



▶ Roll Call for Introduction

Progressive Policing

BART Board

January 14, 2020



Agenda

- Roll Call for Introduction 20-832
- Progressive Policing at BART & BPD Statistics
- Stakeholder Engagement Process
- Takeaways from the Stakeholder Engagement Process
- Plan
- Program Models and Frameworks at other Organizations
- BART Progressive Policing Organization Chart
- BART Deployment Plan
- Staffing and Budget Implications
- Timeline Goals
- Discussion

Roll Call for Introduction 20-832

"In response to Black Lives Matter, the tragic murder of George Floyd by Minneapolis Police, Bay Area social justice protests and public demand, the Board of Directors requests that the General Manager works with the Board of Directors on an immediate stakeholder process to develop changes to the BART Police model that de-emphasize the use of sworn personnel to respond to homelessness, behavioral health and substance use, among other issues that do not need an armed police response. Recognizing that much has been done to implement progressive and equitable policing practices, we also need to consider a different model of public safety that is more effective and prevents racially biased policing."

Progressive Policing at BART & BART PD Statistics

BART Progressive Policing to Date

- BART Board created a police review committee in 2009
- Established the Office of the Independent Police Auditor in 2011 and BART Police Citizen Review Board in 2012
- Partnered with the Center for Policing Equity (CPE) in 2012
- Created Crisis Intervention Training (CIT) and Community Outreach Coordinator positions in 2014
- One of the first transit agencies to implement the use of body-worn cameras for all officers in 2013



BART Progressive Policing to Date (Cont.)

- The first California agency to have POST-certified instructors for Fair and Impartial Policing training in 2016
- A pilot agency for the Police Executive Research Forum's Integrating Communications, Assessment and Tactics (ICAT) program in 2016
- Implemented the Law Enforcement Assisted Diversion (LEAD) program in partnership with San Francisco PD and Public Health in 2017
- Launched a pilot project of 10 unarmed Ambassadors and have since formalized and expanded the program in 2020
- Established a new Progressive Policing and Community Engagement Bureau in 2020



BART Progressive Policing Classifications

Sworn	Supervisor of Crisis Intervention and Outreach Programs	Crisis Intervention Specialist	Transit Ambassador
<ul style="list-style-type: none"> • Supervises • Patrols • Responds • Proactive • Reactive • Armed • Uniformed 	<ul style="list-style-type: none"> • Supervises • All skillset of Crisis Intervention Specialist (CIS) • Monitor and deploy CIS • County/City homeless coordination • Monitor Quality of Life (QOL) data w/ system • Unarmed • Plain clothes 	<ul style="list-style-type: none"> • Engage those experiencing QOL issues; identify potential services for mental health, crisis intervention, homeless and supportive housing services • Coordination w/ field reps from counties and cities • BART point for Hot Teams • Proactive • Reactive • Unarmed • Clothing with BART logo 	<ul style="list-style-type: none"> • Presence in system • Observe and report • Proactive • Max visibility on trains • Unarmed • BART uniform

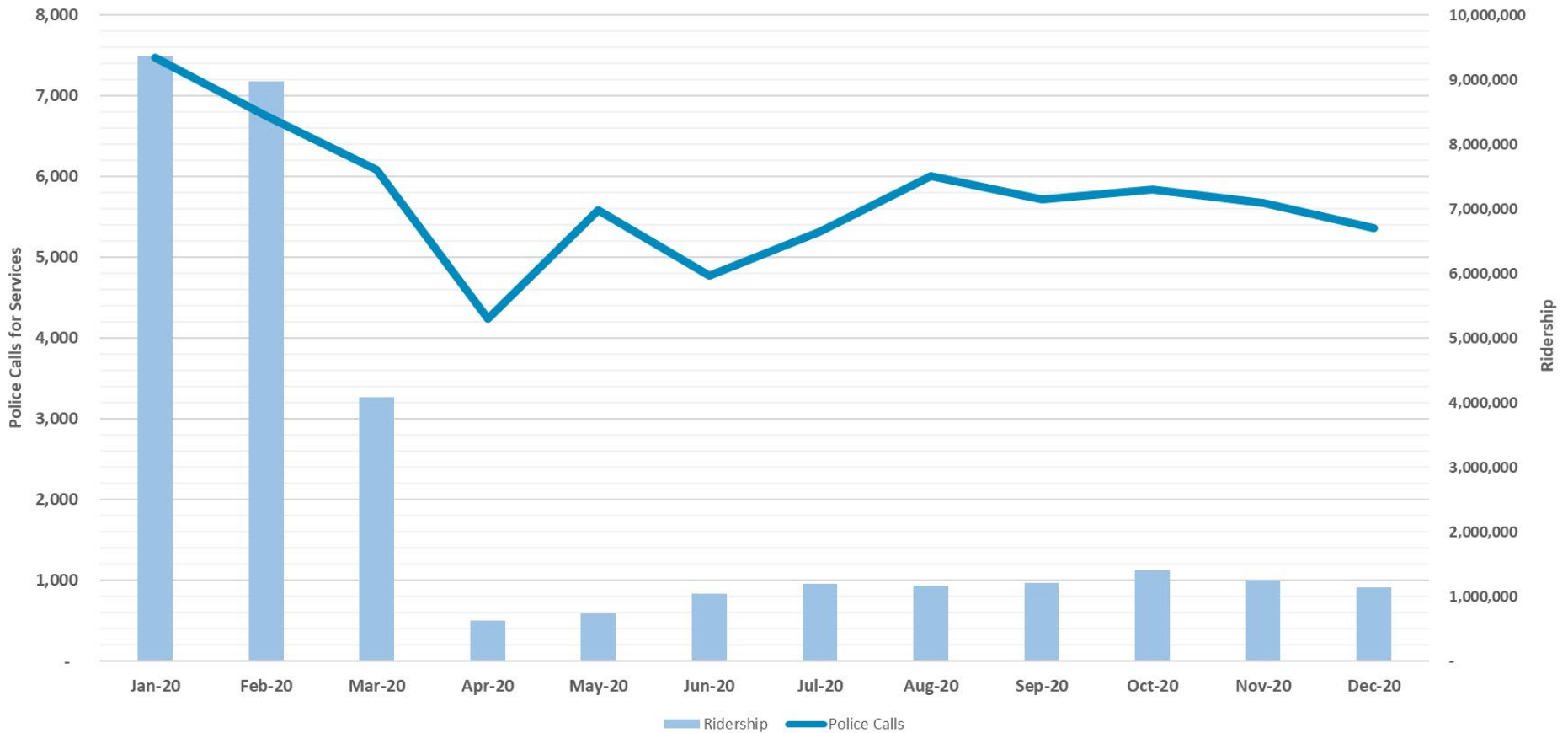
Roles and Responsibilities of BART Transit Ambassadors

- Be visible to the public
- Answer questions and respond to complaints and requests while riding trains
- Identify, report, and document the following to OCC or BPD:
 - Inappropriate behavior
 - Safety and security issues on/in the system
 - Biohazards



