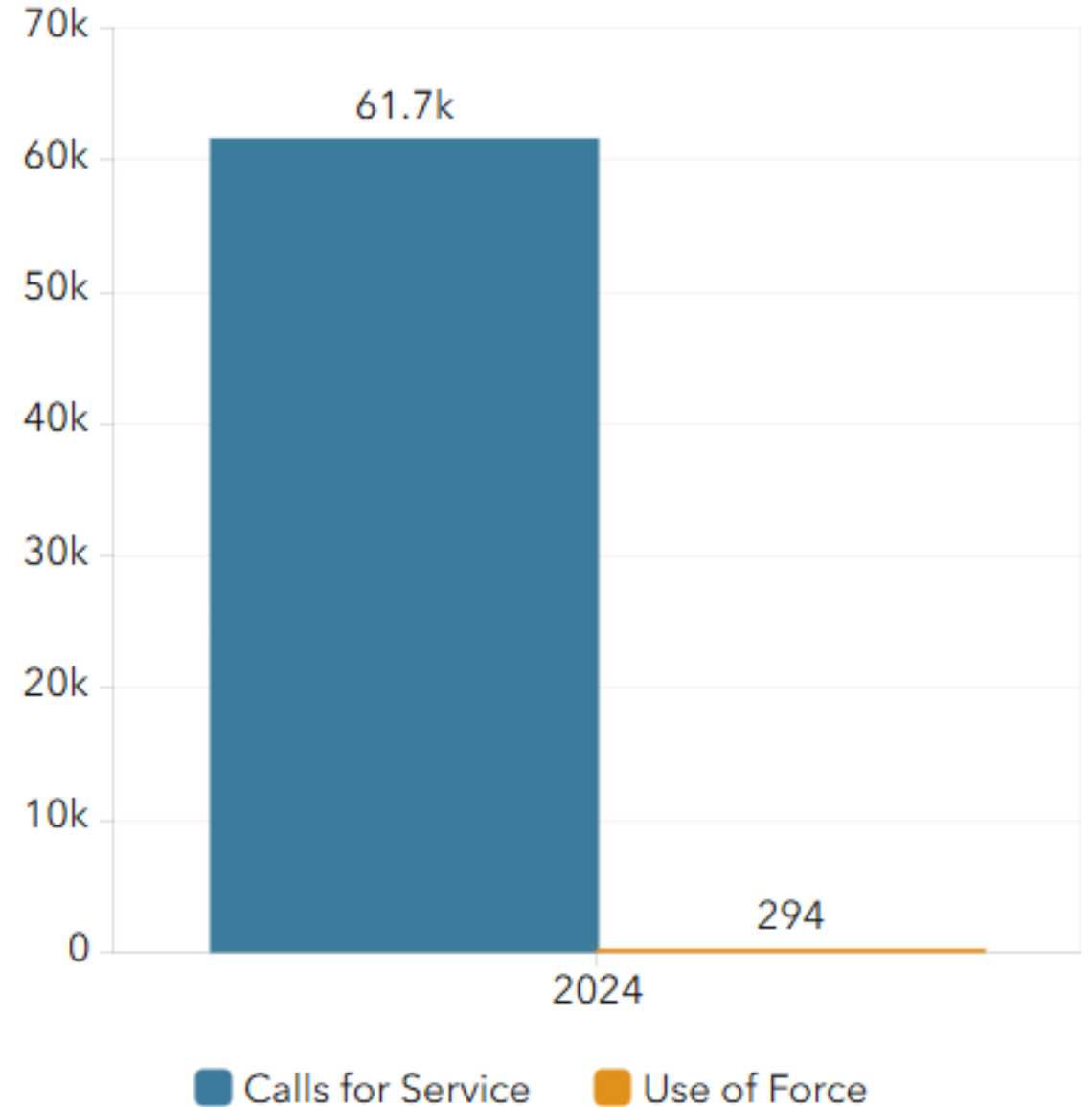


Accountability Use of Force

Use of force incidents were rare and largely involved low-level engagements in 2024.

- Only 0.48% of calls for service resulted in any use of force.
- A mere 0.05% of calls involved force beyond minor discomfort or weapon deployment.

