



BAKERSFIELD CITY COUNCIL AGENDA MEETING OF AUGUST 9, 2023

Council Chambers, City Hall, 1501 Truxtun Avenue
Regular Meeting 3:30 PM

REGULAR MEETING - 3:30 PM

1. ROLL CALL

2. PUBLIC STATEMENTS

- a. Agenda Item Public Statements
- b. Non-Agenda Item Public Statements

3. REPORTS

- a. Staff Report from City Attorney regarding Potential Amendment to Charter - Council Salary.
Staff recommends that Council provide feedback and direction.
- b. Gun Violence Reduction Strategy Update
Staff recommends Council receive and file the report.

4. ADJOURNMENT



ADMINISTRATIVE REPORT

MEETING DATE: 8/9/2023

Reports 3. a.

TO: Honorable Mayor and City Council
FROM: Virginia Gennaro, City Attorney
DATE: 7/26/2023
WARD:
SUBJECT: Staff Report from City Attorney regarding Potential Amendment to Charter - Council Salary.

STAFF RECOMMENDATION:

Staff recommends that Council provide feedback and direction.

BACKGROUND:


The City attorney will go over a PowerPoint and look to City Council for feedback and direction.

ATTACHMENTS:


Description	Type
📎 Presentation submitted by CAO	Presentation

Rec'd & Placed on file at City

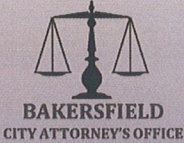
Council Meeting of:

Date: 8/9/23 3:50 PMAgenda Item: REPORTS 3.a.Submitted by: CAO


Charter Amendment



Virginia Gennaro
City Attorney
August 9, 2023



1



Council Referral - Recap

- June 28, 2023 City Council 3:30 pm Meeting
 - Moss Adams Provided a City Charter Review Presentation
- General interest and referral to the City Attorney to return with historical context, additional information, and options for Council consideration of a 2024 Council pay ballot measure
 - Also requested Oakland and Long Beach be included in an analysis of comparable Council pay

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City of Bakersfield: History



- 1873: Officially incorporated
- 1876: Dis-incorporated (taxes not supporting services)
- 1898: Re-incorporated (22 years=citizen council)
- Nov. 1914: Citizens voted in favor of a Charter
- Jan. 1915: Charter of the COB ratified
- Charter: 12 Articles

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Charter vs General Law



- What is a Charter ?
 - A written document which operates as the constitution for a city. Basically represents the supreme law of the city subject only to conflicting provisions in state or federal constitutions and matters of statewide concern. Allows cities to make and enforce all ordinances (laws) relating to municipal affairs.
 - Charter cities enjoy more autonomy than charter counties (counties are political subdivisions of the state and have no general reservation of local autonomy)
 - What was once a matter of local concern may become a matter of statewide concern

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Charter Amendments

- Amend the Charter the same way it was adopted:
 - General Election (cost \$\$\$)
 - ✓ Can be proposed by City Council and then submitted to voters
- OR**
- ✓ Can be proposed by Petition signed by 15% of the registered voters
 - Approved by Council (formality)
 - submitted to voters

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Charter Language

- **Section 18 (*original*) of City Charter states:**
 - “The salaries of the councilmen first elected under this charter shall be Fifty Dollars per month. Thereafter the Council may, by ordinance submitted to a referendum at ***any*** municipal election, change the salary of members of the Council.” (Emphasis added)
- ✓ Allows a Councilmember salary amendment to **either** the BMC or the Charter
- ✓ Section 18 has never been successfully amended

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Charter Amendments



- City Clerk:
 - Since 1920, total of **173 different Charter amendments proposed to voters**
 - Since 1947, **6 ballot measures proposed to voters** specifically related to Council pay

▪ 1947	▪ 1974
▪ 1954	▪ 1988
▪ 1956 (Passed)	▪ 1990

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History of Calling for increased City Council Salaries




1947: "Shall the proposed amendment to the Charter of the City of Bakersfield providing that Councilmen shall serve without compensation be adopted?" **FAILED**

1954: "An ordinance of the City of Bakersfield fixing the salary of Councilmen at \$200 per month." **FAILED**

1956: "An ordinance of the City of Bakersfield fixing the salaries of Councilmen at \$100 per month and fixing a rate of \$20 per day as a member of the Board of Equalization." **PASSED**

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BMC Language



- Ordinance No. 1079 adopted by voters at 1956 *special election* increased pay to \$100
- Currently codified as Chapter 2.68 of Bakersfield Municipal Code titled "Councilmembers' Salaries"

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BMC Language



- BMC section 2.68.010. Monthly salary.
"The salary of councilmembers shall be **one hundred dollars** per month."
- BMC § 2.68.020. Daily salary for board of equalization and budget meetings—Number of days limited.
"Each councilman shall be paid twenty dollars per day while sitting as a member of the board of equalization, not to exceed five days, and while meeting to determine the annual budget of the city for the ensuing fiscal year, not to exceed five days."

