UC Safety & Reform
Community Advisory Council

Monthly Update
May 9, 2018
Welcome and Administrative Matters

• Judge John A. West, Chair of the CAC
• S. Gregory Baker, Director of Police Community Relations
University Updates

• Dr. Robin S. Engel, Vice President for Safety and Reform
UC Strategic Direction

www.uc.edu/strategicdirection.html
UCPD Recruitment Update

- Maris Herold, Chief, UCPD
- Director S. Gregory Baker
UCPD Recruitment Video

- [https://www.dropbox.com/s/a92awxnclnbngqg/UCPD%20FINAL-03.mp4?dl=0](https://www.dropbox.com/s/a92awxnclnbngqg/UCPD%20FINAL-03.mp4?dl=0)
External Monitor

• Jeffrey Schlanger, Special Counselor to the NYPD Commissioner

• Roberto Villaseñor, Deputy Monitor, Exiger
Update on UCPD Compliance

1st Quarter:
Jan 1 – Mar 31, 2018

Report Issued May 10, 2018

Presented to
The Audit and Risk Management Committee
Overall Assessment Status

- Initial Assessment of 208 of the 276 (75%) Exiger Recommendations
- Substantial Compliance: 188 of 276 (68%) ERs
- No Further Evaluation: 112 of 276 (41%) ERs
- Not yet evaluated: 57 ERs
- Partial Compliance: 15 ERs
- Determination Withheld: 4 ERs
- Non-Compliant: 1 (No annual refresher “Implicit Bias” training ER 2.2.B)
- Total Assessments: 280 ERs (71 were assessed more than once)

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<tr>
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<th>2017</th>
<th>2018</th>
<th>2019</th>
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<tr>
<td></td>
<td>127 ERs Assessed in 1st Bi-annual Period</td>
<td>109 ERs Assessed in 2nd Bi-annual Period</td>
<td>44 ERs Assessed in Q5 (year-to-date)</td>
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<td>Q1: 54</td>
<td>Q3: 67</td>
<td>Q5: 44</td>
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<td>Q2: 73</td>
<td>Q4: 42</td>
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- Under Assessment: 32 ERs, to include 12 initial assessments, are currently being evaluated in Q6
Overview of Initial Assessment: All 276 ERs

- Initially Assessed
- Under Initial Assessment
- Not Yet Evaluated
Current Compliance Achievements

Substantial Compliance with 188 of 208 (90%) ERs assessed:

- 86 in 1st bi-annual period
- 97 in 2nd bi-annual period
- 28 ERs in Q5 of 44 assessed

ERs can be assessed and achieve compliance more than once

Non-Compliant (NC) with 1 ER: assessed in Q5

NC = Did not meet requirements of ER

Partial Compliance (PC) with 15 ERs: 11 assessed in Q5, 4 remain from prior assessments

PC = Significant progress made towards substantial compliance

Determination Withheld (DW) for 4 ERs: all assessed in Q5

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)

Legend:
- Substantial Compliance: No Further Eval
- Substantial Compliance: Recurring
- Partial Compliance
- Determination Withheld
- Not Yet Evaluated
- Non Compliant
Overview of Compliance – Q5: 44 Total ERs Assessed

Compliance Status

- **Compliant**
- **Partial Compliance**
- **Determination Withheld**
- **Non Compliant**

1. Fundamental Findings: 1 Compliant, 11 Partial Compliance, 1 Determination Withheld, 1 Non Compliant
2. Stops: 3 Compliant, 11 Partial Compliance, 1 Determination Withheld, 1 Non Compliant
3. Use of Force: 2 Compliant, 2 Partial Compliance, 1 Determination Withheld, 1 Non Compliant
4. Policies and Procedures: 3 Compliant, 1 Partial Compliance, 1 Determination Withheld, 1 Non Compliant
5. Recruitment, Hiring, Promotion: 1 Compliant, 1 Partial Compliance, 1 Determination Withheld, 1 Non Compliant
6. Training: 7 Compliant
7. Accountability: 3 Compliant
8. Community Engagement-Problem Solving: 3 Compliant
9. Mental Health Concerns: 11 Compliant, 11 Partial Compliance, 1 Determination Withheld, 1 Non Compliant
10. Equipment: 3 Compliant
11. Technology: 5 Compliant
12. Data Collection and Usage: 1 Compliant
Q5 - Significant Topics

• Collaborative Development to Several Key Policies:
  – “Employee Conduct and Discipline”: including the Disciplinary Matrix; was finalized and disseminated in Q5
  – “Arrests, Processing, Transportation of Detainees”: to be finalized, tested on, and disseminated in Q6
  – In-Car Video Recording System: to be finalized and disseminated in Q6
  – Internal Inspections Protocol and Annual Inspection Plan: to be finalized and disseminated in Q6

• Training: continues to have documentation related problems identified during implementation testing, to be resolved via collaborative targeted meeting mid-May

• Hiring:
  – Three sworn officers hired since Jan 2017
  – Two supervisor promotions (1 sergeant, 1 lieutenant)
  – Filled positions for internal inspections lieutenant and crime analyst
Change to Use of Force Policy

- Monitor’s review of Contact Cards resulted in identification of UOF policy clarification regarding reporting un-holstering
- Update/clarification to policy:
  - *Un-holstering weapon (firearm or Taser) no required reporting.* Once Taser/Axon equipment installed, these incidents will be captured on BWC via activation of un-holstering (approx. 3-6 months)
  - *Point weapon at person/”acquire a target” “laser light compliance”* is a reportable incident on respective form and Administrative Review (AR) conducted
  - *Actual use (firing) of weapon remains the same, results in UOF investigation*
Complaints and Uses of Force

Citizen Complaint/Internal Investigation

- Three Complaint Investigations were initiated in Q5
- Two were Citizen’s Complaints and one was generated internally
- None have been closed yet, but none are overdue (*extended per policy*)
- Involved UCPD employees: 2 sworn members, 1 Security Officer
- Total of 50 Complaint/Internal Investigations since Jan 1, 2017

Use of Force (UOF)

- One UOF incident in Q5 (*bodily force/takedown and pointed Taser/CEW*)
- Quality and timely investigation to include BWC review
- Total of two UOF incidents since Jan 1, 2017

Administrative Review (*e.g. vehicle pursuit, pointing of weapon, policy violations that if true, would not result in disciplinary action*)

- Two in Q5: both pointing of weapon (*1 firearm and 1 CEW*)
Summary of Where We Are

- As of March 31, 2018: 68% in Substantial Compliance; 41% require no further evaluation

- Into Q6 (ending June 30, 2018) with a total of 32 ERs under review
  - 12 scheduled by UCPD to undergo an initial assessment for review
  - 20 are being reassessed to ensure ongoing compliance

- Quality evaluation of the Complaints/Internal Investigations will be completed during Q6

- 57 (21%) Remaining Recommendations that have not yet been assessed/put forward for review by UCPD

- Continue with monthly group check-in, targeted meetings, MADC development/adjustments

- Next Update to Audit and Risk Management Committee in August 2018
Community Engagement and Outreach

• Director S. Gregory Baker
Future Meeting Schedule

- Judge John A. West
Follow Our Progress

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