Update on UCPD Compliance

4th Quarter: Oct 1 – Dec 31, 2017

Report Issued Feb 6, 2018

Presented to
The Audit and Risk Management Committee
Overall Assessment Status

- Initial Assessment of **191 (69%)** of the 276 Exiger Recommendations (ER) in the first year
- **181 (66%)** of 276 in Substantial Compliance
- Ten (4%) of 276 ERs in Partial Compliance
- **101 (37%)** of 276 ERs require No Further Evaluation
- 236 Total Assessments occurred *(45 ERs were assessed more than once)*
- Total ERs assessed:

<table>
<thead>
<tr>
<th>127 ERs Assessed in 1st Bi-annual Period</th>
<th>109 ERs Assessed in 2nd Bi-annual Period</th>
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</thead>
<tbody>
<tr>
<td>Q1: 54</td>
<td>Q3: 67</td>
</tr>
<tr>
<td>Q2: 73</td>
<td>Q4: 42</td>
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</tbody>
</table>

- **42 ERs**, to include 17 initial assessments, are currently being evaluated in Q5
Overview of Assessment: All 276 ERs

Assessment Status

1. Fundamental Findings: 21
   - Assessed: 0
   - Under Assessment: 4
   - Unassessed: 21

2. Stops: 8
   - Assessed: 0
   - Under Assessment: 2
   - Unassessed: 8

3. Use of Force: 16
   - Assessed: 5
   - Under Assessment: 1
   - Unassessed: 10

4. Policies and Procedures: 19
   - Assessed: 3
   - Under Assessment: 0
   - Unassessed: 16

5. Recruitment, Hiring, Promotion: 27
   - Assessed: 8
   - Under Assessment: 2
   - Unassessed: 17

6. Training: 31
   - Assessed: 2
   - Under Assessment: 1
   - Unassessed: 28

7. Accountability: 19
   - Assessed: 4
   - Under Assessment: 1
   - Unassessed: 14

8. Community Engagement-Problem Solving: 10
   - Assessed: 3
   - Under Assessment: 2
   - Unassessed: 5

9. Mental Health Concerns: 12
   - Assessed: 10
   - Under Assessment: 0
   - Unassessed: 2

10. Equipment: 11
    - Assessed: 13
    - Under Assessment: 0
    - Unassessed: 0

11. Technology: 12
    - Assessed: 2
    - Under Assessment: 4
    - Unassessed: 6

12. Data Collection and Usage: 10
    - Assessed: 10
    - Under Assessment: 3
    - Unassessed: 0
Overall Compliance Achievements

Substantial Compliance with 181 (95%) of the 191 ERs assessed:
- 86 in 1st [prior] bi-annual period
- 97 in 2nd bi-annual period
  Two ERs were assessed and achieved compliance more than once
- 36 ERs in Q4 (included in 97 above for 2nd biannual period)

Currently Partial Compliance (PC) with 10 (5%) of the 191 ERs assessed:
- 5 in Q3 (4 were reassessed in Q4 and 3 were found to be in compliance, 1 other will be reassessed in Q5)
- 6 in Q4 (3 to be reassessed in Q5, 3 others planned for future quarters)
  PC = Significant progress made towards substantial compliance

Currently Determination Withheld for No (0%) ERs
- 1 in Q3 was reassessed in Q4 and now in compliance
- 0 in Q4
  DW = Not able to complete compliance determination at this time
Overview of Compliance: All 276 ERs by Section

- Overall (276)
- Fundamental Findings (25)
- Ped and Traffic Stops (11)
- Use of Force (22)
- Policy and Procedures (22)
- Hiring and Promotions (35)
- Training (52)
- Accountability (16)
- Comm Engage / POP (25)
- Mental Health (13)
- Equipment (14)
- Technology (18)
- Data Systems (23)

Categories:
- Substantial Compliance
- Partial Compliance
- Not Yet Evaluated
Overview of Compliance – Q4: 42 Total ERs Assessed

Compliance Status

1. Fundamental Findings: 5
   - Non Compliant: 1
   - Partial Compliance: 1
   - Determination Withheld: 1
   - Compliant: 2