Calls for Service and Use of Force



Use of Force

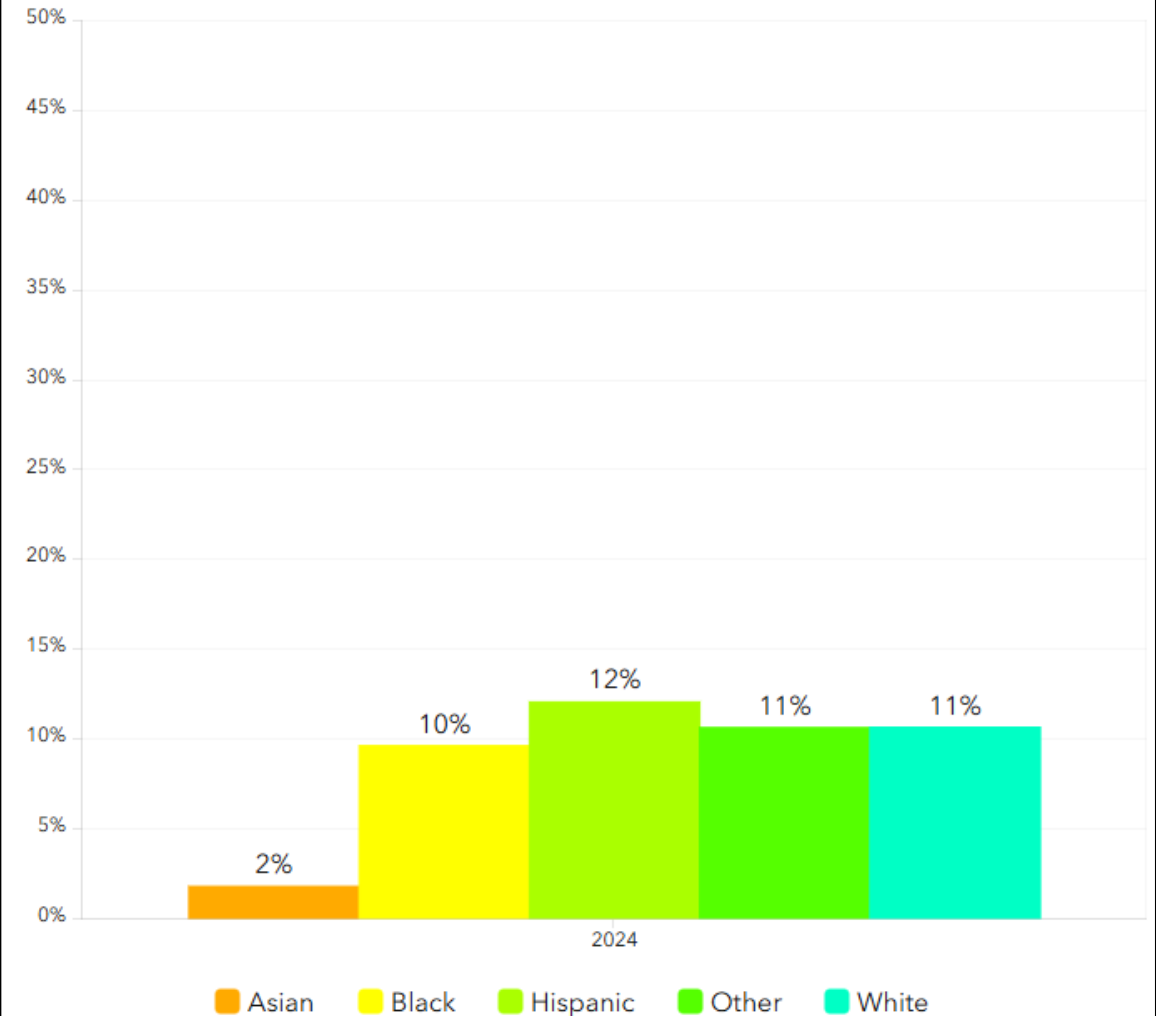
Tests for Bias

Use of force rates across racial groups are nearly equal.

- By using arrests as a baseline, we can isolate the act of arrest as a variable and make a direct comparison across different racial groups.
- If officers are making race-neutral decisions to use force, we would expect use of force rates in an arrest situation to be similar across racial groups.

Arrest Use of Force Rates

All use of Force Levels



A scenic view of a city skyline from a hillside under a blue sky with clouds. The foreground shows lush green trees and a clear path leading down towards the city. The city itself is densely packed with buildings, and the skyline is visible in the distance. The sky is a deep blue with some wispy clouds.

Looking Forward

We build on our achievements to strengthen our core services to the community by refining our practices and embracing modern tools. Our commitment is to deliver responsive, accountable public safety while nurturing lasting trust within our community.