

Annual Bias Policing Administrative Review

The biased based policing process was reviewed with consideration given to department policy and training, CALEA standards, California law, citizens' complaints against peace officers, as well as California Racial and Identity Profiling Advisory Board (RIPA) data related to officer arrests, stops, and use of force incident reporting.

1. The department follows a comprehensive bias-based policing policy that references all applicable sections of California State law, CALEA standards and professional best practices. The department's policy was last updated in October 2023, and it represents the absolute best practices in the profession.
2. Annual training for all affected personnel in biased issues, including legal aspects was conducted in January and February. The California POST approved curriculum included information on managing bias, understanding procedural justice, understanding the duty to report, as well as best practices for connecting with diverse communities.
3. In 2023 the department continued its legislatively mandated practice of reporting data related to civilians' complaints against peace officers, arrests, stops, and use of force to the California Department of justice.
 - a. During the 2023 calendar year, there was one (1) community member complaint or concern involving biased based policing. The finding/disposition in this one complaint was that the peace officer was "exonerated." Every biased based complaint is considered serious, whether unfounded or not. It is the goal of the CSU Channel Islands Police Department to maintain its good standing with all members of the campus community it serves.
 - b. A review of the 2023 data set related to felony, misdemeanor, and status offense arrests to include aggregated counts of arrests by gender, race/ethnic group, age group and offense level was conducted. The review showed no evidence of unlawful or improper bias.
 - c. A review of the 2023 data set on all stops conducted by the department showed no evidence of unlawful or improper bias. Police officers are required to collect specific information on each stop, including elements of the stop circumstances and the perceived identity characteristics of the individual(s) stopped.
 - d. For the purposes of the Bias Based Policing Review the department examines data aggregated within its 2023 annual Use of Force Analysis. A review of incidents revealed there were no situations that resulted in serious bodily injury or death or involved the discharge of a firearm.

In closing, I believe the data shows our personnel continue to uphold the highest standards of integrity and professionalism in their service to our campus community. Through best practice policy and procedure, training, supervision, and a commitment to fair and impartial service, we have shown that bias-based policing has no place within our department. As we move forward, we remain dedicated to fostering trust, transparency, and accountability, continuing to serve and protect all members of our diverse community with fairness, respect, and equality.

Completed 01/17/2024 by Acting Lt. Garrett Brownfield, Operations

Annual Use of Force Analysis

I conducted an analysis of Use of Force incidents involving Police Officers (Officers) with the CSU Channel Islands Police Department (UPD) between the period of January 1, 2023, and December 31, 2023.

Additionally, I analyzed the UPD Policies and Practices regarding Use of Force.

In 2023, Officers reported eight (8) Use of Force incidents. Following careful review of the facts and information surrounding each of the incidents involving the use and application of force, it was determined that the responses to resistance were justified under applicable Department Policy, as well as applicable California State Laws (See Lexipol Policy 300; California Penal Code § 832.5 PC; and California Government Code § 7286). It should be noted that during the same time, CSUCI Police Officers responded to a total of 34,547 incidents without using force.

Occurrences – Day of Week and Time of Day

Incident #	Case #	Date of Incident	Day of Week	Time of Day
1	23-0073	02/10/2023	Friday	11:50 a.m.
2	23-0083	02/14/2023	Tuesday	5:30 p.m.
3	23-0173	03/23/2023	Thursday	10:46 p.m.
4	23-0301	06/03/2023	Saturday	9:51 p.m.
5	23-0316	06/10/2023	Saturday	11:59 a.m.
6	23-0339	06/30/2023	Friday	7:43 a.m.
7	23-0341	07/01/2023	Saturday	10:23 p.m.
8	23-0356	07/17/2023	Monday	11:26 p.m.

In 2023, there were three uses of force on a Saturday, two on a Friday, one Monday, one on Tuesday and one on Thursday. All but two of the instances occurred on the 6:00 a.m. – 6:00 p.m. work shift.

