

Campus Safety Workgroup Meeting

October 25th, 2021

Attendance

Present: Liz Watkins, Denise Woods, Jamie Lopez, George Williams, Nancy Jean Tubbs, Jennifer Hung, Michael Cabral, Pamela Rivera, John Freese, Jashan Singh, Andrew Williams, Jennifer Winfield, Shonte Thomas, Regina Stell, Pamela Rivera, Nichi Yes, Ana Coria

Absent: Matthew Chang, Boris Maciejovsky, Alex Cortez, erin rook, Elaine Wong, Marko Princevac, Elizabeth Romero

Agenda in Brief

Hiring Recommendations (AVC Woods, Interim Chief Freese)

Other Updates (AVC Woods)

Scheduling

Meeting Minutes

Hiring Recommendations (AVC Denise Woods/Interim Chief Freese)

Discussion of Potential Hires/New Recruitment Process

Immediate need to begin recruitment for at least 2 officers. Takes about 12 months to hire and on-board. Expecting up to 5 retirements by next June. New recruitment process: for any officers hired, there will be a community interview panel (students, faculty, staff). Working with HR to operationalize. Dept. will work with panel to come up with appropriate questions. Chief makes final hiring decision, but informed by various factors, including responses to panel, background checks, interviews, etc. Committee is advisory and can provide Chief with their recommendations.

Discussion

Would like to see that Committee's recommendations/input formalized and put into personnel file. Why was the hiring freeze put into place? Is there a budgetary reason that needs to be discussed? Pause was put in place while unit was re-imagined and budget during COVID. 4 positions were eliminated due to COVID budget reductions. 2 other positions were frozen (Chief and Lieutenant). Proposal to hire 2 offices to keep the department running.

Why do we need more police officers as opposed to security guards? Especially since that would be cheaper? Officers needed to maintain base level to safely provide services. Need 1 supervisor (sergeant) and 2 patrolling officers at a minimum. On a higher level, UC needs to maintain a police department on campus, but also working to add additional services through reorganization of the unit. Significant cost savings by hiring less experienced officers after top-level offices retire. Security officers may not have the same level of training as sworn officers, could lead to more complaints.

Outcome

Majority vote in favor of proceeding with 2 sworn officer hires.

Other Updates (AVC Woods)

New Position

Position for Sr. Policy Analyst, Strategic Initiatives was posted:

https://irecruitportal.ucr.edu/irecruit/!Controller?action=jobs_webui.show_page&page=jobs_detail&requisition_id=24572333&profile_id=&module=jobs. Please spread the word. AVC Woods may be reaching out for members to serve on hiring committee.

Campus-Wide Student Advisory Board for Campus Safety/HWS

Looking for 8-12 students. Christopher Fernandez, Nichi Yes and Jashan Singh interested in participating. Will there be compensation? Likely yes, not worked out yet.

Schedule (Provost Watkins)

No meeting on 11/27, 12/20

December meeting: 12/6

Minutes

Review minutes from 10/11 and provide any corrections to Jamie

Next meeting: Monday, December 6