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Charter Language



- **Section 18 (*now*) of City Charter states:**

- “The salaries of the councilmen first elected under this charter shall be Fifty Dollars per month. Thereafter the Council may, by ordinance submitted to a referendum at any municipal election, change the salary of members of the Council.”*

*Increased to \$100. per month, see Section 2.68.010

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History of Calling for increased City Council Salaries Cont.



1974: “Shall Section 18 of the Charter of the City of Bakersfield be amended to provide that salaries of Councilmen shall be equal to salaries of Councilmen in general law cities of comparable population range?” **FAILED**

1976: “Shall Section 2.12.010 of the Bakersfield Municipal Code be amended to provide that the salary of Councilmen shall be \$300 per month?” **FAILED**

1988: “Should Section 18 of the Bakersfield City Charter be amended to provide annual salary for Councilmembers in amount of \$6,000?” **FAILED**

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History of Calling for increased City Council Salaries Cont.



1990: "Shall Section 2.68.010 of the Bakersfield Municipal Code be amended to increase, for the first time since 1956, the salary of Bakersfield City Councilmembers to \$700 per month?" **FAILED**

*No measure proposed on ballot since 1990, which was also a *Special Election*

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New Law re : Council Pay



- New law : SB 329 (June 2023)
- Basically provides for general law cities (or charter cities silent on the topic) to enact ordinances increasing city council pay based upon population
- In cities over 250,000 population, max \$3200 per month OR beyond as long as it doesn't exceed 5% from last salary adjustment or an amount = to inflation since 1/2024 based on CPI which shall not exceed 10% in calendar year
- No ordinance shall provide automatic increases

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Option 1



- Option 1: Amend BMC Section 2.68.010
 - Ordinance amendment submitted to voters
 - May be at any municipal election (as early as March 2024)
 - Copy 1956 Ordinance adoption and Referendum (i.e., historical practice)
 - 1st & 2nd Reading
 - Special Election
 - SAMPLE : “Shall the City of Bakersfield fix the pay of Councilmembers at \$3200 per month.”
- OR**
- Copy PSVS (i.e., Measure proposing ordinance)

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Option 2



- Option 2: Amend/Repeal Section 18 Language AND BMC Section 2.68.010 (do not see how it is possible to amend Charter and not the ordinance)
 - Charter and Ordinance amendment (Measure)
 - Must be at General election
 - Eliminate conflict with Charter language and BMC
 - SAMPLE : Shall Section 18 of the Charter AND BMC section 2.68.010 be repealed in their entirety? OR
 - Shall Section 18 of the Charter be amended to provide that effective January 1, 2024, the pay of councilmembers shall be governed by California Government Code, section 36516, AND shall BMC section 2.68.010 be repealed?

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Option 3

- Option 3: Amend Charter Section 18 Language
 - Charter amendment and NOT deal with pay issue
 - Must be at General election (as early as November 2024)
 - Submitted as Measure proposed by City Council
 - SAMPLE : Shall the word "Councilmen" in Section 18 of the Charter be changed to councilmembers ?

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Councilmember Pay

TOP TEN CITIES SALARIES	
CITY	MONTHLY
Los Angeles	\$19,265
San Diego	\$11,372
San Jose	\$11,858
San Francisco	\$13,362
Fresno	\$6,667
Sacramento	\$8,566
Long Beach	\$3,419
Oakland	\$8,632
Bakersfield	\$100
Anaheim	\$1,500

+ Benefits: \$0 - \$3,000 per month depending on 1, 2, or Family plan

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Councilmember Pay



SURVEY CITIES SALARIES	
CITY	MONTHLY
Riverside	\$3,448
San Bernardino	\$3,125
Stockton	\$2,447
Fremont	\$2,428
Modesto*	\$2,000
Oxnard	\$1,701
Glendale	\$1,430
Santa Monica	\$1,385
Bakersfield	\$100

+ Benefits: \$0 - \$3,000 per month depending on 1, 2, or Family plan

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Election Calendar



Date(s)	E Minus to E Minus	Action
September 15	-172	Suggested Last Day to File Petitions Regarding Measure
October 16	-141	Suggested Last Day for Council to Adopt Resolutions
October 17	-140	Suggested Last Day to Post Notice of Deadline for Filing Arguments and Impartial Analyses
October 17		Publish Notice of Election - Measure(s) Only
See County Calendar		Last Day to file Arguments & Impartial Analyses <i>The suggested last day to file arguments & impartial analyses is recommended to be 7-14 days after Council calls the election (see County's deadline)</i>
October 30 to November 13	-127 -113	Publish Notice of Election - For Candidates
November 13 to December 8	-113 -88	Filing Period for Nomination Papers and Candidate's Statements
December 8	-88	Last Day to Call Election for Ballot Measures Last Day to Withdraw Initiative Petition Last Day for County to Receive Resolutions Requesting Consolidation & Services
See County Calendar		Last Day to File Rebuttal Arguments / 10 Days After Arguments
December 13	-83	Last Day to Withdraw Measure(s) from Ballot
March 5	0	Election Day