Level of Force Used

Incident #	Fist/Hands	Less Lethal Weapon	Lethal Weapon
1	Hands	n/a	n/a
2	Hands	n/a	n/a
3	Hands	n/a	n/a
4	Hands	n/a	n/a
5	Hands	n/a	n/a
6	n/a	Taser Pointed	Handgun Pointed
7	Hands	n/a	n/a
8	Hands	n/a	n/a

Location of Force Used

Incident #	On or Off Campus
1	Off Campus/Residence
2	On Campus / Roadway
3	Off Campus / Parking Lot
4	On Campus / Roadway
5	On Campus / Roadway
6	On Campus / University Glen Resident Courtyard
7	On Campus / Roadway
8	Off Campus / Residence

Demographic Information on Involved Officers

Incident #	Age	Experience	Gender	Ethnicity	Race
1	25	2 Year	Female	Hispanic	White
2	39	12Years	Female	Hispanic	White
2	30	3 Year	Female	Not Hispanic or Latino	White
2	27	2 Year	Male	Hispanic	White
3	27	2 Year	Male	Hispanic	White
4	31	6 Year	Male	Not Hispanic or Latino	White
4	51	23Years	Male	Hispanic	White
5	36	13 Year	Male	Not Hispanic or Latino	White
5	27	2 Year	Male	Hispanic	White
6	25	2 Year	Female	Hispanic	White
6	27	2 Year	Male	Hispanic	White
7	32	6 Year	Male	Hispanic	White
7	51	23 Years	Male	Not Hispanic or Latino	White
8	40	12 Year	Female	Hispanic	White
8	33	8 Year	Male	Hispanic	White
8	30	3 Year	Female	Not Hispanic or Latino	White

Demographic Information on Involved Suspects

Incident #	Age	Affiliation*	Gender	Ethnicity	Race
1	50	None/UGR	Female	Not Hispanic or Latino	Black
2	50	None/UGR	Female	Not Hispanic or Latino	Black
3	20	None	Male	Not Hispanic or Latino	White
4	45	None	Female	Not Hispanic or Latino	White
5	22	None	Male	Hispanic	White
6	32	None	Female	Not Hispanic or Latino	White
7	40	None	Female	Not Hispanic or Latino	White
8	50	None/URG	Female	Not Hispanic or Latino	Black

*Student, Faculty, Staff, None/UGR (University Glen Resident) or None

Injuries

None of the uses of force in 2023 resulted in any injuries to suspects. One Officer received a minor injury because of incident #7 and was treated by AMR on scene.

Background

Incident #1 – Occurred on 02/10/2023 at 11:50 a.m. Female, Non-Hispanic or Latino, Black, 50 years old, was reported as entering an Amazon delivery vehicle multiple times without consent. Female, Hispanic, White Officer with two years’ experience, pushed the front door of the suspects residence as she attempted to flee and close the door on Officers. De-escalation was attempted and successful. No visible injury or complaint of pain or injury was reported by Suspect or Officer. A command level review of this incident found that the level of force used by the Officer fell within department guidelines.

Incident #2 – Occurred on 02/14/2023 at 5:30 p.m. Female, Non-Hispanic or Latino, Black, 50 years old, was reported as attempting to enter the reporting party’s vehicle without consent. After an extended period passed with the intent to de-escalate became unsuccessful, three Officers used their hands to gain control of the subject as she attempted to flee in her residence. The Officers where a Female, Hispanic, White, Sergeant with 12 years’ experience, a Female, Non-Hispanic or Latino, White, Officer with 3 years’ experience and a Male, Hispanic, White, Officer with 2 years’ experience. No visible injury or complaint of pain or injury was reported by Suspect or Officer. A command level review of this incident found that the level of force used by the Officer fell within department guidelines.

Incident #3 – Occurred on 03/23/2023 at 10:46 p.m. Male, Non-Hispanic or Latino, White, 20 years old, with known misdemeanor warrants attempted to flee from officers. Male, Hispanic, White, Officer with 2 years' experience, used his hands to apply a control hold of the suspect in attempt to prevent him from leaving the area. No visible injury or complaint of pain or injury was reported by suspect or Officer. A command level review of this incident found that the level of force used by the Officer fell within department guidelines.

Incident #4 – Occurred on 06/03/2023 at 9:51 p.m. Female, Non-Hispanic or Latino, White, 45 years old, a known parolee was contacted for trespassing. A Male, Non-Hispanic or Latino, White, Officer with 6-year experience, and a Male, Hispanic, White Sergeant with 23 years' experience used their hands to gain control of the suspect who was attempting to conceal and destroy drug paraphernalia. De-escalation was attempted prior to the use of force, but not successful. No visible injury or complaint of pain or injury was reported by Suspect or Officers. A command level review of this incident found that the level of force used by the Officer fell within department guidelines.

