

## Chapter 7 - Human Resources

### AP 7600      ~~Campus Public Safety~~ College Police

#### References:

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

#### Campus Public Safety

~~The campus public safety staff members 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.~~

~~Every campus public safety staff member employed or continuing in employment shall meet the requirements set out in Education Code Section 72330.5, including but not limited to:~~

- ~~• submission of one copy of his or her fingerprints which shall be forwarded to the Federal Bureau of Investigation;~~
- ~~• a determination that the employee is not a person prohibited from employment by a California community college district, and,~~
- ~~• if the employee is required to carry a firearm, is not a person prohibited from possessing a firearm.~~

~~Members of campus security shall be employed as members of the classified service of the College.~~

~~Salaries for campus public safety staff members shall be established after appropriate negotiations with their exclusive representative. If no such unit is established, salaries shall be recommended by the College President/CEO.~~

~~The Director of Public Safety in consultation with the Vice President, Administrative Services shall issue such other procedures as may be necessary for the administration of the campus security officers, which may include:~~

- ~~schedules and shifts;~~
- ~~call back procedures;~~
- ~~use of vehicles;~~
- ~~weapons practices, especially drawing weapons;~~
- ~~pursuit practices;~~
- ~~discipline procedures in accordance with district policy;~~
- ~~training; and~~
- ~~responsibilities to coordinate with local law enforcement.~~

The College President/CEO is delegated the responsibility to establish minimum qualifications of employment of the Chief of Police, including, but not limited to, prior employment as a peace officer or completion of a basic peace officer training course approved by the Commission on Peace Officer Standards and Training (POST), and all other campus public safety personnel. The employment of campus public safety personnel will be subject to the equal employment opportunity regulations.

The College police department must participate in POST programs. All College police officers must be certified by POST. College police officers shall be employed as members of the classified service and 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 College requires in the hiring, retention, and promotion of College police officers that officers demonstrate a commitment to policing with a “guardian” rather than a “warrior” mindset. College police officers must adhere to community policing principles and evidence-based policing practices as defined in the applicable Title 5 regulations. Members of campus security shall be employed as members of the classified service of the College.

Every member of the College police department must satisfy the requirements of state law regarding qualifications for continued employment.

Every public safety officer employed or continuing in employment shall meet the requirements set out in Education Code Section 72330.5, including, but not limited to:

- Completion of the latest course of training developed by the Bureau of Security and Investigative Services of the Department of Consumer Affairs;
- Submission of two copies of his/her/their fingerprints, which shall be forwarded to the Federal Bureau of Investigation; and
- A determination that the employee is not a person prohibited from employment by a California community college district.

Every member of the College police department shall be supplied with, and authorized to wear, a badge bearing words, “Mt. San Antonio Community College Police.” Every member of the College police department shall be issued a suitable identification card.

Salaries for College police officers shall be established after appropriate negotiations with their exclusive representative. If no such unit is established, salaries shall be recommended by the College President/CEO.

The President/CEO, in cooperation with the Chief of Police, shall issue such other regulations as may be necessary for the administration of the College police department, including, but not limited to, the following:

- Schedules and shifts;
- Call back procedures;
- Weapons practices, especially drawing weapons;
- Use of vehicles;
- Pursuit practices;
- Discipline procedures in accordance with College policy; and
- Training.

College police officers and public safety 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 law, and as made available by POST.

The College must provide College police department personnel 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 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.

#### Use of Military Equipment

The Chief of Police will work with the College President/CEO 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. The Chief of Police shall submit the proposed military equipment policy to the Board of Trustees through the College President/CEO 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 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 police department shall also make each annual military equipment report available on its 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 in 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 and campus public safety officers are required to offer contact information to individuals they stop or otherwise subject to a police or public safety officer-initiated interaction, except when doing so would pose a safety risk.

The College encourages individuals who have interacted with College public safety personnel to submit to the College a response related to the interaction. The Chief of Police will establish a process to encourage individuals to submit a response.

The College requires College police and public safety 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 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 of Police will establish a process to solicit responses regarding people’s perceptions of public safety interactions and the College’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.

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