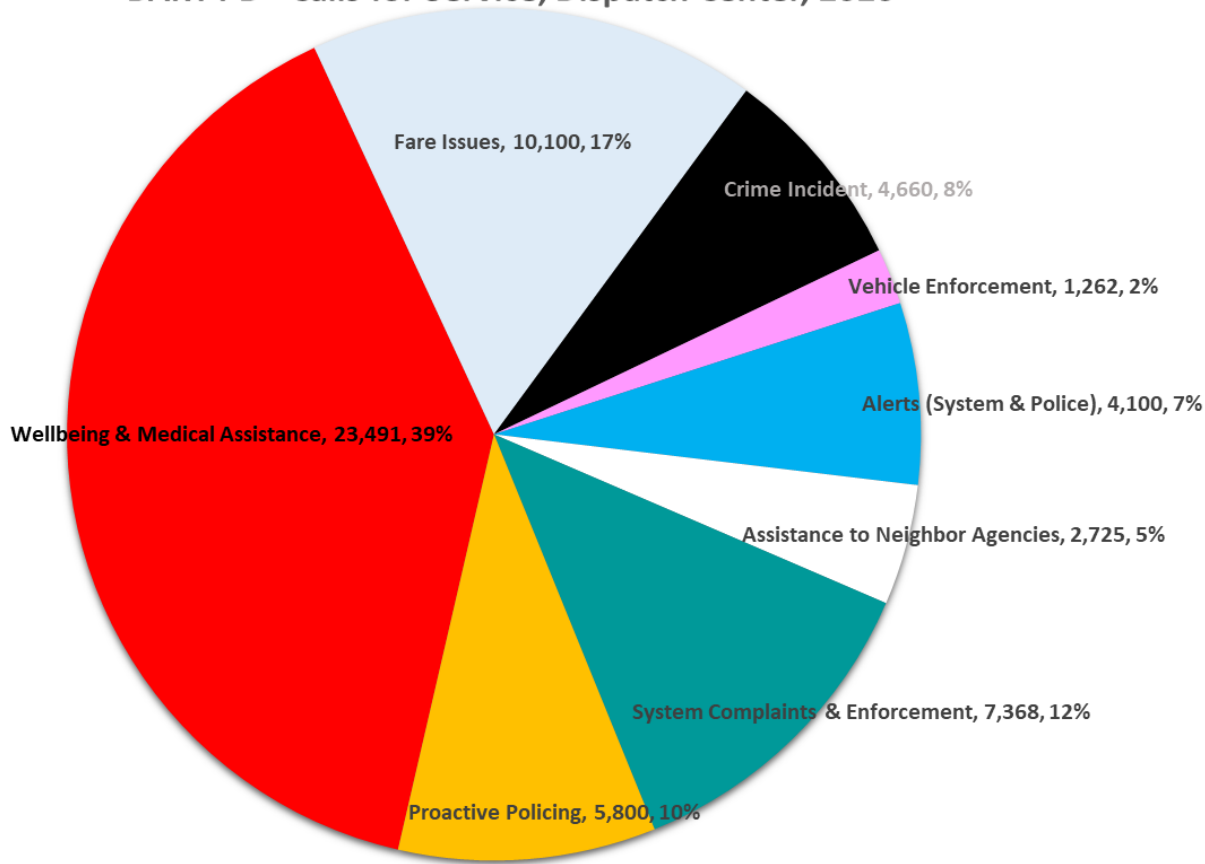
Calls for Service & Ridership

BART - POLICE CALLS FOR SERVICE & RIDERSHIP BY MONTH, 2020



Calls for Service - Overview

BART PD - Calls for Service, Dispatch Center, 2020



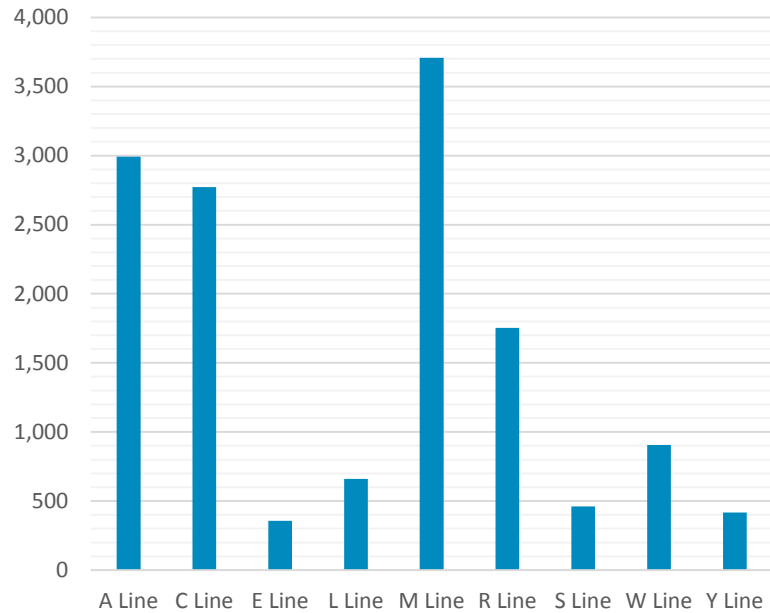
- Grouped 210 dispatch call for service types into eight distinct categories as shown on the graph
- New calls for service types are often created to best represent the situation
 - Example: Communicable Disease Violation created in 2020 to document instances of BPD contacts with persons not wearing masks within the station property.

Welfare Checks

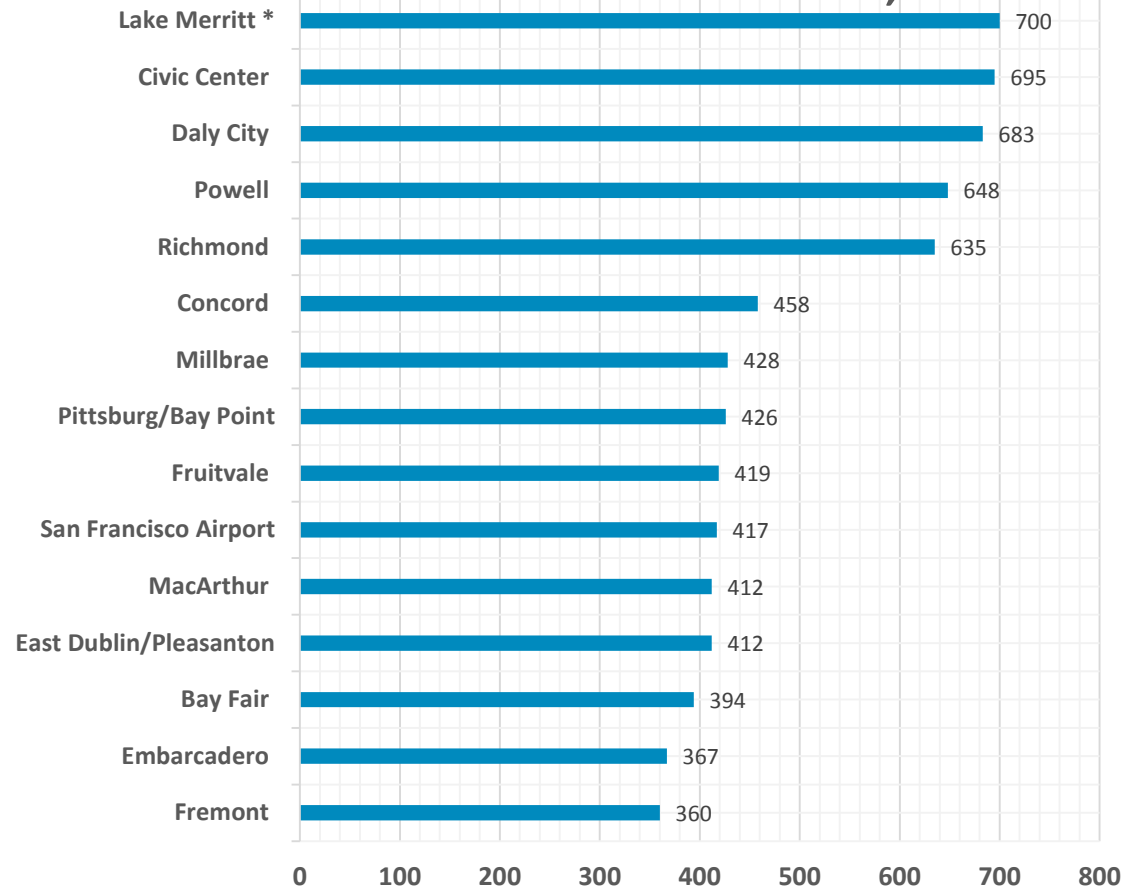
Code used: Welcheck

Top 15 stations represent over 50% of the call volumes for Welfare Checks (estimated 15,000/year)

