

## Community Safety: CAMPUS VEHICLES, UNIFORMS, AND EQUIPMENT (VUE) PROGRESS REPORT

As of March 1, 2023

### GUIDANCE FOR COMPLETION

Please complete and submit by March 31, 2023.

You may also email it to the Systemwide Director of Community Safety, [jody.stiger@ucop.edu](mailto:jody.stiger@ucop.edu)

Recommendation 16 of the Vehicles, Uniforms, and Equipment (VUE) Workgroup Guidelines and Recommendations provided that:

In consultation with the UC community, campuses and medical centers are to develop an implementation plan regarding these guidelines and recommendations by March 31, 2023.

- These plans must address how each recommendation will be achieved and may prioritize actions based on resource availability and considerations such as vehicle and equipment turnover.
- All recommendations should be implemented as soon as practically possible

Final reports will be published on the public-facing UC community safety website. Please provide a detailed description of your campus's implementation of each listed recommendation. Additionally, pictures or photos are highly encouraged.

**CAMPUS NAME: BERKELEY**

### PROGRESS AND UPDATES

Provide updates on progress.

#### Recommendation 1 — Distinctiveness of sworn police officers' VUE

All public safety providers who are not sworn police officers will not have badges, stars, patches, or other overt VUE similarities to those of sworn police officers.

#### *Achieved*

N

***Implementation detail / description of actions taken***

Yes. Berkeley is undergoing the renaming and designing of common, yet, differentiating uniforms for all safety response roles beyond sworn officers. Student responders, security guards, campus mobile crisis response team, and the new safety responder role.

**Recommendation 2 — Distinctiveness of sworn police officer titles**

Campuses will not call any public safety personnel, other than sworn police officers, “officers.”

***Achieved***

No

***Implementation detail / description of actions taken***

Yes. Each of our non-sworn safety roles are going through title and uniform design changes. “Officer” currently exists for Campus Security Officer (students) and Security Patrol Officer. In addition, we’re working on the title of the new safety responder role that will receive specialized training differentiated from that of our current SPOs.

We have targeted May ‘23 to have names and uniform designs ready.

**Recommendation 3 — VUE of non-sworn public safety personnel**

Seeking to decrease the visibility of public safety individuals who look like sworn police officers, no other public safety personnel will look, carry equipment, or drive vehicles substantially similar to those of sworn police officers.

- a. Parking enforcement personnel uniforms should consist of a polo-style uniform with an embroidered logo and the words “PARKING” printed across their back. Their vehicles shall be clearly identifiable as parking enforcement.

***Achieved***

No

***Implementation detail / description of actions taken***

Our non-sworn teams are currently collaborating to coordinate uniform styles and colors including polos, sweatshirts, jackets. Uniforms will follow strict Berkeley branding requirements and will include clear safety response team identification on the back and front.

Equipment to be carried is limited to radios, flashlight and pepper spray.

The Campus Mobile Crisis Team is the only non-sworn response team using vehicles. UCPD will be re-branding the CSO vehicles once a new team name is selected. The on-campus vehicle will be unmarked (not wrapped). Their vehicles will also be designed in a manner not to be confused with police vehicles.

#### **Recommendation 4 — Sworn police roles**

Campuses should evaluate a sworn police role to respond to calls for service that do not require a visibly armed and traditionally uniformed sworn police and to serve in a campus and community affairs-related position. These officers' uniforms should be distinguishable from those of regular patrol police officers, such that uniforms should be a polo shirt or plain clothes.

##### ***Achieved***

No

##### ***Implementation detail / description of actions taken***

Berkeley is in the process of classifying a new safety responder role on campus. Assuming UCOP support in classifying the role and union acceptance, we expect to begin the hiring process in the Summer 2023.

#### **Recommendation 5 — Alternative vehicles for sworn-officer patrols**

Campuses should evaluate and increase the use of alternative vehicles other than traditional patrol car — for example bicycles, e-bikes, electric vehicles, or golf-carts — for sworn-officer patrols.