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Voter Turnout



Date	Type	Wards	Measures	Registered Voters	Votes Cast	Voter Turnout
06/07/16	Primary	Mayor		159,273	64,506	40.50%
11/08/16	General	2, 5, 6		175,923	118,733	67.49%
11/06/18	General	1, 3, 4, 7	N, O	172,596	55,531	32.17%
03/03/20	Primary	Mayor		190,227	27,523	14.47%
11/03/20	General	1, 2, 5, 6		203,466	61,323	56.75%
11/08/22	General	1, 3, 4, 7	L	208,938	85,895	41.11%

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Summary Of Options



- Option 1: Amend BMC Section 2.68.010
 - General or Special Election or both
- Option 2: Amend/Repeal Charter Section 18 AND BMC
 - General Election
- Option 3: Amend Charter Section 18 (non-pay issues)
 - General Election
- Option 4: Leave everything as is

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ADMINISTRATIVE REPORT

MEETING DATE: 8/9/2023

Reports 3. b.

TO: Honorable Mayor and City Council
FROM: Christian Clegg, City Manager
DATE: 8/3/2023
WARD:
SUBJECT: Gun Violence Reduction Strategy Update

STAFF RECOMMENDATION:

Staff recommends Council receive and file the report.

BACKGROUND:

Staff will provide a presentation to the City Council providing an update on the Gun Violence Reduction Strategy and review analysis and best practice recommendations for allocating budgeted funds for violence prevention programs.

ATTACHMENTS:

Description	Type
□ Presentation submitted by CMO	Presentation
□ Blue Memo submitted by CMO	Cover Memo

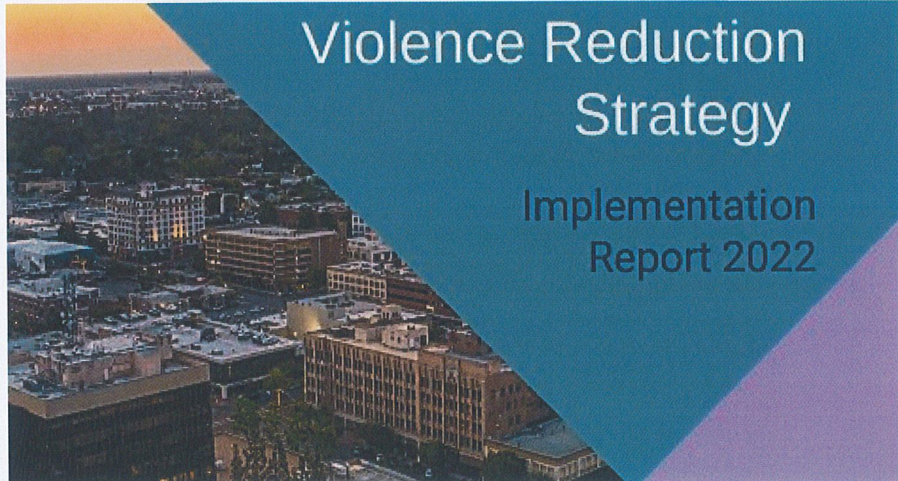
California Violence Intervention and Prevention Program (CALVIP)



1

Violence Reduction Strategy

Implementation
Report 2022



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ASSESSMENT REPORT OVERVIEW

1. Addressing a Serious Challenge
2. Understanding Bakersfield Violence Problem Developing the Strategy
3. Assessing the Work to Date
4. What the Data Shows
5. Lessons Learned and the Work Ahead



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ADDRESSING & UNDERSTANDING A SERIOUS CHALLENGE & DEVELOPING A STRATEGY

- Bakersfield is a large & rapidly growing city, with an exceptionally high need for effective violence & prevention strategies
- The State of California's CalVIP Grant presented opportunity to face challenges in a comprehensive and evidence-informed way.
- Developing the Strategy
 - Investing in Intervention – CBO's & Partners
 - Evolving Policing
 - Building a Management Team to Support Strategy
 - Data Measurement



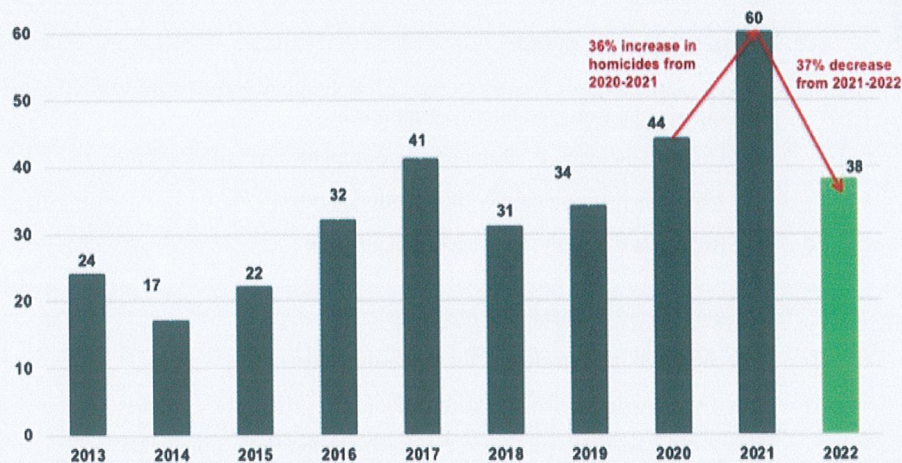
4

WORK TO DATE & WHAT DATA SHOWS

- Shared Approach - Established weekly city-police-community partnership focused-deterrence meetings
- Community Partner - Providing hospital response
- Notable Work – Hospital-based Violence Response program engaged 179 patients and/or families. The City's homicide rate dropped notably in 2022, reversing an upward trend. As of June 2023, reductions continued, with an additional 33% reduction in homicides.
- In the City's violence problem analysis, Bakersfield's homicide rate trends were compared to several peer comparison cities. **Of these five cities, Bakersfield experienced the most significant drop in homicides from 2021-2022.**



