

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

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: DAVIS

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

Davis: **Compliance by Summer 2023** (refer to Recommendation 16)

Health: **In Progress**

Implementation detail / description of actions taken

UC Davis Campus: Tiered Response includes Officers, Core Officers, The Protective Service Specialists (PSS) and The Campus Safety Specialists (CSS).

Officers' uniforms at both the Davis and Sacramento campuses have not changed patches, stars, or badges per Gold Book policy.

The Protective Service Specialists (PSS) assigned to the Davis central Campus wear light blue polo shirts with "Security" written on the back. On the front left is the State of California seal with "UC Davis Police Department" underneath, and on right is their name and "Security Specialist" (Appendix B).

Protective Service Specialists (PSS)'s assigned to the California National Primate Research Center (CNPRC) located west of campus in Davis, will wear a light blue polo shirt with the State of California seal with "UC Davis Police Department" underneath on the front left, the PSS' name on the front right, and "Security" printed on the back of the polo (Appendix B). The CNPRC is a federally funded facility with a high level of security. The security team is the first point of contact for anyone who works or visits the facility.

The Campus Safety Specialists (CSS) wear grey polo shirts with the State of California seal and "UC Davis Police Department" on the front left, the CSS' name along with "Campus Safety" on the front right, and "Campus Safety" printed on the back (Appendix C).

Sacramento Health Campus (Health): The UC Davis Health's (UCDH) Protective Service Officers/Specialists (PSO/PSS) wear a light blue uniform shirt adorned with yellow shoulder patches, a star shaped metal badge, and metal name plate (Appendix A). This uniform has been worn by the PSO/PSSs for years and is readily identifiable.

A highly visible security team is a key component of the UCDH safety culture, bringing peace of mind to many who work and visit. Any change to the security team posture that would diminish this feeling of safety amongst the staff and community would be counterproductive. UCDH leadership has provided guidance to the hospital security team to maintain their current uniforms and is engaged in conversation with UCOP (Jody and Phillip) to allow an exception to increase securities visibility and decrease the likelihood of heightened incidents of violence.

Recommendation 2 — Distinctiveness of sworn police officer titles

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

Achieved

Davis: **In Compliance**

Health: **In Progress**

Implementation detail / description of actions taken

Davis Campus: Security personnel assigned to the Davis Campus are referred to as Protective Service Specialists and

Campus Safety Specialists. The California National Primate Research Center security team is now called Protective Service Specialists per VUE recommendations; however, their job classification title is Security Officer.

Sacramento Campus: The working title for the UC Davis Health (UCDH) security personnel is Protective Services Officers (PSO). The classification title is Security Officer. The shoulder patches read: "University of California Protective Service". While UCDH security can be referred to as Protective Service Specialists, the community knows and refers to them as security officers.

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

Davis: **In Compliance**

Health: **In Progress**

Implementation detail / description of actions taken

Davis Campus: The Protective Service Specialists (Appendix B) and Campus Safety Specialists (Appendix C) at the Davis Campus wear different colored shirts from police officers, do not have stars or patches, and only carry a radio and flashlight on their belts. Their vehicles are white with "Security" or "Campus Safety" on the sides without any star or badge insignias (Appendix F).

Sacramento Campus: the Protective Services team wears uniforms that are distinctly different from the UC Davis Police Officers – light blue polo shirts versus dark blue uniform shirt for a police officer. The Protective Services personnel wear a "SECURITY" patch on the back of their jackets. The shoulder patches worn by the PSOs have a yellow background compared to the royal blue worn by police officers (Appendix A). The vehicles driven by security personnel are white with the "UC DAVIS HEALTH" notation (Appendix F). A radio and flashlight are the only equipment issued and carried by security staff.

Parking enforcement is not administered by UCDPD and is under the management of Parking and Transportation (Sacramento Health Campus) and Department of Transportation Services (Davis Campus).

Parking Uniform Breakdown (Appendix G):

Blue polo shirt (with UC Davis Transportation Services embroidered in gold stitching on the right side of the shirt)

Black undershirt (long sleeve or short sleeve, depending on the weather) Blue BDU-style cargo pants

Black basketweave belt with silver buckle

Black boots (5.11 style or similar)

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

Davis: [In Compliance](#)

Health: [In Compliance](#)

Implementation detail / description of actions taken

Davis Campus: The UC Davis Campus CORE officers are non-uniformed sworn personnel who provide consultation, education, and support as a part of the UC Davis community policing efforts. The officers wear a black polo shirt with "UC Davis Police Department" printed on the front left and their name with "CORE officer" printed on the right. They wear either khaki, blue, or black pants with no weapon visible (Appendix D).

The tiered approach has also been implemented on the Davis campus. Depending on the call for service, Protective Service Specialists, Community Service Specialists, CORE officers, or uniformed patrol officers will respond. PSS' generally observe and report crimes and conduct security checks, while CSS' respond to non-emergency calls.

