UC Safety & Reform
Community Advisory Council

Monthly Update
August 1, 2017
Welcome

• Judge John A. West

• Introduction, Yasmin Chilton

• Peace Bowl Youth Football Classic & Cheer Showcase – August 4 to 6, 2017

• UC Welcome Weekend Organizational Fair
  – August 20, 2017: Police & Popsicles Event
Recruitment & Selection Update

• Chief Anthony Carter, UC Police Division
<table>
<thead>
<tr>
<th>Process</th>
<th>Details</th>
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</thead>
<tbody>
<tr>
<td>Recruitment</td>
<td>Plan to attract qualified and diverse candidates. Ongoing</td>
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<tr>
<td>Application Review</td>
<td>Applications reviewed for minimum qualifications. 3 Weeks</td>
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<tr>
<td>Physical Agility Assessment</td>
<td>Applicants must pass a physical fitness exam. 2 Weeks</td>
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<tr>
<td>Background Investigation</td>
<td>Criminal history, social media, credentials, work history, references check and home visit. 5 Weeks</td>
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<td>Polygraph Exam</td>
<td>Conducted by an outside vendor. 4 Weeks</td>
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<tr>
<td>Behavioral/Psychological Exams</td>
<td>Conducted by an outside vendor, determines suitability of candidates to serve as police officer. 6 Weeks</td>
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<tr>
<td>Interviews</td>
<td>Panel interview with students, faculty and staff or community members &amp; a command staff interview. 3 to 4 Weeks</td>
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<tr>
<td>Job Offer</td>
<td>Chief submits list of candidates to receive conditional offers. 1 Week</td>
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</table>
All UCPD Applicants by Number Passing Each Hiring Stage

- Applied n=352
- Valid Candidates n=281
- Responded to UCPD Contact n=105
  - Interested n=69
    - Showed Up at Physical Agility n = 48
    - Pass Physical Agility Test n=40
      - Pass Background Investigation n=14
      - Pass Polygraph n= 12
      - Pass Behavioral/Psych. Exams n= 12

Aug 1, 2017
11 Applicants remain in pool
Tensing Retrial Decision Discussion

• Judge John A. West
Use of Force Policy & Training Update

• Dr. Robin Engel, Vice President for Safety and Reform
• Asst. Chief Maris Herold, UC Police Division
Police Use of Force Continuums

• *Use of Force Continuums* provide officers with guidelines as to how much force may be used against a resisting subject in a given situation.

• UCPD has moved to a *Critical Decision Making Model* to guide decisions regarding use of force.

• Compared to previous use of force continuum models, UCPD’s model trains the officer to gather information, “think”, and base decisions on the department’s mission, vision and core principles.
Example:
Use of Force Continuum
UCPD’s New Critical Decision Making Model

- Mission
- Vision
- Core Principles
- Sanctity of Life

1. Collect Information
2. Assess Situation
3. Consider Powers and Policy
4. Identify Options and Contingencies
5. Act, Review and Reassess
Exiger Update

• Quarter 2 Update

• Semi-Annual Report
Follow Our Progress

http://www.uc.edu/safety-reform