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

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<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

Initial Assessed | Under Initial Assessment | Not Yet Evaluated
--- | --- | ---
1. Fundamental Findings | 21 | 3 | 1
2. Stops | 10 | 1 | 2
3. Use of Force | 18 | 2 | 2
4. Policies and Procedures | 21 | 1 | 1
5. Recruitment, Hiring, Promotion | 27 | 6 | 1
6. Training | 37 | 1 | 2
7. Accountability | 14 | 13 | 2
8. Community Engagement-Problem Solving | 22 | 2 | 1
9. Mental Health Concerns | 13 | 13 | 2
10. Equipment | 14 | 14 | 3
11. Technology | 14 | 1 | 2
12. Data Collection and Usage | 13 | 8 | 2
### Compliance & Assessment Status: Overall and by Substantive Area

#### 76% Overall compliance

<table>
<thead>
<tr>
<th>Substantive Area</th>
<th>Compliance Status</th>
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<tbody>
<tr>
<td>Fundamental Findings</td>
<td><img src="image" alt="Substantial Compliance-no further review" /></td>
</tr>
<tr>
<td>Ped and Traffic Stops</td>
<td><img src="image" alt="Substantial Compliance-recurring" /></td>
</tr>
<tr>
<td>Use of Force</td>
<td><img src="image" alt="Partial Compliance" /></td>
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<tr>
<td>Policy &amp; Procedures</td>
<td><img src="image" alt="Out of Compliance" /></td>
</tr>
<tr>
<td>Hiring &amp; Promotions</td>
<td><img src="image" alt="Determination Withheld" /></td>
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<tr>
<td>Training</td>
<td><img src="image" alt="Under Initial Assessment" /></td>
</tr>
<tr>
<td>Accountability</td>
<td><img src="image" alt="Not Yet Assessed" /></td>
</tr>
<tr>
<td>Comm Engage / POP</td>
<td><img src="image" alt="Not Yet Assessed" /></td>
</tr>
<tr>
<td>Mental Health</td>
<td><img src="image" alt="Not Yet Assessed" /></td>
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<tr>
<td>Equipment</td>
<td><img src="image" alt="Not Yet Assessed" /></td>
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<tr>
<td>Technology</td>
<td><img src="image" alt="Not Yet Assessed" /></td>
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<tr>
<td>Data Systems</td>
<td><img src="image" alt="Not Yet Assessed" /></td>
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</tbody>
</table>
Overview of Compliance – Q6: 33 Total ERs Assessed

Compliance Status

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

Compliant  Partial Compliance  Determination Withheld  Non Compliant
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 won't 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