

Human Resources is delegated the responsibility to establish minimum qualifications of employment for the college chief of college police, and all campus public safety personnel including, but not limited to, prior employment as a peace officer or completion of a peace officer training course approved by the Commission on Peace Officers' Standards and Training. The employment of campus public safety personnel will be subject to the equal employment opportunity regulations.

The College Police Department must participate in Peace Officer Standards and Training Commission programs. All college police officers must be certified by the Commission. College police officers shall be employed as members of the classified service but shall, when duly sworn, be peace officers as defined by law. Prior to employment, they shall satisfy the training requirements set out in Penal Code Sections 830 et seq. The district requires in the hiring, retention, and promotion of college police officers that officers demonstrate a commitment to policing with a commitment to policing using an equity-minded and trauma-informed approach. College police officers must adhere to community policing principles and evidence-based policing practices as defined in the applicable Title 5 regulations.

Every member of the College Police first employed by the district before July 1, 1999, must, in order to retain their employment, meet the requirements of Education Code §72330.2, including but not limited to:

- A. Submission of one copy of their fingerprints, which shall be forwarded to the Federal Bureau of Investigation.
- B. A determination that the employee is not a person prohibited from employment by a California community college district.
- C. If the employee is required to carry a firearm, is not a person prohibited from possessing a firearm.

Every member of the College Police shall be supplied with, and authorized to wear, a badge bearing words "MiraCosta College Police." Every member of the College Police shall be issued a suitable identification card.

#### **MiraCosta Community College District**

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Effective Date: 11/3/09, 2/19/16, 5/6/21, 11/2/23

Periodic Review: 7/7/15, 3/10/22

References: Education Code §72330  
Government Code §§3300 et seq. and 7070 et seq.;  
Penal Code §830 et seq.;  
Title 5 Sections 51028, 51100, 51102, and 59700 et seq.

CCLC Update: #28, 4/16; #32, 4/20; #38, 4/21, #42, 4/23, #42 Supplemental, 5/23

Steering: VPAS / N/A

Salaries for College Police shall be established after appropriate negotiations with their exclusive representative. If no such unit is established, salaries shall be recommended by the Classified Senate and Classified Administrators.

The district, in cooperation with the Chief of College Police, shall issue such other regulations as may be necessary for the administration of the College Police, including:

- A. Schedules and shifts.
- B. Hiring procedures in compliance of Peace Officers' Standards and Training (POST) standards.
- C. Call-back procedures.
- D. Weapons practices and weapons retention.
- E. Use of vehicles.
- F. Pursuit practices.
- G. Use of Force procedures.
- H. Discipline procedures.
- I. Training
- J. Department of Justice, California Law Enforcement Telecommunications System (CLETS) Training. Complete CLETS use and training information can be found in the MiraCosta College Police Procedures Manual.

College police officers must participate in regular training related to the conduct and methods of community policing, anti-bias, cultural responsibility, conflict avoidance, and de-escalation. College police officers shall receive community college-specific training as required by the law, and as made available by the commission.

The district must provide college police officers routine mental health services and prompt referral to crisis counseling following any critical incident.

The College Police Department shall cooperate with local law enforcement in accordance with an agreement to be entered into in accordance with the requirements of Education Code Section 67381. The agreement shall address, but not be limited to, the following:

- Operational responsibilities for investigations of the following violent crimes: willful homicide, forcible rape, robbery, aggravated assault;
- Geographical boundaries of the operational responsibilities; and
- Mutual aid procedures.

### **Report Regarding Complaints**

The Chief of Police shall provide the Board of Trustees, when requested, with a report regarding complaints against the police department and police officers. This report

must disaggregate the complainants by race/ethnicity, gender identity, sexual orientation, disability, or any other characteristic identified by the board.

### **Use of Military Equipment**

The chief of police will work with the superintendent/president to ensure the Board of Trustees approves a military equipment use policy prior to purchasing, raising funds for, or acquiring military equipment as defined in the Government Code §7070. The chief of police shall submit the proposed military equipment policy to the Board of Trustees through the superintendent/president and make those documents available on the police department website at least 30 days prior to any public hearing concerning the military equipment at issue.

If the College Police Department receives approval for the military equipment use policy, it shall submit to the Board of Trustees an annual military equipment report for each type of military equipment approved by the Board of Trustees within one year of approval, and annually thereafter for as long as the military equipment is available for use. The College Police Department shall also make each annual military equipment report available on its internet website for as long as the military equipment is available for use. The Board of Trustees shall annually review the policy and either disapprove a renewal of the authorization of the military equipment use policy or amend the policy if it determines that the military equipment does not comply with the standards set forth state law.

The Board of Trustees prohibits auxiliary organizations from purchasing military equipment, unless authorized by the Board of Trustees following standards required by law for the purchase of equipment for police agencies made with public funds.

### **Campus Policing and Student Success**

College police officers are required to offer contact information to individuals they stop or otherwise subject to a police officer-initiated interaction, except where doing so would pose a safety risk.

The district encourages individuals who have interacted with college public safety personnel to submit to the district a response related to the interaction. The chief of police will establish a process to encourage individuals to submit a response.

The district requires college police officers to attend and participate in campus activities not involving a “police response” or other formal public safety-related activities, such as participating in student events when invited, in town halls, convocations, and other similar events where informal or social interactions with other campus stakeholders is possible.

### **Public Safety Data**

The chief(s) of police shall record policing data metrics, including key performance indicators, track data related to traffic stops and other officer-initiated contacts; and conduct stakeholder climate surveys focused on campus public safety services. The chief(s) of police will establish a process to solicit responses regarding the individual’s perception of the interaction and the district’s public safety practices, via an accessible method for all individuals to provide responses. Such responses shall be permitted to be anonymous. The chief of police shall provide to the Advisory Board an aggregated summary or otherwise anonymized version of the responses received. Retaliation against anyone responding, including the use of a response in a disciplinary proceeding

against the responder, is prohibited. This process is separate from any disciplinary or personnel proceeding, and information, data, and records developed under this process shall not be maintained in any personnel file.

### **MOU/Clery**

The College Police shall maintain Memoranda of Understanding with appropriate local law enforcement agencies in accordance with the requirements of Education Code §67381 and the federal Clery Act. The agreement shall address, but not be limited to, the following:

- A. Operational responsibilities for investigations of the following violent crimes:
  - 1. Criminal homicide: murder and non-negligent manslaughter, manslaughter by negligence
  - 2. Sex offenses: rape, fondling, incest, statutory rape
  - 3. Robbery
  - 4. Aggravated assault
  - 5. Burglary
  - 6. Motor vehicle theft
  - 7. Arson
  - 8. Arrests and referrals for disciplinary action for liquor law violations, drug law violations, and
  - 9. weapons law violations
  - 10. Hate crimes for all of the above crimes and crimes of larceny-theft, simple assault, intimidation, vandalism/damage/destruction of property, motivated by a bias from one of the bias categories;
  - 11. Dating violence, domestic violence, and stalking
- B. Geographical boundaries of the operational responsibilities.
- C. Mutual-aid procedures.