##### ***Achieved***

Yes

##### ***Implementation detail / description of actions taken***

UCPD Berkeley already employs the use of bikes, electric vehicles and golf carts. These vehicles are in use when we have enough officers to fill the beats.

#### **Recommendation 6 — Load-bearing vests**

Load-bearing vests will not be issued as standard equipment for new hires of sworn police officers.

- a. Understanding the potential needs for load-bearing vests (not limited to ergonomics, officer safety, etc.), such vests will be approved on a case-by-case basis by the Police Chief or designee.

##### ***Achieved***

Yes

***Implementation detail / description of actions taken***

We issue load-bearing vests on an as-requested basis to sworn members (and SPO security guards) in an effort to deter worker comp injuries to the lower back.

**Recommendation 7 — Less than lethal weapons**

In addition to existing required equipment, including firearms, less than lethal weapons shall be required equipment for all sworn police officers and carried on their person as required equipment.

***Achieved***

Yes

***Implementation detail / description of actions taken***

Complete

**Recommendation 8 — UCPD identification**

Any marking of “POLICE” must identify that the police officer, equipment, or vehicle is that of the University of California, such that a marking, badge, or insignia shall say “UC POLICE” or “CAMPUS POLICE” or “UNIVERSITY OF CALIFORNIA POLICE”, or similar.

***Achieved***

Yes

***Implementation detail / description of actions taken***

This is already our standard.

- Complete

**Recommendation 9 — UCPD sworn police patrol cars**

Sworn police patrol cars should be distinguishable from local law enforcement authorities, with patrol cars displaying “University of California Police” or the campus name with any marking of police. Campuses and medical centers are encouraged to move from a black and white patrol car to a solid white patrol car to distinguish the vehicle from local law enforcement.

***Achieved***

Yes

***Implementation detail / description of actions taken***

This is already our standard.

- Complete

**Recommendation 10 — Need for fully-uniformed officer**

Campuses and medical centers should develop procedures to determine if a fully-uniformed patrol police officer is needed for specific events and functions. For example, plain-clothed police officers providing security and protection services for visiting dignitaries.

***Achieved***

Yes

***Implementation detail / description of actions taken***

The campus event policy already has a process for determining proper personnel assigned to events. UCPD uses plain clothes assignments for dignitaries.

Large events have all types of security support

Event organizer will ask for types of security (e.g. Matt Walsh requested uniformed security)

The Campus Mobile Crisis Team and UCPD are working in collaboration to determine the scenarios for when and how police officers will support mental health crisis

**Recommendation 11 — Uniforms for medical center non-sworn public safety personnel**

Medical centers should reimagine security services by having a public safety ambassador wearing a professional blazer-style uniform and more typical safety or security personnel wearing a utility-style uniform.

***Achieved***

N/A

***Implementation detail / description of actions taken***

N/A

**Recommendation 12 — VUE of unarmed security and public safety services personnel**

Given the importance of unarmed security and public safety services as part of the UC Community Safety

Plan and each location's tiered response models, campuses and medical centers with personnel in this tier shall adopt the minimum for systemwide consistency:

- a. These personnel shall not carry a firearm.
- b. Identification: Non-sworn safety personnel with a primary role of ensuring safety and security shall be identified systemwide as "University of California Protective Services". Campuses will not identify these individuals as officers, but as protective services, community partners, public safety partners, or another similar title.
- c. Uniform: Clearly distinguishable from sworn police officers, such as khaki utility pants and a light blue uniform or polo shirt, with insignia that identifies the individual as "University of California Protective Services."
- d. Equipment: Duty belt to hold a radio, flashlight, and a self-defense device, such as pepper spray.
- e. Vehicles: Identifiable as part of UC protective services, with no stars or other markings similar to those of sworn police patrol cars.

