Welcome and Administrative Matters

- Judge John A. West, Chair of the CAC
- S. Gregory Baker, Director of Police Community Relations
Organizational Changes

- Dr. Robin S. Engel, Vice President for Safety and Reform
- Judge West
External Monitor

• Roberto Villaseñor, Monitor, Exiger
Update on UCPD Compliance

Q6/2nd Quarter 2018:
April 1 – June 30

Report Issued Aug 21, 2018

Presented to
The Audit and Risk Management Committee
Overall Assessment Status

- Initial Assessment of **223** of the 276 (81%) Exiger Recommendations
- Substantial Compliance: **211** of 276 (76%) ERs
- No Further Evaluation: **121** of 276 (44%) ERs
- Partial Compliance: **8** ERs (3%)
- Determination Withheld: **3** ERs (1%)
- Non-Compliant: **1** (less than 1%)
- Under Assessment (Q7): **78** ERs, to include **40** initial assessments
- Not yet evaluated: **13** ERs (5%)

- Total Assessments: **313**  
  *Note that some ERs have been assessed more than once*

<table>
<thead>
<tr>
<th>2017</th>
<th>2018</th>
<th>2019</th>
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</thead>
<tbody>
<tr>
<td>127 ERs Assessed in 1st Bi-annual Period</td>
<td>109 ERs Assessed in 2nd Bi-annual Period</td>
<td>77 ERs Assessed in 3rd Bi-annual Period</td>
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<tr>
<td>Q1: 54</td>
<td>Q3: 67</td>
<td>Q5: 44</td>
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<tr>
<td>Q2: 73</td>
<td>Q4: 42</td>
<td>Q6: 33</td>
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</tbody>
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Overview of Initial Assessment: All 276 ERs

1. Fundamental Findings: 21
2. Stops: 3
3. Use of Force: 1
4. Policies and Procedures: 18
5. Recruitment, Hiring, Promotion: 21
6. Training: 27
7. Accountability: 37
8. Community Engagement-Problem Solving: 14
9. Mental Health Concerns: 13
10. Equipment: 13
11. Technology: 14
12. Data Collection and Usage: 14

- Initially Assessed
- Under Initial Assessment
- Not Yet Evaluated
### Compliance & Assessment Status: Overall and by Substantive Area

**76% Overall compliance**

<table>
<thead>
<tr>
<th>Substantive Area</th>
<th>Compliance Level</th>
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</thead>
<tbody>
<tr>
<td>Fundamental Findings</td>
<td>Substantial</td>
</tr>
<tr>
<td>Ped and Traffic Stops</td>
<td>Substantial</td>
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<tr>
<td>Use of Force</td>
<td>Substantial</td>
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<tr>
<td>Policy &amp; Procedures</td>
<td>Substantial</td>
</tr>
<tr>
<td>Hiring &amp; Promotions</td>
<td>Partial</td>
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<tr>
<td>Training</td>
<td>Out of Compliance</td>
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<tr>
<td>Accountability</td>
<td>Under Initial</td>
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<tr>
<td>Comm Engage / POP</td>
<td>Determination</td>
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<tr>
<td>Mental Health</td>
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<tr>
<td>Equipment</td>
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<tr>
<td>Technology</td>
<td></td>
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<tr>
<td>Data Systems</td>
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</table>
Overview of Compliance – Q6: 33 Total ERs Assessed

Compliance Status

<table>
<thead>
<tr>
<th>Category</th>
<th>Compliant</th>
<th>Partial Compliance</th>
<th>Determination Withheld</th>
<th>Non Compliant</th>
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<tbody>
<tr>
<td>1. Fundamental Findings</td>
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<tr>
<td>2. Stops</td>
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<tr>
<td>3. Use of Force</td>
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<tr>
<td>4. Policies and Procedures</td>
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<td></td>
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<tr>
<td>5. Recruitment, Hiring, Promotion</td>
<td>8</td>
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<td></td>
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<tr>
<td>6. Training</td>
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<td>7. Accountability</td>
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<tr>
<td>8. Community Engagement-Problem Solving</td>
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<td>9. Mental Health Concerns</td>
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<tr>
<td>10. Equipment</td>
<td>2</td>
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<tr>
<td>11. Technology</td>
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<tr>
<td>12. Data Collection and Usage</td>
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Citizen Complaints and Internal Inv’s