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40% Reduction in Homicides
49% Reduction in Gang Shootings
30% Reduction in ShotSpotter Alerts



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WHAT WE'VE LEARNED & LOOKING AHEAD

■ Four Key Lessons Learned

- ❑ Too large of issue for one entity – Must continue partnerships to address violence in our city, utilizing an evidence-informed approach
- ❑ Utilize data to focus efforts on those at highest risk of violence
- ❑ Importance of community intervention partners
- ❑ Importance of data-driven, focused policing

■ Looking Ahead & Sustaining the Work

- ❑ Invest in management & data infrastructure
- ❑ Develop public-facing dashboards
- ❑ Continued collaboration and provide support to CVI workers
- ❑ Adding school resources officers for schools most impacted by gun violence.



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CONTINUING THE CITY'S EFFORTS TO ADDRESS VIOLENCE

- On July 1, 2022 – The City was awarded a multi-year \$3,114,625 CalVIP Cohort 4 grant to design and implement a prevention initiative aimed to address the following five social determinants of health:
 - Social & Community Context
 - Access to Education
 - Economic Stability
 - Access to Healthcare
 - Neighborhood & Built Environment
- On June 30, 2023 – The City's 2020 award of a multi-year \$1,500,000 CalVIP Cohort 3 grant program ended. The City Council has approved \$300,000 of City funds to continue the Cohort 3 intervention strategy efforts.
 - On June 9, 2023 - The City issued a Community Peacekeepers RFP (proposals are currently being reviewed).



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INVESTING IN OUR YOUTH

- Youth violence continues to be a growing concern that is a serious threat to the safety of our community. As the most recent Problem Analysis completed for the City of Bakersfield showed, the number of youths involved in gun violence is rising, while the age is decreasing. Investing in positive youth development and positive youth-adult relationships is essential.
- Local Statistics:
 - 13.9% of Kern County adults lack the basic literacy skills necessary to perform daily job functions (U.S. Census Bureau, 2010).
 - 15% of county adults have not attained at 9th-grade literacy level (U.S. Census Bureau, 2010).
 - 27% of Kern County adults over 25 do not have a high school diploma (U.S. Census 2010-2014 American Community Survey-5 Year Estimates)
 - 63% of students are falling below the proficient level.
 - Bakersfield City School District contains 45 schools and over 30,000 students.
 - The district's minority enrollment is 90%.
 - 90.2% of their students are considered economically disadvantaged.
 - Suspensions for violent offenses increased from 500 in the school year 19-20 to 876 in 21-22 (California Department of Education).



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INVESTING IN OUR YOUTH CONT.

- Participation levels in sport activities are lower among children from a racial and ethnic minority group and children whose parents had lower education levels and family income (National Center of Health Statistics, 2020).
- The Center of Disease and Prevention recommends connecting youths to after school activities as a strategy to prevent youth violence.
 - Youth crime and violence peaks during the hours of 3:00 to 6:00 p.m. (National Center for Juvenile Justice (NCJJ)/Office of Juvenile Justice and Delinquency Prevention, 2014). Therefore, providing programs during critical times of the day can address youth violence.
- City staff conducted research on prevention strategies for preventing youth violence, with the aim of eradicating violence, enhancing well-being of young people, and fostering safe and healthy communities.



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INVESTING IN OUR YOUTH CONT.

- Research included a comprehensive examination of various cities across the Nation to gather understanding on strategies aimed at preventing youth violence.
 - Strategies included the establishment of the following common programs:
 - Summer programs
 - Adult education programs
 - Literacy programs
 - After-school programs
 - Outdoor activities
 - Cognitive Behavioral Therapy programs
 - Boys & Girls Club
- After examining numerous programs and resources within the City of Bakersfield, the following local resources emerged as aligning with the programs identified in the research that represented best practices and demonstrated favorable results.



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LOCAL COMMUNITY RESOURCES

United Way of Kern County offers the early childhood literacy program to teach children how to develop their reading skills at an early age. In the long term, this program may reduce the percentage of adults who lack basic literacy skills.

Kern County Library Foundation – Enhancing & Enriching. Libraries have played an important role in our community for generations. Since 1986, the Kern County Library Foundation has supported library services, providing funding to **enhance programming** for all ages, while striving to grow its endowment for future generations. Private support is essential to this endeavor. Free and open access to information can change the lives of our community members, who otherwise may not have those avenues available to them. It builds a brighter future for the community that we all share.



