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CHIEF HUMAN RESOURCES OFFICERS

Universitywide Police Policies and Administrative Procedures: Management Consultation and Employee Consultation Periods

Attached for management consultation and employee consultation are the proposed changes to the [Universitywide Police Policies and Administrative Procedures](#), which are applicable to UC Peace Officers. These policies, including one current and three new additions, have been updated in consultation with the UC Chiefs of Police and UC Legal. The policies were also reviewed by the Federated University Police Officers Association (FUPOA) and revisions were made based on those conversations. These policies have been approved by both the UC Chiefs of Police and FUPOA.

The “Use of Force” policy was updated based on legislative changes to the use of deadly force (Assembly Bill 392), and language required in a use of force policy (Senate Bill 230) as well as additions/clarifications to definitions, and revisions to emphasize de-escalation. The revisions began in response to the Robinson/Edley report which recommended systemwide policies on “less lethal” weapons, and definitions of the types of resistance. A proposed Use of Force policy underwent Management Consultation in 2017, as well as review by the University Faculty Welfare Committee (UCFW) and the Policy Advisory Committee. It was revised based on feedback received.

The “Body Worn Video” policy was drafted in order to have a systemwide approach to the use of body worn cameras, which were purchased and distributed to the campuses in 2019/2020. A proposed Body Worn Video Policy underwent Management Consultation in 2017, as well as review by the UCFW. The policy was revised based on feedback received. However, it was put on hold pending the recommendations of the President’s Police Task Force.

The “Systemwide Response Teams” policy was drafted based on recommendation by the Robinson/Edley report to create specialized response teams to respond to crown management situations. A proposed Systemwide Response Team policy underwent Management Consultation in 2017, as well as review by the UCFW. However, it was put on hold pending the recommendations of the President’s Police Task Force

The Concealed Carry Weapons (CCW) policy was drafted because the Systemwide Council of Chiefs of Police wanted to adopt a systemwide and consistent policy on the issuance of concealed carry weapons to qualified retired police officers (as we are required to do by statute). In addition, there was recent case law that held that medically retired police officers were not entitled to CCW’s that needed to be incorporated into policy.

Employees should be given the opportunity to comment on the proposed revisions. Attached is a model communication for this purpose. The length of time for this review will be 90 days. A summary of employee

comments from your location should be sent via email to Melanie Carr (Melanie.Carr@ucop.edu) by May 7, 2021. If you have any questions, please contact [Melanie](#).

Sincerely,



Cheryl Lloyd
Interim Vice President, Systemwide Human Resources

Attachments

cc: President Drake
Provost Brown
Chancellors
Lawrence Berkeley National Laboratory Director
Medical Center Chief Executive Officers
Vice Chancellors – Administration
Executive Vice President Nava
Vice Provost Carlson
Associate Vice Provost Lee
Deputy General Counsel Woodall
Chief of Staff Kao
Senior Vice President Bustamante
Executive Director and Chief of Staff Henderson
Executive Director Baxter
Senior Counsel Craig
Senior Counsel Chin
Chief Farrow
Manager Carr
Policy Coordinators