Sacramento Campus: The current tiered response model at UCDH utilizes clinicians first, non-sworn security staff second, and sworn police officers third, depending on the nature of the call. A multi-disciplinary team has been created to evaluate the patient need to provide the most appropriate resource. Police and security are not the forward facing or primary resource for many calls, except when necessary.

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

[In Compliance](#)

Implementation detail / description of actions taken

The UCDPD is moving to reduce the carbon footprint of our entire fleet. To date we have five (5) hybrid patrol vehicles in use at both the Davis and Sacramento campuses. The UC Davis Campus CORE officers utilize GEM

vehicles (Appendix F) to respond to calls for service, to attend meetings, and to facilitate outreach events. They have additional options to ride bikes or to walk. The GEM vehicles are white in color and have the “UC Davis” in gold lettering on the side door.

The Aggie Host Safe Ride program utilizes white vans and/or sedans (Appendix F) for security patrols and Safe Rides (student safety escorts).

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

In Compliance

Implementation detail / description of actions taken

Load-bearing vest are not worn by non-sworn security staff personnel at either UCDH or UCD campus.

Load-bearing vests are no longer issued as standard equipment for newly hired police officers and are only approved by the Chief of Police on a case- by-case basis based on individual need (occupational health, size, injury, etc.).

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

In Compliance

Implementation detail / description of actions taken

All sworn officers receive training with and are issued less lethal devices (baton, pepper spray, Taser, 40mm). Our current policy is being changed to require officers to carry a less than lethal device,

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

Compliance by Summer 2023

Implementation detail / description of actions taken

As the department purchases new uniforms and vehicles, and repaints older vehicles, we are nearing the completion of this recommendation. Uniform patches and badges, as well as the police vehicles, will reflect either UC or UC Davis Police as soon as Summer 2023.

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

Most police vehicles are white with “Police” and “UC Davis” on the sides. We have one K-9 vehicle at the Sacramento Campus that needs to be repainted, and several Aggie Host vans/vehicles that need rebranding. This process is nearing completion by Summer 2023.

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

Davis: [In Compliance](#)

Health: [In Compliance](#)

Implementation detail / description of actions taken

Davis campus: Procedures are in place and a tiered approach for police and security currently exists. Plain clothed police officers (CORE) are used to provide training, serve at events, engage in community outreach, take reports, respond to assist, provide protection to visiting dignitaries, etc.

Sacramento campus: While uniformed officers fulfill the primary role at the hospital responding to calls for service,

plain clothed officers are used for dignitary details, staff training, some outreach and during security assessments. These are built into the standard operating procedures.

Officers with the UC Davis Police Department are currently undergoing dignitary training with the California Highway Patrol (CHP) Dignitary Protection unit.

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

In Compliance

Implementation detail / description of actions taken

Guest Relations staff are the first point of contact for those visiting the UCD hospital and serve as the ambassadors, part of the newly reimagined customer service model. They wear business attire, but are not required to wear blazers. Uniformed security are positioned in the across the hall behind the Guest Relations with the primary responsibility to serve as the first line of defense for the hospital. There is no need to have security in blazers at UCDH as this role is performed by Guest Relations staff.

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

Davis: Compliance by Summer 2023

Health: **In Compliance**

Implementation detail / description of actions taken

Davis Campus:

- a. Public safety personnel (CSS, PSS) are not armed.
- b. Security personnel are known as Protective Service Specialists (PSS).
- c. Protective Service Specialists (PSS) wear light blue polo shirts with “Security Specialist” on the front and “Security” on the back (Appendix B). The CNPRC PSS staff are in the process of receiving new uniforms to be compliant by Summer 2023.
- d. All UC Davis Public safety personnel (CSS, PSS) carry flashlights and radios. PSSs do not carry pepper spray.
- e. Davis Campus Public safety personnel (CSS, PSS) are compliant with this recommendation. The CNPRC PSS vehicle is in the process of being rewrapped to be compliant by Summer 2023.

Sacramento Campus:

- a. Public safety personnel (PSO) are not armed.
- b. Security (PSO) at the hospital will remain Protective Services Officers per hospital administration. UCDH leadership recommends the hospital security team maintain their uniforms and designation as officers and is working with UCOP for an exception approval.
- c. The UC Davis Health PSOs currently wear a light blue uniform shirt with patches that notes: “University of California Protective Services”. This is distinctly different from the police officers’ uniform which is dark blue (Appendix A)
- d. All UCDH PSOs carry flashlights and radios. PSOs do not carry pepper spray.
- e. UCDH PSOs are compliant with this recommendation.

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

Davis: [In Compliance](#)

Health: [In Compliance](#)

Implementation detail / description of actions taken

Davis Campus: Currently UC Davis Police Department tiered response handles all mental health calls to 911. All UCDPD personnel are clearly identifiable as Police Department staff.

Additionally, at Student Health & Counseling Services employees are required to wear ID badges and identify themselves when meeting with students. Counselors wear professional cloths and do not carry any equipment on their person.

Looking ahead Health 34 is under the management of the UCD Fire Department. Allied Health Professionals who will be helping the UC Davis community navigate behavior health services as part of Health 34 will be wearing attached name badges. They will not be wearing hanging name badges since things hanging from a neck can get in the way of performing duties. The name badges will have first names only and will include a UC Davis Fire Department logo.