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LOCAL COMMUNITY RESOURCES

Bakersfield Police Activities League (PAL) guides at-risk youth by providing quality educational tutoring, mentoring, and athletic after-school programs. They provide healthier alternatives to drugs, alcohol, gangs, and violence by providing our local youth with focus and direction. **Bakersfield PAL** also establishes positive relationships between youth, police, and the community.

The Kern Community Foundation's Youth Connection, Inc. is a local non-profit that links youth with community resources to provide positive structured programs. **Youth Connection** connects youth with community services to meet their educational, physical, and emotional needs. These services vary from karate lessons to private tutoring, tennis club to gymnastics. All with the goal of early intervention to achieve pro-social behavior.

The Boys & Girls Club offers numerous programs for children 6-18. They vary from sports to art and informational programs to entertain, inspire, and educate children. Power hour is a tutoring hour where children are given an opportunity to receive assistance.



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FINAL THOUGHTS

By collaborating with established non-profits and community organizations within the City of Bakersfield mentioned in this presentation, the City can create a comprehensive plan for safer and healthier communities for all young individuals.





BAKERSFIELD

THE SOUND OF *Something Better*

OFFICE OF THE CITY MANAGER
MEMORANDUM

Date: August 9, 2023

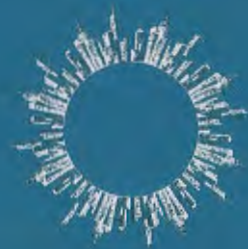
To: HONORABLE MAYOR AND CITY COUNCIL

From: CHRISTIAN CLEGG, CITY MANAGER

Subject: REPORTS ITEM 3.B. – GUN VIOLENCE REDUCATION STRATEGY UPDATE

An updated gun violence reduction strategy implementation report is attached for Council review.

Attachments:
Implementation Report 2022



Bakersfield's Gun Violence Reduction Strategy

Implementation
Report 2022

Prepared By:
The California Partnership
for Safe Communities

BAKERSFIELD

Table of Contents and Acknowledgements

This document provides a progress report on the City of Bakersfield's Gun Violence Reduction Strategy (GVRs) through 2022. This report has six sections:

1. A brief **overview** of the Bakersfield context .
2. A **summary of the violence problem** the partners are seeking to address.
3. The **gun violence reduction strategy** (GVRs) the city and community partners are currently employing.
4. How the Bakersfield partners **built the GVRs strategy from the ground up**.
5. **Assessing the impact** of the work in Bakersfield through 2022.
6. **Lessons learned** and priorities for **the work ahead**.



Executive Director, Vaughn Crandall

Co-Director Reygan Cunningham

Dr. Lisa Barao, Westfield State University

Policy Advisor Jessie Gorovitz

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With Generous Support from:



Bakersfield: Addressing a Serious Challenge

Bakersfield is a large and rapidly growing city in the Central Valley that has an exceptionally high need for effective violence intervention and prevention strategies. This is supported by crime and violence data and health, social and economic indicators. Gun violence in particular is a serious, long-term problem in Bakersfield, with rates double of those of the state and national overall. In many neighborhoods, a homicide or non-fatal injury shooting takes place almost every day and has a significant negative impact on community health and wellbeing. Based on homicide records from 2014-2019, as well as the problem analysis undertaken as part of this project, high risk groups (gangs, crews, high risk networks, etc.) appear to play a major role in community violence.

The risk of violence; poor health, educational and economic indicators; and strengthening community-police relations have been real concerns in Bakersfield for many years. While Bakersfield has a higher poverty rate than many California cities, it has a somewhat lower overall violent crime rate but a particular problem with gun and gang violence. **The State of California's CalVIP Grant program presented a much-needed opportunity to take on this difficult challenge in a more comprehensive and evidence-informed way.** This opportunity allowed Bakersfield city and community leaders to analyze the dynamics of violence in Bakersfield and the needs of young people at highest risk of involvement in violence, so they could more effectively intervene and break the cycle of violence.

Bakersfield's CalVIP-funded GVRs strategy combines concepts from several evidence-informed strategies: the group violence reduction strategy (also known as focused deterrence) is the primary framework, with elements of police-community trust building (through procedural justice) and community violence intervention (CVI). Focused deterrence is supported by a significant body of research evidence; while community violence intervention and procedural justice are also supported by growing research evidence (Abt 2017, Braga 2018, Buggs 2022). This combined strategy seeks to reduce violence citywide while providing support and opportunities for community members at highest risk of violence. Together, the city and community partners also work to strengthen police-community relations with residents and neighborhoods who are directly impacted by violence.

City	Poverty Rate	Violent Crime Rate (per 1,000 residents)
Bakersfield	17.2%	4.94%
Los Angeles	16.9%	7.40%
Oakland	14.6%	12.57%
Stockton	16.8%	12.59%

Bakersfield: Understanding Bakersfield's Violence Problem

*With CALVIP funding in place, the City engaged in an **in-depth problem analysis of violence** with support from the California Partnership for Safe Communities. Problem analyses of this type help identify the actual violence dynamics in a given community; the motives behind violent incidents and cycles of retaliation; and how risk is hyper concentrated in a few places and with a very small number of people.*

This problem analysis examined all homicides (104) and non-fatal shootings (99) in the City of Bakersfield from July 2020 through June 2022. 380 community members were directly involved in these incidents as victims or identified suspects. These statistics represent the continued negative impact of violence on community health and well being in many Bakersfield neighborhoods.