Welfare Checks by BART Line, 2020



Welfare Check Incidents, 2020



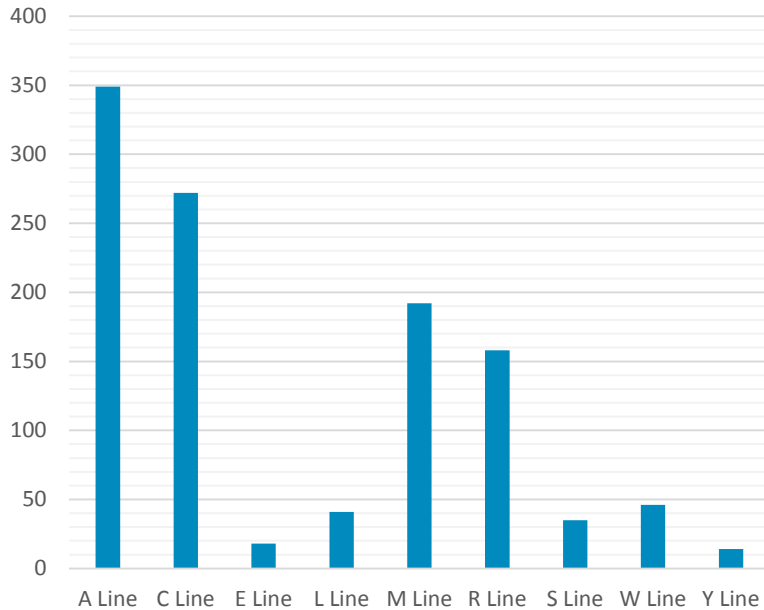
*Lake Merritt is a default catch-all location for most incidents during a moving train without a precise location anywhere in the district.

Mental Health

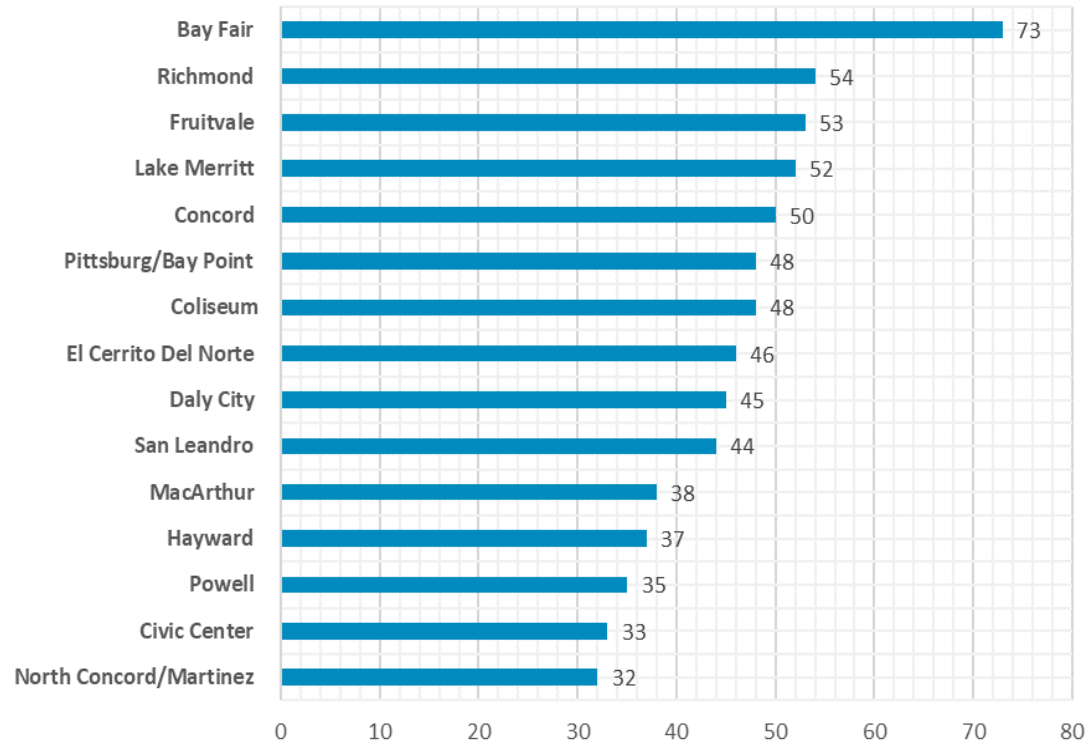
Code used: WI5150

Top 15 stations represent 60% of the call volumes for Health and Mental Evaluations (estimated at 1,300 incidents per given year)

Mental Health Incident by BART Line, 2020



Psychiatric Evaluation Incident, 2020

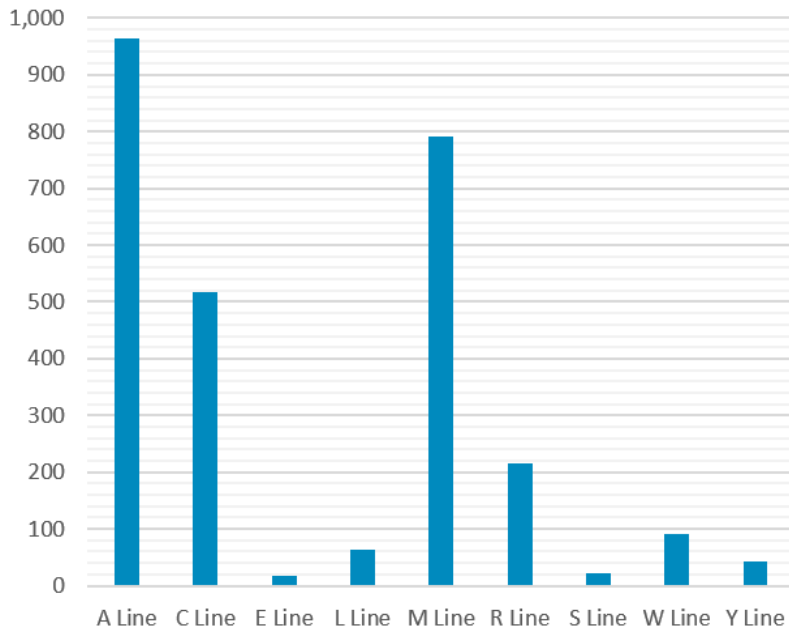


Substance Use

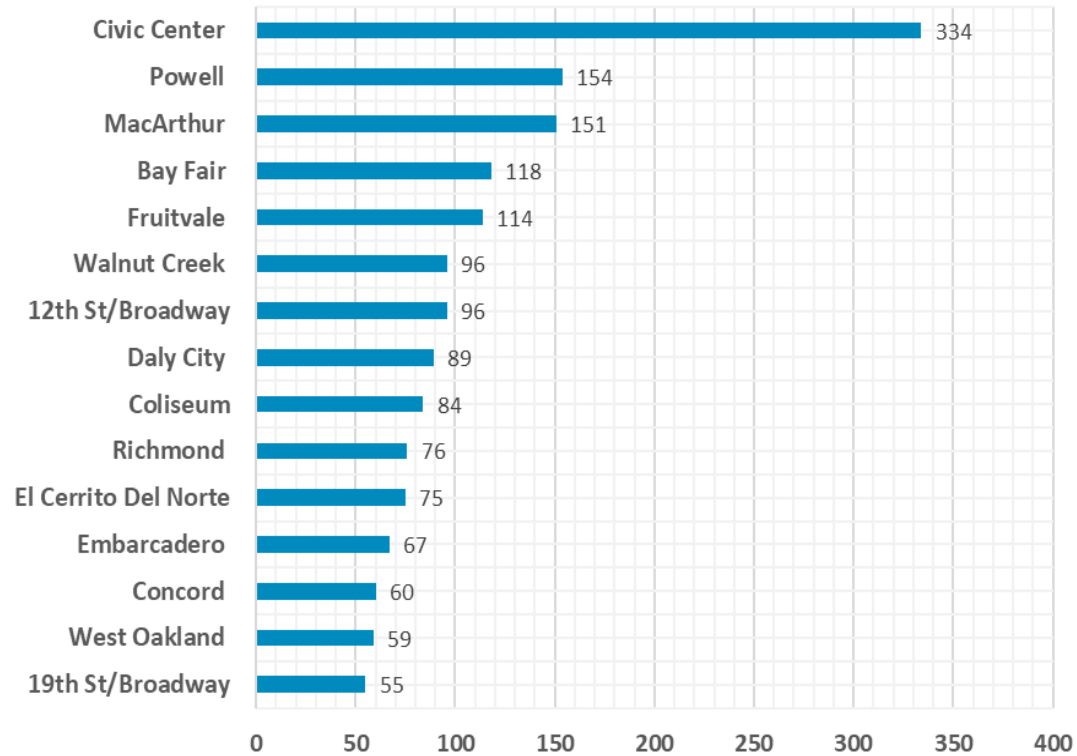
Code used: Multiple Vaping, Possess Drugs & Narcotics, Smoking on Train, Under the Influence, Visibly Intoxicated, Carrying possible narcotics, General Health & Safety violation codes, etc.