Citizen Complaints (externally initiated)

- **Six** Citizen Complaints were initiated in Q6
- All investigations initiated in Q5 and Q6 were complete and closed in a timely manner.
- **Five** additional investigations were initiated in Q7 *(quality to be reviewed by Monitor during Q7)*
- Involved UCPD employees: 2 sworn members and 4 Night Ride employees

Internal Investigations (initiated internally)

- **Two** internal investigations were closed. Both initiated in Q5, but one did not close until late July. Was extended 4 times due to investigative flaws identified in the internal UCPD review process that needed to be addressed *(quality to be reviewed by Monitor during Q7)*

Total

- 61 Citizen Complaints and Internal Investigations initiated from Jan 1, 2017 to July 31, 2018
Uses of Force and Admin Reviews

Uses of Force (UOF)

- One UOF incident occurred in Q6: *bodily force/takedown*
- Quality and timely investigation which included review of video
- Total of three UOF incidents since Jan 1, 2017

Administrative Reviews

- Three weapon-related ARs closed, two occurred in Q5 and one in Q6: Both involved pointing of a weapon (*1 firearm and 2 CEW*)
- Also reviewed ARs involving 2 foot pursuits, and three off-campus traffic stops conducted for emergency purposes
Q6 – Other Noteworthy Topics

• Collaborative Policy Development:
  − Internal Investigations and Employee Conduct and Discipline: additional revisions related to investigation type/title, the standards for each.
  − Arrests, Processing, Transportation of Detainees: finalized and disseminated
  − Internal Inspections Protocol and Annual Inspection Plan: to be finalized and disseminated in Q7
  − Records Management and Victim Services Policies: finalized and disseminated

• Training: Conducted targeted meeting to address documentation and processing issues. Policy revisions in Q6 and Q7; will be finalized and disseminated in Q7.

• Hiring:
  − Production and dissemination of recruitment video in May 2018
  − Opening of hiring cycle with close to 300 applications for 13 positions
  − Three sworn officers hired since Jan 2017 (2 have graduated academy)
  − Two supervisor promotions (1 sergeant, 1 lieutenant)
End of Monitorship

- Impact of decision for early withdrawal from voluntary monitorship
  - Recognize progress made in reforming UC Police Division
  - Many new or updated policies, training, equipment and systems
  - Future and sustained compliance and investment at risk
  - Compliance in many areas, but not all
  - Not all Exiger Recommendations implemented to date
  - Implementation testing is not complete
  - 16 ERs just from Q6 that wont be tested again, but should have
  - Began process with three year plan
  - Lose creditability of external monitorship
Summary of Where We Are

- As of June 30, 2018: 76% In Compliance; 44% achieved substantial compliance and require no further evaluation
- Into Q7 (ending September 30, 2018) with a total of 78 ERs under review
  - 40 scheduled by UCPD to undergo an initial assessment for review
  - 38 are being reassessed to ensure ongoing compliance
- Quality evaluation of the Complaints/Internal Investigations will be completed during Q7
- 13 (5%) Remaining Recommendations that have not yet been assessed/put forward for review by UCPD
- Monitor will identify topics that need year-three follow-up
- Continue with monthly group check-in, targeted meetings, MADC development/adjustments
- Next Update to Audit and Risk Management Committee in November 2018
UCPD Recruitment Update

• Maris Herold, Chief, UCPD
Future Meeting Schedule

• Judge John A. West
Follow Our Progress

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