A significant problem: The homicide rate in Bakersfield (8.9/100,000) is approximately **double** the average rate in California and nationwide. Similar to other cities, Bakersfield has also seen an elevated number of homicides in the past two years following the COVID-19 Pandemic.

Disproportionate impact on men of color: Victims and suspects of homicides and shootings in Bakersfield are primarily Latino (47%) and Black (37%) men (84%). Black men are **five times** more likely to be victims and suspects of homicides or shootings relative to their representation in the Bakersfield population overall (7%).

People impacted by violence are adults who are heavily justice-system involved: The overall average age of victims and suspects is **32.5**, and about 58% are between the ages of 18-34. Victims tend to be older than suspects in both homicides and nonfatal shootings. This pattern is especially notable in robberies and group-related disputes.

How GVRS Works: Overview

Data-Driven, Partnership-Based, Harm Reduction Focused

1

First, building on the problem analysis, Bakersfield PD engages in an analysis of all serious violent incidents and trends every week to identify individuals at highest risk of violence

2

Next, City officials and community partners meet to discuss current violence dynamics and develop intervention strategies with a specific focus on reducing retaliation shootings and supporting victims.

3

Individuals at imminent risk of violence or who have already been victimized receive direct, respectful communication of the risks associated with violence; and the help and support available to them in a one on one or small group meetings with city and community leaders.

4

Outreach and intervention workers reach out directly to these individuals and their families; building trust and supportive relationships; providing supports and opportunities; and leading them to safety and opportunity.

5

When necessary, the Bakersfield Police Department and other justice system agencies engage in procedurally-just enforcement efforts narrowly targeted only to those individuals who persist in violence.

Developing the Strategy

With the CalVIP grant and the problem analysis in hand, the City and community partners began building an evidence-informed strategy to interrupt violent cycles of conflict and retaliation. **In partnership with the community, the city took a series of steps to develop the infrastructure needed to implement their violence reduction strategy.**

First, the city built a project management team dedicated to support this work.

In the fall of 2020, the City of Bakersfield hired three full-time employees in the City Manager's Office dedicated to this initiative through the **Public Safety and Vital Services Tax**. The City Manager was designated as the overall lead of GVRs. A senior staff position in the City Manager's Office was assigned as project coordinator. Administrative staff and analyst staff were hired to support this permanent team.

The City engaged the **California Partnership for Safe Communities (CPSC)**, a non-profit organization with extensive experience supporting cities to reduce violence, as technical assistance provider. The City leads on the GVRs strategy – with support from CPSC – developed a design and implementation plan in close collaboration with community partners.

Second, the City worked with community stakeholders to build a shared understanding of the problem, the opportunity and the solution through:

- 1)** The regular sharing of gun violence trends with partner community-based organizations (CBOs) including location, time of day and day of week to help tailor and focus street outreach efforts.
- 2)** The problem analysis of violence, undertaken by Bakersfield PD in partnership with CPSC and criminology Professor Lisa Barao, was shared with CBO partners and public officials to help focus intervention efforts on highest risk people and groups.
- 3)** As part of the weekly meeting cycle, individuals identified by BPD as recent victims or at imminent risk of being involved in violence were referred directly to community intervention partners for outreach, engagement and intensive case management.

Developing the Strategy

3

Third, the city and community partners gradually built the key capacities needed for successful implementation. This included:

1

Investing in Intervention:

The majority of the City's CalVIP funding is passed through to three intervention-focused CBOs who also work with a fourth CBO partner. This challenging outreach and intervention work is performed by community leaders who have relevant lived experiences around street violence. With support from the City, these partners work to engage and support community members at highest risk of violence in the city in the near-term.

This includes building trust with people directly impacted by violence; responding to their needs; providing mentorship; and connecting them to services, supports and opportunities. The city has provided ongoing training and support to CBOs to help them take this work on effectively, including gang intervention training from the Urban Peace Institute in Los Angeles, in-house case management training and intervention strategy training from CPSC consultant Daniel Muhammad, former Director of Stockton's Office of Violence Prevention.

2

Evolution of BPD's Approach:

Under Chief Greg Terry's leadership, BPD made significant changes to how it works to address violence. This includes the launch of the weekly shooting review meetings; reorganizing internal units focused on violence; evolving BPD's approach to strategic investigations and more intentionally leveraging community violence intervention partners to help address violence dynamics and prevent retaliation shootings.

Enhancing BPD's Capacity to Reduce Violence

The local Public Safety and Vital Services Tax has allowed BPD to increase the number of officers assigned to special enforcement units that focus on gun violence, increase the number of detectives assigned to investigate gun violence, and increase the number of crime analysts. With CalVIP funding, these analysts work closely with CPSC Consultant Professor Lisa Barao to enhance the use of data to drive the overall GVRs strategy.