Sacramento Campus: Teams of clinicians respond to mental health patients. They are the forward facing and the first contact element of the response team. PSO and police officers respond as needed to maintain safety, these personnel are clearly identifiable as "police" as noted above.

The clinicians are not part of UCDPD, but part of the hospital staff. They are required to wear their UCDH identification card, per UC Davis Health policy, noting their name and job title in a visible location above the waist.

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

Davis: [In Compliance](#)

Health: [In Compliance](#)

Implementation detail / description of actions taken

Davis Campus: UC Davis campus' student safety partners are referred to as Aggie Hosts. The student staff's uniform is a yellow polo shirt with the seal of California and "UC Davis Police Department" on the front left, "Aggie Host Student Security" on the front right, "Student Security" on the back, and "Aggies" on the back just below the collar. The uniform pants are dark blue. Their uniform shirt indicates their role as students (Appendix E). The Aggie Hosts are in the process of receiving new uniforms to be compliant with the VUE recommendations and should be in full compliance by Summer 2023.

Sacramento Campus: The police/security team at UC Davis Health does not employ student staff. The hospital does employ trained and certified mental health technicians, social workers, psychologists, and others who provide primary response to behavioral health issues. They wear hanging style photograph identification badges noting their name and job title.

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

[In Compliance](#)

Implementation detail / description of actions taken

The UC Davis PD redesigned our patrol vehicles prior to the VUE recommendations. This was done in partnership with our Finance, Operations, and Administration (FOA) design teams and approved by the Vice Chancellor of FOA. As further recommendations came from the VUE, including vehicle and uniform changes, FOA design teams were also consulted and recommendations presented to the VC, who also serves as the Responsible Officer (RO) on the Public Safety Taskforce. All changes to UC Davis PD vehicles, uniforms, and equipment have been discussed with and approved by UC Davis administration. When uniform changes were not implemented on the UC Davis Health campus it was because hospital administration felt the change would negatively impact safety. Hospital administration is in consultation now with UCOP.

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

Davis: Nearing Compliance

Health: **In Progress**

Implementation detail / description of actions taken

All recommendations are either in compliance with the VUE recommendation or nearing compliance (all in progress).

There have been ongoing discussions regarding implementation of some of these recommendations on the UC Davis Health Campus due to management concerns. Jody Stiger and Phillip Van Saun are aware and have been part of these discussions.

In Progress recommendations to be completed:

--Vehicles: Finish painting and rebranding Aggie Host vehicles, CNPRC PSS vehicle, one K-9 vehicle at UCDH for full compliance.

--Uniforms: Complete customization and distribution of CNPRC PSS uniforms, finalize and purchase updated Aggie Host uniforms for full compliance.

Other updates

None

Appendix A

Protective Service Officers (PSO) UC Davis Health Campus



Front of Uniform



Back of Uniform

Appendix B

Protective Service Specialists (PSS) UC Davis Campus, California National Primate Research Center



Front of Uniform



Back of Uniform



Appendix C

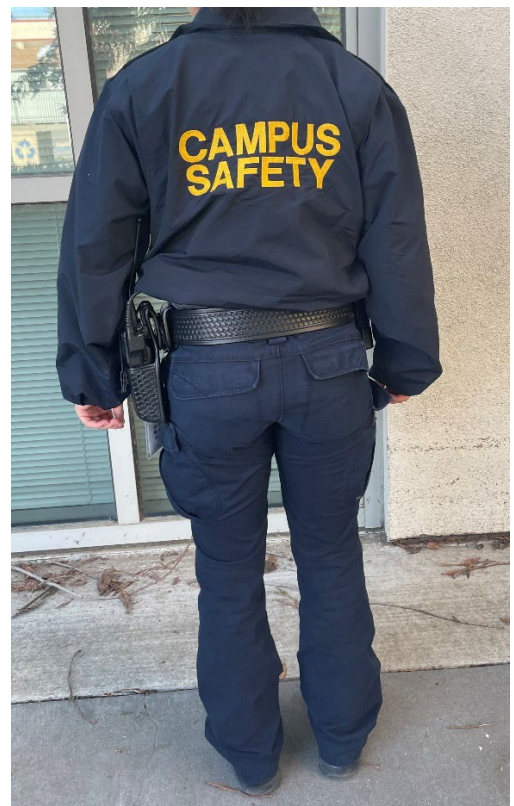
Campus Safety Specialists (CSS) UC Davis Campus



Front of Uniform



Back of Uniform



Appendix D

CORE Officers UC Davis Campus



Appendix E

Aggie Hosts UC Davis Campus



Appendix F

Vehicles



Left: Protective Service Officers (PSO) Vehicle
Below: Campus Safety Specialists (CSS) Vehicle



Above: GEM Vehicle



Above: Aggie Host Vehicle



Left: Protective Service Specialist (PSS) Vehicle

Appendix G

Department of Transportation Services