Top 15 stations make up over 50% of incidents, excluding Lake Merritt, which has 21% of overall system issues. These incidents are estimated at 3,000 instances per given year.

Substance Use by BART Line, 2020



Substance Use Incidents, 2020



Stakeholder Engagement Process

Overview of Stakeholder Engagement Process

Seek input from a variety of internal and external stakeholder groups through two primary methodologies: stakeholder discussion sessions and a survey



- Stakeholder Sessions
 - Interactive discussion design where participants had the opportunity to think collectively about the issues of drug use, unhoused riders, and behavioral health on BART.
 - Participants began by envisioning what individual and community safety could and should look like on BART, followed by brainstorming three scenarios questions.
 - Participants could also provide examples from their own experiences in which situations were handled well or, conversely, when they escalated.

Stakeholder Engagement Team

Be the Change Consulting
Facilitators

Don Casimere
Facilitator

Rodd Lee, BART
Assistant General Manager, External Affairs

Angela Averiett, BART
Deputy Police Chief
Progressive Policing and Community Engagement Bureau

Clara Tsang, BART
Project Manager

Stakeholder Groups

Internal:

- The BART Police Citizen Review Board
- The Office of Independent Police Auditor
- Members of BART Police Department including BART Police Officers, Community Service Officers (CSOs), Fare Inspectors, Police Administrative Specialists and Transit Ambassadors
- Frontline workers including Train Operators, System Service Workers and Station Agents
- BART Police Department union leadership (BPMA, BPOA)
- Union leadership for frontline workers (SEIU, AFSCME, ATU)

External:

- 9 BART district's with BART Director participation
- LGBTQ+ advocates
- Mental health/social service providers

Be The Change Consulting

Methodologies for Stakeholder Process

Methodology 1: Discussion Sessions

Scenario Questions

- Scenario 1: "Imagine there is a person using drugs while on the BART train."
- Scenario 2: "Imagine there is an unhoused person on the train with their belongings spread out across several seats. The person appears to be either asleep or passed out."
- Scenario 3: "Imagine there is an individual who is acting erratically in the train."

Follow up questions for each scenario

- "What issues of individual and community safety are at play in this scenario?"
- "Who should respond?"
- "What should their response be?"
- "In your experience, what are some examples of when a scenario like this was handled really well?"
- "In your experience what are some examples of when a scenario like this escalated?"
- "What additional interventions, supports or resources could have helped in this case?"

Methodology 1: Discussion Sessions

Session	Date
BART Police Citizen Review Board	08/10/20
BART Police Department	09/28/20
BART Police Department	09/29/20
BART Police Union Leadership	09/30/20
BART Frontline Workers	10/01/20
BART Police Department	10/02/20
Frontline Union Leadership	10/06/20
BART District #6	10/19/20
BART District #3	10/20/20
BART District #4	10/26/20
BART District #5	10/27/20
BART District #2	10/28/20
BART District #7	10/29/20
LGBTQ+ Advocates Session	10/30/20
Mental Health/Social Service	11/05/20
Joint Session 1: BART Districts #8 & 9	11/05/20
BART District #6 (Makeup)	11/09/20
BART District #1	11/09/20
Joint Session 2: BART Districts #8 & 9	11/21/20

Methodology 2: Surveys

Internal Stakeholders (n=56)

- Respondents included members of the BART Police Department, BART Police Union Leaders, BART Frontline Workers, BART Accessibility Task Force, Frontline Workers' Union Leaders & Members of the BART Police Citizen Review Board

External Stakeholders (n=944)

- Respondents included Riders who are part of BART's Research database(n=441), Session Participants (n=54) & General Public (n=449)



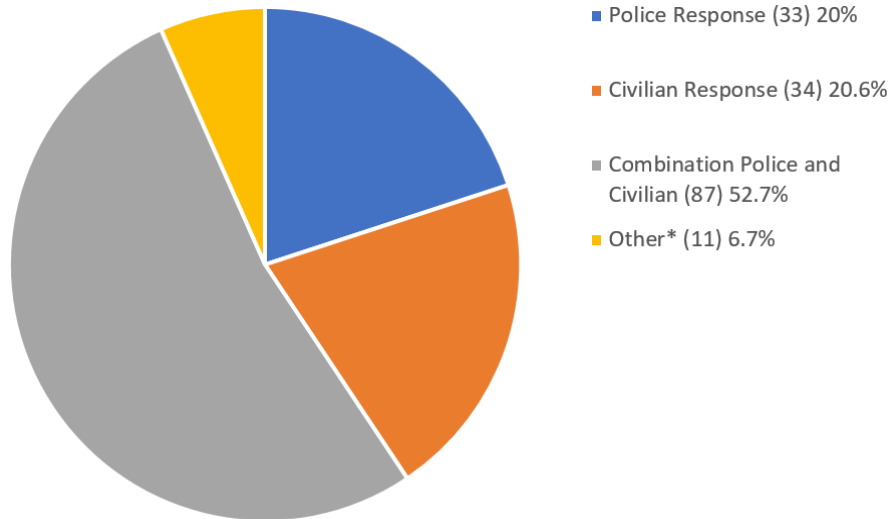
How do you think BART should address **drug use on BART**; what type of Personnel, interventions, tactics etc.?

How do you think BART should address **unhoused riders**; what type of personnel, interventions, tactics etc.?

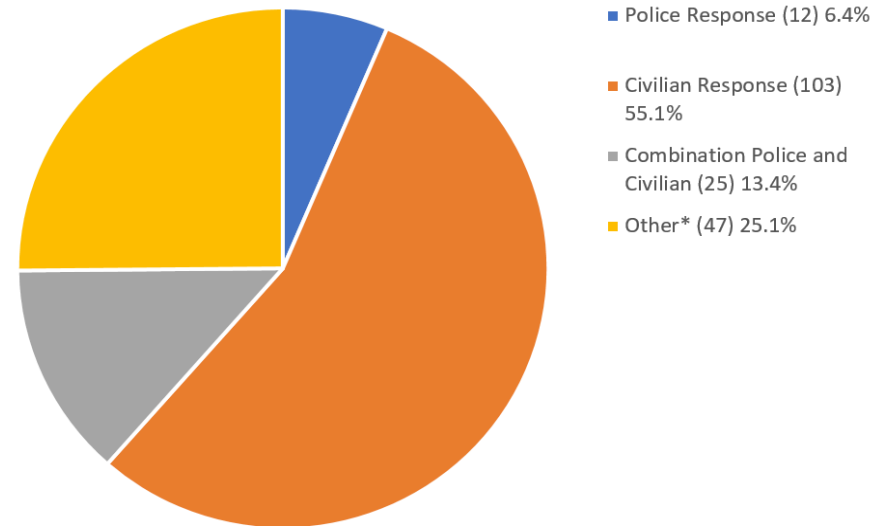
How do you think BART should address **riders experiencing behavioral health issues**; what type of personnel, interventions, tactics etc.?