Developing the Strategy

3

Continued

3

Building a management team and process to support this strategy:

Every week, a team of city and community leaders participate in **Shootings Reviews** and **Coordination Meetings**. This management process has three main objectives: (a) Identify community members at highest risk of involvement in violence, either as victims or suspects, (b) generate a shared plan to reduce violence in the near-term, and (c) maintain necessary boundaries and protect confidential information between law enforcement and outreach partners.

4

Data Measurement:

The City has also invested in data and management systems – both internally and with CBO partners – to capture key information needed to support the GVRS shared focus, ensure effective follow-through on intervention efforts with highest risk people, and measure impact on city violence trends.

Weekly Management Cycle

Shooting Review: Each week, a dedicated team at Bakersfield PD reviews every violent incident in the previous week, including the date, time, place, and people involved. This BPD team diagnoses the circumstances of the shootings and the motives of the groups and individuals involved.



Coordination Meeting: Next, city leads meet with community leaders weekly to discuss these shootings and violence dynamics and set outreach and intervention priorities. The city-community team works to quickly interrupt cycles of violence; engage victims and those at risk of retaliating; and provide needed support and assistance. During this meeting, the partners also review ongoing support work with highest risk clients who have enrolled in intensive case management.

Assessing the Work To-Date

The following is a brief description of the impact of the Bakersfield GVRs partnership's work in 2022:

A Shared Approach: The city-police-community partnership that drives this strategy met weekly in 2022 to diagnose violence, identify near-term intervention priorities and take action.

GVRs Interventions and Mediations: Based on these weekly meetings:

- **Outreach:** 116 people at the highest risk of violence were identified through this process in 2022. 64 of these individuals were directly engaged ("touched") by outreach and intervention partners.
- **Intensive Case Management:** 33 of these individuals were identified as the very highest risk individuals for sustained focus. Twenty-four of these priority individuals were successfully enrolled in intensive case management with a CBO partner.
- **Mediation:** CBO partners engaged in a series of conflict mediations with influential members of the groups involved in the most violent conflicts in Bakersfield in 2022. This has also included targeted outreach activities like basketball games and community events in response to shootings.

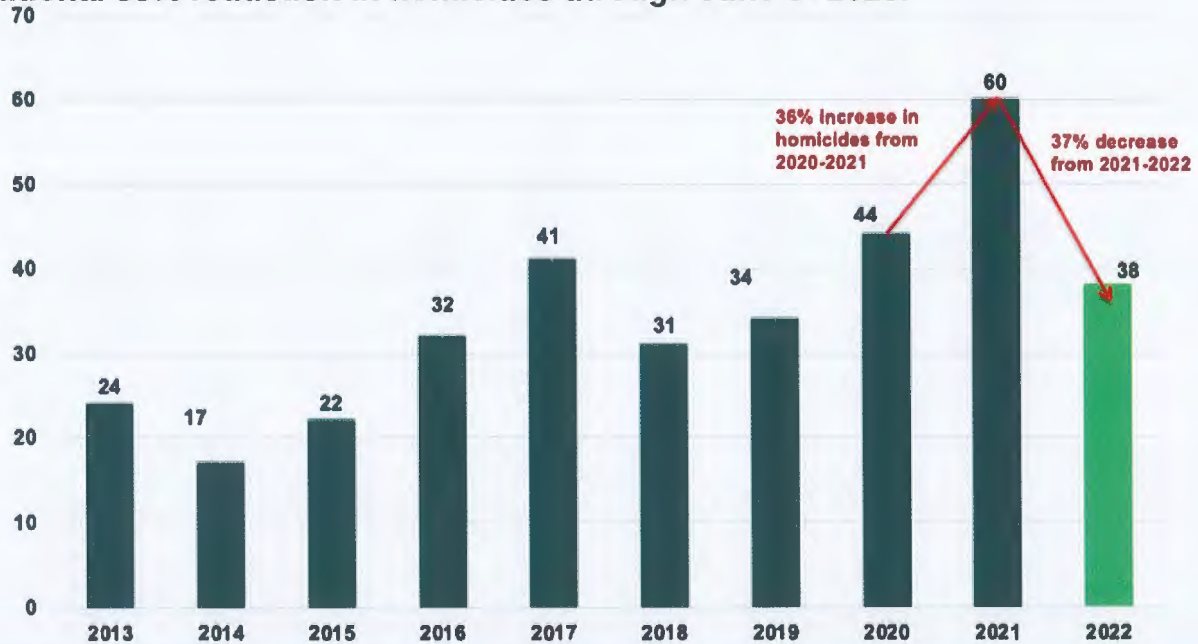


Hospital Response: As part of the GVRs partnership, one CBO partner regularly responds to Kern Medical Center to engage shooting victims and provide intensive support to them in the hospital and upon release as part of the larger partnership. This hospital-based violence response program was launched in June of 2021. By the end of 2022, the lead CBO had engaged 179 patients and/or families and provided support related to a shooting victimization.

