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></th>
<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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Overview of Initial Assessment: All 276 ERs

- 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 Status</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fundamental Findings</td>
<td>Substantial Compliance - no further review</td>
</tr>
<tr>
<td>Ped and Traffic Stops</td>
<td>Substantial Compliance - recurring</td>
</tr>
<tr>
<td>Use of Force</td>
<td>Partial Compliance</td>
</tr>
<tr>
<td>Policy &amp; Procedures</td>
<td>Out of Compliance</td>
</tr>
<tr>
<td>Hiring &amp; Promotions</td>
<td>Determination Withheld</td>
</tr>
<tr>
<td>Training</td>
<td>Under Initial Assessment</td>
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<tr>
<td>Accountability</td>
<td>Not Yet Assessed</td>
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<tr>
<td>Comm Engage / POP</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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</tbody>
</table>

76% Overall compliance
Overview of Compliance – Q6: 33 Total ERs Assessed

Compliance Status

<table>
<thead>
<tr>
<th>Compliance Status</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Compliant</td>
<td>4</td>
</tr>
<tr>
<td>Partial Compliance</td>
<td>3</td>
</tr>
<tr>
<td>Determination Withheld</td>
<td>4</td>
</tr>
<tr>
<td>Non Compliant</td>
<td>3</td>
</tr>
<tr>
<td>Total</td>
<td>33</td>
</tr>
</tbody>
</table>
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 (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 won’t be tested again, but should have
  - Began process with three year plan
  - Lose credibility 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