Incident #5 – Occurred on 06/11/2023 at 11:59 a.m. Male, Hispanic, White, 22 years old, became physically resistant when Officers attempted to place him into custody for theft and active warrants. A Male, Non-Hispanic or Latino, White, Sergeant with 13 years' experience and a Male, Hispanic, White, Officer with 2 years' experience, used their hands to gain control of the suspect and place him into custody. No visible injury or complaint of pain or injury was reported by the suspect or Officers. A command level review of this incident found that the level of force used by the Officer fell within department guidelines.

Incident #6 – Occurred on 06/30/2023 at 7:43 a.m. Female, Non- Hispanic or Latino, White, 32 years old, brandished a knife when Officer attempted to contact her in response to a disturbance call. A Female, Hispanic, White, Officer with 2 years' experience pointed a firearm at the suspect to gain compliance. A Male, Hispanic, White, Officer with 2 years' experience pointed a taser at the suspect to gain compliance. De-escalation attempts were also used and were successful in gaining compliance. No visible injury or complaint of pain or injury was reported by the suspect or Officers. A command level review of this incident found that the level of force used by the Officer fell within department guidelines.

Incident #7 – Occurred on 07/01/2023 at 10:23 p.m. Female, Non-Hispanic or Latino, White, 40 years old, attempted to flee on foot during a traffic stop. A Male, Hispanic, White, Officer with 6-year experience, and a Male, Non-Hispanic or Latino, White Sergeant with 23 years' experience used their hands to gain control of the suspect as she attempted to resist being placed into handcuffs. No visible injury or complaint of pain or injury was reported by the suspect. The Sergeant obtained minor injuries and was treated on scene. A command level review of this incident found that the level of force used by the Officer fell within department guidelines.

Incident #8 – Occurred on 07/17/2023 at 11:26 a.m. Female, Non-Hispanic or Latino, Black, 50 years old, was reported to be disoriented and a possible danger to herself. After an extended period had passed in an attempt to de-escalate the situation, three Officers used their hands to gain control of the subject to detain her as being a danger to herself (5150 W&I). The Officers where a Female, Hispanic, White, Sergeant with 12 years' experience, a Male, Hispanic, White, Officer with 8 years' experience and a Female, Non-Hispanic or Latino, White, Officer with 3 years' experience. No visible injury or complaint of pain or injury was reported by Suspect or Officer. A command level review of this incident found that the level of force used by the Officer fell within department guidelines.

Personnel Summary

An analysis of the eight incidents where Officers used force indicate that half (4) of the incidents involved individuals in a mental health crisis. Three of these incidents (#1,2 and 8) involved the same subject. Upon recognizing the department was receiving multiple calls for service on this individual, the department worked closely with the Ventura County Crisis Intervention Team (CIT) and other county mental health officials to assist this individual and prevent further potential use of force incidents. Additionally, the department worked on strategies during the year to help find more successful ways to de-escalate these incidents. Careful review was given to the background of each incident and in summary, no personnel concerns were identified relative to the distributed application of force by all Officers involved.

Sergeant/Instructor Review

UPD Sergeants and Use of Force Instructors were asked to review the 2023 Use of Force incidents. All agreed that these incidents were justified, and in compliance with all UPD policies/practices and applicable state statutes. The following recommendations were made by the Sergeants and Instructors:

- Continued training on Use of Force and De-Escalation

Impact of Findings on Policy and Practice

Although there were no recommendations from the UPD Sergeants and Use of Force Instructors during the 2022 analysis the following changes were implemented successfully in 2023, the following improvements were implemented in 2023:

- Certified 2 Officers in Arrest and Control Tactics to increase training in this area.
- Certified an Officer and Sergeant as Use of Force and De-Escalation instructors to facilitate POST certified Use of Force course to all sworn patrol staff.
- Began the certification process for a POST approved Use of Force training to be taught by our departments certified instructors to all sworn patrol staff.

Impact of Findings on Training Issues

During my analysis and review of each of the eight listed Use of Force incidents, I did not identify any training issues that should be addressed relative to the application of force, specifically, escalation and de-escalation. I did, however, recognize 3 separate incidents involving the same individual. After determining the individual mental health was a contributing factor to those incidents, the department had several meetings with Ventura County CIT to assist this individual with resources. Additionally, I spoke with patrol staff to ensure they were familiar with this subject and strategies to use in our de-escalation attempts with her.