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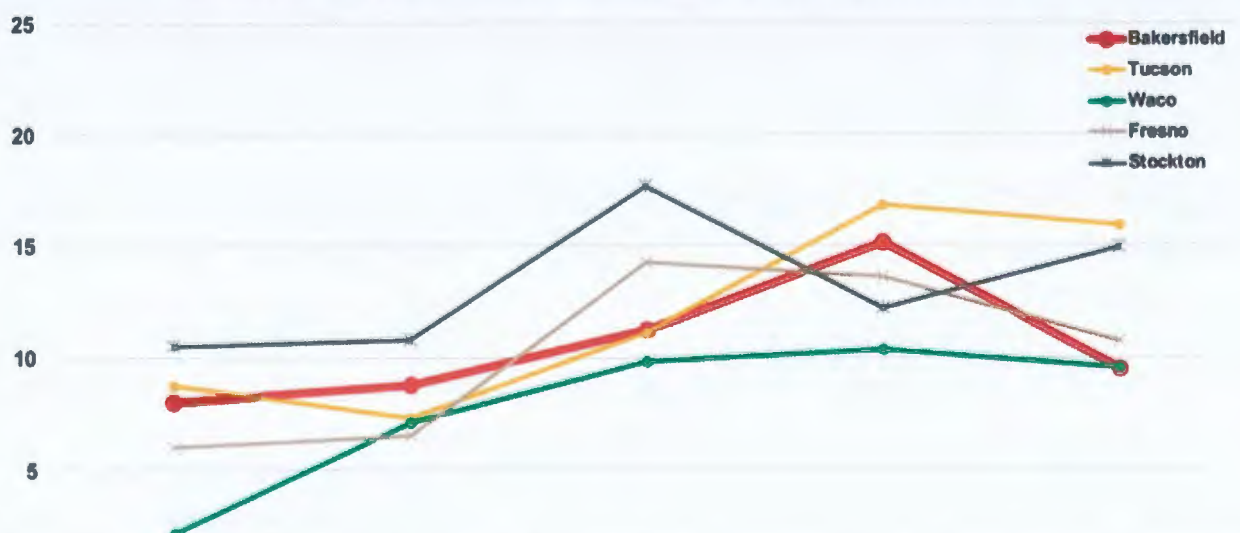
What the Data Shows

Bakersfield's average homicide rate from 2013-2020 was 7.6 per 100,000 residents. However, homicides increased sharply in 2020 and 2021. Despite these sharp increases, **after launching GVRS in January of 2022, the City's homicide rate dropped notably in 2022, reversing this upward trend. In 2023, these reductions have continued, with an additional 33% reduction in homicides through June of 2023.**



When gun homicides and non-fatal shootings are combined, Bakersfield recorded 154 gun violence incidents in 2021 and 107 in 2022. **This represents a 31% decrease in gun violence overall in 2022 when compared to 2021.**

Homicide Rates 2018 – 2022: Bakersfield and Peer Comparison Cities



In the City's violence problem analysis, Bakersfield's homicide rate trends were compared to several peer comparison cities. **Of these five cities, Bakersfield experienced the most significant drop in homicides from 2021-2022.**

Lessons Learned & The Work Ahead

City and community partners identified four key lessons learned from their work to-date. These are also top priorities for continued focus in the year to come:

- 1 Taking an evidence-informed, partnership-based approach to address violence in Bakersfield.** Gun violence is too large of a problem for any one stakeholder - even the police - to tackle alone. By working together in a strategic way - supported by data, research evidence, funding and a structured management cycle - city government, community and law enforcement partners are able to have a greater impact on violence and save lives. To sustain this work, the city will need to continue to invest in management, coordination and data infrastructure as well as focused community intervention efforts.
- 2 Using data to identify the small number of people at highest risk of violence, who most need intervention support.** In city after city, research demonstrates that violence is disproportionately driven by a very small number of people who are using violence as a way to resolve disputes and who are caught in cycles of retaliation. By using in-depth analysis of violent incidents; motives; social networks; and likely sources of retaliation; the Bakersfield partners can focus limited resources to prevent further victimization. Using analysis of shootings in real-time also helps these partners stay focused on the evolving violence dynamic in Bakersfield. Looking ahead, the city will develop public-facing dashboards to help the public to better understand what is happening with gun violence in the city; as well as the response efforts of city and community partners.
- 3 The critical role of community intervention partners.** This initial progress would not be possible without the organizations leading community intervention work in Bakersfield - doing the challenging work of engaging and working with people impacted by violence every day. Locating, engaging and working with individuals at the highest risk of violence is extremely intense and difficult work. These courageous community leaders and their organizations will continue this life-saving work in the year to come with hands-on support from city leaders and the GVRs partners.
- 4 Continue to build BPD's capacity for focused, data-driven policing to reduce violence.** Data-driven, focused policing has helped produce early results. State CalVIP funding and technical support has helped Bakersfield PD lean into a community and problem-oriented approach to address gun violence. The Public Safety and Vital Services Tax Measure has allowed BPD to increase staffing and capacity in several areas that are critical to understanding and addressing gun violence. Looking ahead, BPD will also be able to add school resource officers specifically for schools in neighborhoods most impacted by gun violence.