Stakeholder Results on How BART Should Address 3 Key Issues Identified in the RCI

Internal Stakeholders



External Stakeholders

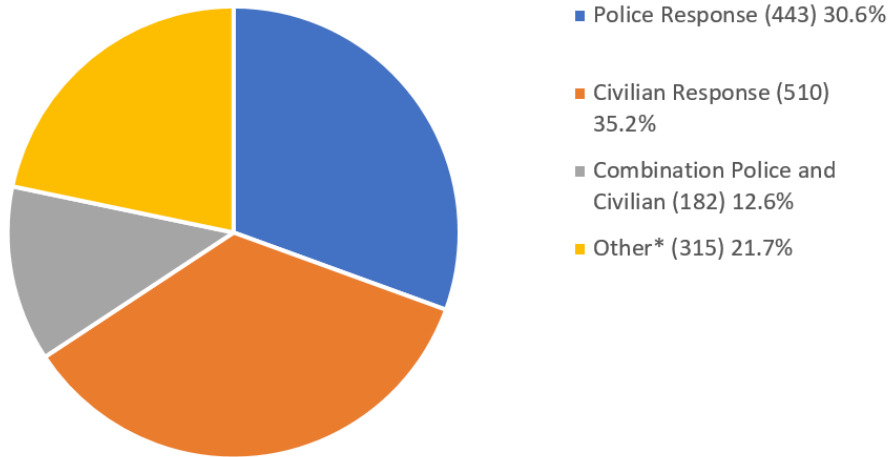


*Top 'Other' categories are:

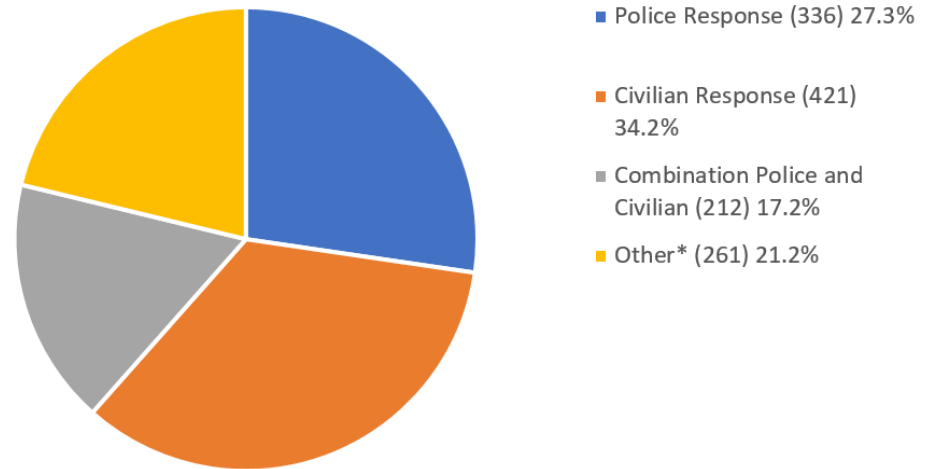
- Stop fare evasion, station hardening, monitor gates
- If not causing trouble, let them be
- Clean the system/Make it safe/Do something
- Do not allow drug use at all
- Don't know/Not much can be done
- BART is for transit, not a BART issue/BART should continue to do what it does best - safe, clean, green transportation

Surveys Results on How BART Should Address 3 Key Issues Identified in the RCI

Open Survey on BART Website



BART Riders from the PES Database

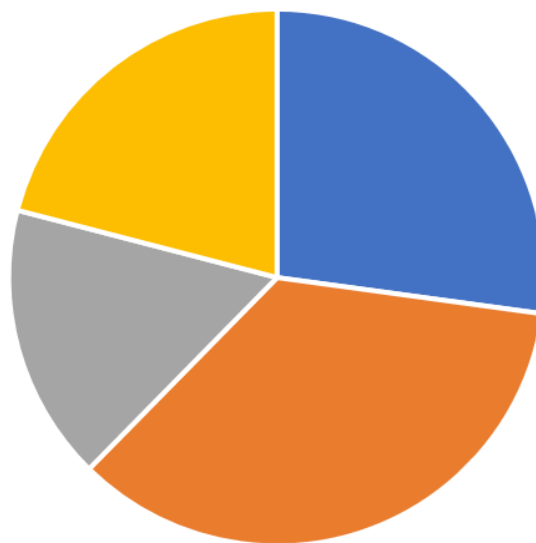


*Top 'Other' categories are:

- Stop fare evasion, station hardening, monitor gates
- If not causing trouble, let them be
- Clean the system/Make it safe/Do something
- Do not allow drug use at all
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- BART is for transit, not a BART issue/BART should continue to do what it does best - safe, clean, green transportation

Combined Survey Results on How BART Should Address 3 Key Issues Identified in the RCI

Combined Surveys



■ Police Response (824) 27.2%

■ Civilian Response (1068)
35.2%

■ Combination Police and
Civilian (506) 16.7%

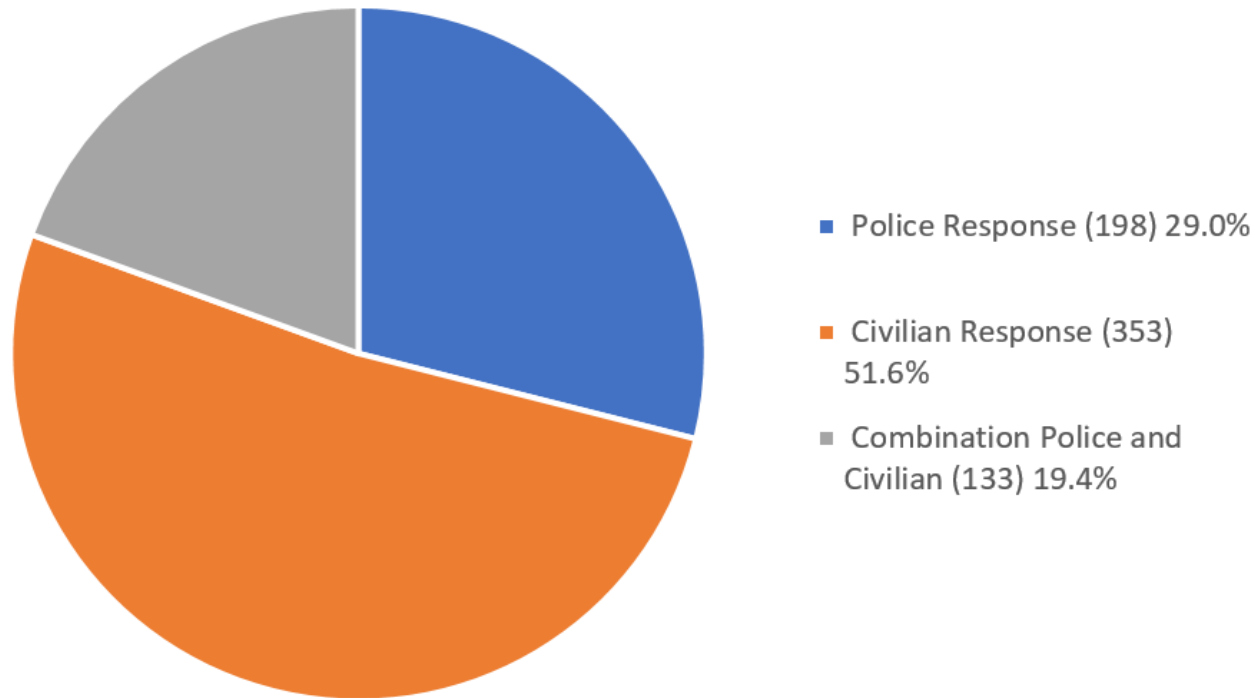
■ Other* (636) 21.0%

*Top 'Other' categories are:

- Stop fare evasion, station hardening, monitor gates
- If not causing trouble, let them be
- Clean the system/Make it safe/Do something
- Do not allow drug use at all
- Don't know/Not much can be done
- BART is for transit, not a BART issue/BART should continue to do what it does best - safe, clean, green transportation