Impact of Findings on Equipment

This analysis did not reveal any findings related to equipment.

Completed on 01/24/2024 by Acting Lt. Garrett Brownfield, Operations

Annual Personnel Early Warning System Review

The Personnel Early Warning System was implemented in 2022. The parameters of the system were established at that time. No modifications were made to the system since its inception. A threshold of two (2) incidents of a single performance indicators, or a combination of any three (3) performance indicators in a twelve-month period will activate an alert. In 2023 the PEWS system identified one (1) employee whose performance profile activated the indicator threshold. The performance indicators in question were reviewed by both the individual's immediate supervisor as well as the Administrative and Operational Lieutenants. None of the performance indicators showed a pattern or practice of concern. In comparing the total number of alert activations between 2022 and 2023 there was an increase from zero (0) employees to one (1) employee whose performance characteristics activated alerts. While noted, the increase does not signify a statistically significant trend or cause for concern. Each situation is thoroughly reviewed, and the department's supervisors remain committed to transparency and improvement in our service to the campus community.

Completed on 01/24/2024 by Lt. Christopher Jetton, Administration

Annual Criminal Intelligence Review

The department does maintain its own agency intelligence files in support of its Threat Management Unit (TMU). The purpose of the Threat Management Unit (TMU) is to proactively identify, assess, and mitigate potential threats to the safety and security of the campus community. Threats are often identified through a collaboration with the Campus Access, Retention & Equity Team (CARE). CARE is a multidisciplinary partnership which consists of faculty, staff and administrators that evaluate and assess distressing or concerning behaviors exhibited by students. The CARE Team coordinates and develops a centralized response to provide aid and intervention for students of concern and evaluates and monitors the ongoing related issue(s). TMU intelligence files are maintained within the department's report management system. The collection/submission, access, storage, and dissemination procedures associated with TMU intelligence files appropriately protects and respects the privacy and rights of individuals, groups, and organizations. TMU intelligence files are not subject to public records act (PRA) requests. In 2023 the department initiated three (3) TMU Intelligence Reports. A review of each of these reports indicated they were appropriately classified as intelligence files when they were initiated, that all department procedures and processes are being followed regarding their storage, and that the intelligence collected continues to have informational value and/or meets the criteria for records retention.

In addition to its TMU intelligence files the department relies upon the Western States Information Network (WSIN), which is part of the national RISS program for intelligence storage, and the Los Angeles Joint Regional Intelligence Center (JRIC) for intelligence storage and dissemination when necessary. During CY 2023 no department employee submitted intelligence information to either WSIN or JRIC. In addition, no temporary information files meeting the requirement for purging were being maintained by department employees.

Completed on 04/09/2024 by Lt. Christopher Jetton, Administration

Annual Pursuit Analysis

I conducted an analysis of Vehicle Pursuits involving Police Officers (Officers) with the CSU Channel Islands Police Department (UPD) between the period of January 1, 2023, and December 31, 2023. The purpose of the analysis is to identify patterns or trends which may indicate a need for training, equipment, or policy modifications. Upon review, it was determined that Officers were involved in zero (0) vehicle pursuits between 01/01/2023 and 12/31/2023.

Completed on 01/22/2024 by Acting Lt. Garrett Brownfield, Operations

Annual Active Threats Review

In accordance with UIPD Policy 411 I conducted an annual review of policy and training needs associated with response to active threats. While the Department did not respond to any active threat incidents during the 2023 calendar year, situations involving active threats are serious in nature and can occur at any time. I reviewed the following policies and procedures:

- All Hazard Plan, Policy #202
- Public Alerts, Policy #317
- Media Relations, Policy #323
- Outside Agency Assist, Policy #325
- Major Incident Notification, Policy #328
- Emergency Notification: Alerting the Community Policy #329
- Hostage and Barricaded Incidents, Policy #406
- Response to Bomb Calls, Policy #407
- Rapid Response and Deployment, Policy #411
- Operations Planning and Deconfliction, Policy #607
- Behavioral Threat Assessment, Procedure #812

My review did not reveal a need for changes to most policy or procedure statements. I would only recommend that consideration be given to consolidating the Public Alerts Policy, #317 and the Emergency Notification: Alerting the Community Policy, #329. In my opinion there is no need for two separate policies on this topic. Any redundant or stand-alone language within the Emergency Notification directive could be incorporated into the Public Alerts directive.

