



City Manager's Office

AGENDA REPORT

DATE:	July 1, 2025
TO:	Mayor Martinez and Members of the City Council
FROM:	Shasa Curl, City Manager Bisa French, Police Chief LaShonda White, Deputy City Manager - Community Services
SUBJECT:	Grand Jury Report No. 2503 Regarding Staffing Challenges Facing the Richmond Police Department
FINANCIAL IMPACT:	There is no fiscal impact associated with the recommended action.
PREVIOUS COUNCIL ACTION:	None.
STATEMENT OF THE ISSUE:	The 2024-2025 Contra Costa Civil Grand Jury requests the City of Richmond's response to findings and recommendations regarding staffing challenges in the Richmond Police Department reflected in Grand Jury Report No. 2503.
RECOMMENDED ACTION:	APPROVE the City of Richmond's response to the 2024-2025 Contra Costa Civil Grand Jury Report No. 2503 entitled "Staffing Challenges Facing the Richmond Police Department: Diminishing Funds and Fewer Officers" and submittal of the response to the Contra Costa Grand Jury – City Manager's Office (Shasa Curl 510-620-6512/Bisa French 510-621-1802).

DISCUSSION:

The 2024-2025 Contra Costa County Grand Jury issued Report No. 2503 entitled “Staffing Challenges Facing the Richmond Police Department: Diminishing Funds and Fewer Officers” (Attachment 1). The report includes findings and recommendations which requires a response from City Council and invites a response from the Richmond Police Chief. All responses are required in the format set forth per the cover letter submitted with the Grand Jury Report dated May 1, 2025 (Attachment 2). The attached letter including responses to findings and recommendations from the City Manager to the foreperson of the Fiscal Year (FY) 2024-25 Grand Jury was created in response to this report (Attachment 3).

The report requests responses from the City Council and invited responses from the Richmond Chief of Police. Although not required, it was determined that the Chief of Police would also respond to the findings and recommendations. City staff prepared the initial responses included in the letter on behalf of the City Council. These responses were subsequently reviewed with Mayor Eduardo Martinez. Based on this discussion, edits were made to the draft City Council's responses. The final document sent to the Grand Jury will incorporate revisions to and/or acceptance of the draft responses per City Council direction provided on July 1, 2025.

The findings that require responses include:

- F1. Despite a decrease in absolute number of homicides from 18 to 11, violent crimes in Richmond, which include homicide, sexual assault, robbery, and aggravated assault have increased from 2021-2024.
- F2. In 2021, the City of Richmond reallocated \$3 million in Richmond Police Department (RPD) funding to community services and alternative policing proposals in Richmond.
- F3. The City received two expert reports that studied staffing levels in Richmond, the Matrix report (March 2023) and the Raftelis report (May 2024).
- F4. Both the Matrix and Raftelis reports found that there should be an increase in RPD sworn officers.
- F5. The City Council has not taken any action on police staffing as recommended in the Matrix and Raftelis reports.
- F6. An improvement in recruiting measures has resulted in an increase of hiring of new RPD officers, although staffing remains below approved levels.
- F7. The RPD has the ability to train only 10 new officers at a time, using the available Field Training Officers, resulting in a limitation on the number of officers that could be hired.

- F8. Reallocation of RPD funds resulted in the downsizing or elimination of specialized investigative units.
- F9. Since the reallocation of RPD funds, mandatory overtime for police officers has increased.
- F10. Subsequent to the reallocation of RPD funds in 2021 the City Council approved the formation of the Community Crisis Response Program (CCRP).
- F11. The CCRP was formed to respond to calls involving mental health and quality of life incidents not requiring the RPD.
- F12. As of April 2025, the CCRP is staffed with three people, a program manager and two staffers.
- F13. As of April 2025, the CCRP is not receiving calls for service via police dispatch.
- F14. The need for agreement between the City and RPOA on duties to be performed and union representation of the CCRP is contributing to CCRP's slow rollout.
- F15. As a result of a legal settlement between the City and Chevron Corporation, \$550 million will be coming to the City of Richmond over the next 10 years, starting in June 2025, resulting in increased revenue for the City.
- F16. As of April 2025, The City Council has not determined how any of the Chevron settlement funds will be used.

The recommendations that require responses include the following:

- R1. By January 1, 2026, the City Council should consider placing a review of the Matrix and Raftelis reports on a City Council agenda.
- R2. By January 1, 2026, after a City Council meeting review of the reports, the City Council should consider following the recommendations for police officer staffing and hiring made in the Matrix and Raftelis reports.
- R3. By January 1, 2026, the City Council should consider directing the City Manager to establish a timeline to implement the operations and functions of the CCRP.
- R4. By January 1, 2026, the City Council should consider directing the City Manager to work with the RPD to establish a training program for dispatchers to enable dispatchers to properly send appropriate personnel to incidents for CCRP and RPD.
- R5. By January 1, 2026, the City Council should consider directing the City Manager to work with the RPD to develop a plan to increase the number of Field Training Officers.
- R6. By January 1, 2026, the City Council should consider directing the City Manager to work with the RPD to establish a plan to reduce officer mandatory overtime.

- R7. By January 1, 2026, the City Council should consider whether to allocate some of the Chevron Corporation settlement funds to the RPD to hire and retain more officers.

City of Richmond's responses are provided below each of the Grand Jury's findings and recommendations in accordance with sections 933.05(a) and 933.05(b) of the California Penal Code (Attachment 4). City staff is seeking City Council approval of the City's responses. A copy of the letter will be sent via e-mail and hard copy to the Grand Jury by August 7, 2025.

DOCUMENTS ATTACHED:

- Attachment 1 – 2024-2025 Grand Jury Report No. 2503, "Staffing Challenges Facing the Richmond Police Department: Diminishing Funds and Fewer Officers"
- Attachment 2 – Grand Jury Cover Letter Dated May 1, 2025
- Attachment 3 – Draft City of Richmond's Response to Grand Jury Report No. 2503
- Attachment 4 – Sections 933.05(a) and 933.05(b) of the California Penal Code