***Achieved***

No

***Implementation detail / description of actions taken***

- a. Sworn officers must carry firearms. Non-sworn are not authorized to carry firearms.
- b. The job title of these individuals is not yet determined. The name is expected to be determined in May 2023
- c. Uniforms are currently in design including members of UCPD, the specific safety roles, public affairs/branding, and union (as appropriate). Uniform designs are expected to be complete in May 2023.
- e. Please refer to #3.

**Recommendation 13 — VUE of mental health and student service professionals**

Mental health and student service professionals responding to a known mental health emergency call as part of a campus' tiered response model must wear professional, clinical, or similar attire.

- a. They must wear a hanging style photograph identification card, which shall indicate that they are mental health, clinical professionals, or another type of safety responder.
- b. The equipment they carry should be directly related to their responsibilities within the campus' tiered response model.
- c. If they are required by the campus to carry equipment on their person, a smock-type vest is

recommended with insignia identifying them as mental health professionals.

***Achieved***

Yes

***Implementation detail / description of actions taken***

Campus Mobile Crisis Team clinicians will include:

- Polo/sweatshirt/jackets with identifiable information on the front, back and sleeve
- Identifying lanyards with name, photo, and University Health Services information
- Radios with direct line to UCPD

**Recommendation 14 — VUE of student safety partners**

Student Safety Partners should highlight their role as student-peers trained to provide safety escorts to fellow students and staff. Their uniforms should consist of polo-style shirts with no stars, badges, police department patches, or logos. The campus mascot and campus colors should be utilized as a part of the uniform.

- a. Campuses that use the word officer in the identification of these personnel should reimage these positions as student safety partners.
- b. When providing safety escorts, a hanging style photograph identification card must be visible indicating that they are students.
- c. Their uniforms should have reflective or other high-visibility elements for night-time safety.

***Achieved***

No

***Implementation detail / description of actions taken***

Our current Community Service Officers (CSOs) are being renamed and re-uniformed in coordination and collaboration with the other safety roles on campus. The name and uniforms are expected to be complete in May 2023.

Currently, we have (74) CSOs with aspirations to grow the CSO Program to 120 CSOs.

CSOs are required to carry UCPD ID cards and present them upon request. CSOs wear high-visibility yellow polo shirts with the CSO logo and blue jackets with reflective tape.

## Recommendation 15 — Changes to VUE

Any changes to VUE for public safety personnel shall be made in consultation with the campus' responsible administration officer and with the systemwide director of community safety.

### ***Achieved***

Yes

### ***Implementation detail / description of actions taken***

Berkeley RO, Marc Fisher has been an active participant in all campus safety roles and associated changes. Jody Stiger has been made aware of the efforts at Berkeley and asked to provide UCOP guidance, as needed.

## Recommendation 16 — VUE implementation plan

In consultation with the UC community, campuses and medical centers are to develop an implementation plan regarding these guidelines and recommendations by March 31, 2023.

- a. These plans must address how each recommendation will be achieved and may prioritize actions based on resource availability and considerations such as vehicle and equipment turnover.
- b. All recommendations should be implemented as soon as practically possible

### ***Achieved***

Yes

### ***Implementation detail / description of actions taken***

Berkeley has worked in collaboration with a number of campus departments and organizations on implementation planning including the Independent Advisory Board on Police Accountability and Community Safety (IAB). In addition, we have worked with other UC campuses and the UCCSP leadership team on topics including: uniform designs, new safety role job descriptions and classification, vehicles, mental health crisis response protocols, etc.

Implementation plans have been broken into 2 primary projects for the VUE guidelines and recommendations.

- New Safety Role
- Safety Responder Uniforms

These efforts are also intertwined with the Campus Mobile Crisis Team program.

## Other updates

The VUE Guidelines are being worked on in coordination with a number of other campus safety and emergency response initiatives. These efforts include: EOC Command Center Rebuild, Active Threat Preparedness, Police Accountability Board Creation, New Safety Responder Position, Daily Crime Log Transition, Campus Mobile Crisis





Response Launch, and Emergency Notifications & Critical Infrastructure.