My review also identified that it would be a good time to conduct functional active shooter training once again. Sgt. Deboni has scheduled this training activity to be conducted by CHP in June 2024. The Ventura County Fire Department will also be on had to train the Rescue Task Force component to be included in the afternoon scenario sessions. In addition to the active shooter training effort, I would recommend that Communications Center personnel receive update training on their roles and responsibilities during a bomb call (Policy #407) and a hostage/barricaded incident (Policy #406).

Completed on 04/09/2024 by Acting Lt. Garrett Brownfield, Operations

Annual Temporary Detention Review

The annual temporary detention review looked at the department's policy, training, equipment, and disciplinary issues related to our three temporary detention locations. During the 2023 calendar year, the temporary detention areas were used for two (2) incidents (Case #23-0195 and #23-0277). Both cases involved adult detainees. Upon reviewing those cases, department policy and the monthly temporary detention inspection log, I did not identify any areas of concern related to policy, training, or disciplinary issues. The booking computer is currently not working and in the process of being repaired by IT and the County. This was first documented on the monthly temporary detention inspection log on September 5th, 2023. This has not had any negative impact on the safety or security of the temporary detention locations; nor were there any other equipment issues noted during this review. Please let me know if you have any questions or concerns.

Completed on 01/17/2024 by Acting Lt. Garrett Brownfield, Operations

Annual Password Audit

Network passwords automatically expire every 200 days. As such, all employees are required to establish a new password on an ongoing basis. An audit of IT records for 2023 indicated that password updates occurred on schedule for all employees on the Department's roster. In addition, the audit revealed that there were no active passwords/accounts for any individuals no longer employed with the Department.

Completed on 04/09/2024 by Lt. Christopher Jetton, Administration

Annual Evidence Audit

In accordance with Lexipol Policy 802.8 and CALEA Standard 84.1.6, I conducted an annual audit of property and evidence as the Lieutenant not routinely or directly connected with control of property and evidence (See Lexipol Policy 802.8 and CALEA Standard 84.1.6). Per CALEA's Appendix K, the purpose of the annual audit is to ensure the continuity of custody and not to require the accounting of every single item of property. A representative sample of 100 high-risk property items were reviewed as part of this audit.

The audit of high-risk property items revealed that records are mostly correct, and locations properly documented. There are currently 191 items of high-risk property under the department's control. Of the 100 representative items of high-risk property audited, the error rate was 2%. Based on this 2% error rate in the representative sample, I recommend Lt. Brownfield be directed to coordinate a full inventory of all property items to ensure that all items are accounted for in the correct locations.

Completed on 12/08/2023 by Lt. Christopher Jetton, Administration

Annual Unannounced Evidence Inspection

An unannounced inspection of property and evidence areas was conducted by the Chief of Police on June 14. There were not major areas of concern. A record keeping matter related to Case # 22-100 was referred to Sgt. Jenkins for correction.

Completed on 06/14/2023 by Drake Massey, Interim - Chief of Police

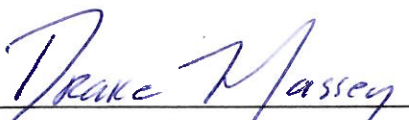
Annual Security Cameras Evaluation

A security camera evaluation was conducted within the process required to produce and distribute the annual Campus Safety Plan (CA Ed. Code 67380) to the community. A critical component of the Plan is to include any actions taken in the past 18 months to increase safety, and any changes in safety precautions expected to be made in the next 24 months. In the preceding 18 months there were no significant incidents that led to the addition, subtraction, or relocation of existing security cameras on the campus. The current security camera installations and practices follow all campus and systemwide directives.

The construction of two new buildings – known as Gateway Hall - at the University Drive entrance to the campus will necessitate the installation of new security cameras over the next 24 months. These cameras will be installed, monitored, and maintained in accordance with all applicable campus and systemwide policies and procedures. In addition to the security cameras planned for Gateway Hall, planning is underway to procure and install License Plate Readers at the three main ingress and egress locations on campus. The installation of these cameras is being pursued as a means of supporting the Department's ongoing theft prevention, threat assessment and pay to park initiatives.

Completed on 04/09/2024 by Lt. Christopher Jetton, Administration

Timely Activities Report reviewed and accepted.



Interim Chief of Police Drake Massey

4-17-24

Date