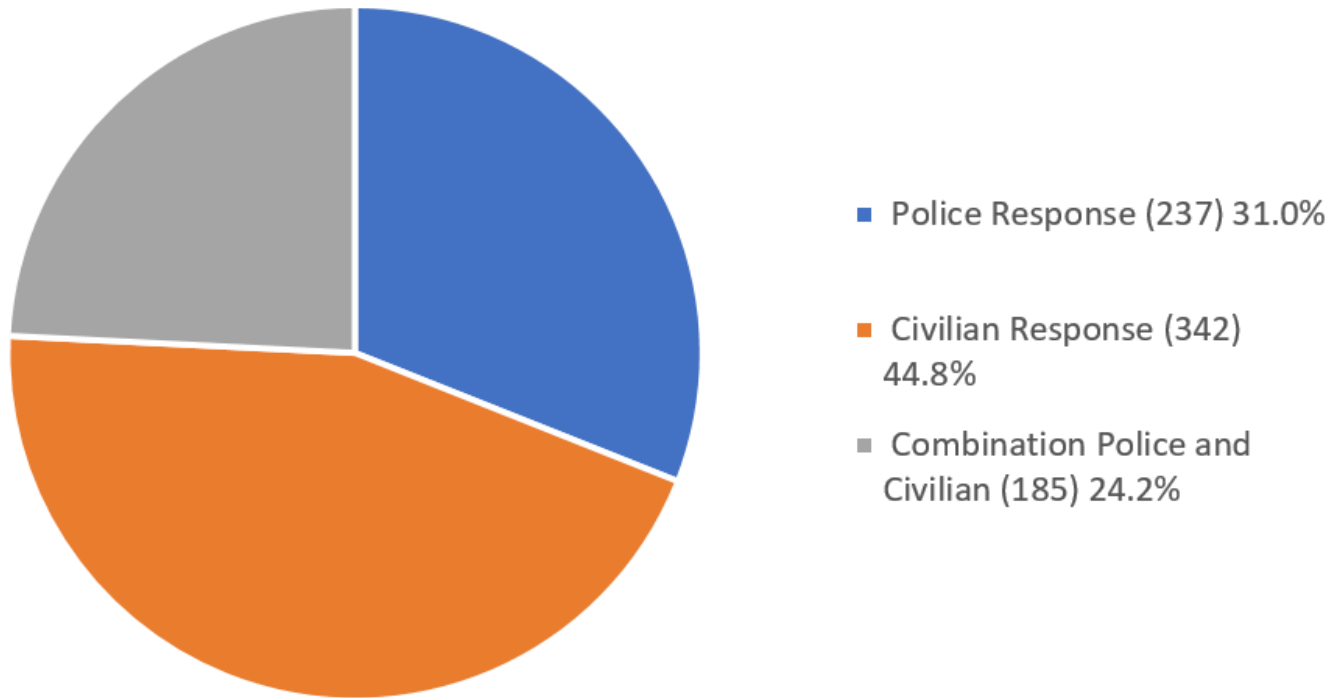
Combined Survey Results on How BART Should Address Unhoused Riders

Unhoused Riders



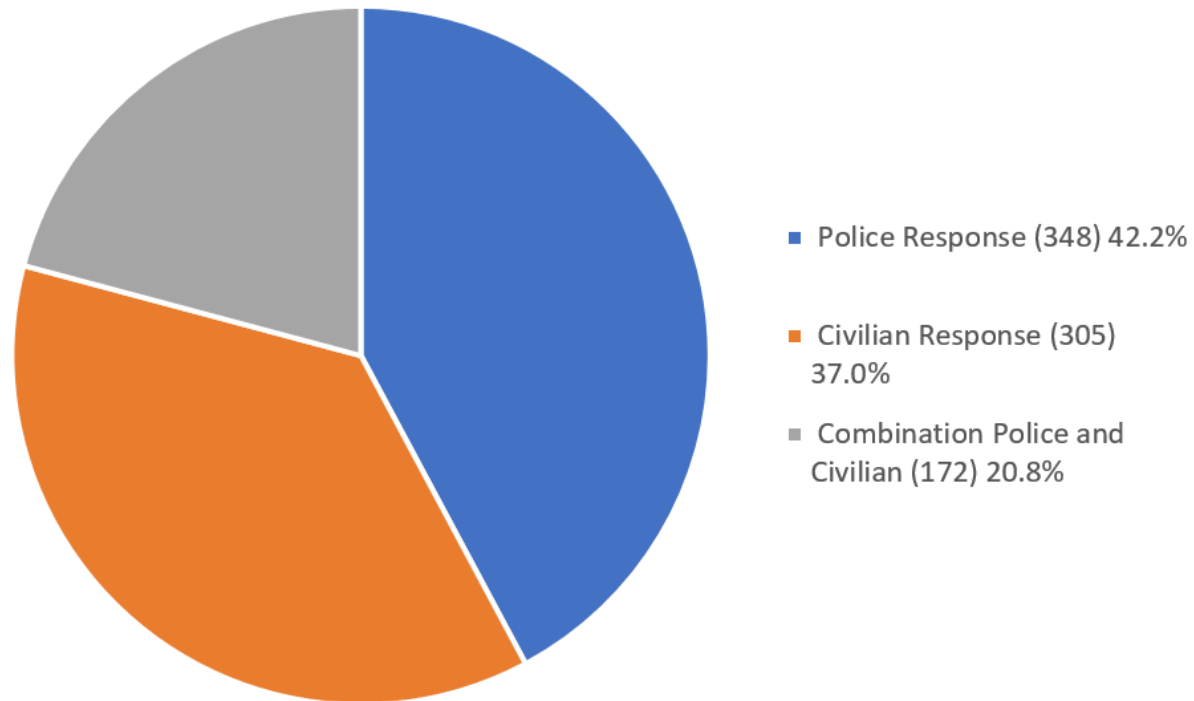
Combined Survey Results on How BART Should Address Riders Experiencing Behavioral Health Issues

Behavioral Health



Combined Survey Results on How BART Should Address Drug Use on BART

Drug Use



Takeaways from the Stakeholder Engagement Process

Takeaways from the Stakeholder Engagement Process – Key Responses on Existing BART Partnerships

Selected Responses on Existing BART Partnerships

“Initiatives that are not just the police make a huge difference here in BART. We started partnering with Urban Alchemy (UA) to provide elevator attendants. It completely changed the dynamic of what was happening in stations. People coming out of jail and in UA’s program were working at BART in our elevators. They helped us take our stations back. They helped with fare evasion and difficult people coming into stations too. I want it to get healthier. I want these kinds of initiatives.” (Station Agent)

“The BART Police Department (BPD) has someone who meets with HOT teams in different counties to help them call for the services they need. It is so important that BPD is taking that initiative. They are already doing a lot. I’ve seen homeless people come back after getting the services they need. We need more homeless outreach teams. The work BPD is doing is so important in the counties in which BART operates.” (Frontline Worker)

“A progressive engagement model would be more effective than a one-size-fits-all approach with a de-escalation attempt first. It’s tricky when there’s a matter that police get involved, when is that actually necessary? Who else can enforce the rules besides police? We have a CORE outreach team (5pm–1am; M–F) working at end of the line stations; this partnership has been super beneficial. These community members are routinized, and we can know what they need if we take a multi-pronged approach to serving them.” (External Stakeholder Session Participant)

“You guys are doing good with the ambassadors; I’ve seen them walking around, making sure that everything’s okay, and they’re very friendly. That is a major good thing for BART... It lets us know that ‘we’re watching you and we see you. ... we need more substations for ambassadors.” (External Stakeholder Session participant)

Takeaways from the Stakeholder Engagement Process – Key Responses from Internal Stakeholders

Stakeholder Group	Key Concerns/Themes - Frequency
BART Police Department	<ul style="list-style-type: none"> • Innovations that are working: BPD have crisis intervention training, carry NARCAN, Ambassador Program, Fare Inspectors at some stations • “Harden the system” with more enforcement • Use a centralized intake process to direct calls for help, dispatching police for issues where their skills in de-escalation and intervention will be most effective, and leveraging other partnerships for less extreme needs
BPD Union Leadership	<ul style="list-style-type: none"> • Changes in society in recent years is impacting BART • Need for hardening the system • Lack of support/appreciation for the risks BPD takes
BART Police Citizen Review Board	<ul style="list-style-type: none"> • Ambassadors as first responders who can de-escalate, police as back up • More collaboration with professionals in counties/organizations • Secure BART for paid riders; direct people in need to social services
Frontline Workers	<ul style="list-style-type: none"> • Threats of violence that workers face & concerns for safety is an issue • Hire other professionals to work with BPD as partners • Increase training for BPD to ensure greater cultural competency • Maintain uniformed presence often a deterrent for illegal and/or dangerous behaviors
Frontline Union Leadership	<ul style="list-style-type: none"> • Improve communication internally among BART divisions • Increase community involvement (i.e., more collaborations with organizations) • Integrate other partners to call besides BPD to deal with issues of drug use, unhoused & behavioral health • Train frontline workers to respond to issues

Takeaways from the Stakeholder Engagement Process – Feedback from Advocates

Key Concerns/Themes

Hire community stewards/peer counselors especially persons with lived experience to form mobile community crisis teams to ride the BART frequently.