2. Stops: 2
   - Non Compliant: 1
   - Partial Compliance: 1
   - Determination Withheld: 0
   - Compliant: 0

3. Use of Force: 2
   - Non Compliant: 1
   - Partial Compliance: 1
   - Determination Withheld: 0
   - Compliant: 0

4. Policies and Procedures: 2
   - Non Compliant: 1
   - Partial Compliance: 1
   - Determination Withheld: 0
   - Compliant: 0

5. Recruitment, Hiring, Promotion: 1
   - Non Compliant: 1
   - Partial Compliance: 0
   - Determination Withheld: 0
   - Compliant: 0

6. Training: 1
   - Non Compliant: 1
   - Partial Compliance: 0
   - Determination Withheld: 0
   - Compliant: 0

7. Accountability: 8
   - Non Compliant: 1
   - Partial Compliance: 1
   - Determination Withheld: 1
   - Compliant: 5

8. Community Engagement-Problem Solving: 7
   - Non Compliant: 1
   - Partial Compliance: 1
   - Determination Withheld: 1
   - Compliant: 5

9. Mental Health Concerns: 1
   - Non Compliant: 0
   - Partial Compliance: 0
   - Determination Withheld: 1
   - Compliant: 0

10. Equipment: 2
    - Non Compliant: 1
    - Partial Compliance: 1
    - Determination Withheld: 0
    - Compliant: 0

11. Technology: 2
    - Non Compliant: 1
    - Partial Compliance: 1
    - Determination Withheld: 0
    - Compliant: 0

12. Data Collection and Usage: 2
    - Non Compliant: 1
    - Partial Compliance: 1
    - Determination Withheld: 0
    - Compliant: 0
Q4 - Significant Accomplishments

Collaborative Development to Several Key Policies

- **Pedestrian Stops and Field Interviews**: finalized and disseminated
- **Traffic Enforcement**: finalized and disseminated
- **Crowd Management and Control**: finalized and disseminated
- **In-Car Video Recording System**: to be finalized and disseminated in Q5
- **Promotion Policy**: finalized and disseminated
- **Early Intervention System Warning**: to be finalized and disseminated in Q5
- **Arrests**: to be finalized and disseminated in Q5
Q4 – Items of Note

- No officer-initiated off-campus traffic stops since April 2017
- No Uses of Force since January 2017
- One pursuit occurred in November 2017
- Resignation of Police Chief and appointment of Interim Police Chief Maris Herold
- Reintroduced the Taser as a less lethal UOF option in September 2017
- Continued efforts to achieve IACLEA certification
- Overhaul of the Guardian Tracking System for use as an Early Warning and Intervention System
- Continued robust training schedule to include UOF, live qualification and simulator for firearms, Tasers, Critical Intervention Team, Crowd Control
- Technology and equipment advances including In-Car Video System, and Equipment Tracker
- Began process of filling positions for internal inspections supervisory position and crime analyst
Complaints

- Nine Complaint Investigations were initiated in Q4, one investigated by Exiger
- Eight were Citizen’s Complaints and one was generated internally
- All were closed in a timely manner
- Eight inv’s closed by the end of the quarter were quality investigations
- Four incidents included more than one employee:
  - Involved UCPD employees: 4 sworn members, 2 Security Officers, and 7 student employees (Night- Ride)
  - Dispositions of closed inv’s include: 3 Sustained allegations, 5 Not-sustained, 3 Exonerated, 1 Unfounded
- Total of 46 Complaint Investigations since Jan 1, 2017

Uses of Force

- No additional Use of Force (UOF) incidents in Q4
  - Total of one UOF since Jan 1, 2017
Summary of Where We Are

- January – December 2017: 181 of 276 (66%) Substantial Compliance
- Just beginning 2nd Year (Q5, ending March 31, 2018) with a total of 42 ERs under review
  - **17** scheduled by UCPD to undergo an initial assessment for review
  - **19** are being reassessed to ensure ongoing compliance
  - **Six** to be reassessed due to either being PC or is a re-assessment “as needed”
- Quality evaluation of the Complaints/Internal Investigations completed during late Q4
- **68** (25%) Remaining Recommendations that have not yet been assessed/put forward for review by UCPD
- Continued development of *Methodologies to Aid in the Determination of Compliance* for ERs scheduled for review
- Continue with monthly group check-in and targeted meetings
- Next Update to Audit and Risk Management Committee in May 2018