Final Report on UCPD Compliance

4th Quarter 2018: Oct 1 – Dec 31, 2018

Report Issued March 7, 2019

Provided to
The Board of Trustees
Audit Committee
Overall Assessment Status

• Initial Assessment of all 276 (100%) Exiger Recommendations

• Substantial Compliance: 274 of 276 (99%) ERs

• Partial Compliance: 2 ERs (less than 1%)

• Non-Compliant: 0

• ERs Requiring “No Further Evaluation”: 175 of 276 (63%) ERs

• Total Assessments: 437 Some ERs were assessed more than once

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<thead>
<tr>
<th></th>
<th>2017</th>
<th>2018</th>
<th>2019</th>
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<tbody>
<tr>
<td>127 ERs</td>
<td>109 ERs</td>
<td>77 ERs</td>
<td>45 ERs</td>
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<td>Assessed in</td>
<td>Assessed in 2nd Bi-annual</td>
<td>Assessed in 3rd Bi-annual</td>
<td>Assessed in 4th Bi-annual</td>
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<td>1st Bi-annual Period</td>
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<td>Q1: 54</td>
<td>Q3: 67</td>
<td>Q5: 44</td>
<td>Q7:45</td>
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<td>Q2: 73</td>
<td>Q4: 42</td>
<td>Q6: 33</td>
<td>Q8:79</td>
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## Compliance & Assessment Status: Overall and by Substantive Area

**99% Overall compliance**

<table>
<thead>
<tr>
<th>Substantive Area</th>
<th>Substantial Compliance: No Further Review</th>
<th>Substantial Compliance: Recurring</th>
<th>Partial Compliance</th>
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<tbody>
<tr>
<td>Fundamental Findings</td>
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<td>Pedestrian and Traffic Stops</td>
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<td>Use of Force</td>
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<td>Policy &amp; Procedures</td>
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<td>Recruitment, Hiring &amp; Promotions</td>
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<td>Training</td>
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<td>Accountability</td>
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<td>Community Engagement / POP</td>
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<td>Mental Health Response</td>
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<td>Equipment</td>
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<td>Technology</td>
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<td>Data Systems</td>
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- **63.4%**
- **35.9%**
- **0.7%**
79 ERs Assessed in Q8 – 36 Initial and 43 Reassessments

Compliance Status – Q8 Only

- 1. Fundamental Findings: 2 Compliant, 4 Partial Compliance
- 2. Stops: 2 Compliant, 2 Partial Compliance
- 3. Use of Force: 6 Compliant
- 4. Policies and Procedures: 1 Compliant
- 5. Recruitment, Hiring, Promotion: 8 Compliant
- 6. Training: 34 Compliant
- 7. Accountability: 4 Compliant, 3 Partial Compliance
- 8. Community Engagement: 3 Compliant
- 9. Mental Health Concerns: 0 Compliant
- 10. Equipment: 2 Compliant, 1 Partial Compliance
- 11. Technology: 12 Compliant
- 12. Data Collection and Usage: 12 Compliant
• Investigations
  - None remain open. Monitor reviewed all initiated and completed. All found to be complete, thorough and on-time.

• Collaborative Policy Revisions and/or Development
  - Internal Inspections and Annual Inspection Plan
  - Performance Evaluations
  - Tactical and Strategic Investigations (Problem Solving)

• Training Conducted
  - Traffic Stops
  - Taser, PR-24 baton, and Problem-Solving refresher courses

• Hiring Achievements
  - Nine individuals hired for sworn officer positions: two women, three African Americans, one Hispanic, and one foreign-born individual
Citizen Complaints

Defined as complaints/allegation of misconduct initiated externally

- **Three** Citizen Complaints were initiated in Q8
  - Consisted of allegations of discourtesy or improper procedures
  - Involved UCPD employees: **2** NightRide student employees and **one** dispatcher - no sworn or security officers

- Total of **55** Citizen Complaints from Jan 1, 2017 through Dec 31, 2018:
  - 38 in 2017 and 17 in 2018

- A large percentage of the citizen complaints were made against NightRide student employees

- All investigations were considered complete, thorough and were completed on time per UCPD policy
Internal Investigations

Defined as allegations of misconduct initiated internally

- **No** new internal investigations in Q8

- **Total of 16** Internal Investigations Jan 1, 2017 through Dec 31, 2018:
  - 8 in 2017, and 8 others in 2018
  - 12 sustained allegations consisted of various serious offenses including driving under the influence (2), dishonesty, rules/policy violation, and improper procedures
  - Corrective Action taken per UCPD policy
  - Disciplinary Matrix is in 2018

- All investigations were considered complete, thorough and were completed on time per UCPD policy
Uses of Force and Admin Reviews

Uses of Force (UOF)
- One UOF incident occurred in Q8
  - Appropriate use of hard hands on individual resisting arrest
- Total of 4 UOF Jan 1, 2017 through Dec 31, 2018

Administrative Reviews (AR)
- Two ARs were documented in Q8
  - Involved pointing CEW/Taser and an off-campus traffic stop
- Total 17 ARs Jan 1, 2017 through Dec 31, 2018
  1 in 2017: pursuit/off campus traffic stop (new category)
  16 in 2018: mainly display of CEW/firearm or off campus traffic stops
Conclusions

- No Exiger Recommendations remain that have not yet been assessed
- As of December 31, 2018: 99% Compliant
- Two ERs remain Partially Compliant:
  - IACLEA Accreditation Process (should be completed by Fall 2019)
  - Inspections conducted regularly (as scheduled in Annual Inspection Plan)
- 175/276 (63%) ERs achieved substantial compliance, requiring no further evaluation
- Remaining 101 ERs should continue to be monitored/inspected
- All UOF and Complaints/Internal Investigations have been assessed for quality
Noteworthy Accomplishments and Successes

- Increased Diversity in Recruitment and Hiring
- Stronger, more community-based organization
- Policy development to ensure industry standards are institutionalized
- Much needed Training has been conducted on critical topics
- Training Management process overhauled including installation of an up-to-date Learning Management System
- New Equipment in the reissuance of Conductive Electrical Device/Tasers and the installation of in-car video cameras
- Technology and Data Analysis advancements with hiring of experienced crime analyst and upgrade of outdated systems
- Risk Management functions such as field supervisors, Early Warning System, Internal Inspection installed to safeguard continued compliance
- Continued External Oversight with the newly configured Community Compliance Council