Update visual messaging by adding numbers and resources for community members to assist others and themselves, if needed. Ensuring that disabled riders can access whatever public information and resources (such as the BARTWatch app or emergency call buttons to train operators) exist.

Explore marketing campaigns combined with education (via social media or other platforms) to humanize people experiencing homelessness in the BART and people experiencing mental health symptoms. This will help riders not be as scared of people who are generally not a safety issue.

Fund programs within BART or partner with community organizations to assist in leading trauma-informed responses on BART.

Takeaways from the Stakeholder Engagement Process – Key Responses from External Stakeholders by District

Stakeholder Group	Key Concerns/Themes - Frequency
District #1	<ul style="list-style-type: none"> • Many riders rely on the system for their commute to work in SF, but opt out of using the system for recreational travel (reasons cited: safety, cleanliness, expense) • BART must address its failure to manage fare evasion • The Millbrae stop absorbs a disproportionate share of the end-of-the-line vulnerabilities of unhoused riders
District #2	<ul style="list-style-type: none"> • Interventions must include non-violent, noncoercive, and harm reduction approaches • In the moment of COVID-19, “safe” transit has become an even tougher goal post to meet • Women-identified respondents reported a range from verbal harassment to physical assault
District #3	<ul style="list-style-type: none"> • Safety amounts to using the system without anticipation of harassment or imminent threat • Riders need a much more accessible infrastructure (i.e., costs and architecture) • Community safety more achievable if riders and BART frontline workers were more familiar with one another—de-escalation responses are possible when we are less foreign to one another
District #4	<ul style="list-style-type: none"> • Gender-based discrimination and harassment are persistent threats for women and girls relying on the system • A safe and community-driven system will include a workforce that represents the riders and proceeds in ways consistent with the community’s values • Collaborating with organizations like La Familia and Unity Council would assist BART in connecting riders with behavioral health and social service support

Takeaways from the Stakeholder Engagement Process – Key Responses from External Stakeholders by District (Cont.)

Stakeholder Group	Key Concerns/Themes - Frequency
District #5	<ul style="list-style-type: none"> • BART’s essential workers require support in this moment of COVID • Parking lots are not adequately staffed/patrolled; parking lot usage is also cost-prohibitive for some, who must then walk further to and from a station that is already under-served • Commuting students rely on this system heavily—it must be safe and affordable
District #6	<ul style="list-style-type: none"> • Unhoused riders travel from Richmond to Warm Springs; support from initiatives like Armando Sandoval’s should be expanded • Establishing proactive collaborations with the county Departments of Health will help to address public health challenges like those listed in the hypothetical scenarios • Stations need more lighting and surveillance technology
District #7	<ul style="list-style-type: none"> • Riders need non-violent approaches to social problems, that prioritize care and empathy; different uniforms for these personnel • BART should rely on the expertise of community organizations who know this work and know the people who are in need • De-escalation training doesn’t include cultural competency -- BART personnel would benefit from spending time with the community members that they’re charged with policing
District #8 & 9	<ul style="list-style-type: none"> • Fares are cost-prohibitive for many working-class commuters and preclude recreational use of the system • The Millbrae stop absorbs a disproportionate share of the end-of-the-line vulnerabilities of unhoused riders • Short of shuttling unhoused riders back to SF and Oakland to get the resources they need, BART PD will not provide a value add to the system

Be The Change Recommendations Based on Stakeholder Feedback

1. Increase number and type of civilian staff to respond to societal issues
2. Establish more collaboration with human services organizations and counties
3. More enforcement and more uniformed presence
4. Engage and educate the public on BART rules, current BART efforts and issue reporting options
5. Provide additional training and improve hiring practices in BPD
6. Engage frontline workers in first response
7. BART to explore creative ways to leverage their facilities to meet needs

Plan

Plan Based on Stakeholder Feedback

1. Increase number and type of civilian staff to respond to societal issues

Action Plan	Short-Term Implementation	Medium-Term Implementation	Long-Term Implementation
Implement Pilot Crisis Intervention teams consisting of: <ul style="list-style-type: none"> • Supervisor of Crisis Intervention and Outreach Programs • Crisis Intervention Specialist • Plain clothes Officer (security) 	Add resources dedicated to BPD Progressive Policing Bureau: <ul style="list-style-type: none"> • 20 New Crisis Intervention Specialists (10 + 10) • 2 additional Sergeants and 10 additional Officers (existing) 	Establish response protocol	Evaluate program for 18-month period by setting data driven benchmarks and reevaluate to determine if modifications need to be made

Plan Based on Stakeholder Feedback (Cont.)

2. Establish more collaboration with human services organizations and counties

Action Plan	Short-Term Implementation	Medium-Term Implementation	Long-Term Implementation
Create and socialize a Districtwide Homelessness Action Plan	<ul style="list-style-type: none"> • Launch BART Homelessness Advocacy delegation and begin discussions with Bay Area leaders to convey homelessness priorities • Hire Senior Manager of Social Services Partnerships to coordinate BART efforts with external programs 	<ul style="list-style-type: none"> • Establish agreements; identify funding • Clarify regional roles and responsibilities 	Advocate for specific funding opportunities to enhance services

Plan Based on Stakeholder Feedback (Cont.)

2a. Senior Manager of Social Services Partnerships

Senior Manager of Social Services Partnerships Job Duties Include:

Develops and administers the Strategic Homeless Action Plan for BART.

Develops and manages partnerships with external stakeholders – including cities, counties, state and federal agencies, and non-profit organizations; coordinates priorities and services with external stakeholders; and leads advocacy efforts focused on securing support and resources from external partners. Develop fiscal advocacy strategy and implement with regional partners.

Partners with BART Communications Department to create and distribute program updates, announcements, stories, and other relevant information to a wide range of stakeholders.

Partners with BART Police Department to ensure all programs are in alignment with the Progressive Policing policies.

Directs outreach and passenger wellness programs, including elevator attendant program, homeless outreach activities, and restroom attendant program.

Plan Based on Stakeholder Feedback (Cont.)

3. *More enforcement and more uniformed presence*

Action Plan	Short-Term Implementation	Medium-Term Implementation	Long-Term Implementation
Review current BPD deployment strategy and focus on enhancements that prioritize more BPD personnel on trains	Conduct review of current deployment and re-assign as many personnel to trains as possible	Add additional BPD Train Team and more Non-Sworn personnel to continue to increase presence within the system	Prioritize uniformed (sworn and non-sworn) presence on trains

Plan Based on Stakeholder Feedback (Cont.)

