



UTAH SYSTEM OF
HIGHER EDUCATION

MEMORANDUM

TAB A

February 19, 2021

Utah Chiefs of Police Association – University Chiefs Work Group

USHE/Cicero Group Report Position Paper

The University Chiefs Work Group of the Utah Chiefs of Police Association has submitted a position paper in relation to the [USHE Public Safety Baseline Report](#) discussed by the Utah Board of Higher Education at its December 2020 meeting.

Commissioner's Recommendation

This is an information item only; no action is required.

Attachment

Utah Chiefs of Police Association – University Chiefs Work Group
USHE/Cicero Group Report Position Paper

The Chiefs of Police responsible for public safety efforts at USHE institutions across the state of Utah have met and reviewed the recently completed Cicero Group report regarding Campus Safety. We now join together to provide a Position Paper of key areas contained in the study. The Cicero Group report helped establish a baseline understanding of how and what public safety services are provided by each institution within the USHE system. A key concern among the university and college chiefs of police is a lack of standardization with training, compliance, accreditation, staffing, and pay, between all USHE institutions.

Training:

Currently, there is not set of standard or required trainings for USHE institution departments of public safety. We recommend establishing a minimum agreed upon 40+ hours of annual training. Annual training would preferably be through an on-line training platform, so budgets and overtime hours are not further exhausted. An example of recommended on-line training available is Police One Training, which is a Lexipol product. For approximately \$50 dollars per year per officer, Police One Training provides POST approved training in hundreds of topics. USHE board members could meet with public safety officials and diversity representative to review all available trainings, and determine which are most important for USHE public safety departments. Topic examples available include Implicit Bias, De-escalation, Community Oriented Policing, and many others.

A yearly report from each USHE institution containing successful completion of 40+ hours of annual training for all sworn staff members would result in the institution receiving a refund of costs for the required on-line training services

Staffing:

The Cicero Group report clearly demonstrates a wide range of staffing levels across USHE institutions. Staffing of sworn officers range from .3-1.4 officers per 1,000 students. In addition to sworn officer positions, the Cicero Group report documents the need and desire to add positions to public safety like victims' advocates, accreditation managers, and records administrators. Recognizing each USHE institution is unique and staffing needs vary, the university chiefs working group recommends a ratio of 1.0 full time positions per 1,000 students. This will allow each USHE institution to determine how best to meet needs with sworn, victim advocate, records administration, and support staff, while providing a minimal level of staffing to provide safety and security best practices to our students, staff, faculty, and community members.

Accreditation:

Currently, there is not a set standard or requirement USHE institutions with public safety departments receive accreditation. The accreditation process is not a simple one. The value of

having agency/department policies and procedures reviewed and approved through a third party accrediting body, further demonstrates our desire for accountability through transparency and inspection. The USHE chiefs working group does not endorse one specific accreditation body over another. The accreditation program completed would be the institutions choice, whether it be the Utah Chiefs of Police Association Accreditation Alliance (UCOPA) \$1,000-\$3,000 depending on size annually, the International Association of Campus Law Enforcement Administrators Accreditation (IACLEA) \$3,000 depending on size, or the Commission of Accredited Law Enforcement Agencies (CALEA) \$8,475 first year \$3,370 following years.

A yearly report from each USHE institution demonstrating successful completion accreditation would result in the institution receiving a refund of costs for the selected accreditation program.

Retirement:

The UCOPA university chiefs of police work group recommends exploring the possibility of waiving the current URS one year waiting period for current police officers wishing to retire from the URS system, if they are transitioning into a sworn public safety position at a USHE institution. This would dramatically increase the ability to recruit highly experienced and professional public safety professionals into current USHE institutions, providing enhanced and improved overall services to students, staff, faculty, and community members.

We also recommend that all USHE institutions public safety departments to be in the state Public Safety URS retirement system. Currently Weber State University and Utah Valley University are in the Educational URS retirement system, which negatively affects recruitment and retention.

Compliance:

The UCOPA university chiefs of police work group recommends USHE further explore industry best practices for CLERY reporting. Current practices within the USHE system are varied. We recommend research into how best to develop, analyze, record, and report, all CLERY mandates system wide. We also recommend research determining which group within higher education is recommended for CLERY compliance (public safety, human resources, general counsel, equity and compliance, etc.).

Pay:

The working university chiefs group recognizes the challenges and unique positions each USHE institution faces with fare and comparable pay for all positions on campus. We recommend USHE explore significant issues regarding pay disparity between university public safety professionals compared to local and state public safety professionals, so that we can hire and retain professionals that best serve our campus communities.

Conclusion:

The Cicero Groups report created an excellent baseline, allowing further exploration of ways USHE institutions can best provide safety and security to our community members. The UCOPA university chiefs working group is excited to provide this position paper, and offers to assist improving our services however possible.