4. Engage and educate the public on BART rules, current BART efforts and issue reporting options

Action Plan	Short-Term Implementation	Medium-Term Implementation	Long-Term Implementation
<p>Launch communication campaign focusing on:</p> <ul style="list-style-type: none"> Progressive Policing and Community Engagement Bureau BPD Train Team(s) Media tour with key BPD and OIPA officials 	<ul style="list-style-type: none"> Partnership with Alliance for Girls on youth safety Promote BART Watch and Text BART Police Support the OIPA's efforts to increase visibility and provide patrons with options to engage 	<ul style="list-style-type: none"> Conduct virtual community meetings with focus on introducing the new Deputy Chief and announcing the staffing levels dedicated to new bureau Increase community engagement with the Chief of Police 	<p>Conduct rider survey to evaluate effectiveness of communications campaign and modify if necessary</p>

Plan Based on Stakeholder Feedback (Cont.)

5. Provide additional training and improve hiring practices in BPD

Action Plan	Short-Term Implementation	Medium-Term Implementation	Long-Term Implementation
Design and Implement new training programs for all staff engaged in community policing	Develop progressive policing curriculum using training funding identified in the FY21 budget; Train all BPD staff by October 2021	Conduct review of BPD hiring to determine what enhancements to expand skillset of personnel	Implement hiring enhancement recommendations

Plan Based on Stakeholder Feedback (Cont.)

6. Engage frontline workers in first response

Action Plan	Short-Term Implementation	Medium-Term Implementation	Long-Term Implementation
Provide additional avenues for frontline staff to report disturbances and aid BPD	Enhance partnerships between frontline staff and Police liaisons to enhance relationships	Create voluntary training program for frontline workers that focus on de-escalation techniques	Evaluate outcomes and enhance as necessary

BART Recommendation Based on BTC Feedback (Cont.)

7. BART to explore creative ways to leverage their facilities to meet needs

Action Plan

- Incorporate into action plan #2 and emphasize potential land use opportunities
- Expand temporary housing partnerships (Salvation Army)

Program Models and Frameworks at Other Organizations

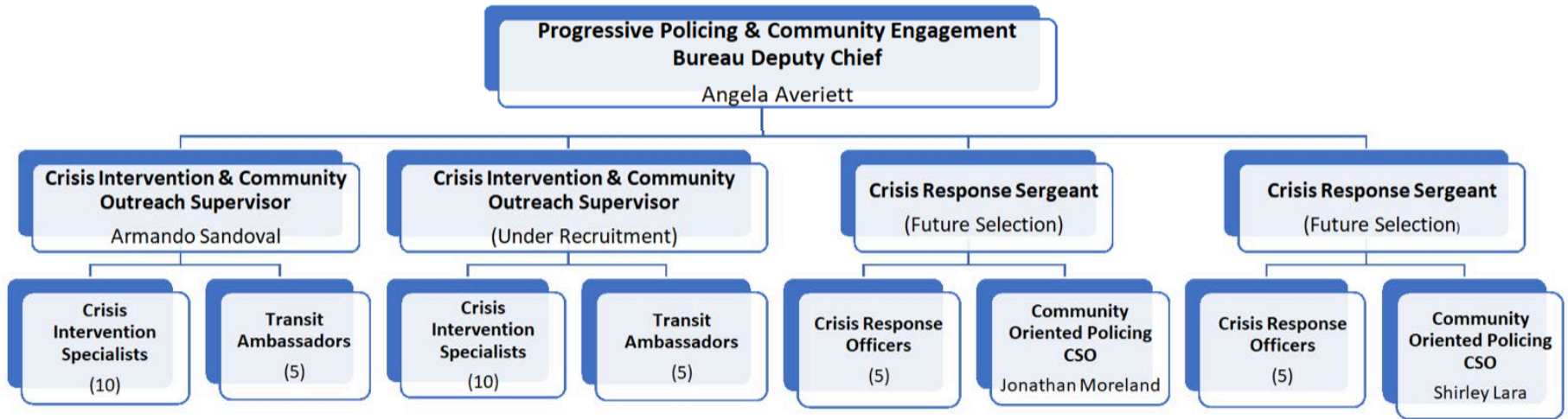
Program Models and Frameworks at Other Organizations

JURISDICTION	NAME OF TEAM	PURPOSE	MEMBERS
City & County of San Francisco	Street Crisis Response Team	Respond to 911 calls regarding people experiencing behavioral health crises. This team is part of San Francisco's efforts to develop alternatives to police responses to non-violent calls, which advances the Mayor's roadmap to fundamentally change the way that the City handles public safety, and is also a major step in implementing Mental Health SF.	3 members per team: A community paramedic, a behavioral health clinician and a behavioral health peer specialist; Currently 1 team and will ramp up to at least 6 teams by March 2021
City of Seattle	Homelessness Outreach and Provider Ecosystem (HOPE) Team	This new team will be the City's coordinating body for its response to homelessness in partnership with the contracted outreach providers and City departments.	8 people
City of Portland	Portland Street Response	This team is a non-police response to calls for people experiencing homelessness or a behavioral/mental health crisis. The program is in its pilot phase. The money will come from eliminating the bureau's gun violence reduction team and 38 positions tied to it.	Not specified yet, hiring issues

Program Models and Frameworks at Other Organizations (Cont.)

JURISDICTION	NAME OF TEAM	PURPOSE	MEMBERS
Southeastern Pennsylvania Transportation Authority (SEPTA)	Serving a Vulnerable Entity (SAVE)	The pilot program will partner social service professionals with SEPTA transit police officers to treat individuals who are struggling with poverty, addiction, and mental health crises. This service aims to combat an increase in certain types of crime caused by the COVID-19 pandemic, which has increased the population of vulnerable Philadelphians.	4 specialists, with 2 additional coming
Minneapolis - Metro Transit	Homeless Action Team	Goal is to make the first contact with unsheltered riders and to build trust among them.	6 police officers
LA Metro	People Assisting the Homeless (PATH)	Outreach team members have been joined by transit security, fare inspectors and specialized law enforcement units at key terminus stations such as Union Station, 7th Street/Metro Center and North Hollywood to assist the homeless.	N/A
Eugene, OR	Crisis Assistance Helping Out on the Streets (Cahoots)	Cahoots has been operating as a mobile crisis intervention program in Eugene since 1989. They support the Eugene Police Department by responding to crisis situations, de-escalations, behavioral and mental health, intoxication calls, and even welfare checks.	Teams of 2 with a medic and trained crisis worker

BART Progressive Policing Organization Chart



BART Deployment Plan

Line	Deployment Location	Staffing	Hours
Yellow	Walnut Creek	2 Crisis Intervention Specialists, 1 Police Officer	4:00am – 12:00pm; 3:30pm – 11:30pm
Green (Pink)	Fremont / Berryessa	2 Crisis Intervention Specialists, 1 Police Officer	4:00am – 12:00pm; 3:30pm – 11:30pm
Orange	El Cerrito Del Norte	2 Crisis Intervention Specialists, 1 Police Officer	4:00am – 12:00pm; 3:30pm – 11:30pm
Blue	Castro Valley	2 Crisis Intervention Specialists, 1 Police Officer	4:00am – 12:00pm; 3:30pm – 11:30pm
Red (Purple)	Powell Street	2 Crisis Intervention Specialists, 1 Police Officer	4:00am – 12:00pm; 3:30pm – 11:30pm

FY22 Budget Plan

- Funding Strategy
 - Prioritizes use of existing budgeted sources and minimizing budget impacts
- Total Progressive Policing Program Cost
 - \$8.1M labor expense for 45 positions (full FY cost)
 - From existing and/or reclassified vacant positions
 - \$0.4M ongoing non-labor expense
 - Directed to training, including de-escalation strategies, mental health first aid, and conflict resolution
 - \$560K one-time non-labor expenses
 - Uniforms, equipment and vehicles

Timeline Goals

- 3Q FY21: Onboard second Supervisor of Crisis Intervention and Outreach Programs
- FY21/FY22: Quarterly Board updates along with periodic updates to the CRB
- Early FY22: Fill all 20 Crisis Intervention Specialist positions
- 3Q FY22: Assign resource from BART's Performance and Budget Team to evaluate metrics; pilot status decision point; incorporate into FY23 budget as appropriate

Discussion